

Date: 2 March 2023

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 four uses of Chair's Action since the last meeting of the Committee on 9 November 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 15 December 2022, 16 and 25 January 2023 and 9 February 2023

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Remuneration Committee Actions List (reported to the meeting on 2 March 2023)

Actions arising from the meeting held on 9 November 2022

Minute No.	Description	Action By	Target Date	Status note
16/11/22	Resourcing at TfL: future paper on strategic workforce planning An update would be provided to a future meeting on strategic workforce planning, including TfL's Reward Strategy, which included benchmarking roles across the organisation and externally, the future operational model – Our TfL Programme and talent management.	Fiona Brunskill	March 2023	On agenda, as Resourcing at TfL.
18/11/22	Chief Officer and Director Pay Review 2022: Committee engagement for 2023 Review for Commissioner and Chief Officers The Committee would be engaged on the reward and retention strategy for Chief Officers before any proposals for change were considered at a future meeting.	Fiona Brunskill	June 2023	On forward plan.
19/11/22	Members' Suggestions for Future Discussion Items: TfL Pay A paper on pan-TfL pay would be submitted to the meeting in March 2023.	Stephen Field	March 2023	On agenda, as TfL Remuneration.

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.	Fiona Brunskill	May 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.

Appendix 2

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 15 December, approved 19 December 2022

- 1) Head of Business Services (Finance);
- 2) Director of City Planning & Investment Delivery;
- 3) Senior Application Engineer Maximo;
- 4) Senior Application Engineer Maximo;
- 5) Senior Application Engineer Maximo;
- 6) Senior Application Engineer Maximo;
- 7) Senior Application Engineer Maximo;
- 8) Senior Application Engineer Maximo;
- 9) Senior Application Engineer Maximo;
- 10) Senior Product Owner;
- 11) Project Manager;
- 12) Senior Solution Architect;
- 13) Senior Solution Architect; and
- 14) Senior Solution Architect (iBus 2).

Request 16 January, approved 18 January 2023

- 15) Head of Employee Relations;
- 16) LTM Director;
- 17) Improvement Programme Lead;
- 18) Ariba Business Lead;
- 19) Interim CPO Structure: Director of Business Partnering & Employee Relations (BPER); Head of Talent;
- 20) Head of Safety, Health & Environment Business Partnering x 3; Head of Corporate Environment x 1;
- 21) Head of Tech & Data LU;

- 22) Head of Procurement – IT;
- 23) Occupational Health Physician (Education);
- 24) Head of Asset Strategy; and
- 25) Head of Business Services – HR Services.

Request 25 January, approved 30 January 2023

- 26) Head of Reward.

Request 9 February, approved 15 February 2023

- 27) Head of Revenue Analysis;
- 28) Finance Systems Developer;
- 29) Elizabeth Line Transition Commercial Manager;
- 30) Senior Infrastructure Engineer (Cloud);
- 31) Senior Developer;
- 32) Senior Developer; and
- 33) Senior Product Owner.