



[Redacted]  
[Redacted]  
[Redacted]

Date  
8 August 2025

Post Office  
100 Wood Street  
London EC2V 9ER

Your Ref:

Classification:  
Public

Dear [Redacted],

## Freedom of Information Request – FOI2025/00494

We are writing in response to your email received by Post Office Limited (**"Post Office"**) on 11 July, which has been dealt with under the terms of the Freedom of Information Act 2000 (**"FOIA"**).

In your email, you have requested the information shown verbatim in bold below:

**"Please could you provide me with the information requested below.**

**The average annual salary by each of the following grade managers  
2b,2a,3b,3a,4 (not including directors).**

**Then also by each of those management grades, could you supply the total  
number of people whose salary fits into each of the brackets below.**

**Less than £50,000**

**Between £50,000 and £59,999.99**

**Between £60,000 and £69,999.99**

**Between £70,000 and £79,999.99**

**Between £80,000 and £89,999.99**

**Between £90,000 and £99,999.99**

**Over £100,000"**

We can confirm that Post Office does hold the information you have requested.

Please find the table below which provides the total number of Post Office employees broken down in salary brackets. This information is correct as of 1 July 2025.

Salary Bracket	Band 2B	Band 2A	Band 3B	Band 3A	Band 4
Less than £50,000	121	367	280	Fewer than 5	Fewer than 5
Between £50,000 and £59,999.99	Fewer than 5	5	160	58	Fewer than 5
Between £60,000 and £69,999.99	Fewer than 5	Fewer than 5	24	137	Fewer than 5
Between £70,000 and £79,999.99	Fewer than 5	Fewer than 5	Fewer than 5	112	17
Between £80,000 and £89,999.99	Fewer than 5	Fewer than 5	Fewer than 5	33	42
Between £90,000 and £99,999.99	Fewer than 5	Fewer than 5	Fewer than 5	18	61
Over £100,000	Fewer than 5	Fewer than 5	Fewer than 5	7	92

Where there are fewer than 5 individuals in any salary bracket, we have decided that the information should be withheld under sections 40(2) and 40(3A) of the FOIA, as the information constitutes personal data relating to other persons. These sections exempt personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would breach any of the data protection principles in Article 5(1) of the UK General Data Protection Regulation ("GDPR").

We consider that disclosure of this information is likely to breach the first data protection principle, which provides that personal data must be processed lawfully, fairly, and in a transparent manner. Disclosure would not constitute 'fair' processing of the personal data because where there are fewer than 5 individuals in any salary bracket, there is a possibility of these individuals being identified.

We have also withheld information relating to average salaries, as it falls under the exemption in section 43(2) of the FOIA, which relates to information which would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it). The information you requested falls under the exemption in section 43(2) as it is commercial information regarding staff salaries.

In applying this exemption, we have had to balance the public interest in withholding the information against the public interest in disclosure. We recognise that there is a public interest in disclosure of information concerning details of employee salaries, as this helps promote transparency in Post Office business and reassurance about the way public money is being spent.

However, there is a strong public interest in withholding the information as it would, if disclosed, prejudice the commercial interests of Post Office. This is because average salaries received by Post Office employees in specific salary brackets provide an insight into the pay positioning of the company. Disclosure of this information would harm the negotiation capabilities of Post Office, as salaries are determined on a case-by-case basis.

By disclosing the information you have requested, Post Office competitors would have a commercial advantage in salary negotiations with potential employees, including current Post Office employees. Disclosure would also enable potential Post Office employees to seek higher salaries during negotiations, thus leading to reduced profit for the company. It would therefore not be in the public interest to disclose this information.

If you are dissatisfied with the handling of this response, you do have a right to request an internal review. You can do this by writing to the address above within 40 working days of receipt of this response stating your reasons for your internal review request or alternatively, by emailing [information.rights@postoffice.co.uk](mailto:information.rights@postoffice.co.uk).

If, having requested an internal review by Post Office, you are still not satisfied with our response you also have a right of appeal to the Information Commissioner at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow

Cheshire SK9 5AF

Telephone: 0303 123 1113

[www.ico.org.uk/foicomplaints](http://www.ico.org.uk/foicomplaints)

Yours sincerely,

Information Rights Team

[information.rights@postoffice.co.uk](mailto:information.rights@postoffice.co.uk)

<https://corporate.postoffice.co.uk/en/governance/access-to-information/access-to-information/>

**Post Office Limited is committed to protecting your privacy, information about how we do this can be found on our website at [www.postoffice.co.uk/privacy](http://www.postoffice.co.uk/privacy)**