

MATCHTECH 



HSQE Briefing

August 2021

WORKING TOGETHER TO PROVIDE THE BEST RAIL TALENT IN THE UK



Monthly topics

Shared learning and Safety advice

- Train collision near miss
 - Capacity Failure at Signalling centre
 - Diversity and Inclusion (Network Rails Strategy)
 - Diversity and Inclusion terminology
-
- COVID 19 Link
 - 24 hour on-call details
 - CIRAS details

Learning from others - a serious train accident near miss

Issued to: **Network Rail line managers, safety professionals and accredited contractors**

Ref: NRL21-02

Date of issue: 16/08/2021

Location: Chalfont & Latimer station, Metropolitan Line, London Underground

Contact: [Investigation and Assurance](#)



Overview

On 21st June 2020 at 21:43, a near miss occurred between two passenger trains at London Underground's Chalfont & Latimer station. A southbound Chiltern Railways train travelled towards a stationary northbound Metropolitan line train on the same track, and stopped only about 23 metres away.

The Chiltern Railways train had passed a signal at danger (a SPAD) and had been automatically stopped by a tripcock train protection system. The driver reset the tripcock and continued without seeking authority, running through a set of points and going too fast over a crossover onto the line occupied by the other train.

The driver decided to proceed without authority because he did not remember passing the red signal and believed the tripcock activation had been spurious. His training in how to use a safety system was inadequate.

No one was hurt but the points and signalling system were damaged, causing disruption.

The Rail Accident Investigation Branch (RAIB) report contains a lot of learning which is immediately relevant to Network Rail.

Underlying causes

The driver was probably fatigued. He suffered sleep apnoea (stopping breathing when asleep) and type 2 diabetes, both of which disturbed his sleep. This had not been recognised in the medical examinations.

The driver had a long history of safety events but gaps in line manager resource had contributed to ineffective action to address knowledge gaps and monitor performance.

Training and competence management were ineffective. RAIB commented about a safety brief using over 100 PowerPoint slides.

RAIB also found gaps in shared risk management between the different companies involved.

Key message

Line managers have a key role in monitoring safety performance. Frequently changing line managers, or coping with prolonged management gaps, has an adverse effect on safe working.

Competence management should take account of personal safety performance. Training must cover all aspects required to work safely.

Medical checks and fatigue management must consider sleep disorders and other factors beyond immediate shift patterns.

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Safety Advice



Capacitor failure at Waverley signalling centre

Issued to: **Network Rail line managers, safety professionals and accredited contractors**

Ref: NRA21-12

Date of issue: 19/08/2021

Location: Waverley signalling centre

Contact: [Felix Langley](#) / [Colin Lamb](#)



Overview

Edinburgh Waverley Signalling Centre recently suffered an incident where a capacitor in an Uninterruptible Power Supply (UPS) failed. The capacitor emitted smoke into the plant room, which spread to the Operations floor. The fire alarm was activated.

The incident led to the building being evacuated, with attendance by the fire brigade. There was severe disruption on the network, resulting in significant train delays.

Investigation has identified this UPS unit had been mistakenly removed from the annual maintenance inspection by the manufacturer (Vertiv) in 2017 and was not in Ellipse (it had previously been recorded in Ellipse). The capacitor had not been renewed since it was installed around 2001. The unit was a Vertiv Chloride EDP90, 80KVA unit.

Things to consider:

- Resilience of the network if a catastrophic failure occurs with critical equipment UPS equipment.
- Are adequate maintenance arrangements in place for critical assets?
- What age should capacitors be renewed? How do we inspect and maintain capacitors?
- Should electrical equipment be located away from operational buildings or are fire separation measures within the building adequate?
- Should fire suppression systems be installed within electrical equipment rooms?

Immediate action required

The following immediate actions must be taken across all Regions:

- Check all UPS units are in Ellipse with maintenance requirements correctly set up.
- Review UPS and capacitor age profiles and the criticality of each location to devise an action plan.

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Diversity and Inclusion Strategy



Network Rail have a commitment in the years ahead to ensure that all of their workforce, as well as the full supply chain, commit to their Diversity and Inclusion Strategy, ensuring that **“everyone”** who works on the Infrastructure feels safe and welcome.

<https://www.networkrail.co.uk/wp-content/uploads/2020/06/Everyone-Matters-diversity-and-inclusion-strategy-for-2019-2024.pdf>



“Our ambitions for the next five years are clear. We want to be on the side of the passengers and demonstrate our leadership across the rail industry. We will be an organisation that is easy to do business with, and one where our people are proud to work.

To achieve these ambitions, we will work to increase the diversity of our workforce so that we represent the passengers that we serve up and down the country – because everyone matters.”

Andrew Haines
Chief Executive

Terminology Matters

Do you understand these definitions?

Black, Asian Minority Ethnic (BAME): describes a grouping and is a commonly used phrase to cover a wide range of ethnicities.

Bisexual: A bisexual person is someone who is sexually and/or emotionally attracted to people of all genders.

Carer: A carer is anyone who looks after a family member, partner or friend who needs help because of their illness, frailty, disability, mental health problem, or addiction and cannot cope without their support. The care they give is unpaid.

Cisgender: refers to a person whose gender identity matches the sex that they have been ascribed at birth. For example, a woman that identifies as female, and was assigned as a female when they were born. This is opposite to transgender.

Disabled/Disabled person: refers to a someone who has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. 'Long-term' means has lasted or is expected to last for at least 12 months. This includes the following:

- Physical impairments, including asthma, diabetes, epilepsy etc
- Sensory impairments such as a hearing impairment or a visual impairment
- Severe facial disfigurement
- Progressive conditions such as cancer, multiple sclerosis or HIV infection
- People who have had an impairment in the past, but have since recovered, such as cancer or mental health issues.

Disability: Organisations of disabled people make a distinction between the medical condition, which is usually referred to as an impairment, and being disabled by physical/sensory and attitudinal barriers which result in discrimination. This is called the social model.

Faith Religion or Belief: includes all religions and lack of religion, in other words individuals are protected if they follow a certain religion or have no religion at all. Additionally, a religion must have a clear structure and belief system. Belief means any religious or philosophical belief or a lack of such belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.

Gay/Lesbian: emotionally and sexually attracted to people of the same sex. The term gay is most commonly applied to men. The term usually applied to women who are sexually and emotionally attracted to other women is lesbian.

Gender Neutral: is a way of describing everyone without ascribing a particular gender – using pronouns like they, or 'ze'.

Gender Reassignment: a person who is proposing to undergo, is undergoing or has undergone a process to change their sex. To qualify for protection from discrimination a transgender person no longer has to show that they are under medical supervision.

Harassment: means unwanted behaviour related to disability, gender reassignment, race or gender that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Homosexual: A more 'official' term for people who are sexually and emotionally attracted to members of the same sex, describing sexual identity. It is not so commonly used by lesbian or gay people to describe themselves.

Intersectionality: People for whom the overlap of various social identities (or protected characteristics), such as race, gender, sexuality, and class, contributes to increased inter-connected discrimination and therefore experience the greatest exclusion and disadvantage. For example, a disabled, black Lesbian may experience combined disability, racism, sexism and homophobia.

LGBT+: The terms Lesbian, Gay, Bisexual, Transgender and + to mean all other forms of sexual and gender identity (LGBT+) are often categorised together. However, they represent two distinct categories of people. The terms 'Lesbian, Gay, and Bisexual' represent peoples' sexual identity. The term 'Transgender' refers to gender identity.

Mental Health: an individual's emotional and psychological well-being.

Monitoring: gathering data about everyone's 'protected characteristics' to check whether groups of people are fairly represented and being treated equally. For example, monitoring the representation of women, or the representation of disabled people, in the workforce or at senior levels within organisations to identify trends in recruitment or promotion.

Non-binary gender: describes any gender that does not fit into the gender binary male or female. People may identify as being on a spectrum between male and female, or they may identify as having no gender.

Positive action: a range of lawful actions that seek to overcome or minimise disadvantages, for instance in employment opportunities, that people who share a protected characteristic have experienced, or to meet their different needs.

Positive discrimination: Treating someone's protected characteristic more favourably to counteract the effects of past discrimination. It is generally not lawful, although the duty to make reasonable adjustments is an exception where treating a disabled person more favourably may be required by law.

Protected characteristics: These are the grounds upon which discrimination is unlawful. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Race: Refers to the protected characteristic of race, and to a group of people defined by their race, colour, nationality, including citizenship or their ethnic or national origins.

Safety briefing links

Safety Central

- Network Rail share updates of recent incidents, accidents and best practice advice online. Please get into the habit of checking this website for the latest news;

<https://safety.networkrail.co.uk/tools-resources/safety-bulletins/>

Southern Shield

- Southern Shield is a collaborative safety forum that consists of Network Rail Southern Capital Delivery and its principal contractors. On their website they have useful articles and explain the rules of the Southern Shield charter, which are mandatory on some southern sites.

<https://www.southernshield.co.uk/>

Resourcing Solutions Monthly briefings

- Add this website address to your browser favourites to ensure that you always have access to the Network Rail Rulebook modules (Via RGS online, standards catalogue) as well as all previous monthly rail briefings.

<https://www.resourcing-solutions.com/health-and-safety-briefings>



IMPORTANT INFORMATION

For the Latest COVID 19 guidelines follow this link below.

<https://www.gov.uk/coronavirus>



Coronavirus (COVID-19)

STAY
HOME

▶ PROTECT
THE NHS

▶ SAVE
LIVES



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Contact the Rail team

24 hour on call - 07786 265531

Use this on-call number if you need to contact someone from the company urgently, for example to report an accident / incident or if you are being pressured to do something that you are not comfortable with, such as being asked to exceed the working hours rules etc.

Store this number in your phone in case of an emergency.

This number is **not to be used** to query timesheets or to enquire about vacancies, it is an emergency contact number.

- If you would like to suggest a topic for future safety briefings, or need to talk to someone in confidence then email the Rail HSQE manager Joe Christopherson; jchristopherson@resourcing-solutions.com



Report hotline:
0800 4 101 101

Report textline:
07507 285 887

Freepost: CIRAS
www.ciras.org.uk