

Board

Date: 29 March 2023

Item: Report of the Meeting of the Safety, Sustainability and Human Resources Panel held on 22 February 2023

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 22 February 2023.

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 22 February 2023 were published on 14 February 2023 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) Presentation from CIRAS;
- (b) Safety, Health and Environment Quarterly Report – Quarter 3 2022/23;
- (c) Pan-TfL Fatigue Management Programme Update;
- (d) London-Wide Ultra Low Emission Zone;
- (e) TfL Climate Change Adaptation Plan;
- (f) Human Resources Quarterly Report;
- (g) Safety, Health and Environment Assurance Report; and
- (h) Enterprise Risk Update - Attraction, Retention, and Wellbeing of Our Employees (ER2).

3.3 A summary of the items considered is provided below. The more detailed minutes of the meeting will be published ahead of the meeting of the Panel on 24 May 2023.

4 Issues Discussed

Presentation from CIRAS

- 4.1 The Panel noted the annual report from CIRAS (Confidential Incident Reporting Service), which examined trends and themes across TfL. The Panel welcomed the role of CIRAS in providing an independent reporting service and in highlighting the importance of raising the profile of safety reporting across the organisation.

Safety, Health and Environment Quarterly Report – Quarter 3 2022/23

- 4.2 The Panel noted the safety, health and environment performance for London Underground, TfL Rail, Surface Transport (including London Overground) for Quarter 3 of 2022/23 (18 September to 10 December 2022). Members were updated on the 2 December 2022 pre-inquest review hearing related to the death of a self-employed contractor at Waterloo Underground station on 18 September 2019, at which London Underground was an interested person.
- 4.3 A letter from the National Union of Rail, Maritime and Transport Workers had been sent to the Mayor regarding station staffing. TfL had sent a response, which outlined the detailed process of safety risk assessment used when assessing staffing at stations.
- 4.4 Members highlighted the importance of a change in motorcyclist speed compliance in Low Traffic Zones and the need for targeted enforcement and awareness raising.
- 4.5 The upward trend in recorded workplace injuries was linked to increased reporting of workplace violence due to increased awareness and a zero-tolerance approach.

Pan-TfL Fatigue Management Programme Update

- 4.6 The Panel noted the overview of the Fatigue Management Programme and approach to developing a pan-TfL Fatigue Management Plan. A pro-active approach was used for fatigue management reporting. The importance of ensuring staff took adequate rest days and the impact of second jobs, within the context of the cost-of-living pressures, was noted.

London-Wide Ultra Low Emission Zone

- 4.7 The Panel noted the update on the London-wide Ultra Low Emission Zone. The importance of a need for a clear communications strategy was highlighted.

TfL Climate Change Adaptation Plan

- 4.8 The Panel noted the draft TfL Climate Change Adaptation Plan, which set out the actions TfL was undertaking to prepare for the impacts of climate change and reduce the risk of climate impacts on London's transport network.

- 4.9 As an immature and complex field, TfL was being seen as a leader in this area. Members noted the importance of investment in assets and the need to build those costs into TfL's capital programmes and seek ways to unlock external funding, such as grants and private investment. The Greater London Authority welcomed the Plan and the involvement in its drafting.
- 4.10 The Plan featured a place-based investment approach, which unlocked initiatives and benefits and would be more likely to attract private investment and avoid "cherry picking".

Human Resources Quarterly Report

- 4.11 The Panel noted the update on key Human Resources led activities and performance for the period November 2022 to January 2023. The People Leaders Framework had been well received by staff, particularly within the Customer Services teams. Staff financial well-being, use of food banks and overtime working were important qualitative measurements on how the cost-of-living crisis impacted health, safety and pay discussions.

Safety, Health and Environment Assurance Report

- 4.12 The Panel noted the report, which provided an overview of the risk controls for Enterprise Risk 1 (ER1) – 'Inability to deliver safety objectives and obligations', Enterprise Risk 3 (ER3) – 'Environment including climate adaptation' based on second line of defence audit work by the Quality, Safety and Security Assurance team and third line of defence work by the Internal Audit team.
- 4.13 Information was also provided on Enterprise Risk 6 (ER6) – 'Deterioration of operational performance' and Enterprise Risk 4 (ER4) – 'Significant security incident', as they correlated to ER1.

Enterprise Risk Update - Attraction, Retention, and Wellbeing of Our Employees (ER2)

- 4.14 The Panel noted the paper, which set out how TfL managed risk associated with a failure to continue to attract and retain colleagues with the skills and expertise we need, or prioritise wellbeing, with the result being that TfL would not be able to deliver effectively for London in the future.

List of appendices to this report:

None

List of Background Papers:

Papers submitted to the Safety, Sustainability and Human Resources Panel on 22 February 2023

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