

Date: 9 November 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 five uses of Chair's Action since the last meeting of the Committee on 6 July 2022; all in relation to the approval of salaries of £100,000 or more.

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 require it to approve salaries of £100,000 or more and forms part of TfL's overall governance of pay at Senior levels. TfL has experienced high turnover of senior staff over recent months and requests include replacements for those that have left or are leaving.
- 3.2 Requests have also been made following changes to role under TfL's change programme. These include circumstances where individuals have increased accountability and scope following merging of roles and activity.
- 3.3 Other requests include extensions to existing contracts of highly skilled or technical staff where not retaining this resource would have a significant detrimental impact on TfL's ability to achieve its financial or operational deliverables.
- 3.4 A business case justification is provided to the Committee for each role. Following consultation with members of the Committee, the Chair approved salaries of £100,000 or more for the roles set out in Appendix 2.

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 27 July, 2 August, 15 and 20 September and 20 October 2022

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Remuneration Committee Actions List (reported to the meeting on 9 November 2022)

Actions arising from previous meetings

Minute No.	Description	Action By	Target Date	Status note
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	February 2023	Work was undertaken on the recruitment / application process and information on the impact of those changes will be provided in the Pay Gap Analysis report to be considered by the Safety, Sustainability and Human Resources Panel.

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

This includes changes for recruitment to existing roles or where the responsibilities of the role have changed.

Request 27 July, approved 29 July 2022

- 1) Director of Operational Planning;
- 2) Director of Spatial Planning;
- 3) Director of Transport Policy;
- 4) Director of City Investment Planning & Delivery;
- 5) Director of Network Management & Resilience;
- 6) Director of Programme Management Office;
- 7) Director of Public Service Transport Planning;
- 8) Director of Security, Policing and Enforcement;
- 9) Director of Capital Delivery – Infrastructure or Systems;
- 10) Director of Corporate Affairs & Communications;
- 11) Director of Diversity, Inclusion & Talent;
- 12) Director of Rail & Sponsored Services;
- 13) Director of Asset Management TTLP;
- 14) Chief Finance Officer TTLP;
- 15) Director & Chief Exec TTLP;
- 16) Director of Strategy & Planning TTLP;
- 17) Head of Operations TTLP;
- 18) Director of Strategy & Innovation;
- 19) Director of Information Technology; and
- 20) Head of SHE Business Partnering Ops – rail, road, LU (Band 5).

Request 2 August, approved 4 August 2022

- 21) Head of Customer Operations Strategic Delivery and Change;
- 22) Head of Customer Operations TU Engagement;

- 23) Head of Customer Operations x4;
- 24) Head of London Underground Service Control;
- 25) Head of Hosting and Infrastructure Architecture;
- 26) Lead Clinical Services Manager;
- 27) Consultant Occupational Physician;
- 28) Occupational Health Physician Manager (Education);
- 29) Head of Track Maintenance & Renewals;
- 30) Lead BI Architect;
- 31) Senior Software Developer (CRM) x4;
- 32) Senior Product Owner;
- 33) Senior Software Developer (.Net);
- 34) Ariba Deployment Lead x2;
- 35) Senior Application Engineer (Maximo);
- 36) Lead Construction Manager x3;
- 37) Senior Treasury Accounting Manager; and
- 38) Deputy Commissioner.

Request 15 September, approved 20 September 2022

- 39) Director of Customer;
- 40) Head of Legal Specialism x6;
- 41) Legal Manager x10;
- 42) Senior Commercial Manager – FM & Minor Works;
- 43) Lead Business Intelligence Architect;
- 44) Project Manager – New GL Project;
- 45) Project Manager;
- 46) Project Manager;
- 47) Project Manager – Success Factors Phase (Employee Central & Payroll);
- 48) Senior Application Engineer Maximo;
- 49) Senior Application Engineer Maximo (Maximo SME Developer);

- 50) Senior Application Engineer Maximo (Maximo SME Developer);
- 51) Senior Product Owner;
- 52) Senior Product Owner;
- 53) Senior Product Owner;
- 54) Senior Product Owner;
- 55) Senior Project Manager – Application Hosting;
- 56) Senior Project Manager – Asset Management Systems Integration;
- 57) Senior Software Developer Android);
- 58) Senior Software Developer (Android;
- 59) Senior Software Developer (Dev Ops Engineer);
- 60) Senior Software Developer (ios);
- 61) Senior Software Developer (ios);
- 62) Senior Software Developer (Mobile) Safe Track Access;
- 63) Senior Software Developer (Dev Ops Team Lead);
- 64) Senior Software Developer (Dev Ops Team Lead);
- 65) Senior Software Developer (.net);
- 66) Senior Solution Architect;
- 67) Senior Solution Architect;
- 68) Senior Solution Architect;
- 69) Senior Solution Architect;
- 70) Senior Construction Manager;
- 71) Senior Systems Engineer x3;
- 72) Senior Treasury Accountant;
- 73) Fire Engineer x3; and
- 74) Senior Fire Engineer x3.

Request 20 September, approved 21 September 2022

- 75) Interim Commissioner;
- 76) Interim Chief Operating Officer; and

77) Interim Chief People Officer (secondment whilst the substantive post-holder undertakes the temporary role of Chief Officer – Pensions Review).

Request 20 October, approved 25 October 2022

78) Head of Finance – MPD;

79) Head of Property Development – Commercial;

80) Head of Procurement – Professional Services;

81) Senior Finance Business Partner;

82) Commercial Manager;

83) Senior Engineer – Permanent Way;

84) Engineer – Permanent Way;

85) Safety Critical License Inspector;

86) Project Manager;

87) Senior Business Analyst;

88) Senior Project Manager;

89) Senior Application Engineer;

90) Senior Application Engineer x3; and

91) RUC Futures Senior Cloud Infrastructure Engineer.