

Agenda

Meeting: People and Remuneration Committee

Date: Wednesday 20 November 2024

Time: 10:00

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

Members

Peter Strachan (Chair)
Tanya Joseph (Vice-Chair)
Zoë Billingham CBE

Seb Dance
Keith Richards 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's YouTube channel](https://www.youtube.com/tfl), 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; 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, General Counsel
Tuesday 12 November 2024

Agenda
People and Remuneration Committee
Wednesday 20 November 2024

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 Remuneration Committee held on 24 July 2024 (Pages 1 - 6)

General Counsel

The Committee is asked to approve the minutes of the meeting of the former Remuneration Committee held on 24 July 2024 and authorise the Chair to sign them.

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

General Counsel

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

5 TfL Change Landscape (Pages 13 - 18)

Chief People Officer

The Committee is asked to note the paper.

6 Action on Inclusion - 12 Months On (Pages 19 - 24)

Chief People Officer

The Committee is asked to note the paper.

7 Approach to Reward (Pages 25 - 32)

Chief People Officer

The Committee is asked to note the paper.

8 TfL Savings for Retirement Plan (Pages 33 - 34)

Chief People Officer

The Committee is asked to note the paper.

9 £100,000 or more Process and Pay Outcomes of £100,000 or more Approvals (Pages 35 - 42)

Chief People Officer

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

10 Colleague Quarterly Report (Pages 43 - 54)

Chief People Officer

The Committee is asked to note the report.

11 Risk and Assurance Report Quarter 2, 2024/25 (Pages 55 - 58)

Director of Risk and Assurance

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

12 Director Salary Reviews 2024 (Pages 59 - 60)

Commissioner

The Committee is asked to note the paper and the supplementary information on Part 2 of the agenda and agree the salary increase proposals for Director roles that report to the Commissioner, as set out in the paper on Part 2 of the agenda, with effect from 1 April 2024.

13 Members' Suggestions for Future Discussion Items (Pages 61 - 64)

General Counsel

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

14 Any Other Business the Chair Considers Urgent

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

15 Date of Next Meeting

Thursday 13 February 2025 at 10.00am.

16 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 7 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.

17 Agenda Part 2 item text

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

18 TfL Change Landscape (Pages 65 - 78)

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

19 £100,000 or more Process and Pay Outcomes of £100,000 or more Approvals (Pages 79 - 82)

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

20 Risk and Assurance Report Quarter 2, 2024/25 (Pages 83 - 86)

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

21 Director Salary Reviews 2024 (Pages 87 - 88)

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