

## Remuneration Committee

**Date: 9 November 2023**

**Item: Pay Outcomes of £100,000 or more Approvals**

---

**This paper will be considered public**

### **1 Background and Purpose**

- 1.1 The current governance process for appointments with an FTE salary of £100,000 or more per annum requires that Remuneration Committee approval should be sought for such appointments for both permanent and non-permanent labour (NPL) positions.
- 1.2 The Committee has requested regular updates that compares the salary approved by the Committee with that on actual appointment. This is the third £100,000 or more pay outcomes paper submitted and covers the period from August 2022 to September 2023 for permanent and NPL positions.
- 1.3 On 18 September 2023, the Chair approved, in consultation with Committee members a streamlined approval process for salaries of £100,000 or more. This paper documents the roles that have been internally approved under the new process and not previously seen by the Committee.
- 1.4 Previous papers covered the period July 2017 to September 2020 (reports were considered separately on 23 November 2020 and 21 March 2021) and the period September 2020 to July 2022 (considered 7 November 2022).
- 1.5 A paper is included on Part 2 of the agenda, which contains exempt supplemental information as it discloses the pay outcomes. The information is exempt by virtue of paragraph 3 of Schedule 12A of the Local Government Act 1972 in that it contains information relating to the financial affairs of a person or TfL. Any discussion of that exempt information must take place after the press and public have been excluded from this meeting.

### **2 Recommendation**

- 2.1 **The Committee is asked to note the paper and the exempt supplementary information on Part 2 of the agenda.**

#### **List of appendices to this report:**

A paper containing exempt supplementary information is included on Part 2 of the agenda.

#### **List of Background Papers:**

None

Contact Officer: Fiona Brunskill, Chief People Officer  
Email: [fionabrunskill@tfl.gov.uk](mailto:fionabrunskill@tfl.gov.uk)

Contact Officer: Stephen Field, Director of Pensions & Reward  
Email: [stephenfield@tfl.gov.uk](mailto:stephenfield@tfl.gov.uk)