

Reference: 01700338

Information Requests
information.requests@ofcom.org.uk

14 November 2023

Freedom of Information request: Right to know request

Thank you for your request for information concerning private sector organisations seconded to Ofcom. This request was received on 17 October 2023 and we have considered it under the Freedom of Information Act 2000 (the “FOI Act”).

Your request

Since 1st January 2020 to the current day, please provide information regarding all personnel from external, private sector organisations that have been seconded to work at Ofcom, including:

- * The name of the organisation the secondee came from*
- * The date and duration of the secondment*
- * A short description of their role*
- * Amount paid, if any, in respect of the secondment by Ofcom to the seconded worker's employer*

If you are not able to provide all of the information listed above, please provide the information you are able to.

Our response

Ofcom may second employees from private sector organisations because of the expertise that seconded employees and their organisation can provide to Ofcom

Regarding the amount paid to the seconded worker’s employer, it is usual practice for Ofcom to cover the costs incurred by the parent organisation. The total amount paid to the employer typically includes secondees salary and associated employer costs during the secondment period.

While we do hold information detailing the amount paid per month to the seconded worker’s employer, we consider this information to be exempt from disclosure on the basis that it would likely convey the specific size of the seconded person’s salary. While your request does not ask us to identify the people seconded to Ofcom, it is possible that being a secondee at Ofcom could well be known to third parties. Consequently, we consider that this information is personal data and is exempt from disclosure under Section 40(2) of the FOI Act. Section 40(2) provides that personal information about persons other than the requestor is exempt where its disclosure would

contravene any of the data protection principles in the UK General Data Protection Regulation and the Data Protection Act 2018. This includes the principle that personal data must be processed fairly and lawfully. Section 40 is an absolute exemption under the FOI Act and does not require a public interest test

You also requested to be provided with a short description of the seconded worker's role. Ofcom does not record information in this format, so we are unable to provide you with this.

Please see the below table showing the name of the organisation that the secondees came from and the start and end date of their secondment.

Incoming secondments		
Company Name	Start Date	End Date
Linklaters	18/05/2020	28/02/2021
Compass Lexecon	01/02/2022	15/07/2022
PWC	03/02/2022	31/03/2022
PWC	07/03/2022	01/06/2022
Compass Lexecon	27/02/2023	29/09/2023
Bank of England	19/06/2023	18/06/2024
Cwmpas	20/09/2023	31/03/2024
Compass Lexecon	06/11/2023	06/05/2024

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