



**Agenda for tie Remuneration Committee**

**tie Board Room,  
Verity House,  
19 Haymarket Yards  
Edinburgh  
EH12 5BH**

**on Tuesday 10<sup>th</sup> July 2007 @ 12.00 AM**

Item No.	Agenda Item	
1.	Apologies	BC
2.	Performance Management Executive Chairman's Bonus Review <ul style="list-style-type: none"> <li>• Objectives and assessment December 06 to May 07</li> </ul>	CM
3.	Retention and Reward of Executive Chairman <ul style="list-style-type: none"> <li>• June 07 to November 07 – proposed objectives</li> <li>• Increased headroom to 100% - criteria</li> <li>• Beyond November 07</li> </ul>	CM
4.	Appointments: <ul style="list-style-type: none"> <li>• Executive Search for permanent Project Delivery Directors Tram and EARL - Update</li> <li>• Tram Project Director – interview process</li> </ul>	CM
5.	Reward Issues <ul style="list-style-type: none"> <li>• Retention and Reward of tie senior management – proposal for next RemCom</li> <li>• Retention and reward for key Tram delivery resources</li> </ul> Performance Management <ul style="list-style-type: none"> <li>• Non Executive Directors               <ul style="list-style-type: none"> <li>○ Role definitions</li> <li>○ Performance criteria</li> <li>○ Measurement and Assessment</li> </ul> </li> </ul>	CM
	Any Other Business	BC
	Date of next RemCom	CM



## tie Remuneration Committee

Executive Chairman - Six Month Objectives – period from 1<sup>st</sup> June 2007 to 30<sup>th</sup> November 2007

<i>Personal Objective</i>	<i>Deliverable</i>	<i>Weighting</i>
Tram Project	<ul style="list-style-type: none"> <li>• Deliver Tram Business Case</li> <li>• Preferred Bidder Selected</li> <li>• MUDFA successfully and safely delivered with full compliance</li> <li>• Develop post financial close Tram Delivery Organisation</li> <li>• Appoint Project Delivery Director</li> </ul>	40%
Earl	<ul style="list-style-type: none"> <li>• Support Executive Review of EARL</li> <li>• Develop strategy for transfer of Authorised Undertaker from tie</li> </ul>	20%
SAK	<ul style="list-style-type: none"> <li>• Effective transfer of SAK to Transport Scotland</li> </ul>	10%
tie	<ul style="list-style-type: none"> <li>• Deliver fit for purpose single project tie organisation</li> <li>• Agreed new Corporate Plan which clearly sets out the future strategy &amp; direction of tie.</li> </ul>	20%
Stakeholder Relationship	<ul style="list-style-type: none"> <li>• CEC, TEL &amp; Scottish Executive rate performance of tie as being above average at 1<sup>st</sup> December 2007.</li> </ul>	10%



<i>Personal Objective</i>	<i>Deliverable</i>	<i>Weighting</i>
Tram Project	Final Business Plan submitted to CEC on 9 <sup>th</sup> November 2006.	20%
Earl	BAA and ScottishPower removed as objectors to the EARL Bill	20%
SAK	No Slip in the target Project Commissioning Date of July 07.	20%
tie	Fully Populated Management Team by 1 <sup>st</sup> November 2006	20%
Customer Satisfaction	CEC, TEL & TS rate performance of tie as being above average at 1 <sup>st</sup> November 2006.	20%

(b) Six Month achievement – period from 1<sup>st</sup> December 2006 to 30<sup>th</sup> May 2007

<i>Personal Objective</i>	<i>Deliverable</i>	<i>Weighting</i>
Tram Project	Funding approved by Transport Scotland & CEC for Tram by May 2007	20%
Earl	Royal Ascent for Bill achieved by May 2007	20%
SAK	No Slip in the target Project Commissioning Date of July 07.	20%
tie	Agreed new Corporate Plan which clearly sets out the future strategy & direction of tie.	20%
Customer Satisfaction	CEC, TEL & TS rate performance of tie as being above average at 1 <sup>st</sup> November 2006.	20%



	Bonus Headroom	Tram Programme % opportunity Score %	Tram Project Cost % opportunity Score %	Tram Organisation % opportunity Score %	TOTAL	PAYMENT	PAYMENT (50% reduction)			
Matthew Crosse Project Director	£130,000.00	31st Jan - 31st March 8 weeks (12.5%) (Financial Close)	20.0% 0.0% 0.0%	Phase 1a £490 - £530 Phase 1a+1b £545	60.0% £508 33.0% 30.0% £0 0.0%	Teamwork and Delivery Safety	20.0% 25.0% 5.0% -50.0% 0.0%	38.0%	£49,400.00	£24,700.00
Geoff Gilbert Commercial Director	£100,000.00	31st Jan - 31st March 8 weeks (12.5%) (Financial Close)	20.0% 0.0% 0.0%	Phase 1a £490 - £530 Phase 1a+1b £545	60.0% £508 33.0% 30.0% £0 0.0%	Teamwork and Delivery Safety	20.0% 75.0% 15.0% -50.0% 0.0%	48.0%	£48,000.00	£24,000.00
Bob Dawson Procurement Director	£100,000.00	31st Jan - 31st March 8 weeks (12.5%) (Financial Close)	20.0% 0.0% 0.0%	Phase 1a £490 - £530 Phase 1a+1b £545	60.0% £508 33.0% 30.0% £0 0.0%	Teamwork and Delivery Safety	20.0% 50.0% 10.0% -50.0% 0.0%	43.0%	£43,000.00	£21,500.00
David Powell TRAMCO PM	£70,000.00	31st Jan - 31st March 8 weeks (12.5%) (Financial Close)	20.0% 0.0% 0.0%	Phase 1a £490 - £530 Phase 1a+1b £545	60.0% £508 33.0% 30.0% £0 0.0%	Teamwork and Delivery Safety	20.0% 25.0% 5.0% -50.0% 0.0%	38.0%	£28,600.00	£13,300.00
<b>TOTAL</b>	<b>£400,000.00</b>							<b>41.8%</b>	<b>£187,000.00</b>	<b>£83,500.00</b>

100%

1st Feb	100.0%	£490.0	100.0%
8th Feb	87.5%	£495.0	87.5%
15th Feb	75.0%	£500.0	75.0%
22nd Feb	62.5%	£505.0	62.5%
29th Feb	50.0%	£510.0	50.0%
7th March	37.5%	£515.0	37.5%
14th March	25.0%	£520.0	25.0%
21st March	12.5%	£525.0	12.5%
28th March	0.0%	£530.0	0.0%
		£508.0	55.0%

£233,000.00 -£83,500.00



