



# The Health and Safety Management System



The **Health and Safety Management System (HSMS)** describes how all our activities come together to deliver our health and safety vision of everyone home safe every day.

The HSMS covers the whole scope of our activities, not just those that are railway related, and it's for everyone, not just health and safety specialists.

It applies to all Network Rail employees.

## Why it matters

Having a HSMS is a legal requirement and forms the basis of our authorisation as Infrastructure Manager of the mainline railway. Without it, we wouldn't be permitted by the Office of Rail and Road to operate and maintain the railway.

The HSMS is a key document in explaining how we deliver our health and safety vision, and shows us the big picture of how our processes, standards and controls work together to deliver our health and safety strategic objective.

It makes business sense, helping prevent costs and disruptions of injuries and accidents, and enforcement action by our regulator.

## Key legislation the HSMS supports

Health and Safety at Work, etc. Act 1974

Railways and Other Guided Transport Systems (ROGS) Regulations 2006

Railways Interoperability Regulations 2011

Control of Substances Hazardous to Health (COSHH) Regulations 2002.



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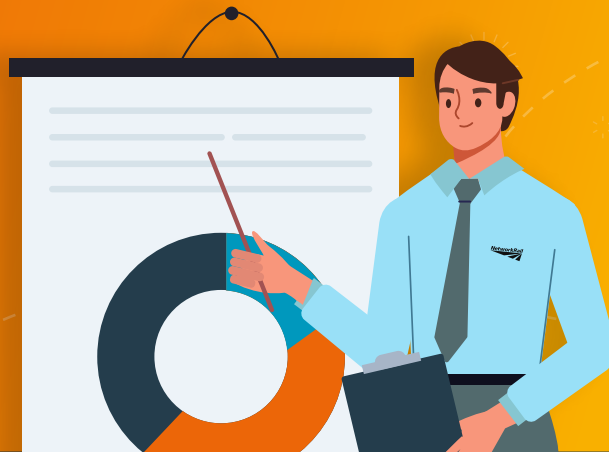
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# What to do



## The HSMS framework includes

- **Health and Safety Policy** – Sets out Network Rail's commitment to safety
- **Systems and Processes** – Standardised procedures for managing risk
- **Roles and Responsibilities** – Clarifies who is accountable for what
- **Monitoring and Review** – Confirms continuous improvement and compliance.

## The HSMS framework

Component	Purpose
Policy and Leadership	What are our policies, and how do we govern safety?
Planning and Implementation	How do we manage risk, identify controls and implement them? How do we plan workload, and implement Safe Systems of Work?
Competence and Training	How do we work with others to deliver our goals? How do we develop and measure the competence of our people?
Control and Communication	How do we plan our organisation to deliver our goals? How do we make sure everyone knows the part they have to play?
Assurance and Audit	How do we identify whether our controls are working to manage risk? How do we drive improvements in our health and safety performance?



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# What to do



## Key roles and accountabilities

### Line Managers

- Are responsible for their own health and safety, and the activities of those they manage
- Are responsible for managing the competence of those working for them – including appointing competent people to roles they are filling
- Should identify relevant standards and processes to their team, and how they comply with them
- Have a key part to play in managing the risks from the activities of their teams – in identifying and managing all business risks
- Communicate all changes appropriately to all key stakeholders within the organisation.

### Everyone (all staff)

- Is responsible for their own, and anyone they are working with or supervising's health and safety
- Should speak up about any unsafe behaviour or conditions witnessed; escalate any you are unable to resolve yourself
- Including our suppliers and contractors, must comply with Network Rail's Integrated Management System, Standards and Processes – or use the relevant process to manage the risk in an alternative manner.

### Senior Leaders

- Regional and Functional Managing Directors are ultimately accountable for the health and safety performance of their region or function
- The Board is ultimately accountable for overall health and safety performance of Network Rail
- Regions and functions should have a local operating model that delivers their accountabilities in the overall Network Rail operating model
- Regional and Functional Directors are accountable for identifying all risks from their operations, assessing and managing them in accordance with legal requirements (so far as is reasonably practicable)
- Regional and Functional Directors are accountable for appointing competent people to roles.



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# Resources



## Questions to consider

- 1 Do I understand how the HSMS applies to my role?
- 2 Would I know how to report a safety concern or non-compliance?
- 3 Am I confident that my team is working in line with HSMS expectations?
- 4 How do I contribute to a culture of safety and accountability?

## Manager Considerations

- Are HSMS responsibilities clearly communicated to your team?
- Do you regularly review safety performance and share lessons learned?
- Are you confident in your team's understanding of product acceptance?

## Resources and support

[Network Rail Safety Central](#)

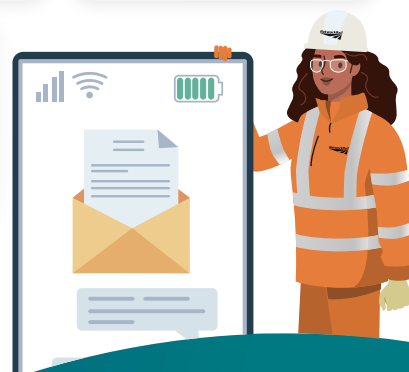
MyConnect HSMS Hub – Search “HSMS” on MyConnect and [IMS](#)

Health and Safety Policy – Available via the Technical Authority

Speak Out – Confidential reporting for safety concerns



Contact – [safetyassurance@networkrail.co.uk](mailto:safetyassurance@networkrail.co.uk) or [healthandwellness@networkrail.co.uk](mailto:healthandwellness@networkrail.co.uk)



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