

## COVID-19

### SAFE WORK PRINCIPLES FOR NETWORK RAIL STAFF AND CONTRACTORS

**NOTE: The overall situation is evolving and at pace therefore the principles set out below would need to be continually reviewed and agreed.**

1. While providing a railway service during the health emergency for the benefit of key workers, the movement of goods and for the benefit of our communities it is essential that railway staff are covered by revised working practices and processes that protect them from infection as far as practicable.
2. This will mean that all railway and supply chain companies and those engaged in providing the service will adopt best practice measures for the protection, health and well-being of all those working on the railway service.
3. Network Rail and its supply chain companies shall amend their workloads, practices and required staffing levels to that which are essential to provide, operate and support the railway. In doing so, they will reduce the number of staff required to operate and maintain the railway safely and reduce the numbers of workers potentially in circulation and exposed to infection and transmission.
4. Work undertaken in maintenance and engineering functions will be those that are essential including emergency, response, reactive activities, maintenance and planned renewals.
5. Where works are taking place all measures practical will be adopted to segregate staff and minimise likelihood of transmission or exposure to the COVID-19 virus. Such measures as reducing shared transport, home start for staff, segregation at sign in points and mess rooms and staggering of shift times will be implemented. Best practice will be shared across the Network Rail.
6. Staff that are not required on shift will remain at home. Rosters and shifts will be created that share the work activity fairly among the pool of available work force.
7. Network Rail and its supply chain companies will strictly enforce social distancing between individuals and groups of workers as far as is reasonably practicable through modifying working arrangements whenever possible
8. The congregating of staff at work locations, vehicles, booking-on and access points and mess-rooms is to cease with appropriate dispersal regimes enforced.

9. Network Rail and its supply chain companies will adopt all best practice measures on protective equipment, health advice, working practices and so on as these are developed during the course of the health emergency.
10. Staff that are symptomatic, have underlying conditions, or have members of their household, that are considered vulnerable will be required to stay at home and will be paid their full pay. For further clarification see Network Rail policy. For staff working to a roster this will be their base roster or base published roster including any contractual allowance.

(note: The NHS will have written to you to or your household member that you are considered vulnerable and therefore 'High Risk from Coronavirus'. Please contact your manager once you or your dependent have received the letter and arrange to go home, agreeing how you will keep in touch.)

11. In adopting the above Network Rail will work in close coordination with their rail industry and supply chain partners to share best practise and encourage adoption of the measures outlined above across the rail industry.