

References: 01954252

Information Requests
information.requests@ofcom.org.uk

27 February 2025

Dear,

Freedom of Information request: Right to know request

Thank you for your request for information about Ofcom's pay bands, maternity leave policy and paternity leave policy.

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

Your requests & our response

1. The current pay band minimum and the current pay band maximum for following grades at Ofcom

- Associate,
- Senior Associate,
- Principal,
- and any grades that may be between Associate and Principal but are not included above.

Ofcom salary bands were most recently produced in 2012 and these are published here: [Pay bands May 2012](#), however it should be noted that there will be cases outside of these ranges given the time elapsed since these were produced. You may find it useful to know that work is ongoing to update Ofcom's salary bands and these will be published in due course.

2. Please could you further outline or attach all current policies relating to:

- *Ofcom's maternity leave policy*
- *Ofcom's paternity leave policy*

Please see enclosed relevant policies.

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](#).