

Interim Remuneration Policy Statement Instructions

The PRA plans to consult on broader changes to the Remuneration Policy Statement tables and other regulatory remuneration reporting in the future. In the interim, to assist firms with completing their remuneration policy statement tables, the PRA is clarifying some changes that firms should note when submitting RPS tables for performance years after the relevant application date:

Table A: Interim Instructions to Firms When Submitting RPS Tables

RPS Table	Location of Data Item	Title of Data Item	Instructions
Table 1a	Columns N, AE, AF, AJ	References to Deleted Rules	Ignore the following columns related to deleted MRT identification criteria: columns N, AE and AF, and column AJ related to Higher Paid MRTs
Table 2		Whole Table	Submit Alongside Table 1a/1b
Table 8		Whole Table (Due to the deletion of Rule 3.3A)	Do not submit Table 8
RPS Questionnaire	Page 3 of template	Submission Deadlines Table for RPS Tables	Ignore Stage 1 deadlines
RPS Questionnaire	Section D	MRTs as defined in Rule 3.1 of the Remuneration Part	Ignore references to Rule 3.3A
RPS Questionnaire		References to SS 2/17 (2021)	Assume latest applicable version of SS 2/17
RPS Questionnaire	Section 10.8	What is the maximum ratio between the fixed and variable components of total remuneration?	Should be answered for every category of staff rather than firm-wide
RPS Questionnaire	Section 10.9, 10.10	Questions related to rules 15.10-15.13, which were deleted in 2023 (bonus cap related).	Leave Blank
Table 1b	Column L	Is this individual a 'Higher paid material risk taker' as defined in 1.3(1) of the Remuneration Part of the PRA Rulebook? (8)	Leave Blank

Table 1b	Column M	Is the individual likely to have a remuneration structure consistent with both parameters described in 15.A1 (3)? (9)	Qualifying criteria for 15.A1(3) have changed
Table 1b	Column W	Length of deferral	Drop-down list has changed to [Final Policy]
Table 1b	Column AE	What is the length of the retention period (after the deferral period) applied to the shares/share-linked instruments? (due to new expectation regarding retention periods for deferred instruments)	Write "N/A" if not applicable