



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

Spencer Count via email
request-168722-7c1ffffe@whatdotheyknow.com

23 December 2013

Dear Mr Count,

Freedom of Information Request - RFI20131001

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 12th July, seeking the following information:

Please tell me how many grade 11 staff the BBC employed in 2010, 2011, 2012 and 2013.

For each year

- what was the total wage bill for all grade 11 staff?*
- what was the average, median and highest individual salary?*
- how many people on grade 11 were on a salary above the ceiling of the grade?*

For 2013 please give figures for the most recent available date and planned figures for the year's end.

The table below shows the information requested for Band 11 staff employed on 31st March in each of the last 4 financial years and 2013/2014 up to 30th June 2013.

It also shows the total annual wage bill for band 11 staff in each financial year to 31 March 2013 and the quarterly wage bill for the period 1 April-30 June 2013. We have also provided the average and median full time equivalent salaries. The wage bill figures include pension and national insurance costs as well as overtime payments, continuing allowances such as unpredictability allowance and any other payments made in addition to basic salary.

There have been instances where senior manager roles have been identified as being non-senior management positions and as a result in some cases we continue to include individuals who are now band 11 staff, and therefore in the table below, in the total SM numbers we report in the BBC's Annual Report even if they no longer have a senior manager grade.

We have included the number who were earning more than the salary roof for the grade and conditions of service.

The BBC recognises that there are individuals paid above the salary roof that are not on senior manager grades. 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.

Whilst from the enclosed table the numbers of band 11 staff and their pay-bill has increased over recent years, this is within the overall context of significant organisational change within the BBC to meet our Delivering Quality First (DQF) savings target of 20%. From March 2010 to March 2013, headcount has reduced by c1,450 and pay-bill by £c58million.

There has been a particular focus on reducing senior manager headcount and pay-bill. These have reduced by 195 (30%) and £24.6million (31%) respectively since August 2009 and the BBC is committed to achieving further reductions by 2015. We take every opportunity to review and redesign senior roles across the BBC, redistributing duties and responsibilities and replacing with lower salaries where appropriate.

	Headcount	Total wage bill (for previous 12 months)	Average Salary	Median Salary	Number above salary roof
Mar-10	638	£54,430,360	£72,634	£70,000	381
Mar-11	668	£57,590,591	£73,462	£70,000	389
Mar-12	696	£61,359,557	£75,940	£71,066	409
Mar-13	729	£65,480,891	£77,308	£71,913	446
Jun-13*	734	£17,573,910	£78,214	£72,687	456

*Please note, the figures for June 2013 are for the band 11 staff active on this date for the first 3 months of the 2013/2014 financial year.

However, we are withholding information on the maximum salary under section 40(2) (personal information) of the Act as it could lead to individuals being identified. Under section 40(2) of the Act, personal information about identifiable living individuals is exempt if disclosure to a third party would breach one or more principles in the Data Protection Act 1998. The individuals concerned would not expect their salary details to be disclosed to a third party. To do so would be unfair; therefore, disclosure would breach the First Data Protection Principle (fair and lawful processing).

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 (formerly World News Ltd) and BBC Worldwide Ltd), as well as the charities BBC Media Action (formerly BBC World Service Trust) and BBC Children in Need, are not subject to the Act.

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

Rachel Currie
BBC People

