Meeting of the BBC Remuneration Committee

SUMMARY MINUTES

Tuesday 18 June, 2018
New Broadcasting House, London

ITEMS OF BUSINESS

1. BBC Studios incentive schemes
   a) 17/18 Worldwide outturn confirmation
   b) 17/18 Studios outturn for approval
2. Disclosure report for 17/18 Annual Report and Accounts
3. Senior Manager Pay
4. AOB
ATTENDANCE

Members:
- Steve Morrison        Non-executive director (Chair)
- Tanni Grey Thompson  Non-executive director
- Nicholas Serota      Non-executive director

Board members present:
- David Clementi        Chairman
- Tony Hall             Director-General
- Anne Bulford          Deputy Director-General

With:
- Valerie Hughes-D’Aeth  Director, HR (by phone)
- Gillian Taylor        HR Director, Reward
- Phil Harrold          Company Secretary
- Chris Sandford        Director-General’s Office (secretary)
- Gautam Rangarajan     Director, Strategy (for item 2)
- Tim Davie             CEO, BBC Studios (for item 3)
- Tom Fussell           CFO, BBC Studios (for item 3)

APOLOGIES
None
1. BBC Studios incentive schemes
   
a) 17/18 Worldwide outturn confirmation

1.1 The Committee noted a paper that confirmed the final audit of the Worldwide accounts and that the figures presented at the previous meeting for the 17/18 Worldwide scheme outturn were therefore correct. On that basis, the final outturn for the scheme was approved.

b) 17/18 Studios outturn for approval

1.2 The Committee discussed the audited performance of BBC Studios against the cash and EBITDA metrics set in the company incentive scheme. The scheme was being approved as it contained a member of the Executive Committee in the year.

1.3 The Committee noted that performance against the metrics had been strong, particularly as it was the first year of the company. It was proposed that the stretch target had been met.

1.4 Based on the performance set out, the Committee approved the outturn as proposed in the paper.

2. Disclosure report for 17/18 Annual Report and Accounts

2.1 The Committee discussed the proposed presentation of the disclosure report for the Annual Report and Accounts. The Committee had asked for more information to accompany the disclosure, including on work undertaken, and this was now integrated into the draft report. The amounts were now also laid out in £10k bands, with the final figures being assured by the NAO.

2.2 The Committee approved the proposed presentation of the disclosure and also the draft information to be presented alongside. This would be put to the Board for final approval, with an agreed delegation should any final changes be necessary after that point.
3. Senior manager pay

3.1 The Committee noted a paper that set out the plans to implement a new ‘Leader’ grade as part of the new Career Path Framework. The grade would replace the current two Senior Manager grades and would constitute around 1.3% of the total workforce. There had been a significant reduction in headcount and paybill in the group over recent years.

4. AOB

4.1 There were no items of other business.