



University of East Anglia

Information Services Directorate

The Library
University of East Anglia
Norwich Research Park
Norwich NR4 7TJ
United Kingdom

Email: foi@uea.ac.uk
Tel: +44 (0) 1603 593 523
Fax: +44 (0) 1603 591 010
Web: <http://www.uea.ac.uk>



03 May 2016

Dear

Freedom of Information Act 2000 – Information request (ref: FOI_16-101)

We have now considered your request of 19 April 2016 as clarified on the same date for the following:

“Please provide the annual salary for the post of Director of your university, since the year 2000 until the present day.

If there are additional payments that the post attracts, such as relocation allowances, please include these.”

[Clarified on 19 April to define ‘Director’ as the Vice-Chancellor]

Our response is that the total emoluments of the Vice-Chancellor, including both salary and benefits, are published in our annual Financial Statements which can be accessed on our website here: <https://portal.uea.ac.uk/finance/financial-accounts>. The statements displayed date from 1996/97 to the financial year 2014/15 so you can access the vast majority of the requested information.

However it is not possible to provide all the requested information. The Act contains a number of exemptions that allow public authorities to withhold certain information from release. We have applied the following exemption to part of your request.

Exemption	Reason
s.22(1), Information intended for future publication	Some of the requested information is in preparation for later publication

The University publishes the Vice Chancellor’s annual remuneration each year within our financial statements. The information relating to the Vice-Chancellor’s total current salary and benefits for the financial year 2015/16 will be published in December 2016.

We recognise there will be delay before the Vice-Chancellor’s current salary and benefits are publicly disclosed, however publication at that point will be in line with our established practices.

When considering the application of this exemption we are required to assess the public interest in withholding or disclosing the requested information. We acknowledge there is a general public interest in the Vice-Chancellor’s remuneration

and have addressed this interest by proactively publishing this information when the annual statements are finalised.

While there is a public interest in making the Vice-Chancellor's current salary and benefits available prior to the publication of the 2015/16 financial statements, we are not aware of a current heightened public interest in this issue that would warrant an earlier disclosure. Indeed, sector-wide salary information¹ has in recent years been published several months after completion of the financial year, indicating this is accepted practice across the sector. Therefore on this occasion we believe the public interest lies in maintaining the University's usual publication practices.

Please note that any material over which UEA has copyright is released on the understanding that you will comply with all relevant copyright rules regarding reproduction and/or transmission of the information provided.

You have the right of appeal against this response. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address. You must appeal within 60 calendar days of the date of this letter. Any appeal received after that date will not be considered nor acknowledged. This policy has been reviewed and approved by the Information Commissioner's Office.

You also have a subsequent right of appeal to the Information Commissioner's Office. Further information is available on their website:

https://ico.org.uk/Global/contact_us, or by telephone on 0303 123 1113.

Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

David Palmer
Information Policy and Compliance Manager
University of East Anglia

¹ For example, <http://www.timeshighereducation.co.uk/story.aspx?storyCode=2012381>