

Reference: 02031814

Information Requests
information.requests@ofcom.org.uk

31 July 2025

Freedom of Information request: Right to know request

Thank you for your request for information about redundancy and gardening leave.

We received this request on 4 July 2025 and we have considered your request under the Freedom of Information Act 2000 (“the FOI Act”).

Your request

- i) *number of employees who went through a voluntary redundancy process in each of the last three financial years (or calendar years), and corresponding compensation paid by Ofcom;*
- ii) *number of employees who were placed on “gardening leave” by Ofcom in each of the last three financial years (or calendar years), and corresponding cost incurred by Ofcom*

Our response

We have searched for information relating to the last three years from July 2022.

There have been 8 employees who left Ofcom as a result of a voluntary redundancy process in the last 3 years with total compensation of £359,175 paid.

There have been 21 employees who were placed on gardening leave in the last 3 years with a total of £843,168 paid.

We are unable to provide a breakdown by individual and year for both questions as we consider that, due to the low numbers, this will disclose personal data which is exempt from disclosure under the FOI Act.

In particular section 40(2) of the FOI Act provides that personal information about persons other than the requester is exempt where, among other things, its disclosure would contravene any of the data protection principles in the UK General Data Protection Regulation and the Data Protection Act 2018. This includes the principle that personal data must be processed fairly and lawfully. Section 40(2) is an absolute exemption under the Act and does not require a public interest test.

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](#).