



University of East Anglia

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[Redacted]

03 May 2017

Dear [Redacted]

Freedom of Information Act 2000 – Information request (ref: FOI_17-103)

We have now considered your request of 26 April 2017 for information relating to the reasons for the departure of UEA staff and the remuneration of the Vice-Chancellor of UEA.

Our response is on page 3 of this letter, together with a copy of your request.

On this occasion, 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	Requested information intended for future 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 2016/17 will be published in December 2017. As a corollary, the percentage difference from the prior academic year will also be effectively published at the same time.

We believe that to adhere to the accepted publication schedule is sensible, in line with accepted practices, and fair to all concerned. We believe it proper to manage the availability of the information by planning and controlling its publication, and the timetable of publication requires internal consideration of the information prior to its public release. We thus feel that it is reasonable in all the circumstances to withhold the information at this time.

We recognise there will be a delay before the Vice-Chancellor’s remuneration is publicly disclosed, however publication at that point will be, as noted above, 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 knowing the Vice-Chancellor’s

remuneration and difference from prior years prior to the publication of the 2016/17 financial statements.

However, we are not aware of a current heightened public interest in this issue that would warrant an earlier disclosure and we feel that we have addressed this interest by proactively publishing this information when the annual statements are finalised. Indeed, sector-wide salary information¹ has in recent years been published on an annual basis 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.

We hope this response will meet your requirements, however if you are not satisfied you have the right of appeal. 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 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.

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

Yours sincerely

Dave Palmer
Information Policy and Compliance Manager
University of East Anglia

¹ For example, <https://www.timeshighereducation.com/features/times-higher-education-pay-survey-2016>

Response to Freedom of Information Act 2000 request (FOI_17-103)

I would like to know how many European members of staff have left because of the EU referendum result.

Zero (0). No European members of staff have stated that they are leaving because of the EU referendum result.

Furthermore, I would like to know the total remuneration package that the Vice Chancellor is entitled to for the current academic year 2016/17 and percentage increase from the previous academic year.

[Information exempted pursuant to s.22(1), Freedom of Information Act]

The total remuneration of the Vice-Chancellor and the percentage difference from the preceding year is exempted from release for the reasons noted in the above letter.