

## Agenda

**Meeting: Remuneration Committee**

**Date: Thursday 8 February 2018**

**Time: 5.00pm**

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

### Members

Ben Story (Chair)  
Kay Carberry CBE (Vice-Chair)  
Baroness Grey-Thompson DBE

Ron Kalifa OBE  
Val Shawcross CBE

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](http://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](mailto:ShamusKenny@tfl.gov.uk)

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

Howard Carter, General Counsel  
Wednesday 31 January 2018

**Agenda  
Remuneration Committee  
Thursday 8 February 2018**

**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 the Remuneration Committee held on 2 October 2017**

General Counsel

**The Committee is asked to approve the minutes of the meeting of the Remuneration Committee held on 2 October 2017 and authorise the Chair to sign them.**

**4 Matters Arising and Actions List**

General Counsel

**The Committee is asked to note the updated actions list.**

**5 New Performance Award Scheme for Senior Management for 2018-19**

Commissioner

**The Committee is asked to decide on the weighting to be applied between the delivery business scorecard and the TfL scorecard for each of the four delivery businesses (London Underground, Surface Transport, Major Projects and Commercial Development) and approve the calculation method to be applied where two scorecards will be used to determine performance awards.**

**6 Annual Remuneration Benchmarking Report for Roles under the Remuneration Committee's Terms of Reference**

Commissioner

**The Committee is asked to decide if and when to receive Remuneration Benchmarking information for roles under its Terms of Reference for 2018. It is asked to note the previous (2016) benchmarking report and its format and decide on what changes (if any) are required and/or desirable and to confirm the roles that are to be surveyed as part of a future report.**

**7 2017-18 Performance Award Calculation for Managing Directors and Directors in Professional Services**

Commissioner

**The Committee is approve the calculation method to be applied to performance awards for 2017/18.**

**8 Member suggestions for future agenda discussions**

**9 Any Other Business the Chair Considers Urgent**

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

**10 Date of Next Meeting**

**14 March 2018 at 10.00am**