



COLAS RAIL

**ON TRACK FOR
A SUSTAINABLE FUTURE**

Thanks To You...

We care about what is important to you and will share it with you.

In the 2022 Dialogue Survey, you said Urban was a great place to work and wanted more training opportunities for career progression.

Here's what we have done:

We have provided feedback on all training requests received to date through the performance review process and circa 50% of these requests have been funded and agreed.

Approved courses cover a wide variety of needs, and have included; Project Management, H&S SMSTS, personal development, commercial training, apprenticeships as well as refreshers for specialist competencies.

Our major single commitment was hosting a number of 3-Day Management Programmes for Urban Division Managers with 30 employees enhancing their learning and development.

In 2022, you said that the structure did not provide clear accountabilities.

Here's what we have done:

We have undertaken a rebrand of our operational job titles so that they more accurately reflect the role from a construction/civils industry perspective.

This will allow employees to better understand their individual responsibilities and assist with succession planning by providing clearer routes for progression.

We have ensured that any changes to the organisational charts are communicated out to the business in a timely manner.

The Dialogue Survey returns on 19th September 2023.



DIALOGUE