



Meeting of the BBC Remuneration and People Committee

SUMMARY MINUTES

Tuesday 18 November 2025

Broadcasting House, London, and by video conference

ITEMS OF BUSINESS

1. Minutes of 29 September Remuneration Committee
2. Quarterly Management Report
3. BBC Studios Long Term Incentive Plan
4. Papers for Noting
5. AOB

ATTENDANCE

Members:

- Robbie Gibb Non-executive director (Chair)
- Muriel Gray Non-executive director
- Damon Buffini Non-executive director

Board members present:

- Tim Davie Director-General
- Leigh Tavaziva Chief Operating Officer

Apologies

There were no apologies

With:

- Chris Sandford Company Secretary
- Jo Clarke Business Partner (secretary)
- Uzair Qadeer Chief People Officer
- Nikki Severs HR Director, Reward
- Andrew Page PwC
- Esha Dasgupta Legal Director (item 2)
- Amanda Jones CFO, BBC Studios (item 3)

REMUNERATION AND PEOPLE COMMITTEE SUMMARY MINUTES – 18 November 2025

1. Minutes of 29 June Remuneration and People Committee meeting and matters arising

1.1 The minutes were approved and matters arising were noted.

2. Quarterly Management Report

2.1 The Committee noted the quarterly management report.

2.2 The Committee discussed the data on EFT and attrition rates.

2.3 The Committee discussed the additional individuals who would come into the pay disclosure this year, following the annual pay review.

2.4 The Committee noted the contractual arrangements for the CEO News and Current Affairs and the Director-General following their resignation.

Supreme Court Judgement

2.5 The Committee noted an update on the provision of staff facilities following the Supreme Court judgement. The facilities available at all sites were currently in line with the ruling.

3. BBC Studios Long-Term Incentive Plan

Approval of Measures for the 2025-28 plan

3.1 The Committee noted and discussed the changes to the measures for BBC Studios long-term incentive plan for 2025-2028 and the rationale behind them.

3.2 The Committee approved the measures for the 2025-28 long-term incentive plan.

Approval of Targets for the 2025-28 plan

3.2 The Committee approved the targets for the 2025-28 plan.

4. Papers for Noting

CFO Remuneration

4.1 The Committee noted that the remuneration agreed for the new CFO had been achieved within the mandate approved by the Committee.

Interim CFO Remuneration

4.2 The Committee approved the salary adjustment for the interim CFO, who would sit on the Executive Committee until the arrival of the new Group CFO.

5. AOB

5.1 The Committee noted that the approval for changes to the staff non-executive directorship policy had been confirmed offline.