

Reference: 01740155

Information Requests  
[information.requests@ofcom.org.uk](mailto:information.requests@ofcom.org.uk)

18 January 2024

### Freedom of Information request: Right to know request

Thank you for your request concerning how many jobs went to internal staff rather than external candidates over the past year. Your original request was received on 13 December 2023. We sought clarification on 14 December 2023 and clarification was received from you on 19 December 2023, and we have considered it under the Freedom of Information Act 2000 ('the FOI Act').

### Background

Ofcom believes that our colleagues are fundamental to our success. We are committed to attracting, retaining, and developing high performing individuals from a diverse range of backgrounds so that we can better reflect the UK population that we serve. We are dedicated to the principles of diversity, inclusion and equal opportunities in Ofcom and oppose all forms of unlawful or unfair discrimination.

Ofcom is committed to fostering a transparent and equitable recruitment process. Vacant permanent positions will be advertised in a clear and accessible way, internally and externally where appropriate.

We review our policies from time to time and our policies are agreed through employee and union consultation.

### Your request & our response

*In the last year how many of your interviews were pointless for external candidates as the position went to an internal*

clarified as.....

*In the past year how many jobs went to internal staff rather than external*

As clarification was received from you on 19 December 2023 we have based the last year on 19 December 2022 to 19 December 2023. Between this period, we can confirm that 378 roles were filled. Of these, 141 were filled by internal candidates and 237 were filled by external candidates.

If you have any further queries, then please send them to [information.requests@ofcom.org.uk](mailto: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](mailto: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