



# Principles of a Fair Culture

Network Rail, the RMT, the TSSA and Unite are committed to making sure everyone gets home safe, every day. To help make this possible, we have jointly agreed to the following principles of a fair culture.

## Behaviours

- ▶ It will be clear to everyone, through the Lifesaving Rules, what behaviours are expected of them at work
- ▶ We aim for a fair culture where we can have honest and open discussions about safety
- ▶ Reporting will be encouraged, valued and listened to
- ▶ Anyone who reports a near miss, unsafe behaviour, unsafe condition or unsafe asset should be able to do so in a blame-free environment and will be supported by the company
- ▶ Failure to report an incident, near miss, unsafe behaviour, unsafe condition or unsafe asset is unacceptable

## Consequences

- ▶ There will be consistent messages, processes and agreed consequences applied to any breach of a Lifesaving Rule
- ▶ All potential breaches of a Lifesaving Rule will be properly investigated in a fair and transparent manner with Trade Union involvement
- ▶ Where outcomes from an investigation determine further action is required then they shall be subject to a separate process
- ▶ No action against workers will be taken without recourse to a fair and transparent process
- ▶ Disciplinary action or sanctions against a worker shall as a minimum include an investigation, a hearing and, where necessary, an appeal with the right to Trade Union representation for its members at the hearing and appeal, and observation at the investigation

Network Rail, the RMT, the TSSA and Unite are committed to ensuring *Everyone gets home safe, every day.*

Mark Carne  
Chief Executive  
Network Rail

December 2014

Mick Cash  
General Secretary  
National Union of Rail,  
Maritime and Transport  
Workers

December 2014

Manuel Cortes  
General Secretary  
Transport Salaried  
Staffs' Association

December 2014

Tony Murphy  
National Officer  
Unite

December 2014



everyone  
home safe  
every day