
From: Jim Inch
Sent: 24 June 2009 15:19
To: Tom Aitchison
Subject: RE: Email to Brian Cox - sent on behalf of David Mackay

Importance: High

Tom

Thanks for sharing the 'e'mail from David Mackay regarding bonus payments within **tie**.

The information is both helpful and reassuring but I remain concerned that we do not have sufficient awareness of the way bonus is structured.

The note refers to David sharing the "big picture" with you as a matter of courtesy. Dare I suggest that he might also share the 'small picture'.

These matters are surely approved by the Remuneration sub Committee and if these papers were shared with you that might give us enough visibility of this sensitive and important matter.

Alternative the bonus arrangements for individual members of staff must be written into contracts of employment.

Access to these would also suffice.

I emphasise that this interest is not to challenge what is being done but rather to demonstrate the closeness of the relationship.

I, like you, have every confidence that David will be keeping a strong grip on performance and associated bonus arrangements.

Jim

Pat Denholm / Secretary to Jim Inch / Director of Corporate Services / The City of Edinburgh Council / Level 2 (2/7) / Waverley Court / 4 East Market Street / Edinburgh / EH8 8BG / Tel Number [REDACTED] / Fax Number 0131 469 3010

From: Tom Aitchison
Sent: 24 June 2009 12:14
To: Jim Inch; Donald McGougan; Dave Anderson
Cc: Sheena Raeburn
Subject: FW: Email to Brian Cox - sent on behalf of David Mackay

PRIVATE AND CONFIDENTIAL

Dear All,

tie: BONUS PAYMENTS

Attached is a copy of the email I received from David Mackay around a month ago. My apologies - I thought I had circulated this but obviously did not do so.

Best wishes.

Tom

Tom Aitchison
Chief Executive
The City of Edinburgh Council
Waverley Court
4 East Market Street
EDINBURGH
EH8 8BG

Tel No: [REDACTED]
Fax No: 0131 469 3010

From: Julie Thompson [mailto:Julie.Thompson@tie.ltd.uk]
Sent: 26 May 2009 12:07
To: Sandra Elgin
Subject: RE: Email to Brian Cox - sent on behalf of David Mackay

Ha, that's funny!

I think they would do the same here.

From: Sandra Elgin [mailto:sandra.elgin@edinburgh.gov.uk]
Sent: 26 May 2009 12:03
To: Julie Thompson
Subject: RE: Email to Brian Cox - sent on behalf of David Mackay

Yeah, he'd walk around me!

Cheers.

Sands

From: Julie Thompson [mailto:Julie.Thompson@tie.ltd.uk]
Sent: 26 May 2009 12:02
To: Sandra Elgin
Subject: RE: Email to Brian Cox - sent on behalf of David Mackay

Thanks Sandra

Wait to hear from you – would Tom know what to do if you pass out?

Enjoy lunch.

Julie

From: Sandra Elgin [mailto:sandra.elgin@edinburgh.gov.uk]
Sent: 26 May 2009 11:54
To: Julie Thompson
Subject: RE: Email to Brian Cox - sent on behalf of David Mackay

OK, cheers.

I've been asked to set up a meeting with David and Jim Inch at some point on Monday. I'll get back to you this afternoon after I've had my lunch cause I'm at the fainting stage!!

Cheers.

Sandra

From: Julie Thompson [mailto:Julie.Thompson@tie.ltd.uk]
Sent: 26 May 2009 11:35
To: Sandra Elgin
Subject: RE: Email to Brian Cox - sent on behalf of David Mackay

Hi Sandra

No, you're ok.

David said just to send the email.

Regards

Julie

From: Sandra Elgin [mailto:sandra.elgin@edinburgh.gov.uk]
Sent: 26 May 2009 11:34
To: Julie Thompson
Subject: RE: Email to Brian Cox - sent on behalf of David Mackay

Thanks Julie, do we need the schedule and supporting summary?

Sandra

From: Julie Thompson [mailto:Julie.Thompson@tie.ltd.uk]
Sent: 26 May 2009 11:19
To: Tom Aitchison
Subject: Email to Brian Cox - sent on behalf of David Mackay

Tom

As per our conversation, here is a copy of the email I have sent to Brian Cox.

Brian

I am attaching a detailed Schedule and supporting summary which sets out the proposed bonus payments, which if approved, should be actioned for the June payroll.

I have discussed the foregoing in considerable detail with Steven Bell and Stewart McGarrity. Richard Jeffrey is aware of the principles applied and supports this strategy.

Finally, as a matter of courtesy, I have shared the "big picture" with Tom Aitchison.

I hope you will find the detail self explanatory but I would just like to highlight the following:

1. Given that for a combination of reasons, we will not achieve the July 2011 timetable or the £512m financial forecast, we have reduced potential bonus payments by 75% - i.e. the proposal is to pay circa 25% of the bonus calculation which arises from the appraisal process.
2. Along the way a few anomalies have been corrected.

3. The Senior Group, who were entitled to a maximum of 50%, are required to bank 40% of any awarded bonus, which would then be paid when Phase 1(a) is operational; moreover they will defer 50% of the remaining sums payable until 1st September 2009.
4. The accrued budget for bonus was £888k. We will pay circa £205k, which compares with £737k paid last year.

A hard copy will follow by post.

Please feel free to direct any queries you have directly to me or in my absence, Stewart McGarrity.

Regards

David

David Mackay
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