

## **Transport for London**

### **Minutes of the Safety, Sustainability and Human Resources Panel**

**Conference Room 2, Ground Floor, Palestra, 197 Blackfriars Road,  
London, SE1 8NJ**

**10.00am, Monday 23 January 2017**

#### **Members**

Michael Liebreich (Chair)  
Dr Nina Skorupska CBE (Vice Chair) (by video conference)  
Kay Carberry CBE  
Baroness Grey-Thompson DBE  
Bronwen Handyside

#### **In Attendance**

Shirley Rodrigues Deputy Mayor for Environment and Energy

#### **Present**

Howard Carter General Counsel  
Jill Collis Director of Health, Safety and Environment  
Martin Brown Crossrail Director of Health and Safety  
Leon Daniels Managing Director, Surface Transport  
Amanda Hopkins Head of Strategic Planning and Governance, Human Resources  
Jane Lupson Bus Collision Reduction Programme Manager, Surface Transport  
Lilli Matson Head of Strategy and Outcome Planning, Surface Transport  
Pamela McInroy Diversity and Inclusion Specialist in Health and Safety, Crossrail  
Gareth Powell Director of Strategy and Contracted Services, Surface Transport  
Tricia Wright Human Resources Director

James Varley Secretariat Officer

### **01/01/17 Apologies for Absence and Chair's Announcements**

The Chair welcomed Shirley Rodrigues to the meeting. Shirley had been invited to attend meetings in her role as Deputy Mayor for Environment and Energy

Apologies for absence had been received from Dr Mee-Ling Ng OBE.

This meeting had been called to consider items that had been deferred from the previous meeting that had taken place on 17 November 2016.

### **02/01/17 Minutes of the Meeting of the Safety, Sustainability and Human Resources Panel held on 17 November 2016**

The minutes of the meeting were approved as a correct record and were signed by the Chair.

## **03/01/17 Matters Arising and Actions List**

The Panel requested the update on workplace violence also look at any trends that may be linked to the results of the EU referendum result on 23 June 2016.

**The Panel noted the Actions List.**

## **04/01/17 Tram Derailment at Sandilands, Croydon on 9 November 2016**

Leon Daniels and Gareth Powell introduced the paper, which provided an update on activities underway and planned following the derailment on 9 November 2016.

TfL was continuing to support families of the deceased and injured and had made interim payments in response to initial requests for assistance.

Work had taken place to enhance the infrastructure with the introduction of reflective chevrons at the site and at three other similar sites. Evaluation work was taking place looking at flashing speed signs, new closed circuit television systems and also looking at the introduction of a digital speed map which would provide a foundation for introducing speed control on trams although it was recognised that this was a significant step in terms of complexity.

TfL was due to host the Trams Summit on 24 January 2017, which provided a forum to share information about operations and experience with other operators. The Panel would be updated with a summary in due course. **[Action: Leon Daniels]**

Services on the tram system were returning to normal, subject to temporary speed restrictions in appropriate locations. Passenger numbers had recovered to levels recorded before the derailment and were higher than the previous year, partly attributable to the industrial action taking place on the Southern Railway network.

Separate investigations were being conducted by the British Transport Police, the Rail Accident Investigation Branch and TfL who had commissioned SNC-Lavalin to carry out an investigation. The Terms of Reference of the TfL investigation would be circulated to the Panel. **[Action: Leon Daniels]**

An indicative cost of the incident and subsequent claims was not available at present. A number of insurances were in place to cover such occurrences and the insurance companies and loss adjusters had been responding to claims. Overall, the response by TfL and its insurance agents has been timely and effective.

The Panel asked for its thanks to be passed to all staff who had been and were continuing to be involved in the management of the incident. **[Action: Howard Carter / Leon Daniels]**

**The Panel noted the paper.**

## **05/01/17 Human Resources Quarterly Report**

Tricia Wright introduced the report, which updated the Panel on activities during Quarter 2, 2016/17.

TfL Smart Sourcing had now achieved the Silver Employer Recognition award from the Ministry of Defence.

Work was taking place to encourage more applications for apprenticeship places from females and black and minority ethnic (BAME) groups.

The Panel noted that while females were underrepresented in the workforce, the percentage was consistent across the workforce as a whole and senior management positions. This did not apply for BAME groups where representation in senior management positions was lower than that of the workforce. Additional information on workforce composition and job roles would be provided to Members.

**[Action: Tricia Wright]**

Actions were being taken to address these imbalances with targeted recruiting to encourage applications and in work mentoring schemes and external secondments to assist with career progression. These general principles of career development applied to all staff and not just individual groups who had been identified as under-represented. The Panel suggested further engagement with the Trades Unions who have carried out work in this area.

**[Action: Tricia Wright]**

Data for workers with disabilities was as accurate as possible however it was acknowledged that staff would not always self declare for a variety of reasons. The Steps into Work programme has been introduced and the aim was to recruit people with disabilities into the workforce and increase representation in front-line roles.

The Government's Industrial Strategy was being drafted and the Panel recommended that TfL should engage with this.

**[Action: Tricia Wright]**

**The Panel noted the report.**

## **06/01/17 Bus Safety Programme**

Leon Daniels and Jane Lupson introduced the paper, which updated the Panel on the progress of the programme.

While 95 per cent of bus collisions did not result in injury to people, the five per cent of collisions that did was recognised as being too high and the Bus Safety Programme was looking at actions to reduce this.

Encouraging improvements in bus technology would be used to drive improved safety. A range of new technologies relating to automatic braking and speed assistance were being considered in addition to looking at how better vehicle design could play its part.

This approach would form part of the Bus Safety Standard and would be included in a future trial, which if successful would be fed into vehicle specifications.

Data from collisions was meticulously analysed and interrogated to understand the root causes of incidents and to help understand what mitigating actions could be put in place for the future.

Driver training and influencing passenger behaviour were also key parts of the safety programme.

The Panel stressed the need to involve the union in its drive for improved safety. Bus operators had also been challenged to come forward with ideas to improve safety through the Bus Operators Forum.

The Panel recommended that consideration be given to presentation of bus safety data in the Health, Safety and Environment Annual Report including updates on actions to improve safety. **[Action: Leon Daniels]**

**The Panel noted the paper.**

## **07/01/17 Update on the Development of the Electric Vehicle Charging Network**

Leon Daniels and Lilli Matson introduced the paper, which updated the Panel on progress on improving London's charging infrastructure.

The current aim of the work was to assist Londoners in the transition to greater utilisation of ultra low emissions vehicles (ULEVs) through ensuring appropriate infrastructure was in place, ULEVs were clearly visible on London's road through public sector procurement and regulation and marketing and incentives to make ULEVs more attractive than internal combustion engine vehicles to potential users.

A sustainable mechanism needed to be devised to deliver charging points and encourage boroughs to assist with delivery. A joined-up approach was needed, with GLA Environment and Planning teams working with TfL, to develop a delivery strategy.

The Panel suggested that TfL work closely with boroughs and stakeholders to ensure that the development of the charging network keeps up with expectations and the Mayor's targets on clean air.

**The Panel noted the paper.**

## **08/01/17 Measuring Inclusion in Health and Safety in Crossrail**

Martin Brown and Pamela McInroy introduced the paper, which informed Members of the work carried out in Crossrail to better link health and safety with diversity and inclusion.

The approach used research based on the DuPont Bradley Curve which demonstrated the benefits of interdependent site culture in promoting health and safety.

Crossrail had developed a diversity and inclusion matrix to assess and measure cultural maturity and interdependence on its sites. The research had highlighted the fact that the issues varied between sites and therefore a site based programme for resolution was necessary.

The work would be shared with other projects as there were significant practical applications to the research to help sites become more inclusive and as a consequence, more safe.

**The Panel noted the paper.**

### **09/01/17 Member Suggestions for Future Agenda Discussions**

Howard Carter introduced the paper.

**The Panel noted the paper.**

### **10/01/17 Any Other business the Chair Considers Urgent**

There were no urgent items.

### **11/01/17 Date of Next Meeting**

Tuesday 21 March 2017 at 10.00am.

### **12/01/17 Close of Meeting**

The meeting closed at 12.30pm

Chair: \_\_\_\_\_

Date: \_\_\_\_\_