

The Trackforce Recruitment Ltd has implemented a behavioural safety programme which is founded on the belief that behaviour turns systems and procedures into reality. Safe behaviour at work is of paramount importance and, as such, needs to be treated as a critical work related skill.

Our continuing aim will be to promote an understanding of safety and to identify how we can positively influence behaviour. It is estimated that up to 90% of workplace injuries are caused by unsafe behaviour. Trackforce Recruitment Ltd will operate a number of initiatives to support a reduction in this type of incident;

- Visible health and safety leadership is invaluable and, as such, Site Supervisors and Site Managers will be trained in behavioural safety techniques through attending courses such as SSSTS, SMSTS and other rail / construction industry training.
- All employees will receive on-going training to recognise both safe and unsafe practices and are encouraged to stop unsafe activities and suggest improvements to working methods through attending on site Team Briefs, Toolbox talks and other rail / construction industry training.
- Through our Internal Reporting System, Suggestion Boxes and email all employees will have the opportunity to make suggestions, provide feedback and voice concerns on site safety issues.
- The Management Team are strongly committed to an 'Open Door' management style and operatives are encouraged to voice any concerns or opinions directly to Senior Managers in a relaxed environment.
- Operatives will receive feedback on their safety performance on site and actions resulting from their suggestions through a regular Newsletter.
- A yellow card warning system on all of our sites across the business, where if operatives are found to be ignoring Safe Systems of Work, not wearing the required PPE for the task that they are carrying out, or not working in accordance with the work instructions etc. they will be issued with a yellow card.
- Two yellow cards within a 12-month period and they will be immediately suspended pending a disciplinary hearing within (one week) which may lead to a final warning or dismissal.

I will periodically assess the strength of my company's safety culture using the Network Rail 'Dimensions of Safety' system and plan future improvements accordingly.

If you don't think it's safe, don't do it.

Challenge and report site managers or operatives that disregard safety instructions and procedures (you can remain anonymous).

Safety procedures, instructions, equipment, and tools have been provided to keep you safe! - following them will give you the best chance of doing a job safely.



Ian Byatt
Director
Trackforce Recruitment Ltd

June 2020