

## Creating engaged employees

### Why does it matter?

Network Rail employs over 36,000 people and spends £7.5bn per year across a diverse supply chain. Creating engaged employees is an essential part of our commitment to being a great employer and improving our safety, performance and positive social impact across the industry.

### Highly recommended activities

If you work for Network Rail, you have 5 days of paid volunteer leave per year. You can use your leave to support lineside neighbours and the local community in one of these three areas.

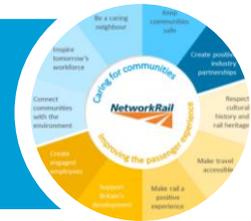
1. Community safety activities
2. Community rail activities
3. Careers advice and early engagement activities

If you're unsure of who to contact or which volunteer opportunities to focus on please email: [CharitableGiving@networkrail.co.uk](mailto:CharitableGiving@networkrail.co.uk). Alternatively, please contact your Maintenance Protection Coordinator for opportunities to support community engagement activity.

### Suggested activities

Below are some suggested activities you could deliver to help create engaged employees.

- Implement and monitor workplace inclusion activity (such as staff networks), resulting in evidence of improved employee engagement.
- Ensure clearly developed personal development plans for all staff, no matter how long they are scheduled to work on the project. Include development within the role but also consideration for their longer term career goals and aspirations.
- Develop a staff wellbeing programme designed to empower staff to lead healthier lives. Not only does it lead to more engaged employees but also results in improved customer service and increased commercial success.
- Team volunteering activities should be promoted to enhance relationship building and motivation in the workplace, at the same time as being a caring neighbour.
- Paying all contract staff Living Wage.



## How do you measure success?

Implement and monitor activity that results in evidence of improved employee engagement, improved workplace inclusion and/ or on-going improved workplace performance.

## Key performance indicators

- Engagement measurement for staff surveys such as 'Your Voice' and 'Great Place to Work'
- % of staff on the project using volunteer leave
- Number of group volunteering events
- % of staff completing 'Everyone' training or participating in other inclusion activities such as staff networks
- Engagement with wellbeing programme initiatives such as training courses and health assessments.