

**MINUTES OF REMUNERATION COMMITTEE**  
**TEL Office, Citypoint, Edinburgh**  
At 12:30 on Wednesday 2<sup>nd</sup> June 2010

**In Attendance:**           **Directors:**  
                                  Brian Cox (Chairman)  
                                  Cllr Ian Perry  
                                  Peter Strachan  
                                  Kenneth Hogg  
                                  Gordon Mackenzie

**Other Attendees:**       David Mackay, **tie**  
                                  Richard Jeffrey, **tie**  
                                  Claire Logan, **tie** (Minutes)

**Apologies:**               N/a

**Cirulation:**             As above

**1. Approval of Annual Bonuses at tie paper**

Cost score was approved.

Time score was approved with recognition of the hard work to maintain programme dates.

The Stakeholder KPI score was approved with the addition of a caveat to keeping stakeholders well informed but also robustly defending sensitive information.

Safety KPI score was approved in the context of the tram construction not being fully engaged and there is opportunity for further testing of this KPI.

Operational Readiness was approved also in the context of the tram construction not progressing as quickly as planned.

Build the team score was approved.

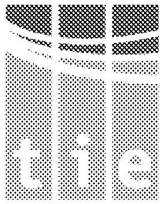
Consideration was given to the following before a decision was made: morale, retention of staff, stakeholder concerns, progress on project and confidence in the project.

The recommendation to pay no bonus for 2009/10 was approved. It was agreed that the hard work of staff should be acknowledged and that the committee regret being in the situation where they are not paying a bonus.

The resetting of targets from 1 April 2010 was approved.

**2 Approval of Remuneration Policy for tie**

RJ explained the purpose of the policy was to bring structure to the remuneration package currently offered by **tie**. The committee agreed that any existing anomalies in salary rates should not be dealt with and the policy should be for future recruitment and guidance internally.



**3. Date of Next Meeting**

The next meeting to be held after project Carlisle.

Signed and approved on behalf of the Remuneration Committee of **tie** Limited by:

Brian Cox (Chairman).....

Date:.....

**Declaration:**

*Agenda Items marked \* indicate that a report or relevant paper on this subject was attached and will be made available under FOI(S)A but will be subject to review under Section 5b of tie's publication scheme and The FOI (Scotland) Act 2002. The contents of these minutes will be reviewed by tie prior to release and items marked with (C) may be deemed exempt according to the provisions of The FOI (Scotland) Act 2002.*