

Health and Wellbeing at QTS

QTS has always been committed to the health and safety of our employees. Over the last three years our occupational health and safety team have conducted 1,341 health surveillance sessions and administered 349 flu vaccinations for staff across the UK. These surveillance sessions also include mental health workshops, cancer screenings and reminders of our 24/7 Employee Assistance Programme.

The concerted effort to ensure our staff can access the help they need has been recognised multiple times throughout 2025. QTS was honoured to receive the Wellbeing in Rail Award at the 2025 Rail Business Awards, highlighting the excellent work our occupational health team do. Later in 2025 we were recipients of the Employer of the Year Award at both the prestigious British Business Awards and the Rail Industry Association RISE Awards. Our commitment to our staff is a high priority and we are proud to have received these accolades in recognition of that.

Our occupational health team tour locations throughout the country in our safety bus to deliver a range of workshops and mental health sessions. Working alongside charities like Andy's Man Club and the Kris Boyd Charity we continually remind employees that their mental wellbeing is every bit as important as their physical. We also have our own campaign called Quit the Stigma, which signposts where staff can go if they have mental health concerns, and over 90 mental health first aiders deployed across the business.

In April 2023, we became one of the first railway contractors in the UK to offer cancer screening as part of our annual health surveillance programme. This programme allows private screening for Prostate, Bowel and Ovarian cancer, with a proactive intention towards healthcare.

Since offering these tests, 555 people have been screened for prostate cancer, 71 for ovarian cancer and 689 for bowel cancer. Eight of these employees have had follow-ups for prostate screening, six for ovarian screening and 10 for bowel screening. The tests have also caught early diagnosis of cancers in six of our team where there were no symptoms, highlighting their importance.

Staff also have access to an Employee Assistance Programme, a free, confidential service available 24/7 for both employees and immediate families. Staff are enrolled into the HealthShield CashPlan programme which helps fund treatments including optometrist, dental and physiotherapy. Since introducing Healthshield in 2022, engagement has continuously increased with over 527 claims between October 2024 and 2025.







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