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To: Barbara Williams
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Chairman's Report

ARTP Board

Welcome to the ARTP's last Newsletter of 2009. The Board have been busy on your behalf attending meetings with Stakeholders, forums, holding SI and Board meetings.

I attended the RSSB Workforce Development forum in London on the 16 October on behalf of the ARTP in my capacity as Chairman. This was an interesting day with presentations from our President, Lesley Hodsdon, the RSSB, GoSkills, British Airways, Heathrow Express, Arriva Trains Wales, RIA, BAE systems, Network Rail and one from me regarding the ARTP. The content was repeated on the 19th October however this time was conducted over the 'web' via a webinar. This was a first time of using this medium for me and although it was strange at first, after a while I realised how useful such a medium is and the environmental benefits which allows people to listen from the comfort of their office or home without further exacerbating the use of fossil fuels.

All of the presentations were interesting however one was particularly interesting to me which was from a pilot from British Airways. As you would expect, competence is a subject dear to my heart and those who know me are aware of my concern at the low 'failure' or not yet competent rates within the Sentinel Scheme on a National basis. However as a frequent flyer, the competence of pilots is also very important to me for obvious reasons! It was interesting to see the mix between the Company competence requirements and the personal requirements in maintaining competence. I wish I had made more notes now on the processes used to maintain competence but it included experience i.e. minimum flying time briefings, reading of manuals and procedures often in her own time, map reading and the layout of airports as well as confidential reports such as we have in the Rail Industry, CIRAS.

The use of a simulator was integral into this process where the user can practice especially in emergency situations which do not come along very often, thankfully for the passengers. There is an important lesson here, as far as I am concerned, that competence is not just the employer's responsibility but also the employees. How many workers in our industry read manuals and procedures to prevent degradation of their skills leading to something going wrong that they are not familiar with? Looking at accident statistics, I would hazard a guess that not many do except perhaps before a recertification course.

Regarding the use of simulators, It is good to see the growing use of in t

Railway environment and I thought I would point out that I also sit on the simulator users group with the RSSB so if anyone wants to discuss simulators, please give me a call. If I don't know the answer, I will pass on to the group who may be able to help you.

Special Interest Groups (SIG)

There are currently two SIGs that meet regularly with the Plant & Standards SIG well established over several years and the Track Safety SIG now running on a regular basis. I have been asked to set-up an electrification SIG which it is hoped will have its first meeting in January.

Europe

The President and I are currently part of the European Network of Rail Training Centres (ENRTC) with its' fifth meeting being hosted by RENFE in Madrid on 22nd / 23rd of October 2009 at their training facilities. As the European equivalent of the ARTP this is an interesting group where different models of competence management systems as well as other common issues are discussed. It is interesting to hear different viewpoints and see 'best practice' in operation.

Collaboration with Stakeholders

One of the Board's objectives was to expand and improve our relationships with our Stakeholders. My attendance at the RSSB Workforce Development day and participation in the webinar, the simulator group and ENRTC are all part of the good working relationship with the RSSB. We have also benefited from closer engagement with GoSkills and we are part of the review group looking at National Occupational Standards (NOS). I am very pleased with the good working relationship with Network Rail especially through the involvement of the Plant & Standards and Track Safety SIGs. I am grateful for the article (in this newsletter) from Network Rail's CMS Manager, Jackie Judge, who has been influential in building the good working relationship between the ARTP and Network Rail. I hope you can see from the articles in this newsletter how members now have a 'voice' and chance to influence the Rail Industry.

Christmas and New Year

I would like to take this opportunity to wish all members a Merry Christmas and a Happy New Year.

Future Actions

Please note that the AGM and seminar will take place on Weds 27th January 2010 in London. Please keep the date free - we hope to see as many members as possible attending. An invitation to register will be sent very soon by the Secretariat.

The board are in place to serve you the members. If you think we should be looking at different areas, please don't hesitate to contact me either by e-mail or telephone or stand for election on the Board.

Andy Crago
Chairman
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ENRTC

Fifth meeting of the European Network of Rail Training Centres (ENRTC)

RENFE Training centre, Madrid, Spain

22/23 October 2009

Andy Crago usually represents ARTP at the ENRTC meeting but was unable to attend on this occasion. This report is from our President, Lesley Hodsdon.

The fifth meeting of the European Network of Rail Training Centres (ENRTC) was hosted by RENFE in Madrid on 22nd / 23rd of October 2009 at their training facilities.

The key objective of the network, which brings together major European training providers, from national and commercial training centres, is to contribute to the liberalisation of the European rail training market, by enabling active professional dialogue between rail training professionals to support interoperability and innovation in training.

The meeting was attended by 22 participants from 11 countries, Austria, France, Germany, Great Britain, Hungary, Norway, Portugal, Spain, Sweden, the Netherlands, Finland, Technical University of Madrid and private training companies, representing some 14 training providers. GB Rail was represented by Lesley Hodsdon, Roger Luckins and Andy Russell from RTI.

1. **RENFE Overview:** RENFE's training policies aim to increase training for their 14,000 staff (4,500 drivers) using a CPD model supported by E learning packages in broad technical, language and management activities. Carlos Yanes, the newly appointed Training Director opened the meeting with a presentation about training at RENFE, emphasising the use of e learning as a corporate strategic tool to promote culture change. His presentation was followed by more in depth presentations on the use of multimedia environment and e learning, and the uses of their new driver simulators. They have a network of simulators across Spain based in Madrid as a central hub, Seville, Barcelona, Valencia, Santiago de Compostela, Leon and Bilbao. RENFE have made a major effort to encourage innovation through the use of multimedia and blended learning. Their corporate website has an area devoted to e learning and staff are encouraged to log on in their own time. There has been some union resistance to this.
2. Presentations on three EC funded projects:
TRAINER: (Training programme to increase energy efficiency by Railways)

Hub Cox from SenterNovem (Environmental agency of the Dutch Ministry of Economic Affairs) presented the results from promoting sustainable development and innovation, both within the Netherlands and abroad, for drivers. He was the co-ordinator of the European Trainer project and outlined the project activities and its deliverables of a virtual trainer, a software interactive tool for training the drivers in energy efficiency and a universal manual containing general guidelines for training in energy efficiency. Details can be found on their website <http://w3.disg.uniroma1.it/Trainer>

FUTURAIL: (Job opportunities for the railway community of tomorrow)

Prof Manuel Pereira, of IST, Lisboa (Instituto Superior Tecnico) and Vice President of ERRAC (European Rail Research Advisory Council) joined the meeting to present the current Futurail project. IST is the co-ordinator of the project together with partners from European universities and the UIC Expertise Development Unit.

The Futurail project aims to contribute to the enhancement of the railway sector by fostering a better match between the skills provided by the different research based education and training institutions across Europe and the railway industry needs, in order to make railways a more competitive and innovative sector. Their web site is www.eurnex.net

The final reports on the **2TRAIN** project which is "aimed at outlining standards for the training of train driver competencies, providing best-practice guidelines for an efficient, safety enhancing, and cost-effective use of latest simulation technology « are also available on their website < a href="http://www.2TRAIN.eu">www.2TRAIN.eu

3. **European** Developments: A round table discussion on the current issues facing the Training centres, in the context of the economic recession showed that despite national differences, most training centres are currently undergoing organizational changes, downsizing staff being a recurrent theme. Whilst some training providers are giving more business focus on marketing & account managers, some are taking up the chance of changing their training methods and content, redesigning courses through investment in new technologies, to better respond to the cut in the investment in training and meet the ongoing high company expectations regarding the quality of training.
4. The network also discussed a proposal to hold an International Congress on Workforce Development, similar to the Human Factors conference in Lille in 2009. It was agreed that we would seek ERA funding and support for this event.

The next meeting of the network is scheduled next June, possibly in Austria, looking at both operations training at OBB and Infrastructure and Yellow Plant training. Venue and date to be confirmed

Lesley Hodsdon

3/11/09

Network Rail Training Re-Organisation

Network Rail's Competence & Training department has recently gone through a major re-organisation. This has enabled the creation of Customer Account Specialists who will work closely with internal customers and develop relationships to become more aware of the improvements they need to achieve and the extent to which they can benefit from the training they receive. This new role is separate from training delivery which is managed locally by Training Delivery Managers who focus on fulfilling the training demand captured by the Customer Account Specialists.

Following on from the 'Training for Excellence' development initiatives targeted at trainers over recent years, Network Rail has recently

undertaken a development exercise for those that deliver training by shifting the emphasis towards delegates' learning and created the new role of Workforce Development Specialist. Most of the technical Trainers have now moved into Workforce Development Specialist roles that will continue to deliver technical training as well as develop materials and assess the business impact of learning.

This is a key enhancement on the journey of shaping Network Rail as a learning organisation and will enhance the values and behaviours that are expected from training delivery.

The materials and systems team for competence and training has instigated a change to the internal processes for engaging professional heads to review and approve course materials. There are now over 20 individual 'Content Review Groups' being established for a range of specialist subject categories.

When procuring training from its delivery partners, Network Rail will increasingly look to the organisations that are shaped to fit within this new model as part of its broader ambition of engaging a World Class supply-chain.

Jackie Judge
CMS Manager
Network Rail

ARTP & Network Rail Working Together

ARTP and Network Rail are working together to resolve queries raised by ARTP members at the recent Sentinel Regional meetings. It emerged that a number of queries raised are the same up and down the country and clearly it is more resource efficient to deal with these through one conduit. Once we are aware of the queries, we can look at the size of the problem, prioritise and work together to resolve.

An example of this is use of multiple Log Books. Many companies commented on log books and the various problems this can cause. As a first step to resolving issues raised, Network Rail are holding a meeting in November including an ARTP representative (Bob Megson) to discuss and look at what can be done. Bob is your voice in this meeting! More news to follow on progress made.

The OTP Operators Competence & Training Scheme has also caused problems for some. It is a relatively new, complex scheme and has a number of teething issues which require resolution. There have now been two meetings with ARTP and Network Rail Professional Head of Plant to begin the process of improving the scheme and ironing out problems. All queries have been logged and referenced by ARTP so they can be tracked to monitor progress. These issues have also instigated a review of the standard and the materials that support the scheme, ARTP has representation on this Work Group.

There have been many enquiries regarding the T3 rule book updates. Competence and Training are still targeting a March 2010 issue for training and assessment materials. If these timescales change, you will be notified through the usual channels.

The Track Safety standard is currently up for review. ARTP will be contacted to provide representation on the Work Group. Any feedback should be channelled through your ARTP representative.

On a final note for now, Network Rail Competence & Training is interested in your comments and opinions. We want to work with you to make things happen and improve on competence schemes. So keep feeding back through the ARTP and that will help us build on the links that have been established recently, and will help to demonstrate that we all have a part to play in improving the quality of our training and assessment materials.

RSSB extranet

The Workforce Development team at RSSB manages a private network, enabling collaboration between industry professionals working in the area of workforce development. Several industry groups use it as a store for minutes, papers and other documents, but the extranet is just as useful for individuals. It has four main functions, with users being able to:

- View dates and times of WD meetings in the general diary
- Access contact details for WD colleagues throughout the industry
- Access documents, such as the RSSB Quick Reference Guide to Skills and Qualifications and the monthly WD podcast
- Take part in collaborative discussion forums on WD topics

One of the podcasts mentioned above features an interview with ARTP Chairman, Andy Crago! To become a member of the WD extranet, please email Andrew Taylor, Workforce Development Specialist at RSSB, on andrew.taylor@rssb.co.uk.

Track safety SIG

Another successful strategy group meeting took place at Hydrex Training in Derby attended by 6 ARTP members from a variety of companies. It was decided to give serious thought to how to improve the PTS assessment process. A large amount of the meeting was given over to a mechanism and process to make the practical assessment add additional value to the training process and possibly replace some of the classroom based questioning, rather like the track induction model. Members are also asking for possible replacements or additions to the workbook process which is becoming tired and would welcome a review, so any ideas please feed through me. Concerns were expressed as to the need for continual reprinting of materials at twice yearly updates, although it was recognised that there are fewer discs being issued for December. Next meeting on the 13th January will look solely at pts questions and will take the form of a workshop

Dates of future meetings

January 13th Fradley
March 11th tba
May 13th London
July 14th tba
September 16th tba

All ARTP members welcome

I also represented ARTP at the T3 meeting on the 11th November with Network Rail at Warrington. Our contribution was sought into the training

materials for the new T3 which comes into force from next April and will replace detonator protection with signal protection. This will eliminate the risk to hand signaller who places the protection by removing him from the process. There will be a series of briefing early in the new year specific to the relevant user groups. It was agreed the materials will be reviewed by the working group so once again any ideas please send them my way.

Finally I represented ARTP at the Achilles meeting with Neil Willings and Andy Harrison on 19th November at their Castle Donington offices to basically catch up on the previous meet and raise new issues. They advised that they have received a 12 month extension on the RTAS contract and that they would be continuing the process on the existing pricing structure. They advised that they are not contracted to undertake trainer interviews and that new trainers will not be interviewed for new competencies. They are also going to get very heavy on training companies who fail to notify their training schedules. A communication is to be circulated. I asked that we be advised of audit issues and good practice which was agreed. Please contact me if there are any issues that you feel are not being dealt with.

Andy McKenna
Andy@amtrain.co.uk

Plant Standard Group

Problems with the Sentinel On-Track Plant (OTP) Schemes

At each SIG meeting, issues experienced by the Group members when training or assessing are discussed regarding the Sentinel Scheme for OTP Machine Operators (MO) and Machine/Crane Controller (MC/CC). Each issue is recorded on an 'Issues Log' which is sent to Network Rail so they are aware of the concerns our members have. A meeting is then arranged between ARTP representatives and Network Rail to discuss each item on the log with the last meeting taking place on the 28th October in Derby. The updated issues log can be found on the ARTP website at www.artp.co.uk and then selecting the Special Interest Groups section, Plant and Standards Group and then look for the issues log.

Review of the Sentinel On-Track Plant (OTP) Schemes

Since the introduction of the Sentinel Scheme for Machine Operators, there have been many complaints received from our members. As with any new scheme, it takes time to develop into a robust system for the measurement of competence that is valid and user-friendly. It is recognised by Network Rail that the current system is not working as well as it would be liked and that there are major differences in the way the scheme operates compared to the MC/CC scheme. Therefore a review of both standards was undertaken on the 13th November in Derby. The aim is to develop one standard so the processes are the same. There are 2 representatives from the ARTP Plant & Standards SIG at the meeting and the Group have offered their services to re-write and help develop the standard.

Changes to the Rule Book

As there are no major changes in the Rule Book that are in-scope of the Group's activities, Les Moyles of the RSSB will not be attending as he would do normally. The RSSB presentation that details the changes have been sent to the Group's members however if need, can be downloaded from the RSSB website or by contacting myself and I will forward to you.

Plant & Standards Group SIG

The Plant and Standards Special Interest Group meet on a monthly basis with an opportunity to meet fellow members with similar roles or views. The meeting enables them to keep up-to-date with new or amended standards and to review these documents enabling feedback to the applicable stakeholder. This is beneficial both to the members and the stakeholder who has a range of perspectives to enable a holistic approach when developing or amending standards. If you are interested in Plant why not join the SIG and become a working member?

Location

The meetings are held at Derby. The meeting is open to all members who are interested in Plant or Standards and if you need any further information, please contact the Secretariat at ARTP@riagb.org.uk or Andy Crago at: andy.crago@hydrex.co.uk.

Review of National Occupational Standards (NOS) in Rail Engineering

The review is well underway to bring the standards up to date. The suite has five pathways – Track, Signalling, Telecommunications, Traction and Rolling Stock and Electrification and Plant. Five technical groups have met and given a deal of input to updating the units in the various pathways. The Steering Group has met and endorsed progress so far. The objective is to get the units ready for industry wide consultation in January/February. This will give all a chance to comment and feedback on any revisions. Once the NOS review is completed the industry will be being consulted on how the NOS will support revised qualifications

If there are any questions on the NOS you can contact GoSkills the industry's Sector Skills Council (Kevin Marchand 07841 050 026)

Apprenticeships

We still await the final format for the revised Apprenticeship Framework for England. The changes are not fundamental but a number of items are proposed for beefing up. Amongst some of the proposed changes are: Functional skills in language, mathematics and ICT will replace Key Skills and be independently assessed, the formalising of time away from the workplace for the learner, specifically developing the learners personal learning and thinking skills and mentoring contracts.

The final proposals are planned to be published before the end of 2009

Kevin Marchand
GoSkills

National Skills Academy for Rail Engineering NSARE

There has been significant recent progress on the industry initiative to establish a National Skills Academy for Railway Engineering.

- As part of the launch of the new Government Skills for Growth Strategy on 11 November, Lord Mandelson announced an impending

5th round of bidding for a further tranche of National Skills Academies. The bidding prospectus has now been launched and the strongest possible NSARE bid will be submitted by the closing date of 25 January.

- Additionally on Thursday 19 November in a speech at the London Transport Museum, Transport Secretary of State Lord Adonis was very positive about the NSARE concept and supported our prospective bid. An NSARE brochure was produced for distribution at this event - click on the NSARE brochure link below to download this.

After much uncertainty in the past few months, these are very welcome and encouraging developments. A successful bid will provide start-up funding in order to produce a detailed Business Plan and significant support with operating costs during the formative years of the Academy. We will keep Members informed of progress.

Peter Loosley
RIA Policy Director and ARTP Secretariat

[NSARE brochure](#)

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