

Reference: 01493919

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6 September 2022

Freedom of Information request: Right to know request

Thank you for your request for information concerning Ofcom's 2022 employee pay review. Your request was received on 8 August 2022 and we have considered it under the Freedom of Information Act 2000.

Your request & our response

I was wondering whether the 2022 employee pay review/settlement has now been finalised and implemented.

Yes it has.

1] Please state the effective date (day and month) of your organisation's 2022 pay review.

1st July 2022.

2] If the 2022 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.

N/A.

3] Please state the employee group/s covered by the 2022 pay review.

All eligible employees are covered.

4] Please state the total number of employees covered by the 2022 pay review.

1175.

5] Please provide a copy of your 2022 pay agreement (if applicable) or generic pay circular sent to employees (that is one that does not identify any individual employee) outlining the outcome of the latest pay review if there are no collective negotiations.

All eligible colleagues across all grades will receive a flat 3% increase. This increase will be effective from 1 July 2022 and paid on 15 July 2022.

All payroll-based colleagues employed by Ofcom on or before 1 March 2022 are eligible, with the exception of those with a live disciplinary sanction, red-circled salary or going through performance improvement:

1. Those with a live disciplinary sanction or going through performance improvement as at 1 March 2022 will be reviewed on a case by case basis. Those who are no longer with a live disciplinary sanction or going through the performance improvement as at 15 July will be eligible for this increase.
2. Those with a live disciplinary sanction or going through performance improvement as at 15 July 2022 are not eligible.
3. Those with red-circled salaries will be reviewed on a case by case basis.

Colleagues need to be employed by Ofcom on 30 June to receive this increase and not be in their notice period or on garden leave.

Increase for part-time colleagues will be applied to their FTE salary, which will then be pro-rated according to their hours worked.

Colleagues who were promoted after 1 March 2022 should have increase already included in their new salary so they are not eligible and will not receive an increase in July. If agreed otherwise, those colleagues will receive a written confirmation.

Colleagues on fixed-term contracts of 12 months or less are not eligible.

Colleagues on long-term sick leave or parental/family leave are eligible.

External contractors, outsourced workers and temporary workers are not eligible.

6] Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2022 pay review excluding the effect of any incremental progression, merit pay or bonuses.

3%.

7] If an employee's annual pay award is determined solely according to an assessment of their individual performance (commonly known as a merit increase) as opposed to an across-the-board pay rises (where all employees generally receive the same increase irrespective of their individual performance) please state the percentage of the paybill allocated to fund these awards, the range of increases and whether or not the awards are consolidated.

The pay review is a flat increase across the whole organisation and not merit based.

8] If any employees were eligible for individual performance-related payments or bonuses over and above the general pay rise please state the range of increases (either as a percentage of their base salary or a cash amount as applicable), whether or not they were consolidated into basic pay and please state the overall % of the paybill allocated to fund these awards.

There are no individual performance related payments or bonus awards in Ofcom's 2022 employee pay review. However, eligible staff were paid a flat rate bonus.

9] Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.

2.60%.

10]. Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.

Prospect Union.

11] Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.

Kerri-Ann O'Neill / PeopleTeam@ofcom.org.uk

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

Zach Westbrook

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. Further information about this, and the internal review process can be found on the Information Commissioner's Office [here](#). Alternatively, the Information Commissioner can be contacted at:

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