

Safety First



Welcome to the Spring edition of our newsletter Safety First.

Spring brings with it the feel-good factor - longer days and lighter nights to take us into Summer. Unfortunately Coronavirus is still with us, but there is the positivity of looking forward to lockdown restrictions being lifted, along with warmer temperatures on the horizon. A large proportion of the adult population are receiving the vaccinations which is very promising, but we mustn't let our guard down and become complacent to this dangerous virus. Please continue to follow government advice as we gradually move out of lockdown and follow the industry guidance when at work carrying out your duties.

I would like to take this opportunity to step slightly away from the usual topic of health and safety to touch on sustainability and the environment. This is a vast subject that includes how we can all become socially responsible while at home, when out and about and in the workplace. Environmental Sustainability is simply defined as not being harmful to the environment or depleting natural resources. It also includes developing natural resources through wind energy, solar energy, water efficiency and green spaces. We all need to breathe fresh air, drink clean water, and eat healthy food to nourish us. The actions we take in our daily lives have a huge impact on the natural world too, especially when you multiply this impact by almost eight billion worldwide. We can all play a part and adapt to a more sustainable lifestyle. Such as consuming less, buying less, eating less and if you can afford to, buy quality items that will last longer.

Try to shop local, ditch single-use plastics, re-sell and recycle, use your leftovers, grow your own, go paperless and eat less meat. These are simple means to help us lessen our negative impact on the planet. Ganymede are supporting Network Rail in their quest for a low emission railway and to achieve net zero carbon emissions by 2050. Think about climbing on board to start the journey on helping the industry achieve this target.

Our newsletter has all the usual articles and features containing information and advice around your safety, health and wellbeing and a regular feature is now dedicated to the environment and being socially responsible.

Enjoy the read everyone, remember to take care and stay safe.

Gary Lobue
Head of HSEQ



LESSONS LEARNED

Finger injury

Earlier this year, a Ganymede operative sustained a horrific injury when he lost the tip of his left-hand middle finger.

The accident happened whilst carrying out repadding works. These were being undertaken by means of lifting the rail using a track jack so rubber pads could be replaced under the rail and on top of the sleepers. The operative in charge of the jack shouted for everyone to move away from the rail as it was about to be lowered. After initially moving away, the Injured Party (IP) noticed that a pad on one of the sleepers wasn't placed quite right and decided to adjust the pad with his hand. This was unknown to the jack operative who had given the team a warning. He lowered the rail where it met and caught the IP's left middle finger. The operative did have a pad scraper in his right hand but just acted on instinct using his other hand to try and adjust the pad.

Remember, never place your hands or feet between sleepers and rails that have been raised until the rail is secure and you have been given permission to do so. Likewise, act immediately on the command to stand clear when the load is being lowered/released.



Defective Pan Puller

Another Ganymede operative sustained a nasty cut and bruising to his left hand/ring finger from a fall whilst inserting rail clips with a defective pan puller. The operative was using the pan puller to insert clips and with the force and the tension of the pull, the tool gave way and the operative fell to the ground causing the injury. Following an inspection, it was identified the tool had a defect and it was immediately put into quarantine. All other tools were recalled and inspected immediately before further use.

It is important you check all hand tools before using them, checking for wear and tear, broken and dislodged parts, missing and loose split pins etc. Any defective tool must not be used and put into quarantine immediately.

A.D.V.I.C.E: Understanding Diabetes

Diabetes is a serious condition that you have for life. It means your blood glucose (sugar) level is too high. You will probably be aware of the fact that there are two main types of diabetes (but there are rarer forms as well). All types of Diabetes have one thing in common – they cause people to have too much glucose (sugar) in their body. We all need glucose as it gives us our energy:

- We eat and drink carbohydrates
- Our body breaks these down into glucose
- That glucose goes into our blood
- We need insulin from our pancreas for the glucose in our blood to enter our cells to fuel our bodies

Type 1 diabetes means that you don't make any insulin at all. People with this type of diabetes have to be careful to take their medication regularly, watch what they eat and when, and have health checks like yearly eye checks. Only 10% of people with diabetes have type 1.

Type 2 diabetes means that the insulin you make doesn't work effectively OR you don't produce enough of it. 90% of people with diabetes have type 2 diabetes and there are many who will not know they have it. If you have a prediabetes diagnosis this means your doctor has taken your blood and the test shows high blood sugars, indicating that your body is not using insulin properly. It is often a precursor to Type 2 and can come on slowly over the age of 40.

[Read the full article by Colas Rail and Midland Metro Alliance on the Ganymede website today.](#)



SPOTLIGHT ON SAFETY



Fatigue

At the start of this year, we embarked on our fatigue education programme for our staff. We ran a short session (over Teams due to social distancing) which looked at what fatigue is and to start the conversation within our business.

During the session we related to a couple of accidents that occurred where fatigue played a big part, both involving people driving. One was the accident that happened at Great Heck near Selby, where a Land Rover Defender left the road, went down the embankment onto the railway line. The driver left the car to alert help and the vehicle was hit by an intercity train, which was derailed and then hit by a freight train. The driver of the Land Rover hadn't had much sleep the night before and must have fallen asleep at the wheel.

Ten people died as a result of this crash and 82 were seriously injured. The driver of the Land Rover received a 5-year prison sentence. We can all accept that the driver didn't set out that morning to kill anyone, he hadn't been drinking or taking drugs – he just hadn't slept.

Ganymede have policies and procedures in place to try and prevent something like this happening to people driving to and from work. One of these controls is to book hotel accommodation for you if your shift and travel time will exceed industry requirements. This is to enable you to get some sleep and rest after your shift and before travelling home.

If a hotel has been booked for you then you MUST use it, it's for your safety.

Remember if you are feeling any effects of fatigue you must not drive or operate machinery. If anyone has any concerns about a driver's fitness or alertness when driving you must speak up immediately.

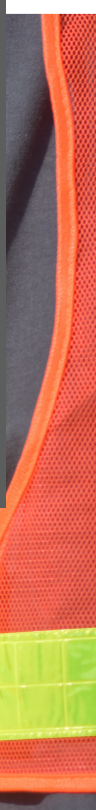
As part of our mission to highlight the dangers of fatigue, we have a dedicated section on the [Safety & Wellbeing Hub](#), that will be updated monthly with advice and various articles available for you to read.

PPE - Speak Up

When you join Ganymede, you are issued with the Personal Protective Equipment (PPE) required for you to undertake your duties. As you can imagine with over 1,100 operatives we purchase a lot of PPE! This is just to remind you to please look after your PPE, it's provided for your protection.

- Safety helmets should always be stored in a cool place away from natural sunlight, as long-term exposure to extreme environmental conditions can cause degradation, which reduces the strength and efficiency of the helmets.
- Safety glasses should be stored in a pouch to protect the lenses from damage.
- Safety boots, if wet, should be dried slowly to resist leather deterioration. It's recommended that users who regularly get their boots wet have two pairs, to allow sufficient drying time.
- Hi vis clothing must be clean, as soiling can inhibit reflectivity, and reflective tape must be complete, otherwise the garment will be non-compliant and expose the wearer to unnecessary risks of not being seen in dangerous situations.
- When taking off a respiratory mask, ensure that it is not possible for the inside of the mask to become contaminated by any hazardous substances or debris. Check that any loose debris is removed from the filters and store the mask in a contaminant-free environment.

If you are missing an item of PPE or require replacement, please speak to your local office as soon as possible.



SPOTLIGHT ON SAFETY



On 17 March, Tom Shepperd's team (Vegetation Maintenance) observed a woman in distress at the train station platform where they were working.

The team approached her, took her to a place of safety, called the emergency services, and stayed with her providing emotional support until the Police and Ambulance arrived. The team's intervention may have helped prevent suicide on the railway. I would like to take this opportunity to applaud the team who made the intervention.

This is the same Team who disturbed and reported a cable theft in operation in Period 11. They're a credit to Works Delivery and Ganymede.

Suicide is not inevitable. It is preventable. We recognise the important role that we can all play in supporting suicide prevention.

Whatever you're facing
We're here to listen

Call free day or night on
116 123

Email
jo@samaritans.org

SAMARITANS

samaritans.org

Did you know?

There will be a separation of Lookout and Site Warden training course and competence.

Network Rail has set the direction to reduce the reliance of lookout warning being used as part of a Safe System of Work. To support this, they are separating the Lookout and Site Warden training course and Sentinel competencies. The Lookout and Site Warden course duration was a one-day event. This combined course will be separated into two half-day courses – one for Lookout and another for Site Warden. Where Lookout is not required, a Site Warden only course can be delivered.

The competences for Lookout and Site Warden will also be separated out in Sentinel when notification of a Lookout or Site Warden training event has taken place. The renewal process remains unchanged – re-training will need to be undertaken every two years.

CLOSE CALL WINNER

This month's Close Call winner is James Brown. While working on a COLAS site Anglia Route, he reported a Close Call stating multiple pan pullers were damaged with the hooks bent and burred therefore making them unsafe to use as they would slip off the clip and possibility cause an accident.

He advised the team not to use them and reported the issue to the site supervisor to get them quarantined.

We have had reports of accidents happening due to the same reason as this, so James may have potentially prevented an accident from occurring due to his actions and alertness. Well done James!

Remember, for every Close Call raised Ganymede will donate £1 to support our charity partner, Samaritans.

SAMARITANS

**DON'T IGNORE IT,
CLOSE CALL IT!**



Reporting a close call is simple and it could prevent an accident or injury in future.

You have a chance to be awarded with a £150 voucher for reporting a close call that makes a difference.

Need to report a close call?

PHONE 01332 861 840

TEXT 'Close Call' followed by your report to 78866* or

EMAIL closecall@ganymedesolutions.co.uk

*Text messages MUST start with 'Close Call' followed by your report for them to be received.

DRIVING IN SPRING

Rain is a common occurrence in the UK and April is the month most traditionally associated with showers and heavy downpours. If heavy rain falls on a dry road, the surface becomes very slippery and this greatly increases stopping distances. Couple that with the obvious impact rain has on visibility and you've got a potentially dangerous situation to contend with.

Remember that a wet road can be just as slick as an icy one. Tyres will aquaplane and lose contact with the road, which is just as dangerous as hitting ice. To prevent incidents, increase the distance between you and the vehicle you're following. Three seconds is considered a safe distance in normal circumstances. During a storm, increase this to at least five seconds.

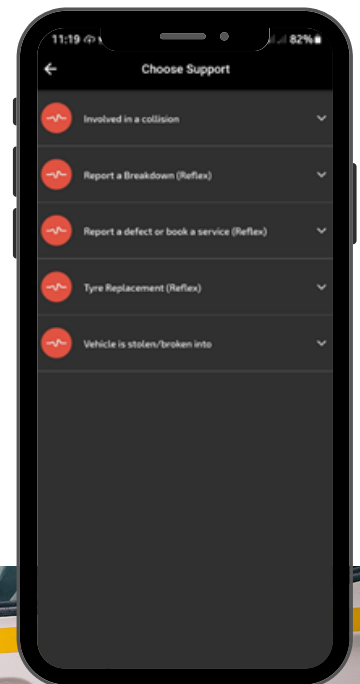
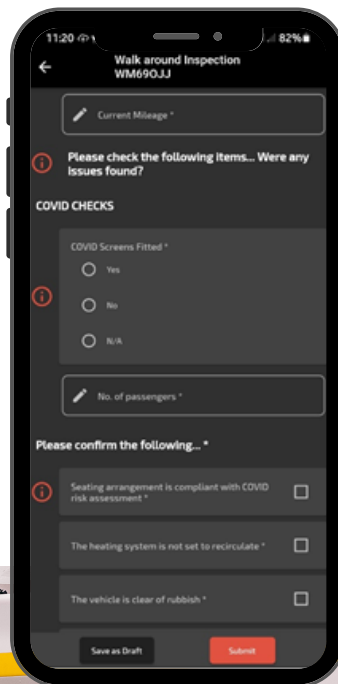
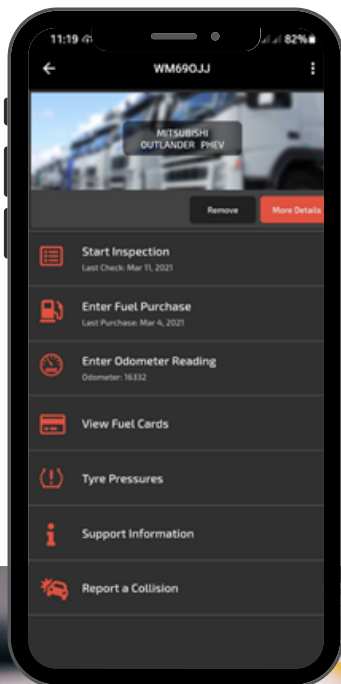
Spring is also pothole season. The drastic changes in temperature at this time of year can cause the road surface dangerous potholes. Avoid them if you can, but if not, don't brake while traveling over them. Slow down, release the brake before impact and go over the pothole. Braking causes your tyre to slam into the edge of the pothole with more force than if you're rolling over the hole.



Ganymede Driver App

As part of our continued journey to make both drivers and vehicles safer, we are now rolling out the new Ganymede vehicle app from our Fleet Management partner FleetCheck. This will become a compulsory part of our approved driver process and invite to download and log into the app will be issued to all drivers in the coming weeks.

First and foremost, the app will allow you to complete your daily vehicle checks and replace the current paper version. However, you will also find information within the app on what to do if you have a defect or breakdown, how to report an incident, view your fuel card details and review all the current policies and documents. In the next couple of months, we will also be trialling push notifications where we can tell you about services due on the vehicle and any training renewals required to maintain your approved driver status.



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Nesting Birds

We are now into the season when birds are nesting. Birds tend to build nests and lay their eggs between the months of March and the end of July, and their peak months for breeding are May and June. We need to be vigilant when at work – it is illegal to kill or disturb/damage birds, their nests, or their eggs.

Birds usually nest in trees or hedges, but can also be found on the ground or in equipment, among materials, in cabins, under eaves, behind drain downpipes etc. Some birds might nest on a worksite at unexpected times, such as the Raven, which breeds around February or pigeons that can nest all year round.

The work we are involved in should be planned around this and arrangements made to work around nesting birds when absolutely necessary. But please be vigilant and raise any concerns with the Person in Charge. Remember, it is an offence to:

- take, damage or destroy a nest whilst it is in use of being built
- disturb any bird while it is nest building, or at a nest containing eggs or young, or disturb the dependent young of such a bird
- kill, injure or capture any bird
- a fine of up to £5,000 is given for each offence (each bird may be deemed an offence).

Springtime Barbeques

As we move into Spring and the lockdown measures start to lift, we can get together in open spaces and gardens in groups of 6. Staying outside allows the particles of the virus to disperse more quickly, making it less likely that you'd inhale a large quantity of viral particles. Ensuring you keep your distance and don't get overly sociable can give the opportunity to get together with family and friends.

The lighter nights are a great opportunity to break out the barbecue. You may need to wrap up, but there's nothing better than some great grilled food. It doesn't have to just be burgers, there are healthier options that everyone can enjoy.

Chicken fajitas on skewers – marinate the chicken in fajita mix, cut into chunks along with some onions and peppers and thread onto skewers. Grill for 10-12 minutes and serve with tortillas and salad.

And if you can't resist a burger – make your own – take some lean beef mince, combine with finely chopped onion and season. Make into burger patties and chill for 30 minutes (or overnight). When ready to cook, brush with a little oil and place on barbecue for approximately 5 minutes per side. Serve in buns with salad.



Keep your grill clean by removing grease or fat buildup from the grill and the tray below the grill



Never leave your grill unattended. Keep children and pets at least 3 feet away from the grill area



If the flame goes out, turn the grill and gas off and wait at least 15 minutes before re-lighting it

PPE Recycling



As part of our sustainability objectives we are going to be trialling a recycling PPE scheme at our Doncaster office. We will be working with one of our PPE providers to provide a drop and swap service for PPE items that require replacement. These items can then be recycled into other non-safety critical products, which will reduce the amount of waste to landfill. We will provide more details on this service once it is available.

SOCIAL RESPONSIBILITY

Social Responsibility

Being Socially Responsible is one of our core company values and one that is shaping our business and workforce. We are determined to be an organisation who is diverse and inclusive and this includes challenging and changing the way we think.

What does diversity and inclusion mean to Ganymede?

We are striving to create a working environment where being open and honest and having a diverse viewpoint is valued, encouraged and rewarded.

What part can you play in helping us to be more diverse and inclusive?

This spring, we will be sending out our annual survey which we are asking that you complete. Don't worry, the survey is completely anonymous and is not linked back to your Resource Team. The survey enables us to have a perspective of our workforce and what steps we need to take to be more diverse and inclusive.

Mental Health

73% of businesses did not offer any new mental health resources for employees during the first lockdown.



We understand that mental health issues can affect anyone at any time. It's ok to not be ok and here at Ganymede, we encourage our operatives to Speak Up - it's always good to talk. We have fully trained mental health first aiders who are available to speak to you, please contact your local office.

Likewise, we have various policies in place and support available for our workforce to help with mental health and wellbeing.

Please visit the [Safety and Wellbeing Hub](#) for more information.

Useful resources

Samaritans - www.samaritans.org

Mind - www.mind.org.uk

Mental Health Foundation - www.mentalhealth.org.uk

Mental Health Helplines - www.nhs.uk/conditions/stress-anxiety-depression/mental-health-helplines/