

Reference: 2039731

Information Requests
information.requests@ofcom.org.uk

14 August 2025

Freedom of Information request: Right to know request

Thank you for your request for information about sick pay policies.

We received this request on 18 July 2025 and we have considered your request under the Freedom of Information Act 2000 ("the FOI Act").

Your request and our response

I would like to request copies of all current sick pay policies applicable to employees of your organisation. Specifically, I am seeking:

Copies of any documents, handbooks, or guidance outlining entitlement to sick pay (including occupational sick pay schemes).

Details of eligibility criteria, rates of pay, and duration of sick pay entitlement.

Please see our sickness support policy attached. We have removed the names of Ofcom employees from the document. We consider that these names are exempt from disclosure under section 40(2) of the FOI Act. Section 40(2) of the FOI Act provides that personal data which relates to persons other than the requester is exempt where, among other things, its disclosure would contravene any of the data protection principles in the UK General Data Protection Regulation and the Data Protection Act 2018. Those principles include that personal data must be processed lawfully, fairly and in a transparent manner. Section 40(2) is an absolute exemption under the FOI Act and is not subject to a public interest test.

Any separate policies or variations that apply to different staff groups, grades, or types of employment (e.g., permanent, temporary, agency, or casual workers).

The attached policy applies to all employees, we do not have separate policies for different employee groups. We can also confirm that any non-employees or contractors would not be governed by the Ofcom's policy but rather by their own employer policy.

We 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,

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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](#).