

	Work Safe Policy Statement	RRS WSPOL 001
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Work Safe Policy (Refusal to Work)

Section 2 of the Health and Safety at Work etc Act 1974 requires employers to ensure that the workplace is safe for employees to work in and provide safe equipment, systems of work and provide the necessary information instruction and training. If this is not the case and the employee feels that by starting work will have an effect on their Health Safety Welfare and well-being the employee has the right to inform their employer of any situation or circumstance, that, in their opinion (having received adequate training), represents a safety hazard, and that they may refuse to work without prejudice on these grounds.

Network Rail also identify the requirement to work safely within a railway environment and guidance to further support working safely is contained within:

- Network Rail Company Standard NR/CS/OHS/002 Policy on Working Safely,
- Network Rail Company Standard NR/L2/OHS/00112 Work Safe Procedure
- Network Rail Company Standard NR/L2/OHS/00102 Work Activity Risk Assessment

The employee on site may inform their immediate superior of any item or matter that they consider being an unsafe condition. This information shall be submitted using the work-safe report form, one copy handed to the management team and one copy to be kept by the person invoking the work-safe procedure.

Employees are to be assured that refusal to work on legitimate health and safety grounds will not lead to any type of disciplinary action.

The Management Team jointly will review the situation and a report or safety information notice will be issued. The person who instigated the initial report will also be informed of the outcome.

To support the above process there is also a mechanism in place for any railway staff member to be in a position to report any safety related concern whilst working on the railway or on or near the line through the CIRAS (Confidential Incident Reporting & Analysis System) reporting system. This is a completely free, independent and confidential way to report safety concerns. The reporting system allows answers to be responded to by the train operating company, the infrastructure owner or other third party for whom the safety query is directed, which is recorded in print format and issued to the railway industry.

CIRAS is an alternative way for rail industry staff to report safety concerns that they feel unable to report through company safety channels.

CIRAS can be contacted by:-

- Free Phone number of 0800 – 4-101-101
- 'Freepost CIRAS'
- Text to 07507-285-887

Signed 

Rhys Richardson

Director

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