

Board

Date: 23 March 2022

Item: Report of the Meeting of the Safety, Sustainability and Human Resources Panel held on 24 February 2022

This paper will be considered in public

1 Summary

- 1.1 This paper provides a summary of the items considered by the Safety, Sustainability and Human Resources Panel at its meeting on 24 February 2022.

2 Recommendation

- 2.1 **The Board is asked to note the report.**

3 Panel Agenda and Summary

- 3.1 The papers for the meeting of the Panel held on 24 February 2022 were published on 16 February 2022 and are available on the [TfL website](#) with a link to the video recording of the meeting on [TfL's YouTube channel](#).
- 3.2 The main matters considered by the Panel were:
- (a) Safety, Health and Environment Performance Report;
 - (b) Safety, Health and Environment Assurance Report;
 - (c) Pan-TfL Fatigue Management Programme;
 - (d) Bus Safety Programme;
 - (e) Bus Drive Welfare;
 - (f) 2030 Net Zero Modelling;
 - (g) Climate Change Adaptation Update; and
 - (h) Human Resources Quarterly Report.
- 3.3 A summary of the items considered at the meeting is provided below. The more detailed minutes of the meeting will be published ahead of the meeting of the Panel on 29 June 2022.

4 Issues Discussed

Safety, Health and Environment Performance Report

- 4.1 The Panel noted the safety, health and environmental performance for London Underground, TfL Rail, Surface Transport (including London Overground) for Quarter 3, 2021/21 (19 September 2021 to 11 December 2021) and notable incidents outside the reporting period.
- 4.2 The period had seen a continuation of the trend towards pre-pandemic levels of travel. The customer injury rate was slightly above target, with slips, trips and falls being the most significant factor. The period had also seen a decrease in the number of motorcycle riders involved in fatal incidents.
- 4.3 At the time of the meeting, 105 transport staff had lost their lives to Covid-19. The thoughts of the Panel and TfL staff were with the families of those affected. Following the recent announcements regarding the lifting of coronavirus related restrictions, TfL was removing the requirement to wear a face covering from its conditions of carriage. Health advice to staff would remain unchanged, with the message being to test regularly and self-isolate if tested positive.

Safety, Health and Environment Assurance Report

- 4.4 The Panel noted an overview of the effectiveness of the risk controls for Enterprise Risk 1 – Major safety, health or environmental incident or crisis (ER1). Ten topic audits and nine Integrated Systems audits were completed in Quarter 3, 2021/22. Agreed actions were in progress and were being tracked.

Pan-TfL Fatigue Management Programme

- 4.5 The Panel noted an update on the progress and next steps for the pan-TfL Fatigue Management Programme.
- 4.6 Fatigue management activity was already taking place in the various business areas in TfL and is co-ordinated through the Management Programme. A model had been developed that would address the challenge of creating a pan-TfL approach with flexibility where needed.

Bus Safety Programme

- 4.7 The Panel noted an update on the progress of the delivery of the Bus Safety Programme. Progress to date had been good and funding for the Fatigue, Health and Wellbeing Innovation Challenge had been released for eight of the 10 projects put forward.

Bus Driver Welfare

- 4.8 The Panel noted an update on workstreams in progress to improve bus driver welfare, including the provision of toilets and bus driver welfare facilities. Work done this year included both delivery and planning. It was noted that potential changes to the bus network could impact requirements and a better

understanding of future needs would come as the longer-term funding situation became more visible.

2030 Net Zero Modelling

- 4.9 The Panel noted an update on the work that the Greater London Authority commissioned, which sets out the scale of the action required to reach net zero carbon in London by 2030.
- 4.10 A reduction in vehicle usage could be led using road user charging, although this was not the only method and would be complemented by other activities. Although public consensus was a useful tool in driving the net zero agenda, it was noted that not all activities would be fully supported by the public even if the benefits were known and understood. Communication and engagement would be necessary to convey the importance of the net zero target.

Climate Change Adaptation Update

- 4.11 The Panel noted an update on TfL's progress on climate change adaptation. The storms of July 2021 had highlighted TfL's climate readiness. TfL had been good at responding to severe weather events and resuming services quickly after disruption (climate resilience). The critical importance of climate adaptation, reducing or avoiding those disruptions in the first place, was clear. A pan-TfL strategy was being developed, building on the work in the Corporate Environment Plan.

Human Resources Quarterly Report

- 4.12 The Panel an update on key Human Resources led activities and performance for the period December 2021 to February 2022.
- 4.13 The Viewpoint employee survey actions plans were in place in the various business areas. TfL was responding to the latest Government guidance on coronavirus and would always consider the needs of colleagues in decision-making.
- 4.14 The International Day of Disabilities had been celebrated on 3 December 2021 and LGBT+ History Month was being celebrated in February 2022. The Women's Staff Network Group had launched its Menopause Hub and Panel Members welcomed the work done in this area.

List of appendices to this report:

None

List of Background Papers:

Papers submitted to the Safety, Sustainability and Human Resources Panel on 24 February 2022

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