Health and Safety at Work etc. Act 1974, sections 21, 23, and 24

# Improvement Notice

Serial number I/20261012/CT/002/TSGN

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| Name | THAMESLINK SOUTHERN GREAT NORTHERN LIMITED |
| Address | Monument Place<br>24 Monument Street,<br>1st Floor,<br>London,<br>EC3R 8AJ |
| Trading as | THAMESLINK SOUTHERN GREAT NORTHERN LIMITED |

I,

| | |
|---|---|
| Inspector's full name | Cheryl Teasdale |

one of His Majesty's Inspectors of Railways, of

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| Official address | The Office of Rail and Road, 25 Cabot Square, London E14 4QZ |
| Telephone number | [redacted] |

hereby give you notice that I am of the opinion that at

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| Location of premises or place of activity | All Thameslink Southern Great Northern Limited Train Driver Depots |

you, as an employer* /~~a self- employed person*~~ / ~~a person wholly or partly in control of the premises* / other*~~

are contravening* / ~~have contravened* in circumstances that make it likely that the contravention will continue or be repeated*~~ the following relevant statutory provisions

,

The Health and Safety at Work etc, Act 1974, Section 2(1) & 3(1)

The Railways and Other Guided Transport Systems (Safety) Regulations 2006, Regulation 25(1)

The reasons for my said opinion are

You, as a controller of safety critical work failed to have in place arrangements to ensure, so far as is reasonably practicable, that train drivers carrying out safety critical work, under your management, supervision or control do not carry out safety critical work in circumstances where they are so fatigued or where they would be liable to become so fatigued by working excessive hours, that their health or safety or the health or safety of other persons on a transport system could be significantly affected.

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| and I require you to remedy those contraventions, or as the case may be, the matters occasioning them, by **31st December 2026** |
| and I direct that the measures specified in the schedule which forms part of this Notice shall be taken to remedy those contraventions or matters. |

Signature  Date / Time 12 October 2026 11:43

An inspector appointed by an instrument in writing made under section 19 of the Health & Safety at Work etc Act 1974.

~~An improvement notice is also being served on _____ of _____ relating to the matters contained in this notice*~~

This ~~is*/~~ is not* a relevant notice for the purposes of the Environment and Safety Information Act 1988.

Signature  Date 12 October 2026

## Notes

1. Failure to comply with this Improvement Notice is an offence as provided by section 33(1)(g) of the Health and Safety at Work etc Act 1974. Section 33(2) and Schedule 3A of that Act renders an offender liable, on summary conviction, to imprisonment for a term not exceeding 12 months in England and Wales and 12 months in Scotland, or to a fine unlimited in England and Wales or not exceeding £20 000 in Scotland, or both, or, on conviction on indictment, to imprisonment for a term not exceeding 2 years, or a fine, or both.

2. An Inspector has power to withdraw an Improvement Notice, or to extend the period specified in the Notice, before the end of the period specified in it. If you wish this to be considered you should apply to the Inspector who issued the Notice, but you must do so before the end of the period given in it. Such an application is not an appeal against this Notice.

3. The issue of this Notice does not relieve you of any legal liability for failing to comply with any statutory provisions referred to in the Notice or to perform any other statutory or common law duty resting on you.

4. You can appeal against this Notice to an Employment Tribunal. Details of the method of making an appeal can be found on the GOV.UK website at https://www.gov.uk/employment-tribunals/make-a-claim. An appeal can be submitted either online at the above address, or by downloading Form ET1 and posting it to either the Employment Tribunal Central Office (England and Wales), PO Box 11225, Loughborough, LE11 9PX; or Employment Tribunal Central Office (Scotland), PO Box 27105, Glasgow, G2 9JR. If you do not have access to the Internet, contact the person who issues the Notice and ask to be supplied with a hard copy of Form ET1 and guidance note T420: Making a Claim to an Employment Tribunal.

### Time limit for appeal

5. A notice of appeal must be sent to the Employment Tribunal within 21 days from the date of service on the appellant of the Notice, or Notices appealed against, or within such further period as the tribunal considers reasonable in a case where it is satisfied that it was not reasonably practicable for the notice of appeal to be presented within the period of 21 days.

6. The entering of an appeal suspends the Improvement Notice until the appeal has been determined or withdrawn, but does not automatically alter the date given in this Notice by which the matters contained in it must be remedied.

7. The rules for the hearing of an appeal are set out in The Employment Tribunal Procedure Rules 2024 which came into force on the 6 January 2025 (Statutory Instrument 2024 No.1155)

### PUBLIC AVAILABILITY OF INFORMATION ON ALL ENFORCEMENT NOTICES

8. The Office of Rail and Road (ORR) for its own purposes, records and monitors trends in the enforcement action it takes, and in the convictions and penalties imposed by the Courts. It is ORR's policy that this information should be brought to the public's attention. ORR also has a statutory obligation under the Environment and Safety Information Act 1988 to maintain a public register of certain notices. Details from this notice will therefore be placed on the ORR website (www.orr.gov.uk).

9. Information on a notice will not be entered onto the database until after the right of appeal against the notice has expired. Where a notice is withdrawn or cancelled on appeal no entry will be made. Entries relating to notices served on individuals will be kept on the register for a period of 5 years from the date of issue. Notices served on individuals under the age of 18 will be removed sooner.

10. Information may be withheld where, in ORR's belief, its disclosure would:
· cause harm or prejudice; or
· be in breach of the law.

11. Personal information is dealt with in accordance with the Data Protection Act 2018. Where disclosure of personal information would be incompatible with the Act it will not be included on the database.

12. If you are not satisfied with the information contained in the entry you have a further right to appeal to ORR in the first instance.

Health and Safety at Work etc. Act 1974, sections 21, 23, and 24

# Schedule

Serial No I//*20261012/CT/002/TSGN*

To comply with this notice, you should carry out the following:

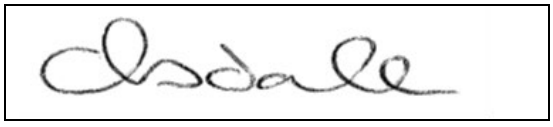
1. Review and revise its arrangements for managing fatigue risks associated with safety critical work to ensure that fatigue risks arising from actual hours worked, including overtime and consecutive working days, are suitably identified, assessed and controlled,

and

2. Implement those arrangements and ensure they are being given effect in practice.

OR

Any other equally effective measures to remedy the said contraventions

Signature 

Date: 12 October 2026