

SAFETY MATTERS

MAGAZINE



WINTER 2018/19

- 03** Morson Group expands with Anderselite acquisition
- 07** Introducing your Vital HSQE team
- 11** Changing behaviours on track
- 12** Let's talk about mental health

FOCUS

14

79 days in Derby

On Sunday 22 July 2018, work started on the £200m resignalling at Derby, with the project team having just a 79 day window to complete the work.

MORSON
GROUP

Contents

- 02 Welcome
- 03 5 minutes with...
- 04 Close call reporting
- 05 PPE on the railway
- 06 Network Rail safety bulletins
- 07 Introducing your Vital HSQE team
- 08 Network Rail safety bulletins
- 09 Attracting the next generation
- 10 Safety Units commended at industry awards
- 11 Changing behaviours on track
- 12 Let's talk about mental health
- 13 Spotting the signs of mental illness
- 14 79 days in Derby
- 16 A Vital intervention
- 17 Championing diversity on track
- 18 Creating careers beyond the front line
- 19 Winter driving
- 20 Contacts

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Accident and Incident Analysis

Morson International
AFR 0.05

Morson Rail AFR 0.0

Vital AFR 0.13

Vital Rail AFR 0.10

Anderselite AFR 0.0

Anderselite Rail AFR 0.0

Ged Mason
CEO, Morson Group

Welcome



It is with great sadness and a heavy heart that I speak about the loss of one of our rail workers, Dritan Qema, who lost his life in an incident on site in early November 2018. During this difficult time our thoughts and prayers are with the family and we are closely supporting Dritan's partner and young son to ensure they are taken care of, including providing financial support.

A full investigation is ongoing following this tragedy but I want to express how moved I have been in how our entire workforce, partners and competitors come together in difficult times to support one another and stand united shoulder to shoulder. Incidents like this show just how dangerous our jobs can be and I want to remind everyone to be extra vigilant when carrying out their duties, regardless of how routine they may seem.

This is a sombre time for our entire workforce and I want to say thank you to all our team, especially those within Vital Human Resources and on site who have been affected by this tragedy.

Safety is at the heart of everything we do. It was very encouraging to see that there were more than 1,100 close calls raised by VHRL workers in 2018, which helped improve the overall safety of the infrastructure. This has coincided with the launch of the HSE Ambassador Programme and The Close Call Champions Programme that we are currently rolling out. More courses are planned for 2019. All three of the VHRL Safety Units have been touring the country to brief on various issues including close calls and the Work Safe Policy.

If you see something that isn't safe or you feel that the method of work is unsafe, leaving you

and your colleagues at risk, you should have the confidence to speak up immediately and raise your concerns. We fully support every member of staff who stops work because of safety reasons and want to reassure you that you have the full backing of the Group to speak out.

If ever in this situation, you should report your safety concerns immediately by raising a close call or contacting your operations manager. You can easily raise a close call in a number of ways: by downloading our Safety Matters Close Call App by searching 'Morson' in the App Store or Google Play, visiting <https://www.morson.com/about/health-and-safety/report-a-close-call> or calling 0161 836 7200.

We want to build a stronger culture towards safety reporting, as the information we receive helps keep our entire workforce safe. Close calls can also be reported anonymously via the app, by inputting just the date, time, location and incident details, along with the added functionality of being able to upload a photo.

Our message as a Group has always been and will always be that we **work safely and go home safely every working day**, and it is our priority to ensure that our entire workforce adopts the correct health and safety behaviours and that the sites they work on meet these same stringent safety practices and values.

I want to personally thank our entire workforce for their continued hard work and commitment, and please, always stay safe. **If ever in doubt, report it.**

We value your feedback – if you have any comments to share, please email Safety-Matters@morson.com and I hope you enjoy this issue. Best wishes to you and your family for a safe 2019.

Ged Mason
CEO, Morson Group





anderselite

Morson Group expands with Anderselite acquisition

Earlier this year we acquired Southampton-based technical recruitment agency, Anderselite, to strengthen our footprint and capabilities in high growth sectors.

The specialist recruiter has provided talent to rail, construction, civil engineering and facilities management sectors for more than 30 years, and continues to operate under its original brand whilst working together with its fellow Morson Group companies.

Ged Mason, CEO of Morson Group, said: "Anderselite has an extremely

strong brand within the UK and specific expertise in the above markets. Their addition to our portfolio means we are well placed to service the future growth expected in these sectors while consolidating our market leading position in rail and I look forward to a prosperous and exciting future together."

Simon Trippick, CEO of Anderselite, added: "Right from the start, our objective was to find a partner whose values and approach matched our own. This deal will allow our business to grow and develop within one of the UK's most respected recruitment groups to the benefit of all our stakeholders."

To find out more, visit:
www.anderselite.com



5 minutes with, Katie Hancock, safety & compliance manager at Anderselite

Describe what you do in 10 words or less. I try to ensure that everyone gets home safe.

What part(s) of your job do you enjoy the most? The variety. My role can be very demanding and stressful at times but somehow I thrive on it and it keeps me wanting to do better. One day I'm completing administrative tasks, then I'm conducting accident investigations and then I'm meeting with managing directors. I love the challenge.

What is your proudest achievement so far? Passing my first Link Up (now RISQS) audit 14 years ago. It gave me the confidence to believe in myself and continue implementing processes that would keep our contractors safe.

Outside of work, my proudest achievements are my beautiful daughter Harriet and competing and winning with my amazing horses.

If you hadn't gone down your chosen career path, what would you be doing? I always liked the idea of running a pub because I love meeting and talking to people, and enjoying the odd glass of wine, but I suspect it would be something to do with horses as all my spare time is spent on my two competition horses.

What do you do in your spare time? Running after my very demanding two-year-old who has just started riding her Shetland pony, Flash, and eventing. Horses are my passion and I have just finished a very successful season with some great results, which has just been topped off with an International 2* Win!

Group update: Contract wins

Our latest contract wins for the Morson Group awarded in Q3 include:

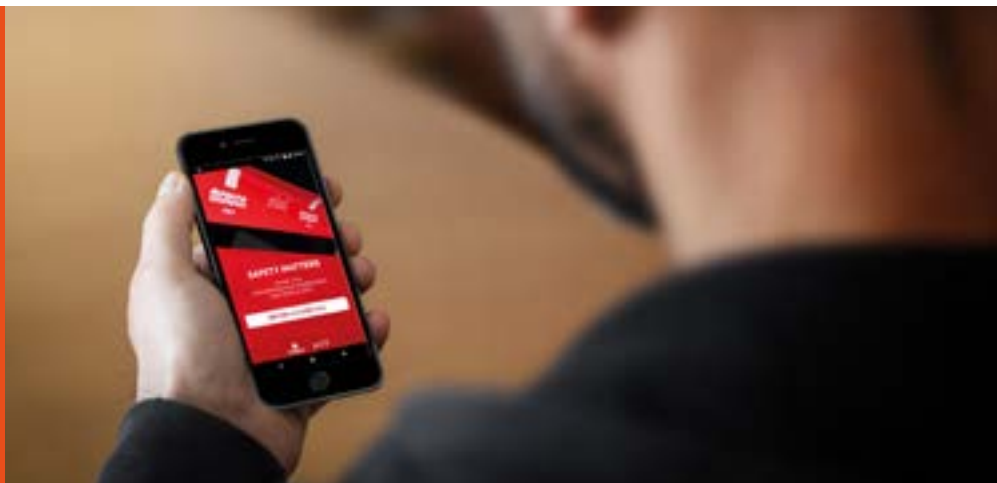
Vital Human Resources

- Network Rail - LNE & EM Suicide and Route Crime Prevention Framework: Vital has retained the Lot 1 suicide, trespass and vandalism contract, which thanks to the excellent work of patrol teams, has received numerous commendations and accolades.
- Network Rail - LNW Suicide Prevention and Security Services Framework: This new contract expands our excellent work on the above Network Rail LNE framework. We have been successful on the following three lots:
 - Lot 1 – Manned Guarding LNW North
 - Lot 3 – Trespass + Vandalism LNW North
 - Lot 6 – Trespass + Vandalism LNW South
- Speedy Hire - Temporary Rail Labour Supply: Vital has become the preferred 1st tier supplier for the North and Scotland, and a 2nd tier supplier for the South and Midlands.

Morson International

- TfL - ISP ASPIRE Framework for Works and Labour

Close call reporting



In our last edition, we announced the launch of our new Safety Matters Close Call App, which is transforming the way we maintain safety trackside by giving our entire workforce another simple way to report unsafe behaviours and working conditions.

The app is available on both Android and Apple devices and can be downloaded by searching 'Morson' in the App Store or Google Play. As well as the ability to report close calls anonymously, it also offers the added functionality of using the app whilst offline and submitting the details once your internet connection is restored, so it can be used in any location.

The information that we receive is crucial to reducing and eliminating accidents and incidents. Since its official launch in March 2018, we have received c.200 close calls. The number reported each month continues increasing, with 14 recorded in April compared to 51 in September.

During Period 7, the greatest number of close calls centred on the following safety issues and concerns:

- Lack of equipment or equipment that is broken or not working
- Delivery that is either late or failed to complete altogether
- Trip or trip hazard
- Poor or inadequate lighting on site
- Issues concerning members of the public
- Platform protection either not in use or inadequate

Other close calls reported during this same period included disagreements/arguments, dust/fumes on site, faulty or lack of head torches, instructions/RAMS not listened to or followed, operatives not being clean shaven and rubbish left on site.

If ever in an unsafe situation, you should immediately report your concerns through the app, which is flagged instantly to our health and safety team. We also

want to remind everyone of their shared accountability for each other's actions, with health and safety not only the responsibility of the PWTs and inspectors. This collective responsibility and the encouragement to speak out and rectify problems before they become an issue, rather than ignoring it or

viewing it as 'someone else's responsibility', ensures that we **work safe and go home safe every day.**

Here is a selection of close calls reported through the app during October 2018 and the subsequent actions taken:

Office	Close Call Raised	Action Taken
Milton Keynes	Points op wanted to carry out works that was not in the SWP. Not discussed at PICOP meeting.	SWP checked and permission to work denied. Passed onto Network Rail.
Cardiff	Lookouts asked to work four hours in adverse weather to complete works.	COSS informed. Lookouts given breaks and chance to eat/drink/dry off. Regular breaks planned for continuation of shift.
Farnham	Three hook switches need replacing as they are extremely difficult to operate. All arms have been bent to an oval shape on the ends, instead of round, through excessive force being used to operate.	Works cancelled and close call passed to Network Rail.
Cardiff	Frequent heavy lifting required to transport materials to site. This could have caused an increase in fatigue of workers and increased the risk of manual handling injuries.	Issue resolved by ensuring workers were given frequent rest and water breaks.
DPM	Signaller granted permission to place protection in wrong location.	Signaller contacted and issue resolved. Close call raised and passed to Network Rail.
Doncaster TVP	Identified remains of a fire against railway infrastructure fencing, vegetation damage and remaining litter so potential to return and reignite.	Regular housekeeping to take place and close call passed to Network Rail.
Bellshill	VHRL worker realised that workers from another contractor was about to place their earths outside of the planned isolation area. On speaking to the workers, the VHRL worker was assured that they were in the right place. Thinking this was not the case, he raised the issue with the client who confirmed that they were outside the isolation.	Placed in correct location - our actions prevented a serious incident from occurring.
Farnham	On arriving for a task, a member of our Possession Support Staff noticed that there were unacceptable inconsistencies in the SWP.	This was close called and the matter was resolved.
Bellshill	SWP paperwork did not match that of the Signaller. Due to trains being in the area, our COSS realised that he would need extra protection of which the Signaller had no knowledge of.	Issue raised and due to incorrect paperwork, the shift was cancelled.
Cardiff	Close call raised due to a breach of an exclusion zone.	Close call raised.
Farnham	Strapping Task not included in SWP.	Query raised with client and possession was cancelled.
Farnham	Incomplete SWP for task & incorrect site access information.	Passed to Ops Manager and client.
Farnham	Location of hook switches incorrect on SWP.	Issue raised and passed to client.



PPE on the railway

We want to remind all staff about mandatory PPE and that we expect everyone throughout the Group to be wearing the necessary equipment, and for it to be in good working condition every time you step on site.

The following PPE is mandatory on site as a Morson and Vital employee:

- Blue or white safety hardhat, dependent on PTS status
- Approved safety boots
- Orange hi-visibility clothing displaying the Vital logo
- Safety glasses
- Cut 5 gloves

Depending on the task, the following PPE may also apply:

- Goggles
- Spats
- Dust mask (must be face fit tested)
- Vapour mask
- Ear defenders
- HAVS monitoring equipment

Our PPE range provides workwear designed for each gender to ensure a correct fit and ultimately safer protection for the wearer. Universally-sized PPE saw many people resorting to safety pins, rolled up sleeves, multiple pairs of socks and other quick fixes to prevent movement restrictions because of ill-fitting PPE, which is what we wanted to stamp out by introducing additional ranges to suit wearers other than males.

Possession irregularity

A serious incident occurred within an engineering worksite when an engineering train passed over a level crossing with the barriers in the raised position. As works had been completed with the train, it was being taken from the site of work to the exit marker boards, and approached the level crossing. The move between was made with the engineering supervisor's permission, yet control was delegated to a competent person. Although the barriers were not lowered, the warning lights and yodels still operated, and provided a warning of the move. The level crossing was planned to be taken under local control, as required during the possession, but on this occasion it was not. Neither the engineering supervisor nor the competent person made reference to the level crossing and therefore the driver was proceeding as instructed.

Discussion points

- When in the planning process, do we identify the need to have level crossings on local control?
- How do we ensure that there is sufficient resource, in particular specific competencies such as level crossing attendants, both in the plan and available on site?
- How are all key staff aware of the Rule Book procedures regarding the duties of a level crossing attendant?
- How are staff authorising train movements reminded of the location and arrangements at level crossings within a worksite?

Unauthorised advice to level crossing users

In July 2018, a member of staff (a contract lookout) gave a user permission to cross a user worked crossing equipped with a telephone (UWCT) in a vehicle. Signs are in place to inform users of the correct process for using the crossing. It is believed that the lookout was trying to be helpful, but had clearly not considered that there is a specific safe use procedure at this crossing, as at many others. At this particular crossing, the signaller must protect every vehicle crossing by placing the signals at danger, as the crossing does not have sufficient sighting for vehicles to use it during normal operations. A similar near miss happened during construction work last year at another level crossing when a user wrongly understood from site staff that it was safe to cross.

Discussion points

- What roles are permitted to authorise members of the public to use a crossing?
- What are the dangers of lookouts or other staff working near a level crossing giving advice on whether it is safe to cross?
- What are the arrangements for users requesting permission to cross?
- If you are asked by a member of the public if it is safe to use a level crossing, how should you respond?

Correct use of HVD03/2D live line indicator

Earlier this year, an HVD03/2D Live Line Indicator was used on an electrical section. The indicator was calibrated, in-date and appeared to be in good condition, and the self-check function was performed and completed satisfactorily with indications being shown as expected. The indicator was then used on a known reference live conductor and the device failed to indicate the presence of live overhead line equipment (OLE). The indicator was then quarantined to check the functionality of the device using a proving unit. The live line indicator failed this test and therefore must not be used. The self-check test on these devices is not sufficient on its own to confirm the functionality of the device to correctly identify the status of OLE, in terms of energisation status (live or deenergised).

Immediate action required

- These indicators must always be used in conjunction with their approved proving units before and after each time a live line test is performed, in line with OLE work instruction E14, NR/L3/ELP/27237.
- Unless the functional test is performed, as above, this tool cannot be relied upon to correctly indicate the status of OLE and therefore should not be used.

Tandem lifting software error

The release of the GKD 3RCI planner versions 8.81 and 9.23 contain a software error, which miscalculates safe tandem lifting. The tandem calculation is performing a double de-rate on the load entered where 'tandem lift' is selected. Corrected software is being developed and in the meantime, GKD is advising that planning for tandem lifts is carried out in accordance with M&EE COP008 and NR/L2/RMVP/0200_Module P503. The 'tandem lift' check box must not be ticked in the desk top planner.

Immediate action required

- When planning tandem lifts with On Track Plant Excavator Cranes fitted with GKD 3 RCI systems, calculate using the planning tool WITHOUT selecting the Tandem Lift check box.
- Utilise the GKD Planning tool capacity figures and follow the calculations detailed:

$$\frac{\text{Total combined load} + 50\%}{2}$$
- Follow this process until advised that GKD has corrected the software error and this safety advice has been rescinded.
- For Network Rail functions, the SMF/PL/0253 Combined Lift Plan and Method Statement form has the calculations built in to the template.

Introducing your Vital HSQE team

Our highly skilled HSQE team at Vital Human Resources plays a crucial role in getting in front of our growing rail workforce to provide regular face-to-face safety briefings and ensure the correct health and safety practices and procedures are both front of mind and adhered to.

Collectively, they promote our health, safety and wellbeing standards, develop and implement behavioural safety programmes, provide advice and support that adhere to the latest legislation, common industry themes and best practice, whilst developing a strong HSQE culture that promotes openness, fairness and ensures lessons are learnt from accidents and incidents.



Mark Barrett
Health And Safety Manager

Mark served 20+ years in the British Army before leaving in 2008 to work in private security and oil & gas in Iraq and Afghanistan. After returning to the UK in 2014 and working for a local law firm and armed forces charity, Mark joined Vital in 2016 as a labour manager on the Glasgow Queen Street Station redevelopment before moving into a health and safety role later that same year, and is now training all out HSE Ambassadors. In his spare time, Mark runs a local veterans organisation in Cumbria.



Steve McKay
HSE Advisor

Stephen spent almost 20 years in finance and consultancy roles before moving into the rail industry in 2014. He's progressed through the ranks to advise on HSQE matters throughout Scotland and the North of England, and brings a broad experience working across Aspro, high output, I.P. and works delivery sites. Outside of work, Stephen runs a five-a-side football team for the numerically challenged.



Jalal Ahmed
HSE Advisor

Jalal has worked in rail since 2006 spanning a variety of projects that have seen him involved in gangs that changed sleepers and wheel timbers, dug wet bets, replaced porcelain pots and conductor rails and completed renewals. His experience also includes safety critical duties including lookout, COSS, traction and power distribution and HV COMP. Jalal's role covers the South of England and he also manages the Morson Vital Safety Unit operations throughout Cardiff, Farnham MK and Canning Town. He's extremely approachable, easy to talk to and passionate about staff wellbeing on site.



Jane Hepburn
HSE Advisor

Jane joined the rail industry in 2003 and has occupied roles including trackperson, COSS and track chargeman where she supervised her own gang. After progressing to site access controller to manage all access on various high profile blockades, Jane became a resource co-ordinator before being offered her current position. She played a pivotal role in the launch of the first Morson Vital Safety Unit in 2016, which now forms part of a larger fleet, and has since received the Group's Gerry Mason Award. She also received Network Rail's Safety Award in 2007 for her hard work and devotion to health and safety.

Potentially hazardous signal gantry access ladder

Following one of the safety stand down briefs held in response to the death of a colleague at Bearsden, S&T colleagues close called the signal shown in the photo in NRB 18/14. The ladder is used to access a gantry that work is then performed from, however the palisade fencing is very close to the ladder. There is a risk that even with a harness and fall arrest equipment on, if a member of staff was to fall, they could be seriously injured on the fence.

Discussion points

- Are you aware of other locations where a fall from a ladder onto fixed equipment could have significant consequences?
- If you identified a ladder that was unsafe to use, what would your first response be?
- How could access to the signal be planned to be undertaken safely pending alteration to the fencing?
- How would you report hazards such as this to get them actioned quickly?
- How could 'taking five' prior to commencing a task help to identify hazards similar to this?

Contact with temporary works in a tunnel

In February 2016, a Network Rail test train came into contact with temporary works that had been installed to the sidewall/lower haunch of Meir Tunnel, at approximately 34m beyond the Longton tunnel portal. The collision occurred during operational hours with passenger trains passing both before and after the incident. The temporary works comprised mild steel sweeps, tees, timber laggings and wedges. During the course of the works, a further section of the brickwork became loose and parted from the tunnel lining. The decision was taken to remove the additional loose brickwork, however due to the time taken to remove it, there was no time left to undertake the re-casing activity, leading to an extended area of formwork being required.

Underlying causes

A check was required to ascertain whether the standard detail and design (SDD) was applicable to the specific areas of the tunnel, once the decision was made to expand the area of temporary works a further check should have been made. This was not carried out, resulting in the formwork being installed foul of gauge requirements.

In addition, the planned temporary works had not been adequately gauge checked at the end of the shift, ultimately resulting in it being struck by a passing train. It is also apparent that the SDD itself was not applied correctly during this work. The SDD that was chosen specified the use of proprietary anchors to hold the formwork to the intrados of the tunnel and it does not specify the use of tees, which were used on this job. There was also a limit on the area of brickwork that can be removed using the SDD. Due to the removal of the additional brickwork, the area being remediated exceeded this limit.

Key messages

- Ensure the correct SDD is selected for the work being carried out and ensure it is applied correctly. Specific SDDs have been developed for applications within tunnels.
- Where SDDs are to be used, adequate consideration has to be given to the application of the SDD to that particular site in line with the requirements of NR/L3/CIV/151; and then any modifications to, or variation from, the SDDs must have the appropriate level of check as defined in NR/L2/CIV/003.
- When carrying out work within a tunnel, ensure that gauge information is obtained prior to starting design works and that the gauge is checked before the line is opened to operational traffic.

Long portable earths for 25kV OLE isolations

Following an isolation audit, it has become apparent that the industry is continuing to use the non-interlocked variant of long portable earths for earthing OLE. At Ranskill in 1998, a member of the isolation team received a fatal electric shock when removing a non-interlocked long portable earth. Investigation revealed the incident involved the failure to follow procedures detailed in Network Rail standard NR/L3/ELP/29987. To increase safety, the interlocked long portable earth was introduced to eliminate the risk associated with the application and removal of non-interlock variants.

Immediate action required

- Long portable earths shall only be used to earth isolated OLE when justified in accordance with NR/L3/ELP/29987.
- Non-interlocked long portable earths must not be used for earthing overhead line equipment after 31/01/2019. Only product approved interlocked long portable earths with warning labels at the G Clamp end shall be used for this purpose.
- Long portable earths shall be procured in accordance with the conditions on the Network Rail Product Acceptance certificate, PA05/00944.
- All nominated and authorised persons shall be re-briefed on the process of applying and removing long portable earths. Long portable earths must be applied and removed in the following sequence:
 - When applying long portable earths, the earth connection shall be made before the line end is connected to OLE.
 - When removing long portable earths, the overhead line connection shall always be removed before the earth end is broken.

Serious staff injury following worksite collision

In September 2018, a Super Boss Ballast Regulator collided while traversing at speed, with the rear of a Kubota personnel trolley and caused the derailment of the latter. The two rearmost Network Rail employees being transported were injured. One employee suffered a shoulder injury, whilst his colleague suffered serious injuries to both legs and had to be stabilised on site before being taken to a specialised trauma centre, where he underwent surgery. All staff working in worksites with plant movements must be briefed that:

- All plant movements within worksites must be undertaken at 5mph or less.
- Where visibility may be a problem, the machine controller must be on the ground supervising the move and the exclusion zone.
- All staff must be clear about how plant movements are to be physically separated to prevent the possibility of collision.

Morson makes sense of grassroots sponsorship

Morson Vital Training (MVT) is using its sponsorship of a grassroots team at West Freestyle Martial Arts Club in Rawtenstall, Lancashire, as a vehicle to instil better rail safety behaviours into children.

The grassroots club delivers high energy kickboxing that combines martial arts kicks with boxing style training to help keep young people fit, confident and happy. As well as disciplines in martial arts, the students learn teamwork, patience, motivation, leadership as well as the importance of health and safety towards themselves and one another.

To build on this health and safety angle, MVT recently took the Morson Vital Safety Unit along to the Club to talk to the children and their parents about rail safety. The fun, interactive event focused on level crossing and foot crossing safety, giving children food-for-thought on how to keep themselves, their friends and their family safe on the UK rail network.

Jane Hepburn, HSE advisor delivered the talk and said: "We want our young people to become safety conscious adults when using the rail network and that means understanding the dangers present.

"The children were so engaged in what we had to say, giving them first hand insight into the dangers around the railway, with a focus on level crossing safety, the roots of risky behaviour and how peer pressure can impact their decision making, to really drive home these important safety messages."

MVT triumphs at Transport for London Supplier Awards

Morson Vital Training (MVT) received the title of Best Apprenticeship at the 2018 Transport for London Supplier Awards.

The annual awards, awarded by TfL, recognise the work of their supply chain across all of operations. The submission highlighted MVT's record in putting quality before quantity, ensuring all apprentices are embedded with fundamental skills for their development as employees - including in aspects of their lives outside of basic rail training, such as finance.

It also highlighted our commitment to social inclusion and mobilisation, with representatives within the London boroughs and wider Group working with a network of schools and combined authorities to support, challenge and promote the benefits of engineering to a wide range of underrepresented groups.

On the night, we were praised by the judges for showing exemplary alignment of the programme to the strategies of the DfT, working with underrepresented members of the community and supporting a diverse talent pool that would see a large percentage of our apprentices come from BAME groups.

Matthew Leavis, head of UK training for Morson Group, said: "To be shortlisted gave the whole team a great sense of achievement and to now win, sees all our hard work and commitment recognised, which is beyond satisfying and a real honour. We focus on a low volume, high quality programme that offers the best possible learner journey with sustained and gainful employment, and we hope this encourages more small scale and high quality programmes that meet the wider need for work-ready employees the chance to benefit from the great opportunities that apprenticeships offer."

MVT has an enviable track record within the industry and in 2017 was awarded platinum 'best in class' by the National Skills Academy for Rail following an extensive audit of operations. It also recently introduced a new initiative to offer ex-forces veterans access to free training in order to aid their transition from the military into civilian life.

Attracting the new generation

Morson Vital Training (MVT) has a rich history of building the rail industry's talent pipeline, especially through its outstanding apprenticeship provision. To build on its work, training support manager, Andrew Robinson, has launched an employer engagement programme with a local school to offer young people a direct link into successful rail careers.

Andrew has been an enterprise advisor with New Park School in Eccles for a number of months, working closely with young people and staff to support outcomes and give them increased visibility of career paths.

The school provides specialist provision for young people aged 7-16 assessed as having social, emotional and/or mental health difficulties, which are often linked to learning or communication difficulties.

MVT will run a series of events to spark the pupils' interest in

engineering and the rail industry, including an introduction to life on track by visiting its Salford training hub. Students will also receive manual handling training and learn the essential skills required within rail, such as teamwork, time keeping and communication, as well as taking part in an interactive 'Morson Engineering Challenge'.

Andrew explains: "Pupils have an increased chance of becoming NEET adults (not in education, employment or training) once they leave New Park School and this is a cycle that we're focused on breaking.

"As well as learning essential skills and having exposure to the range of employment and training opportunities available to them, each pupil will receive a certificate at the end of the programme to include in their CV. Many of the pupils are also from benefit dependent families, who without people like us getting involved, would remain unemployed and lack all future employment prospects and ambitions."



Female sports stars score vital deal

Vital Human Resources has sponsored an all-girls under 11's football team, the Treowen Stars. Based in South Wales, the team play in a non-competitive league throughout Gwent and the young girls now proudly carry the Vital name on their shirts.

Safety Units commended at industry awards

Earlier this year, Vital Human Resources was awarded runner up in the Safety category at the 2018 Rail Partnership Awards for our Morson Vital Safety Unit fleet.

The awards, run in partnership with Network Rail and Rail Media, celebrate the best in class in the rail industry supply chain by recognising the achievements of those organisations who are achieving excellence.

First launched in summer 2016, the growing fleet of Morson Vital Safety Units have transformed the way we deliver safety briefs across our UK sites. They provide a comfortable and flexible venue for our workforce to meet and discuss health and safety, as well as delivering formal briefings, to ensure safety is front of mind and that these individuals have the knowledge to make the right choices concerning their own safety and the safety of those around them.

Matters in Mind

By Gareth Morson, HSQE director at the Morson Group

The tragic, fatal accident that befell Dritan Qema really upset me and many of my colleagues. I have worked in the rail industry for 24 years and I have never been involved in a fatality. The impact upon those left behind - his family, friends and colleagues - is massive and will be long-lasting. Whilst deeply shocked by the accident, we must continue in our pursuit of improving health and safety on the rail infrastructure and work to prevent harm.

One of the greatest risks to our rail workforce is the journey to and from work and the management of road risk has become one of the highest priorities. It incorporates aspects of fatigue and individual behaviour, as driving whilst fatigued is indeed a great risk as the effects on concentration and reaction time are akin to driving under the influence of alcohol.

I attended a Track Safety Alliance Safety Forum and enjoyed a presentation by the road safety charity, Brake. Brake works to prevent road casualties, make

Canning Town awarded health and safety accreditation

Morson International became one of the first organisations in the country earlier this year to receive the new international standard for managing health and safety at work.

Our Canning Town branch was awarded the ISO 45001:2018 Occupational Health and Safety Management Systems Standard, adding to its current ISO Management Systems standards in 9001:2015 Quality and 14001:2015 Environmental.

A huge well done to all those involved in Canning Town and across the Group. Adhering to the ISO standards provides not only a safe and healthy place to work but helps streamline processes in order to deliver ongoing efficiencies.

communities safer and support bereaved and injured victims. Last year, 1,710 individuals were killed on our roads and 176,500 injured. It is a huge number of deaths and injuries that we would not tolerate elsewhere in our personal or working lives. Would we accept a major train crash or airline crash each and every month? I think not, yet we accept this constant stream of deaths every day.

Brake asks us to help reduce road traffic injuries by making four pledges based around the topics of reduced speed, drugs and alcohol, the use of seatbelts and the use of mobile phones. Whilst it is currently not illegal to use a hands free phone, they are a tremendous distraction. Interestingly, they state that using a mobile phone at the wheel slows down reactions similar to drink driving. Hands free calls are equally dangerous; either way your crash risk is four times higher.

- Please drive within the speed limits.
- Don't drive whilst fatigued or under the influence of drugs and alcohol.
- Ensure all the occupants of the vehicle are wearing their seatbelts.
- Never use your phone whilst driving, even hands free.
- Stay 100% focused.



John Camp (Left)

Changing behaviours on track

Since joining Morson International in May 2017, our safety advisor, John Camp, has developed an exceptional rapport with our gangs out on track, bringing real passion and commitment towards behavioural health and safety.

"It's my job to promote a positive health and safety culture to make sure our entire workforce follows current health and safety legislation," explains John. "You can't do this sitting behind a desk. Instead, a great health and safety advisor is someone who's on the ground with our people every night to understand the environments they work in. Only by understanding their roles and the challenges they face, can you then develop meaningful ways to tackle these issues."

John's 10+ year rail career began as a platelayer, before progressing to PWT, then health and safety advisor; something he credits towards developing such excellent relationships with our workforce out on track.

He continues: "I've done most of the work that our people do to understand first-hand the issues they face. Thankfully, we have broken down the stereotypes towards health and safety advisors that were present back in my early days out on track to make sure our people see us as approachable and friendly. We're all one team, working for the same business with a common goal, which is to work safe and go home safe every day."

"If there's 18 people on site, then I'll make sure I go up to all 18 during their shift to shake their hand and have an open and honest conversation about safety. I'm not there to point fingers or to catch people out, but to give them the right support and confidence to do their job safely."

"One great way of changing behaviour is making sure people understand the consequences of their actions, both in the short and long term. Not only should they be aware of the physical dangers but have visibility of the wider impact on their personal life. An accident could see someone off sick for a few months, which as a contractor, could have significant impact on their personal situation."

Soon after joining, John launched the Group's first PWT forum, having seen their success elsewhere in improving health and safety, which now take place quarterly, or earlier if deemed necessary.

John continues: "If there's a significant issue, then we'll bring our PWT forum forward. They're the perfect way to speak face-to-face with our PWTs to cover box talks, site inspections and more. These people are our safety champions and it's my job to make sure they have the right tools, knowledge and training to succeed in what they do."

"The power of data is also changing what we do, as we've access to so much information surrounding health and safety. The close call app is giving us more insight than ever before about the everyday issues that our workforce face. Not only does it help tailor preventative measures, but we can analyse trends and use this data to make more people aware of the common problems or provide additional training to ultimately reduce accidents and incidents."

"I receive exceptional support from my superiors in the business, and I take my responsibility seriously and want to give this same support to everyone out on track. Every night, I ask 'is there anything I should be aware of here on site?' to start a proactive conversation towards health and safety. I also believe that if it doesn't look right then it most likely isn't, and I'm making sure our workforce have the confidence to always speak up about health and safety."



Drug and alcohol testing

Let's talk about mental health

Mental health is now a permanent part of the workplace, with figures from the Department of Health stating that one in four of us will experience mental illness at some point in our lives.

Within our own business, we've seen a rise in the number of staff coming forward to express their own struggles around mental illness and seek support. In response, we are working hard to strengthen our workplace initiatives and priorities towards mental health to encourage more of our workforce to speak out, improve attitudes and break down barriers.

Earlier this year, we conducted a survey with more than 1,400 Morson International contractors, including those working in roles within the rail industry, which painted a stark picture of the current state of mental health. Whilst significant progress is being made to increase conversations about mental wellbeing within the

workplace, more still needs to be done.

Employers within the rail industry take great strides to protect our workforces from physical harm and this same effort towards keeping our people safe must include promoting positive mental wellbeing.

Taking care of employee mental health is not only the right thing to do as an employer, but makes good business sense. A large majority of the working days lost each year are because of issues concerning mental illness, at a cost of £billions to UK employers.

Mental health doesn't discriminate, yet men are far less likely to seek support for a mental health problem, which is particularly prevalent in the rail sector.

Suicide is a leading cause of death in young people aged 20-34 in the UK

Three times as many men die as a result of suicide compared to women and it is the leading cause of death for men under 50

We are committed to maintaining mental health conversations through a number of ongoing engagement activities that support our entire workforce, including our contractors out on site:

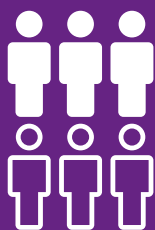
- The **Morson Vital Safety Units** continue touring UK sites and engaging in proactive conversations around health and safety. Helping to facilitate and focus communications, the team behind the Safety Units are

having increasing discussions around emotional health and wellbeing to deliver a holistic approach. They focus on contractors working in environments more susceptible to health and safety related issues, such as anti-social working patterns and high risk activities, with the majority of our Safety Unit talks taking place directly with our rail workforce.

- Mental health and wellbeing **forms part of our quarterly briefs with all our rail supervisors** to ensure we are doing everything possible to break down barriers, so that our workforce feel comfortable and that we create environments where everyone can thrive. We are as much committed to health as we are to safety and are readdressing any previous imbalance in health and safety activities in industries where safety was previously seen as a larger priority.

Using the results of our survey, together with the findings from Sale Sharks Community Trust's own mental health awareness programme, 'Balls to That', which a number of our senior team have completed, we have developed a larger whitepaper focused on tackling mental health and creating happier, healthier and more productive workforces. To download, visit www.morson.com/tackling-mental-health.

Whatever you are going through, you can contact the Samaritans' free helpline number 24 hours a day, 365 days a year by calling 116 123.



Almost

half (46%)

of those living with a mental health condition **hide it from their colleagues and employer**



Almost

1 in 10 (9%)

have considered taking their own life because of their mental health struggles



More than

1 in 5 (21%)

have experienced mental illness



are

seeking treatment for a mental health condition

or have sought treatment in the past

62%

55%

of workplaces **offered no mental health support**, either from a complete lack of initiatives or the employee being unaware of anything currently in place



have taken

time off work due to mental health reasons.

Of these, **28%** were off work for more than a month

42%

did not tell their employer they were off work because of their mental health

More than a third **(36%)**

feared their employer's reaction or the repercussions of speaking about their struggles with mental illness.

59%

didn't feel comfortable telling their employer and

42%

cited the stigma around mental health as the main reason why they kept quiet



Spotting the signs of mental illness

If we are to break down the stigma surrounding mental health and support our staff, including our contractors, in coming forward to talk about their own issues, then we must first understand how to spot the signs and symptoms.

In addition to counselling services, stress management and support managing workplace pressures and workloads, we are training an increasing number of staff across the Group in becoming 'mental health first aiders', with the aim of having multiple trained operatives located across each of our key regions over the coming months.

The programme and its wider rollout is being led by mental health first aider and night operations manager/HSQE adviser at Morson International, Russell Kimble. He explains: "This programme establishes first aiders as touch points for anyone struggling and in need of support, so that we can manage mental health in every corner of what we do.

"The training equips our mental health first aiders with the knowledge to recognise subtle changes in behaviour and the skills and confidence to approach individuals, intervene and listen, and then signpost them towards appropriate support, because there isn't a one-size-fits-all when it comes to mental health.

"I've been through my own struggles with mental illness after an abscess turned into me being rushed into intensive care and put in an induced coma for more than three weeks after contracting necrotising fasciitis; a flesh eating disease that kills off the body's soft tissue. After dozens of operations and months spent in hospital, I struggled with my own deteriorating mental health once I returned home.

"I don't know if I'll ever fully come to terms with what I've been through, but if we as mental health first aiders help even just one person within the business, then we've succeeded."

If you're struggling with a mental health issue and would like to speak to someone and seek support, or to discuss becoming a mental health first aider, then contact Russell today on **07921 295 220**.

79 days in Derby



On Sunday 22 July 2018, work started on the £200m resignalling at Derby, with the project team having a 79 day window to complete the work, alongside the added challenge - for the most part - of not closing the station.

Closing the station and diverting all services away from Derby would have brought severe disruption to commuters travelling throughout the East Midlands, whilst only saving around one week on the overall delivery schedule; therefore the decision was made to keep as many trains in operation as possible. Only one day in the 79 day blockade saw there be no trains in operation, to provide detailed testing and commissioning of the newly installed signalling.

At the project's peak, around 900 people were on site every day, as well as additional plant and machinery on constant standby to minimise delays in the event of a failure.

Led by Network Rail, the project involved:

- Replacing 17km of track and laying 150,000 tonnes of ballast.
- Installing 79 sets of points, 65 new signals and 10 new signal gantries.
- Creating one new platform.

The Derby blockade required project track engineers to untangle and simplify the existing layout into the station, which had seen only slight modifications since the Victorian era. A total of eight different track layout options were proposed, with the chosen design resulting in fewer trains being held up outside of the station waiting for a platform, as well as improved journey times by increasing line speeds through the station from 15mph to up to 40 mph through all the Platforms. .

The new design also brought significant improvements to rail traffic, with six passenger trains now able to move simultaneously at the London Road Junction, instead of the previous two. The new layout now also allows movements in and out of the station on both the London and Birmingham routes at the same time, something that wasn't previously possible.





Installing a new island platform created two additional platforms at Derby Station: Platform 6 for passenger services, which will primarily be used for London services and includes two new lifts and a First Class lounge. Platform 7 is to be used as a service platform to collect train crew, whilst providing additional facilities to scale up the station's capabilities in emergency situations and was used to run London trains from during the works in August. Additional work was also delivered to realign and lengthen platforms 2-5.

Signalling upgrades meant that the station is now controlled from the East Midlands Control Centre in Derby, marking the closure of the Derby Power Signal Box that first opened in 1969.

Maintaining safety throughout a project that sat adjacent to an operational railway was a priority, with physical barriers created, where possible, between worksites and running lines, as well as every staff member being required to carry out a 'line open to traffic brief' that explained which lines were open at what times.

July's month long heatwave, which saw temperatures soar to more than 30 degrees, also created various issues. Dust suppression units were erected around the station, as the dryness of the ballast created more dust than normal, and all staff operating within the 30m exclusion zone wore mandatory full breathing PPE.

On Monday 8 October 2018, normal train services resumed in and out of Derby Station, making the successful completion of the 79 day transformation.

The project's overall mission was never to directly increase capacity on the line, despite passenger numbers rising to 3.7m during 2017, but to improve the overall flow of traffic with smoother journeys and less disruption.

The 79 day Blockade has renewed and replaced life expired equipment, whilst improving the layout to and from Derby by removing a key bottleneck, meaning better journeys for millions of passengers each year and ensuring the station can continue providing future capacity improvements

through new trains and additional infrastructure upgrades

Our involvement

Sub-contracted on behalf of AmeySersa, we supplied numerous Vital Human Resources personnel to the project spanning a range of capacities, from site supervisors, through to crane controllers and track gangs, as well as a number of our Morson Vital Training apprentices. Our involvement began in advance of the blockade, laying the foundations required for the 79-day window, and we are currently still involved in the finishing touches and clean up today.

It was a huge honour to be part of such a high profile and unique project made up of several mini blockades throughout the partial closure. We were one of only two manpower providers delivering the specialist skills needed to complete the £200m project and a huge credit goes out to all our Vital operatives who were involved, with numerous comments on how proud they were to see the project taking shape each day.

A Vital intervention



Since Vital Human Resources was approached by Network Rail 18 months ago to address rising disruption on the LNE and EM route, there has been a 53% reduction in suicides within the Thameslink area thanks to the outstanding work of our 12 trespass and vandalism patrollers.

Within the contract's first year, our patrollers spent more than 157,000 hours within some of the railway's most vulnerable locations. This resulted in more than 50 lifesaving interventions along the Thameslink lines of the route alone, with Iman Masoud, who you may recognise from our summer 2018 edition after saving the life of a suicidal woman, completing three of these interventions.

Following a hugely successful trail, Network Rail has since extended the scheme for the next five years, which will see 40 Vital trespass and vandalism patrollers working alongside train operators and the British Transport Police (BTP) throughout the routes.

Travelling in pairs, our growing team of trained patrollers respond to issues regarding unauthorised access that may impact rail operations, whilst helping keep rail passengers and rail staff safe. Each receives extensive training from the Samaritans and the BTP on how to intervene in suicide attempts as well as safeguarding prevention and trauma.

Our patrollers have already been involved in a number of potentially lifesaving interventions, with each undergoing rigorous applications to ensure they have the right personality, values and mind-set to deliver such an important role.

Combined with extensive experience, which has seen some of the patrollers working along these same routes for almost 30

years, the patrollers will also engage in a growing community programme to educate those living and working locally to highlight the issue of suicide on the rail network, the impact of mental health and educate local school children on the dangers and consequences of trespassing to promote help-seeking behaviours.

To support the outstanding work of our patrollers, we recently rolled a new fleet of vehicles equipped with the necessary equipment to aid what they do. The 20 new Peugeot Partner 5 Seater Crew Vans have been specially designed in partnership with Network Rail and contain a first aid kit, fire extinguisher, detonator box and holder, and more. Visually, they provide a similar look and feel to a police vehicle, complete with flashing sirens and chequered flags to ensure they are instantly identifiable to the public, whilst ultimately providing a safe location for anyone who is vulnerable whilst waiting for additional support from the BTP.

We cannot praise our team of patrollers highly enough for the superb work they do every single day and look forward to growing our network of patrol staff and supporting the wider work of Network Rail and BTP in keeping people safe.

Championing diversity on track



We are committed to improving diversity, inclusion and equality across all sectors in which we operate. So in addition to pledging to double the number of female engineers that we employ by 2020, which has already risen from 7.5% to 13.8% within the past 12 months, we are proud to announce Morson International as a sponsor of Women in Rail's mentoring programme.

The nine-month programme accurately matches aspiring female mentees with successful mentors from across the rail industry to guarantee success, by moulding and accelerating a diverse talent pool. In order to champion diverse thinking, cross fertilisation of ideas and boost networks within the UK rail sector, the programme matches mentees with a mentor from another business based on their location, personal interests, technical skills and experience.

Now in its fifth year, Women in Rail aims to build on its 260 pairs established in 2017, a considerable increase on the first 12 matches back in 2014, by collaborating with Moving Ahead: a specialist company behind the mentoring programmes in some of the UK's largest and most well-known businesses.

Gary Smithson, associate director for Morson International, said: "We've been a big supporter and champion of Women in Rail for a number of years, including their annual awards and Big Rail Diversity Challenge.

"Diversity is good for the industry and if we're to reap the same commercial rewards as other, more diverse sectors, then we must address the issues within our own sector in order to rebalance gender ratios.


"This programme is a fantastic avenue to develop and harness

some of the best female talent within our industry, gain valuable insights on what holds females back from entering rail professions and share best practice on retaining great people. Diversity is an issue that's affecting our entire sector and one that we're working on together with our clients and supply chain to make sure we are doing everything that we can to overcome.

"We have so many talented, intelligent and ambitious females working throughout our rail operations and will be placing a number of these on the 2018 mentoring programme to give them the additional skills and attributes to reach their full potential."

Adelne Ginn, general counsel at Angel Trains and founder of Women in Rail, added: "We are delighted to have launched our "repowered" Mentoring Programme this year, which looks at matching mentors to mentees from across the rail industry. Mentoring involves developing an individual to achieve their full potential and in turn, believe in themselves.

"Our programme has been designed to encourage the next generation to champion diversity in the rail industry and evolve to support men, as well as women, transport as well as rail and women internally as well as across the UK. We could not have done this without your support as sponsors, so thank you from all at Women in Rail."



Creating careers beyond the front line

We have been supporting ex-forces personnel in their transition back to civilian life for decades, helping reintegrate into successful careers and securing roles that match their specialist skill set.

Coming from a safety critical environment where risk management and project delivery is paramount, combined with the ability to remain calm under intense pressure, discipline and work as a team, members of the Armed Forces are perfect candidates for careers in rail, with a range of transferable and highly sought after skills to hit the ground running.

To continue building the pipeline of ex-military talent entering rail professions and grow the hundreds of ex-forces personnel that we already have working on client projects, we are rolling out a free national training programme specifically for Armed Forces talent.

Led by our specialist training arm, Morson Vital Training (MVT), the initiative will offer ex-forces personnel access to a range of rail training programmes throughout its nationwide network of training centres, at no cost to the individual.

Matthew Leavis, group head of UK training at MVT, explains: "We've a long history of providing careers to ex-forces personnel and there is no better environment for people with their skillset, mind-set and calibre than the rail industry.

"They already possess the personal skills that employers within rail look for in candidates and giving them access to specialist training, free of charge, will ensure they develop the technical abilities to suit. Military personnel often struggle in recognising and translating their experience into employer benefits, with our training giving them

both the technical capabilities and confidence to develop successful secondary careers."

The training courses will be championed and promoted by Morson ambassador, Corporal Andy Reid, who served with the 3rd Battalion, The Yorkshire Regiment. Whilst on patrol during a tour in Afghanistan, Andy was blown up by a Taliban IED, losing both his legs and his right arm.

Describing himself as a survivor, not a victim, Andy's attitude has seen him become an inspirational motivational speaker and he works closely with the Group to empower our workforce and support the work we do in bridging the gap between the Armed Forces and 'civvy street'.

Matthew added: "What's unique about our business is that we provide ex-armed forces personnel with the right skills, experience and qualifications that are desired in rail, as well as offering a clear route into employment post training with our Vital Human Resources division, without expecting them to spend their valuable learning credits.

"We are working closely with a pilot group of selected ex-force personnel, who are currently completing their application, medical and drug screening stages before being enrolled onto the first training course, with this trial period ensuring that we perfect our offer to deliver maximum benefit to our intended audience."



Winter driving: Staying safe and beating the cold

Adverse weather and darkness makes driving in winter far more hazardous than other times of the year. Conditions can quickly become extreme, as we've seen in previous years with prolonged periods of heavy snow or flooding, meaning that we need to be prepared. Stopping distances can double in wet conditions and increase tenfold in snow and ice, so always consider how the current weather will affect your driving style and adapt accordingly.

Always allow plenty of room between you and the vehicle in front and where possible, always travel on busier roads that are more likely to have been gritted. Also ensure your speed matches the conditions – too slow and you'll lose momentum whilst too fast and you'll lose control. When accelerating in poor conditions, use the highest gear possible to prevent your wheels from spinning and if you do start to skid, ease your foot off the accelerator but do not slam on the brake.

Before you set off, check that you've sufficient screen wash and anti-freeze and that your tyres are properly inflated. Always fully clear your windows of snow and ice for full visibility in all directions before setting off on your journey.

Stay prepared by packing an emergency kit of essentials comprising warm clothes, enough food and water for a reasonable length of time, sturdy footwear, a mobile phone charger, ice scraper and de-icer (never reach for the kettle!), as well as a warning triangle and hi-vis clothing.

Remember. Always stay safe and never drink and drive. The festive period means an increase in social engagements and always make alternative transportation arrangements if you do have a drink.

Maintaining good driver behaviour



We want to remind all our staff who drive a Morson or Vital vehicle, or are a passenger of one of our vehicles, that when on the road, you are representing the business and must maintain professional and a safe manner at all times.

Hostile, rude or aggressive behaviour is not acceptable and at all times, you must remain calm and polite to other road users including drivers, cyclists, pedestrians and other vulnerable road users no matter what they have done. For additional information, please refer to our Vehicle Fleet Handbook.

Driver of the year challenge

Throughout 2018, our London fleet has been going head to head each quarter to see who is crowned the best driver.

Using our Telematics systems, which offers extensive insights into the way

our drivers behave behind the wheel, we have been comparing the driving styles of our London fleet throughout the year compared to the same during in 2017.

All of our London fleet have shown significant improvements in their driving behaviours and fuel efficiency and the overall winner for 2018 will be revealed in our next edition.

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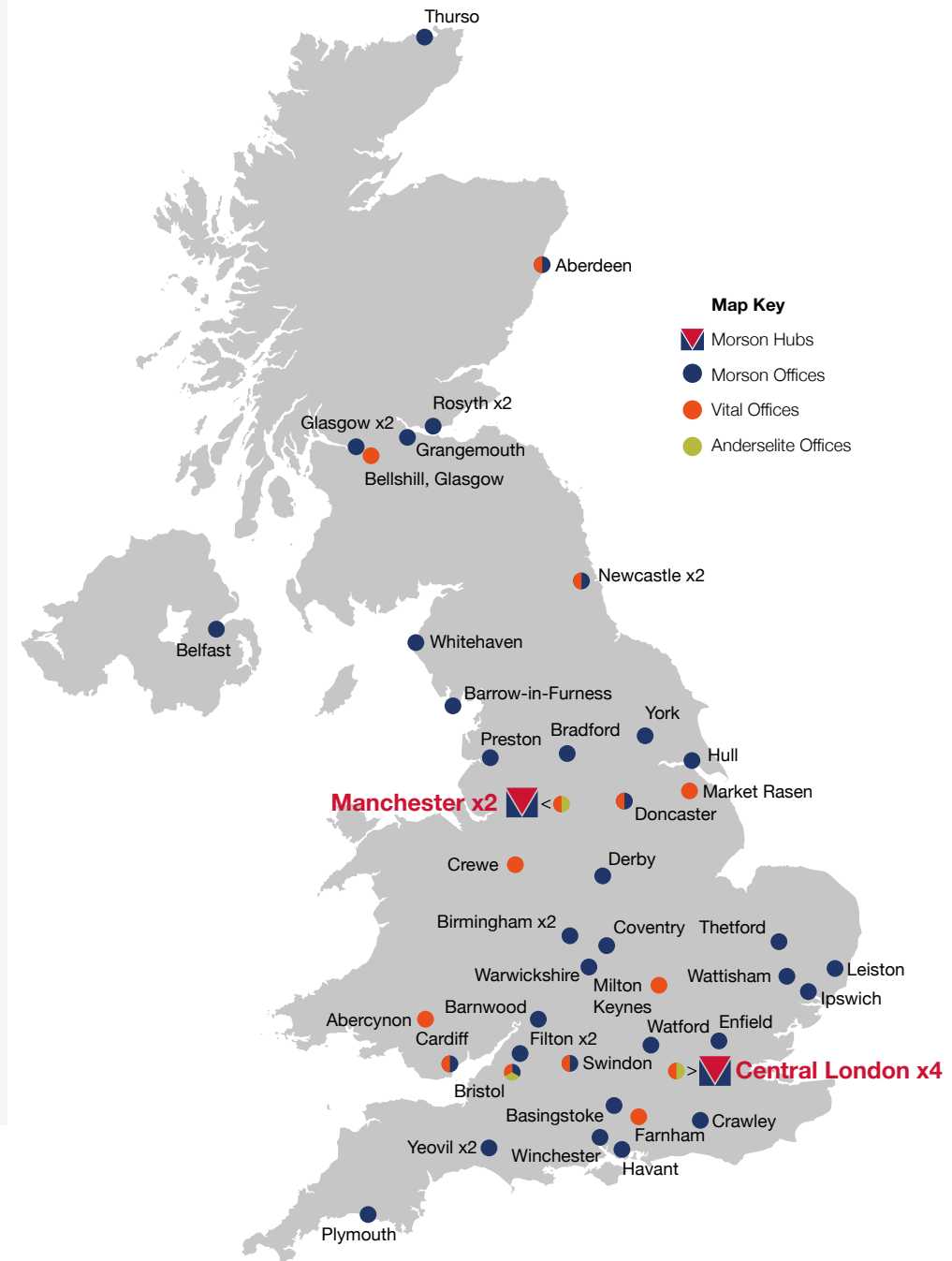
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If you would like to receive our
newsletter on a regular basis, please
contact Safety-Matters@morson.com



To report a Close Call, please visit www.closecallnow.com or call 0161 836 7200

If you suspect or spot any health and safety issues whilst on site then please call our 24/7 hotline:

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National (Vital): +44(0)161 836 7070