

## NON-EXECUTIVE DIRECTOR – FEE GUIDE

The data within this report has been gathered from searches that Sayer Haworth have been engaged on, supported by data within annual reports in the public domain.

### Non-executive Director

	Fixed Fee INED £	Median £
Foreign Subsidiary Bank	40,000 - 70,000	53,200
Established Challenger Bank	50,000 - 80,000	62,500
Building Societies	25,000 - 55,000	32,000
Listed SME Bank	70,000 - 95,000	76,500
New Start-up Bank*	35,000 - 65,000	42,700

\*on gaining of license, fees move to an established INED fee depending on the segment focus

### Chairperson

	Fixed Fee Chairperson £	Median £
Foreign Subsidiary Bank	50,000 – 110,000	92,000
Established Challenger Bank	125,000 - 185,000	152,000
Large Building Societies	172,000 - 196,000	175,000
Small Building Societies	37,000 - 55,000	37,500
Listed SME Bank	180,000 - 210,000	186,000
New Start-up Bank*	80,000 - 150,000	123,000

\*on gaining of license, fees move to an established fee depending on the segment focus

### Chair of Committee Fees

In the instance where an individual holds a Chair of a Committee or is a Senior Independent Director (SID), which carries an SMF responsibility, there is an average additional annual fee of between £6,000 - £15,000 on top of the standard annual fee for all INED's. Within the small building societies, the general trend was no additional fees for extra responsibilities.

Within the publicly listed Banks Chair of Committee fees rose to £20,000 per annum. The Chair of the Audit and Risk Committee also has a general trend of being awarded a higher annual Fee due to the associated risks.

## Membership of a Committee Fee

Membership of a committee Fee levels range from £5,000 – £10,000 per annum. The small building societies, the general trend was no additional fee for extra responsibilities.

## PAYE v Contract

With IR35, the general trend is that fees are paid through PAYE, to be compliant with this legislation. The trend of paying through PAYE has been common practice for a number of firms even before IR35 was a topic.

## Benefits

With the role being an appointee and not an employee, the benefits on offer to employees is not offered. This has been a common question of debate where Fees are paid through PAYE.

## Expenses

Expenses incurred to attend Board Meetings is dependent on where the place of work is stated on the contract. If the place of work is the location of the majority of Board Meetings, any expenses claimed for travel is taxable and included within a P11D.

## Sayer Haworth Board Appointments contacts:



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