



Information Rights

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

Emily

request-677350-48edb036@whatdotheyknow.com

31 July 2020

Dear Emily,

Freedom of Information request – RFI20200996

Thank you for your request to the BBC of 15th July 2020 seeking the following information under the Freedom of Information (FOI) Act 2000:

I would like to know your salary bandings, the figures included and number of employees in each band.

In addition, I would like to know which employee benefits each band receives.

In response to your request we are withholding information regarding how many people sit in each salary band under section 22 (1) of the Freedom of Information Act 2000 ('the Act') because this information will be published in the BBC's Annual Report later this year. Section 22 states that information is exempt if it is held by a public authority with a view to its publication, by the authority or any other person, at a future date (whether determined or not).

As section 22 is a qualified exemption, we are required under s 2(2) of the Act to assess whether the public interest in maintaining the exemption outweighs the public interest in disclosing the information ahead of the planned schedule.

In favour of release we considered that there is generally a public interest in increasing the accountability and transparency of publicly-funded organisations. However, we do not consider that there is a particular public interest in the early release of this information.

The factors in favour of disclosing this information in line with the planned schedule include:

- The information, when published, will be presented in the context of helpful background information and context. There is a public interest in ensuring efficient use

of BBC resource and in the general public receiving information in a way that enables them to understand and interpret it

- It is in the public interest that this information should be disclosed to all licence-fee payers at the same time, rather than provided in advance to one individual.

I am therefore satisfied, in terms of section 2 of the Act, that in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information ahead of schedule and that it is reasonable in all the circumstances to withhold this information from disclosure until publication of the Annual Report later in the year.

In response to your question regarding employee benefits the information you seek can be found in the following location:

<https://www.bbc.co.uk/careers/why-join-us/rewards-and-benefits>

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