

Date: 20 March 2018

Item: Report of the meetings of the Safety, Sustainability and Human Resources Panel held on 22 January and 28 February 2018

This paper will be considered in public

1 Summary

1.1 To report to the Board on the meetings of the Safety, Sustainability and Human Resources Panel held on 22 January and 28 February 2018.

2 Recommendation

2.1 **That the Board note the report.**

3 Committee Agenda and Summary

3.1 The papers for the meeting of the Panel held on 22 January 2018 were published on 12 January 2018. The main matters considered by the Panel on 22 January 2018 were:

- (a) Tram Derailment at Sandilands, Croydon on 9 November 2016 – RAIB and TfL Investigations Update; and
- (b) Tram Derailment at Sandilands, Croydon on 9 November 2016 – Non-Operational Incident Responses Update.

3.2 The Panel's consideration of these items was presented to the meeting of the Board on 30 January 2018. The more detailed minutes of this meeting were published with the papers for the meeting of the Panel on 28 February 2018.

3.3 The papers for the meeting of the Panel held on 28 February 2018 were published on 20 February 2018. Papers for both meetings of the Panel are available on the TfL website: <https://tfl.gov.uk/corporate/publications-and-reports/safety-sustainability-hr>

3.4 The main matters considered by the Panel on 28 February 2018 were:

- (a) Quarterly Health, Safety and Environment Performance Report;
- (b) Independent Evacuation of Disabled People from London Underground Stations in a Security Incident;
- (c) Bus Driver Facility Improvements;

- (d) Air Quality Update;
- (e) Climate Change Adaptation;
- (f) Human Resources Quarterly Report;
- (g) Training and Development Update; and
- (h) Transformation Update.

3.5 A summary of the discussions and decisions at the meeting is provided below. The more detailed minutes of the meeting held on 28 February 2018 will be published ahead of the meeting of the Panel on 20 June 2018.

4 Issues Discussed on 28 February 2018

Quarterly Health, Safety and Environment Performance Report

4.1 The Panel noted the report, which provided an overview of health, safety and environment performance for London Underground (LU), TfL Rail, Surface Transport and Crossrail services for Quarter 3 2017/18 (17 September 2017 to 9 December 2017). Key issues from the discussion included: an update on the actions taken following the Rail Accident Investigation Branch investigation into the derailment of a South Western Railway train on 6 November 2017; LU had responded to the Coroner's Prevention of Future Deaths report relating to the death of a customer at Canning Town station on 22 January 2017; the 'See It, Say It, Sorted' campaign was underway and analysis of the results would take place in the summer; and BT and Cadent Gas Limited had both been subject to successful prosecutions for unsafe street works.

Independent Evacuation of Disabled People from London Underground Stations in a Security Incident

4.2 The Panel noted the paper, which summarised the actions being taken to ensure TfL considered the needs of disabled passengers to evacuate independently in response to a security incident. It was recognised that in a security event, the normal process of evacuation may not be possible and alternative processes were being developed that would be subject to consultation with the Independent Disability Advisory Group.

Bus Driver Facility Improvements

4.3 The Panel noted the report, which provided an update on progress of the programme. All routes now had access to toilet facilities at either terminus. 40 sites had been identified as not having facilities that were available during all hours of operation and these were being prioritised for improvement. TfL was continuing to engage with bus drivers, operators and the Trade Unions.

Air Quality Update

4.4 The Panel noted the paper, which provided an update on actions to improve air quality. Consultation on the Ultra Low Emission Zone was closing on 28

February and it would commence in April 2019. Rapid charging points were being introduced with 80 installed so far, 49 of which were dedicated to taxi use. The Mayor had written to the Government about access to additional funding. Work was being undertaken to understand the extent of diesel particulate filter removal and the resultant effects.

Climate Change Adaptation

- 4.5 The Panel noted the work to better understand climate change related risk to London's transport system programme. The GLA strongly supported TfL's work and further work on the green estate would be presented to a future meeting.

Human Resources Quarterly Update

- 4.6 The Panel noted the paper which provided an overview of Human Resources led activities for Quarter 3 2017/18 (17 September 2017 to 9 December 2017). The apprenticeship recruitment programme was underway. The diversity and inclusion dashboard was due to be introduced in April / May 2018, which in conjunction with the scorecard would drive further improvements in diversity. Gender pay gap data would be published shortly and a plan to reduce the gap by 2025 was being developed. Succession planning and talent management would be utilised to achieve balance, particularly in management roles. An equal pay audit was also scheduled to take place in 2018/19.

Training and Development Update

- 4.7 The Panel noted the paper, which provided an overview of the range and scope of learning and development opportunities for staff. Training and development was linked to continuous improvement, with individuals being encouraged to manage their own needs.

Transformation Update

- 4.8 The Panel noted the paper, which provided an update on the third phase of the Transformation Programme.

List of appendices to this report:

None.

List of Background Papers:

Papers for the meetings of the Safety, Sustainability and Human Resources Panel held on 22 January and 28 February 2018.

Contact Officer: Howard Carter, General Counsel
Number: 020 3054 7832
Email: HowardCarter@tfl.gov.uk