



TfN Audit & Governance Committee - Item 5 Covid-19 Update





Covid-19 HR KPIs – Last 4 Weeks

Current Workforce – 135 Employees

Absence:

No major adverse impact on absence levels or increase in mental health related absences.

- Absence - 2.97% - No Covid-19 related absences in last 4 week period
- Self-isolation cases to date - 8% of workforce (11 Cases in total)

Carer's Leave:

To date no significant increase in requests for leave to support carer's responsibilities.

- Annual Leave requests due to Covid-19 – 4 Requests / 14 Days in last 4 week period
- Unpaid Leave – No Requests

Starters & Leavers:

- 3 New Starters & 1 Leaver in last 4 week period

Recruitment and Selection continues – on-line service in place.

Volunteering:

- 1 request approved to date



Remote Working Arrangements



TfN are fully remote working and have been since 17 March 2020

- All employees have all necessary remote-working equipment (including all DSE related equipment) to enable them to work affectively away from our offices for extended period.
- Robust Covid-19 processes, procedures, support mechanisms have been implemented including:
 - Robust corporate and team **Covid-19 Contingency Working Plans**
 - Enhanced **Internal Communications** to keep employees well informed and supported
 - **Flexibility around working hours** to support employees with Carer's Responsibilities
 - **Health & Well-being** (both physical & mental health) Support Programme
 - Remote **on-boarding and off-boarding** processes in place
 - **Volunteering** Support
 - Regular **HR Business Partner meetings** with all line managers to support both employee welfare and on-going business operations/delivery





Covid-19 related Risks (1)

Achievement of TfN objectives in the **short** to **medium** term as a result of:

- **Generalised** efficiency impacts from remote working and potential staff absence within TfN and its supply chain.
- **Partner capacity** to contribute fully to TfN working groups and decision making processes due to clear need to focus resources on the pandemic.
- **National capacity** to take policy or programme decisions within previously intended timelines upon which TfN activity is contingent (i.e. Williams, Integrated Rail Plan, [Environment Bill](#), Spending Review).
- **Diversification** of resources to development proposals that would contribute to a post-pandemic Economic Recovery Plan.





Covid-19 Related Risks (2)

Achievement of TfN objectives in the **long** term:

Future business cases

- Post Covid-19 there are likely to be severe restraints on government expenditure and a risk that there will be an absolute focus on economic impacts at a national level, as measured through project BCRs.
- Such an approach would severely undermine the North's ability to:
 - access investment funding;
 - achieve wider policy objectives, and
 - undercut any policy programme to "level-up" the Northern economy.





Covid-19 related Risks (3)

Achievement of TfN objectives in the **long** term:

Rail Services in the North

- Covid-19 will have a significant but unquantifiable impact on the deliverability and sustainability of the service enhancements previously committed in the North.
- HMT has asked the industry across the UK to undertake a review of possible cost savings in the short-term. In the longer term there is a risk that post Covid-19 the network is reset to a lower baseline of capacity and performance.
- Failure to recover and grow passenger volumes would:
 - impact on connectivity and access to opportunities;
 - lock-in subsidy requirements;
 - undermine proposals for enhanced infrastructure; and
 - threaten the achievement of critical environmental objectives.





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