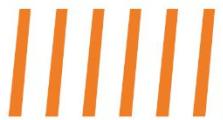




Team talk

& Safety brief



Period 13

Our periodic video and discussion pack for everyone in Wessex



OFFICIAL

Team talk

Front Line Focus Episode 95



Front Line Focus

Episode 95



ACTION

Watch the latest episode with your teams - [link](#)



Safety

Accidents and Operational Close Calls Period 13



Sun	Mon	Tue	Wed	Thu	Fri	Sat
07 Week 1	08	09	10	11	12	13
14 Week 2	15	16	17	18	19	20
21 Week 3	22	23	24	25	26 x2	27
28 Week 4	29	30	31			



Fatality Weighted Injuries (FWI)
0.015 MAA against target of 0.059 for the route

Significant Accidents

Fractured Thumb:

17/03/2021 (Possession Management Group) a member of staff sustained a fracture to his left thumb as a result of a Slip, Trip and Fall accident. [More information on Slide 6](#)

Other accidents

18/03/2021 (Outer DU) a member of staff dislocated his right ring finger as a result of a Slip, Trip and Fall accident. [More information on Slide 7](#)

23/03/2021 (Ops) During a routine patrol of the platform at Berrylands station , a Trespass and Welfare Officer witnessed a fatality where a member of the public was struck by a fast train approaching the station. He was shaken by the incident.

17/03/2021 (Ops) - A welfare and trespass officer was racially abused by a drunken male passenger when he asked him to move away from the platform edge at Kingston station.

20/03/2021 (Ops) A Trespass and Welfare Officer at Pokesdown station, was punched repeatedly by an intoxicated female passenger when he intervened to stop the female from assaulting other passengers on the platform. No injuries sustained. The female passenger returned to the station on the 22/03/2021 and verbally threatened the Trespass and Welfare Officer.



Lessons learnt from these events will be shared once the investigation has been concluded



Safety

Accidents and Operational Close Calls Period 13 cont.



Other Accidents continued

26/03/2021 (Inner DU) verbal altercation at Sunningdale, a contractor became abusive towards a Supervisor after he was asked to move his car that was parked on a private driveway.

26/03/2021 (Ops) A Mobile Operations Manager (MOM) attending to an incident involving 20 youths who were engaged in anti-social behaviour at Wimbledon Station Centre Court Gate, was pushed as he tried to prevent the youths from fleeing the area after the police had been summoned. No injuries were reported.

29/03/2021 (Ops) A Mobile Operations Manager (MOM) sustained scratches to his right wrist and bruising to his right ankle when he became involved in a scuffle whilst assisting BTP officers to apprehend, a male passenger who had been riding an electric scooter beyond the yellow line on platform 15 at Clapham Jn Stn.

Lessons Learnt- Prioritise your safety and welfare when attending an incident and always summon help when required.

31/03/2021 (Inner DU) – no injury accident. A member of staff was walking along the cess in Staines area when the ground gave way underneath him and he subsequently fell into the hole but not suffered any injury.

15/03/2021(Inner DU)- a member of Wimbledon welding team whilst loading a welding mould box from the stores onto a van, aggravated a pre-existing condition of his left hand side sciatica and was unable to return for his following shift.



Lessons learnt from these events will be shared once the investigation has been concluded



Safety

Accidents and Operational Close Calls Period 13 cont.



Operational Close Calls

06/03/2021 (Possession Management Group) at approx. 0142hrs an Engineering Supervisor arriving to setup a worksite, reported that a possession support staff (PSS) placed two worksite marker boards (WSMB) with detonator protection on the Down Hounslow Spur (HUW) instead of a possession limit board (PLB). The PSS admitted that he had no batteries for his PLB and made a decision to place the WSMBs instead of the PLB and then left the site without the PICOP's permission in order to obtain some. The individual had his PSS and COSS competencies suspended pending assessment and mentoring.

Lessons Learnt – ensuring the equipment is fit for purpose prior to the shift, informing the PICOP about any broken equipment and getting a permission to source a replacement

22/03/2021 (Works Delivery) at approx. 0415hrs 5P12 left Portsmouth and Southsea Down Carriage Siding (DCS) on No. 1 road and came into contact with 2 waffle boards in the 4ft. One board was wedged underneath the train. **Investigation ongoing.**

28/03/2021 (Possession Management Group) a possession support staff failed to close a hook switch 7337 at Eastleigh East Jn when the possession WON 52 Item 54 was given up on Sunday morning at 0704hrs. This resulted in the passenger train 1T24 loosing power at Eastleigh. **Investigation ongoing.**

Allegation of a Near Miss

19/03/2021 (Outer DU) an alleged Near Miss was reported by the driver of 2S19 on the Down Test Valley Line at Romsey. CCTV footage from the train was reviewed and it was confirmed that the team were in a position of safety for more than 10 seconds. **Feedback was provided to the TOC.**



Lessons learnt from these events will be shared once the investigation has been concluded



Significant Accident

Fractured Thumb

Overview

On 17/03/2021 at approx. 0127hrs, a member of staff carrying out a site audit with a strapping team at Eastleigh Sth Jn at 74m12ch, sustained a fracture to his left thumb as a result of a Slip, Trip, Fall accident. The individual was standing on the troughing route and in order to maintain social distancing from the strapping team took a step back, losing his balance and falling backwards to the ground.

He initially hit the ground with his lower back/pelvis with both his hands outstretched behind him to try to support himself. His left hand hit an obstruction in the grass and the IP believes this caused the injury to his palm and thumb.

The individual was unable to recollect exactly how the accident occurred on the night.



The investigation established the following:

- The IP was wearing full PPE with the exception of gloves as he was not carrying out any work, only observing,
- The troughing route on the cess side was not level with the ballast/ground and this contributed to the IP losing his balance,
- The IP stepped back without checking the underfoot conditions first.

What can we learn:

- *Importance of being situationally aware and considering whether you are standing in the most appropriate place , taking underfoot conditions and any changing hazards into consideration.*
- *Walk forwards and if you need to move/step back, turn around to carry out a visual check for any obstructions first.*
- *Avoid walking/stepping on any cables or pipes.*
- *Full PPE should be worn including task appropriate gloves.*



Discuss the learning points



Slip, Trip, Fall Accident

Dislocated Finger

Overview

On the 18th March 2021 at approximately 0200hrs a Team Leader (TL) was working on a re-railing site around Rowlands Castle. In the course of his duties, he turned to observe the work in progress and unexpectedly fell forward. In an attempt to brace his fall he dislocated and cut a finger on his right hand.

The TL has confirmed that he is not clear on what exactly caused him to fall, but believes it occurred due to a momentary lapse in concentration and that he may have caught his foot on the running rail or a key housing causing him to lose his balance.

The TL was assessed at the scene and transferred to hospital where his finger was relocated and stitches placed in the wound. The TL was able to return to work, after a period of planned leave, in a supervisory role until the stitches were removed after 7 days.



What can we learn:

- These types of accidents are a regular occurrence and highlight the need for continuous concentration, especially at night.
- SSOW Planning needs to consider potential worksite hazards and document them in the SWP.
- Worksite Safety Briefs need to identify all potential hazards and communicate the risks to the workforce.
- Time pressure and rushing to complete a task must not compromise workforce safety.



Discuss the learning points



Combating Violence and Aggression at Work



Our pledge to your safety

Do you work in one of our stations and come in to contact with passengers? Do you work on the frontline and come in to contact with the public? Or do you work in an office and don't regularly come in to contact with people outside of Network Rail?

Either way, this pledge is for all of you.

Jointly, with South Western Railway (SWR) and British Transport Police (BTP) we are committed to improving the personal safety of each employee, while at work, from unpleasant behaviour from members of the public.

If you experience any form of aggression, please raise it immediately with your line manager so that it can be followed through. You will receive full support during the process. If line managers require further assistance, please contact Katherine.Styles@networkrail.co.uk



Experiencing violence and aggression is NOT part of your job

We, South Western Railway (SWR), Network Rail Wessex route and British Transport Police (BTP), are committed to improving your personal safety at work. Our aim is to reduce workplace violence and aggression. If you are the target of violent or aggressive behaviour whilst doing your job we want you to feel you've received the best support. Together we will strive to prevent violence and aggression in the workplace and be learning and supportive organisations.

This is our pledge to you.

As an employee of South Western Railway or Network Rail Wessex you can expect:

Support to reduce workplace violence and aggression

▪ That your personal safety comes first.

▪ Investment in measures to support and protect your personal safety, such as targeted trials of body worn video, CCTV and training where it reduces risk.

▪ That we will aim to identify and tackle the common triggers of workplace violence.

▪ Where appropriate, we will provide training to equip you with the skills, knowledge and confidence to help you reduce the risks to your own personal safety.

Supporting our people

▪ Support you in reporting any incidents and participating in the subsequent investigations, including giving you time in your working day to complete interviews, statements and attend court.

▪ Prioritise your welfare after an incident so that you feel cared for and have access to wellbeing support where this is needed.

▪ Give you the support of either the SWR Crime and Safety Team or Network Rail legal team to help guide you and your line manager through any investigation and subsequent inquest or criminal justice process.

▪ By working with BTP, actively seek to identify the perpetrator and hold them to account and to push for the strongest possible sentence. Work with the BTP to efforts to obtain court orders for persistent or high harm offenders.

▪ Supporting you with attendance at court or inquest.

Learn and improve

▪ Work with you to identify where further support is required and learn lessons to help us continue to improve.

▪ Proactively work with you to find ways to reduce the likelihood of violence and aggression.

With your support British Transport Police will:

▪ Prioritise resources to prevent and reduce the risk of violent and aggressive incidents on the railway.

▪ Take all reports of staff assaults seriously, reviewing and investigating these many different forms including verbal abuse, threats, hate crime and sexual harassment.

▪ Allocate an Officer to support you throughout the process and explain our next steps and what you can expect from an investigation.

▪ Prioritise the recovery of forensic evidence to maximise chances of securing successful prosecution.

▪ Investigate all reasonable lines of enquiry in a timely manner within criminal justice timescales and seek sanctions in all instances of violence against SWR and Network Rail staff.

▪ Targeted actions against repeat, high risk offenders and their associates, including training staff by obtaining and enforcing prohibitive court orders to prevent further violence towards staff.

▪ Provide an update on any significant activity connected to the incident within five days of it taking place (e.g. arrest, charge, court attendance, etc).

▪ Ensure you can gain access to a victim support worker should you want additional support, assess your additional support needs and ensure that you have the opportunity to discuss the impact of the incident upon you, your personal life and your family through a victim impact statement.



You can view our pledge to you [here](#).



Learning from Previous Accidents

Significant Eye injury (P12)



Overview

On 26/02/2021 at approx. 0121hrs a member of staff was acting as a machine controller/POS for a machine and a ballast brush attachment operated by a machine supplier in the Warminster area. The individual was struck by a projectile that may have been ejected by the ballast brush and caused a significant injury to his left eye and three fractures to his cheek bone.

It is not known at this time whether the injury will result in permanent loss of sight in the eye.

Following an initial investigation, the ORR has issued a prohibition notice on the use of this Rexquote ballast brush attachment, Fleet No 1080.

There has also been a National Incident Report (NIR) created that will affect all suppliers across NWR.



Investigation is still ongoing but there are some immediate actions required:

- *Before a ballast brush is used to carry out a task, ensure the rubber skirt is in a good condition and is not worn out and that the rubbers/tines on the actual brush are also in a serviceable condition and are not missing.*
- *The Exclusion Zone is set up and maintained throughout the activity*
- *If you need to approach the machine/ballast brush, inform the Person in charge so he/she can stop the machine before entering the exclusion zone.*
- *Ensure you wear the correct, task appropriate PPE at all times.*



Discuss the learning points

Learning from Previous Accidents

Damaged Finger Tendon (P12)



Overview

On the 20/02/2021 at approximately 0230hrs a S&T member of staff was conducting fault maintenance on a HW 1000 points machine (E465B) on the BML1 at Eastleigh Railway Station when he sustained a deep laceration to his right index finger.

The incident occurred whilst the team member was making adjustments to the clutch. The dry plate clutch is adjusted mechanically by increasing or decreasing the clutch spring pressure by means of the four nuts on the clutch gear. The points had been switched to manual to prevent the points motor energising.

Although the cut-out switch had been operated, a multi-meter set to measure current had been connected across the cut-out switch in preparation for taking a clutch slip current reading.

As the clutch was being rotated manually, movement of the clutch mechanism caused the operating contacts to make contact and caused the points machine to power up and run.



What can we learn:

- *Always follow Risk Controls Manual NR/L3/MTC/RCS0216/MANUAL [Issue: 18] Risk Control Manual - GA15 part SIG002 – Points.*
- *Always isolate the points machine prior to any inspections and adjustments and where any protective covers are removed for inspection and adjustment, these shall be refitted prior to operating the points on 'power'.*
- *Only carry out tasks you are trained and competent to do.*
- *The method of work for Clutch Slip Current Measurement and Adjustment is being reviewed.*



Discuss the learning points



Learning from Previous Incidents

Changing site conditions



Overview

In the last few periods, a number of Slip, Trip and Fall accidents that resulted in a number of injuries to our staff were reported. Some were fractured/dislocated fingers and others led to various injuries to legs and ankles.

A few of these occurred track side/whilst working while some accident took place whilst accessing/egressing track side using access steps.

We are all aware of the hazards that we come across every day but are we really situationally aware? Do we take the changing conditions into consideration and apply additional measures to keep ourselves and our colleagues safe?

In the last period cascade, we discussed an accident, where a member of staff tripped and then trapped his leg between two timbers, causing an ankle twist. The images opposite show how work affects underfoot conditions through the course of the day. Would the brief from the PiC be the same for both situations? Would our PiC's provide additional or further briefings as the site risks changed?

In period 9, a member of staff fractured his finger after missing his footing whilst carrying fishplates up a set of stairs whilst another member of staff passed him on his way down. This compromised the IP's stepping technique and caused distraction.

Should the brief from the PiC take this risk into consideration and should a one way system had been implemented?

Remember: The Person in Charge (PiC) has overall responsibility for the Operational, Site and Task Risk. Any changes to these risks must be controlled and briefed to the teams on site. See standard NR/L2/OHS/019.



Discuss the learning points



Safety

Use of 1.25 metres as separated protection for WALKING in a position of safety



On Friday 25/03/2021 the Southern Region issued a Letter of Instruction that clarifies our position in relation to the provision of Safe Work Pack (SWP) and safe system of work (SSOW) under the operational hierarchy within SSOWPS2.5 system or other similar systems used by contractors to produce SWPs.

This instruction addresses two main subjects;

- Identification of the position of safety to be adopted whilst WALKING on or about the line, this is not a change but highlights the Rule Book position as it always has been.
- The provision of a documented safe system for WALKING within a SWP created by the SSOWPS2.5 system, in relation to the distance between the nearest open running line and the position of safety whilst WALKING on or about the line.

The full Letter of Instruction can be found [here](#)



Are all your staff aware of this instruction?



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Track Worker Safety (TWS)

WessexTWS@networkrail.co.uk

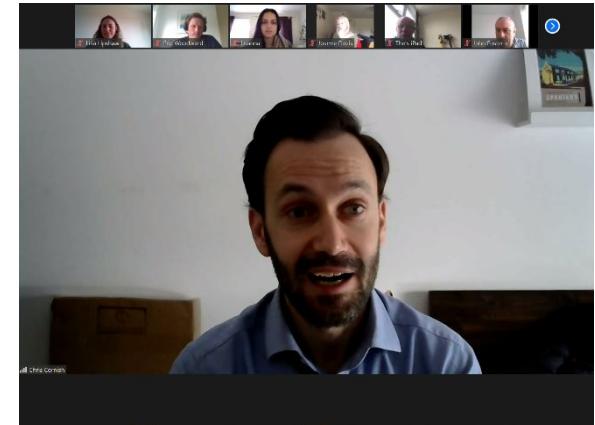
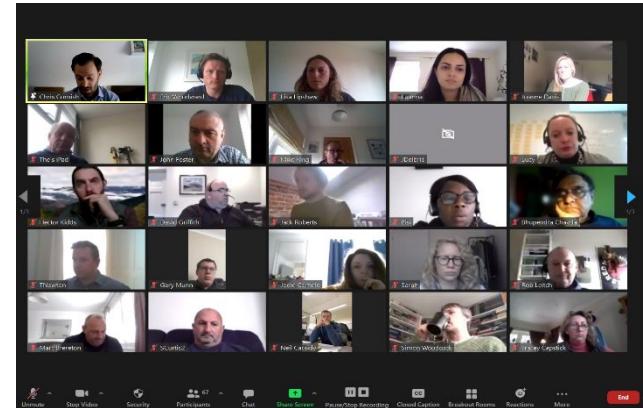


Update

Chris Cornish updated maintenance colleagues on the accelerated and expanded Track Worker Safety programme. Teams were thanked for their hard work as a considerable amount of work has moved into green zone working.

There were a number of really important questions on fault response, how we're working with the Department for Transport, train operators and contractors and access. The full call can be watched [here](#).

We're also asking for feedback on how we communicate the programme. You can feed back here:



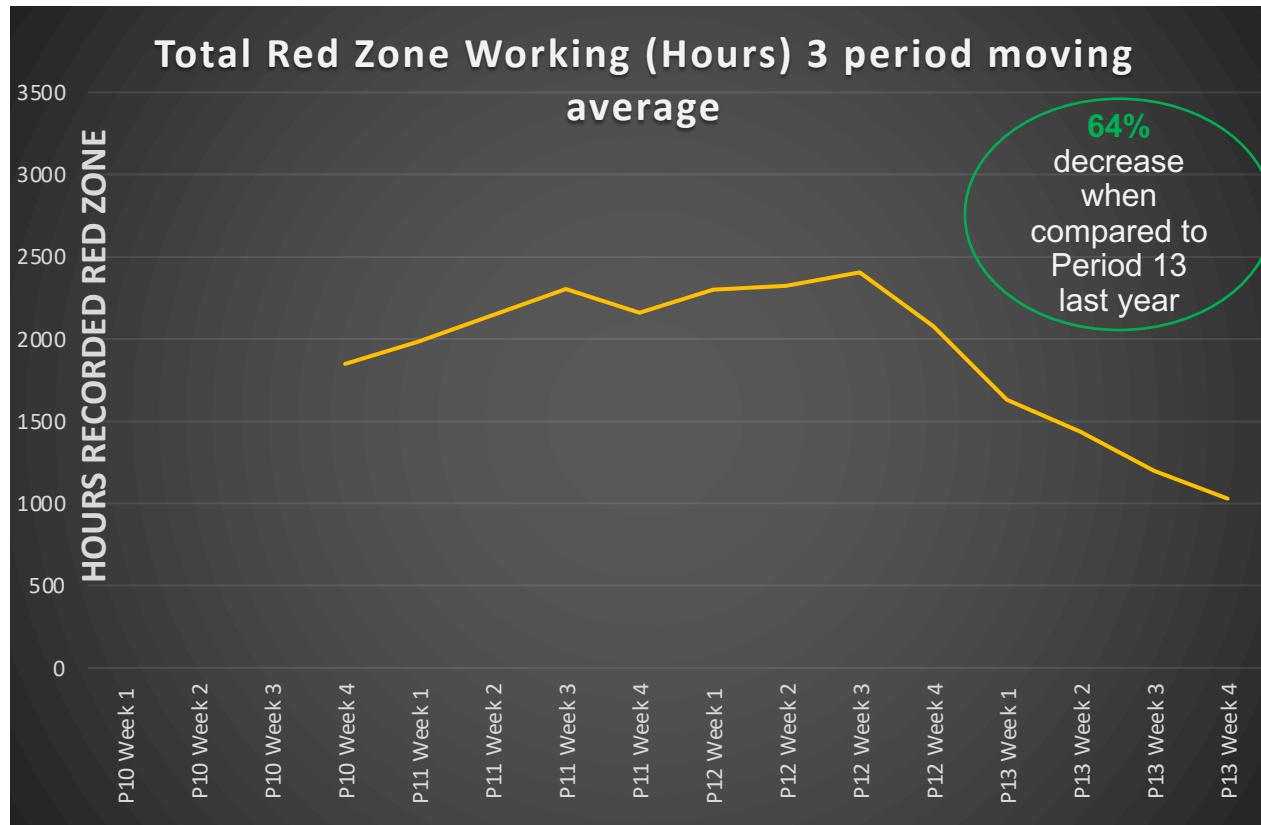
Search 'Southern Track Worker Safety' on MyConnect



Track Worker Safety (TWS) cont.

WessexTWS@networkrail.co.uk

Moving away from red zone working



- Wessex route are committed to ending use of unassisted lookout working, lookout operated warning systems and individual working alone (in a 'red zone' environment) by the end of July 2021.
- Period 13 has seen a 64 % reduction in hours recorded in red zone compared to same Period last year.
- This is a fantastic achievement by everyone involved!



Search 'Southern Track Worker Safety' on MyConnect



Track Worker Safety (TWS) cont.

WessexTWS@networkrail.co.uk

Wessex Safe Track Access Alliance

ENTON MILL (WPH1 DN Main/Fast 37m10ch) - Poor Steps Narrow and Steep



Access point has been upgraded to new KITE step system. Access is used for staff to carry tools side by side for possession work and/or to access under Line Block for inspections purposes. It is also a location used for strapping staff to assist with possession duties.

St John's Access (BML1 DN 51m51ch) – Reinstate old Access



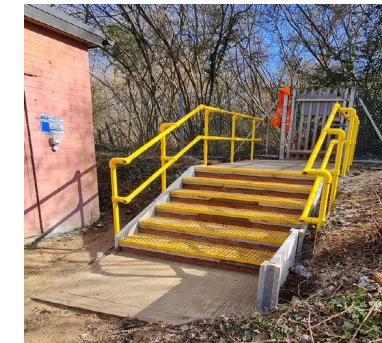
Access point has been reinstated to new step system. Access now direct to S&T location cases and signal. Removing the need for working 'on or near the line'

HORSLEY TP HUT (NGL DN LINE 22m38ch) - Access returned back into use



Access was signed out of use, bringing this access back into use enables direct access to get to the TP Hut eliminating the need for line blocks or red zone access.

Work undertaken includes, new steps, gate, signage, new GRP handrail, De-Veg and Fencing.



Search 'Southern Track Worker Safety' on MyConnect



Safety

WorkSafe Procedure NR/L2/OHS/00112



Nobody should be asked to ignore or break safety rules and colleagues should be able to say no and challenge unsafe situations or behaviours.

The WorkSafe Procedure was introduced in 2009 to empower colleagues to raise safety concerns without fear of recrimination.

This revised national standard should give employees the confidence that they can raise concerns at the time and not feel under pressure to return to work until such times that the cause of the concern has been addressed.

The Procedure applies to all Network Rail staff and all staff supplied through the Supply Chain Operations, whether frontline or office based.

All new employees shall be briefed on the procedure during the induction day and any frontline staff will be briefed as part of their PTS training course.

The WorkSafe Procedure can be found [here](#)



Please refer to Notes for examples of instances when WorkSafe Procedure could be applied



Safety

WorkSafe Procedure NR/L2/OHS/00112 – cont.



Applying the WorkSafe Procedure – PLEASE NOTE THE UPDATES/CHANGES TO THE PROCESS

- Stop work and move to a position of safety.
- Immediately contact Route Control/Supply Chain Organisation Control (SCO) 24/7, inform them the WorkSafe procedure has been applied and explain why the activity has been suspended. **(New)**
- Route Control/SCO 24/7 create a log reference and fill in section A of NR/L2/OHS/00112/F01 with the caller before contacting the responsible manager (RM) or on call manager if out of hours. **(New)**
- The RM shall contact the Responsible Person at the location or site and determine whether there has been a suitable and sufficient risk assessment of the task, the system of work is safe and if the activity can be restarted.
- The RM and the responsible person will try and reach an agreement on the restarting of the work with agreed additional controls in place, if appropriate, or by amending the safe system of work.
- The RM shall then propose a return to work, or agree the task is unsafe.
- If the RM agrees the task is unsafe, or an agreement is not reached, the work shall cease, and the work site left safe, with colleagues assigned to other work.
- Where work has ceased, suitable controls must be in place before the activity is resumed. The responsible manager shall inform Route Control/SCO 24/7 of the outcome and fill in section B of NR/L2/OHS/00112/F01. Route Control/SCO 24/7 shall send a copy of the completed form to the work group/employee who originally applied the WorkSafe procedure and to the responsible manager. **(New)**



The Main Changes from the previous version of the Standard can be found in the Notes

Safety

Delegating COSS duties



The deadline for the 019 Principles briefing to be delivered to all PTS competence holders and Planners has been extended until 31st August 2021.

Have you checked with your Line Manager that you're booked on?



As you will have seen, as part of your 019 Principles briefing (in the 'How to SWP guide');

- The PIC has the overall accountability for on-site safety (Site, Task and Operational Risk).
- However, the COSS duties (operational risk) can be delegated at the planning stage.
- **When this has taken place, the COSS must sign the F01.1 (on the SWP) prior to the PIC verifying the pack.**
- The PIC is there to make sure that the operational, task and situational risks are controlled. The PIC does not have to do all these tasks, some can be delegated (such as COSS duties), but the PIC must make sure that effective controls are in place.



The 'How to SWP Guide' can be found [here](#)



Safety

Drug and Alcohol Testing

Attending work under the influence of alcohol or certain drugs presents a significant safety risk to our colleagues and our passengers.

All staff performing safety critical duties who are prescribed any medication, MUST disclose this information to the Chemist on Call service.

A pharmacist will then advise if it is safe to continue working in a safety critical role.

- Chemist on Call can be contacted on **0800 0833 324 option 1** or **08456 77300**.
- For non-safety critical staff concerns about the medication they are taking, referral can be made to **Occupational Health**.

Key points to be aware of

- **Safety critical roles** will be tested at random, where there is suspicion a colleague is under the influence, or following an accident or incident.
- Colleagues in **non-safety critical roles** will be tested where there is suspicion a colleague is under the influence, or following an accident or incident.
- Failing a drugs and alcohol test is gross misconduct. A disciplinary investigation will follow and unless there are exceptional circumstances, the consequence will be **dismissal and a five-year Sentinel ban**.
- In line with other rail industry organisations and emerging trends in recreational drug use, we will also be testing for **Ketamine** and **Tramadol** from **1 April 2021**.

We support colleagues who ask for help before they fail a drugs and alcohol test. If you have concerns about your substance misuse please let your line manager know and you will get the support you need from Optima Health or Validium.



Never work or drive while under the influence of drugs or alcohol.



More information can be found in the following Drug and Alcohol Standards NR/L1/OHS/051 and NR/L2/OHS/00120



Safety

Changes to Speeding Investigations

From 29th March 2021 we are changing the way we are investigating speeding events.

We all have both moral and legal duty to follow the law, an approx. 65% of all NWR's Life Saving Rule breaches are related to driving with the majority speeding.

What's Changing?

- Formal Speeding Investigations are being removed.
- All speeding events will follow a new Speeding Matrix.
- Matrix is based upon the Association of Chief Police Officers speeding guidelines.
- Fair Culture principles still apply.

Why change?

- Transparency – the matrix sets out clearly the support and consequences of speeding events.
- Supportive – the intent is that colleagues receive a range of training to improve their driving should they make errors and prevent re-occurrence. Hold colleagues to account for major speeding offences.
- Reduce the burden, and bring clarity to line managers.
- Current process takes time, causes stresses, doesn't tell us anything. 35 % of investigations never reach conclusion.

Any new speeding offence dated 29/03/21 onward will be processed using the new matrix.

All Designated Competent Persons (DCPs) and registered NWR drivers have been briefed on these changes.



The link to the briefing video can be found [here](#)



Safety

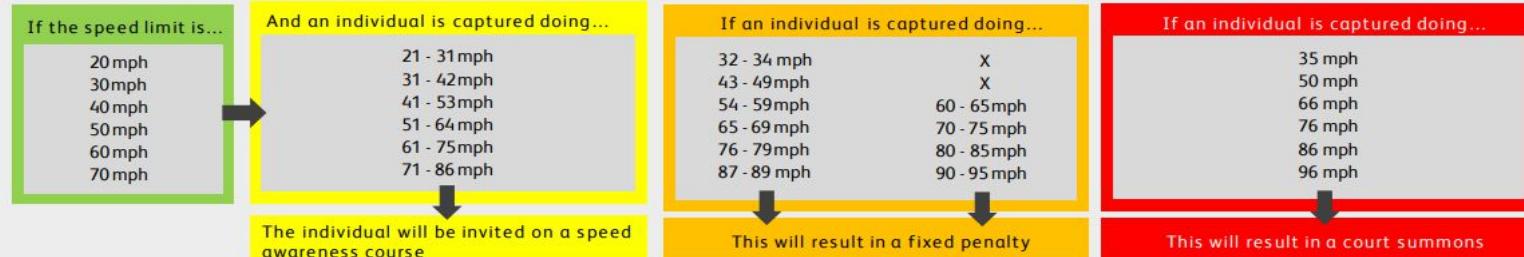
Changes to Speeding Investigations cont.

Speeding Matrix

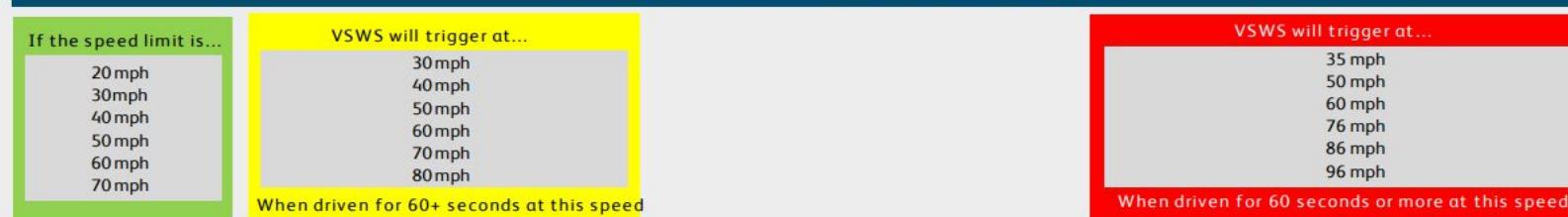
Please note: The following is police guidance only and not every scenario will result in the same outcome

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Network Rail



Network Rail Vehicle Speed Warning System (VSWS) Triggers:



If employees trigger the VSWS or receive a fixed penalty notice from the Police, Network Rail will follow this approach. This is aligned to the principles of fair culture.

Process	Line Manager	Line Manager	Disciplinary process for +20mph: Gross Misconduct Investigation	Fair Culture outcome: Reckless Contravention
<p>Fair Culture outcome: Slip Lapse</p> <p>Assessment of situation.</p> <p>Corrective action / outcome for employee.</p>	<ul style="list-style-type: none"> Training – Speed awareness course Repeat speeding events may result in a misconduct investigation. Outcomes can be: <ul style="list-style-type: none"> No case to answer Written warning Potential dismissal hearing 	<ul style="list-style-type: none"> Informal Verbal Discussion Repeat speeding events may result in a misconduct investigation. Outcomes can be: no case to answer, written warning, or potential dismissal hearing. Retraining on: 1. Online safe driver training. 2. Post incident remedial intervention course. 3. Speed awareness course. 	<p>Retraining on:</p> <ol style="list-style-type: none"> 1. UK driver induction and familiarisation 2. Online safe driver training 3. Post incident remedial intervention 4. Speed awareness course <p>Investigation to gross misconduct level</p> <ul style="list-style-type: none"> No Case to answer Written warning Dismissal <p>If aggravating circumstances e.g. second offence</p>	

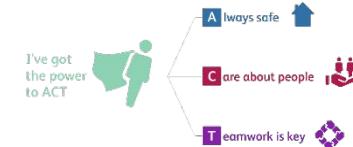
The copy of the matrix can be found [here](#)





Environment

New Environment Standards, Briefings & Training



■ NR/L2/ENV/122 Biodiversity (manual & modules)

Standard NR/L2/ENV/122 was released March 2021 for compliance January 2022. The standard applies to all colleagues and contractors. It provides a process to help colleagues make decisions that will reduce the risk of breaching environmental legislation and help Network Rail to achieve its environmental commitments.

Briefing material and FAQ document to be available in due course.

■ 2021 Breeding Bird Briefing

An updated 30 mins briefing video has been made by the Technical authority and is currently only available to NWR staff. There is an opportunity for an MS Teams briefing for Wessex Route contractors, depending on the level of uptake.

■ 'An Introduction to Sustainable Land Use' eLearning

A new eLearning module titled 'An Introduction to Sustainable Land Use' has also been created by the team to raise awareness of Network Rail's new environment and sustainability commitments and help colleagues understand why Sustainable Land Use is important to everyone at Network Rail and its partners.



The Breeding Bird Briefing can be found [here](#)



Health and Wellbeing

Mental Health Awareness Week

Connect with Nature: 10 – 16 May



Use your senses to...

Taste wild garlic.

Grow in shady and damp conditions, in your local woodland or riverbank
Season starts in late winter and lasts until the end of spring
Leaves and flowers are edible
Great in pasta, salad and soup



See the first butterflies of the year



Hear the song of birds returned from their warm winter getaways. Can you notice different birdcalls coming from the trees and gardens around you?



Feel the green grass under your feet when you walk barefoot.

Walking bare feet has positive effects on your well being.



Smell the bright new flowers blooming around you.



Lunch and Learn events: 12:00 – 13:00
13 May – Helping nature, Helping you
19 May – Nature and your wellbeing





OFFICIAL

Health and Wellbeing

Health Surveillance 2021/ 22

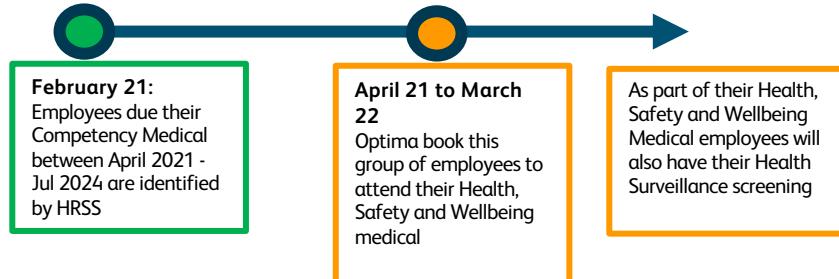


Health Surveillance Programme Timeline 2021/ 22



Key facts:

- Employees are identified for Health Surveillance based primarily on the vibrating tool competencies they hold on Oracle.
- Employees who undertake work activities that expose them to one or more of the Occupational hazards (HAVS, Noise, Respiratory, Skin and Night Work) must attend Health Surveillance.
- 2/3 of ALL employees due health surveillance will have a telephone appointment booked
- 1/3 of ALL employees due health surveillance will complete their Health Surveillance as part of their Health, Safety and Wellbeing Medical



ACTION

Please ensure to book your teams in for their surveillance



Resource Library

Safety Bulletins, Alerts, Advice and Shared Learning



- [Safety-Advice-NRA21-05-Preventing-water-ingress-to-25kV-Track-Sectioning-Cabin.pdf](#)
- [Letter of Instruction 1.25m Position of Safety v1.0.pdf](#)
- [Speeding Matrix.pdf](#)



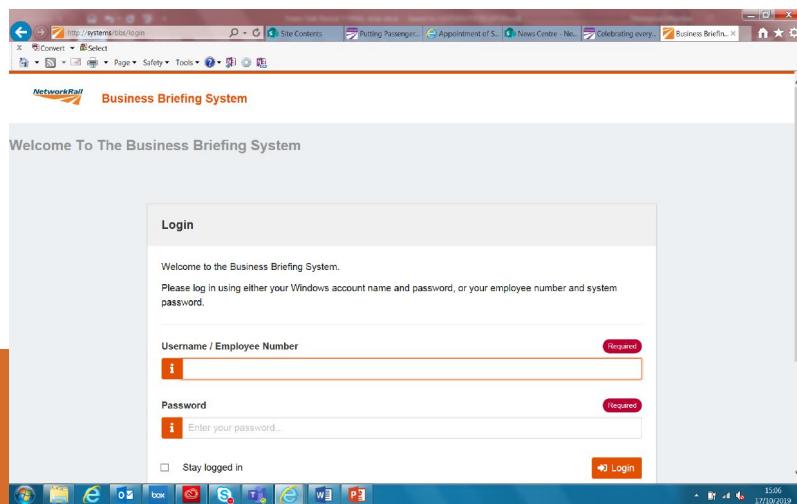
Resource Library



Remember to record that you have
watched Team Talk

[Click here](#) for a guide on how to use the new Business Briefing
System to do this

Also remember to record that you have received
Safety Briefing via the Business Briefing System or
via the dedicated person in your Business Unit.



Team talk

Our periodic video and discussion
pack for everyone in Wessex

& Safety brief

