

EMPLOYMENT

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Information Policy & Compliance
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Dear

Freedom of Information Request - RF120140491

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 25 March, seeking the following information:

'...please provide me with the most recent BBC salary grades? I am particularly interested in the Band 4 salary grade but would be interested to know what they all are.'

Please find below the current list of BBC pay grades and salary ranges effective from 1 August 2013.

Days Conditions				
1 August 2013 to 31 July 2014				
GRADE	LONDON		OUTSIDE LONDON	
	min	max	min	max
2	19,040	26,931	14,752	22,643
3	20,759	29,453	16,471	25,737
4	23,048	33,067	18,760	29,351
5	25,437	37,201	21,149	33,485
6	28,428	41,906	24,140	38,190
7	31,209	47,210	27,493	43,494
7L	24,566	47,210	20,278	43,494
8	35,019	53,240	31,303	49,524
9	39,191	59,832	35,475	56,116
10	43,365	66,460	39,649	62,744
11	48,043	73,883	44,327	70,167

Hours Conditions				
1 August 2013 to 31 July 2014				
GRADE	LONDON		OUTSIDE LONDON	
	min	max	min	max
2	19,040	25,957	14,752	21,669
3	20,068	28,947	15,780	24,659
4	22,253	31,818	17,965	28,102
5	24,525	35,746	20,237	32,030
6	27,359	40,255	23,071	36,539
7	30,027	45,338	26,311	41,622
7L	23,694	45,338	19,406	41,622
8	33,667	51,097	29,951	47,381
9	37,655	57,426	33,939	53,710
10	41,674	63,743	37,958	60,027
11	46,145	70,828	42,429	67,112

The BBC has a single grade structure with grades 2 to 11: each job is evaluated and allocated to one of these grades.

The 'Hours' or 'Days' refer to employment conditions that apply across the BBC. Under 'Hours' conditions, overtime is paid on an hourly basis once basic contracted hours have been worked, which is

160 hours per four week period (inclusive of breaks); whereas under 'Days' conditions, additional payments are only made if extra days are worked over 20 days per four week period.

Grade 7L is a 'career progression' grade, where an employee moves up a wide salary range as he or she achieves defined levels of professional and technical expertise.

Additionally there are 2 senior management grades SM2 and SM1 for positions such as divisional directors. There are no set salary ranges for staff at this level.

I hope this response satisfies your request.

Appeal Rights

If you are not satisfied that we have complied with the Act in responding to your request, you have the right to an internal review by a BBC senior manager or legal adviser. Please contact us at the address above, explaining what you would like us to review and including your reference number. If you are not satisfied with the internal review, you can appeal to the Information Commissioner. The contact details are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, Tel: 0303 123 1113 (local rate) or 01625 545 745 (national rate) or see <http://www.ico.gov.uk/>.

Yours sincerely

James Hacker
BBC People