

Engagement = Safety?

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SCOTLAND'S RAILWAY
BETTER IN THE MAKING



SCOTLAND'S RAILWAY
IN THE MAKING

YOU

OUR AIM:

To create an environment where everyone does their best work to create the best railway Scotland's ever had.

We'll do this through our Ambitions:

Simpler, more
efficient &
modernised

Brilliant
managers and
leaders

Engaging, safe
and inclusive
culture

Right people,
right place, right
time

To do this we'll need 12 interventions:

1
Fit for
Purpose
Org
Design

2
Industrial
relations
refresh

3
Headcount
Efficiency
Programme

4
Senior
Leadership
Group and
Wider
Management
Group

5
Leadership
Team
Effectiveness
Programme

6
Management
Toolkit,
Leadership
Matters and
Leadership
Index

7
Flexible and
agile working
environment

8
Connect
directly
with our
teams

9
All
managers
trained in
inclusive
leadership

10
Improve
leadership
performance
and increase
mobility

11
End to end
review of
recruitment
attraction,
selection and
onboarding

12
Scotland's
Railway
High
Potential
Scheme



The good thing about science is that it's true
whether or not you believe in it. — Neil
deGrasse Tyson

Science is what scientists do, and there are as
many scientific methods as there are individual
scientists. — Percy Williams Bridgman



So what did we find...?

1. Frontline staff feel less safe
2. Sickness levels aren't a leading indicator
3. Grievances are
4. **Resource leads to psychological safety***
5. **Diverse teams are safer teams***



6. **LEADERSHIP = ENGAGEMENT = SAFETY**



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