

**MINUTES OF REMUNERATION COMMITTEE**  
**TEL Office, Citypoint, Edinburgh**  
at 1.00pm on Wednesday 3<sup>rd</sup> June 2009

<b>In Attendance:</b>	<b>Directors:</b> Brian Cox (Chairman) Cllr Gordon Mackenzie Cllr Ian Perry Kenneth Hogg	 KH GMc IP KH
<b>Other Attendees:</b>	David Mackay Julie Thompson, tie (Minutes)	DJM JT
<b>Apologies:</b>	Peter Strachan	PS
<b>Cirulation:</b>	As above	

**1. Performance Bonus 2008/2009**

DJM outlined the basis for the calculation of the Performance Bonus for 2008/09. The Committee approved the payment of the bonuses.

The Remuneration Committee will approve on behalf of the Board all recommendations going forward and CEC will be advised out of courtesy.

tie should be aware of the potential for appeals by employees in respect of bonus payments but DJM is confident that generally the staff recognises the difficult climate.

Terms of Reference will be redrafted and brought back to the Committee for approval.

DJM/CL

**2. Pension Policy**

The Committee approved the policy

**3. Redundancy, Maternity and Paternity Policies**

These are to be brought in line with Lothian Buses' policies.

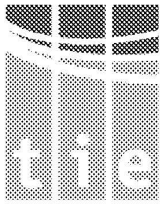
DJM/CL

DJM will have these redrafted and issued to the next meeting.

Kenneth Hogg agreed to replace Peter Strachan on the Committee

**8. Date of Next Meeting**

The next meeting will be held on Wednesday 8<sup>th</sup> July 2009 at 1.00 pm.



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.*