

[REDACTED]

21 June 2019

Dear [REDACTED]

**Freedom of Information Act 2000– Information request (ref: FOI\_19-147)**

We have now considered your request of 24 May 2019 for information relating to pay grades of staff, pension schemes and automatic enrolment.

Our response is on page 2 of this letter, together with a copy of your request, and within the accompanying document FOI\_19-147 Appendix A.

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](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  
Information Compliance Assistant  
University of East Anglia

## Response to Freedom of Information Act 2000 request (FOI\_19-147)

*How do your pay grades relate to salaries/ the nationally agreed spine points?*

Staff pay grades and salary scales are in line with the nationally agreed pay scales for Higher Education, however some of the lower grades have been increased in line with the National Living Wage. The only exception are UEA Sportspark employees whose salaries are based on an independent salary scale.

*Which pension scheme do you use for automatically enrolling non-academic?*

The University uses University's Superannuation Scheme (USS) as our automatic enrolment scheme for all staff.

*How many non-academic staff eligible for automatic enrolment are currently enrolled in that pension scheme*

*How many non-academic staff eligible for automatic enrolment are currently enrolled in other pension schemes (please specify which schemes)*

*How many non-academic staff eligible for automatic enrolment are currently opted out altogether (not a member of any pension scheme)? I would like the data broken down by the following core variables if available*

1. Gender,
2. Pension status - enrolled or opted out
3. Pay grade – 1-6+ or other (please let me know what other is)
4. Age - either exact age or banded in 10 year groups
5. Contract status - open ended, fixed term, other (please let me know what other is)

Our response is in accompanying document FOI\_19-147 Appendix A.

*Please indicate the month that the data was collected and your next re-enrolment date.*

Data collected in June 2019. The next re-enrolment date will be 01 September 2019.