



# Proactively lower business risk and reduce incident rates

## RailSmart EDS - A Proactive Competency Management System

RailSmart EDS provides a combination of smart mobile and web technology that enables the rail industry to deliver targeted training and support, helping lower business risk and reduce incident rates. Our customers have experienced a reduction in the administrative burden of compliance, enabling them to manage and optimise the performance of their people. To date, more than 200,000 assessments have been performed against over 15,000 employees using EDS.

*"We have been using RailSmart EDS for the last 6 or 7 years and it has made a significant change to our business. Bringing in an electronic system, means we have a better oversight of our competency management arrangement, allows us to work with teams and provides all records in front of us on screen. Prior to using RailSmart EDS, we would have been going up and down the country, looking at paper files which is onerous and meant we had very little oversight."*

**Melanie Sewell**, Safety & Environment Programme Manager, LNER

Some of our clients using RailSmart EDS...



### Competency Cycles

Improve employee satisfaction and retention, while promoting the long-term success of your organisation as a whole.

RailSmart EDS **Competency Cycles** allow you to:

- Define and manage cycles for different roles within your organisation
- Establish clear expectations for goals and performance
- Provide a framework for ongoing feedback and development
- Define interactions

### Employee Management

Save time and reduce errors, while promoting a culture of ongoing development.

RailSmart EDS **Employee Management** allows you to track, monitor and support all of your workers':

- Operational incidents
- Work related medical examinations and results (GDPR compliant)
- Tailored proactive and reactive support plans
- Skills and skill renewals
- Training paths

### Assessment and Interaction

Make confident and informed decisions based on powerful data located in one place.

RailSmart EDS **Assessment and Interactions** allow you to:

- Conduct assessments electronically
- View up and coming employee assessments
- Analyse assessment data
- Gain an insight into the overall competency of your workforce
- Promote standardisation, consistency and accuracy



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**RailSmartEDS**

Employee Development System