Meeting of the BBC Remuneration Committee

SUMMARY MINUTES

Thursday 18 July, 2019
Room 04 A M5, New Broadcasting House, London

ITEMS OF BUSINESS

1. Minutes of 23 May Remuneration Committee
2. Quarterly management report
3. Executive pay proposals
4. BBC Studios:
   a) Budget and target setting proposals
   b) 19/20 proposed targets and metrics
   c) 2019 Gender Pay Gap update
5. Career Path Framework update
6. Disclosures:
   a) De-brief on 2018/19 disclosures
   b) Amendments to quarterly remuneration disclosures
7. AOB
ATTENDANCE

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

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

With:
- Valerie Hughes-D’Aeth  Director, HR
- Glyn Isherwood  Group Finance and Operations Director
- Gillian Taylor  Director, Reward
- Phil Harrold  Company Secretary
- Chris Sandford  Director-General’s Office (secretary)
- Tim Davie  CEO, Studios (item 4)
- Tom Fussell  COO, Studios (item 4)

APOLOGIES
None
REMUNERATION COMMITTEE SUMMARY MINUTES – 18 July 2019

1. Minutes from 23 May Remuneration Committee

1.1 The minutes were approved.

2. Quarterly management report

2.1 The Committee discussed the quarterly management report, which provided updates on recent pay and reward activity, alongside reporting on key annual metrics and caseload at the senior manager remuneration committee.

2.2 In discussion, the Committee noted a number of ongoing issues. The NAO had published their report on the management of pay at the BBC and this would be discussed at the Public Accounts Committee. Work with the EHRC on their inquiry into pay issues continued.

2.3 It was noted there would be a further fair pay check in the autumn and this would be communicated to staff. Pay data had also been published with details split by gender. This had been largely well received by staff.

2.4 The Committee noted the management report and requested a specific briefing at the next meeting on headcount levels, how these were being managed, how they were spread across the BBC and trend over time. A briefing was also requested on the levels of gender pay gap in the BBC’s main third party contractors.

3. Executive pay proposals

3.1 The Committee discussed and approved a paper that set out a number of pay proposals for Executive Directors. The proposals had been discussed in draft form at the last meeting.

3.2 The Committee approved the proposals.

4. BBC Studios

4.1 The Committee were joined by representatives from BBC Studios to discuss a set of papers related to commercial business.

a) Budget and target setting proposals

4.2 The first paper set out a proposal for the principles by which adjustments to the budget levels under the Studios incentive scheme would be made in future. It also set out the future budget and target setting process that would be used to agree the company incentive scheme on an annual basis. The proposals were approved.
4.3 The Committee moved on to discuss the structure of the company incentive scheme for 2019/20. The proposals for the scheme included amendments that had previously been discussed and agreed with the Committee.

4.4 The proposals were approved as proposed, subject to amendments requested by the Committee in discussion.

c) 2019 Gender Pay Gap update

4.5 The Committee were briefed on the timetable to develop and finalise the 2019 Gender Pay Gap report for BBC Studios. A copy of the document would be approved by Commercial Holdings Board and it was agreed that this should be sent to the Remuneration Committee ahead of publication.

5. Career Path Framework update

5.1 The Committee were updated on the implementation of the Career Path Framework in areas outside BBC Public Service, including Studios, Children in Need and Media Action. Work was also underway to introduce market informed pay ranges in the international areas of the business. An update on progress with implementation would be provided at the November meeting.

6. Disclosures

a) De-brief on 2018/19 disclosures

6.1 The Committee discussed the recent disclosure of senior on and off-air salaries in the Annual Report, as part of the Remuneration report. An update on the monitoring of talent spend overall was requested in the New Year.

b) Amendments to quarterly remuneration disclosures

6.2 The Committee noted a paper setting out the approach to the disclosure of salary information on the BBC website. It had been agreed that salary information would be published on an annual basis and aligned to the information put out in the Annual Report. Publication of information on expenses and other matters would be on a quarterly basis. The Committee noted the update.

7. AOB

7.1 There were no items of other business.