

Agenda

Meeting: Remuneration Committee

Date: Thursday 9 November 2023

Time: 10:00am

**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/channel/UCv3311T8111111111111111), 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

Andrea Clarke, Interim General Counsel
Wednesday 1 November 2023

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Remuneration Committee
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1 Apologies for Absence and Chair's Announcements

2 Declarations of Interests

Interim 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 12 June 2023
(Pages 1 - 6)**

Interim General Counsel

The Committee is asked to approve the minutes of the meeting of the Committee held on 12 June 2023 and authorise the Chair to sign them.

**4 Matters Arising, Actions List and Use of Delegated Authority
(Pages 7 - 12)**

Interim General Counsel

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

5 Resourcing at TfL (Pages 13 - 16)

Chief People Officer

The Committee is asked to note the paper and the exempt supplementary information on Part 2 of the agenda.

6 Executive Committee Remuneration Benchmarking

(Pages 17 - 38)

Chief People Officer

The Committee is asked to note the paper and the exempt supplementary information on Part 2 of the agenda.

7 Pay Outcomes of £100,000 or more Approvals (Pages 39 - 40)

Chief People Officer

The Committee is asked to note the paper and the exempt supplementary information on Part 2 of the agenda.

8 Members' Suggestions for Future Discussion Items (Pages 41 - 44)

Interim 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

Thursday 29 February 2024, at 10.00am

11 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.

12 Resourcing at TfL (Pages 45 - 46)

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

13 Executive Committee Remuneration Benchmarking (Pages 47 - 86)

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

14 Pay Outcomes of £100,000 or more Approvals (Pages 87 - 94)

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