

# Transport for London

## Minutes of the Remuneration Committee

Committee Room 2, City Hall, The Queen's Walk, London, SE1 2AA  
10.00am, Thursday 27 November 2014

### Members

Baroness Grey-Thompson DBE	Chair
Daniel Moylan	Vice Chairman

### Also in Attendance

Isabel Dedring	Deputy Chair of TfL
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### Staff

Howard Carter	General Counsel
Sir Peter Hendy CBE	Commissioner
Stephen Field	Director, Reward and Pensions
Shamus Kenny	Head of Secretariat

### 26/11/14 Apologies for Absence and Chair's Announcements

Apologies for absence had been received from the Mayor, Boris Johnson, and Sir John Armitt CBE.

### 27/11/14 Declarations of Interests

Baroness Grey-Thompson declared an interest as a member of the London Legacy Development Corporation. Daniel Moylan declared an interest as a Councillor for the Royal Borough of Kensington and Chelsea, as a Non Executive Director of Crossrail Limited (appointed by TfL) and as Chairman of Urban Design London; as a TfL appointed Non Executive Director.

### 28/11/14 Minutes of the Meeting held on 3 June 2014

The minutes of the meeting held on 3 June 2014 were approved as a correct record and signed by the Chair.

### 29/11/14 Matters Arising, Actions List and Forward Plan

Members noted that a paper on Chief Officer Benchmarking was to be submitted to the next meeting of the Committee. The forward plan would be updated accordingly.

**The Committee noted the Actions List and Forward Plan.**

## **30/11/14 Update on Apprenticeships and TfL's Leadership and Succession Programme**

Sir Peter Hendy introduced the paper, which provided information on the recommendations arising from the review of apprenticeships that has been undertaken across TfL and the current and proposed future activities that form TfL's Leadership and Succession Planning.

Sir Peter Hendy confirmed that both the graduate and apprenticeship programmes sought to attract a good gender and ethnicity balance. The schemes also sought applicants from a wide age range. TfL's procurement policies required contractors and suppliers to take on apprentices and the highways contracts encouraged contractors to use local labour. TfL would monitor how many apprentices and graduates came from London, to test if this was an issue that needed to be addressed.

The leadership development programme was designed to provide staff with the range of skills required to move into more senior roles, or different roles across the organisation. The performance review processes provided an opportunity for staff to discuss career aspirations and personal development.

**The Committee noted the paper, the recommendations arising from the review of apprenticeships and the activities currently underway and planned in relation to apprenticeships and leadership and succession planning.**

## **31/11/14 Future Pension Provision**

Sir Peter Hendy introduced the paper, which sought approval to the criteria to be used by the Commissioner in relation to the award of unfunded pension arrangements.

The criteria were designed to keep the number of awards to a minimum. As proposed, the criteria would be reviewed whenever the Government made significant changes to the pension lifetime allowance that was likely to increase the number of eligible applicants.

### **The Committee:**

- 1 approved the Commissioner applying the following criteria for unfunded pension arrangements in each individual case:**
  - (a) criticality of the individual to the business; or**
  - (b) retention of the individual, where if they left this would or could cause immediate and significant risk to high profile projects or operations of the business; and**
  - (c) in every case, only where impacted by the Lifetime Allowance; and**
- 2 noted that an annual report would be provided to the Committee on the use of unfunded pension arrangements.**

## **32/11/14 Chief Officer Remuneration – Managing Director for Crossrail 2**

Sir Peter Hendy introduced the paper and the related exempt supplementary information on Part 2 of the agenda. The paper sought approval to the salary proposed for Michèle Dix in a new Chief Officer role of Managing Director Crossrail 2, with effect from 5 February 2015. The role would be undertaken on a part time basis of three days per week.

Sir Peter Hendy confirmed that an oversight meant that a review of Michele Dix's salary had not taken place, to reflect her Planning role returning to full time and her additional responsibilities in relation to aviation. Therefore, a proposal to increase her salary had not been considered in June 2014, when the Committee reviewed the remuneration of all Chief Officers. Members agreed that her salary would match the FTE rate for the Managing Director Crossrail 2 role and be backdated to 1 April 2014.

### **The Committee:**

- 1 noted the paper and the related paper on Part 2 of the agenda;**
- 2 approved the proposed salary for the position of Managing Director Crossrail 2, as set out in the paper on Part 2 of the agenda; and**
- 3 approved the salary review for Michèle Dix, backdated to 1 April 2014, at the same FTE rate as the Managing Director Crossrail 2 role.**

## **33/11/14 Any Other Business the Chair Considers Urgent**

There was no urgent business to discuss.

## **34/11/14 Exclusion of Press and Public**

**The Committee agreed to exclude the press and public from the meeting, in accordance with paragraphs 1 and 3 of Schedule 12A to the Local Government Act 1972 (as amended), in order to consider the exempt appendix to the paper on Chief Officer Remuneration – Managing Director for Crossrail 2.**

There being no further business, the meeting closed at 10.35am.

The next meeting would be held on Thursday 19 March 2015 at 2.00pm

Chair: \_\_\_\_\_

Date: \_\_\_\_\_