
From: Colin McLauchlan
Sent: 22 April 2009 19:38
To: Mike Connelly
Subject: RE: BONUS REVIEW

Eh?

Lost sorry

From: Mike Connelly <Mike.Connelly@tie.ltd.uk>
Sent: 22 April 2009 19:34
To: Colin McLauchlan <Colin.McLauchlan@tie.ltd.uk>
Subject: RE: BONUS REVIEW

From me.

From: Colin McLauchlan <Colin.McLauchlan@tie.ltd.uk>
Sent: 22 April 2009 19:27
To: Mike Connelly <Mike.Connelly@tie.ltd.uk>
Subject: RE: BONUS REVIEW

Yup!

Is that second statement from you or about him?

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From: Mike Connelly
Sent: 22 April 2009 19:25
To: Colin McLauchlan
Subject: RE: BONUS REVIEW

McGarrity?

Didn't realise there was a salary review.

From: Colin McLauchlan <Colin.McLauchlan@tie.ltd.uk>
Sent: 22 April 2009 18:59
To: Mike Connelly <Mike.Connelly@tie.ltd.uk>
Subject: FW: BONUS REVIEW

This really got to me as I know who is winding this up.....

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From: Colin McLauchlan
Sent: 22 April 2009 18:47
To: David Mackay
Subject: RE: BONUS REVIEW

David

I would appreciate if I can take you through at earliest opportunity

Thanks

Colin

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From: David Mackay
Sent: 22 April 2009 14:39
To: Colin McLauchlan
Subject: RE: BONUS REVIEW

Colin
Regret ot at all clear to me again
Not convinced or indeed satisfied again
David

From: Colin McLauchlan <Colin.McLauchlan@tie.ltd.uk>
Sent: 22 April 2009 14:32
To: David Mackay <David.Mackay@tie.ltd.uk>
Subject: RE: BONUS REVIEW

David

The leadership team were initially briefed of the changes to the approach to Stakeholder management back in October and approved the approach and changes.

The Customer Services and Comms Teams and Operations took the best part of the intervening time to fully imbed the changes and enhancements.

Commitment as with all other new/changed and additional roles and responsibilities was for the 5 impacted to have salary increase to reflect new role and responsibilities.

I briefed you originally in January in our discussion around the first e-mail above and took you through the change in structure and roles (new org chart was attached). I advised that when fully bedded in there would be salary reviews for those identified (5 employees out of the 16 in the new comms/customer services team). I advised you that would wait to salary review to catch up on proposed salary increases.

Then in the second note the increases were advised in the salary spreadsheet and specifically noted in the e-mail. These were backdated to reflect the time when individual fully deployed. I also asked for any other outstanding salary commendations.

All the salary review letters were then duly processed assuming approval

Thanks

Colin

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From: David Mackay
Sent: 22 April 2009 13:44
To: Colin McLauchlan
Subject: RE: BONUS REVIEW

Colin
Who authorized retro salary increases to your staff?
David

From: Colin McLauchlan <Colin.McLauchlan@tie.ltd.uk>
Sent: 22 April 2009 12:04
To: David Mackay <David.Mackay@tie.ltd.uk>
Cc: Stewart McGarrity <Stewart.McGarrity@tie.ltd.uk>; Steven Bell <Steven.Bell@tie.ltd.uk>
Subject: BONUS REVIEW

David

I have detailed the average payments per employee/director from 2006 against budget/payments and as a gross %.

For 2008/09 I have used 15%/30% for average (current average raw score with 40% returns is just under 15% - this will come down with moderation and full returns)

I have attached my paper with couple of revisions for info

PERIOD	NUMBER Employee Director	AVERAGE Employee Director	BUDGET/HEADROOM	ACTUAL TOTAL PAYMENTS	% PAID OF BUDGET
08/09	72	£5,400	£865,000	£740,000 (15%)	85%
	12	£28,000		£592,000 (12%)	68%
		(Based on 15%/30%)		£494,000 (10%)	57%
07/08	68	£4,400 (14%)	£769,000	£622,000	80%

	8	£36,800 (36%)			
2006	43	£2,700 (5-10%)	£217,000	£206,000	95%
	9	£12,900 (15 – 50%)			
2005	35	£2,220 (5-10%)	£158,000	£142,000	89%
	7	£10,700 (15%)			

Thanks

Colin

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