

SAFETY, HEALTH AND ENVIRONMENTAL COMPLIANCE COMMITTEE REPORT

I am pleased to report to you on the work of the committee during 2022/23. Running a safe railway will always be our priority. We want everyone to feel safe whether they're working on, living near, or traveling on the railway.

The Committee was pleased with the progress made by the weather risk task force to implement the recommendations from the independent reports published by Lord Robert Mair and Dame Julia Slingo following the derailment of a passenger train at Carmont on 12 August 2020. Whilst there was still work to be done, the committee was comfortable that the prioritised action plan supported the task force's strategic objective to run a safe, affordable, and more reliable service for passengers during adverse and extreme weather.

Sustainability of the railway remains important to the committee as it helps ensure the safety of passengers and our people. We are in the process of identifying ways in which we can improve how we measure and predict defects and faults on the railway, as well as planning for maintenance and renewals in Control Period 7 (CP7) and beyond.

Tragically, two people working for different contractors were fatally injured whilst at work this year. In July 2022, a slinger/signaller working for Kilnbridge, a contractor for Costain on the Gatwick Station Project, was fatally injured by a falling load during a lifting activity. In November 2022, a scaffolding inspector working for Zenith Scaffolding fell through a sky light at Houston Street, in Glasgow. Both incidents occurred on construction sites and were subject to investigations by the Health and Safety Executive. Our thoughts are with their families, friends, and colleagues.

We didn't hit our Fatality Weighted Injuries (FWI) year-end target (a metric used to measure injury severities). In the financial year, we recorded fewer accidents and injuries than ever before, but as we're working fewer hours and still having fatal accidents, we're not achieving this intentionally challenging target. We have however, seen our best ever performance in the Lost Time Injury Frequency Rate (LTIFR) with the fewest recorded lost time injuries ever.

In terms of leading indicators, we're seeing an increase in the amount of safety conversations held, planned assurance and inspection activities, and safety hours.

The volume of Lifesaving Rule breaches, a major component of the Personal Accountability for Safety metric, are now reducing and back to pre-pandemic levels. With the roll out of a new in-cab safety system to our road fleet close to complete, we expect, and are already seeing, a big reduction in speeding offences in the future, along with a greater understanding of driving patterns. The increased volume of random drugs and alcohol testing, now 20 per cent of staff per year, is expected to reduce the volume of life saving rules breaches as well.

Train accident risk as measured by the Precursor Indicator Model has reduced throughout the year and is now better than the Control Period 6 (CP6) target. The improvement is mainly attributed to the reduction in earthwork-related incidents such as landslips. We're working with the Rail Safety and Standards Board (RSSB) to formulate a methodology to measure the robustness of earthworks when adjusted for extreme weather events.

Since April 2019, the start of CP6, we've closed 159 level crossings. That's a total of 1,336 closed since April 2014, with another 69 temporarily closed through Traffic Regulation Orders. Sadly, there were two level crossing accidental fatalities during the year, one at Lady Howard, near Ashted in Wessex, and one at Darby Green, near Yatley in Wessex. This is compared to seven the year before.

The number of suicides and trespass incidents that took place on the railway was slightly lower than that of the previous year. Between 11 December 2022 and 7 January 2023 (period 10 2022/23) we saw the lowest number of suicides ever recorded on our infrastructure, with five in total for the period. Our route crime and trespass groups are working closer together and this is identifying many good practice ideas and encouraging the sharing of strategic and tactical intelligence.

The committee reviewed the safety performance element of the performance-related pay award for senior executives and made a recommendation to the remuneration committee (see page 152).

Within health and wellbeing, we implemented a target to reduce work-related mental health absences by 25 per cent for the duration of CP6. Data in Period 11 2022/23 indicates 93 instances of work-related mental wellbeing absence across the business. This is an increase of 12 absences from Period 10 2022/23. We continue to support the business by work delivered through the mental wellbeing and resilience strategic project, such as the new mental wellbeing discussion tool, an updated stress management standard, and a target to annually train 10 per cent of line managers in supporting mental wellbeing. Thus far we have trained 39 per cent of all line managers.

Introduced in April 2021, we have now completed circa 15,000 new style Safety Critical medicals, called the Health, Safety & Wellbeing Medical (HSW). The HSW medical, includes a wellbeing check as well as the safety critical assessment and health surveillance requirements. In 2021/22 we completed 9,581 HSW medicals and 5,534 in the 2022/23 programme. A combination of the new style medical and operational delivery model has significantly reduced the number of colleagues deemed unfit for role compared with the old format medical. This success can be attributed to better use of clinical resource, improved understanding of the job roles, enhanced monitoring techniques and rapid escalations to senior clinicians confirming fitness for work. The wellbeing component of the HSW has provided greater insights into the health and wellbeing of our safety critical employees, with circa 30 per cent of over 55s identified as having diabetes and 93 per cent of colleagues being overweight or obese. Safety Critical employees will now undergo the HSW every three years, as opposed to the previous age-related format, whereby employees could wait 5-10 years for their next medical. The increased frequency of the medical at three years allows for more proactive identification of health concerns and the data provided will help shape future health initiatives and strategy.

During the early days of the pandemic, we changed the delivery of our Health Surveillance programme to include an initial telephone call with an Occupational Health clinician. Running in tandem with the HSW medical, the Health Surveillance programme delivers an annual assessment for employees exposed to workplace hazards such as noise, respiratory sensitisers, and hand arm vibration. In 2021/22 we completed 6,211 initial assessments for those employees

identified as requiring it, with an overall compliance rate of 96.6 per cent. As we come to the end of the 2022/23 programme we have completed 8,646 initial assessments however the final compliance rate is unlikely to reach the previous year's figure due to several factors including disruption due to industrial action, increase in seasonal short term and pandemic related absences, as well as a continued high rate of non-attendance for appointments.

Within environmental management we've been assessing areas for improvement as regards environmental incidents.

Bespoke workstreams to improve environmental incident identification and reporting, through to categorisation, investigation, and drafting of recommendations is being undertaken through cross-discipline collaboration. This includes, competency work within key roles, and identifying and resolving weaknesses in the systems, governance, and processes controlling environmental management.

This year we have had a total of 480 environmental incidents with an environmental incident frequency rate of 0.370 per 100,000 hours. This has decreased from 2021/22 when there were 620 environmental incidents and a frequency rate of 0.420.

During the last year, Network Rail have had 15 category one and two environmental incidents that either Network Rail or our Principal Contractors were directly responsible for. Of these 15 incidents, two had a direct impact on water. The first incident was silt entering the water course near Honiton Tunnel. Straw baling was applied to control the spill and no obvious signs of impact were reported. The second incident involved a Principal Contractor where 3,000 litres of concrete wastewater was spilt on the banks of River Huntspill. Network Rail ecologists are monitoring the site to determine the impact on river banks.

On average, over the past three years Network Rail has had an average of two category one and two incidents with a direct impact on water. This year Network Rail has launched a Water Management Strategy which aims, amongst other things, to play our part in improving water quality.

Category 4 incidents (the lowest impact category) constitute 68 per cent of all environmental incidents, while those incidents requiring investigation, constitute 22 per cent.

Spillages, mainly from trains, and fly tipping by the public continue to be the most common environmental incidents, making up 90 per cent of all our incidents.

We are currently using eight per cent less energy and emitting 18 per cent less carbon than we were at the end of Control Period 5. Whilst this fell short of achieving this year's energy targets we have successfully achieved this year's carbon emissions target as part of our work to support the UK's net zero target for 2050 (2045 in Scotland). Further information on the work we're doing to lower our energy use and emissions can also be found in the Environmental Sustainability section of the Strategic Report on pages 82 to 87.

Mike Putnam

Chair, safety, health and environmental compliance committee

13 July 2023



Committee members	Formal appointment to the committee	Number of meetings attended during the year
Mike Putnam	Feb 2018	4/4
Rob Brighthouse	Jan 2016	4/4
Peter Lord Hendy of Richmond Hill, CBE	Oct 2015	3/4
David Noyes	Dec 2018	4/4

Note: although not a member of the committee, Stephen Duckworth has a standing invitation to attend all meetings.

Committee attendees

The executive directors of the company, chief health and safety officer and group director for the Technical Authority normally attend meetings by invitation of the committee. Other members of the Board and other senior executives of the group also attend as and when requested to report on specific areas that lie within the committee's areas of responsibility.

The general secretary of the National Union of Rail, Maritime and Transport Workers (the RMT) is invited to attend all meetings. This adds scrutiny and challenge to the committee's business and is consistent with our commitment to remain transparent to the wider rail industry and its important stakeholders. No-one from the RMT attended a meeting in 2022/23.

Ian Prosser CBE, chief inspector of railways and director of railway safety at the ORR, attends two meetings each year to present the regulator's view on our safety performance. Ian has an open invitation to attend the remaining meetings when he is available.

Role and responsibilities of the committee

The environmental aspect of the committee's role has been redefined since the creation of the environmental sustainability committee in 2019. The safety, health, environment compliance (SHEC) committee oversees environmental legal and regulatory compliance while the environmental sustainability committee has broader responsibility for environmental strategy and related matters.

The committee's role is to monitor how the company implements its responsibilities on safety and health through its everyday business activities, and how it complies with its environmental obligations. The committee must satisfy itself as to the adequacy and effectiveness of the safety and health policies and strategies, and the effectiveness of environmental compliance within the Network Rail group.

The committee's activities include:

- reviewing the group's strategies, systems, policies, and practices for SHEC. It also makes sure that the governance and management structures support these being implemented effectively

- considering significant risks to individuals and the company's strategies for SHEC and whether the executive is managing them effectively
- reviewing internal audits, within its SHEC remit, that are carried out across the company on the effectiveness of strategies, systems, policies, and practices. It makes sure that the audits have the correct scope, and it follows up to confirm that any recommendations have been properly addressed and implemented
- considering findings from internal and external investigations and how the executive has responded to them
- making recommendations to the nomination and remuneration committee on the company's safety performance to inform decisions about performance-related pay
- considering regular Duty Holder reviews from Regions and Route Services.

After each committee meeting, the chair reports to the Network Rail Board and answers its questions on the committee's work.

Principal activities during the year

Matters considered by the committee in 2022/23:

- quarterly SHEC reports from the group Technical Authority. These included scorecard data, information on workforce safety, workforce and contractor accidents, track accident risks, level crossings, health and wellbeing, public safety, and contractor performance
- quarterly updates on safety risks and internal audits on SHEC matters
- progress of the Safety Task Force, including the increase in scope to include the Rail Accident Investigation Branch and other industry recommendations
- presentations from duty holders and route managing directors to demonstrate the adequacy and effectiveness of their safety and health systems and environmental systems. The following regions and functions attended the committee:
 - » North West & Central
 - » Eastern
 - » Route Services
 - » Southern
- how the Optimized Train Track Operation concept delivers safety, operational efficiencies and performance benefits linked to business needs
- the suggested train accident risk key performance indicators and provide feedback

- progress on the Fair Culture project and the Lifesaving Rule refresh project
- progress on engineering and maintenance competence improvements
- changing patterns to asset life. The need to prioritise mitigations in CP7 to counteract the increased asset performance risks and prevent growth in safety incidents
- progress in managing the risk of accidental obstruction of the railway by road vehicles.

Internal audit

Internal audit plays a key role in providing independent assurance in managing SHEC risks. The director of risk and internal audit updated the committee at each meeting on any changes to the SHEC audit plan, notable audits, overdue actions, themes, and key issues arising from Internal Audit's work.

Audits included our Safety Framework and First Line Assurance, and activities are now underway to address the risks. This included mapping of safety risks to assurance activities and defining and allocating responsibilities for delivery and coordination of regional safety framework initiatives.

Annual site visit

The committee periodically visits locations around the country to see first-hand the SHEC issues they discuss at meetings. In 2022 the committee went to Basingstoke for a tour of the training facility and operations centre. The committee also visited Machynlleth, Wales to visit the European Train Control System (ETCS) signalling centre and a jointed track site to understand the intricacies of inspection and maintenance of a rural railway with older asset types.

Planned activities for 2023/24

In the 2023/24 financial year, the committee will:

- review progress of the Extreme weather resilience task force. The task force will investigate and make recommendations on how we can develop our approach to resilience during extreme weather
- receive a deep dive on station security
- review the safety framework
- review the plans in place to evacuate disabled passengers from trains affected by fire
- monitor the weather risk task force and progress of the integrated plan to deliver industry recommendations
- review Occupational Health including insourcing of occupational health
- conduct railway station site visits.