

Board

Date: 26 March 2015

Item 24: Report of the meeting of the Remuneration Committee held on 19 March 2015

Under section 100B(4)(b) of the Local Government Act 1972, the Mayor agreed that this item should be considered at the meeting. This paper was not available for dispatch by the statutory deadline of 18 March, as the meeting of the Committee was held on 19 March 2015. This paper was published on 20 March 2015.

This paper will be considered in public

1 Summary

- 1.1 To report to the Board on the meeting of the Remuneration Committee held on 19 March 2015.

2 Recommendation

- 2.1 **That the Board notes the report.**

3 Background

- 3.1 The main matters considered by the Committee were:

- (a) TfL Scorecard 2015/16; and
- (b) Chief Officer Benchmarking.

4 Issues Discussed

TfL Scorecard 2015/16

- 4.1 The Committee approved the TfL Scorecard for 2015/16, which will form the basis for TfL's Senior Management's remuneration for the financial year 2015/16.
- 4.2 The TfL Scorecard seeks to address both the priorities of the Mayor and TfL's customers. Given the breadth of services offered by TfL and the ambition of TfL's priorities, there are a large number of measures included in this year's scorecard, including a new Single Equality Scheme measure.

- 4.3 Members discussed the Scorecard setting process, the issues that were considered and how these were cascaded throughout the organisation to drive appropriate behaviours.

Chief Officer Benchmarking

- 4.4 The Committee noted the paper, which provided a transparent comparison of remuneration levels and mix for senior executives within the peer group organisations against the remuneration of incumbent TfL executives. The benchmarking report was produced by external remuneration advisors, New Bridge Street.
- 4.5 The analysis by the external remuneration advisors indicated that base salaries of the Commissioner and all Chief Officers were below the benchmarked market level. The Committee discussed the impact of current pay levels on staff retention, the impact of the current director leadership and development programme on succession planning and the attractiveness of TfL as a place to work. Recommendations on both base salaries and performance awards were due to be considered at the next scheduled meeting of the Committee.
- 4.6 The Committee also requested an annual update on the pay of senior women at TfL, to ensure that equitable pay was being kept under review.

List of appendices to this report:

None

List of Background Papers:

Papers for the meeting of the Remuneration Committee held on 19 March 2015

Contact Officer: Howard Carter
Number: 020 3054 7832
Email: HowardCarter@tfl.gov.uk