

References: 01986725

Information Requests
information.requests@ofcom.org.uk

19 May 2025

Freedom of Information request: Right to know request

Thank you for your requests for information about staffing levels and pay rates.

We received these requests on 16 April 2025 and we have considered your requests under the Freedom of Information Act 2000.

Your request & our response

- 1. The total number of staff that you employ.*
- 2. The total number at each pay grade.*

In answer to questions 1 and 2, as of 31 March 2025, the figures are shown below:

| | |
|------------------------------|------|
| Administrator | 78 |
| Associate | 468 |
| Senior Associate | 734 |
| Principal | 286 |
| Senior Management Specialist | 77 |
| Ofcom Total | 1643 |

- 3. The starting salaries for each pay grade for financial year 2024/25*

Ofcom salary bands were most recently produced in 2012 and these are published [here](#). However, it should be noted that there will be cases outside of these ranges given the time elapsed since these were produced. You may find it useful to know that work is ongoing to update Ofcom's salary bands and these will be published in due course.

- 4. The current average salary for each pay grade (for financial year 2024/25)*

The median salaries for each grade, as of 31 March 2025, are shown on the next page:

| Grade | Median Salary |
|------------------------------|---------------|
| Administrator | £28,000 |
| Associate | £39,310 |
| Senior Associate | £58,500 |
| Principal | £91,035 |
| Senior Management Specialist | £142,800 |

5. Details of any special pay rates/systems you have for staff in DDAT roles.

We have interpreted this to mean “Digital, Data and Technology”. Our DDAT roles typically currently sit within our Professional Specialist job family. Please refer to the link provided in response to question 3, which also includes salary information.

6. Details of any special allowances you have the discretion to pay to prevent a staff member from leaving their role.

We do not have a general policy for retention payments or special allowances. Any such payments are made only in exceptional circumstances.

7. Details of any pay progression scheme that you operate.

We do not operate a pay progression scheme.

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

Request an internal review

If you are unhappy with the response you have received to your request for information, or think that your request was refused without a reason valid under the law, you may ask for an internal review. If you do, it will be subject to an independent review within Ofcom. We will either uphold the original decision, or reverse or modify it.

If you would like to ask us to carry out an internal review, you should get in touch within two months of the date of this letter. There is no statutory deadline for us to complete our internal review, and the time it takes will depend on the complexity of the request. But we will try to complete the review within 20 working days (or no more than 40 working days in exceptional cases) and keep you informed of our progress. Please email the Information Requests team (information.requests@ofcom.org.uk) to request an internal review.

Taking it further

If you are unhappy with the outcome of our internal review, then you have the right to [complain to the Information Commissioner’s Office](#).