



University of East Anglia

Information Compliance (ITCS)

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[REDACTED]

21 May 2019

Dear [REDACTED]

Freedom of Information Act 2000– Information request (ref: FOI_19-138)

We have now considered your request of 09 May 2019 for the following information:

'Please can I have responses to the following questions about your university that are related to the salaries and bonuses of your current/former employees:

- 1) How many current or former employees have signed contractual pay confidentiality clauses in relation to salaries or bonuses in each of the following academic years: 2018-2019, 2017-2018, and 2016-2017? Please specify the numbers for both bonuses and salaries.*
- 2) Of the above, please specify how many of these employees identified as men and how many as women.*
- 3) Related to the above, if applicable, please can I have the total mean and median salaries of current or former employees who have signed contractual pay confidentiality clauses in each of the academic years 2018-2019, 2017-2018, and 2016-2017, broken down by gender (men and women).*
- 4) Related to the above, if applicable, please can I have the total mean and median bonuses of current or former employees who have signed contractual pay confidentiality clauses in each of the academic years 2018-2019, 2017-2018, and 2016-2017, broken down by gender (men and women).'*

Our response is as follows:

- 1) Zero. The University does not use contractual pay confidentiality clauses in relation to salaries or bonuses.

As a consequence, in line with your rights under section 1(1)(a) of the Act to be informed whether information is held, we confirm that the University does not hold information in relation to questions 2), 3) and 4) of your request.

We hope this information 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 40 working days of the date of this letter. In line with section 5.3 of the UK

Government's Freedom of Information Act Code of Practice, we are not obliged to accept internal reviews after this date.

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.

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

Yours sincerely

Kirsty McDonald
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University of East Anglia