



Orion Rail Construction Policy Statements

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6 HSEQ Training and Competency Policy

We believe that our success in the Management of HSEQ will be assured by the competence of our Operatives and operatives, and that they are our key resource. We will therefore ensure the competence of our Operatives and operatives by:

1. Identifying the training needs of all employees/contractors
2. Developing and maintaining or otherwise procuring training for our Operatives and operatives appropriate to the needs of our business.
3. Providing adequate training to employees/contractors for the tasks required of them in a timely manner.
4. Ensuring that all Operatives, operatives and sub-contractors receive induction training before they are allowed to work at any location.
5. Ensuring that operatives receive certificated training where appropriate.
6. Ensuring that employees/contractors and subcontractors are given appropriate operational briefings and updates on tasks, which involve significant HSEQ risks.
7. Reviewing and updating training needs by:
 - Appraisals of performance.
 - Workplace inspections.
 - Accident/incident investigation.
8. Ensuring that the minimum requirements of HSEQ training and skills certification of site personnel are that:
 - All operatives should attend a one-day Health, Safety & Environmental Awareness course at least once every three years.
 - All plant operators (whether directly employed or not) of plant, which is included in the appropriate scheme for plant operators, should hold the relevant card.
 - All operatives whose skills and competencies are recognised by an industry approved scheme (e.g. CSCS), should hold the relevant card, or be working towards it.
 - All site personnel possess the required skills and HSEQ training certification as required by LUL.
9. Directly employing competent operatives. When it is necessary (e.g. due to fluctuating work load), to employ agency labour, this shall be only from prescribed lists of approved agencies.
10. All Employees/Contractors should have sufficient competency to be aware of:
 - Their own responsibilities and limitations
 - Relevant local arrangements and rules
 - Safe working practices
 - Hazard identification and avoidance procedures
 - How to report problems

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8th September 2020