



Meeting of the BBC Remuneration and People Committee

SUMMARY MINUTES

Thursday 19 June 2025

Broadcasting House, London, and by video conference

ITEMS OF BUSINESS

1. Minutes of 15 May Remuneration Committee
2. Incentive Schemes
 - a) BBC Studios: Corporate Bonus Scheme 2024/25: Outturns
 - b) BBC Studios: Corporate Bonus Scheme 2025/26
3. Workplace Culture Review Update
4. Presenter Pay: Internal Audit Response -Terms of Reference
5. CFO Pay Mandate
6. Executive Committee Pay Review
7. AOB

ATTENDANCE

Members:

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

Board members present:

- Tim Davie Director-General

Apologies

- Damon Buffini Non-executive director

With:

- Chris Sandford Company Secretary
- Jo Clarke Business Partner (secretary)
- Uzair Qadeer Chief People Officer
- Nikki Severs HR Director, Reward
- Andrew Page PwC
- Peter Tansley Director, Internal Audit (item 4b)

REMUNERATION AND PEOPLE COMMITTEE SUMMARY MINUTES – 19 June 2025

1. Minutes of 15 May Remuneration and People Committee meeting and matters arising

- 1.1 The minutes were approved and matters arising were noted, including the offline approval of the mandate for the salary range for the new Chief Content Officer and Interim Director, Nations.

2. Incentive Schemes

BBC Studios: Corporate Bonus Scheme 2024/25: Outturns and CEO Bonus

- 2.1 The Chief Financial Officer for BBC Studios briefed the Committee on its financial performance over the year.
- 2.2 The CFO, BBC Studios left the room. Committee members discussed the outturns, noting the success of international Britbox and Bluey and the strong cost management which had improved financial performance despite challenging market conditions.
- 2.3 The Committee approved BBC Studios bonus payments based on the 2024-25 outturns, together with the CEO bonus payment.

BBC Studios – Corporate Bonus Scheme 2025/26

- 2.4 The Committee had approved a new bonus scheme design at Senior Leader/SEC level for 2025/26 at its February meeting. There were now two Company-level measures included in the BBC Studios Corporate Bonus plan at SL/SEC level; EBITDA (90% weighting) and Leadership Index (10% weighting). Individual performance determined the multiplier applied to the overall bonus payment (+/- 25%). The deferral scheme had also been dropped.
- 2.5 The Committee approved the 2025-26 targets for the CEO, BBC Studios.

3. Workplace Culture Review: Update

- 3.1 The Committee noted an update on the implementation of the programme of actions arising from the Workplace Culture Review.

4. Presenter Pay Audit: Terms of Reference

- 4.1 The Committee approved the terms of reference for the project set up to address internal audit findings on Staff Presenter engagements.

5 CFO Pay Mandate

- 5.1 The Committee considered a paper setting out the recommended remuneration package for the new Chief Financial Officer, based on external market benchmarking and the internal cohort. The recommendation also reflected proposed changes to the role scope and positioning.

6. Executive Committee Pay Review

[The Chief Operating Officer left the room for discussion of item 6]

- 6.1 The Committee considered a paper setting out the recommended pay increases for the Executive Committee members, and was accompanied by external benchmarking data from Willis Towers Watson.
- 6.2 The Committee discussed the performance of Executive Committee directors.

Executive Pay Review: Chief People Officer

[The Chief People Officer left the room for discussion of item 6.3]

- 6.3 The Committee approved the proposed salary increase for the Chief people Officer.

Executive Pay Review: The Director-General

[The Director-General left the room for discussion of item 6.4]

- 6.4 The Committee approved the proposed salary increase for the Director-General.

7. AOB

- 7.1 There were no other items of business.