

Remuneration Committee Forward Plan

Membership: Ben Story (Chair), Kay Carberry CBE (Vice-Chair) and Heidi Alexander

Key: CPO (Chief People Officer), DCB (Director of Compensation and Benefits), DDIT (Director of Diversity, Inclusion and Talent)

3 March 2022		
Talent Management and Workforce Planning Update	DDIT	To note.

June 2022		
TfL Performance Delivery and Scorecard Outturn	CPO & DCB	Update on performance delivery of staff within the Committee's remit. No performance awards are being made for 2021/22.
Senior Management Performance Awards Scheme	CPO & DCB	Update on the proposed operation of the scheme for the current year.
TfL Remuneration	CPO & DCB	Annual update on the overall remuneration policy for TfL

July 2022		
Pay Outcomes of £100,000+ Approvals	CPO & DCB	Annual update and trend analysis on the number of approvals and the remuneration limit approved against that on actual appointment for permanent and non-permanent roles.

November 2022		
Strategic Workforce Planning	CPO & DDIT	Annual update. To note the approach to workforce planning and assessing our current capabilities and how we will map these to our emerging business priorities.
Pay Gap Analysis		Annual update. Current data and progress against actions and the performance indicators that the Committee should keep under review.

Regular items each year

- Salaries of £100,000 or more (approvals and analysis)
- TfL Performance Delivery and Performance Awards (annual approval)
- TfL Remuneration (annual, noting of overall remuneration policy)
- Pay Gap Analysis (annual, noting of gap and actions to address)
- Talent Management and Succession Planning (as required)

Items approved by Chair's Action if the decision needs to be taken urgently (reported to next meeting)

- Salary for any person proposed to be appointed as an Officer of TfL with an annual basic salary of £100,000 or more
- Exit payments for any officer listed in the Terms of Reference or if over £100,000k (excluding statutory notice period)