

Remuneration Committee Forward Plan

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

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

5 July 2023		
Meeting scheduled in case further information is required for any decisions on the agenda for the meeting on 12 June 2023		

9 November 2023		
Strategic Workforce Planning	CPO	Annual update.
Pay Outcomes of £100,000+ Approvals	CPO & DPR	Annual update and trend analysis.
Chief Officer Benchmarking	CPO & DPR	To note.

29 February 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.
Remuneration Outcomes 2022/23	CPO	To note

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)