

Reference: 01940026

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

20 January 2025

## Freedom of Information request: Right to know request

Thank you for your request for information concerning Ofcom staff working outside of the UK.

We received this request on 7 January 2025 and we have considered your request under the Freedom of Information Act 2000 (“the FOI Act”).

### Your request

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*This is an information request relating to quango staff being given permission to work from outside the United Kingdom. By United Kingdom, I refer to Northern Ireland, England, Wales and Scotland, not including the crown dependencies.*

*Please include the following information for the following financial years, 2021/22, 2022/23, 2023/24:*

- \* The number of employees currently with permission to work outside of the United Kingdom*
- \* The number of employees who were given permission to work outside of the United Kingdom in the 2021/22, 2022/23, 2023/24 financial years*
- \* If possible, for each employee given permission, please provide their pay band, and the country which they were provided permission to work from*

### Our response

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Under Section 12 of the Freedom of Information Act (‘the FOI Act’), Ofcom is not obliged to comply with a request for information if we estimate that the cost of complying with the request would exceed the ‘appropriate limit’. The appropriate limit is set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 (‘the Regulations’), and is, for Ofcom, £450. The Regulations provide that costs are to be estimate at a rate of £25 per person per hour, which equates to 18 hours of time. That sum is intended to cover the estimated costs involved in determining whether Ofcom holds the information requested, identifying, locating, retrieving and extracting the information from any document containing it.

Ofcom estimates that it would take at least 18 hours to search for and retrieve the information, in particular any information held prior to 2022. Due to the manner in which this information was recorded prior to 2022, it would require a manual search of older systems in order to identify any information which may be relevant to the request. As such the cost of complying with your request will exceed the appropriate limit. We have therefore been unable to fulfil your request taking into account Section 12 of the FOI Act.

You may wish to consider submitting a narrower, more focused request, for example with a more limited date range. Should you narrow the request, we shall consider your request under the FOI Act including whether disclosure is exempt under that act in the particular circumstances.

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

### 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](mailto: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](#).