



Information Rights

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Hayden Mellor

[request-495618-0f6696d3@whatdotheyknow.com](mailto:request-495618-0f6696d3@whatdotheyknow.com)

18 July 2018

Dear Mr Mellor,

### Freedom of Information request – RFI20181298

Thank you for your request to the BBC of 4 July 2018 seeking the following information under the Freedom of Information Act 2000:

*“Please can you provide your Guide to Salary Ranges for Days Conditions and Hours Conditions and Guide to Salary Progression.*

*Please also attach your current pay range including any incremental points.”*

The BBC does not hold any documents that are used as “Guide to Salary Ranges for Days Conditions and Hours Conditions and Guide to Salary Progression.” However we provide some guidance on the interpretation of our current pay grades and salary ranges below.

Please find below the current list of BBC pay grades and salary ranges effective from 1 August 2016.

### DAYS CONDITIONS

Grade	London		Outside London	
	minimum	maximum	minimum	maximum
2	£20,247	£28,637	£15,687	£24,077
3	£22,075	£31,928	£17,515	£27,368
4	£24,510	£35,772	£19,950	£31,212
5	£27,049	£39,559	£22,489	£35,608
6	£30,229	£44,561	£25,669	£40,610
7	£33,795	£50,202	£29,235	£46,251
7L	£26,124	£50,202	£21,564	£46,251

8	£37,847	£56,613	£33,287	£52,662
9	£41,675	£63,624	£37,724	£59,673
10	£46,112	£70,672	£42,161	£66,721
11	£51,087	£78,566	£47,136	£74,615

## HOURS CONDITIONS

Grade	London		Outside London	
	minimum	maximum	minimum	maximum
2	£20,247	£27,603	£15,687	£23,043
3	£21,340	£30,783	£16,780	£26,223
4	£23,664	£34,443	£19,104	£29,883
5	£26,079	£38,619	£21,519	£34,059
6	£29,094	£42,806	£24,534	£38,855
7	£32,538	£48,210	£27,978	£44,259
7L	£25,196	£48,210	£20,636	£44,259
8	£36,409	£54,335	£31,849	£50,384
9	£40,040	£61,064	£36,089	£57,113
10	£44,315	£67,782	£40,364	£63,831
11	£49,069	£75,317	£45,118	£71,366

The BBC has a single grade structure with grades 2 to 11: each job is evaluated and allocated to one of these grades.

The 'Hours' or 'Days' refer to employment conditions that apply across the BBC. Under 'Hours', overtime is paid on an hourly basis once basic contracted hours have been worked, whereas under 'Days' additional payments are normally only made if extra days are worked. For that reason, the salary ranges for jobs on 'Days' conditions are higher than the equivalent ranges for jobs on 'Hours' conditions.

For example, a job described as '8D' means that the job is on grade 8, Days conditions, while a job described as '4H' would be grade 4 on Hours conditions

Grade 7L is a 'career progression' grade, where an employee moves up a wide salary range as he or she achieves defined levels of professional and technical expertise.

As a guide to the jobs typical to these grades, a personal assistant would be grade 3, a researcher grade 5, a management accountant grade 8 and a programme editor grade 11.

Additionally there are 2 senior management grades SM2 and SM1 for positions such as divisional directors. There are no set salary ranges for staff at this level.

Please note that, as set out in section 6(1)(b)(ii) of the FOI Act, our (including BBC Studioworks Limited, UKTV, BBC Global News Ltd and BBC Studios Ltd), as well as the charities BBC Media Action and BBC Children in Need, are not subject to the Act, therefore information for their personnel is not included in the figures quoted above.

## **Appeal Rights**

If you are not satisfied that we have complied with the Act in responding to your request, you have the right to an internal review by a BBC senior manager or legal adviser. Please contact us at the address above, explaining what you would like us to review and including your reference number. If you are not satisfied with the internal review, you can appeal to the Information Commissioner. The contact details are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, Tel: 0303 123 1113 (local rate) or 01625 545 745 (national rate) or see <http://www.ico.org.uk/>

Yours sincerely,

## **Information Rights**

BBC Freedom of Information  
BC2 A4, Broadcast Centre  
201 Wood Lane  
London W12 7TP



## **Freedom of Information**

From January 2005 the Freedom of Information (FOI) Act 2000 gives a general right of access to all types of recorded information held by public authorities. The Act also sets out exemptions from that right and places a number of obligations on public authorities. The term “public authority” is defined in the Act; it includes all public bodies and government departments in the UK. The BBC, Channel 4, S4C and MG Alba are the only broadcasting organisations covered by the Act.

## **Application to the BBC**

The BBC has a long tradition of making information available and accessible. It seeks to be open and accountable and already provides the public with a great deal of information about its activities. BBC Audience Services operates 24 hours a day, seven days a week handling telephone and written comments and queries, and the BBC’s website [bbc.co.uk](http://bbc.co.uk) provides an extensive online information resource.

It is important to bear this in mind when considering the Freedom of Information Act and how it applies to the BBC. The Act does not apply to the BBC in the way it does to most public authorities in one significant respect. It recognises the different position of the BBC (as well as Channel 4 and S4C) by saying that it covers information “held for purposes other than those of journalism, art or literature”. This means the Act does not apply to information held for the purposes of creating the BBC’s output (TV, radio, online etc), or information that supports and is closely associated with these creative activities.

A great deal of information within this category is currently available from the BBC and will continue to be so. If this is the type of information you are looking for, you can check whether it is available on the BBC’s website [bbc.co.uk](http://bbc.co.uk) or contact BBC Audience Services.

The Act does apply to all of the other information we hold about the management and running of the BBC.

The BBC's aim is to enrich people's lives with great programmes and services that inform, educate and entertain. It broadcasts radio and television programmes on analogue and digital services in the UK. It delivers interactive services across the web, television and mobile devices. The BBC's online service is one of Europe's most widely visited content sites. Around the world, international multimedia broadcaster BBC World Service delivers a wide range of language and regional services on radio, TV, online and via wireless handheld devices, together with BBC World News, the commercially-funded international news and information television channel.

The BBC's remit as a public service broadcaster is defined in the BBC Charter and Agreement. It is the responsibility of the Ofcom (the BBC’s independent regulator) to ensure that the organisation delivers against this remit by setting key objectives, approving strategy and policy, and monitoring and assessing performance. Ofcom also safeguard the BBC's independence and ensure the Corporation is accountable to its audiences and to Parliament.