



MINUTES OF REMUNERATION COMMITTEE
Citypoint, Edinburgh
at 2:00pm on Thursday 21st October 2010

In Attendance:	Directors: Brian Cox (Chairman) Cllr Ian Perry Cllr Phil Wheeler Kenneth Hogg	 KH IP PW KH
Other Attendees:	David Mackay, tie Richard Jeffrey, tie Donald McGougan, CEC Julie Thompson, tie (Minutes)	 DJM RJ DMcG JT
Apologies:	Gordon Mackenzie	GMcK
Cirulation:	As above	

1. Changes to Pensions Policy

The Committee were informed the of the changes to the Pensions Policy. The City of Edinburgh Council will close its pension scheme to all arms-length companies at the beginning of November and this will impact on any current members of staff not in the pension scheme or to new recruits. There are currently 7 members of staff not in the scheme and they have been written to to ask if they wish to join before the closure date. The Board was asked to agree the changes to the Policy and DJM to write to DMcG officially to record the Committee's agreement.

2. Resource Review

A number of options needed to be considered around resourcing. A recruitment freeze has been implemented until the outcome of the Project is clearer.

3. Retention Strategy

It has been recognised that there are certain key individuals who are critical to the project going forward and RJ asked the Committee for permission to change the Bonus Policy to identify these individuals and make the appropriate provisions.

4. Appointment of new Finance Director

Gregor Roberts has been appointed as the new Finance Director



with effect from 1st November 2010. The Committee was asked to note the changes to remuneration for this post. Alan Coyle has been seconded from CEC to Edinburgh Trams and this is effective from 1st November 2010.

Signed and approved on behalf of the Remuneration Committee of Transport Edinburgh 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.*