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Spencer Count  
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25 January 2017

Dear Mr Count,

### **Freedom of Information Request - RFI20161882**

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 2<sup>nd</sup> October 2016, seeking the following information:

*Please tell me how many grade 11 staff the BBC employed in the period from 1 July 2015 to 30 June 2016.*

*Please say also:*

- *what was the total wage bill for all grade 11 staff during this period?*
- *what was the average salary?*
- *how many people on grade 11 were on a salary above the ceiling of the grade?*
- *what was the average salary of those within the pay grade?*
- *what was the average salary of those above the pay grade?*

*Would you please say additionally how many employees on this grade are paid more than £100,000 per annum and how many more than £143,462 per annum.*

*This is a follow-up to RFI20160343 and RFI20160922, in which you gave the numbers to 30 June 2015.*

For the purposes of this response, we are providing information relating to staff employed on permanent or fixed-term contracts at Grade 11 as at 30 June 2016.

Table 1 shows the total number of Grade 11 staff employed, together with the total annual wage bill for these staff in the 12 months to 30 June 2016. The wage bill figures include employer pension and national insurance contributions and where applicable London weighting, overtime payments, continuing allowances such as unpredictability allowance and any other payments made in addition to basic salary.

The table also shows the number of staff with a salary above the roof for that role (the definition of which excludes London Weighting where it applies).

Table 1: Grade II Staff - Headcount, Wage Bill and Number Above the Roof

	<b>June 2015</b>	<b>June 2016</b>
Headcount	802	728
Total wage bill	£75,341,189	£70,647,027
Number above roof	415	383

Table 2 below shows the average full time equivalent salaries for these staff as requested. These figures are based on full-time basic salaries and exclude any London weighting allowance where it applies.

Table 2: Average Full-Time Equivalent Salaries for Grade II Staff as at 30 June 2016

	<b>Average Salary June 2015</b>	<b>Average Salary June 2016</b>
All Grade II Staff	£78,860	£79,845
Below / Equal to Roof	£64,318	£64,680
Above Roof	£92,239	£92,225

With the closure of so many senior manager posts, we would expect roles, especially at the middle-management layers to increase in breadth and responsibility which in turn results in them commanding a higher salary. This is at a time when our grading structure (including the roofs of our salary bands) has not kept pace with the changing shape of the BBC or the external market pressures that have driven salary changes in some key parts of the organisation. These figures include any individuals whose post has been regarded from Senior Manager to Grade II, although to ensure transparency – and ensure we are consistently measuring reductions in senior management - any such individuals are also recorded in the total SM numbers we report in the BBC's Annual Report.

The BBC recognises that there are individuals paid above the salary roof. These individuals are predominantly senior specialists who possess a skillset that commands a higher market premium, or in some cases, senior contributors to BBC content. These individuals enable the BBC to deliver high quality content for audiences but they are not senior managers who lead within the BBC. Also, more than 40% of grade II roles are on special conditions of service. This means that the recipient has an all-inclusive salary that buys out their entitlement to other allowances, such as London weighting and UPA, and other conditions of employment. As a result, individuals have a higher base salary than those on the standard Days or Hours conditions of service.

As at 30 June 2016 there are 83 people on grade II paid £100,000 or more, down by 8 over the course of the year.

Within that number only a few of those grade II staff salaries exceed £143,462. As part of the new charter arrangement those earning over £150,000 will be disclosed at the next annual report. However, at this time

under section 40(2) of the Act we are withholding this number. As the request 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 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.

If you plan to publish or broadcast a story using the information provided in this response please include the following statement from the BBC.

A BBC spokesman said:

“We have cut the senior pay bill by £30m from having fewer and fewer senior managers and grade 11s . Many are highly skilled specialists – from engineers to onscreen talent - and we face fierce competition to get the right people who can produce outstanding programmes and services and excellent value for money.”

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

BBC People

