

Date: 8 February 2018

Item: Members' Suggestions for Future Discussion Items

This paper will be considered in public

1 Summary

- 1.1 This paper presents the current forward programme for the Committee and explains how this is put together. Members are invited to suggest additional future discussion items for the forward plan. Members are also invited to suggest items for the Committee's induction session and for future informal briefings.

2 Recommendation

- 2.1 **The Committee is asked to note the forward programme and is invited to raise any suggestions for future discussion items for the forward plan and for informal briefings.**

3 Forward Plan Development

- 3.1 The Board and its Committees and Panels have forward plans. The content of the plans arise from a number of sources:
- (a) Standing items for each meeting: Minutes; Matters Arising and Actions List.
 - (b) Regular items (annual, half-year or quarterly) which are for review and approval or noting as specified in the Terms of Reference: Examples include the annual consideration of pay and performance awards for the staff listed in the terms of reference and regular reports on remuneration on a pan-TfL basis, pay gaps and TfL's approach to talent management and succession planning.
 - (c) Items requested by Members: The Chairs Coordination Group will regularly review the forward plans and may suggest items. Other items will arise out of actions from previous meetings (including meetings of the Board or other Committees and Panels) and any issues suggested under this agenda item.

4 Current Plan

- 4.1 The current plan is attached as Appendix 1. Like all plans, it is a snapshot in time and items may be added, removed or deferred to a later date.

List of appendices to this report:

Appendix 1: Remuneration Committee Forward Plan.

List of Background Papers:

None

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Remuneration Committee Forward Planner 2018/19

Membership: Ben Story (Chair), Kay Carberry CBE (Vice Chair), Baroness Grey-Thompson DBE, Ron Kalifa OBE and Val Shawcross CBE

14 March 2018		
Annual Performance Award Schemes for Senior Management	HR Director Commissioner	Approval of amended scheme including weightings of the two scorecard approach for delivery business areas.
Executive Committee Remuneration benchmarking	HR Director	Follow up to 8 February if required with final decisions on peer group and format that will allow the reports to be commissioned.
13 June 2018		
TfL Performance Delivery 2017-18 and Performance Awards	Commissioner	The Committee to review / approve the Commissioner's proposed performance awards for specified Executive Committee team members. The Committee to determine the appropriate level of performance award for the TfL Commissioner.
Executive Committee Remuneration benchmarking		Review the results of the 2018 remuneration benchmarking undertaken for specified Executive Committee roles.
Crossrail Limited Chief Executive's Performance and Pay Review	Commissioner	
12 July 2018		
Any outstanding issues from the items discussed in June 2018	Commissioner	

7 November 2018		
TfL Remuneration	HR Director Commissioner	Annual update on remuneration on a pan-TfL basis including base pay and performance awards.
Pay Gap Analysis	HR Director	Annual update on pay gaps between those within TfL's workforce who may have a protected characteristic and those who do not, including, but not limited to, gender and race.
Talent Management and Succession Planning	HR Director	Annual update.
23 January 2019		
TBA		

Regular items each year

- Executive Committee Remuneration benchmarking
- TfL Performance Delivery (year) and Performance Awards
- Crossrail Limited Chief Executive's Performance and Pay Review
- TfL Remuneration
- Pay Gap Analysis
- Talent Management and Succession Planning

Items to be programmed

- Salary for any person proposed to be appointed as an Officer of TfL with an annual basic salary of £100,000 or more.