

## People and Remuneration Committee Forward Plan

**Membership:** Peter Strachan (Chair) Tanya Joseph (Vice Chair), Zoë Billingham CBE, Seb Dance and Keith Richards OBE

Key: CPO (Chief People Officer), CSHE (Chief Safety, Health and Environment Officer), DPR (Director of Pensions and Reward), DRA (Director of Risk and Assurance)

Standing items		
Colleague Quarterly Report	CPO	To note.
Risk and Assurance Report (Quarterly)	DRA	To note.

February 2025		
Strategic Resource Planning	CPO	To note.
Senior Management Performance Awards Scheme 2025/26	CPO and DPR	To consider the operation of the Performance Awards Scheme for 2024/25.

### Regular items each year

- Pay Outcomes of £100,000 or more Approvals (twice a year)
- TfL Performance Delivery and Performance Awards (annual approval)
- Senior Management Performance Awards Scheme
- TfL Remuneration (annual, noting of overall remuneration policy)
- Pay Gap Analysis (annual, noting of gap and actions to address)
- Resourcing at TfL (as required)
- Action on Inclusion Progress (annual)
- Approach to Reward
- Approach to Engagement
- Wellbeing Strategy
- Enterprise Risk 2 Update - Attraction, retention, wellbeing and health of our employees (ER02)

Items approved by Chair's Action if the decision needs to be taken urgently (reported to next meeting)

- Approval of base Salaries of £100,000 or more
- Approval of exit payments for any officer listed in the Terms of Reference or if over £100,000 (excluding statutory notice period)