



FREIGHT

Thanks to you...

We've spruced up our welfare facilities and boosted job prospects

In 2021, you said you needed the welfare facilities to improve and better career development for Ground Staff and potential Train Drivers.

We have installed brand new welfare facilities in Carlisle, Westbury, and upgraded facilities in Hoo Junction, Baglan and Eastleigh, with Doncaster sidings under construction.

We started an up-skilling ground staff and trainee train driver programmes, with 3 ground staff and 6 trainee train drivers taking on training.

We set up a programme of engagement with senior management visiting all areas to hear your concerns and discuss the strategy of Colas Rail UK.

Dialogue will return in the fall.

Have your say from September 20 to October 18, 2022!



WE OPEN THE WAY



DIALOGUE

INFRASTRUCTURE



Thanks to you...

We will care and share what's important to you

In 2021, you said you wanted more recognition and feedback on your performance and more engagement with sustainability.

We have organised engaging Leadership and Management programmes to provide our team with effective leadership communications among other skills', and ensured Performance Reviews were completed.

We held a series of 4 Day Bootcamps where 'Environmental Impact Awareness' was a key focus.

We implemented a new environmental tool to measure and track our environmental impact and set new environmental targets for the business.

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DIALOGUE

RAIL SERVICES



Thanks to you...

We will care and share what's important to you

In 2021, you said you wanted more visibility and engagement from our senior management team.

We have started a programme of engagement with senior managers visiting all areas and all contracts hoping to open an honest dialogue and be more aware of staff concerns

We recognised that we share a lot of data and our teams can become overwhelmed with information, we have streamlined communication to ensure it is more relevant for our teams.

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WE OPEN THE WAY

DIALOGUE

URBAN



Thanks to you...

We're providing career opportunities and job clarity

In 2021, you said you wanted opportunities for personal career development and more clarity of your job responsibilities and authority.

We increased the training budget for this year and available training courses.

We ensured there were clear objectives as part of the Performance Review Process and Senior Management Team were empowered to be autonomous and to pass this down to their teams.

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WE OPEN THE WAY

DIALOGUE



HQ

Thanks to you...

We have more coverage of Safety

In 2021, you said you wanted to hear more from the business about the Safety initiatives we're developing.

We arranged a monthly Safety Brief for HQ with key leaders from across the business presenting and available to handle any queries.

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DIALOGUE

LUNDY PROJECTS



Thanks to you...

We've launched a job referral scheme and provided more training opportunities

In 2021, you said Lundy was a great place to work and wanted more training opportunities for career progression.

We launched the employee referral scheme in Lundy to encourage more great people you know to come and work for us.

We hosted a 3 Day Management Programme for all Managers in Lundy to support their development.

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WE OPEN THE WAY

DIALOGUE