



Information Rights

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Alasdair Malloy

[request-742240-417bf543@whatdotheyknow.com](mailto:request-742240-417bf543@whatdotheyknow.com)

28 May 2021

Dear Mr Malloy,

**Freedom of Information request – RFI20210529**

Thank you for your request to the BBC of 29<sup>th</sup> March 2021 seeking the following information under the Freedom of Information (FOI) Act 2000:

*Please could you give reasons why there is a difference in salary levels between the BBC Orchestras, not taking into account London Weighting?*

*All of the orchestras function in exactly the same manner and provide similar levels of broadcast output yet one of them has a distinctly higher salary level from the others for which there is no apparent reason.*

In response to your request the BBC works closely with the Musicians Union on all aspects of Orchestra management and together we review the rates of the Orchestras each year as part of the formal negotiations.

There are some salary differences between the Orchestras – these were initially historical, but they have recently been reviewed to ensure that any differences between the Orchestras remain fair and proportionate.

Salary levels vary according to a number of differing factors which impact the demands of the job(s) in each Orchestra. These factors include, but not exclusively,

- levels and complexity of output for the BBC (e.g., number of Proms, repertoire, high profile Radio performances and TV performances)
- international reach
- competitor markets for particular posts at particular times

This differs across the groups and is taken into account when reviewing and determining spot rates as per the Musicians Union agreement.

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.

Please accept our apologies for the delay providing this response to you.

## **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**