

Board

Date: 20 September 2012

Item 12: Report of the meeting of the Remuneration Committee held on 19 July 2012

This paper will be considered in public

1 Summary

- 1.1 To report to the Board on the meeting of the Remuneration Committee held on 19 July 2012.

2 Recommendation

- 2.1 **That the Board note the report.**

3 Background

- 3.1 The main matters considered by the Committee were:
- (a) Hutton Review of Fair Pay in the Public Sector;
 - (b) London 2012 Games Measurement of Transport Network Performance for the Deferred Incentive Plan;
 - (c) Chief Officer Benchmarking and Peer Group Selection;
 - (d) Arrangements for the Chief Finance Officer; and
 - (e) Crossrail Limited – Chief Executive Performance and Remuneration.

4 Issues Discussed

Hutton Review of Fair Pay in the Public Sector

- 4.1 The Committee approved TfL's approach under each of the 12 recommendations of the Hutton Review of Fair Pay in the Public Sector.

London 2012 Games Measurement of Transport Network Performance for the Deferred Incentive Plan

- 4.2 The Committee approved the approach proposed to the measurement of London 2012 Olympic Games performance, subject to the addition of a performance indicator on pre-Games planning and preparation, for the purposes of the Deferred Incentive Plan.

Chief Officer Benchmarking and Peer Group Selection

- 4.3 The Committee approved a recommendation for an appropriate 'peer group' of carefully selected comparator organisations that would facilitate external market remuneration benchmarking of TfL's executive roles. The Committee requested a future paper on proposals for the remuneration of the Commissioner and the Chief Officers to include long term performance objectives relating to the delivery of the Mayor's transport priorities.

Arrangements for the Chief Finance Officer

- 4.4 The Committee approved arrangements for the Chief Finance Officer to take voluntary severance. General Counsel was authorised to agree the final terms of the Compromise Agreement.

Crossrail Limited – Chief Executive Performance and Remuneration

- 4.5 The Committee noted details of the 2010/11 performance review of the former Crossrail Limited Chief Executive and the package and performance objectives of the current Chief Executive.

List of appendices to this report:

None

List of Background Papers:

Papers for the meeting of the Remuneration Committee held on 19 July 2012.

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