

Agenda

Meeting: Remuneration Committee

Date: Thursday 29 February 2024

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://www.tfl.gov.uk/How-We-Are-Governed).

This meeting will be open to the public and webcast live on [TfL YouTube channel](https://www.tfl.gov.uk/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; 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 21 February 2024

**Agenda
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 9 November 2023
(Pages 1 - 4)**

Interim General Counsel

The Committee is asked to approve the minutes of the meeting of the Committee held on 9 November 2023 and authorise the Chair to sign them.

**4 Matters Arising, Actions List and Use of Delegated Authority
(Pages 5 - 8)**

Interim General Counsel

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

5 Performance Awards 2023/24 (Pages 9 - 16)

Commissioner

The Committee is asked to authorise the Chair of the Committee, 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; and note that the same principles will apply in relation to performance awards for other eligible TfL staff.

6 Executive Committee Remuneration Benchmarking (Pages 17 - 36)

Chief People Officer

The Committee is asked to note the paper and the exempt supplementary information on Part 2 of the agenda and provide any feedback in relation to the Report.

7 Performance Award Scheme 2024/25 (Pages 37 - 40)

Chief People Officer

The Committee is asked to: endorse the proposal to continue to operate performance award schemes for senior management for 2024/25 with the continuation of a financial criterion; note how Chief Officer and Director performance awards will be aligned to a single scorecard approach (TfL scorecard) for the performance year 2024/2025; and note the proposal to continue to operate performance award schemes for the performance year 2024/25 under the TfL Pay for Performance framework with the continuation of a financial criterion.

8 Chief Officer Remuneration 2024 (Pages 41 - 42)

Commissioner

The Committee is asked to note the paper and the exempt supplementary information on Part 2 of the agenda and consider the proposals as set out in the paper on Part 2 of the agenda.

9 Approach to Reward (Pages 43 - 52)

Chief People Officer

The Committee is asked to note the paper.

10 Members' Suggestions for Future Discussion Items (Pages 53 - 56)

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.

11 Any Other Business the Chair Considers Urgent

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

12 Date of Next Meeting

TBC June 2024

13 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.

14 Performance Awards 2023/24 (Pages 57 - 66)

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

15 Executive Committee Remuneration Benchmarking 2024
(Pages 67 - 110)

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

16 Chief Officer Remuneration 2024 (Pages 111 - 112)

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