



RAIL REFUSAL TO WORK ON THE GROUNDS OF HEALTH AND SAFETY

Mane Contract Services Ltd recognises the provision made under the Health & Safety at Work Act 1974 for the rights of persons to cease work if they reasonably consider it to be unsafe.

The purpose of this work instruction is to detail the manner in which Mane gives the opportunity for employees, temporary workers or contractors to stop working should they consider the working environment or the working practice to be unsafe.

All employees should be aware they can report any incidents, unsafe acts, concerns and safety related issues to the National Confidential Reporting System (CIRAS 0800 4 101 101 <https://www.ciras.org.uk/>) operated by Railway Group Members (RGM's) where they do not feel able to report through normal channels.

METHOD

Anyone who believes that a task or condition will endanger either themselves or others work, should cease, move to a Position of Safety and the situation be immediately reported to the COSS on site.

The situation will be reviewed and consideration will be given to the safety impact on the individual and others.

As a result of the review, the system of work will either be confirmed as safe or amended. If the individual is satisfied with this outcome, they will resume work.

If the individual remains unsatisfied, the COSS will contact the Client site supervisor or Duty Manager (or on-call manager if outside normal working hours), as deemed necessary.

The client will review the situation and where possible, immediate action must be taken

If the situation cannot be resolved, a review will be undertaken against all legislative, railway groups, Network Rail company standards and industry best practice.

As a result of this further review, the system of work will either be confirmed as safe or amended. If the individual is satisfied with this outcome, they will resume work.

If the review fails to produce a satisfactory outcome, the disputed system of work will cease and the client will be informed.

RESPONSIBILITY

Individual

COSS

COSS

Individual

Client

Mane Manager

COSS

Mane Manager

Please note: Contractors of Mane Contract Services Ltd will not be penalised if they refuse to work on the grounds of health and safety.

Signed



Position

CEO

Date: 1 September 2021