

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), DDI (Director of Diversity and Inclusion) 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.
24 June 2025		
Pay Outcomes of £100,000 or more Approvals	CPO	To note.
TfL Pay Gaps 2024 & Action Plan	DDI	To note.
Approach to Reward Update	CPO	To note.
TfL Performance Delivery and Performance Awards	Commissioner / CPO	To approve.
21 July 2025 – if required		
TfL Performance Delivery and Performance Awards	Commissioner / CPO	To approve.
18 September 2025		
Action on Inclusion Progress	DDI	To note.
19 November 2025		
Pay Outcomes of £100,000 or more Approvals		To note.
Strategic Workforce Planning	CPO	To note.
Enterprise Risk 2 Update - Attraction, retention, wellbeing and health of our employees (ER02)	CPO	To note.

As at 14 February 2025

11 March 2026		
Performance Awards 2026/27	CPO	To note.

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)
- Strategic Workforce Planning (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)