

MINUTES OF REMUNERATION COMMITTEE
TEL Office, Citypoint, Edinburgh
at 8.30am on Wednesday 23rd September 2009

In Attendance:	Directors: Brian Cox (Chairman) Cllr Ian Perry Peter Strachan (by telephone)	 KH IP PS
Other Attendees:	David Mackay, tie Richard Jeffrey, tie George Bramhill, tie Julie Thompson, tie (Minutes)	 DJM RJ GB JT
Apologies:	Kenneth Hogg Gordon Mackenzie	 KH GMcK
Cirulation:	As above	

1. Minutes of Meeting and Action Points of 3rd June 2009

The Minutes and Action Points were approved by the Committee.

2. Approval of Maternity & Paternity Policies

These policies have been redrafted to bring them in line with Lothian Buses existing policies in recognition of the "one family" approach.

The **tie** scheme currently affects only 1 employee at present and a communication will be prepared for staff advising them of the policy revisions.

The Committee approved the new policies.

3. Terms of Reference

These had now been redrafted in line with Lothian Buses' Terms of reference. With the exception to an amendment on Point 6b) these were approved as presented and would be signed off by the Chairman of the Committee at the next meeting.

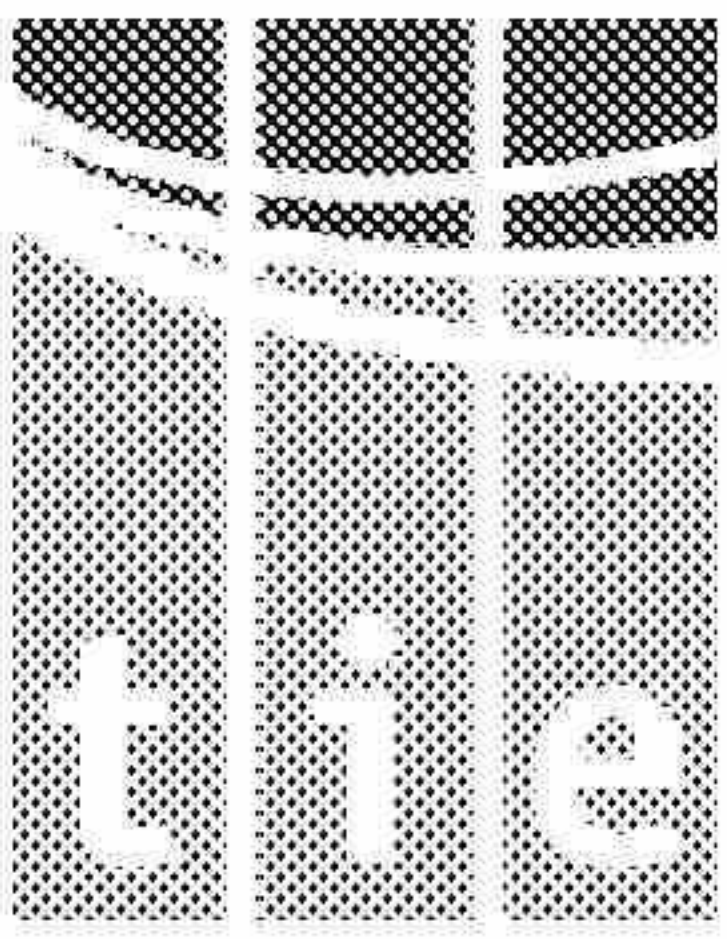
GB

A question was raised as to whether these ToRs were now in line with the Council's ToRs for it's arms-length companies. DJM advised the Committee he understood this was "work in progress".

4. Bonus Proposals

RJ introduced the paper on the proposed Bonus Proposal to the Committee.

The purpose of this paper was to bring structure and certainty to the scheme for the remainder of the project.



GB was introduced to the Committee and covered the two main topics.

He advised the Committee that an exercise was currently underway to measure and analyse the totality of the tie package and progress would be reported back to the next meeting.

GB

The background to the Bonus Arrangements was that there had not been sufficient formal linkage between payments and corporate performance and in the past had been linked mainly to individual performance. There was currently inadequate performance management processes in place to underpin payments and this was also being addressed.

Obviously bonus arrangements were a sensitive issue both internally and externally and must be communciated with care.

DJM/GB

The Committee approved and supported the Proposal and this would now lead to a formal consultation with the CEO of CEC. Once this had taken place a formal consultation period for staff would take place.

GB

FAQs would be produced on how the scheme would operate.

It was agreed in principle that this proposal was a much more structured and accountable scheme than the one currently in place.

8. Date of Next Meeting

The next meeting to be agreed.

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.*