Meeting of the BBC Remuneration Committee

SUMMARY MINUTES

Monday 18 September, 2017
New Broadcasting House, London

ITEMS OF BUSINESS

1. Minutes from 20 July Remuneration Committees
2. Pay disclosure debrief
3. Next steps on pay reporting
4. Draft gender pay report
5. AOB
ATTENDANCE

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

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

With:
- Valerie Hughes-D’Aeth  Director, HR
- Gillian Taylor  HR Director, Reward
- Phil Harrold  Company Secretary
- Chris Sandford  Director-General’s Office (secretary)

APOLOGIES

No apologies were received.
1. Minutes from 20 July Remuneration Committee

1.1 The minutes were approved.

2. Pay disclosure debrief

2.1 The Committee discussed the pay disclosures that had accompanied the 2016/17 Annual Report and Accounts and the response that had been generated by them. Significant work had been taken forward over the summer months to understand issues of pay fairness in the BBC.

2.2 The Committee noted the update.

3. Next steps on pay reporting

3.1 The Committee were updated on work that was underway in relation to pay fairness and statutory reporting. This included the intention to publish a gender pay report in the coming weeks, along with information on equal pay and a management response to the issues raised. This would be discussed further with the Board.

3.2 The Committee noted that broader work on Terms and Conditions was continuing, as was a review of pay in the World Service. The next stage of the Terms and Conditions project would address a lot of questions raised by staff on pay progression and pay ranges. The impact of changes to IR35 regulations continued to be managed. This was a live issue and was being monitored as a continuing risk, though the impacts were likely to be industry-wide.

3.3 The Committee noted that there was a significant amount of pay-related work underway and asked to be kept briefed and informed ahead of any proposed publications.

4. Draft gender pay report

4.1 The Committee moved on to discuss a draft of the BBC’s gender pay report. The report was required by law for all companies with over 250 members of staff. The document set out definitions of the issues it covered and explained how the figures were calculated. It
also explained how differences in pay between men and women arose in part as a result of differences in the distribution of each gender within pay bands and in certain roles.

4.2 The Committee discussed the draft and noted that disclosures relating to diversity, disability and working hours were voluntary and beyond the statutory requirements.

4.3 The Committee noted that the document would be discussed at the next Board and the draft circulated for approval. It was agreed that the opening section of the report should be circulated in advance of the Board, as a useful briefing on the context.

5. **AOB**

5.1 The Chair noted that the November meeting of the Committee would discuss wider strategic issues around pay and asked Committee members to consider any specific issues they wished to discuss ahead of that meeting.