

**SUPERVISION MANUAL (REMUNERATION REPORTING NO 3)
INSTRUMENT 2015**

Powers exercised

- A. The Financial Conduct Authority makes this instrument in the exercise of:
- (1) the following powers and related provisions in the Financial Services and Markets Act 2000 (“the Act”):
 - (a) section 137A (The FCA’s general rules);
 - (b) section 137H (General rules about remuneration);
 - (c) section 137T (General supplementary powers); and
 - (d) section 139A (Power of the FCA to give guidance); and
 - (2) the other rule and guidance making powers listed in Schedule 4 (Powers exercised) to the General Provisions of the FCA’s Handbook.
- B. The rule-making powers listed above are specified for the purpose of section 138G(2) (Rule-making instruments) of the Act.

Commencement

- C. This instrument comes into force on 30 June 2015.

Amendments to the FCA Handbook

- D. The Supervision manual (SUP) is amended in accordance with the Annex to this instrument.

Citation

- E. This instrument may be cited as the Supervision Manual (Remuneration Reporting No 3) Instrument 2015.

By order of the Board of the Financial Conduct Authority
4 June 2015

Annex

Amendments to the Supervision manual (SUP)

In this Annex, underlining indicates new text and striking through indicates deleted text, unless otherwise indicated.

16.17 Remuneration reporting

...

Method for submitting remuneration reporting

16.17.2A R *Firms must submit the reports required by SUP 16.17.3R and SUP 16.17.4R online through the appropriate systems accessible from the FCA's website.*

...

The form in SUP 16 Annex 33AR (Remuneration Benchmarking Information Report) is deleted and is replaced with the text shown on the following page. The deleted text is not shown and the new text is not shown underlined.

REP004 Remuneration Benchmarking Report

Currency: EUR

Currency Units: single

GROUP REPORTING

- 1 Is this report on behalf of a group?
- 2 If Yes, list firm reference numbers (FRNs) of all additional firms included in this report.

MAIN DETAILS

Information on remuneration of all staff

A	B	C	D	E	F	G	H	I
Total	MB Supervisory Function	MB Management Function	Investment Banking	Retail Banking	Asset Management	Corporate Functions	Independent Control Functions	All other
3 Number of staff (headcount)								
4 Total number of staff (FTE)								
5 Total net profit in year N								
6 Total remuneration								
7 Variable remuneration								

Information on remunerations of identified staff

8 Members of management body (headcount)								
9 Number of identified staff (FTE)								
10 Number of identified staff in senior management positions								
11 Total fixed remuneration								
Of which:								
12 Fixed in cash								
13 Fixed in shares and share-linked instruments								
14 Fixed in other types of instruments								
15 Total variable remuneration								
Of which:								
16 Variable in cash								
17 Variable in shares and share-linked instruments								
18 Variable in other types of instruments								
19 Total amount of variable remuneration awarded in year N which has been deferred								
Of which:								
20 Deferred variable in cash for year N								
21 Deferred variable in shares and share-linked instruments for year N								
22 Deferred variable in other types of instruments in year N								

Additional information regarding the amount of total variable remuneration

23 Article 450 h(iii) CRR - total amount of outstanding deferred variable remuneration awarded in previous periods and not in year N								
24 Total amount of explicit ex post performance adjustments applied in year N for previously awarded remuneration								
25 Number of beneficiaries of guaranteed variable remuneration (new sign-on payments)								
26 Total amount of guaranteed variable remuneration (new sign-on payments)								
27 Number of beneficiaries of severance payments								
28 Total amount of severance payments paid in year N								
29 Highest severance payment to a single person								
30 Number of beneficiaries of contributions to discretionary pension benefits in year N								
31 Total amount of contributions to discretionary pension benefits in year N								
32 Total amount of variable remuneration awarded for multi-year periods under programmes which are not revoked annually								

Information on identified staff remunerated EUR 1 million or more in year

Total remuneration - payment band:

A	B	C
33 EUR 1 million to below EUR 1.5 million		
34 EUR 1.5 million to below EUR 2 million		
35 EUR 2 million to below EUR 2.5 million		
36 EUR 2.5 million to below EUR 3 million		
37 EUR 3 million to below EUR 3.5 million		
38 EUR 3.5 million to below EUR 4 million		
39 EUR 4 million to below EUR 4.5 million		
40 EUR 4.5 million to below EUR 5 million		
41 EUR 5 million to below EUR 6 million		
42 EUR 6 million to below EUR 7 million		
43 EUR 7 million to below EUR 8 million		
44 EUR 8 million to below EUR 9 million		
45 EUR 9 million to below EUR 10 million		
46 Add further payment bands as appropriate		
1 EUR <input type="text"/> million to below EUR <input type="text"/> million		
2 EUR <input type="text"/> million to below EUR <input type="text"/> million		
3 EUR <input type="text"/> million to below EUR <input type="text"/> million		

Number of payment bands to add

Amend the following as shown.

16 Annex 33BG Guidance notes for data items in SUP 16 Annex 33AR

...

(6) Specific guidance on data fields

Field		Guidance
...		
Supplementary Information		
33A	Staff categorised as 'all other'	For staff included in column H 'all other', <i>institutions</i> must provide explanatory text including the business area in which those staff sit.
Information on identified staff remunerated EUR 1 million or more in year		
34A- XA <u>33A- XC</u>	Total remuneration payment band	The number of identified staff within each pay bracket should be expressed in headcount figures. Further brackets should be added in ranges of EUR 1 million where needed.

The form in SUP 16 Annex 34AR (High Earners Report) is deleted and is replaced with the text shown on the following page. The deleted text is not shown and the new text is not underlined.

REP005 High Earners Report

Currency: EUR

Currency Units: single

GROUP REPORTING

- 1 Is this report on behalf of a group?
- 2 If Yes, list firm reference numbers (FRNs) of all additional firms included in this report.

NIL RETURN DECLARATION

- 3 Do you wish to submit a nil return

MAIN DETAILS

- 4 EEA state to which the data relates
- 5 Payment bracket EUR million to below EUR million

Business Areas

	A	B	C	D	E	F	G	H
	MB Supervisory Function	MB Management Function	Investment Banking	Retail Banking	Asset Management	Corporate Functions	Independent Control Functions	All other
6 Number of individuals in senior management								
7 Number of individuals in control functions								
8 Number of other staff								
9 Total number of High Earners								
Of which:								
10 Identified Staff								
11 Total fixed remuneration (in EUR)								
Of which:								
12 Fixed in cash								
13 Fixed in shares and share-linked instruments								
14 Fixed in other types of instruments								
15 Total variable remuneration (in EUR)								
Of which:								
16 Variable in cash								
17 Variable in shares and share-linked instruments								
18 Variable in other types of instruments								
19 Total amount of variable remuneration awarded in year N which has been deferred (in EUR)								
Of which:								
20 Deferred variable in cash in year N								
21 Deferred variable in shares and share-linked instruments in year N								
22 Deferred variable in other types of instruments in year N								

Additional information regarding the amount of total variable remuneration

23 Number of beneficiaries of severance payments								
24 Total amount of severance payments paid in year N (in EUR)								
25 Total amount of contributions to discretionary pension benefits in year N (in EUR)								
26 Total amount of variable remuneration awarded for multi-year periods under programmes which are not revoked annually (in EUR)								

Supplementary information

- 27 Please indicate the function of all staff who cannot be included in a business area above and are therefore categorised as 'all other'

Amend the following as shown.

16 Annex 34BG Guidance notes for data items in SUP 16 Annex 34AR

...

(8) Specific guidance on data fields

Field		Guidance
3B <u>5A</u>	Payment bracket	Figures should be provided within value brackets of EUR 1 million (e.g. EUR 1 million to less than EUR 2 million, EUR 2 million to less than EUR 3 million etc.).
Business Areas		
4A-6H <u>6B-8H</u>	Individuals	The numbers of staff in the categories should be expressed in full time equivalents (FTEs) <u>the total number of persons</u> , and be based on year-end numbers.
9A-16H <u>11A-18H</u>	Fixed remuneration Variable remuneration	Deferred fixed and variable <i>remuneration</i> should not be included in these fields.
17A-20H <u>19A-22H</u>	Deferred remuneration	Includes deferred variable <i>remuneration</i> .
Additional information regarding the amount of total variable remuneration		
22A-H <u>24A-H</u>	Severance payments	The total monetary value of severance payments in the financial year.
24A-H <u>26A-H</u>	Variable remuneration for multi-year periods which are not revolved annually	<i>Remuneration</i> awarded based on multi-year accrual periods that do not revolve on an annual basis, i.e. where <i>institutions</i> do not start a new multi-year period every year, should be fully allocated to the performance year in which the <i>remuneration</i> was awarded, without consideration of the point in

		time when the variable <i>remuneration</i> is effectively paid. These amounts should be reported separately to allow a further analysis of fluctuations of the variable <i>remuneration</i> and should not be deducted from the amount of variable <i>remuneration</i> reported.
	Supplementary Information	
<u>25A</u> <u>27A</u>	Staff categorised as 'all other'	For staff included in column H 'all other', <i>institutions</i> must provide explanatory text including the business area in which those staff sit.