

	<b>Just Culture Policy</b>	Issue number: 03	Document Reference: OSL/POL/HSQE/005
		Issue Date: July 2017	Author: Mike Gregory

OSL adopt a 'Just Culture' Policy whereby the business is always endeavouring to learn from previous events on our journey of continuous improvement to improve our safe systems of work and maturity.

It is OSLs commitment to encourage all employees to be open and honest when reporting accidents, incidents and Close Calls to aid in developing improvements, lessons learnt and sharing best practice.

It is also our commitment to encourage all our employees to engage and share new ideas and initiatives with pro-active feedback for business improvements.

We encourage our workforce to be open and honest when reporting of accidents / incidents and Close Calls to enable the business to actively identify ways to prevent further occurrence and share lessons learnt both internally and with our business partners.

The 'Just Culture' Policy doesn't instigate the disciplinary procedure in event of genuine lapses or mistakes but identifies underlying reasons in human behaviours as to why the event took place and implement sensible measures to improve and prevent further occurrence.

As part of the company accident / incident investigation procedure, OSL adopts the consequences matrix model to fairly identify the level of individual responsibility / accountability into the event and makes its decision-making process based on these findings.

In the event an individual knowingly and deliberately contravenes company processes / procedures, or Network Rail Rules & Regulations, and in doing so injures himself or others, the individual/s will be subject to the OSL disciplinary procedure.

John O'Boyle  
Director



Mathew Conway  
Director

