

Board

Date: 30 January 2018

Item: Report of the meeting of the Safety, Sustainability and Human Resources Panel held on 22 November 2017

This paper will be considered in public

1 Summary

- 1.1 To report to the Board on the meeting of the Safety, Sustainability and Human Resources Panel held on 22 November 2017.
- 1.2 A special meeting of the Panel was held on 22 January 2018 to consider two papers on the Tram Overturning at Sandilands, Croydon on 9 November 2016: the first covered the RAIB and TfL Investigations Update and the second a Non-Operational Incident Responses Update. A summary of the Panel's consideration of those papers is included within the related paper elsewhere on the agenda.

2 Recommendation

- 2.1 **That the Board note the report.**

3 Background

- 3.1 The main matters considered by the Panel on 22 November 2017 were:
 - (a) Tram Derailment at Sandilands, Croydon on 9 November 2016 – Update;
 - (b) Human Resources Quarterly Report;
 - (c) Diversity and Inclusion Strategy;
 - (d) Transformation Update;
 - (e) Quarterly Health, Safety and Environment Performance Report;
 - (f) Reducing Injuries Across TfL;
 - (g) Draft health, Safety and Environment Report 2016/17; and
 - (h) Vision Zero.

4 Issues Discussed

Tram Overturning at Sandilands, Croydon on 9 November 2016 – Update

- 4.1 Leon Daniels, Jill Collis and Jon Fox introduced the paper, which provided an update on activities underway and planned following the derailment on 9 November 2016.
- 4.2 The Panel noted that the Rail Accident Investigation Branch report was due to be published imminently (it was subsequently published on 7 December 2017). TfL had received an embargoed copy for the purpose of fact checking.
- 4.3 The families of the deceased would be provided with a summary of the findings of TfL's internal investigation before it was published. This would be carried out through British Transport Police family liaison.
- 4.4 A number of safety measures had been implemented following the incident. While it was challenging to disaggregate safety data to identify the effects of individual measures, verification activities took place to see how safety trends were affected.
- 4.5 In response to media coverage on the financial support available to people affected by the incident, Members noted that while a robust and effective process was in place for claims management, not all those affected were aware of the support that was available and further steps were being made to address this.

Human Resources Quarterly Update

- 4.6 The Panel noted the report, which provided an update on activities during Quarter 2 2017/18 (25 June to 16 September). Progress was being made on improving the diversity of workforce composition and the gender pay gap report was due to be published shortly. Engagement was taking place with Trades Unions on aligning local agreements with workforce diversity composition targets.

Diversity and Inclusion Strategy

- 4.7 The Panel noted the report, which provided an update on the work taking place to develop a comprehensive Diversity and Inclusion strategy to create a more diverse organisation that would harness London's diversity and enable it to perform better.
- 4.8 Significant work was taking place, both for staff and customers. TfL needed to do all it could to ensure protected groups achieved representation at all levels. This would require significant effort to set up a balanced and fair process to encourage applications and provide support to the business.

Transformation Report

- 4.9 The Panel noted the paper, which provided an update on progress of the Transformation Programme. The programme was on-track to deliver the operating model's expected savings.
- 4.10 There had been an emphasis on providing support for affected staff and engagement with staff and the trade unions had been progressing well. All areas under review had been required to prepare an equalities impact assessment and to look at ways of working to promote flexible working practices.

Quarterly Health, Safety and Environment Performance Report

- 4.11 The Panel noted the report, which provided an overview of health, safety and environment performance for London Underground (LU), TfL Rail, Surface Transport and Crossrail services for Quarter 2 2017/18 (25 June 2017 to 16 September 2017).
- 4.12 The Panel noted an update on the improvement notice issued to LU by the Office of Road and Rail, following its investigation into the death of a customer who had fallen down steps in a non-public area at Canning Town station. LU had revised lone worker risk assessment and introduced a buddy system for lone working on Jubilee line stations, as well as briefing staff on the revised arrangements.
- 4.13 The Bus Safety Summit, held on 14 November 2017, had gone well and bus operators clearly understood the need to meet the Mayor's targets for reductions in the numbers of people killed or seriously injured (KSI). Work was also taking place to look at an enhanced tunnel cleaning programme.

Reducing Injuries Across TfL

- 4.14 The Panel noted the paper, which set out the activities being taken to reduce injuries reducing injuries by 17 per cent. The location, nature and cause of injuries were and targeted plans developed. On London Underground, the platform train interface remained the biggest area of risk and mitigating actions were already in place at stations and trials of additional actions were taking place. Within Surface Transport, 90 per cent of injuries occurred on buses, with the main cause of injury being slips, trips and falls and analysis of data would assist in identifying mitigations.

Draft Health, Safety and Environment Annual Report 2016/17

- 4.15 The Panel noted the draft Health, Safety and Environment Annual Report 2016/17, which appears as a separate agenda item on the agenda for this meeting.

Vision Zero

- 4.16 The Panel noted the paper, which provided an update on the progress towards adopting a Vision Zero approach to road casualty reduction. It was recognised that too many people were killed on London's roads and the Vision Zero strategy linked into the aspirations of the Mayor's Transport Strategy. The Vision Zero approach would be applied to all transport services operated by TfL. Staff engagement would also take place to ensure everyone involved was aligned to the strategy.

List of appendices to this report:

None.

List of Background Papers:

Papers for the meeting of the Safety, Sustainability and Human Resources Panel held on 22 November 2017.

Contact Officer: Howard Carter, General Counsel
Number: 020 3054 7832
Email: HowardCarter@tfl.gov.uk