



## Meeting of the BBC Remuneration and People Committee

### SUMMARY MINUTES

18 May 2026

Broadcasting House, London, and by video conference

#### ITEMS OF BUSINESS

1. Minutes of 18 May Remuneration Committee
2. Quarterly Management Report
3. Presenter Pay Audit: Update
4. Annual Reporting
5. Pay Cases
6. Market Overview
7. AOB

## **ATTENDANCE**

### *Members:*

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

### *Board members present:*

- Matt Brittin                      Director-General

### *Apologies*

Leigh Tavaziva

### *With:*

- Chris Sandford                      Company Secretary
- Jo Clarke                      Business Partner (secretary)
- Uzair Qadeer                      Chief People Officer
- Nikki Severs                      HR Director, Reward
- Andrew Page                      PwC
- Holly King                      Group Financial Controller

## REMUNERATION AND PEOPLE COMMITTEE SUMMARY MINUTES – 18 May 2026

### 1. Minutes of 11 February Remuneration and People Committee meeting and matters arising

1.1 The minutes were approved and matters arising were noted.

### 2. Quarterly Management Report

2.1 The Committee noted the quarterly management report.

2.2 The Committee discussed the data on EFT, which whilst marginally ahead of budget had reduced by 1.6% over the reporting period. The attrition rate was slightly higher at approximately 4%, which was likely to be an impact of the recent redundancy programme. Directors discussed headcount management and the movement of staff across divisions.

2.3 The Committee noted the plans for the year's pay review.

### 3. Presenter Pay Audit: Update

3.1 The Committee noted an update on progress against audit actions. A clear framework for managing on-air engagements had been developed along with new guidance and both were now being implemented.

### 4. Annual Reporting

#### *Pay Gaps*

4.1 The Committee noted the positive changes in pay gaps since the February meeting. The report was approved for inclusion in the Annual Report.

#### *Pay Disclosures*

4.3 The Committee discussed the pay disclosures report.

4.3 The Committee approved the report for inclusion in the Annual Report, subject to any changes arising from the audit process.

## *Committee Report for the Annual Report*

- 4.4 The Committee discussed the draft Committee Report. Directors agreed that a reference to this year's Executive pay review should be included.
- 4.5 The Committee approved the report, subject to final drafting changes and the outcome of the audit.

### **5. Pay Cases**

#### *Deputy Director-General*

- 5.1 The Committee considered a salary recommendation for the new position of Deputy Director-General.
- 5.2 The Committee approved the proposed pay mandate, noting that it reflected the external market benchmarking, recognised the scope of the new role and maintained appropriate internal relativities within the Executive Committee cohort. It was also noted that the Chief Operating Officer role was being closed.

#### *CEO News and Current Affairs*

- 5.3 The News leadership role had been reviewed in the context of wider changes at the Executive Committee level, ahead of initiating the search for a permanent replacement to lead News and Current Affairs.
- 5.4 The Committee approved the proposed pay mandate noting that this reflected the external market benchmarking, recognised the scope of the new role and maintained appropriate internal relativities within the Executive Committee cohort.

### **6. Market Overview**

- 6.1 The Committee noted an external Market Overview report as presented by PwC. Directors discussed the increasingly competitive levels of executive pay following a period of restraint and the potential impact on recruitment.
- 6.2 The Committee agreed that a session on the future approach to performance related pay, including benchmarking with the reward schemes of other PSB broadcasters, should be scheduled for a future meeting.

### **7. AOB**

- 7.2 There was no other business.