

Agenda

Meeting: Remuneration Committee

Date: Monday 12 June 2023

Time: 3.00pm

**Place: Conference Rooms 1 & 2 -
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](https://www.youtube.com/watch?v=1111111111), 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
Friday 2 June 2023

**Agenda
Remuneration Committee
Monday 12 June 2023**

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 2 March 2023
(Pages 1 - 4)**

General Counsel

The Committee is asked to approve the minutes of the meeting of the Committee held on 2 March 2023 and authorise the Chair to sign them.

**4 Matters Arising, Actions List and Use of Delegated Authority
(Pages 5 - 10)**

General Counsel

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

5 2022/23 Scorecards (Pages 11 - 18)

Interim Commissioner

The Committee is asked to note the delivery against scorecards for 2022/23.

6 Performance Awards 2022/23 (Pages 19 - 24)

Interim Commissioner

The Committee is asked to note the paper and the exempt supplementary information on Part 2 of the agenda and: agree the individual performance ratings for the Chief Officers and Directors specified under the Committee's Terms of Reference against the 2022/23 performance delivery outturn; note the potential awards payable to the Commissioner, Chief Officers and Directors specified under the Committee's Terms of reference; and note that the same principles will apply in relation to performance awards for other eligible TfL staff.

7 Senior Management Performance Awards 2023/24 (Pages 25 - 28)

Interim Chief People Officer

The Committee is asked to note the paper and endorse the proposal to operate performance award schemes for senior management for 2023/24 with the continuation of a financial criteria; and note the proposal to operate performance award schemes for the performance year 2023/24 for TfL payband 2 and 3 employees under the TfL Pay for Performance framework with the continuation of a financial criteria.

8 Chief Officer Salary Reviews 2023 (Pages 29 - 30)

Interim Chief People Officer

The Committee is asked to note the paper and the exempt supplementary information on Part 2 of the agenda and agree the salary increase proposals for Chief Officers with effect from 1 April 2023, note the salary increase awarded for the Directors specified under the Committee's Terms of Reference and note the decision to apply the same principles to other eligible Directors.

9 Members' Suggestions for Future Discussion Items (Pages 31 - 34)

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.

10 Any Other Business the Chair Considers Urgent

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

11 Date of Next Meeting

Wednesday 5 July 2023 at 10.00am

12 Exclusion of Press and Public

The Committee is recommended to agree to exclude the press and public from the meeting, in accordance with paragraph 3 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.

13 Performance Awards 2022-23 (Pages 35 - 58)

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

14 Chief Officer Salary Reviews 2023 (Pages 59 - 60)

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