

Met Office Board

Summary

24th July 2025

Held at the Met Office, Exeter HQ

- Simon Thompson (Chair) welcomed the attendees to the meeting and declared the meeting as quorate.
- Minutes of the meeting held on the 3rd June 2025 were approved as a true record of the meeting.
- Penny Endersby (Chief Executive) presented her report to the Board, noting:
 - The Met Office Strategy was formally launched to key stakeholders and staff on 4 June.
 - Updates were provided regarding the ongoing progress of the Supercomputer project.
 - Representatives participated in the Informal Conference of Western European Directors.
 - Executive activities included attendance at the 107th EUMETSAT Council meeting in July.
- Adam Jackson, representing DSIT, provided an update noting the appointment of Emran Mian as the new Permanent Secretary. Additionally, the Secretary of State has launched a Services for Citizens Initiative.
- Nick Jobling (Chief Financial Officer) introduced the finance report, noting a strong initial forecast for the year.
- Penny Endersby and Steve Calder (Director for Government and Stakeholders) provided an update on Objectives and Key Results (OKR), outlining progress made since the previous meeting's approval of the KPIs. Collaborative efforts with specialists across the Met Office have focused on streamlining and refining these objectives. The Board engaged in a thorough discussion, offering constructive feedback and proposed revisions.
- Penny Endersby delivered an update on the Corporate risk register review, emphasising the necessary review and approval of the Met Office risk appetite in alignment with Orange Book principles, as well as the latest developments pertaining to the Corporate risk register.
- Steve Calder delivered the business case for the BBC Horizontal Partnership; the Board reviewed the key areas and granted approval for the proposal.
- Tammy Lillie, Chief People Officer, delivered the people report for Q3/4 2024/25, highlighting recent data and the Ethnicity Pay Gap Report.
- Charles Ewen (Chief Data and Information Officer) delivered a report on Artificial Intelligence, competition, and disruption, providing an overview of the current risk landscape.
- Elizabeth Harris (Programmes Director) presented the Integrated Plan report to the Board, marking its first introduction as the organisation's comprehensive, unified plan linking strategy with execution. The report outlines the essential operational and transformational activities required across the Met Office to collectively fulfil strategic objectives.
- Nick Jobling presented the Net Zero annual report, highlighting that the initiative has reached its halfway milestone toward carbon neutrality by 2030. The report reviewed current ambitions, reaffirmed existing objectives, and confirmed that overall targets remain on track, with ongoing discussions regarding carbon removal and offsetting strategies.
- Paul Chavasse (Associate Director, Office of the Chief Executive Officer) delivered the report concerning the Met Office's new Framework document and Accounting Officers' delegations, as approved by the Department of Science, Innovation and Technology (DSIT). The report underscored the Board's endorsement of business cases.

- Cath Bremner, (Remuneration Committee Chair and Non-Executive Director), provided the Board with an update on the previous day's meeting. The discussion included Executive bonuses, objectives, and the approval of corporate performance pay.