

Reference: 01662874

Information Requests
information.requests@ofcom.org.uk

5 October 2023

Freedom of Information request: Right to know request

Thank you for your request for information concerning staff working abroad. Your request was received on 23 August 2023. We sought clarification of your request on 5 September 2023 and this was received on 12 September 2023. We have considered your request under the Freedom of Information Act 2000 (the 'FOI Act').

Your request

Please include the following information, for the 2020/21, 2021/22, 2022/23 financial years:

** The number of staff, per year, given permission to work from abroad*

Clarified as staff who had been given permission to work abroad generally (for example, whilst visiting a family member in another country)

** For each member of staff granted permission, please provide their pay band, the country they have been allowed to work from, the length of time that they have been allowed to work for and the dates they were allowed to work from abroad.*

Our response

Under Section 12 of the Freedom of Information Act ('the FOI Act'), Ofcom is not obliged to comply with a request for information if we estimate that the cost of complying with the request would exceed the 'appropriate limit'. The appropriate limit is set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 ('the Regulations'), and is, for Ofcom, £450. The Regulations provide that costs are to be estimate at a rate of £25 per person per hour, which equates to 18 hours of time. That sum is intended to cover the estimated costs involved in determining whether Ofcom holds the information requested, identifying, locating, retrieving and extracting the information from any document containing it.

Ofcom estimates that it would take at least 18 hours to search for and retrieve the information, in particular any information held prior to 2022. Due to the manner in which this information was recorded prior to 2022, it would require a manual search of older systems in order to identify any information which may be relevant to the request. As such the cost of complying with your request

will exceed the appropriate limit. We have therefore been unable to fulfil your request under Section 12 of the FOI Act.

Whilst you may wish to consider submitting a narrower, more focused request, for example by a more limited date range, we consider that it is likely that further exemptions may apply to some of the requested information, in particular, Section 40(2) of the FOI Act which covers the personal data of third parties.

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

Information Requests

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