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Lorraine Bower

By email: request-406318-ddf0cef9@whatdotheyknow.com

12 June 2017

Dear Ms Bower

Freedom of Information Request - RF120170737

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 12th May 2017, seeking the following information:

Following your response to a previous FOI request and refusal to share expenses details for BBC People staff because there are 758 in the department it has been brought to the attention that this figure needs clarification following a National Audit Report.

The National Audit Office report on BBC staff numbers, in which the HR department said efficiency, at a ratio of 1 HR member of staff for every 72 operatives to be delivered in 2017/8.

The current BBC headcount used by the NAO was 18,920. That makes the current HR ratio close to 1:25. The 2017/8 target of 1:72 would require an HR department of just 262.

Does this mean the BBC HR department plans to lose 496 jobs this year or is one of the figures given incorrect?

Please provide clarity on:

The total head count in BBC HR

If the figure on the NAO is incorrect

If there are planned job post removals in BBC HR (which there must be as I doubt the NAO would be incorrect?)

In response to your request the BBC use equivalent full time (EFT) as its measure of staff numbers rather than headcount. The HR EFT for BBC Public Sector Broadcasting (PSB) as of 28th April 2017 was 758.5. The team is made up of HR specialists, the recently insourced HR service centre, the Divisional HR teams, Internal comms and engagement, the Resourcing and Talent management team, Diversity and Inclusion, The Academy training teams and approximately 300 apprentices and trainees across the BBC.

Calculations of HR to staff ratios are based on industry standard benchmarks which have been reviewed by the NAO. These have clear definitions and exclude some of the areas listed above such as apprentices, trainees, the Academy.

HR has achieved a significant reduction over the last three years as part of the HR transformation programme which has resulted in 30% reduction in HR costs to the organisation.

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

Yours sincerely

BBC People

