



# CLIC

2025 13:55

Issue 155 – 24<sup>th</sup> September 2025



Simpler  
Better  
Greener





## Welcome to another issue of CLIC

This week's front cover is the Darlington Station Capacity Project. The improvements on this project will address capacity constraints on the East Coast Main Line (ECML) and unlock the wider Tees Valley rail lines that currently have to cross the ECML. It is part of a programme of works being delivered in partnership with Tees Valley Combined Authority and will deliver a new station concourse to the east of the ECML, two new platforms with all associated track and signalling, a new accessible footbridge (Pictured on the cover) connecting the new station with the existing Grade II listed station building as well as providing a new replacement goods loop.

We're refreshing how we share CLIC with you! Starting this month, you'll receive a weekly CLIC Digest, a quick, focused roundup of incidents, investigations, and shared learning. Every four weeks, look out for our periodic CLIC, featuring articles on Safety, Sustainability, Health, Wellbeing, and Social Value.

As the clocks go back, it's a timely reminder to check your project plans and stay ahead of seasonal changes.

October also brings ADHD Awareness Month into focus. Wondering how ADHD shows up in the workplace or how to support neurodiverse colleagues? This month's feature explores practical tips, common challenges, and the unique strengths ADHD can bring to teams essential reading for anyone building an inclusive culture.

We've included a safety bulletin from the Cumbrian Coast Line, where missing fishplates were discovered during inspection. It's a sharp reminder of the importance of post-maintenance checks and procedural rigour.

And don't miss our Fast Facts and Shared Learning section your go-to for quick insights from recent incidents including a buried service strike, theft, and traffic management breach.

Stay informed, stay safe.

### Sarah Kearns

*Lead Portfolio Manager*

*Major Projects & Programmes, Northeast*

*Eastern Routes Capital Programmes*

# In this issue...

## Change is Coming

Discover the changes coming to the beloved newsletter.

## Clocks Go Back

A timely reminder ahead of the time change.

## ADHD – Understanding it in the workplace

We look ahead to the month of October and explore the subject of ADHD in the workplace.

## Safety Bulletin

- Fishplates found missing following visual inspection

## Fast Facts

- Route Crime (Theft)
- Road Closure Incident
- Service Strike (Buried Cable)
- Infrastructure Damage (Damage to Wall)

## Shared Learning

- CCTV Damage

# CHANGE IS COMING



CLIC

## Weekly CLIC Digest

A weekly publication providing a round up of accidents, incidents, national alerts and bulletins.

## Periodic CLIC

A periodic 4-weekly issue with articles focussed on health, well-being, safety, environment, sustainability and social value.



# Clocks Change:

## Time to Light the Way Forward



As the clocks go back in October, and we transition out of British Summer Time, the days become noticeably shorter and that means darker mornings, earlier evenings, and reduced natural light across our project sites.

While the time change might feel like a small shift, its impact on construction environments is significant. Reduced visibility can affect everything from productivity to safety, so planning is essential.

### Prepare Your Site for the Season

- Ensure all work areas, access routes, and welfare facilities are well-lit.
- Check that temporary lighting is positioned correctly and maintained regularly.
- Use motion sensors or timers to conserve energy while maintaining visibility.
- Review walkways, stairs, and vehicle routes for trip hazards that may be harder to spot in low light.
- Install reflective signage and markings where needed.
- Confirm that high-visibility PPE is available and being worn correctly.
- Make sure plant operators have clear sightlines and that spotters are used where necessary.
- Encourage teams to take regular breaks and look out for signs of fatigue.
- Ensure drainage is clear, surfaces are gritted when needed, and emergency procedures are up to date.

The clocks going back is more than a calendar event, it's a reminder to reset our approach to site safety and wellbeing. By preparing early, we reduce risks and support our teams through the seasonal shift.

Let's make sure our sites are ready to shine whatever the weather, whatever the hour.

# Clocks go back

## Sunday, 26th October 2025

# ADHD

## Understanding it in the Workplace

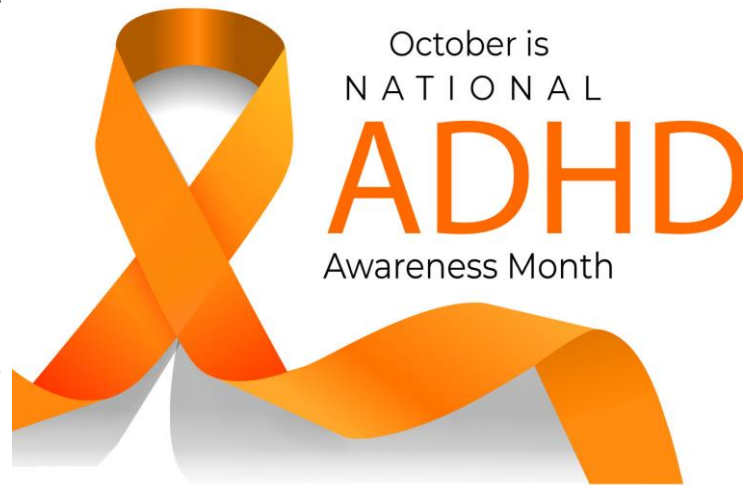


### ADHD Awareness Month:

This is a month observed every October with the aim of increasing public understanding, education and reduction of the stigma surrounding Attention Deficit Hyperactivity Disorder (ADHD).

### What is ADHD?

ADHD is a neurodevelopmental condition that affects focus, time management, emotional regulation, and impulse control. It can impact both children and adults, often influencing both home and work life. Quite often, the condition can go undiagnosed in people and can vary person to person.



### Common Workplace Challenges:

As mentioned above, some of these traits can present in the workplace as challenges, some examples of which are below:

- Organisation: Forgetfulness, misplaced documents, missed appointments
- Time Management: Distraction, procrastination, missed deadlines
- Attendance: Lateness due to “time blindness”
- Social Interaction: Difficulty picking up social cues, energetic communication style
- Focus: Easily distracted, trouble completing tasks
- Impulsivity: Acting without thinking, interrupting, quick decisions

As these traits can vary wildly between people, it is important to get to know the people you work with or manage so that you know what to expect from them and how you can support them in the best ways possible.

Reach out to your manager if you feel you need support in this area to understand what support your business has in place.

# ADHD

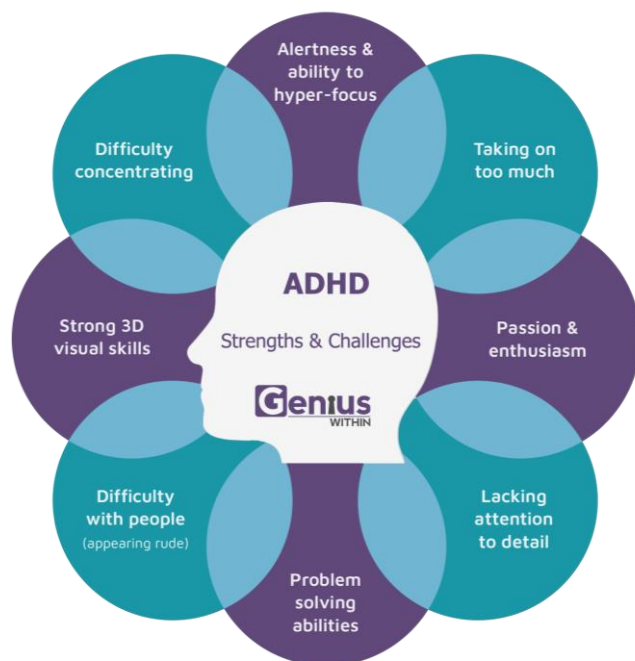
## Understanding it in the Workplace



### Strengths:

With the correct support systems in place, that challenges previously mentioned are rivalled by strengths. Some of which are below:

- **Hyperfocus:** Intense concentration on tasks of interest
- **Intuitive Thinking:** Noticing details others may miss, thinking outside the box
- **Creativity & Innovation:** Generating unique solutions
- **Adaptability:** Thriving in dynamic, changing environments
- **Quick Starters:** Taking initiative, especially on engaging projects



### Why does support matter?

Supporting a neurodiverse colleague is not just about compliance, it is about allowing someone to be themselves and know that they will be supported and allow them to work their own way in the workplace to their full potential.

### How to Support:

There are multiple different ways in which you can support a colleague or employee that has ADHD:

- **Flexible Workspaces:** Quiet zones, noise-cancelling tools
- **Clear Communication:** Concise written instructions, follow-up emails
- **Structured Routines:** Calendars, task lists, reminders
- **Break Tasks Down:** Smaller steps with clear deadlines
- **Immediate Feedback:** Real-time, specific feedback
- **Encourage Breaks:** Allow movement and short breaks
- **Respect Differences:** ADHD is a different way of processing, not a lack of effort

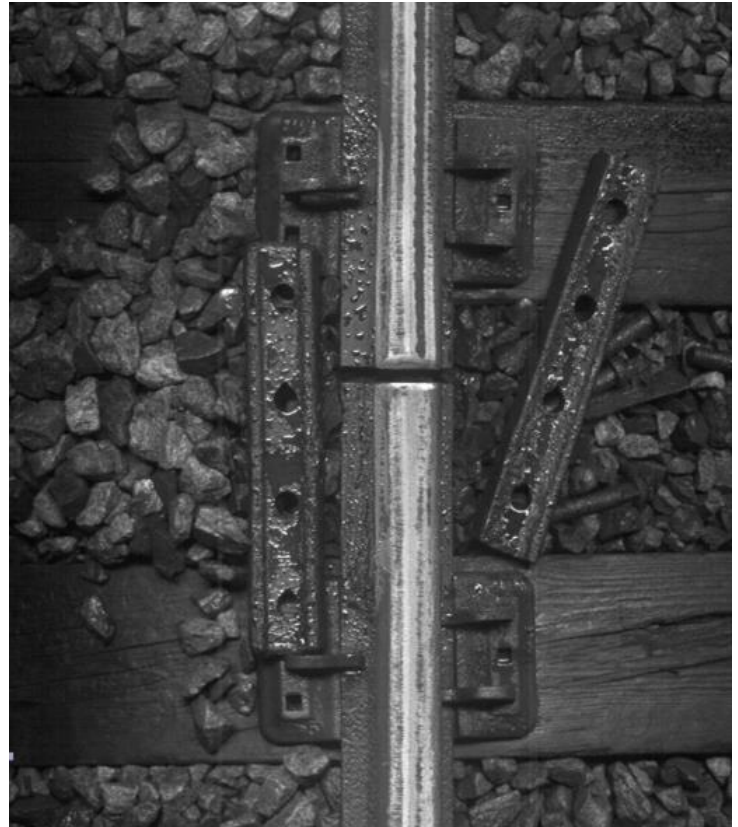
## Fishplates found missing following track inspection

**Issued to:** All Network Rail Line Managers, safety professionals and accredited contractors

**Ref:** NRB25-03

**Date of issue:** 18/09/2025

**Location:** Park South, Cumbrian Coast Line



### Overview

On Thursday 4 September a review of data gathered from an Ultrasonic Test Unit train identified a track joint with all bolts and fishplates detached from the rail at Park South on the Cumbrian Coastline.

Actions were taken immediately to protect the line until repairs were carried out.

While the incident is subject to an independent Level1 investigation that has not yet concluded, some initial facts have been established.

A Basic Visual Inspection (BVI) of the track was completed at this location on 20th August in a routine midweek night line blockage. The BVI identified a cracked fishplate at a joint adjacent to this one.

Track standards require that a cracked fishplate is replaced within 24 hours of discovery. The team had sufficient access to replace the fishplate in the access they had so made arrangements to do so.

Due to difficulties in installing the replacement fishplates, the fishplates on the adjacent joint were removed to allow some movement of the rail. For reasons not yet understood, these fishplates were not reinstalled before the line blockage was handed back.

The Level 1 investigation will seek to understand the underlying reasons for this event.

### Discussion Points

- What processes are in place to ensure the asset is safe for passage of trains following maintenance activity?
- How do you ensure work is completed as required before leaving a site of work?



# Fast Facts



**ALSTOM**  
• mobility by nature •

**Note:** This document contains information understood at time of incident and details may change following investigation.

Supplier Organisation	Alstom Transport UK	Project	Cambridge C3R
Date of Accident / Incident	18/09/2025	Time of Accident / Incident	08:50
Location of Accident / Incident	Pembroke stores, Cambridge	Type Accident / Incident	Route Crime
Crime ref Number	Crime ref Number 35/70949/25	IRIS Reference	44482

## Outline of Accident Incident

On the morning of 18 September 2025 at approximately 08:50, Alstom's security team conducted a routine visual inspection of the boundary fence surrounding the C3R Stores site. During the inspection, a section of fencing belonging to a neighbouring compound was observed to have been cut.

The neighbouring compound contains a telephone mast. Upon further inspection, there were no visible signs of unauthorised entry or damage to any property within the compound.

The on-duty security guard promptly reported the incident to both the compound owner and Cambridgeshire Police for further investigation and appropriate action.



## Immediate Actions Taken

The incident was reported to Cambridgeshire Police crime reference number 35/70949/25.

The Property owner was contacted to allow repair to the perimeter fencing.

## Initial Known Facts / Causes Identified

A neighbouring compound fence has been cut to allow for possible entry.

## Next Steps

- A review of CCTV footage from the C3R stores is to be shared with Police to aid further investigations.







**Note:** This document contains information understood at time of incident and details may change following investigation.

<b>Supplier Organisation</b>	AtkinsRéalis	<b>Project</b>	ESK Level Crossings
<b>Date of Accident / Incident</b>	05 September 2025	<b>Time of Accident / Incident</b>	23:03hrs
<b>Location of Accident / Incident</b>	Melton Level Crossing	<b>Type Accident / Incident</b>	Road Closure Incident
<b>Route Control Reference</b>	NA	<b>IRIS Reference</b>	IRIS 44463

## Outline of Accident Incident

At approximately 23:03, during the start of the ground investigation shift on Friday 5<sup>th</sup> September, a vehicle breached the road closure implemented by the traffic management (TM) company. Earlier that evening, at around 22:50, the TM team had installed “Road Closed” signage, Chapter 8 barriers, and cones on both sides of the crossing to facilitate the safe execution of the investigation works. Following the setup, the TM crew proceeded to drive the designated diversion route, placing appropriate signage to guide motorists. During this process, a black Audi A3 bypassed the closure by driving through a narrow gap in the barriers. The vehicle stopped on the far side of the closure and waited for a staff member to move cones to allow it to continue. Despite verbal warnings and attempts to stop the driver, they ignored instructions and showed no concern for having violated the Highway Code. Fortunately, at the time of the incident, all personnel were gathered in the Melton Station car park for a pre-shift briefing, and no staff or pedestrians were exposed to immediate danger.



*Car involved*



*Road closure on western approach taken after the incident once more chapter 8 barriers had been installed.*



*Road closure on eastern approach taken after the incident.*

## Immediate Actions Taken

- Additional chapter 8 barriers were installed to fill any gaps in the road closure
- Staff were briefed to remain vigilant throughout the shift.
- A close call was raised

## Initial Known Facts / Causes Identified

- There was a small gap in the road closure that a vehicle could get through
- The diversionary signage was not installed before the road closure was implemented.

**Next Steps** - Level 1 investigation to determine appropriate further actions.





**Note:** This document contains information understood at time of incident and details may change following investigation.

<b>Supplier Organisation</b>	Aureos	<b>Project</b>	Thorpe Level Crossing
<b>Date of Accident / Incident</b>	19 <sup>th</sup> September 2025	<b>Time of Accident / Incident</b>	13:01hrs
<b>Location of Accident / Incident</b>	Joan Croft Lane- Highway	<b>Type Accident / Incident</b>	Service Strike
<b>Route Control Reference</b>	3129799	<b>IRIS Reference</b>	4485

Whilst undertaking excavation works off the verge of a B road for new highway signage near Thorpe Level Crossing (John Croft Lane), an excavator struck an underground cable.

The site manager investigated the area and suspected the cable originated from a redundant telegraph pole. BT was contacted to report the incident and confirm ownership.

The BT cable was located approximately 400mm below ground level, with no warning tape or sand bedding present to aid in identification.



## Immediate Actions Taken

- The site team secured the area.
- BT was informed and has since attended site, confirming the cable is redundant and poses no further risk to residents or the operational railway.
- Highways excavation works were suspended pending completion of the investigation.

## Known Facts & Causes Identified

- The excavator struck a BT cable located approximately 400mm below ground level.
- The cable had no warning tape or sand bedding to aid identification.
- A BT engineer attended site and confirmed the cable is redundant.
- A valid permit to break ground had been issued.
- A CAT and Genny were present on site.

## Next Steps/Recommendations

- Level 1 Investigation will commence.





# Fast Facts



**Note:** This document contains information understood at time of incident and details may change following investigation.

Supplier Organisation	CRSA	Project	East Coast S&C Renewals
Date of Accident / Incident	20/09/2025	Time of Accident / Incident	06:00hrs
Location of Accident / Incident	Berwick	Type Accident / Incident	Infrastructure Damage
Route Control Reference	TBC	IRIS Reference	44493

## Outline of Accident Incident

- At around 0900 Saturday the day shift supervisor discovered that an E&P junction box and some cables attached to the Down Parapet wall had been damaged.
- It appears that a track trolley that had been left on the viaduct & has been dragged approximately 10m along the top of the trough route by an engineering train which was travelling at 5mph.
- Damage to the trolley was minimal and there are some superficial scratch marks to the sandstone parapet.
- The trolley had been used overnight to position a generator associated with structure monitoring equipment.



## Immediate Actions Taken

- Damage assessed by E&P Supervisor.
- L3 on call informed.
- Close call and fast facts raised.
- All track trolleys and tools removed from the bridge and returned to a position of safety in the cess located

## Initial Known Facts / Causes Identified

- The trolley had been used overnight to position a generator associated with structure monitoring equipment.
- The area was adequately lit with towerlights

## Next Steps

- Level 1 Investigation underway
- Repairs to be planned during next possession.
- Interviews and witness statements with ES, COSS and the train driver to be taken.



Track Trolleys located in the cess above and the damage caused





<b>Supplier Organisation</b>	CK Rail Solutions Ltd	<b>Project</b>	Springs Tunnel
<b>Date of Accident / Incident</b>	07.08.2025	<b>Time of Accident / Incident</b>	08:05 hrs
<b>Location of Accident / Incident</b>	West of Netherton site Compound	<b>Type Accident / Incident</b>	Darlek CCTV Damage

## Outline of Accident Incident

On 07.08.2025. At the beginning of the shift, approximately 08:05 hours, at the site compound, the dumper driver walked from the rear of the vehicle to enter the vehicle cab. Upon entering the vehicle cab, the operative proceeded to drive forward and as he did, the dumper came in contact with a Darlek CCTV positioned close to the vehicle in the compound.



## Causes

- The dumper driver did not undertake the pre-use walk around checks before moving the dumper.
- As a result, the dumper driver failed to notice the Darlek CCTV, which was positioned close to the vehicles parked in the site compound.
- No Banksman was present at the time of the incident.

## Actions taken to prevent recurrence

- Work stopped immediately – The site manager delivered a Toolbox Talk to all operatives on safe vehicle movements within the compound.
- Banksman support introduced – A banksman with a Dect comms system is now required for all vehicle movements in the compound.
- Rebrief on reporting process – The project team were reminded of the correct procedure for incident reporting.
- Repositioning of CCTV – The Darlek CCTV unit was moved to a safer location within the compound, clear of vehicle movement routes and potential damage.

## Key Messages & Learning for Others

**Provide a detailed outline of the learning points in the form of a bulleted list.**

- Individuals should consider **"STOP and THINK"**, **"Take-5"** before undertaking any task to identify the associated Hazards and Risks.
- Always conduct a full walk-around check before operating any vehicle or plant.
- Ensure temporary equipment such as CCTV or barriers are positioned with sufficient clearance for safe movement.
- Use a banksman.
- New operatives must be fully briefed on site-specific hazards and layout from day one.
- Prompt and accurate reporting of incidents supports learning and prevents recurrence.
- Increase levels of workforce participation in safety related problems and solutions.
- Increase the amount of time managers spend visiting the workplace (not just after an event).







**Do you have something to share that others could learn from?** Whether it's related to Health, Safety, Environment, or Social Value, we're always looking for stories, initiatives, and insights to feature in future issues. If you'd like to contribute—or if you'd like access to past editions of the CLIC—please get in touch by emailing: [cllc@networkrail.co.uk](mailto:cllc@networkrail.co.uk).