



Information Rights

[bbc.co.uk/foi](http://bbc.co.uk/foi)      [bbc.co.uk/privacy](http://bbc.co.uk/privacy)

W Collier

Via email: [request-631558-414b3ddb@whatdotheyknow.com](mailto:request-631558-414b3ddb@whatdotheyknow.com)

13 January 2020

Dear W Collier,

### **Freedom of Information request – RFI20200010**

Thank you for your request to the BBC of 3<sup>rd</sup> January 2020 seeking the following information under the Freedom of Information (FOI) Act 2000:

*I would like to know how many Grievances and Grievance Appeals brought by members of staff have been upheld against staff in the bands SM1 and SM2 or their equivalent grades in the new Terms and Conditions structure - that is SL (Senior Leaders). I would like this request to cover the last 10 years. For transparency I would like to know how many were not upheld in the same time frame.*

*Similarly, I would like to know how many Grievances and Grievances Appeals brought by members of staff have been upheld against employees in bands 2 to 11 (A to F in the new system). Again covering the last ten years. For transparency I would like to know how many were not upheld in the same time frame.*

In response to your request, in order to respond in full to your request we estimate that to carry out this search would take BBC Staff more than two and a half days due to the manual searches involved in some of the caveats of your request. Under section 12 of the Act, we are allowed to refuse to handle the request if it would exceed the appropriate limit. The appropriate limit has been set by the Regulations (SI 2004/3244) as being £450 (equivalent to two and a half days work, at an hourly rate of £25).

We are mindful of our duty under section 16 of the Act to provide reasonable advice and assistance to you, and specifically to advise how you might narrow your request so that it complies with the time limit. We would suggest limiting your request to the last two financial years.

Furthermore please note due to the nature of your request other exemptions may apply.

As set out in section 6(1)(b)(ii) of the Act, our subsidiaries (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. As such, information relating to these entities is not considered in the above response.

## **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. A request for an internal review must be made within 40 working days of receiving the BBC's response to your original request.

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 or see <https://ico.org.uk/>.

Yours sincerely,

**BBC HR**