



Information Policy & Compliance
bbc.co.uk/foi bbc.co.uk/privacy

Neil Jones
Via email: request-144164-37bald13@whatdotheyknow.com

28 January 2013

Dear Mr Jones

Freedom of Information Request - RF120130013

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 7th January, seeking the following information:

Please can you confirm which of your staff, if any, receive private health care, private health benefits or private health insurance either as part of the terms and conditions of their services, or as an optional scheme which they are able to access by virtue of being employees of the BBC?

Please clarify the full details of any such packages and the potential and actual cost to the department (per month) of them since 1 June 2010.

The BBC's Private Medical Scheme as a benefit as part of terms and conditions of employment only applies to those in Senior Management grades. Please note that, since August 2011, the BBC no longer offers PMI to new Senior Managers. A policy document setting out the benefits offered by our private medical insurance provider BUPA is attached.

The table below shows the number of Senior Managers who received private medical care as part of their remuneration package with the BBC in each of the last 3 calendar years (and the associated cost of this). We pay our Private Healthcare provider annually and cannot break the information down monthly in order to provide information from June 2010. We have therefore provided a full year figure for 2010.

| Private Healthcare | 2010 | 2011 | 2012 |
|--------------------|----------|----------|----------|
| Number of Staff | 528 | 481 | 422 |
| Cost | £763,044 | £729,824 | £667,489 |

These figures exclude BBC Worldwide Ltd & BBC World News Ltd. As commercial subsidiaries of the BBC, which are legally separate from the BBC, BBC Worldwide Limited & BBC World News Ltd are not covered by the Act (Section 6(1)(b)(ii)) for information other than that which it holds on behalf of the BBC.

Although our remaining subsidiaries (BBC Studios & Post Production Ltd, UKTV, World Service Trust and BBC Children in Need) are not subject to the Act under section 6(1) (b)(ii), it has not been possible to exclude them from the total figure given above so we have volunteered the figure including these remaining subsidiaries for completeness and in the interests of transparency and accountability.

In addition, for employees of the BBC, BUPA offer a 45% discount off their monthly subscription for employees who pay by direct debit directly to BUPA and up to 52% discount for employees who pay via salary deduction. These rates vary each year. These are voluntary schemes which are paid for by the employee and incur no cost to the BBC. Currently 41 staff pay via salary deductions. We do not hold current information about the number of employees who have joined the direct pay BUPA schemes, but you may wish to know that in December 2011 there were 3,052 BBC Employees and ex employees paying directly for discounted BUPA membership.

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, telephone 01625 545 700 or see <http://www.ico.gov.uk/>

Yours sincerely

Karen Wood
BBC People