

Reference: 644888

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02 January 2019

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

Thank you for your request for information regarding Ofcom’s Cyber Security team.

This was received by Ofcom on 6 December 2018 and it has been considered under the Freedom of Information Act 2000 (the Act).

You asked:

*Can you supply me with the salary’s for each of the roles in your cyber security and resilience team that reports to Mansoor Hanif.*

*I don’t need individual’s names, or the salary scale, but I need the specific base -salary being paid to the Director, Principals, Senior Associates, Associates and Assistants. It would also help to know the number of people in each grade.*

I am writing to advise you that Ofcom is unable to disclose the information you requested.

The information is being withheld as it falls under the exemption section 40 of the Freedom of Information Act 2000, which relates to personal information and which provides that such information is exempt for the purposes of the Act.

Section 40 is an absolute exemption under the Act and does not require a public interest test.

However, we can provide the pay bands for each job level. Please note our job levels and pay bands are very broad as they contain a range of different roles which have their own market range within the broader band.

Job Level	Job Family	Salary Ranges of each pay band (£)
Senior Management	N/A	We do not have pay bands at this level
Principal	Professional Regulatory	60,000 – 120,000
	Professional Specialists	45,000 – 96,300
Senior Associate	Professional Regulatory	35,000 – 92,000
	Professional Specialists	30,000 – 71,000
Associate	Professional Regulatory	20,000 – 65,000

	Professional Specialists	17,000 – 48,000
Administrator	N/A	14,000 – 40,000

This information is publicly available here:

[https://www.ofcom.org.uk/\\_data/assets/pdf\\_file/0026/5894/salary\\_scales.pdf](https://www.ofcom.org.uk/_data/assets/pdf_file/0026/5894/salary_scales.pdf)

If you have any queries, then please contact [information.requests@ofcom.org.uk](mailto:information.requests@ofcom.org.uk). Please remember to quote the reference number above in any future communications.

Yours sincerely,

**Catriona Lawrence**

If you are unhappy with the response or level of service you have received in relation to your request from Ofcom, you may ask for an internal review. If you ask us for an internal review of our decision, it will be treated as a formal complaint and will be subject to an independent review within Ofcom. We will acknowledge the complaint and inform you of the date by which you might expect to be told the outcome.

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 undertaking 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:

Corporation Secretary  
Ofcom  
Riverside House  
2a Southwark Bridge Road  
London SE1 9HA

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. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF