

Date: 6 July 2022

Item: **Matters Arising, Actions List and Use of Delegated Authority**

This paper will be considered in public

1 Summary

- 1.1 This paper provides information on any use of Chair's Action and the progress against actions agreed at previous meetings (Appendix 1).
- 1.2 There have been 12 uses of Chair's Action since the last meeting of the Committee on 10 November 2021; 11 in relation to the approval of salaries of £100,000 or more and one in relation to an exit payment.

2 Recommendation

- 2.1 **The Committee is asked to note the updated Actions List and the use of Chair's Action.**

3 Use of Delegated Authority

Salaries of £100,000 or more

- 3.1 The Terms of Reference for the Committee required it to approve salaries of £100,000 or more. A business case justification is provided to the Committee for each role.
- 3.2 Under TfL's ongoing Transformation programme the overall number of senior roles are being reduced and cost savings achieved. Following consultation with members of the Committee, the Chair approved salaries of £100,000 or more for the roles set out in Appendix 2.

Exit Payment

- 3.3 The Terms of Reference for the Committee include oversight of any proposed exit payment outside of standard redundancy terms that exceeds £100,000 (excluding notice periods, which are contractual) irrespective of the grade and/or salary of the employee.
- 3.4 Following consultation with Members on 29 December, on 31 December 2021 the Chair of the Committee approved the proposed redundancy terms including an exit payment for the Managing Director, Customer, Communications and Technology.

List of appendices to this report:

Appendix 1: Actions List

Appendix 2: Use of Chair's Action to approve salaries of £100,000 or more

List of Background Papers:

Minutes of previous meetings of the Committee

Chair's Action papers issued on 9, 20, 22, 29 December 2021, 21 and 31 January, 4 March, 11 April, 3 May, 8 and 13 June 2022 (all exempt from publication)

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Remuneration Committee Actions List (reported to the meeting on 6 July 2022)

Actions arising from previous meetings

Minute No.	Description	Action By	Target Date	Status note
17/11/21	Approach to Strategic Workforce Planning Members requested papers on the approach to succession planning and reward, given TfL's financial constraints, for a future meeting.	Tricia Wright	March 2022	Members received an update in March 2022 and a paper will be submitted to a future meeting.
14/06/19	Pay Gap Analysis Update: Diversity of Train Drivers TfL would continue to review how it could further increase the diversity of its drivers, including reviewing the recommendations from the ASLEF report. A comprehensive status update would be provided to a future meeting.	Tricia Wright	November 2022	Work was undertaken on the recruitment / application process and a note will be provided on the outcome of those changes.

Use of Chair's Action to approve salaries of £100,000 or more

Request 9 December, approved 10 December 2021

- 1) Supply Chain Director x2.

Request 20 December, approved 22 December 2021

- 2) Senior Occupational Health Advisor; and
- 3) Senior Software Developer.

Request 22 December, approved 23 December 2021

- 4) Senior Commercial Manager; and
- 5) Senior Software Developer (CRM) x2.

Request 29 December, approved 31 December 2021 in relation to the Commissioner's new Executive Leadership team from 1 February 2022

- 6) Chief Operating Officer;
- 7) Chief Strategy and Customer Officer;
- 8) Chief Capital Officer;
- 9) Chief Safety and Environment Officer;
- 10) Director of Communications and Corporate Affairs;
- 11) adjustments to performance awards for two members of the Leadership team;
- 12) introduction of a new retention scheme for the members of the new Leadership team.

Requested 21 January, approved 24 January 2022

- 13) Interim Chief Finance Officer.

Requested and approved 31 January 2022

- 14) Finance Director – Surface;
- 15) Commissioner for Walking & Cycling;
- 16) Head of Change Portfolio Office;
- 17) ERP Transformation Programme roles x3;
 - a. Head of ERP Change Delivery;

- b. ERP Senior Data Architect; and
- c. ERP Senior Enterprise Architect;
- 18) Head of Project Management;
- 19) Head of Business Planning, Strategy and Development Appraisal;
- 20) Head of Finance – Commercial Development;
- 21) Interim Deputy Chief Procurement Officer;
- 22) Head of Procurement – Indirects;
- 23) Head of Finance Improvement Programme;
- 24) Head of Procurement – Improvement Programme;
- 25) Improvement Programme Lead x3;
- 26) AMIS Senior Programme Manager; and
- 27) Senior Treasury Accounting Manager.

Requested 4 March 2022, approved 10 March 2022

- 28) Senior Financial Reporting Manager (New Standards);
- 29) Project Manager;
- 30) Project Manager;
- 31) Senior Developer (Maximo);
- 32) Senior Developer (Maximo);
- 33) Senior Project Manager;
- 34) Senior Solution Architect;
- 35) Senior Solution Architect;
- 36) Lead Business Intelligence Architect;
- 37) Senior Product Owner;
- 38) Senior Product Owner;
- 39) Senior Product Owner (SPO);
- 40) Senior Project Manager;
- 41) Senior Project Manager;
- 42) Senior Project Manager;

- 43) Senior Software Developer (DevOps Team Lead);
- 44) Senior Software Developer (DevOps Team Lead);
- 45) Senior Software Developer (Mobile) Safe Track Access;
- 46) Senior Software Developer (iOS);
- 47) Senior Software Developer (DevOps Engineer);
- 48) Senior Software Developer (Android);
- 49) Senior Software Developer (iOS);
- 50) Senior Solution Architect; and
- 51) Senior Solution Architect (iBus2).

Requested 11 April 2022, approved 13 April 2022

- 52) Chief Finance Officer;
- 53) Head of Finance x3;
- 54) SharePoint Development Consultant;
- 55) Head of TfL Portfolio;
- 56) OH Staff Doctor;
- 57) Head of Financial Planning & Analysis;
- 58) Head of Transformation Portfolio (Payments); and
- 59) Improvement Programme Lead x3.

Requested 3 May 2022, approved 5 May 2022

- 60) Engineer - Civil;
- 61) Lead BI Architect;
- 62) OLE (Over Line Electrification) Engineer;
- 63) Scrum Master (Agile);
- 64) Senior Developer x5;
- 65) Senior Finance Business Partner;
- 66) Senior OH Advisor;
- 67) Senior Product Owner Master (SPO);
- 68) Senior Product Owner (Oyster Online);

- 69) Senior Product Owner (TfL Go);
- 70) Senior Software Developer (.Net);
- 71) Senior Solution Architect;
- 72) Senior Solution Architect;
- 73) Senior Technical Accounting Manager;
- 74) Senior Test Analyst;
- 75) Technical Delivery Lead;
- 76) Technical Delivery Manager; and
- 77) Head of Engineering.

Requested 8 June 2022, approved 9 June 2022

- 78) Business Intelligence (BI) Architect;
- 79) Data & Analytics Senior Developer x3;
- 80) Development Stream Lead;
- 81) Programme Manager;
- 82) Project Manager x3;
- 83) Senior Business Analyst x3;
- 84) Senior Data Architect;
- 85) Senior Data Visualisation Developer x2;
- 86) Senior Developers x12;
- 87) Senior Fares Analyst x2;
- 88) Senior Infrastructure Architect;
- 89) Senior Product Manager;
- 90) Senior Product Owner x4;
- 91) Senior Project Manager;
- 92) Senior Scrum Master x2;
- 93) Senior Solution Architect;
- 94) Senior Test Analyst x12;
- 95) Service Performance Manager;

- 96) Systems Assurance & Risk Manager;
- 97) Technical Delivery Expert;
- 98) Technical Delivery Manager;
- 99) Development Technical Lead x3;
- 100) Senior Developer x6;
- 101) Senior Product Owner x4;
- 102) Senior Scrum Master x3;
- 103) Data & Analytics Senior Developer x3;
- 104) Data & Analytics Senior Tester;
- 105) Development Stream Lead (Band 4);
- 106) Senior Data Architect;
- 107) Senior Data Visualisation Developer;
- 108) Senior Test Analyst x6;
- 109) Technical Delivery Manager;
- 110) Test Manager (Band 4); and
- 111) Senior Solution Architect.

Requested 13 June 2022, approved 15 June 2022

- 112) Director of Compensation & Benefits;
- 113) Head of Change x2, Head of HR x4;
- 114) Head of Business Programme x4;
- 115) Customer & Revenue Director;
- 116) Head of Financial Accounting & Tax – Perm;
- 117) Head of Financial Accounting & Tax – NPL;
- 118) Occupational Health Staff Doctor x3;
- 119) Engineer – Permanent Way;
- 120) Senior Engineer – Permanent Way;
- 121) Senior Solution Architect (Proteus);
- 122) Senior Solution Architect;

- 123) Senior Systems Accountant;
- 124) Senior Technical Accounting Manager;
- 125) Senior Test Analyst;
- 126) Technical Delivery Manager (Maximo) x3; and
- 127) Senior Finance Business Partner.