



Meeting of the BBC Remuneration and People Committee

SUMMARY MINUTES

Monday 25 November 2024

Broadcasting House, London, and by video conference

ITEMS OF BUSINESS

1. Minutes of 24 September Remuneration Committee
2. Quarterly management report
3. Remuneration mandate for Chief Strategy and Transformation Officer
4. Proposed changes to the Studios Senior Leader annual bonus scheme
5. Commercial Board NED fees
6. AOB

ATTENDANCE

Members:

- Robbie Gibb Non-executive director (Chair)
- Muriel Gray Non-executive director
- Damon Buffini Non-executive director (not 5)

Board members present:

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

With:

- Chris Sandford Head of Governance
- Uzair Qadeer Chief People Officer
- Nikki Severs HR Director, Reward
- Andrew Page PwC

REMUNERATION COMMITTEE SUMMARY MINUTES – 25 November 2024

1. Minutes of 24 September Remuneration Committee meeting and matters arising

- 1.1 The minutes were approved.

2. Quarterly management report

- 2.1 The Committee noted the quarterly management report, including an update on pay gaps across different demographics and continued low attrition rates across the Group. Senior leader pay data was noted and more information would be provided on the level of increases for those in the highest earning brackets.

3. Remuneration mandate for Chief Strategy and Transformation Officer

- 3.1 It was noted that recruitment was underway for a Chief Strategy and Transformation Officer. This new role would report to the Director-General and be a member of the Executive Committee. The Committee approved the proposed remuneration mandate. The final details would be confirmed offline, once the final candidate was confirmed.
Secretary's note – the proposal was approved offline subsequent to the meeting.

4. Proposed changes to the Studios Senior Leader annual bonus scheme

- 4.1 The Committee discussed a set of proposed changes to the Studios Company Bonus scheme for 2025/26. These were intended to make the scheme more competitive in terms of attracting the best talent and included changes to the deferral element of the scheme and to the way in which performance was recognised in the payout structure. The final proposals would come back to the Committee for approval in February, following further discussion with the Executive.

5. Commercial Board NED fees

- 5.1 The Committee discussed options for non-executive fees in BBC Commercial, particularly for those directors also sitting on the main Board. In 2022 the BBC Board significantly changed the governance and assurance arrangements for the commercial subsidiaries. The Commercial Board became non-executive led, with oversight of a bigger commercial business through the growth of the BBC Studios. It was decided that more work on the proposals would come for further discussion at the appropriate time.

6. AOB

- 6.1 There were no other items of business.