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**Wales and Borders Rail Service and
South Wales Metro**

Final Tender for [insert Bidder name]

Volume 11: Staffing, Employment and Organisation

CONFIDENTIAL

[Insert date]

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1. R11.1 Launch workshop attendees

1.1 [Insert response]

2. R11.2 Board member interviewees and venue

2.1 [Insert response]

3. R11.3 Live contract visits

3.1 [Insert response]

4. R11.4 Motivating and engaging staff

4.1 [Insert response]

5. R11.5 Monitoring staff attitudes, values and satisfaction

5.1 [Insert response]

6. R11.6 Industrial Relations

6.1 Part A: [Populate table below]

IR issue	Proposed mitigation

[Insert new rows where required]

6.2 Part B: Employee and industrial relations strategy

[Insert response.]

7. R11.7 Stakeholder and supplier engagement

7.1 [Insert response]

8. R11.8 Monitoring and managing stakeholder and supplier relations

8.1 [Insert response]

9. R11.9 Corporate structure and key personnel

9.1 [Insert response]

10. R11.10 Resource Plan

10.1 [Insert response]

11. R11.11 South Wales Valleys Employment

Part A: Identify employment (roles and numbers)

11.1 [Insert response]

Part B: Identify skilled employment roles

11.2 [Insert response]

Part C: Supporting the “Better jobs closer to home” approach

11.3 [Insert response]

12. R11.12 Working with Network Rail

12.1 [Insert response]

13. R11.13 Evidence of support from Network Rail and supporting documents

13.1 [Insert response]

14. R11.14 Integration Alliance Board Commitments

14.1 [Insert response]

15. R11.15 Milestones

Part A i. Infrastructure Services Milestones

15.1 [Insert table]

Part A ii. Rail Services Milestones

15.2 [Insert table]

Part A iii. Infrastructure Manager Services Milestones

15.3 [Insert table]

Part B: Milestone Deliverables for each Milestone

15.4 [Insert table]

16. R11.16 Initial Implementation Plan

16.1 [Insert file name; file to be provided separately]