

Board

Date: 7 December 2022

Item: Report of the Meeting of the Safety, Sustainability and Human Resources Panel held on 16 November 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 16 November 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 16 November 2022 were published on 8 November 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) TfL Sustainability Report and Corporate Environment Plan Progress Report;
- (d) Direct Vision Standard and Safety Permit Scheme for Heavy Goods Vehicles;
- (e) Vision Zero Action Plan Progress Report – One Year On;
- (f) Vision Zero Plan for TfL's River-Based Operations;
- (g) Bus Safety Programme Update;
- (h) Responsible Procurement;
- (i) Human Resources Quarterly Report;
- (j) Leadership Development at TfL; and
- (k) Plan for Managing our Safety, Health and Environment Enterprise Risks.

- 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 22 February 2023.

4 Issues Discussed

Safety, Health and Environment Performance Report

- 4.1 The Panel noted the safety, health and environment (SHE) performance for London Underground, TfL Rail, Surface Transport (including London Overground) for Quarters 1 and 2 of 2022/23 (covering 1 April to 17 September 2022).
- 4.2 Performance for the year to date was mixed, with road safety on target but customer and workforce injury rates slightly above target. The period had also seen an increase in deaths and serious injuries to occupants of motor vehicles. Slips, trips and falls remained a significant factor in customer injuries and work was ongoing to control the risk.

Safety, Health and Environment Assurance Report

- 4.3 The Panel noted the overview of the risk controls for Enterprise Risk 1 - Failure to Prevent Major Safety, Health or Environmental Incident or Crisis.

TfL Sustainability Report and Corporate Environment Plan Progress Report

- 4.4 The Panel noted the progress against key sustainability themes from the Sustainability Report and Corporate Environment Plan. Members were updated on how the themes were mainstreamed into TfL's capital projects and operations. Carbon literacy was a key part of the approach, with staff training and engagement driving it forward. Climate change had a significant cost impact to TfL and the need to mitigate through adaptation and change was vital.

Direct Vision Standard and Safety Permit Scheme for Heavy Goods Vehicles

- 4.5 The Panel noted the update on the Direct Vision Standard. The number of heavy goods vehicles involved in fatal collisions where vision was cited as a contributory factor had fallen compared to previous years (six in 2021, compared to eight in 2020 and nine in 2019), although this needed to be considered in the context of the coronavirus pandemic. The Direct Vision Standard offered benefits over other Safe System equipment, which further pointed to the need to further raise minimum standards.

Vision Zero Action Plan Progress Report – One Year On

- 4.6 The Panel noted the progress against the action plan and the results of installing Intelligent Speed Assistance (ISA) within TfL's vehicle fleet. The rollout of ISA had delivered a 62 per cent reduction in speeding events but made no difference in the driving experience or journey times. The Vision Zero target of a 70 per cent reduction in people killed or seriously injured on

London's Roads by 2030 was a challenge however evidence had shown that the interventions were effective, which included speed reduction, bus safety and addressing safety at junctions. The use of 20mph speed limits was an important factor in road safety and required the police to prioritise enforcement appropriately.

Vision Zero Plan for TfL's River-Based Operations

- 4.7 The Panel noted the proposals for a SHE Vision Zero Plan for TfL's river-based operations. This built on the Mayor's River Action Plan from 2013. Good progress was being made on river safety. The approach used was to assess risk and prioritise actions to mitigate the risk.

Bus Safety Programme Update

- 4.8 The Panel noted the update on the progress of the delivery of the Bus Safety Programme. A risk-based approach was used. The Bus Safety Standard was being rolled out through a phased introduction due to the differing scales of development of the technologies that formed the Standard. The customer injury rates varied between operators which was the result of the different profiles of the routes and distances operated.

Responsible Procurement

- 4.9 The Panel noted an update on the programme. The Greater London Authority (GLA) Group Procurement Policy governed activities through the GLA Group Responsible Procurement Implementation Plan 2022-2024. Members discussed the possibility of increasing the social value weighting in procurement noting that there were potential cost implications that needed to be understood. A proportionate approach would be used dependent on the nature of the good and services being procured. Activities were taking place to increase the number of women working within TfL's supply chain.

Human Resources Quarterly Report

- 4.10 The Panel noted an update on key Human Resources led activities and performance for the period June to October 2022. The Viewpoint staff survey had taken place and had seen an improvement in response rate, at 57 per cent compared to the previous year's rate of 54 per cent. Further improvements in the rate were desirable. Further work was taking place to embed hybrid working with research underway to show the benefits of people working together. Consultation activities were taking place in the Occupational Health department to strengthen its medical advisory capability.

Leadership Development at TfL

- 4.11 The Panel noted the approach being taken to develop leaders at all levels in TfL and how this supports our mitigation of our Enterprise Risk 2 on the attraction, retention and wellbeing of our people. The development of a value lead and inclusive leadership at all levels was important. TfL's leadership also needed to be diverse and applications from under-represented groups was

welcomed. Progress was tracked to give greater visibility of the retention aspects of the programme.

Plan for Managing our Safety, Health and Environment Enterprise Risks

- 4.12 The Panel noted the progress in developing SHE Enterprise Risks and the Strategy and Plan for effective management. This included ensuring Enterprise Risks focus on each of the SHE outcomes, with appropriate governance in place for each risk, the Strategy for improving the maturity in managing SHE risk, and detailing the actions being taken to work collaboratively in managing SHE risk across our business areas in line with roles, accountabilities and influence.

List of appendices to this report:

None

List of Background Papers:

Papers submitted to the Safety, Sustainability and Human Resources Panel on 16 November 2022

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