

Reference: 1409893

Gloria Akinyemi
Information Rights Adviser
Information.requests@ofcom.org.uk

17 February 2022

Freedom of Information: Right to know request

Thank you for your request for information about staff absences from 2010 to 2021.

We received this request on 21 January 2022 and have considered it under the Freedom of Information Act 2000.

Your request

You asked for:

1. *'Staff absence v head count for the years*

2010,2011,2012,2013,2014,2015,2016,2017,2018,2019, 2020 and 2021.'

The information you have requested is available on our website in our annual reports. For example, in the most recent report i.e 2020/21, you can refer to the "Our employees" section of the annual reports for information on the number of working days lost per annum per employee and "Employee numbers" section for the average number of employees (full time equivalents).

2. *'Number of long-term sick v headcount for the years*

2010,2011,2012,2013,2014,2015,2016,2017,2018,2019, 2020 and 2021.'

Please see the below information held on the number of employees who took long-term sickness between 2010 to 2021. Our Sickness Absence policy defines long term absence as 28 or more calendar days.

2021	33
2020	29
2019	43
2018	37
2017	36
2016	25
2015	34
2014	31
2013	38
2012	23

2011 19

2010 20

The information you have requested on headcount is available on our website in our annual reports. Please refer to "Employee numbers" section in the annual reports for information on the average number of employees (full time equivalents).

I hope this information is helpful. If you have any further queries, then please send them to information.requests@ofcom.org.uk quoting the reference number above in any future communications.

Yours sincerely,

Gloria Akinyemi

If you are unhappy with the response you have received in relation to your request for information and/or consider that your request was refused without a reason valid under the law you may ask for an internal review. If you ask us for an internal review of our decision, it will be subject to an independent review within Ofcom.

The following outcomes are possible:

- the original decision is upheld; or
- the original decision is reversed or modified.

Timing

If you wish to exercise your right to an internal review **you should contact us within two months of the date of this letter**. There is no statutory deadline for responding to internal reviews and it will depend upon the complexity of the case. However, we aim to conclude all such reviews within 20 working days, and up to 40 working days in exceptional cases. We will keep you informed of the progress of any such review. If you wish to request an internal review, you should contact information.requests@ofcom.org.uk.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF