
From: "Gordon Rae" [gordon@[REDACTED]]
Sent: 31 August 2009 10:15
To: Richard Jeffrey
Cc: Claire Logan
Subject: Bonus Proposal & HR/ Leadership Development Proposal
Attachments: bonus paper for tie exec.doc; tie Interim HR Solutions.doc

Richard I have attached a paper on bonus for the Exec to discuss.

Based on the outcome of the discussion I will draft a Remco paper on Pay and bonus.

If we are to have the Remco paper for late September, then I think we should round off the bonus discussion in the next 2 weeks.

I think David will be pretty firmly in the Board discretion camp.

Let me know where the discussion goes.

I have also attached a paper on HR and Leadership Development support

Things I am still working on

Comms framework for OEM (should complete today)

Organisational Design Issues (you will have this by Friday)

Overall review Paper (ready for next week for discussion initially with you and David)

Performance Review Documentation (almost complete - needs values work to be done before "how" is measured)

Values Workshops - Framework proposed for Claire and Mandy to implement.

I think that is it
Gordon