



Information Rights

bbc.co.uk/foi bbc.co.uk/privacy

Josephine Smith

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30 September 2016

Dear Ms Smith,

Freedom of Information request – RFI20161777

Thank you for your request under the Freedom of Information Act ('the Act') dated 22 September 2016 seeking:

Please can you supply the most recent salary grades?

Please find below the current list of BBC pay grades and salary ranges effective from 1 August 2015.

DAYS CONDITIONS

Grade	London		Outside London	
	minimum	maximum	minimum	maximum
2	£20,047	£28,354	£15,532	£23,839
3	£21,857	£31,612	£17,342	£27,097
4	£24,267	£35,418	£19,752	£30,903
5	£26,781	£39,167	£22,266	£35,255
6	£29,930	£44,120	£25,415	£40,208
7	£33,461	£49,705	£28,946	£45,793
7L	£25,865	£49,705	£21,350	£45,793
8	£37,472	£56,053	£32,957	£52,141
9	£41,262	£62,994	£37,350	£59,082
10	£45,656	£69,972	£41,744	£66,060
11	£50,581	£77,788	£46,669	£73,876

HOURS CONDITIONS

Grade	London		Outside London	
	minimum	maximum	minimum	maximum
2	£20,047	£27,330	£15,532	£22,815
3	£21,129	£30,478	£16,614	£25,963
4	£23,430	£34,102	£18,915	£29,587
5	£25,821	£38,237	£21,306	£33,722
6	£28,806	£42,382	£24,291	£38,470
7	£32,216	£47,733	£27,701	£43,821
7L	£24,947	£47,733	£20,432	£43,821
8	£36,049	£53,797	£31,534	£49,885
9	£39,644	£60,460	£35,732	£56,548
10	£43,876	£67,111	£39,964	£63,199
11	£48,583	£74,571	£44,671	£70,659

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.

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 subsidiaries (including BBC Studios & Post Production Ltd, UKTV, BBC Global News Ltd and BBC Worldwide 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 above information.

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 SK9 5AF. Telephone 01625 545 745 or see <http://www.ico.org.uk>

Yours sincerely,

BBC People

