

# Our Pay Principles

Culture and our people are fundamental to the continued delivery of outstanding programmes and services to our audiences. Our ambition is to reinvent the BBC for the next generation. We want to be a great place – one of the best places – to work. We want to encourage new voices, new talent and new ideas, and to do so we have to be sure that we reflect the diversity of our country.

Our pay principles support us in attracting, motivating and retaining the key talent required, to lead and deliver outstanding public service broadcasting, whilst at the same time recognising our status as a publicly funded corporation which must deliver value to the licence fee payer.

- **Fair**

Pay fairness is a responsibility we take very seriously – it goes to the heart of our values and it's critical to our creative ambition and success. We also have a legal responsibility to our employees; equal pay is enshrined in law and everyone is entitled to equal pay when doing equal work. That doesn't mean that everyone gets paid the same, but any differences between individuals must be justified.

- **Consistent**

We have consistent frameworks such as the career path framework and market informed job pay ranges that underpin our approach to pay and that enable us to be clear and consistent in our approach to individual pay decisions and ensure that we never pay below the minimum of a job pay range. Additional governance is provided through established 6 month reviews and approval mechanisms at Divisional and Corporate levels

- **Transparent**

We are more transparent in our reporting on pay than required by law and commit to a degree of transparency about pay that we believe is more wide-ranging than other organisations. We have, of course, to make sure that the data of individuals is protected but aside from that, our aim is to make sure that the vast majority of staff can see how they, as an individual, relate to other people across the organisation doing the same job and to what the market is paying.

- **Competitive**

We balance the need to pay competitively with the need to ensure value for money for our Licence Fee payers. Together with our strong BBC brand and breadth of opportunities this enables us to attract and keep the great talent we need to create the best content and services for our audiences.

- **Clear**

We are clear on how pay adjustments are made. Outside of our annual union negotiated pay settlement we have clear policies on promotions, moves to another job within the same band and short term acting assignments. We also have a clear approach to where we would expect individuals to be positioned in their job pay range related to individual factors (knowledge, skills and values, experience) and external organisational factors

In addition to base pay, we have a number of benefits and a recognition scheme that rewards people who regularly do extraordinary things.