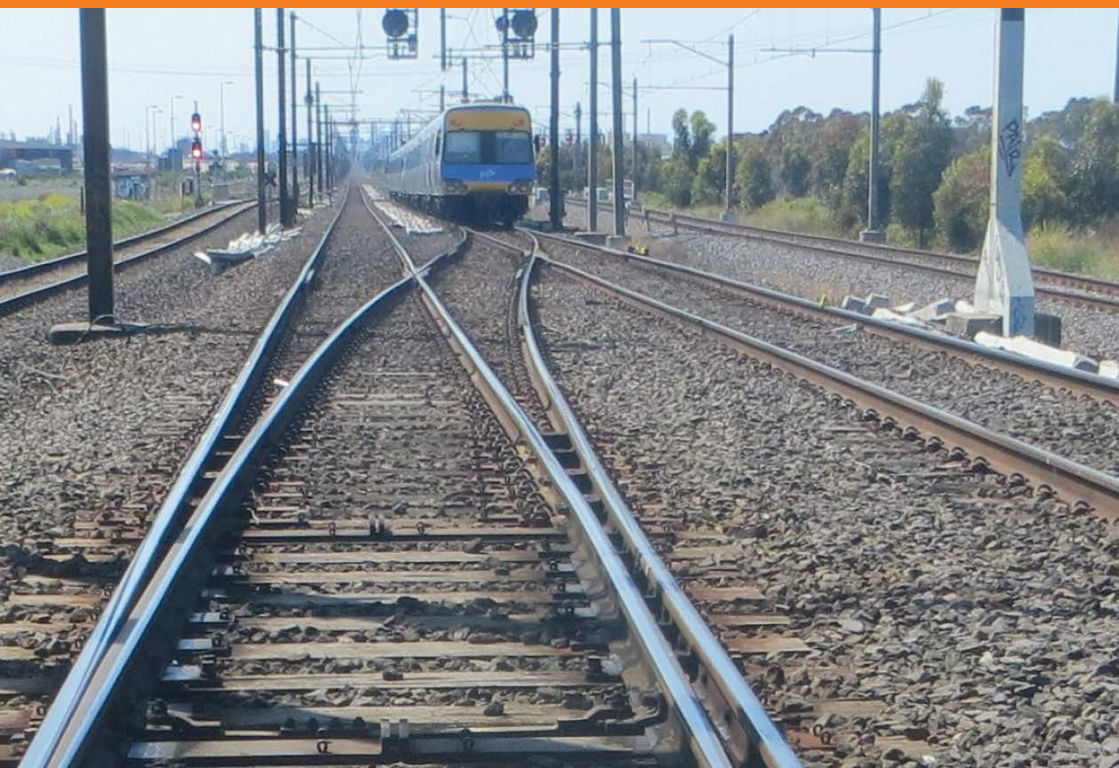


TRACK WORKER STRUCK BY A PASSENGER TRAIN: SHARED LEARNING

LAVERTON INCIDENT SPEAK UP FOR SAFETY

TOOLBOX 7



Metro**Safe**



LAVERTON INCIDENT: SPEAK UP FOR SAFETY

OUR SAFETY PLEDGE

I WILL FOLLOW CORRECT
SAFETY PROCEDURES

I WILL NEVER WALK PAST AN
UNSAFE ACT OR CONDITION.

ZERO HARM

INTRODUCTION

Safety is everyone's responsibility and safety starts with each one of us. Safety should be our number one consideration regardless of whether we are at work, at home or in the community.

This booklet provides clear information about the importance of Speaking Up for Safety and how it relates to the Laverton incident.

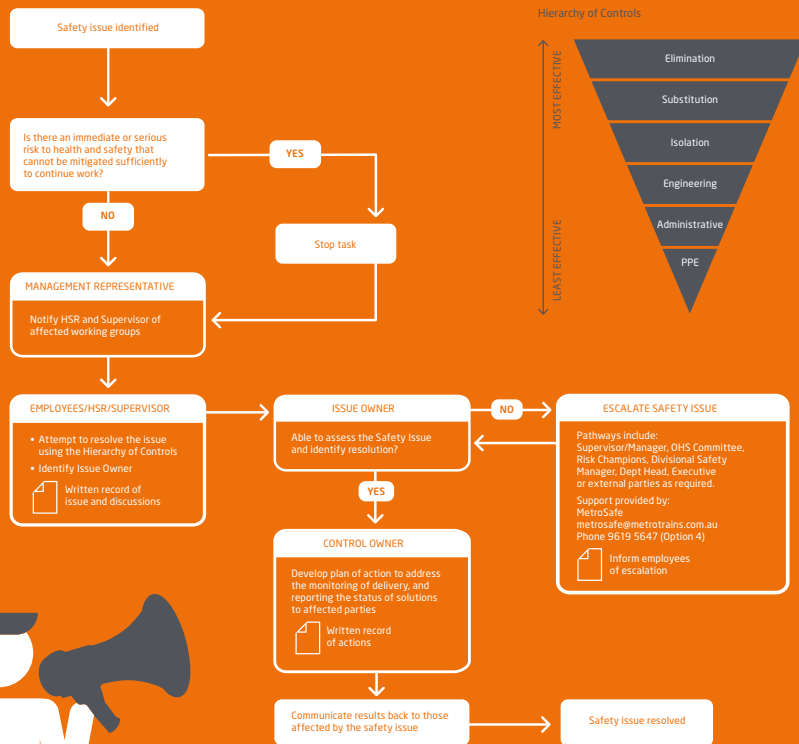
This is the seventh of ten toolbox talks created to share learnings with industry



HOW TO RESOLVE A SAFETY ISSUE

SPEAK UP FOR SAFETY

How to resolve a safety issue



Note: If a resolution can not be achieved within an agreed time frame, allowing for reasonable opportunity to escalate and resolve the safety issue, a HSR has the power to issue a Provisional Improvement Notice under OH&S Legislation.
For more information, please refer to LD-SQE-PRO-007 Safety Issue Resolution Procedure.

LAVERTON INCIDENT SUMMARY

TRACK WORKER STRUCK BY A PASSENGER TRAIN



On the morning of Friday 2 October 2015, a workgroup was assembling track-side in Laverton, Victoria. They planned to undertake dog spike removal works in preparation for re-sleepering of a section of track on the Altona Loop Line.

At around 0910, the supervisor for the works commenced marking the track to identify those dog spikes to be removed. He was working in a track crossover about 400 meters on the Melbourne side of Laverton Railway Station. A lookout had been placed for his protection.

At about 0916, a Metro Trains Melbourne suburban commuter train arrived at Laverton station, bound for Flinders Street Station in central Melbourne. After its scheduled stop, the train departed Laverton and approached the worksite. The lookout observed the train, warned workers of its approach and signalled to the driver that the track was clear. However, as the train took the crossover, the supervisor was foul of the track, and was struck by the train that was travelling at about 59 km/h. The supervisor suffered serious injuries.

SHARED LEARNINGS – SPEAK UP FOR SAFETY

1

Employees are encouraged to Speak up for Safety if they feel the work they are doing, or the environment they are working in is unsafe.

2

Metro Trains Melbourne (MTM) is committed to a Fair, Open and Just Culture.

3

A fair and open environment promotes organisational values and beliefs, ensures fair and consistent treatment of all employees and encourages employees to manage behaviour choices.

4

If you feel the job is unsafe, speak up and report it to your supervisor.

5

Safety issues can be escalated to identify resolutions.

A FAIR, OPEN AND JUST CULTURE POLICY?

MTM is committed to a Fair, Open and Just Culture.

A fair and open environment promotes organisational values and beliefs, ensures fair and consistent treatment of all employees and encourages employees to manage behaviour choices.

At MTM, we recognise the importance of trust and transparency within the workplace.

Our culture recognises the limitation of human performance and acknowledges unintentional errors can occur at any time.

Open and honest discussion will take place during investigations and reporting of incidents.

As a result of investigation, disciplinary action may occur for incidents where reckless behaviour has been identified.

A fair, open and just culture applies to individuals at all levels of the organisation for their areas of accountability, including senior management.

We encourage an environment of:

- Actively seeking to identify and manage risks in order to prevent harm
- Proactive reporting to learn from mistakes and errors
- Setting clear boundaries and a consistent approach for managing employee behaviour
- Improving our systems rather than blaming individuals as a prevention tool

WHEN DO YOU SPEAK UP FOR SAFETY?

In relation to the Laverton incident, the TFPC completed the Rail Safety Worksite Hazard Assessment and Pre-Work Brief and made it available for workers to sign. This form was normally signed after the Pre-Work Briefing, however some workers signed it on arrival, prior to the briefing.

The investigation into the Laverton incident also revealed that the TFPC called the MTM Track Access Desk (TAD) and advised them of the works to be undertaken on track. The TFPC informed the TAD that he had completed the RSWHA and had conducted the Rail Safety Pre-Work Briefing to all staff, although this had not yet been conducted.

Failure to have attended a Rail Safety Pre-Work Briefing was an indication to workers that safety protocols were not being followed. In this situation, it is important that you as an individual speak up for both your

own safety and the safety of those around you. It is important that everyone feels comfortable to speak up for safety if they have a concern.

To confidentially report or escalate a safety issue, you can contact MetroSafe on phone (03) 9619-5647 (choose option 4 and leave a message) or email MetroSafe@metrotrains.com.au. Please note that the phone number is not to be used for reporting immediate safety concerns. These should always be raised with your Supervisor or Manager.

No one knows how to stay safe better than you. If you feel the job is unsafe, speak up.

1

Ensure you, your workmates and the site has been made safe.

2

Immediately tell your Supervisor.

3

Work together to resolve the issue. Your Supervisor, Manager, HSR or Safety Manager can help.

HEALTH & SAFETY REPRESENTATIVES

Health and Safety Representatives (HSRs) play a vital role in making our workplaces safe. HSR's are employees who are elected by members of their Designated Work Group (DWG) to represent them, providing a way for their views and concerns about health and safety to be heard by Metro.

DO YOU KNOW WHO YOUR HSR IS?

If you have a safety concern, your HSR and Supervisor/Manager are available to discuss them with you.



GLOSSARY

All Right Hand Signal:

The All Right hand signal is one arm held in the horizontal position. By night a white light held steady.

Australian Transport Safety Bureau (ATSB):

The **ATSB** is Australia's national transport safety investigator.

Danger Zone:

Is all space within 3 metres horizontally from the nearest rail and any distance above or below this zone including being on the line, unless a Position of Safety exists or can be created.

Flagman/Handsignaller:

Is a rail safety worker who displays hand signals to the operators of rail traffic movements. A Handsignaller is also referred to as a Flagman.

Metro Trains Melbourne (MTM):

Metro Trains Melbourne, known colloquially as simply Metro, is the franchised operator of the suburban railway network in Melbourne, Australia. Metro Trains Melbourne is a joint venture between MTR Corporation, John Holland Group and UGL Rail.

Office of the National Rail Safety Regulator (ONRSR):

An independent body corporate established under the Rail Safety National Law (South Australia) Act 2012. The primary objectives of the ONRSR are to encourage and enforce safe railway operations and to promote and improve national rail safety.

Protection Officer (PO):

The qualified worker responsible for rail protection (NSW, SA, QLD, WA).

Position of Safety (POS):

Is a place where people or equipment cannot be struck by rail traffic.

Rail Safety Pre-Work Briefing:

Is a formal briefing on the worksite protection arrangements provided by the Track Force Protection Coordinator to all rail safety workers associated with the worksite protection and the Work Group Supervisor.

Rail Safety Worksite Hazard Assessment (RSWHA):

Is an assessment of the rail safety hazards to determine the method/level of protection requirement for a worksite.

Rail Safety Worker (RSW):

Is a person who has carried out, is carrying out or is about to carry out, rail safety work, and includes:

- a) a person who is employed or engaged by a rail operator to carry out rail safety work
- b) a person engaged by a person (other than by a rail operator) to carry out rail safety work
- c) a trainee
- d) a volunteer.

Track Access Desk (TAD):

Provides a single approval point for access by internal and external stakeholders requiring track access within the Rail Corridor and Danger Zone.

Track Force Protection Coordinator (TFPC):

Is the person appointed to assess and implement worksite protection arrangements on site.

Track Force Protection:

Track force protection is a method of protecting work on track between rail traffic movements.

Work Group Supervisor (WGS):

Is the individual ultimately responsible for the supervision of the programmed activities within a Work Site.

Work Group Supervisor Pre-Work Briefing:

Is a formal briefing on the task related activities provided by the Work Group Supervisor to the work group and Track Force Protection Coordinator.



FURTHER INFORMATION

If you require any further information, please discuss with your supervisor.

INFORMATION SOURCES

- L1-SQE-PRO-054 Planning Worksite Protection in the Rail Corridor
- Australian Transport Safety Bureau (ATSB), Rail Occurrence Investigation, RO-2015-019, Final 24 August 2016
- L0-SQE-PRO-007 Safety Issue Resolution
- L0-CEO-POL-045(3) A Fair and Just Culture Policy