

Date: 24 May 2023

Item: Our Emerging Colleague Strategy

This paper will be considered in public

1 Summary

1.1 This paper provides an update on our emerging Colleague Strategy. This outlines how we will make TfL a great place to work for everyone to thrive, so that we attract, retain and develop people with the skills to achieve our goals.

2 Recommendation

2.1 **The Panel is asked to note the paper.**

3 Background

3.1 Our emerging Colleague Strategy is one chapter of our wider TfL Strategy, and sits beside and links with our other themes: Safety and Security, Customer, Green, and Finance.

3.2 The Colleague Strategy has been developed with input from our colleagues who have told us what they value about working here and what we need to focus on to make our organisation a great place to work for everyone to thrive.

3.3 The emerging strategy will focus on three key themes that will be covered in more detail in Appendix 1, which outlines how we will make TfL a better place to work from now up to 2030.

3.4 Each year the initiatives and interventions that will help us achieve our ambitions will be included in an annual Colleague Roadmap, which will be shared with our colleagues. This will demonstrate tangible actions we will take each year.

List of appendices to this report:

Appendix 1: Our Emerging Colleague Strategy

List of Background Papers:

None

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