



Information Policy & Compliance
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Robert Cratchit via e-mail
request-210431-f75acdcc@whatdotheyknow.com

29th May 2014

Dear Mr Cratchit

Freedom of Information Request - RFI20140725

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 8th May, seeking the following information:

The average and median salary figures for UK-based Broadcast Journalists and Senior Broadcast Journalists employed by BBC News, excluding those employed by the BBC Monitoring service based at Caversham Park.

The average and median salary figures for UK-based Monitoring Journalists and Senior Monitoring Journalists employed by the BBC Monitoring service.

For each of these please can you also provide a breakdown of the average and median salary figures by band grading.

The tables below show the average and median salary of UK based BBC Broadcast Journalists and Senior Broadcast Journalists by grade in the BBC News Group and in BBC Monitoring.

BBC News Group (excluding BBC Monitoring)

Grade	Median	Mean
Grade 04	s40	s40
Grade 05	£22,827	£23,761
Grade 057	£28,368	£29,352
Grade 07	£33,823	£33,225
Grade 079	s40	s40
Grade 08	£38,370	£40,474
Grade 089	£41,527	£43,125
Grade 09	£43,548	£46,580
Trainee	s40	s40
Total	£34,434	£35,225

BBC Monitoring only

Grade	Median	Mean
Grade 06	£24,701	£25,980
Grade 07	£34,271	£36,109
Total	£32,651	£34,052

As you will see, we are withholding some information under section 40(2) of the Act. As the information in these grades relates to a small number of staff, this could lead to individuals being identified. Personal information about living individuals is exempt if disclosure to a third party would breach one or more principles of the Data Protection Act 1998. As individuals who work at the BBC do not expect their salary details to be disclosed, to do so would be unfair; therefore, disclosure would breach the First Data Protection Principle, fairness.

Please find below the current list of BBC pay grades and salary ranges effective from 1 August 2013.

Days Conditions				
1 August 2013 to 31 July 2014				
GRADE	LONDON		OUTSIDE LONDON	
	min	max	min	max
2	19,040	26,931	14,752	22,643
3	20,759	29,453	16,471	25,737
4	23,048	33,067	18,760	29,351
5	25,437	37,201	21,149	33,485
6	28,428	41,906	24,140	38,190
7	31,209	47,210	27,493	43,494
7L	24,566	47,210	20,278	43,494
8	35,019	53,240	31,303	49,524
9	39,191	59,832	35,475	56,116
10	43,365	66,460	39,649	62,744
11	48,043	73,883	44,327	70,167

Hours Conditions				
1 August 2013 to 31 July 2014				
GRADE	LONDON		OUTSIDE LONDON	
	min	max	min	max
2	19,040	25,957	14,752	21,669
3	20,068	28,947	15,780	24,659
4	22,253	31,818	17,965	28,102
5	24,525	35,746	20,237	32,030
6	27,359	40,255	23,071	36,539
7	30,027	45,338	26,311	41,622
7L	23,694	45,338	19,406	41,622
8	33,667	51,097	29,951	47,381
9	37,655	57,426	33,939	53,710
10	41,674	63,743	37,958	60,027
11	46,145	70,828	42,429	67,112

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' conditions, overtime is paid on an hourly basis once basic contracted hours have been worked, which is 160 hours per four week period (inclusive of breaks); whereas under 'Days' conditions, additional payments are only made if extra days are worked over 20 days per four week period.

The tables also include some individuals on grades 057& 089. This is an example of what are known as 'linked grades' and are used for certain roles with very wide ranging responsibilities. The linked grade covers 2 of the 11 BBC grades, in order to reflect the wide range of roles and responsibilities performed within our key technical jobs. The salary band for 089 will be wide taking in the minimum of grade 8 at the bottom and the maximum of grade 9 at the top.

In the News Division the grade 057 salary band is used in place of the use of grade band 6 in BBC Monitoring.

I hope this response satisfies your request.

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.gov.uk/>.

Yours sincerely

James Hacker
BBC People

