

Meeting: Remuneration Committee

Date: Wednesday 6 July 2022

Time: 10:00am

**Place: Conference Rooms 1 and 2,
Ground Floor, Palestra, 197
Blackfriars Road, London, SE1
8NJ**

Members

Kay Carberry CBE (Chair)
Peter Strachan (Vice-Chair)

Seb Dance
Dr Nelson Ogunshakin OBE

Copies of the papers and any attachments are available on [tfl.gov.uk How We Are Governed](https://tfl.gov.uk/How-We-Are-Governed).

This meeting will be open to the public and webcast live on [TfL YouTube channel](#), except for where exempt information is being discussed as noted on the agenda.

There is access for disabled people and induction loops are available. A guide for the press and public on attending and reporting meetings of local government bodies, including the use of film, photography, social media and other means is available on www.london.gov.uk/sites/default/files/Openness-in-Meetings.pdf.

Further Information

If you have questions, would like further information about the meeting or require special facilities please contact: Shamus Kenny, Head of Secretariat; telephone: 020 7983 4913 email: ShamusKenny@tfl.gov.uk.

For media enquiries please contact the TfL Press Office; telephone: 0343 222 4141; email: PressOffice@tfl.gov.uk

Howard Carter, General Counsel
Tuesday 28 June 2022

**Agenda
Remuneration Committee
Wednesday 6 July 2022**

1 Apologies for Absence and Chair's Announcements

2 Declarations of Interests

General Counsel

Members are reminded that any interests in a matter under discussion must be declared at the start of the meeting, or at the commencement of the item of business.

Members must not take part in any discussion or decision on such a matter and, depending on the nature of the interest, may be asked to leave the room during the discussion.

**3 Minutes of the Meeting of the Committee held on 10 November 2021
(Pages 1 - 4)**

General Counsel

The Committee is asked to approve the minutes of the meeting of the Committee held on 10 November 2021 and authorise the Chair to sign them.

**4 Matters Arising, Actions List and Use of Delegated Authority
(Pages 5 - 14)**

General Counsel

The Committee is asked to note the updated actions list and the use of Chair's Action.

5 2021-22 Scorecards (Pages 15 - 20)

Commissioner

The Committee is asked to note the delivery against scorecards for 2021-22.

6 Executive Committee Remuneration Benchmarking (Pages 21 - 48)

Chief People Officer

The Committee is asked to note the paper and the observations on the market position for TfL executive roles identified within the report and provide direction on the Committee's executive remuneration benchmarking requirements for 2023.

7 Performance Reviews 2021/22 (Pages 49 - 54)

Commissioner

The Committee is asked to note the paper and the exempt supplementary information on Part 2 of the agenda on the individual performance commentary for the Commissioner, Chief Officers and staff specified under the Committee's Terms of Reference.

Under the revised performance awards schemes for 2021/22 and 2022/23, TfL must achieve financial sustainability by April 2023 and run its operations free of extraordinary Government funding for revenue support to trigger payment of any awards from the schemes.

8 Members' Suggestions for Future Discussion Items (Pages 55 - 58)

General Counsel

The Committee is asked to note the forward plan and is invited to raise any suggestions for future discussion items for the forward plan and for informal briefings.

9 Any Other Business the Chair Considers Urgent

The Chair will state the reason for urgency of any item taken.

10 Date of Next Meeting

Wednesday 9 November 2022 at 10am.

11 Exclusion of Press and Public

The Committee is recommended to agree to exclude the press and public from the meeting, in accordance with paragraphs 1, 3 and 5 of Schedule 12A to the Local Government Act 1972 (as amended), in order to consider the following items of business.

Agenda Part 2

Papers containing supplemental confidential or exempt information not included in the related item on Part 1 of the agenda.

12 Performance Reviews 2021/22 (Pages 59 - 84)

Exempt supplementary information relating to the item on Part 1 of the agenda.