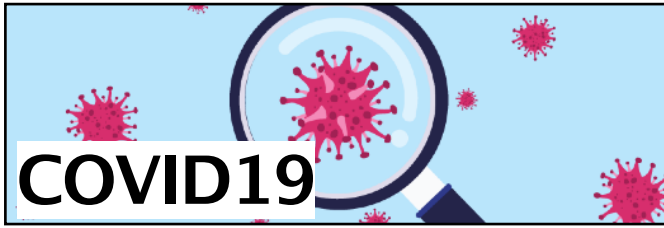


Tier 2 – Stations
Update: 30th March 2020



In response to the companies statement from TfL's Head of Occupational Health that stated "where people need to work closely to each other (within two meters) they can continue" we implore you to not take unnecessary risks.

Please do not interpret this in such a way that leads you to think this is 'business as usual'.

It is NOT 'business as usual' and there are multiple ways to change how we do things SAFELY without putting each other at risk.

We believe the advice from TfL is unhelpful and could lead to staff putting themselves at risk and we have asked our Regional Organiser to urgently raise this with the Managing Director.

On Tuesday there is a Zoom Meeting for all station grades members, hosted by Marie Harrington for Stations Functional Council. Meeting ID: 403 393 317 Password: 054516. Download the Zoom app to make things a little easier.

On Wednesday Tier 2 are holding a Zoom Workshop for all local IHealth and Safety station reps, led by RMT Tutor Janine Booth. If you have not received an invite please contact catcray@gmail.com



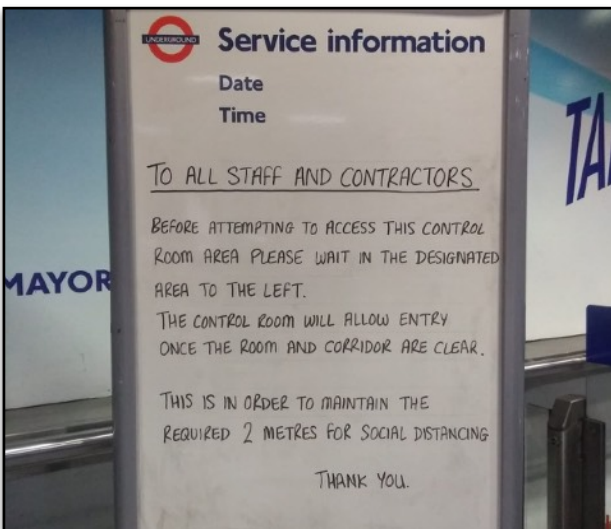
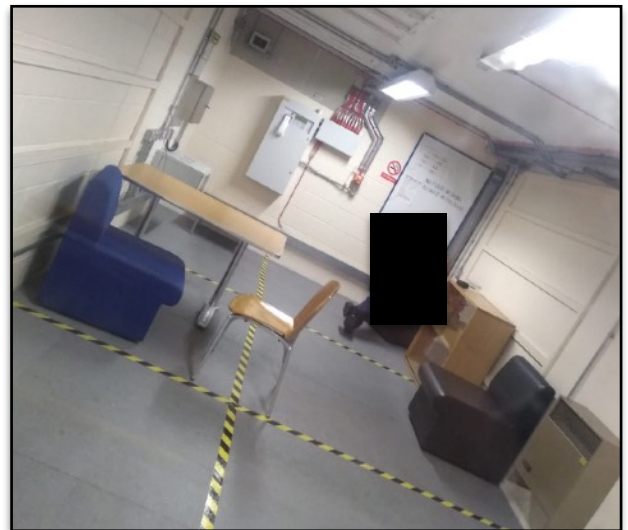
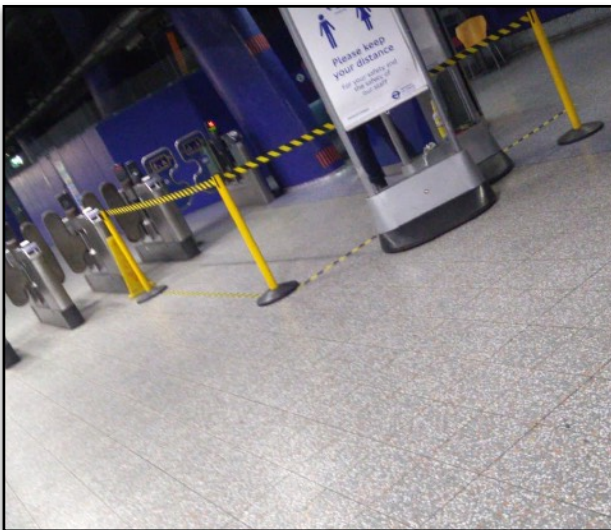
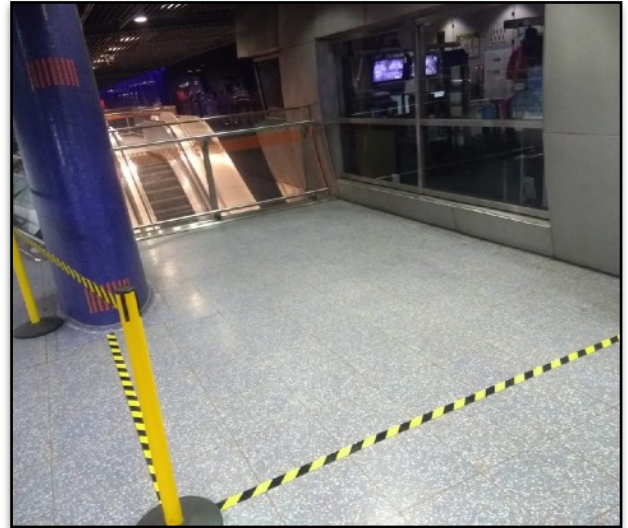
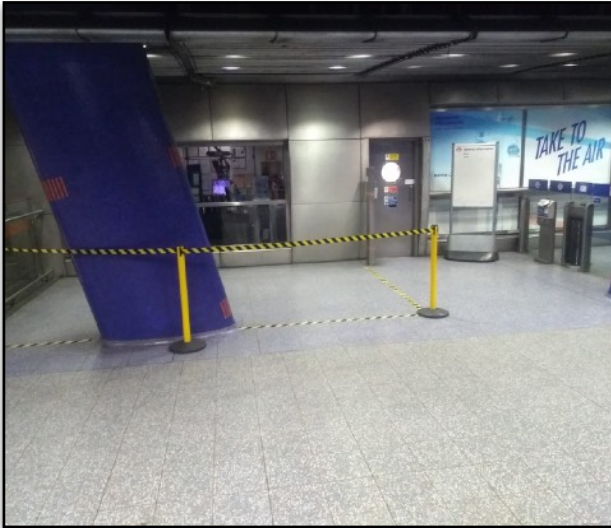
SOCIAL DISTANCING MEASURES ON STATIONS

Due to the lack of clear guidance from the company on how to implement social distancing on stations, here are a few ideas:

- Marking up station layout diagrams to display in control rooms – marking where and when meal breaks will be taken and where PNR's can be taken. Keeping one room empty for use of staff taking an unplanned short notice PNR for example.
- Having a written protocol for amount of staff in a control room at any one time with markings on the floor to assist.
- Implementing congestion and control measures at entrances and exits and interchange points instead of at gatelines.
- Staggering gateline control – closing every other gate to space customers out and slow down the in flow on entry but keeping aware of the importance to evacuate quickly in an emergency.
- Considering the importance of not over saturating customer with PAs. Stripping them back efficiently.
- Closing off every other POM. (although I still firmly believe they should all be turned off)
- Ensuring all routes to washing facilities are clearly marked up on station layouts and the route to them kept unobstructed.
- “pandemic special rosters” which are locally arranged and agreed that may include shorter shifts or longer rest periods or working from home arrangements.



EXAMPLES OF SOCIAL DISTANCING MEASURES



- (1) An employee has the right not to be subjected to any detriment by any act, or any deliberate failure to act, by his employer done on the ground that—
- (a) having been designated by the employer to carry out activities in connection with preventing or reducing risks to health and safety at work, the employee carried out (or proposed to carry out) any such activities,
 - (b) being a representative of workers on matters of health and safety at work or member of a safety committee—
 - (i) in accordance with arrangements established under or by virtue of any enactment, or
 - (ii) by reason of being acknowledged as such by the employer,
 the employee performed (or proposed to perform) any functions as such a representative or a member of such a committee,
 - [F1(ba) the employee took part (or proposed to take part) in consultation with the employer pursuant to the Health and Safety (Consultation with Employees) Regulations 1996 or in an election of representatives of employee safety within the meaning of those Regulations (whether as a candidate or otherwise),]
 - (c) being an employee at a place where—
 - (i) there was no such representative or safety committee, or
 - (ii) there was such a representative or safety committee but it was not reasonably practicable for the employee to raise the matter by those means,
 he brought to his employer's attention, by reasonable means, circumstances connected with his work which he reasonably believed were harmful or potentially harmful to health or safety,
 - (d) in circumstances of danger which the employee reasonably believed to be serious and imminent and which he could not reasonably have been expected to avert, he left (or proposed to leave) or (while the danger persisted) refused to return to his place of work or any dangerous part of his place of work, or
 - (e) in circumstances of danger which the employee reasonably believed to be serious and imminent, he took (or proposed to take) appropriate steps to protect himself or other persons from the danger.
- (2) For the purposes of subsection (1)(e) whether steps which an employee took (or proposed to take) were appropriate is to be judged by reference to all the circumstances including, in particular, his knowledge and the facilities and advice available to him at the time.
- (3) An employee is not to be regarded as having been subjected to any detriment on the ground specified in subsection (1)(e) if the employer shows that it was (or would have been) so negligent for the employee to take the steps which he took (or proposed to take) that a reasonable employer might have treated him as the employer did.
- (4) F2 . . . This section does not apply where the detriment in question amounts to dismissal (within the meaning of [F3Part X]).



Know your rights!

The Management of Health and Safety at Work Regulations 1999 [Section 8]
<http://www.legislation.gov.uk/ukxi/1999/3242/regulation/8/made>

Health and Safety at Work Act 1974 [General Duties]
<http://www.legislation.gov.uk/ukpga/1974/37>

Employment Rights Act 1996 [Section 44]
<http://www.legislation.gov.uk/ukpga/1996/18/section/44>

Procedures for serious and imminent danger and for danger areas

8.—(1) Every employer shall—

- (a) establish and where necessary give effect to appropriate procedures to be followed in the event of serious and imminent danger to persons at work in his undertaking;
- (b) nominate a sufficient number of competent persons to implement those procedures in so far as they relate to the evacuation from premises of persons at work in his undertaking; and
- (c) ensure that none of his employees has access to any area occupied by him to which it is necessary to restrict access on grounds of health and safety unless the employee concerned has received adequate health and safety instruction.

(2) Without prejudice to the generality of paragraph (1)(a), the procedures referred to in that sub-paragraph shall—

- (a) so far as is practicable, require any persons at work who are exposed to serious and imminent danger to be informed of the nature of the hazard and of the steps taken or to be taken to protect them from it;
- (b) enable the persons concerned (if necessary by taking appropriate steps in the absence of guidance or instruction and in the light of their knowledge and the technical means at their disposal) to stop work and immediately proceed to a place of safety in the event of their being exposed to serious, imminent and unavoidable danger; and
- (c) save in exceptional cases for reasons duly substantiated (which cases and reasons shall be specified in those procedures), require the persons concerned to be prevented from resuming work in any situation where there is still a serious and imminent danger.

(3) A person shall be regarded as competent for the purposes of paragraph (1)(b) where he has sufficient training and experience or knowledge and other qualities to enable him properly to implement the evacuation procedures referred to in that sub-paragraph.

General duties

2 General duties of employers to their employees.

- (1) It shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees.

- (d) so far as is reasonably practicable as regards any place of work under the employer's control, the maintenance of it in a condition that is safe and without risks to health and the provision and maintenance of means of access to and egress from it that are safe and without such risks;
- (e) the provision and maintenance of a working environment for his employees that is, so far as is reasonably practicable, safe, without risks to health, and adequate as regards facilities and arrangements for their welfare at work.