

Date: 27 November 2014

Item 4: Matters Arising, Actions List and Forward Plan

This paper will be considered in public

1 Summary

1.1 This paper informs the Committee of progress against actions agreed at previous meetings and the forward plan for future meetings.

2 Recommendation

2.1 **The Committee is asked to note the Actions List and the forward plan for future meetings.**

List of appendices to this report:

Appendix 1: Actions List

Appendix 2: Forward Plan

Appendix 3: Group Scorecard

List of Background Papers:

Minutes of previous meetings of the Committee

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Remuneration Committee Actions List (reported to the meeting on 27 November 2014)

Actions arising from the last meeting, held on 3 June 2014

Minute No.	Description	Action By	Target Date	Status note
21/06/14	Individual Choice The Commissioner would circulate a policy on unfunded pension promises that he proposed to use when considering future requests.	Sir Peter Hendy CBE	November 2014	Proposed criteria circulated in September. On agenda.

Action arising from previous meetings

Minute No.	Description	Action By	Target Date	Status note
05/06/13	Chief Officer Benchmarking – Public Sector Comparators Consideration be given to adding other public sector comparator organisations for the next benchmarking exercise. Comparator organisations might include the BBC, Network Rail, NHS/London Ambulance Service (LAS), Post Office and regulatory authorities such as the Civil Aviation Authority (CAA).	Sir Peter Hendy CBE	-	All included, except NHS/LAS and CAA. The peer group composition is balanced between the public and private sector. The next benchmarking exercise will be undertaken shortly and the results will be submitted to the meeting of the Committee on 19 March 2015.

12/03/14	<p>TfL Group Scorecard The target for the proportion of Business Plan efficiencies that are secured was being refined and would be circulated to Members, along with an explanation as to why it represented a realistic but stretching target.</p>	Sir Peter Hendy CBE	July 2014	Circulated and stretch target agreed. Scorecard attached.
14/03/14	<p>Individual Choice on Future Pension Provision Reward and Pensions would review the details of the Chancellor's changes to pension rules, when they became available, to see if the option to transfer to a defined contribution scheme would be attractive to some staff.</p>	Stephen Field	March 2015	While some details were released as part of the 2014 budget and subsequent Finance Act, further details relating to defined benefit pension scheme are yet to be finalised. A paper will be submitted to the March 2015 meeting, when more information is expected to be available. The new arrangements are expected to come into effect from April 2015.
15/03/14	<p>Leadership and Succession Planning Further information would be provided to the Committee on the recommendations arising from a review of apprentices that had been undertaken across TfL.</p>	Sir Peter Hendy CBE	November 2014	On agenda.

Remuneration Committee Forward Plan to 31 March 2016

Thursday 19 March 2015 (2.00-3.30pm)

TfL Group Scorecard for 2015/16

Wednesday 3 June 2015 (12.00-1.30pm)

TfL Chief Officer Remuneration Benchmarking

TfL Commissioner and Chief Officer Performance Awards 2014/15 and Salary Review 2015/16

Crossrail Limited Chief Executive Officer Performance Award 2014/15 and Salary Review 2015/16

Tuesday 30 June 2015 (12.00-1.30pm)

To agree any performance award or salary review issues not resolved at the meeting in June.

Thursday 19 November 2015 (2.00-3.00pm)

There are no specific items for the agenda at this time – though issues may arise from the June discussions on TfL/Crossrail Limited performance awards/salary reviews or from other requests by the Committee for information.

Tuesday 15 March 2016 (12.00-1.00pm)

TfL Group Scorecard for 2016/17

Leadership and Succession Planning in TfL – Update

Proposed TfL Scorecard - 2014/15

Indicator	Unit of Measure	2014/15 Target	Weighting %
Customer			22.50%
London Buses - customer satisfaction	score	83	7.50%
London Underground - customer satisfaction	score	83	7.50%
TLRN - customer satisfaction	score	75	5.00%
DLR - customer satisfaction	score	86	1.00%
London Overground - customer satisfaction	score	81	1.50%
Delivery			52.50%
Killed & seriously injured (Londonwide)	% reduction (2005-09 baseline)	32.8	5.00%
Recorded crime: London Buses	crimes/million p. journeys	7.8	5.00%
Recorded crime: London Underground/DLR	crimes/million p. journeys	8.3	5.00%
Significant Injuries per million hours on R&U	Injuries/m hours	0.55	2.50%
Hybrid Bus introduction	Total number	1,250	2.50%
Euro 3 Upgrade/Early Retirement	Total number	1,250	2.50%
London Buses: Excess Wait Time	mins	1	5.00%
London Underground: Total Lost Customer Hours	Millions of hours	19.8	5.00%
TLRN: Journey Time Reliability	%	88.8	5.00%
DLR: Departures	%	98.8	1.00%
London Overground: On-time performance	%	96	1.50%
% of Investment Programme and Budget milestones achieved	%	100 Sliding scale	12.50%
People			5.00%
Staff Survey	score	81%	5.00%
Value			20.00%
Forecast accuracy - Opex not in the IP	%	100 Sliding scale	3.00%
Forecast accuracy - Investment Programme (Opex and Capex)	%	100 Sliding scale	2.00%
Net commercial development income	£m	218	5.00%
Achievement of efficiency savings 2014/15	£m	£1.333bn	5.00%
Long Term Efficiencies -Proportion of Business Plan efficiencies to be secured	%	15.00%	5.00%
Total			100%