

## Remuneration Committee Exercise of Delegated Authority



**Date Issued: 25 April 2024**

**Item: Performance Awards 2023/24**

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**This paper will be published with the next agenda**

### **1 Summary**

- 1.1 Transport for London (TfL) operates performance award schemes for many of its staff, as part of its overall reward arrangements, which are designed to enable the recruitment and retention of staff with the skills and experience required to deliver London's public transport network, while recognising TfL's status as a public body.
- 1.2 This Committee has responsibilities in relation to the design and approval of performance awards in respect of the Commissioner, Chief Officers and specific Director roles (as covered by the Committee's Terms of Reference). Arrangements for other TfL staff (including Directors and Senior Managers) are reported to the Committee for information.
- 1.3 Decisions on whether to make performance awards, and if so their quantum, depend on TfL's overall financial performance, TfL's wider performance as measured against the TfL and divisional scorecards, and individual contributions.
- 1.4 On 29 February 2024, the Committee considered the provisional assessment of the performance of staff within its remit and noted the process for the verification of the TfL and divisional scorecards, that would take place after 31 March 2024. It authorised its Chair, following consultation with available Committee Members, to approve the performance awards for 2023/24 for the Commissioner, Chief Officers and Directors specified under the Committee's Terms of Reference, subject to the final validated 2023/24 TfL and divisional scorecards outturn. It also noted that the same principles will apply in relation to performance awards for other eligible TfL staff.
- 1.5 On 22 April 2024, the Chair of the Audit and Assurance Committee, following consultation with available Committee Members noted and endorsed the sign off of the end of year results against the 2023/24 TfL Scorecard.
- 1.6 The appendix contains supplementary information that is exempt from publication by virtue of paragraphs 1 and 3 of Schedule 12A of the Local Government Act 1972, in that it contains information relating to individuals and the business affairs of TfL.
- 1.7 The consideration and payment of the performance awards for the Commissioner and Chief Officers has been brought forward for 2023/24 to ensure that appropriate oversight and governance is applied by the existing

Remuneration Committee ahead of the Mayoral election (2 May 2024). This advance consideration was similarly followed in 2020 and is what applies in the final year of a mayoralty. The exercise of delegated authority is therefore considered appropriate.

- 1.8 The Members of the Committee are asked to consider the proposal and provide Kay Carberry CBE, as Chair of the Committee, with their views on Monday 29 April 2024. The contents of this paper and the exercise of Chair's Action will be reported to the next meeting of the Committee.

## **2 Recommendation**

- 2.1 **In accordance with the authority delegated by the Committee on 29 February 2024, the Chair of the Committee, in consultation with available members, is asked to agree the individual performance ratings for the Commissioner, Chief Officers and Directors within its remit and note the associated potential performance award payments, as set out in the exempt appendix.**

### **List of appendices to this report:**

An appendix that contains supplementary information that is exempt from publication.

### **List of background papers:**

Remuneration Committee: 29 February 2024 – Performance Awards 2023/24

Audit and Assurance Committee Chair's Action paper issued 19 April 2024 - 2023/24  
TfL Scorecard Assurance Review

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