

Remuneration Committee Forward Plan

Membership: Kay Carberry CBE (Chair), Peter Strachan (Vice-Chair) Seb Dance and Dr Nelson Ogunshakin OBE

Key: CPO (Interim Chief People Officer), DPR (Director of Pensions and Reward)

2 March 2023		
Talent Management and Workforce Planning Update	CPO	To note.
Pay Gap Analysis	CPO	Annual update. Current data, progress against actions and the performance indicators that the Committee keeps under review.
Senior Management Performance Awards Scheme	CPO and DPR	To consider the operation of the Performance Awards Scheme for 2023/24.

June 2023		
TfL Scorecard Outturn	CPO	Annual report, to note.
TfL Performance Delivery and Performance Awards	CPO & DPR	Annual update.

July 2023		
To be agreed		

November 2023		
Strategic Workforce Planning	CPO	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	CPO	Annual update. Current data, progress against actions and the performance indicators that the Committee keeps under review.
Pay Outcomes of £100,000+ Approvals	CPO & DPR	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.

March 2024		
Talent Management and Workforce Planning Update	CPO	To note.
Senior Management Performance Awards Scheme	CPO and DPR	To consider the operation of the Performance Awards Scheme for 2024/25.

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)