

Remuneration Committee



Date: 3 June 2014

Item 4: Matters Arising and Actions List

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

List of Background Papers:

Minutes of previous meetings of the Committee

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Remuneration Committee Actions List (reported to the meeting on 3 June 2014)

Actions arising from the last meeting, held on 27 March 2014

Minute No.	Description	Action By	Target Date	Status note
12/03/14	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.	Sir Peter Hendy CBE	May 2014	An update will be provided at the meeting.
14/03/14	Individual Choice on Future Pension Provision – Self-Assurance While the proposed cash allowance would be on a cost neutral basis to TfL, there was a small cost in respect of the life cover. The Committee asked that the option of self-assurance for life cover be explored.	Stephen Field	June 2014	It is confirmed that self-assurance was an option.
14/03/14	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.	Stephen Field	June 2014	Awaiting publication of the full details by Government.
15/03/14	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.	Sir Peter Hendy CBE	July 2014	On forward plan.

Action arising from previous meetings

Minute No.	Description	Action By	Target Date	Status note
05/06/13	<p>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).</p>	Sir Peter Hendy CBE	2014	All included, except NHS/LAS and CAA, which will be considered for 2014.
07/06/13	<p>Leadership and Succession Planning in TfL – Catalyst Briefings Daniel Moylan would be invited to speak on the political environment in local government.</p>	Sir Peter Hendy CBE	2014	The Catalyst Briefings initiative is being reviewed Daniel Moylan will be invited when appropriate.
06/01/14	<p>Remuneration of the Commissioner and Chief Officers – Long Term Incentives The Chair would meet with the Mayor to test his appetite for introducing a long term incentive plan in addition to annual performance plans.</p>	Baroness Grey-Thompson	February and March 2014	An oral update will be provided at the meeting.

Appendix 2

Remuneration Committee Forward Plan to 31 March 2015

Tuesday 1 July 2014 (11.00am-12.00 midday)

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

Update on review of the apprentices

Monday 17 November 2014 (4.00-5.00pm) [Note: Date to be rescheduled]

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

Thursday 19 March 2015 (2.00-3.30pm)

TfL Group Scorecard for 2015/16

Leadership and Succession Planning in TfL – Update