

TRANSPORT FOR LONDON STAFF WELFARE FUND

WORKING LIST OF BENEFICIARIES

This working list is intended to amplify the definition of ‘Welfare Fund Beneficiaries’ which is contained in the Deed of Grant. It is not a substitute for that definition, and nothing stated herein may be held to modify that definition in any way. In particular, the inclusion of examples in this working list is not to be taken to exclude any other undertaking with identical characteristics which happens not to be named.

The definition contained in the Deed of Grant will not alter during the existence of the TfL Staff Welfare Fund, but this working list will be amended from time to time by the Transport Benevolent Fund to take account of changes to the law or to corporate structures.

Taking into account the foregoing, ‘Welfare Fund Beneficiary’ may be taken to mean:

1. Anyone currently employed by Transport for London (TfL).
2. Anyone currently employed by any TfL subsidiary, which are (at the date of preparation of this working list) London Underground Ltd, London Dial-a-Ride, Docklands Light Railway, Transport Trading Ltd, London Bus Services Ltd (trading as East Thames Buses), London Buses Ltd, Victoria Coach Station Ltd, London River Services Ltd and London Transport Insurance Guernsey Ltd.
3. Anyone currently employed by a company which TfL formed (or joined with others in forming) by virtue of section 156 (1) of the Greater London Authority Act 1999, even if this is not legally a subsidiary of TfL. The only known example at the time of preparation of this working list is Cross London Rail Links Ltd.
4. Anyone currently employed by any private sector company provided that by virtue of that employment they have (or at any time have had) a statutory or contractual right to be a member of the TfL Pension Fund or any other TfL pension scheme prescribed by an order made under section 411 (1) of the GLA Act 1999. At the time of preparation of this working list, such companies are Metronet Rail BCV Ltd and Metronet Rail SSL Ltd, TubeLines Ltd, Tribal Technology Ltd, Cadbury Ltd, Electronic Data Systems Ltd, Cubic Transportation Systems Ltd, Thales Communication Services Ltd, , Capgemini UK plc, Dalkia Energy & Technical Services Ltd and EDF Energy Powerlink Ltd, but only those staff with the right to be members of the TfL Pension Fund (generally not including staff appointed by those companies following privatization). To be eligible under this paragraph, the person must have been eligible for TfL Pension Fund membership while working for the new company: eligibility which expired on transfer to the private sector does not count.
5. It must be understood that current employees of private sector companies who do not have a current right (and have never had a right previously) to be a member of the TfL Pension Fund as a consequence of that employment are not

eligible for help under paragraph 4, unless they qualify under another paragraph. This exclusion includes staff transferred to private bus companies, whose entitlement to be members of the TfL Pension Fund ceased on transfer to the private sector.

6. Anyone previously employed by any of the employers mentioned in paragraphs 1, 2 or 3 or any of the employees eligible for help under paragraph 4 and previously employed by any of the employers mentioned in that paragraph who left that employment because of redundancy, age or mental or physical ill-health. The Transport Benevolent Fund will need to be satisfied that employment ceased for one of these reasons.
7. Anyone previously employed by London Regional Transport (LRT), the London Transport Executive (LTE) or the London Transport Board (LTB) or any subsidiary of any of these bodies who left that employment because of redundancy, age or mental or physical ill-health. Again, the TBF will need to be satisfied that employment ceased for one of these reasons.
8. The dependants of anyone qualified under paragraphs 1, 2, 3, 4, 6 or 7, provided that (if the employee or pensioner has died) they were dependent on them at the time of death.
9. The dependants of any person who qualified under paragraphs 1, 2, 3, 4, 6 or 7 who died in service.
10. Anyone who is in receipt of benefits from the TfL Pension Fund (or any other pension scheme nominated by TfL in writing – likely to be a Civil Service or Local Government scheme where the person was transferred into TfL from the government or local authority service - but only where the TfL Pension Fund Trustee Company enters into a Deed to approve this. No such Deeds had been entered into at the time this working list was compiled).
11. Paragraph 10 does not require the person to have ceased employment. This means, for instance, that bus staff whose employment was transferred to private sector companies in 1993/4 may be helped if they are drawing their TfL pension, even if they are still working for one of those companies. A person may also be drawing a TfL pension while employed outwith the industry: again s/he would qualify. Having a deferred eligibility to benefits from the TfL Pension Fund does not qualify a person.
12. Dependants of any person within paragraph 10 are not eligible unless that person also qualifies under another provision above (most likely under paragraphs 1, 2, 3, 4, 6 or 7).
13. Notwithstanding the above, the person must also qualify as a TBF beneficiary under the terms of the TBF Trust Deed, but they do not have to be (or to have been) a TBF member. It is not believed that there is anyone who would be eligible for help from the SWF who does not qualify as a TBF beneficiary (but note that the definition of dependant under the TBF deed is slightly narrower than under the SWF because anyone who is under 18 when the person on whom they are dependant dies will only carry on being dependant after 18 if

they are disabled. Under the SWF deed, the only test is dependency irrespective of age)

14. Because a person was eligible to join the TfL or other appropriate pension fund does not mean that they exercised that eligibility. It is recognized that it may, however, be very difficult for such a person who is no longer in service to prove eligibility for help.
- 15 Employees of London Underground Ltd who were transferred to the Strategic Rail Authority (and employed for the purposes of the British Transport Police) can only qualify for help under paragraph 10.
16. TfL will do what it can to help TBF establish eligibility, but the responsibility for decisions rests with TBF.

Version 1

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