

APPENDIX 1

Direction Document

London Bus Driver Retention Scheme

Background

- 1.1. Addressing the recruitment and retention of bus drivers for the public services operated by TfL is something I have identified as one of my key priorities, ensuring an appropriately skilled workforce of bus drivers in London, who are incentivised to remain in that role.
- 1.2. Bus driver recruitment and retention is becoming increasingly challenging in London. This has been exacerbated by Brexit and the weak pound which has made it more difficult to attract workers from Europe. Bus operators appointed by TfL have been making efforts to recruit and retain staff, including under apprenticeships but are proving unable to have a material impact on this issue.
- 1.3. London's buses are a crucial part of London's public transport network, and a key part of meeting my objective to encourage modal shift. The bus network has a role to play in providing suitable alternative to car use. As such, Policy 15 of my Transport Strategy focuses on improvements to the network, and this retention scheme will contribute to the quality of the network:

"The Mayor, through TfL and the boroughs, and working with stakeholders, will transform the quality of bus services so that they offer faster, more reliable, accessible, comfortable and convenient travel by public transport, while being integrated with, and complementing, the rail and Tube networks."

- 1.4. I expect that alleviating recruitment and retention difficulties faced in relation to bus drivers in London will contribute to a more experienced and resilient workforce of bus drivers, supporting the continued delivery of London public bus service and the delivery of Vision Zero. I have, therefore, decided that a bus driver retention payment scheme should be implemented and operated until May 2024, with payments of up to £1,600 per driver working on a bus route contracted by Transport for London payable in stages: a payment of £1,000 at two years' service and a further £600 after a further year with the same operator (the Scheme). Eligible drivers with more than two years' service at the inception of the Scheme will receive a payment of £1,000; Eligible drivers with more than three years' service at the inception of the Scheme will receive a composite payment of £1,600.
- 1.5. I consider it appropriate that the GLA should grant fund to TfL £34 million to address the initial costs of the scheme and the cost to TfL of future payments under the Scheme (currently estimated at £3.5 million per year) will be considered in future TfL business planning and GLA Group budget processes.

Mayoral Direction

In accordance with section 155(1)(c) of the Greater London Authority Act 1999 I hereby direct Transport for London to prepare, finance and implement the Scheme.

Signed:
Mayor of London

Dated: 21/3/20