

Reference: 1955222

Information Requests
information.requests@ofcom.org.uk

5 March 2025

Freedom of Information request: Right to know request

Thank you for your request for information about Ofcom's workplace.

We received this request on 9 February 2025 and we have considered your request under the Freedom of Information Act 2000 ("the FOI Act").

Your request and our response

1) What is the primary SIC 2007 code for your organisation's activities?

We are assuming you mean Companies House Standard Industrial Classification codes - as a regulator we do not have one.

2) How many workers are directly employed by your organisation?

Information concerning the number of staff working at Ofcom can be found in our annual report and accounts, which is available on our website. Please see page 123 of the annual report and accounts for 2023/24 [Ofcom Annual Report and Accounts April 2023 to 31 March 2024](#).

3) How would you classify your organisation: Private, Public, or Voluntary?

Public.

4) In which region is your workplace located?

Europe.

5) Do you recognise any trade unions in your workplace? If so, please name them.

We recognise Prospect union for junior to mid-level employees.

6) What was the date your latest pay settlement/agreement, came into effect?

Our annual pay review takes effect 1 July each year – therefore July 2024.

7) what date will your next pay settlement/agreement begin?

Our annual pay review takes effect 1 July each year – therefore July 2025.

8) In this latest settlement/agreement, what was the percentage pay increase for your lowest-paid employee?

In 2024 all eligible colleagues across all grades received a flat 2% increase, or a salary increase of £700 (gross Full Time Equivalent, or FTE) whichever is greater. For our lowest paid employees this was an over 3% rise.

9) In this latest settlement/agreement, what was the standard percentage pay increase?

In 2024 the annual organisation wide pay rise was 2%. In 2024 all eligible colleagues across all grades received a flat 2% increase, or a salary increase of £700 (gross Full Time Equivalent, or FTE) whichever is greater.

10) What is the job title(s) and hourly rate of your lowest-paid employees?

Our lowest paid employees are the apprentices on the national minimum wage of £11.44.

11) Are you a living wage foundation Accredited Living Wage Employer?

No.

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,

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](#).