Reference: 02335457

Information Requests
information.requests@ofcom.org.uk

10 November 2026

Freedom of Information request: Right to know request

Thank you for your request for information about Directors, Senior Management Team members and Principals previously employed at PSBs. We note this is a refined request based on our previous response.

We received this request on 4 November 2026 and we have considered your request under the Freedom of Information Act 2000 ("the FOI Act").

Your request

For staff currently employed by Ofcom at Director grade or in the Senior Management Team or Principal grade, please state how many previously held paid employment or remunerated roles (including freelance or contract work) at the BBC, ITV, Channel 4 or Sky News in the five years before joining Ofcom.

Please provide a separate figure for each broadcaster. Please do not include names or other identifying details. If any figure is below a disclosure threshold, please provide the range or banding that can be disclosed.

Our response

We have considered your request and consider that we are not obliged to comply with it under section 12 of the FOI Act.

Section 12 of the FOI Act provides that we are 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. That sum is intended to cover the estimated costs involved in determining whether Ofcom holds the information requested, locating, retrieving and extracting the information from any document containing it. The Regulations provide that costs are to be estimated at a rate of £25 per person per hour, which equates to 18 hours of time.

We estimate that it would take more than 18 hours to locate, retrieve and extract information relevant to your request. This is because information relating to employees who have previously worked for a public service broadcaster, such as BBC, ITV, Channel 4 and Sky News, is not held in a readily accessible format and would require Ofcom to review individual employee records to determine whether employees previously worked for one. Ofcom has over 370 Principals, Directors and Senior Management staff.

You may wish to consider submitting a narrower, more focused request taking into account our explanation above, and we will consider it under the FOI Act. However, should you decide to make a

further request for information, please note that the appropriate limit may still apply and/or that other exemptions may be relevant.

Additionally, we note that if we were to conduct such a search, given we do not currently hold an existing dataset, this could amount to creation of information, and therefore we would not be required to provide the information.

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 Commission .