

ICO Legal Staff Resources

|                                            |                  | 2023/24       | 2024/25   | 2025/26 |
|--------------------------------------------|------------------|---------------|-----------|---------|
| <b>Level</b>                               | <b>Current</b>   | <b>Target</b> | FOIA s.31 |         |
| Director (G2)                              | 5                | FOIA s.31     |           |         |
| Heads of (G)                               | 5                | FOIA s.31     |           |         |
| Principals (G)                             | 7                | FOIA s.31     |           |         |
| Lawyer (F)                                 | 29               | FOIA s.31     |           |         |
| <b>TOTAL LAWYERS</b>                       | <b>42.43 FTE</b> | FOIA s.31     |           |         |
| Private Secretary (F)                      | 0                | FOIA s.31     |           |         |
| Practice Manager (F)                       | 1                | FOIA s.31     |           |         |
| Paralegals and Paralegal Manager (D)       | 7                | FOIA s.31     |           |         |
| Legal Support Officer (D)*                 | 4*               | FOIA s.31     |           |         |
| Business Support Officer/Administrator (C) | 2                | FOIA s.31     |           |         |
| <b>TOTAL SUPPORT TEAM</b>                  | <b>13.6 FTE</b>  | FOIA s.31     |           |         |

**Notes:**

- \* We currently have two Executive Assistants\* [redacted]
- \* The Lawyers include 5 Lawyer Managers.
- \* The current numbers include all lawyer roles, including vacant posts and posts yet to start
- \* Paralegals include Paralegal Manager [redacted]
- \* Numbers include all vacant posts and posts yet to start (i.e. Heads of Roles)
- \* Numbers in [] are the higher target
- \* We assumed that on average, new roles will be in for six months of the year they start due to recruitment lag
- \* Full annual cost is from 2026-27 onwards