



Minutes of tie REMUNERATION COMMITTEEMEETING
In the **Brunel Room**
tie ltd
City Point
65 Haymarket Terrace
Edinburgh
EH12 5HD

on Tuesday 11th December 2007 @ 10.30 AM

Members: Brian Cox (Chairman Rem Com)
Willie Gallagher (Executive Chairman tie)
Ricky Henderson
Peter Strachan

In attendance: Colin McLauchlan

Apologies:

Circulation: as above

BC
WG
RH
PS

CM

* = paper enclosed (available under FOISA but subject to review under Section 5b of tie's publication scheme and The Act)
(C) = minute exempt under Section 5b of tie's publication scheme and The Act.

Item**1. INTRODUCTION AND WELCOME**

There were no previous outstanding minutes for approval.

2. APOLOGIES

None.

3. SALARY REVIEWS tie EXECUTIVE TEAM APPOINTMENTS TO tie EXECUTIVE BOARD*

Salary reviews approved for Steven Bell, Tram project Director and Stewart McGarrity, Finance and performance Director.

4. BONUS PROPOSALS FOR tie SENIOR MANAGEMENT

Briefing paper discussed, noted and approved.

5. PERFORMANCE MANAGEMENT

Executive Chairman's objectives for June to December 2007 reviewed, assessed and scored. Authorisation to trigger payment.

Proposals for Executive Chairman's objectives for January to June 2008 to be presented at January Remuneration Committee following approval of Final Business Case.

6. ANY OTHER BUSINESS

The Committee requested that the tie HR Director reviewed and revised the remuneration Committee Terms of Reference.

Next scheduled meeting will be held on Tuesday 29th January at 12.30pm Monday 11th December at 16.00 pm in the Brunel Room at City Point.

Action
By

BC

CM

CM

CM

CM

CM

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 a (C) may be deemed exempt according to the provisions of The FOI (Scotland) Act 2002.*