

Remuneration Committee



Date: 15 March 2016

Item: Crossrail Limited Chief Executive's Performance and Pay Review

This paper will be considered in public

1 Summary

- 1.1 The purpose of this paper is to inform Transport for London (TfL) of the decision made by the Crossrail Limited (CRL) Remuneration Committee to offer no base pay increase to the Chief Executive in 2016/17 and to consult TfL on its proposal to award a performance related payment in recognition of his achievements in the financial year 2015/16, to consult TfL on its plan to make a Long Term Incentive Plan (LTIP) payment, and to ask TfL to note that he will be made a LTIP Award for 2016/17 in line with the agreed Targets.
- 1.2 A paper is included on Part 2 of the agenda, which contains exempt supplemental information and documentation. The information is exempt by virtue of paragraph 3 of Schedule 12A of the Local Government Act 1972 in that it contains information relating to the financial affairs of a person or authority. Any discussion of that exempt information must take place after the press and public have been excluded from this meeting.

2 Recommendations

- 2.1 **The Committee is asked to:**
 - (a) **note the achievements of the Crossrail Limited (CRL) Chief Executive in the 2015/16 performance year;**
 - (b) **note the decision of the CRL Remuneration Committee not to award the CRL Chief Executive a base pay increase for the financial year 2016/17, as set out in the paper on Part 2 of the agenda;**
 - (c) **consider the proposal of the CRL Remuneration Committee to award the CRL Chief Executive a performance related payment in recognition of his achievements in the 2015/16 performance year and to provide a consultation response;**
 - (d) **note the plan of the CRL Remuneration Committee make a LTIP Payment to the CRL Chief Executive in respect of the LTIP Period 2014/15 & 2015/16**
 - (e) **consider the proposal of the CRL Remuneration Committee to make a LTIP Award in respect of 2016/17, and**
 - (f) **to provide a consultation response.**

3 Background

- 3.1 The meeting to consider the performance of the Chief Executive, Andrew Wolstenholme was held February in order to fit in with TfL's Committee cycle. Should there be any substantive changes in the performance of the company between now and year-end the decisions reached may be reviewed.
- 3.2 At its meeting of 4 February 2016, the CRL Remuneration Committee considered the past year's performance of the Chief Executive, Andrew Wolstenholme.
- 3.3 The CRL Chairman had undertaken a review of the Chief Executive's performance and provided the CRL Remuneration Committee with his assessment of the Chief Executive's performance. Details are provided in the paper on Part 2 of the agenda.
- 3.4 The Committee also noted that no base pay increase would be made.

4 Performance Related Pay and Base Pay Increase

- 4.1 Details of the proposed performance award for 2015/16 are set out in the paper on Part 2 of the agenda.

5 Long Term Incentive Plan (LTIP)

- 5.1 The CRL Remuneration Committee approved the Chief Executive's LTIP Payment for 2015/16.
- 5.2 The CRL Remuneration Committee approved the Chief Executive's admission to the LTIP Scheme for 2016/17.

6 Pension

- 6.1 In light of the upcoming changes in pension legislation, in particular the reduction in the pension Lifetime Allowance (LTA), The Company has offered those impacted the option to opt out of their CRL pension arrangements and receive a cash allowance instead. The cash allowance will be broadly cost neutral to CRL.

List of appendices to this report:

A paper on Part 2 of the agenda contains exempt supplemental information.

List of Background Papers:

Crossrail Remuneration Committee paper, February 2016 and associated appendices

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