

## Sentinel Scheme Formal Review Outcomes 2016

- Last year there were **86** individuals who were investigated by their Primary Sponsor and referred to Network Rail's Formal Review panel
- Past precedents and Fair Culture are used by the Formal Review panel to ensure consistency if any Suspensions/Take Downs are imposed
- Of those who were referred to the Formal review **34** were deemed serious enough to have a sanction placed on them from a 6 month suspension of their PTS to a 5 year suspension from being allowed to work on Network Rail's Managed Infrastructure (NRMI)
- There were also **14** individuals suspended in Sentinel for breaching the Drug & Alcohol (D&A) policy (NR/L1/OHS/051) resulting in a 5 year suspension. These do not go to the Formal Review as these incidents are reviewed by a different process outlined in the D&A standard
- The Formal Review panel also either accepted the Primary Sponsors recommendations or there was insufficient evidence for **52** individuals referred to the panel
- The majority of sanctions are imposed on those individuals breaking a Lifesaving rules due to reckless intervention
- Individual appeals will only be held when a Scheme Outcome has been applied and only where new information or mitigating circumstances that was not available at the Formal Review stage, are submitted as stated in section 5.7 of the Sentinel Scheme Rules
- There were **9** appeals heard in 2016 of which **4** were successful in having any sanctions either removed or reduced