

Date: 12 June 2023

Item: Chief Officer Salary Reviews 2023

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**This paper will be considered in Public**

**1 Summary**

- 1.1 At the meeting of the Committee on 9 November 2022, it was agreed that those Chief Officers and Directors who had not already received an increase during 2022 as part of the restructuring exercise would receive an uplift equivalent to the same pay increase percentage as the first year of the TfL pay deal.
- 1.2 The Committee also agreed that application of a percentage increase equivalent to the second year of the pay deal for employees in paybands 1 to 3 (and applied to Senior Managers) would be considered in 2023 for Chief Officers and Directors, unless they already have alternative pay review arrangements in place.
- 1.3 The two-year pay offer in TfL was four per cent for 2022 and 4.4 per cent for 2023.
- 1.4 Proposals for adjustments will be tabled in Part 2 of the meeting by the Commissioner, for the Committee's approval.
- 1.5 A paper is included on Part 2 of the agenda, which contains exempt supplemental information. The information is exempt by virtue of paragraphs 1, 3 and of Schedule 12A of the Local Government Act 1972 in that it contains information relating to individuals, the business affairs of TfL and where a claim to legal professional privilege could be made. Any discussion of that exempt information must take place after the press and public have been excluded from this meeting.

**2 Recommendations**

- 2.1 **The Committee is asked to note the paper and the supplementary information on Part 2 of the agenda and:**
  - (a) **agree the salary increase proposals for Chief Officers, as set out in the paper on Part 2 of the agenda and to be tabled at the meeting, with effect from 1 April 2023;**
  - (b) **note the salary increase awarded for the Directors specified under the Committee's Terms of Reference; and**
  - (c) **note the decision to apply the same principles to other eligible Directors.**

**List of appendices to this report:**

Supplementary information is provided in a paper on Part 2 of the agenda.

**List of Background Papers:**

None

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