

Breakdown of Labour Costs

Area; Representative grade or average	Bid Component					[100%]
	E	F	G	H	I	
Wage; Base wage (ie paid to the individual) %		National Insurance Contribution (% MarkUp on Base Wage) %	Holiday Entitlement (% MarkUp on Base Wage)	Direct Costs including training, PPE etc (% MarkUp on Base Wage)	Overhead, Operating Costs & Profit (% MarkUp on Base Wage)	
Labour 01 - Track Skilled Operative	73.0%	6.7%	10.0%	1.2%	9.1%	0.0%
Labour 01 - Track handback	64.4%	10.0%	10.0%	6.5%	9.1%	0.0%
Labour 02 - Support grades	64.4%	10.0%	10.0%	6.5%	9.1%	0.0%
Labour 03 - Track Protection Licenses	64.4%	10.0%	10.0%	6.5%	9.1%	0.0%

TABLE 5 - Materials Handling Charge

Materials Handling Charge %	Percentage Mark Up %
	15%

TABLE 6 - Vehicles

Type	Price per shift £
1.5 tonne Flatbed	£ 57.08
3.5 tonne Tipper	£ 58.50
3.5 tonne Flatbed	£ 58.50
7.5 tonne Tipper	£ 119.02
Minibus 8 seater	£ 58.81
Minibus 16 seater	£ 71.68
Small Van (e.g.VW Caddy)	£ 39.39
Transit type van	£ 49.41

TABLE 7 - Volume Discounts

value of orders placed (excluding VAT) to the Contractor under the framework agreement in each financial year (April 1 - March 31).

Volume Discount Band (eg £1m to £1,499,999)	Discount (%)
£20,000,001 < v < £22,000,000	1%
£22,000,001 < v < £24,000,000	2%
£24,000,001 < v < £26,000,000	3%
£26,000,001 < v < £28,000,000	4%
£28,000,001 < v < £30,000,000	5%
£30,000,001 < v < £35,000,000	8%

TABLE 8 - Supplier Assumptions

Reference	Details of Assumption
1	Assumed no increase in London Minimum Wage
2	All rates are based upon a set gang of a minimum of 8 operatives
3	Assume no changes in vehicle legislation
4	Plant List is in accordance with Appendix C, Framework Agreement for the supply of track labour
5	It is assumed that at the end of each shift all plant to be returned to stores, signed of by the authorised signatory within the stores
6	Assumed that the Safe Work Leader
7	Assumed that Possession Support (3 -
8	Rates assume for week shift in
9	Volume discount is calculated within the banding structure shown and the sum of the bands equates to the total discount offered, i.e. if a turnover of £28m is generated for the Lot 2 works, a discount of £200,000.00 will be provided
10	
11	
12	
13	
14	
15	
16	
17	
18	
19	
20	
21	

TABLE 9 - Bidder Caveats

Reference	Details of Caveat	Price/Value of Caveat	Included in Pricing Yes/No
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
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16			
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19			
20			
21			
22			

Invitation to Tender for the supply of Lump Sum Packaged Works under a Nil Value Framework (Lot 2)

Contents Page

Tenderer ref: 53452

TECHNICAL

T7 Competency matrix and training matrix

The Framework

Work Package - TfL 00249 Package 02001

Work Package - TfL 00249 Package 02002

Work Package - TfL-00249 Package 02004



Invitation to Tender for the supply of Lump Sum Packaged Works under a Nil Value Framework (Lot 2)

Contents Page

Tenderer ref: 53452

TECHNICAL

T7 Competency matrix and training matrix

Work Package - TfL 00249 Package 02001



1945

[illegible]

Competency Matrix

Package Number:

02001 BCV21L1/12 - gang A

Tender Reference No

53452

First Name	Surname	Grade	Number of Years in a track being	Number of years grade held	Re-roving										Reconstraining				Spit Re-aligner Tube	Bendingshaft Insulated track	Re-Weathering Insulated track	Switch & crossing replacement	Fitting				Top & Line		What had rustproofed	Top up sleepers	Ree in Ballast	Burn & Reseal Sleepers	Insulation						Rail Tensioning/strutting	Hydraulic concrete ramming	Coupling platform / track	Track Infrastructure handling																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
					Plate Lino	1/4" for 1/4" (400mm) (1/4" & 1/2")	3/4" to 1/2" using 1/4" Lino (400mm) (1/4" & 1/2")	Concrete/Steel	Plate Lino	Chairs Rail	FR	FR	FR	FR	FR	FR	FR	FR					FR	FR	FR	FR	FR	FR					FR	FR	FR	FR	FR	FR					FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR	FR

Key:

Score	Risk	Criteria
5	Very Low Risk	5+ years experience of activity
4	Low Risk	3+ years experience of activity
3	Medium Risk	1+ year experience of activity
2	High Risk	New to activity
1	Very High Risk	New to grade and activity

Training Matrix

Package Number:

42993 06/01/2004 0

Tender Reference No.

[illegible]

20 Year
 Minimum 1
 Minimum 1
 Minimum 0
 As well as Minimum

Movie watched		Movie		Was affected by any facts	Impact of facts
Rank	Position	Director	Movie		
1	1	James Cameron	Avatar	Avatar	Avatar
2	2	James Cameron	Avatar	Avatar	Avatar
3	3	James Cameron	Avatar	Avatar	Avatar
4	4	James Cameron	Avatar	Avatar	Avatar
5	5	James Cameron	Avatar	Avatar	Avatar
6	6	James Cameron	Avatar	Avatar	Avatar
7	7	James Cameron	Avatar	Avatar	Avatar
8	8	James Cameron	Avatar	Avatar	Avatar
9	9	James Cameron	Avatar	Avatar	Avatar
10	10	James Cameron	Avatar	Avatar	Avatar
11	11	James Cameron	Avatar	Avatar	Avatar
12	12	James Cameron	Avatar	Avatar	Avatar
13	13	James Cameron	Avatar	Avatar	Avatar
14	14	James Cameron	Avatar	Avatar	Avatar
15	15	James Cameron	Avatar	Avatar	Avatar
16	16	James Cameron	Avatar	Avatar	Avatar
17	17	James Cameron	Avatar	Avatar	Avatar
18	18	James Cameron	Avatar	Avatar	Avatar
19	19	James Cameron	Avatar	Avatar	Avatar
20	20	James Cameron	Avatar	Avatar	Avatar
21	21	James Cameron	Avatar	Avatar	Avatar
22	22	James Cameron	Avatar	Avatar	Avatar
23	23	James Cameron	Avatar	Avatar	Avatar
24	24	James Cameron	Avatar	Avatar	Avatar
25	25	James Cameron	Avatar	Avatar	Avatar
26	26	James Cameron	Avatar	Avatar	Avatar
27	27	James Cameron	Avatar	Avatar	Avatar
28	28	James Cameron	Avatar	Avatar	Avatar
29	29	James Cameron	Avatar	Avatar	Avatar
30	30	James Cameron	Avatar	Avatar	Avatar
31	31	James Cameron	Avatar	Avatar	Avatar
32	32	James Cameron	Avatar	Avatar	Avatar
33	33	James Cameron	Avatar	Avatar	Avatar
34	34	James Cameron	Avatar	Avatar	Avatar
35	35	James Cameron	Avatar	Avatar	Avatar
36	36	James Cameron	Avatar	Avatar	Avatar
37	37	James Cameron	Avatar	Avatar	Avatar
38	38	James Cameron	Avatar	Avatar	Avatar
39	39	James Cameron	Avatar	Avatar	Avatar
40	40	James Cameron	Avatar	Avatar	Avatar
41	41	James Cameron	Avatar	Avatar	Avatar
42	42	James Cameron	Avatar	Avatar	Avatar
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44	44	James Cameron	Avatar	Avatar	Avatar
45	45	James Cameron	Avatar	Avatar	Avatar
46	46	James Cameron	Avatar	Avatar	Avatar
47	47	James Cameron	Avatar	Avatar	Avatar
48	48	James Cameron	Avatar	Avatar	Avatar
49	49	James Cameron	Avatar	Avatar	Avatar
50	50	James Cameron	Avatar	Avatar	Avatar
51	51	James Cameron	Avatar	Avatar	Avatar
52	52	James Cameron	Avatar	Avatar	Avatar
53	53	James Cameron	Avatar	Avatar	Avatar
54	54	James Cameron	Avatar	Avatar	Avatar
55	55	James Cameron	Avatar	Avatar	Avatar
56	56	James Cameron	Avatar	Avatar	Avatar
57	57	James Cameron	Avatar	Avatar	Avatar
58	58	James Cameron	Avatar	Avatar	Avatar
59	59	James Cameron	Avatar	Avatar	Avatar
60	60	James Cameron	Avatar	Avatar	Avatar
61	61	James Cameron	Avatar	Avatar	Avatar
62	62	James Cameron	Avatar	Avatar	Avatar
63	63	James Cameron	Avatar	Avatar	Avatar
64	64	James Cameron	Avatar	Avatar	Avatar
65	65	James Cameron	Avatar	Avatar	Avatar
66	66	James Cameron	Avatar	Avatar	Avatar
67	67	James Cameron	Avatar	Avatar	Avatar
68	68	James Cameron	Avatar	Avatar	Avatar
69	69	James Cameron	Avatar	Avatar	Avatar
70	70	James Cameron	Avatar	Avatar	Avatar
71	71	James Cameron	Avatar	Avatar	Avatar
72	72	James Cameron	Avatar	Avatar	Avatar
73	73	James Cameron	Avatar	Avatar	Avatar
74	74	James Cameron	Avatar	Avatar	Avatar
75	75	James Cameron	Avatar	Avatar	Avatar
76	76	James Cameron	Avatar	Avatar	Avatar
77	77	James Cameron	Avatar	Avatar	Avatar

Competency Matrix

Package Number:

02801 0CY211/12 Gang 8

Tenderer Reference No

58482

Post Name	Station	Number of Years in a track Gang	Number of years grade held	Re-railing				Reconditioning				Spot Re-pave Tube	Re-lapager ballasted track	Re-lapager ballasted track	Ballast & gravel replacement	Kettle				Top & Line		Vib bed application	Tieup change	Box in Ballast	Bars & Plastics Pump Ball	Installation					Rail Technology/Testing	Hydraulic capacity testing	Coasting platform / track	Track Substructure handling
				Plate Line	Line for Liner Replacement (PB & BL)	BL to PB using JRP/100	BL to PB using VLS Line Base plates (6 Lin adaptors)	Check Rail	Plate Line	Check Rail	PG					PBC Tube Track	PBC Subballast Track	Conductor Rail Ballasted Track	Conductor Rail Tube Track	Lock Wheel Ramps	Tube Track					Ballasted Track	Points & Crossings Tube Track	Points & Crossings Ballasted Track	Points and Rail Installation	Bridge Structures				
1	Ben	Shore	8	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
2	John	Ramsay	11	11	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
3	Paul	Butcher	8	8	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
4	Sam	Chapman	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
5	Michael	Adams	12	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
6	Adam	Tanner	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
7	Shawn	White	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
8	Martin	Tool	4	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
9	Errol	Taylor	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
10	Mark	Wheat	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
11	Valentin	Jackman	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
12	Stefan	Bell	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
13	Stanley	Wheat	8	8	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
14	Markus	Burns	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
15	Duncan	Turkey	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
16	Donald	White	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
17	Georgie	Cartel	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	

Key:		Criteria	
Score	Risk		
1	Very Low Risk	20 years experience of activity	
2	Low Risk	15 years experience of activity	
3	Medium Risk	10 years experience of activity	
4	High Risk	New to activity	
5	Very High Risk	New to grade and activity	

Invitation to Tender for the supply of Lump Sum Packaged Works under a Nil Value Framework (Lot 2)

Contents Page

Tenderer ref: 53452

TECHNICAL

T7 Competency matrix and training matrix

Work Package - TfL 00249 Package 02002



Training Matrix

Package Number:

SMBJ Building Design - (RFP) 75	Tenderer Reference No.	SMBJ
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[illegible]

604



1. **Abstract**
 2. **Introduction**
 3. **Methods**
 4. **Results**
 5. **Conclusion**

Editors are

[illegible]

Competency Matrix

Package Number:

02002 Rutlip Depot - DAYS 75 point possessi

Tenderer Reference No

53452

[illegible]

Key:					
Score	Risk				Critique
1	Very Low Risk				no prior experience of activity
2	Low Risk				1 or more elements of activity
3	Moderate Risk				1 or more experience of activity
4	High Risk				new to activity
5	Very High Risk				have no prior experience of activity

Package Number:

Tenderer Reference No

2.00

King

Red
White
Green
Yellow

Left Wall
Middle Wall
Right Wall
Bottom Wall

West women			All Methods and Types		Import Status	
Year	Name	Country	Style	Weight	Year	Country
1960	Patricia	USA	Heard & West Technique	130 lbs	1960	Rachel Sandstrom
1961	Patricia	USA	West Technique, Super Judo	130 lbs	1961	Patricia Sandstrom
1962	Patricia	USA	West Technique	130 lbs	1962	Patricia Sandstrom
1963	Patricia	USA	West Technique	130 lbs	1963	Patricia Sandstrom
1964	Patricia	USA	Heard & West Technique	130 lbs	1964	Patricia Sandstrom
1965	Patricia	USA	West Technique	130 lbs	1965	Patricia Sandstrom
1966	Patricia	USA	West Technique	130 lbs	1966	Patricia Sandstrom
1967	Patricia	USA	West Technique	130 lbs	1967	Patricia Sandstrom
1968	Patricia	USA	West Technique	130 lbs	1968	Patricia Sandstrom
1969	Patricia	USA	West Technique	130 lbs	1969	Patricia Sandstrom
1970	Patricia	USA	West Technique	130 lbs	1970	Patricia Sandstrom
1971	Patricia	USA	West Technique	130 lbs	1971	Patricia Sandstrom
1972	Patricia	USA	West Technique	130 lbs	1972	Patricia Sandstrom
1973	Patricia	USA	West Technique	130 lbs	1973	Patricia Sandstrom
1974	Patricia	USA	West Technique	130 lbs	1974	Patricia Sandstrom
1975	Patricia	USA	West Technique	130 lbs	1975	Patricia Sandstrom
1976	Patricia	USA	West Technique	130 lbs	1976	Patricia Sandstrom
1977	Patricia	USA	West Technique	130 lbs	1977	Patricia Sandstrom
1978	Patricia	USA	West Technique	130 lbs	1978	Patricia Sandstrom
1979	Patricia	USA	West Technique	130 lbs	1979	Patricia Sandstrom
1980	Patricia	USA	West Technique	130 lbs	1980	Patricia Sandstrom
1981	Patricia	USA	West Technique	130 lbs	1981	Patricia Sandstrom
1982	Patricia	USA	West Technique	130 lbs	1982	Patricia Sandstrom
1983	Patricia	USA	West Technique	130 lbs	1983	Patricia Sandstrom
1984	Patricia	USA	West Technique	130 lbs	1984	Patricia Sandstrom
1985	Patricia	USA	West Technique	130 lbs	1985	Patricia Sandstrom
1986	Patricia	USA	West Technique	130 lbs	1986	Patricia Sandstrom
1987	Patricia	USA	West Technique	130 lbs	1987	Patricia Sandstrom
1988	Patricia	USA	West Technique	130 lbs	1988	Patricia Sandstrom
1989	Patricia	USA	West Technique	130 lbs	1989	Patricia Sandstrom
1990	Patricia	USA	West Technique	130 lbs	1990	Patricia Sandstrom
1991	Patricia	USA	West Technique	130 lbs	1991	Patricia Sandstrom
1992	Patricia	USA	West Technique	130 lbs	1992	Patricia Sandstrom
1993	Patricia	USA	West Technique	130 lbs	1993	Patricia Sandstrom
1994	Patricia	USA	West Technique	130 lbs	1994	Patricia Sandstrom
1995	Patricia	USA	West Technique	130 lbs	1995	Patricia Sandstrom
1996	Patricia	USA	West Technique	130 lbs	1996	Patricia Sandstrom
1997	Patricia	USA	West Technique	130 lbs	1997	Patricia Sandstrom
1998	Patricia	USA	West Technique	130 lbs	1998	Patricia Sandstrom
1999	Patricia	USA	West Technique	130 lbs	1999	Patricia Sandstrom
2000	Patricia	USA	West Technique	130 lbs	2000	Patricia Sandstrom
2001	Patricia	USA	West Technique	130 lbs	2001	Patricia Sandstrom
2002	Patricia	USA	West Technique	130 lbs	2002	Patricia Sandstrom
2003	Patricia	USA	West Technique	130 lbs	2003	Patricia Sandstrom
2004	Patricia	USA	West Technique	130 lbs	2004	Patricia Sandstrom
2005	Patricia	USA	West Technique	130 lbs	2005	Patricia Sandstrom
2006	Patricia	USA	West Technique	130 lbs	2006	Patricia Sandstrom
2007	Patricia	USA	West Technique	130 lbs	2007	Patricia Sandstrom
2008	Patricia	USA	West Technique	130 lbs	2008	Patricia Sandstrom
2009	Patricia	USA	West Technique	130 lbs	2009	Patricia Sandstrom
2010	Patricia	USA	West Technique	130 lbs	2010	Patricia Sandstrom
2011	Patricia	USA	West Technique	130 lbs	2011	Patricia Sandstrom
2012	Patricia	USA	West Technique	130 lbs	2012	Patricia Sandstrom
2013	Patricia	USA	West Technique	130 lbs	2013	Patricia Sandstrom
2014	Patricia	USA	West Technique	130 lbs	2014	Patricia Sandstrom
2015	Patricia	USA	West Technique	130 lbs	2015	Patricia Sandstrom
2016	Patricia	USA	West Technique	130 lbs	2016	Patricia Sandstrom

Competency Matrix

Package Number:

02002 Runup Depot - Nights 75 point post Tender Reference No 53452

Risk Items	Duration	Gndp	Number of Years in a track Gang	Number of years grade/ded	No-rail				Reconditioning			Spot On danger Tools	Hydro-pneumatic Drills	Air Ventilation ballast tool	Grout & grouting equipment	Rattle					Top & Line		Weld bed maintenance	Top up shingle	Bore in Ballast	Bore & Reserve Sleep Ball	Installation							Ball Trenching/laying	Hydraulic concrete bursting	Clacking platform / tank	Track Infrastructure handling																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
					Plaster	Like for Like Replacement (G/S & S)	Bit to 15 using NTP 390s	Bit to 15 using Vix Line Base plates (S. Lin. shovels)	Check-Rail	Plan Line	Check Rail					PS	FGC Tube Tools	RSC Ballast Tool	Conductor Rail Ballast Tool	Conductor Rail Tube Tools	Lock Wheel Release	Tube Track					Ballast Track	Stationary Guards	Points & Overlays, Vike Tools	Points & Overlays, Ballast Tools	Work and Ball Installation	Bridge Work	Direct On track																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
1	Vincent	Cheney	PWT	8	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1</

Key:

Score	Risk	Criteria
1	Very Low Risk	10 years experience of activity
2	Low Risk	5 years experience of activity
3	Medium Risk	1-4 years experience of activity
4	High Risk	New to activity
5	Very High Risk	New to grade and activity

Package Number:

2020-2021 Financial Year	2020-2021 Financial Year	Tenderer Reference No	55452
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Diagram illustrating a 5-layered structure (likely a stack of plates or a multi-layered material) with a legend:

- Layer 1 (Top): Red
- Layer 2: White
- Layer 3: Yellow
- Layer 4: Green
- Layer 5 (Bottom): Blue

Legend:

- Red: 1. Red
- White: 2. White
- Yellow: 3. Yellow
- Green: 4. Green
- Blue: 5. Blue

[illegible]

Competency Matrix

Package Number:

02002 Ruilip Depot - con rail modn enpr

Tenderer Reference No

54452

Ref Name	Signature	Grade	Number of Years in a track Gang	Number of years grade held	Re-roading				Re-maintenance			Expert for Shopper Tube	Re-roader Inflated track	Re-roading Inflated track	Switch & crossing replacement	Fettis					Top & Silt		Silt bed repositioning	Top up sludge	Sew in Ballast	Auto & Manual Ramp Roll	Installation					Silt Trenching/Re-siting	Hydraulic concrete handling	Do-Asing platforms / track	Track infrastructure handling
					Plain Line	Tube for Line Replacement (PB & SW)	Silt to PB using MTP 290s	Silt to PB using Vile Line Base plates (S. Lin. stations)	Clutch-Roll	Plate Mats	Clutch-Roll					PT	PBC Tube Track	PBC Self-Load Track	Conductor Rail Ballast Track	Conductor Rail Tube Track	Lock Wheel Ramps	Tube Track					Ballast Track	Waypoint Boards	Platform & Crossings Tube Track	Platform & Crossings Ballast Track	Platform and Rail Installation				
1	Leeds	Widley	TH033	5.5	5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
2	Johns	Rigby	Chargeland	5.5	5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
3	Thy	Romilly	Chargeland	5	5.5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
4	Orben	Id	Stony (M74)	5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
5	Stecher	Went	WOT-00	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
6	Rossi	Substancia-Carabida	SP	5	5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
7	Gilbert	Substancia-Rosita	SP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
8	Stephen	Johns	SP	1.5	1.5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
9	Phelan	Kilmer	SP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
10	Joseph	Quay	SP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
11	Flourin-Crest	Bertha	SP	4	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
12	Neil	King	SP	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
13	Michael	Went	SP/L&E up	11	11	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
14	Shannon	Burnell	SP	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
15	Thy	Rigby	SP	4.5	5.5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
16	Widley	Rigby	SP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
17	Id	Stony	SP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
18	David	O'Connor	SP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
19	Burnell	Adelaide	SP	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
20	Marion	Pease	SP	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
21	Aaron	Courtney	SP	5	5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
22	John	Clayton	SP	2.5	2.5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
23	Christopher	Went	SP	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
24	Marion	Van Nieuwen	SP	2.5	2.5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
25	Leon	Van Nieuwen	SP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
26	John	Foster	SP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
27	Adam	Donda	SP	4.5	4.5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
28	Leif	Donda	SP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
29	Abel	Went	SP	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	

Key:		Criteria	
Score	Risk	5+ years experience of activity	
4	Low Risk	3+ years experience of activity	
3	Medium Risk	1+ year experience of activity	
2	High Risk	New to grade and activity	
1	Very High Risk		

Invitation to Tender for the supply of Lump Sum Packaged Works under a Nil Value Framework (Lot 2)

Contents Page

Tenderer ref: 53452

TECHNICAL

T7 Competency matrix and training matrix

Work Package - TfL-00249 Package 02004



Package Number:

Tenderer Reference No

51412

Key

200 Jahre
Millennium 1
Millennium 2
Millennium 3
das erste Millennium

[illegible]

Competency Matrix

Package Number:

02084 BCY3D52

Tenderer Reference No

53452

Post Name	Duties	Grade	Number of Years (on track/ day)	Number of years grade held	Re-railing				Reconstraining				Split Re-aligner Tube	Re-aligner Insulated track	Re-Timbering Insulated track	Switch & crossing replacement	Fettle					Top & Line		Gross bed consolidation	Top up shingle	Box in Ballast	Burn & Remove Sleep Rail	Insulation					Rail Tensioning/Draining	Hydraulic concrete bursting	De-icing platform / track	Track lubricator handling
					Plain Line	'A'line for Line Replacement (18 & 36)	Bit in 18 using SSP 390s	Bit in 18 using Vix Line Base plates (6 Lin subplates)	Close-Rail	Plate Lin	Close End	PS					P&C Tube Track	P&C Ballasted Track	Conductor Rail Ballasted Track	Conductor Rail Tube Track	Lack Wheel Ramps	Tube Track	Ballasted Track					Points & Crossings, Tube Track	Points & Crossings, Ballasted track	Points and Rail Installation	Bridge timbers	Direct to track				
1	Agren	Wahiti	T02	8	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
2	Mari	Bulky	BP10	4	1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
3	Louie	Righty	BP10	6.5	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
4	Grady	Righty	PM10PM	7	6	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
5	Jordan	Righty	PM10PM	8	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
6	Blair	Righty	BP1	10	10	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
7	Francis	La Brea	BP1	12	12	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
8	George	Romanos	BP1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
9	Eda	Shagbaw	BP1	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
10	Jordan	Righty	BP1	2.5	2.5	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
11	Robert	Righty	BP1	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
12	Tony	Righty	BP1	6.5	6.5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
13	Yamash	Righty	BP1	1	1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
14	Ray	Waller	BP1	5	5	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
15	Wendy	Righty	BP1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
16	Archie	Righty	BP1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
17	Charles	Righty	BP1	8	8	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
18	David	Righty	BP1	3.5	3.5	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
19	George	Righty	BP1	1	1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
20	Alan	Righty	BP1	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
21	Robert	Righty	LAE/PM	1	1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
22	Robert	Righty	LAE/PM	1	1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	

Key:

Score	Risk	Criteria
1	Very Low Risk	10 years experience of activity
2	Low Risk	5 years experience of activity
3	Medium Risk	1-5 years experience of activity
4	High Risk	New to activity
5	Very High Risk	New to grade and activity

Attachment 1 – Strategic Labour Needs and Training Activity Breakdown

Title – SLNT Activity Breakdown

Please complete the following table outlining how you intend to meet your SLNT commitments.

Table 1:

SLNT Activity Breakdown

SLNT Activity Breakdown							Cross Check	
SLNT Activity Area	Priority Output	Year 1	Year 2	Year 3	Year 4	Totals	SLNT Value	SLNT Totals
Apprenticeships								
- Apprentices Job Start (FTE)	Y	6	6	6	6	24	1	24
- Workless Apprentice Job Start (FTE)	Y	6	6	6	6	24	1	24
- Apprentices Start (Existing Staff)	Y	3	3	3	3	12	1	12
Worklessness								
- Workless Job Starts (FTE)	Y	4	4	4	4	16	1	16
- Workless Graduate Job Start (FTE)	Y	1	1	1	1	4	1	4
Educational / Career Support								
- Placement Positions (Days)			20	20	20	60	20	3
- School Engagement (Days)		5	5	5	5	20	20	1
Job Creation								
Job Start non-worklessness (FTE)		3	3	3	3	12	1	12
Total SLNT Activity								96
Priority Activities								80

Please detail any information or assumptions relevant to the above outputs you have indicated as meeting your SLNT requirements:

Additional Information/ Assumptions (max 250 words)

Content:

We have populated the matrix based on our past experience of SLNT delivery and the information requested above. Due to the nature of the Framework, the exact number of SLNT outputs that we will be required to deliver cannot be confirmed at this stage. However, we have assumed the requirement will be approximately £24m per annum over four years.

We made a commitment in 2010 to support the Mayoral SLNT agenda, whether a contractual requirement or not. Consequently, all our contract recruitment is targeted at supporting TfL's SLNT goals wherever possible. We source candidates for all our apprenticeships from work programmes, focusing on NEETS and underprivileged/'hard to reach' groups.

All new job roles, particularly entry level roles, are considered for SLNT-focused recruitment.

We have developed an extensive apprenticeship programme over the last five years, with recruitment of NEETs at its heart.

We have worked closely with TfL's Supplier Skills Team (SST), and have particularly benefited from the 'Route into Work' Programme through which we have successfully recruited over 40 apprentices in the last five years.

Title: SLNT Implementation Arrangements

Content: (max 250 words)

What arrangements you will put in place to put the plan into action during contract implementation including:

- The transfer of knowledge from bid team to the project team;
- Engagement with TfL to develop the agreed SLNT Delivery Plan;
- Appointment of the SLNT Co-ordinator and establishment of the required administration, management and reporting structure.

Transfer of knowledge

Our experience in delivering successful SLNT activity will continue on this Framework.

We will continue to apply the excellent internal communications between our HR function and delivery teams to ensure that every aspect of our SLNT delivery plan is implemented and managed appropriately.

We have established systems to monitor our SLNT delivery which have been tried and tested on many of our existing contracts. We currently record relevant SLNT information in our HR system for all recruitment across the Group that reflects all key SLNT activities (as detailed above).

Engagement with TfL

On award, we will engage with TfL at all levels to agree our SLNT Delivery Plan, and to ensure that it is realistic and achievable. We will hold regular meetings (at least quarterly) with the Supplier Skills Team (SST) during the Framework to ensure that the SLNT delivery plan remains relevant, effective and on target. We will work at all levels with the SST to ensure that we are communicating our requirements and using the various resources that they offer effectively and productively.

SLNT Co-ordinator

SLNT co-ordination comes under our GSD who will oversee the delivery of all programmes, ensuring that all committed targets are met, and that there is Board commitment to their successful delivery. Our GSM will manage our SLNT activities on a day-to-day basis.

Depending on any potential peaks in workload, we will consider appointing a dedicated SLNT Co-ordinator for the Framework team who will report all SLNT activity to the GSM. [250 words]

Title: Supply Chain Compliance

Content: (max 250 words)

If you are using sub-contractors in your work programme, please outline how you will ensure your SLNT requirements will be met through your sub-contractors: This should include:

- How you will include SLNT considerations in your selection, contracting and management of sub-contractors;
- How you intend to ensure your sub-contractors are aware of appropriate TfL/government support and funding streams for any SLNT activity they will be undertaking towards your stated SLNT outputs;
- How will you facilitate engagement between TfL's Supplier Skills Manager and your supply chain.

Use of subcontractors

We plan to make limited use of subcontractors on this Framework and, therefore, do not anticipate any need to engage them in assisting us in fulfilling our SLNT requirements.

However, should we feel that a subcontractor has become more integral to our supply chain and to delivery of the Framework, we will implement the following action plan.

Management of subcontractor SLNT delivery

We have a systematic approach to subcontractor selection, including an online vetting system. The online application is carried out in six stages, each of which is key to the approval process and the organisation's operations. We will include an additional requirement in the process to meet certain SLNT targets (as determined by our Framework team regarding the works being provided by the subcontractor).

Assistance

Our Group Support team will fully support our subcontractors in enabling them to access and understand the scope of the SLNT requirements. This will include:

- Workshops/individual meetings to ensure our subcontractors appreciate the values and reasoning behind SLNT, and other support open to them
- Introduction to the TfL Supplier Skill's team contacts we currently hold
- Introduction to other agencies whose services we currently use
- Invitation to attend joint recruitment/supplier events to assist in publicising and supporting combined opportunities (e.g. Prison Job Fairs, TfL Recruitment Events, 'Route into Work' Programme, etc.)
- Provision of detailed SLNT reporting templates and matrices, and support with initial set-up and completion
- Detailed guidance and support on the collection and retention of SLNT reporting data, including initial set-up [244 words]

continue throughout the life of the Framework.

TfL input

We will continue our work with TfL's Supplier Skills Team (SST), in particular, benefiting from the 'Route into Work' Programme through which we have successfully recruited over 40 apprentices in the last five years. [233 words]

Placement Positions

Content:

Programmes identified

We are actively involved in work placement schemes with schools, e.g. we offered four placements in July 2015 across the business. We will look to extend this, and identify further placement opportunities within our Company where we could assist priority groups in gaining valuable experience through the Framework.

We will approach Making the Leap to discuss programmes that they are currently running in our local area to see how we can assist them.

Our goal is to offer a placement lasting two weeks, providing individuals with induction training (through our in-house Academy) to enable them to understand the breadth and scope of work on the TfL infrastructure, and gain an appreciation of the skills and attributes required prior to offering them an interview for a permanent role.

Resources

Our GSD will oversee the delivery of all programmes, ensuring that all committed targets are met, and that there is Board commitment to their successful delivery. Our GSM will manage our SLNT activities on a day-to-day basis.

External funding streams

We will discuss the possibility of external funding with Making the Leap. We will also review the potential of Job Centre Plus funding for elements of the placement programmes identified.

Assumptions

We will successfully develop a programme with Making the Leap.

TfL input

We will approach the TfL team as part of our regular engagement to identify any additional opportunities they may be aware of, and/or we will provide further assistance to any programmes they are actively supporting. [248 words]

School Engagement

Content:

Programmes identified

We already run our own programmes with local schools, promoting the rail industry which we intend to continue throughout the Framework.

We will approach the Young Rail Professionals to discuss with them the school programmes in which they are already involved and where we could work with them to develop some more specific programmes tailored to our recruitment on the Framework.

We will also approach Making the Leap to discuss how we can build on our recruitment

Apprentice Start (Existing Staff)

Content:

Programmes identified

We offer the same apprenticeship programmes here plus an additional two as shown:

- Track engineering
- IT
- Business administration
- Quantity surveying
- Warehousing and store management
- *Leadership and supervision*
- *Training and development.*

To date our leadership and supervision and training and development programmes have been exclusively targeted to existing staff. In the last 24 months, 15 employees successfully completed these programmes. Ten of these achieved NVQ Level 3 in Rail Services (Supervision) – a specialist element of the leadership and supervision programme which we added to support our supervisors working in the TfL track environment.

Resources

Our GSD will oversee the delivery of all programmes, ensuring that all targets are met, and that there is Board commitment to their successful delivery. Our GSM will manage our SLNT activities on a day-to-day basis.

Both our GSD and GSM are actively involved in our Company's SLNT activities, which have successfully delivered five existing apprentice starts in the last two years.

External funding streams

All our apprenticeship schemes are supported by our external training providers, who manage the external funding streams on our behalf. We are aware of the planned changes to funding from 2017, and will put plans in place to manage these changes.

Assumptions

We have assumed that we will continue using our existing providers until 2017, and that we will successfully put the necessary foundations in place to administer the funding available ourselves from 2017 onwards.

TfL input

We do not anticipate any direct TfL input into this activity. *[241 words]*

Workless Job Start

Content:

Programmes identified

We will continue to work with TfL's Work Programme, A Fairer Chance, Sova, the St Giles Trust and Making the Leap to identify suitable workless candidates for our vacancies.

We will use these agencies and their work programmes, wherever possible, to source suitable candidates.

Resources

Our GSD will oversee the delivery of all programmes, ensuring that all targets are met, and