

[illegible]

KEY BREXIT RELATED RISK MANAGEMENT PLANS - FINANCIAL AND PEOPLE

Risk Mngt Plan Ref. No.	Work-Stream	Event / Effect	Time to Impact	Existing Controls	Mitigation Actions Internal	Mitigation Owners Internal	Requirements from Government (Actions)	Date Mitigations to be completed by
RMP-004	Treasury	[REDACTED]	Short Term	[REDACTED]	[REDACTED]	Ian Nunn	[REDACTED]	
RMP-005	Treasury	[REDACTED]	Short Term		[REDACTED]	Graeme Craig Lester Hampson		
RMP-006	HR	<b>Skills/staff availability shortage &amp; increased costs</b> -Loss of current staff -Shrinkage of skilled-labour pool -Shortage of low-cost labour -Admin and/or recruitment costs to replace leavers -UK and London (&TfL) less attractive place to work	Medium Term	Recruitment work on pipeline of candidates and other options to ensure we have a robust candidate pool and employer brand in order to attract and retain candidates	1. Review and update recruitment process (for attracting competitive skills to TfL) and align with Mayoral messaging 2. Review and define how negotiations are undertaken with third parties re: workforce 3. Explore and recommend how schemes (Apprentice, Graduates, Smart Sourcing) can potentially address future skills gaps for 2018. 4. Assess the impact of any new immigration restrictions that are to be complied with.	Charlotte Johns	Explore opportunities for lobbying for a fast track visa process for recognised scarce skills resources	Ongoing (subject to review following article 50)
RMP-007	HR	<b>Shortage of skilled labour</b> , due to potential restrictions on non-UK workers and UK skilled workers seeking opportunities overseas increases cost to the project	Medium Term	Recruitment work on pipeline of candidates and other options to ensure we have a robust candidate pool and employer brand in order to attract and retain candidates	1. Marketing to ensure TfL is competitive in attracting skills from a diminishing pool	Charlotte Johns	Explore opportunities for lobbying for a fast track visa process for recognised scarce skills resources	Ongoing (subject to review following article 50)
RMP-008	HR	<b>Increased immigration restrictions</b> result in scarce skills becoming harder and/or more expensive to hire	Medium Term	Recruitment work on pipeline of candidates and other options to ensure we have a robust candidate pool and employer brand in order to attract and retain candidates	1. Marketing to ensure TfL is competitive in attracting skills from a diminishing pool 2. A competitive reward package is offered	Charlotte Johns Peter Robinson		Ongoing (subject to review following article 50)
RMP-009	HR	<b>Due to actual or speculation around potential outcomes employee morale is impacted</b> (potentially impacted individuals and colleagues) affecting the performance of TfL staff and third party staff across the organisation. There could be a significant impact on cleaners and caterers for example.	Medium Term	Communication channels to enable communication to all staff and key suppliers	1. Communication is important to give a consistent message to all staff 2. WB to work with Comms team on wording and appropriate comm's channel(s) when key Government announcements are made that have a direct impact on TfL employees.	Vicky Hall		Post article 50 and ongoing as required

**KEY BREXIT RELATED RISK MANAGEMENT PLANS - FINANCIAL AND PEOPLE**

Risk Mngt Plan Ref. No.	Work-Stream	Event / Effect	Time to Impact	Existing Controls	Mitigation Actions Internal	Mitigation Owners Internal	Requirements from Government (Actions)	Date Mitigations to be completed by
RMP-010	HR / CD	<b>Property Construction Costs</b>  There is a risk that if immigration is limited, particularly for skilled workers, the UK will have higher construction costs if labour demand is higher than supply. This may also delay the construction of houses which will impact the mayoral priority of increasing the supply of houses in	Medium Term	Cost plans adjusted to shows a 3% raise in costs for 2017-18 budget submission	1. Continue to monitoring costs to continue to ensure previous adjustment of 2017-18 budget is feasible  2. Investigating options to partner with the Tunnelling and Underground Construction Academy (TUCA) as a feeder to address shortage of construction labour supply	<b>Property Development Director</b>  <b>Lester Hampson</b>	1. Appropriate lobbying for sensible UK approach to agreeing EU Nationals freedom of movement  2. GLA / Government to incentivise construction courses	
RMP-011	CD	<b>Advertising Income</b>  There is a risk that brexit will decrease UK GDP. GDP is linked to advertising income and so there is a risk that advertising income will reduce. (Rule of thumb: 1% decrease in GDP corresponds to 5% decrease in advertising income)	Medium Term		1. Work with Exterion to monitor this, however TfL Contracts currently include contracted income on the majority of income	<b>Head of Commercial Media</b>  <b>Chris Reader</b>		
RMP-012	CD	<b>Cost of Materials</b>  There is a risk that a hard brexit would stop the free movement of goods within the EU. This would lead to an increase in cost and shortage of construction materials through additional duties or restrictions. It is estimated that 63% of building materials are currently imported from the EU (eg. cladding, lifts, glass - Saint Gobain, timber)	Medium Term	2-3% additional contingency included in appraisals and cost plans for 2017-18 budget submission	1. Working with Developers who have existing supply chains in a competitive market	<b>Property Development Director</b>  <b>Lester Hampson</b>	Lobby for a tariff neutral position on construction materials	
RMP-013	CD	<b>Demand and Value of Property</b>  There is a risk that demand for Central london property will decrease due to less certainty which will result in less value in property development schemes. (60% of projects currently in zones 1 & 2).  Possible demand reduction for commercial properties will result in less value in property development commercial schemes	Medium Term	Amended Investment Strategy to prioritise outer london projects.	1. Investment Strategy now to focus on Zone 3+ to keep portfolio steady in the short-term. Paper to shortly advance to Commercial Development (CD) Investment Committee and then on to CD Advisory Board for endorsement  2. Monitor movement of market and maintain feasibility pipeline to enable quick response when market improves.	<b>Property Development Director</b>  <b>Lester Hampson</b>		
RMP-014	CP	<b>Exchange Rates &amp; Tariffs</b>  Adverse exchange rates and application of tariffs lead to an increase in the costs of goods manufactured and raw materials supplied from outside of the UK.	Short Term		1. Hedge FX where possible  2. Leverage - run similar procurements together for better value (Category Management)  3. Increase competition - engage in more competitive practices, reduce single sourcing	<b>Head of Procurement</b>		
RMP-015	CP	<b>Reduction in Labour Supply</b>  Ability of supply chain to be able to deliver requirements of Service Contracts reduced due to critical labour shortages, leading to contractual cost premiums and/or deterioration of services	Medium Term		1. Increase competency of labour force through direct engagement of the supply chain  2. Identify opportunities to build in house capability	<b>Head of Procurement</b>		

KEY BREXIT RELATED RISK MANAGEMENT PLANS - FINANCIAL AND PEOPLE								
Risk Mngt Plan Ref. No.	Work-Stream	Event / Effect	Time to Impact	Existing Controls	Mitigation Actions Internal	Mitigation Owners Internal	Requirements from Government (Actions)	Date Mitigations to be completed by
RMP-016	CP	<b>Increased Complexity of UK Trade</b>  Willingness of global market to continue to do business with UK reduced, leading to smaller pool of potential suppliers and therefore reduced competition	<b>Medium Term</b>		1. Encourage competition of the supply chain  2. Better assurance in relation to anti-competitive practices	<b>Head of Procurement</b>	1. Market facilitation - reductions in barriers to entry for new and emergent companies 2. Explore proposition with HM Revenue & Customs on whether possibility of claiming back payments made to EU Suppliers	
RMP-017	CP	<b>Uncertain Regulatory Landscape</b>  Uncertainty in regulatory scope causes ambiguity, leading to reduced procurement activity	<b>Medium Term</b>		1. Encourage competition of the supply chain		1. Clarity over Regulatory intent and understanding 2. Ensure measures in the Great Repeal Bill include full consultationn with stakeholders with any regulatory change.	