

Centre City Tower, 7 Hill Street, Birmingham B5 4UA  
21 Bloomsbury Street, London WC1B 3HF

By email

13 February 2018

Freedom of Information Act (FOIA) 2000 - Request For Information

Reference: FOI 20180107

Dear [REDACTED]

Thank you for your request for information concerning Ofwat salaries.

Ofwat's latest annual report and accounts highlights the change in resourcing in various places and I have highlighted the relevant areas which explain the changes since the previous annual report and accounts: Please see below;

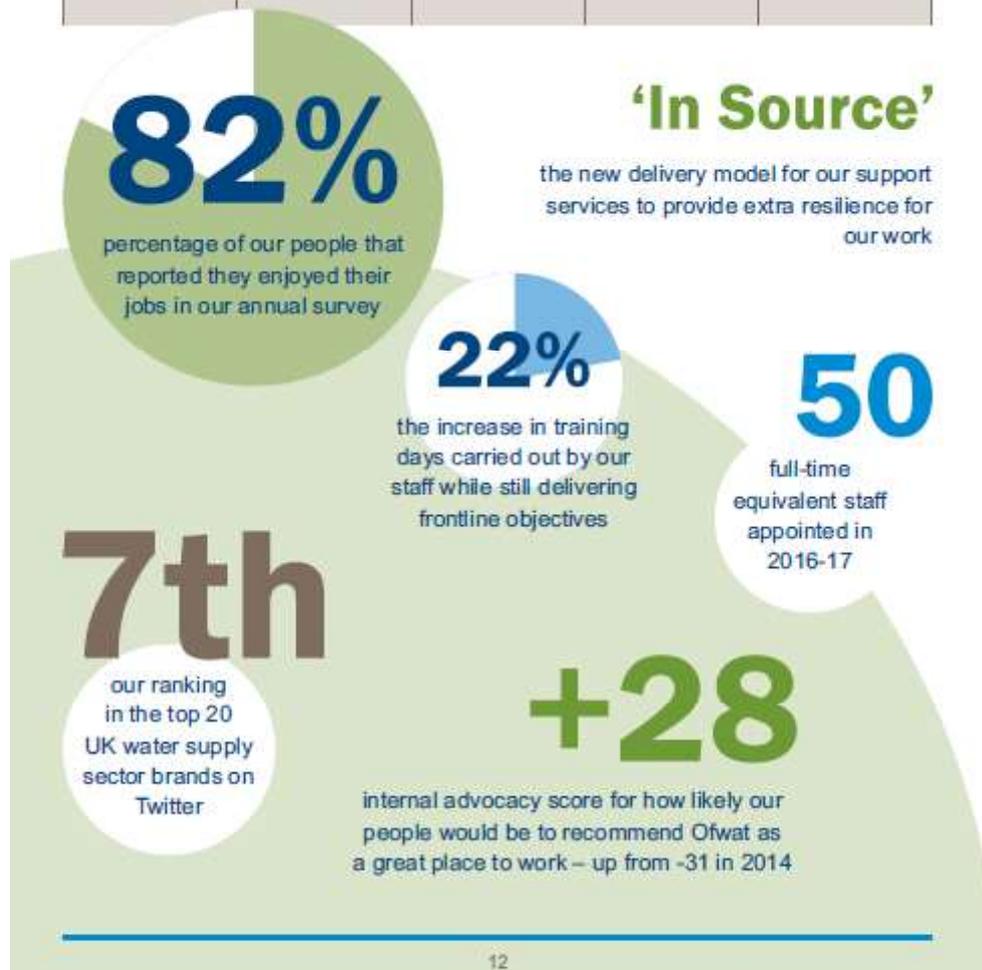
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Page 12 of the Annual Report and Accounts 2016-17:

**5. To ensure that Ofwat has the skills, experience, systems, processes and culture that support our new strategy**

**Highlights**

Grown and developed our people	Developed our delivery model for the 2019 price review	Made Ofwat an even better place to work	Engaged our people	Improved our data management
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1. Page 64 of the Annual Report and Accounts 2016-17:

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The banded remuneration of the highest-paid director in Ofwat in the financial year 2016-17 was £170,000 to £175,000 (in 2015-16: £185,000 to £190,000). This was 3.6 times (2015-16: 4.2 times) the median remuneration of the workforce, which was £48,697 (2015-16: £45,000). The decrease in remuneration ratio is primarily driven by the increase in the median salary due to the increase in our workforce and rebalancing the skills mix of the organisation (16% increase in average FTE during the year).

2. Page 94 of the Annual Report and Accounts 2016-17:

Ofwat has reduced its reliance on interim staff (contingency labour) during the year by recruiting people with the specialist skills we require, in order to deliver our strategy in the future and we have invested in the development of our people. This is in line with ongoing work in the development of our Strategic Workforce Plan to ensure we have the right people, with the right skills available at the right time.

Further information on Ofwat resourcing can be found in our five year business plan at the following link: [https://www.ofwat.gov.uk/wp-content/uploads/2016/04/rpt\\_plan20160415business.pdf](https://www.ofwat.gov.uk/wp-content/uploads/2016/04/rpt_plan20160415business.pdf)

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If you have any queries or concerns with regard to the content of this email please do contact me, quoting the reference number.

Freedom of Information/EIR Provide the Information

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Further information concerning your rights is available from the Information Commissioner's Office at:

<https://ico.org.uk/>

or

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow

Yours sincerely,

[Redacted signature]

[Redacted signature]

[Redacted signature]

[Redacted signature]

Ofwat, Centre City Tower, 7 Hill Street, Birmingham. B5 4UA

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