



## Terrorism

Please be aware that the threat from far right wing group 'National Action' is expected to escalate in the coming months. This, combined with the arrest of 58 females in 2017 in terrorism charges, just highlights the fact that stereotyping terrorists does not sit well ethically.

Those that have taken part in the 'Behavioural Detection Awareness' training, please refresh yourself with the 'Baseline' and indicators of possible terrorist or criminal behaviour. Remember, the optimum time to stop an attack is during the planning stage.

## Rewards & Recognition

December - Jurgita Useliene

November - Aaishah Shaw

October - Neil Barwick

September - Glen Ball

August - The Northern Team

July - Anthony Houghton & Peter Whittaker

May - Paul Hadfield

April - Devindra Mehlatat

March - Ashley Abrams

February - Euston Mobility Team

January—Sarfaraz Patel

## Network Rail—Safety Stand Down (from Network Rail)

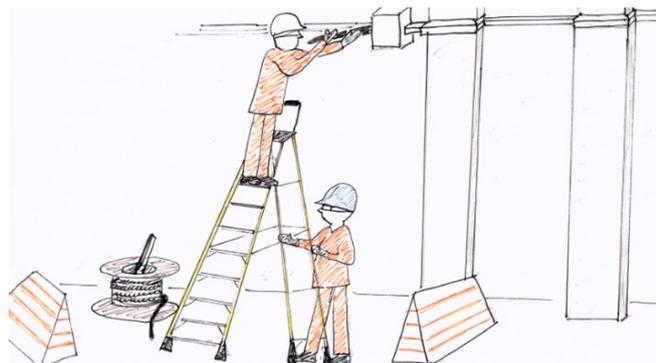
This is part of a national stand down for the whole of Network Rail, it will take place in July of next year and involve ALL staff. The purpose of this is to make a focused behaviour change to improve the safety culture.

### Why are we having a Safety Stand Down?

Matthew, a 20 year old colleague from a contracting company, tragically lost his life on Bearsden station on 5th June 2018. His family will have to move on in life without him. Many people are hugely impacted by this tragic event. He was extremely highly regarded as one of their up and coming employees. This accident occurred because of a combination of many small risks coming together. This accident highlights that the right culture has not yet been created, where safe behaviours are paid attention to.

### Summary of the Facts

1. He was working on a 10 step stepladder pulling cable.
2. He had his feet just above 2 metres from the ground.
3. He was on the ladder, pulling the cable with both hands.
4. A cable drum was placed underneath.
5. A steel pipe had been used to carry the cable drum. It was not a proper tool for the job - it was what they had to hand and this had become accepted practice. Storing it in the drum was to prevent it rolling away.
6. Working on a platform at an open station, keeping the worksite as small as possible so as not to obstruct passengers.
7. He fell from the ladder and landed on the upturned pipe.
8. Paramedics arrived in 8 minutes, but he died before they could get to the hospital.



## Legacy—Making safe Behaviour a Habit.

We must challenge the culture and behaviours that allow small risks to go undetected or tolerated.

- We still have too many accidents and near misses with similar root causes.
- How do we create a culture where safety and risk awareness is always present so that we look after ourselves and we look after each other?
- How can we make safe behaviour a habit and one that we do even when no-one is looking?

## When do ordinary activities become unsafe?

The incident in which our colleague lost his life could have been considered such an 'ordinary' task.

An everyday task: Make using the safe system a habit.

- Most stairs have a safety system
- It is free to use
- It takes no more time to use the stairs
- How many of us use the handrail when we use the stairs?
- So why don't we use the handrail?

If we make a habit of doing ordinary things safely, we will also do more complex things safer, it becomes our habit.

## Reaction to Intervention

The way in which we react when challenged is massively important to our culture.

Negative Reaction: Don't react in a negative or defensive way. If you do, you make it more difficult for that person to challenge in future.

Positive Reaction: If you thank someone for caring about your safety - not only will you be safer, but you will make them feel more inclined to keep challenging unsafe practice in future.

The next time could be over something very serious...

## What do you observe about the ladder?

- Think about the planning of the job. It could have been done using a platform, which would have been inherently safer.
- They had someone to prevent the ladder toppling over - so they were aware of some risks.
- The task required both hands to be off the ladder - pulling cable. Three points of contact was not possible.

## What do you observe about the clothing?

- They were all wearing appropriate PPE.

## What do you observe about the cable drum?

- This is too heavy for one person to lift. So they used a steel bar through the core of the drum so that two people could lift it. This was not a tool designed for this purpose, but it had become custom and practice.
- The pipe was stored in the drum to stop it rolling away and becoming a trip hazard.

## What do you observe about the barriers?

- The barriers were used to keep the worksite separate from the passengers using the station - they were safety devices.
- The drum was stored close to the ladder so that the worksite was small and didn't interfere with the passengers using the station. But it was too close to the ladder.

## Ordinary Tasks also need risk awareness

- A combination of small, seemingly isolated risks combined to create a fatal accident.
- There were many opportunities to prevent this accident - in the planning and in the execution.

This tragedy has brought into sharp focus that we have to challenge and change our safety culture. It starts with paying attention to the seemingly ordinary - and using the safety systems that exist to protect us. The more of us who actively engage in the reporting and reduction of safety hazards, the safer Network Rail will be.

A year later and we are still seeing very dangerous behaviours in our station. The similarities between this, and the circumstances that led to the fatality at Bearsden are clear. We must change our behaviours in light of this.

Network Rail cannot and will not tolerate such poor behaviours in the future. We cannot have another fatality related to working at height.

Previous accidents have left a lasting legacy through changes to our ways of working.

From today, let's all challenge and change our habits. Even the most ordinary. Always choose the safest option. Intervene. And make sure everyone gets home safe, every day.

## Licence

Your licence should be displayed at all times whilst on duty. If you renew your licence you MUST INFORM SES MANAGEMENT ASAP. If your licence is revoked you must inform HR.

## We are Recruiting!

If you know of anyone looking for a job in security and crowd management please encourage them to apply for a position with the SES Group through the 'SES Recruitment' page on the company website: [www.thesesgroup.co.uk](http://www.thesesgroup.co.uk)

## Pay Queries

If you think you have a pay query please wait until you have received your payslip and advice slip before contacting your Line Manager. When raising a pay query please provide your Manager with the following details:

Date, place you were working, start time, end time, position and who your Supervisor or Manager was.

You will reduce your chance of having a pay query if you make sure that you book in and out at all times.

### SES Values 2019

- Professional in Approach
- Proactive and Innovative
- Proud of our Client Services
- Putting the Safety of the Public First
- Promoting and Growing our Team

## TBT: Winter Conditions

A number of injuries, particularly sprained / broken ankles, increase during winter months. Be aware of the changing conditions.

- 1) You may arrive at work before clearing / salting of parking area has taken place.
- 2) Do not run / rush in icy conditions.
- 3) Park in cleared areas where possible.
- 4) Pay particular attention to kerbs / steps.
- 5) When driving in icy or frosty conditions, reduce speed—stopping may be difficult.
- 6) Tracks on snow may act like ski blades.
- 7) Beware of reversing vehicles—the drivers view may be restricted.
- 8) Ladders and working platforms may be icy.
- 9) Do not walk on sleepers.
- 10) Keep hands warm.

“Safe System of Work always”

### Visa's

Please do not leave it to the last minute to renew your visa, if we do not get proof that you have the right to work from the UK border agency then we will have no choice but to stop you working. A letter from the Home Office only confirms that they have received your application NOT that your application has been accepted and does not confirm you have the right to work.

### Appearance

Just a reminder to all staff to ensure that you turn up to work in the correct uniform. Please ensure that it is clean, ironed and that you look smart at all times. No trainers.

### ID Cards

Please make sure that you carry your ID card with you at all times. if you don't have one or you lose it, contact the [hrteam@thesesgroup.co.uk](mailto:hrteam@thesesgroup.co.uk).