

Safety Management System (SMS)

JSPC Group LTD

1. Introduction

JSPC Group LTD operates within a high-risk rail environment and recognises its duty to protect the health, safety, and wellbeing of its employees, supplied labour, subcontractors, passengers, and members of the public.

This Safety Management System (SMS) sets out how JSPC Group LTD manages safety risks, complies with legal and rail industry requirements, and continually improves safety performance when operating on or near railway infrastructure.

This SMS is aligned with the requirements of **Network Rail, Iarnród Éireann**, and applicable UK and Irish legislation.

2. Scope of the SMS

This SMS applies to:

- All JSPC Group LTD employees and directors
- All labour supplied on behalf of JSPC Group LTD
- All subcontractors where JSPC Group LTD has management or supervisory control
- All activities undertaken on Network Rail and Irish Rail infrastructure
- All locations including rail infrastructure, depots, possessions, offices, and client sites

The SMS covers both **safety-critical and non-safety-critical activities**.

3. Legal, Standards & Rail Industry Framework

United Kingdom

- Health and Safety at Work etc. Act 1974
- Railway and Other Guided Transport Systems (Safety) Regulations 2006 (ROGS)
- Management of Health and Safety at Work Regulations 1999

- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)
- **NR/L2/OHS/001 – Safety Management System**
- **NR/L2/OHS/003 – Fatigue Risk Management**
- **NR/L2/OHS/019 – Safety of People at Work**
- Network Rail Life Saving Rules
- Network Rail Supplier Code of Conduct

Ireland

- Safety, Health and Welfare at Work Act 2005
- Railway Safety Act 2005
- Safety, Health and Welfare at Work (Construction) Regulations 2013
- **Iarnród Éireann Safety Management System (SMS)**
- Iarnród Éireann Rule Book and contractor requirements

4. Safety Policy & Leadership

JSPC Group LTD's **Health & Safety Policy** forms the foundation of this SMS.

Senior management demonstrates leadership by:

- Setting clear safety expectations
- Providing adequate resources
- Ensuring safety is prioritised over programme or cost
- Actively reviewing safety performance

This aligns with **NR/L2/OHS/001 – Leadership & Governance** and Irish Rail SMS leadership requirements.

5. Roles, Responsibilities & Accountability

Directors

- Hold overall responsibility for safety performance
- Ensure an effective SMS is implemented and maintained
- Review safety performance and incidents

Managers & Supervisors

- Implement the SMS and company policies
- Plan and control work safely
- Ensure competence, fitness for duty, and compliance
- Stop work if safety is compromised

Employees & Supplied Labour

- Follow rules, training, and procedures
- Take reasonable care for their own safety and others
- Report hazards, near misses, and incidents immediately

6. Risk Management & Safe Systems of Work

In line with **NR/L2/OHS/001** and Irish Rail SMS requirements, JSPC Group LTD:

- Identifies hazards before work starts
- Assesses risk using suitable and sufficient risk assessments
- Applies the hierarchy of control
- Produces and briefs RAMS
- Reviews controls when conditions change

No work proceeds without appropriate risk controls in place.

7. Planning & Operational Control

Work is planned to ensure:

- Safe access and egress
- Clear roles and responsibilities
- Adequate supervision
- Compliance with Network Rail / Irish Rail rules
- Integration with possession, site, and contractor arrangements

8. Competence Management

Competence is managed in accordance with:

- **NR/L2/OHS/001 – Competence Requirements**
- **Irish Rail SMS – Training & Competence**

Controls include:

- Verification of qualifications and rail competencies
- Medical fitness and drugs & alcohol compliance
- Ongoing monitoring and reassessment
- Removal from duty where competence is in doubt

(See **Competence Management Policy**.)

9. Fitness for Duty

Fitness for duty includes:

- Fatigue management (**NR/L2/OHS/003**)
- Drugs & Alcohol controls
- Occupational health and wellbeing
- Medical fitness

Unfit persons will be removed from duty immediately.

10. Subcontractor & Supply Chain Control

Subcontractors are managed in line with:

- **NR/L2/OHS/001 – Supply Chain Control**
- Irish Rail contractor requirements
- ISO 9001 Clause 8.4

Only approved subcontractors may be engaged, and JSPC Group LTD retains overall safety responsibility.

11. Communication & Consultation

JSPC Group LTD promotes:

- Open communication
- Workforce consultation
- Safety briefings and inductions
- No-blame reporting culture

This supports **NR/L2/OHS/001 – Workforce Engagement**.

12. Incident Reporting & Investigation

All incidents, near misses, and unsafe conditions are:

- Reported immediately
- Investigated proportionately
- Reported to Network Rail / Irish Rail where required
- Used to drive learning and improvement

(See **Incident Reporting & Investigation Policy**.)

13. Emergency Preparedness

Emergency arrangements are:

- Planned and communicated
 - Aligned with Network Rail and Irish Rail emergency procedures
 - Tested and reviewed where required
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14. Occupational Health & Wellbeing

The SMS includes:

- Health surveillance
 - Mental health and wellbeing support
 - Stress and fatigue management
 - Confidential handling of health information
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15. Monitoring, Audit & Assurance

Safety performance is monitored through:

- Site inspections
- Audits
- Performance indicators
- Client and RISQS audits
- Management review

Findings are used to drive corrective action and improvement.

16. Performance Measurement

Key indicators include:

- Accident and near-miss data
 - Competence compliance
 - Audit findings
 - Training and medical compliance
 - Corrective action closure
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17. Continuous Improvement

In line with **NR/L2/OHS/001** and Irish Rail SMS principles, JSPC Group LTD:

- Reviews performance regularly
 - Learns from incidents and audits
 - Updates policies and procedures
 - Responds to changes in standards and legislation
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18. Document Control

All SMS documents are:

- Controlled
- Reviewed at least annually
- Version-controlled

- Communicated to relevant parties
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19. SMS Supporting Policies

This SMS is supported by:

- Health & Safety Policy
 - Work Hours & Fatigue Policy
 - Drugs & Alcohol Policy
 - Competence Management Policy
 - Incident Reporting Policy
 - Occupational Health & Wellbeing Policy
 - Subcontractor Management Policy
 - Quality Management Policy
 - Environmental & Sustainability Policy
 - Equality, Diversity & Inclusion Policy
 - Anti-Bribery & Corruption Policy
 - Modern Slavery Policy
 - Ethical Code of Practice
 - Social Value Policy
 - Data Protection & GDPR Policy
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20. Approval

This Safety Management System has been approved by the Directors of JSPC Group LTD and is effective immediately.

Signed:

Director

JSPC Group LTD

Date: J. Sands