

Agenda

Meeting: Remuneration Committee

Date: Tuesday 15 March 2016

Time: 12.00pm

**Place: Committee Room 1, City Hall,
110 The Queen's Walk, London,
SE1 2AA**

Members

Baroness Grey-Thompson DBE (Chair)
Daniel Moylan (Vice-Chair)

Sir John Armitt CBE
Boris Johnson MP

Copies of the papers and any attachments are available on [tfl.gov.uk How We Are Governed](http://tfl.gov.uk/How-We-Are-Governed).

This meeting will be open to the public, except for where exempt information is being discussed as noted on the agenda. There is access for disabled people and induction loops are available. A guide for the press and public on attending and reporting meetings of local government bodies, including the use of film, photography, social media and other means is available on www.london.gov.uk/sites/default/files/Openness-in-Meetings.pdf.

Further Information

If you have questions, would like further information about the meeting or require special facilities please contact: Shamus Kenny, Head of Secretariat; telephone: 020 7983 4913 email: ShamusKenny@tfl.gov.uk

For media enquiries please contact the TfL Press Office; telephone: 0845 604 4141; email: PressOffice@tfl.gov.uk

Howard Carter, General Counsel
Monday 7 March 2016

**Agenda
Remuneration Committee
Tuesday 15 March 2016**

1 Apologies for Absence and Chair's Announcements

2 Declarations of Interests

General Counsel

Members are reminded that any interests in a matter under discussion must be declared at the start of the meeting, or at the commencement of the item of business.

Members must not take part in any discussion or decision on such a matter and, depending on the nature of the interest, may be asked to leave the room during the discussion.

3 Minutes of the Meeting of Remuneration Committee held on 8 July 2015

General Counsel

The Committee is asked to approve the minutes of the meeting of the Remuneration Committee held on 8 July 2015 and authorise the Chair to sign them.

4 Matters Arising, Actions List and Forward Plan

General Counsel

The Committee is asked to note the updated actions list and the forward plan.

5 Leadership and Succession Planning in TfL - Update

Commissioner

The Committee is asked to note the actions and activities currently underway and planned.

6 The Commissioner's Performance Assessment - A New Approach

Director of Pensions and Reward and HR Director

The Committee is asked to agree to a combination of the TfL group balanced scorecard and individual objectives as the basis for future performance assessment for the Commissioner.

7 TfL Performance Delivery 2015-16 and Performance Awards

Commissioner

The Committee is asked to note the delivery against the 2015/16 TfL and business area scorecards to date and to delegate authority to the Chair to agree the final performance awards once the final scorecard results are known. The Committee is also asked to note the overall level of performance awards for other staff.

8 Crossrail Limited Chief Executive's Performance and Pay Review

Commissioner

The Committee is asked to note the decision made by the Crossrail Limited CRL Remuneration Committee in relation to the CRL Chief Executive's base pay for 2016/17, and to consider the proposal to award him a performance related payment for 2015/16 and to note that he will be made a Long Term Incentive Plan Award, subject to targets being agreed by CRL.

9 Remuneration of Women in Senior Roles in TfL

Commissioner

The Committee is asked to note the paper, which is the inaugural annual update on the remuneration of women in senior roles in TfL.

10 Future TfL Executive Remuneration

Commissioner

The Committee is asked to consider the practicalities and appropriate structure for TfL's executive remuneration in light of benchmarking data.

11 Managing Director Salary Reviews 2016

Commissioner

The Committee is asked to consider a base salary increase, with effect from 1 April 2016, for a Managing Director to reflect a significant change in their area of responsibility.

12 TfL Scorecard and Managing Directors Scorecards 2016/17 Targets

Commissioner

The Committee is asked to approve the proposed TfL scorecard for 2016/17.

13 Any Other Business the Chair Considers Urgent

The Chair will state the reason for urgency of any item taken.

14 Date of Next Meeting

Tuesday 24 May 2016 at 3pm.

15 Exclusion of Press and Public

The Committee is recommended to agree to exclude the press and public from the meeting, in accordance with paragraphs 1 and 3 of Schedule 12A to the Local Government Act 1972 (as amended), in order to consider the following items of business.

Agenda Part 2

Papers containing supplemental confidential or exempt information not included in the related item on Part 1 of the agenda.

16 TfL Performance Delivery 2015-16 and Performance Awards

Commissioner

Exempt supplemental information relating to the item on Part 1.

17 Crossrail Limited Chief Executive's Performance and Pay Review

Commissioner

Exempt supplemental information relating to the item on Part 1.

18 Managing Director Salary Reviews 2016

Commissioner

Exempt supplemental information relating to the item on Part 1.