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13 April 2016



Mr Andrew Hall
Deputy Chief Inspector of Rail Accidents
Cullen House
Berkshire Copse Rd
Aldershot
Hampshire GU11 2HP

Dear Andrew,

RAIB Report: Signal passed at danger at Stafford

I write to provide an update¹ on the action taken in respect of recommendation 5 addressed to ORR in the above report, published on 16 September 2013.

The Annex to this letter provides details of the action taken. The status of recommendation 5 is '**Implemented**'. We do not propose to take any further action in respect of this recommendation unless we become aware that any of the information provided becomes inaccurate, in which case I will write to you again.

We will publish this response on the ORR website on 20 April 2016.

Yours sincerely,

Andrew Eyles

¹ In accordance with Regulation 12(2)(b) of the Railways (Accident Investigation and Reporting) Regulations 2005

Recommendation 5

The intent of this recommendation is to minimise the risk that an individual's route knowledge will be inadequately assessed.

RSSB should amend rail industry standard 'Management of route knowledge for drivers, train managers, guards and driver managers', Ref. RIS-3702-TOM, to require an assessment of the training needs of new staff. This should clarify how 'transferred-in' route and traction knowledge should be assessed by the new employer. Particular attention should be given to the management of train drivers on 'zero hours' contracts and those who drive for more than one company.

ORR decision

1. ORR is satisfied that RIS-3702-TOM has been updated appropriately to:
 - a. mandate the understanding (and further development if necessary) of route knowledge competency (including traction knowledge) of 'transferred-in' staff; and
 - b. address the management of train drivers on 'zero hours' contracts and those who drive for more than one company.
2. ORR, in reviewing the response provided by RSSB, has concluded that in accordance with the Railway (Accident Investigation and Reporting) Regulations 2005, it has:
 - taken the recommendation into consideration; and
 - taken action to implement it.

Status: *Implemented.*

Previously reported to RAIB

3. On 18 July 2014 ORR reported to RAIB that RSSB considered that sufficient guidance regarding the transfer in of new employees and the requirement for Railway Undertakings to exchange competency records was already published in RIS-3751. RSSB was, however, proposing to amend RIS-3702-TOM to clarify both the meaning and the situation pertaining to 'zero hours' issues.

Update

4. RSSB has provided a further update as follows:

A new edition of RIS-3702-TOM was published on 6 December 2014.²



It contains the following new text:

2.2.3 Managing the competency of transferred-in drivers having previous driving experience

G2.2.3.1 Railway undertakings shall establish the level of route knowledge competency of all transferred-in drivers having previous driving experience to determine whether additional training is required.

G2.2.3.1.1 Railway undertakings may benefit from assessing the level of route knowledge competence currently held by newly transferred-in drivers to determine if further training is required to meet their current business requirements. This may be achieved by:

- a) Conducting a detailed training needs analysis, taking into consideration the individual's experience as set out in G2.2.3.1.2.*
- b) Determining any potential competence gaps.*
- c) Creating and documenting a detailed individual training plan to meet the identified needs.*
- d) Providing training in accordance with the plan.*
- e) Assessing and documenting the driver's competence using company processes.*

G2.2.3.1.2 Consideration may be given to:

- a) The last time the route/s had been physically driven over and whether this is aligned with company policy.*
- b) The amount of time previously spent driving over the route/s.*
- c) Experience in operating the type of traction that will be worked over the route whilst working for the railway undertaking.*
- d) Different operating characteristics of traction and train types to those operated in the past, such as stopping / fast*

² This can be found on the RSSB website at <http://www.rssb.co.uk/rgs/standards/RIS-3702-TOM%20Iss%202.pdf>.

services, suburban / intercity services, freight / passenger or fast / slow operation.

2.2.4 Managing the competency of drivers employed on 'zero hours' contracts or who drive for more than one railway undertaking

G2.2.4.1 Railway undertakings shall establish the level of route knowledge competency of all drivers who are employed on 'zero hours' contracts or drive for more than one railway undertaking, to determine whether additional training is required.

G2.2.4.1.1 In determining whether additional training is required for drivers employed on 'zero-hours' contracts or working for more than one railway undertaking, the following may be considered:

- a) The last time the route/s had been physically driven over and whether this is aligned with company policy.*
- b) The amount of time spent driving over the route/s.*
- c) Experience of operating the type of traction that will be worked over the route whilst working for the railway undertaking.*