

# MAYOR OF LONDON

**Caroline Russell AM**  
Chair of the Meeting  
[AssemblyChair@london.gov.uk](mailto:AssemblyChair@london.gov.uk)

**Our ref:** MGLA191224-6838

**Date:** 28 May 2025

Dear Caroline,

## **London Assembly (Plenary) Meeting 05 December 2024 – Motions**

Thank you for your letter about the motions agreed at the London Assembly (Plenary) meeting on 5 December 2024. My reply to motion 3.2 is set out below.

### **Motion 3.2 – Private Hire Vehicle Drivers**

I understand your concerns regarding private hire vehicle (PHV) operators' compliance with employment law. I have been clear that all operators must comply with any employment laws that are applicable to them.

Transport for London (TfL) does not have legal powers to regulate employment matters or ensure that PHV operator licensees meet their obligations under employment law. This is a matter for specialist tribunals. PHV drivers have clear legal recourse through the employment tribunal system if they consider an employer is not playing by the rules.

It is not TfL's function to enforce employment law in general. TfL does have a limited role to play in that it can take into account a finding of an Employment Tribunal – or other appropriate body – that an operator has breached employment law if the findings are relevant to the operator's fitness and propriety to hold an operator's licence.

Regarding sharing journey data, I am aware that other world cities, such as Chicago and New York, have requirements in place for PHV operators to provide data to them. This is likely to have been achieved in accordance with the relevant legislation that applies to the licensing and regulation of taxi and private hire services in those cities.

TfL's Licensing and Regulation department has some voluntary data-sharing arrangements in place with taxi app companies and PHV operators regarding work it is carrying out on its licence fee structure, and as part of its review of the Knowledge of London process.

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However, TfL can only put in place requirements for the grant of a licence and licence conditions in relation to its regulatory functions and for safety reasons. Any data-sharing requirements, including the sharing of passenger journey data, would need to be justified by reference to public safety and would also need to consider data privacy issues.

I have asked TfL to explore the routes and options available for sharing private hire journey data, including discussing data sharing with the taxi and private hire industries to understand what information they may be able to provide, subject to data privacy issues.

I have also asked TfL to explore what additional powers it could seek from the Government to require licensees to share relevant data, including taxi and PHV passenger journey data.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Sadiq Khan', with a small '2' written below the name.

**Sir Sadiq Khan**  
Mayor of London