

# Safety Hour Discussion Pack

**Topic:** Using Your Voice for Safety

## Purpose of the discussion:

To discuss the link between low employee engagement and incident rate, and how we can use the 2015 Your Voice survey to highlight Safety concerns and suggest ways to improve.

Employee engagement is key to keeping safe. Did you know that our last Your Voice survey in 2013 identified that highly engaged maintenance teams were experiencing 26 less incidents a month. Companies with low employee engagement scores experience around 42% more incidents than those with high levels of engagement.

## How can we use this survey to highlight the opportunities to improve engagement and safety?

Discussion points: Use below to plan your facilitated discussion. Remember, you don't have to have all the answers – the role of the facilitator is to create an engaging discussion where everyone identifies and commits to solutions.

Discussion points	Supporting notes
<p>Why do you think low employee engagement might impact incident rate?</p>	<p><b>If an employee is feeling disengaged, this might impact their physical and mental wellbeing, and as a result their ability to be safe.</b></p> <p>How might the behaviours of an engaged colleague vs. a disengaged colleague differ when it comes to:</p> <ul style="list-style-type: none"> <li>• Working with a team</li> <li>• Challenging unsafe behaviours and conditions</li> <li>• Planning and designing</li> <li>• Complying with our Lifesaving Rules</li> <li>• Listening and concentration</li> </ul>
<p>How can we use the Your Voice survey to raise safety concerns?</p>	<p><b>As mentioned above, there's a proven link between employee engagement and incident rate. Helping us understand if your team is engaged/disengaged will enable us to reduce safety risk in your area.</b></p> <p>The survey also includes three key safety statements which you can use to tell us how Safety is working in your area:</p> <ul style="list-style-type: none"> <li>• Where I work The Life Saving Rules are followed by everyone at all times</li> <li>• Where I work we always apply our learning from mistakes and incidents</li> <li>• Where I work safety is never compromised to deliver performance</li> </ul>

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<p>Who would like to complete the survey, and if not, what would need to change for you to participate?</p>	<p><b>Engagement surveys can be viewed with cynicism – discuss people’s reasons behind wanting, or not wanting, to complete the survey.</b></p> <ul style="list-style-type: none"><li>• Where possible, please give people time to complete the survey – the more responses we get, the better quality of information we will have to act on</li><li>• Also remember that people should never feel they have to complete Your Voice; it is voluntary</li></ul>

## For further information:

Visit the Your Voice Connect page - <http://connect/corporateservices/hr/yourvoice/>

Speak to your line manager

Contact your local HR Business Partner

E-mail: [employee.engagement@NetworkRail.co.uk](mailto:employee.engagement@NetworkRail.co.uk)