

Agenda

Meeting: People and Remuneration Committee

Date: Monday 24 February 2025

Time: 11:00

Place: Conference Rooms 1 & 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, 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 ShamusKenny@tfl.gov.uk
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
Friday 14 February 2025

Agenda
People and Remuneration Committee
Monday 24 February 2025

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 20 November 2024 (Pages 1 - 6)

General Counsel

The Committee is asked to approve the minutes of the meeting of the Committee held on 20 November 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's Approach to Strategic Workforce Planning (Pages 13 - 74)

Chief People Officer

The Committee is asked to note the paper.

6 Performance, Readiness and Development (Pages 75 - 78)

Chief People Officer

The Committee is asked to note the paper.

7 Performance Awards 2025/26 (Pages 79 - 82)

Chief People Officer

The Committee is asked to note the paper and endorse the proposal to maintain performance award schemes for senior management for the 2025/26 period, including the continuation of a financial criterion.

8 Executive Committee Remuneration Benchmarking (Pages 83 - 110)

Chief People Officer

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

9 Colleague Quarterly Report (Pages 111 - 122)

Chief People Officer

The Committee is asked to note the report.

10 Risk and Assurance Report Quarter 3, 2024/25 (Pages 123 - 126)

Director of Risk and Assurance

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

11 Members' Suggestions for Future Discussion Items (Pages 127 - 130)

General Counsel

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

12 Any Other Business the Chair Considers Urgent

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

13 Date of Next Meeting

Tuesday 24 June 2025, at 13:00

14 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.

15 Executive Committee Remuneration Benchmarking (Pages 131 - 174)

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

16 Risk and Assurance Report Quarter 3, 2024/25 (Pages 175 - 176)

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