

## Remuneration Committee



**Date:** 2 October 2017

**Item:** Matters Arising and Actions List

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### **This paper will be considered in public**

#### **1 Summary**

1.1 This paper informs the Committee of progress against actions agreed at previous meetings.

#### **2 Recommendation**

2.1 **The Committee is asked to note the Actions List.**

#### **List of appendices to this report:**

Appendix 1: Actions List

#### **List of Background Papers:**

Minutes of previous meetings of the Committee

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## Remuneration Committee Actions List (reported to the meeting on 2 October 2017)

## Actions arising from the meeting held on 19 July 2017.

Minute No.	Description	Action By	Target Date	Status note
07/07/17 (1)	<b>Performance Awards: Attracting and retaining staff</b> The Chair of the Committee would discuss with the Chair of TfL issues with the trade-offs between the need to show pay restraint and to attract and retain key staff in a highly competitive market. TfL's Transformation programme would see the scope and responsibilities of many roles expanded and there was a risk that TfL could lose talent as benchmarking demonstrated that some people were able to command far higher remuneration packages elsewhere.	Chair	2 October 2017	An update will be provided at the meeting.
07/07/17 (2)	<b>Performance Awards:</b> The Committee asked that its terms of reference be reviewed, so that it considered wider strategic issues around TfL's remuneration structure. This would include benchmarking, skill sets and gaps, talent management, equality and inclusion at senior levels and the ability to attract and retain key staff.	Howard Carter		This will be further discussed as part of the outcome of the review of Board effectiveness.
07/07/17 (3)	<b>Performance Awards:</b> Going forward, the new performance award regime tied to the TfL Scorecard should ensure that safety metrics were properly incentivised, with anyone falling below the required standard automatically being ineligible for that proportion of their Scorecard performance award.	Tricia Wright		This will be incorporated into the new framework.
07/07/17 (4)	<b>Performance Awards:</b> The Committee requested that the commentary on the performance of the Commissioner and his direct reports in future papers be more tightly focused on their performance and achievements.	Mike Brown MVO	June 2018	This will be implemented for the next relevant report.

09/07/17	<p><b>Date of Next Meeting</b>  The Committee agreed that further meetings should be scheduled for the remainder of the year.</p>	Secretariat	July 2017	Additional date added for October (this meeting). Further dates to be considered following changes to Terms of Reference
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**There are no outstanding actions from previous meetings.**