



The Quadrant:MK
Elder Gate
Milton Keynes
MK9 1EN

Ref: IR/LM/046/18

Mick Lynch
RMT
39 Chalton Street
NW1 1DU

10 July 2018

Dear Mick,

I write following our meeting on 6 July 2018, to discuss and resolve points of clarity you submitted with regards to the IRP and Terms of Reference documents relating speeding events and the fair culture processes.

I found our meeting to be positive and very productive, and as far as possible your points have been clarified and reflected in the revised documents, attached.

We discussed some confusion about safety investigations and whether a separate disciplinary investigation is required. I am clear that the two processes are separate. Following a Reckless Contravention outcome validated by the Independent Review Panel a separate disciplinary investigation must commence which includes a disciplinary investigation meeting with the person the allegation is against and the interviewing of any witnesses. The safety investigation should be referenced as a basis for the disciplinary investigation.

A disciplinary investigation cannot commence/progress if a safety investigation is still ongoing. If when undertaking a disciplinary for a safety/LSR breach you are made aware a safety investigation is in progress, at whatever level, the disciplinary should be stopped and closed. The disciplinary can only commence once the safety investigation has concluded and a Reckless Contravention has been issued by the IRP.

You raised the matter of a 3 year review process, and requested this be reduced to 12 months. Our view is that 12 months is insufficient time to provide remedial interventions and then embed the learning, on this basis the 3 year review period will remain which is in line with other safety incidents that occur and are subject to the fair culture process.

Our purpose for the introduction of the VSWS system was to reduce road risk accidents and potential fatalities. Our latest information shows that we are making vast improvements in this area since the introduction of this system, and should trends continue the need to hold safety investigations will also reduce in this area. (see appendices below) .

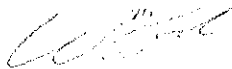
We can confirm we are looking at how we further improve driving performance and reduce speeding incidents in our hire cars and will keep you updated on this via our data governance panel.

There are 7 speeding cases outstanding which have been put on hold so that we can agree this process. On agreement of these documents, we would like to restart this process for those employees involved. You were in agreement with this approach.

Finally, we agreed to meet again on 30 July 2018, to discuss and agree a joint communications and a communications campaign. We shall send you an outline of our proposed communique ahead of the next meeting.

We believe that the interventions we have proposed are fair and reasonable which will serve to improve safety for employees who drive on behalf of Network Rail and as already evidenced in our statistics. On this basis, I would ask that you put this proposal forward for recommendation at your next executive committee, and I would like to thank you for your input.

Yours sincerely,



Bill Cooke
Head of corporate workforce safety