

MQT 16 March 2016
Written Answers
Appendix 1 – Q2016/701

Pedestrians injured on Oxford Street (between Marble Arch and Tottenham Court Road) showing mode in conflict with casualty, 2012 - to end September 2015.

Please note that all 2015 data is provisional.

Year	Vehicle Type	Fatal	Serious	Slight	Total
2012	Pedal cycle	0	1	11	12
	Powered 2 wheeler	0	1	0	1
	Car	0	0	7	7
	Taxi	0	2	12	14
	Bus or coach	0	3	23	26
	Good vehicles	0	0	1	1
	Other	0	0	0	0
	Sum	0	7	54	61
2013	Pedal cycle	0	1	8	9
	Powered 2 wheeler	0	0	3	3
	Car	0	2	0	2
	Taxi	0	0	12	12
	Bus or coach	0	4	23	27
	Good vehicles	0	0	0	0
	Other	0	1	5	6
	Sum	0	7	51	59
2014	Pedal cycle	0	1	7	8
	Powered 2 wheeler	0	0	0	0
	Car	0	1	4	5
	Taxi	0	0	9	9
	Bus or coach	1	3	17	21
	Good vehicles	0	0	1	1
	Other	0	0	0	0
	Sum	1	5	38	44
2015 January to September only provisional	Pedal cycle	0	2	2	4
	Powered 2 wheeler	0	1	1	2
	Car	0	1	3	4
	Taxi	0	0	9	9
	Bus or coach	0	0	9	9
	Good vehicles	0	0	0	0
	Other	0	0	0	0
	Sum	0	4	24	28

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Appendix 2 - Q2016/1184

Officers by Rank

	Mar-15	Mar-14	Mar-13	Mar-12	Mar-11	Mar-10	Mar-09	Mar-08
Commander & above	30.00	32.00	34.00	37.00	37.00	41.00	39.00	38.00
Chief Superintendent	45.00	46.00	45.00	48.00	50.00	47.00	48.00	54.00
Detective Chief Superintendent	34.00	32.00	32.00	34.00	32.00	30.00	27.00	30.00
Superintendent	69.00	50.00	76.00	100.00	107.00	125.00	117.00	122.00
Detective Superintendent	99.00	68.00	87.80	109.80	100.40	95.00	83.00	92.00
Chief Inspector	168.90	213.90	230.80	198.80	248.60	259.40	241.53	246.60
Detective Chief Inspector	169.80	230.00	237.00	175.00	215.80	228.80	210.80	213.80
Inspector	792.37	762.81	872.04	1,016.48	1,038.93	1,084.48	1,169.68	1,145.86
Detective Inspector	536.10	495.33	570.88	652.88	625.83	600.94	638.27	613.53
Police Sergeant	3,057.96	3,113.72	3,346.83	3,737.62	4,111.51	4,090.20	4,040.93	3,951.06
Detective Sergeant	1,515.60	1,532.72	1,656.47	1,785.62	1,873.91	1,877.87	1,723.85	1,637.80
Police Constable	20,394.02	19,047.53	18,033.23	19,199.60	18,959.62	20,039.30	19,750.01	18,909.99
Detective Constable	5,032.48	5,087.60	5,013.25	4,997.50	4,969.70	4,741.22	4,453.99	4,342.98
Police Officer Total	31,944.24	30,711.61	30,235.30	32,092.29	32,370.29	33,260.21	32,543.06	31,397.62

N.B. Data taken from Workforce Data Reports

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Appendix 3 - Q2016/1186

Detectives

OCU	Mar-15			Mar-14	
	Female	Female BME	BME	Female	Female BME
BS - Kensington & Chelsea Borough	16.96	2	5	14.09	2
CW - Westminster HQ	44.73	6	28	48.9	3
EK - Camden Borough	41.5	10.93	19.93	39.81	11.93
FH - Hammersmith & Fulham Borough	20.05	5	14	19.53	6
GD - Hackney Borough	35.5	8	21	37.13	9
HT - Tower Hamlets Borough	34.75	4.66	19.66	29.08	6
JC - Waltham Forest Borough	38.63	6.95	18.74	34.59	4.80
JI - Redbridge Borough	26.51	8.73	21.73	26.59	7.73
KD - Havering Borough	22.74		5	28.09	
KF - Newham Borough	39.37	9.6	27.6	38.06	6.6
KG - Barking & Dagenham Borough	33.383	3	8	35.16	2
LX - Lambeth Borough	56.97	11.36	28.36	54.76	14.7
MD - Southwark Borough	58.69	10	19	63.78	7
NI - Islington Borough	32.78	2	12	29.03	2
PL - Lewisham Borough	40.095	4.58	16.58	37.51	5.85
PY - Bromley Borough	29.03	0.7	8.7	34.49	1.7
QA - Harrow Borough	20.087	5	14	15.04	3
QK - Brent Borough	40.53	6	13	45.46	6.92
RG - Greenwich Borough	37.46	7.81	13.81	34.72	7.99
RY - Bexley Borough	13.65	1	6	15.26	
SX - Barnet Borough	26.42	5.42	13.42	27.58	5.42
TW - Richmond upon Thames Borough	18.17	3	4	13.9	1
TX - Hounslow Borough	21.98	1	11	30	2
VK - Kingston upon Thames Borough	18.34	2	5	18.2	1
VW - Merton Borough	16.07	2.65	5.65	16.09	3.65
WW - Wandsworth Borough	34.99	6.08	13.08	41.98	6.60
XB - Ealing Borough	41.52	6.38	24.38	40.47	5.97
XH - Hillingdon Borough	26.78	3	10	27.47	4
YE - Enfield Borough	33.34	7.4	22.4	43.67	7.48
YR - Haringey Borough	41.3	9	16	46.76	9
ZD - Croydon Borough	45.55	3	11	41.73	3
ZT - Sutton Borough	14.1	1	2	22.10	2
Borough Detective Total	1021.97	163.24	458.03	1051.03	159.34
MPS Detective Total	2209.07	272.56	839.82	2205.42	258.64

N.B. Data taken from Historic WFP001

	Mar-13			Mar-12			
BME	Female	Female BME	BME	Female	Female BME	BME	Female
8	18.2	4	10	23	4	12	26.55
29	61.94	2	29	67.49	4	29	67.89
28.93	41.97	12	29	47.36	11.75	26.75	44.8
16	25.72	6	15	27.35	7	16	24.15
21	42.58	9	21	43.45	8	21	42.3
21	33.72	7	25	37.17	6	27	34.15
14.80	29.04	4.00	11.00	24.21	3.00	10.00	23.67
19.73	23.35	7.73	16.73	26.10	10	18	26.75
5	23.58		3	19.03		3	17.72
27.6	35.99	6.6	23.6	40.82	5.6	21.6	36.22
8	25.48	1	6	28.48	1	7	27.99
29.7	54.18	15.74	36.74	57.28	14	32	51.08
20	58.63	7	22	45.13	5.85	17.85	49.2
13	32.36	2	11	35.55	2	10	40.28
17.85	42.41	5.85	19.85	40.58	6	20	41.58
8.7	33.15	1	8	32.58	1	7	30.38
11	16.38	4	9	20.92	4	9	17.88
14.92	41.54	7	16	39.69	8	17	34.51
14.99	27.00	2.99	9.99	28.98	2.96	8.96	31.27
4	20.35	1	6	21.9	1.85	6.85	16.94
12.42	24.75	5.42	12.42	23.54	4.82	12.82	27.02
1	12.13	1	2	10.64	1	2	7.60
11	26	2	10	25.93	2	11	26.93
5	20.3	1	5	18.7	1	5	14.6
7.65	22.28	3.7	6.7	24.86	2.7	6.7	20.42
14.60	48.39	6.50	14.50	41.84	6.00	13.00	42.90
24.97	34.98	5.00	25.00	35.03	4.75	21.75	39.79
12	24.81	6	14	24.31	6	14	28.09
24.48	32.3	1.6	15.6	26.67	3.9	15.9	25.37
17	50.38	9	20	50.39	9	20	50.51
14	36.31	1	12	37.54	1	7	39.02
2	26.55	2.8	2.8	22.95	1.8	4.8	21.10
479.34	1046.73	150.93	467.93	1049.45	149.98	453.98	1028.64
829.71	2162.75	248.66	814.54	2117.79	235.06	774.94	2050.95

Mar-11	
Female BME	BME
4	10
5	26
8.75	21.75
5	17
6	16
6	25.87
2.95	10.95
10	18
	3
6	20
2	9
7	23
6.75	21.75
3	10
6	19
1	6
3	9
9	18
2.96	11.96
	4
3.82	12.82
1	7
	4
2.96	7.96
6.00	14.00
3.00	23.00
6	13
2.9	11.9
9	21
2	8
1.8	4.8
132.89	427.76

212.54	739.29
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Mar-10		
Female	Female BME	BME
19.7	1	8
56.38	5	24
38.68	8	20
24	5	15
36.26	6	16
35.6	4	22
23.27	2.95	8.95
25.00	9	16
13.19		1
34.47	3	18
19.97	2	9
49.90	6	19
44.12	4.55	17.55
40.88	3	8
30.93	4	21
23.79	1	6
14.88	4	10
35.08	8	15.2
28.46	1.96	9.96
16.58		5
22.99	3.82	11.82
9.90		1
17.73		5
12		2
15.57	0.96	5.96
39.50	4.90	8.90
29.56	3.00	14.00
20.76	4	10
21.54	2.9	11.9
47.26	6	20
33.58	1	9
19.20	1.8	3.8
900.72	106.84	373.04

1868.36	183.25	672.33
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MQT 16 March 2016
Written Answers
Appendix 4 – Q2016/1247

Environment Budget Summary

	2008-09	2009-10	2010-11	2011-12**	2012-13	2013-14	2014-15	2015-16
Gross Budget *	4,612,000	7,910,000	10,340,000	18,463,000	10,219,000	5,264,000	7,026,000	5,089,000
	-	-						
Income	733,000	3,880,000	- 5,214,000	- 3,360,000	- 4,105,000	- 667,000	- 672,000	- 703,000
Net budget	3,879,000	4,030,000	5,126,000	15,103,000	6,114,000	4,597,000	6,354,000	4,386,000

* Including salary and transport budget

** 2011-12 the Environment team had £9.5m budget for London Waste & Recycling Board and £1.5m from 2012-13 to 2014-15.

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My response to each of your requests is set out below. The TfL Commissioner has acknowledged that TfL can do more to bring more women into senior positions, highlighting that this is an industry-wide issue that needs to be addressed. In support of this, TfL is trialling membership of ‘Women on Boards’ which supports women into senior positions and has issued a challenge to its senior managers to increase diversity (with respect of gender and BAME) in the organisation. TfL also recently published its Action on Equality report, setting out new initiatives and aimed at promoting inclusivity in the workplace even more.

1) Average (mean and mode) annual basic pay for 2014 – 15

Grade	Gender	Average (Mean)	Average (Mode)
Band 4	Male	£74,369	£70,000
	Female	£70,363	£70,000
Band 5	Male	£101,127	£95,000
	Female	£99,983	£95,000
Director	Male	£155,185	No Mode
	Female	£143,258	£135,000

2) Average (mean and mode) increase in basic pay for 2014-15

Grade	Gender	Average Base Pay Award (Mean)	Average Base Pay Award (Mode)
Band 4	Male	£891	£1,000
	Female	£895	£1,000
Band 5	Male	£1,306	£2,000
	Female	£1,625	£1,000
Director	Male	£3,956	£5,000
	Female	£4,178	No Mode - all different

3) The number of individuals that received any increase in basic pay, and the number of individuals who received no increase in basic pay, for 2014-15

Grade	Gender	Received a base pay award	Did not receive a base pay award
Band 4	Male	412	319
	Female	131	110
Band 5	Male	93	76
	Female	32	14
Director	Male	14	26
	Female	3	4

4) Average (mean and mode) performance bonus 2014-15

Grade	Gender	Average Performance Award (Mean)	Average Performance Award (Mode)
Band 4	Male	£4,231	£5,000
	Female	£3,980	£4,000
Band 5	Male	£6,830	£5,000
	Female	£7,664	£5,000
Director	Male	£23,585	£20,000
	Female	£23,632	No Mode - all different

5) The number of individuals that received a performance award, and the number of individuals that received no performance award, for 2014-15.

Grade	Gender	Received a Performance Award (No. Employees)	No Performance Award Received (No. Employees)
Band 4	Male	723	8
	Female	237	4
Band 5	Male	167	2
	Female	46	0
Director	Male	40	0
	Female	7	0

Questions 6 & 7 are answered together

6) The Average (mode) performance rating for 2014-15

7) The number of individuals who received each of the following performance ratings in 2014-15: 1, 2, 3, 4, 5

Band 4		
Rating	Male	Female
1	1	0
2	16	4
3	467	146
4	216	73
5	31	15

The average (mode) performance rating for men and women combined at payband 4 is 3

Band 5		
Rating	Male	Female
1	0	0
2	5	0
3	73	17
4	77	23
5	14	6

The average (mode) performance rating for men and women combined at payband 5 is 4

Director		
Rating	Male	Female
1	0	0
2	1	0
3	14	1
4	21	5
5	4	1

The average (mode) performance rating for men and women combined for Directors is 4

8) The number of individuals who received a rating of 3 or above who received no increase in basic pay for 2014-15

Grade	Male	Female
Band 4	216	73
Band 5	39	6
Director	10	1

9) The number of individuals who received a rating of 3 or above who received no performance award for 2014-15

Grade	Male	Female
Band 4	1	1
Band 5	1	0