



University of East Anglia

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25 June 2019

Dear 

Freedom of Information Act 2000 – Information request (ref: FOI_19-151)

We have now considered your request of 30 May 2019 for information relating to staff remuneration at UEA. With reference to our telephone conversation of 31 May, you agreed to withdraw the part of your request relating to information for the financial year 2018-19.

Our response is on page 3 of this letter, together with a copy of your request and in the accompanying document, FOI_19-151 Appendix A.

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.40(2), Personal information	Disclosure of some of the requested information would be contrary to the requirements of the General Data Protection Regulation

Exemption explanation

In line with s.40(2) of the Act we have removed certain personal data from our response.

We believe that information identifying certain UEA staff members, such as their name and exact post, constitutes their personal data, as defined by Article 4(1) of the General Data Protection Regulation (GDPR).

We believe that disclosure of the personal information relating to individuals would be contrary to the requirements of Article 5(1)(a) of the GDPR; namely that information must be processed lawfully, fairly and in a transparent manner. These individuals would have no expectation that this information would be made publicly available, and we have not identified a lawful basis that would allow or require us to disclose this information.

We have indicated in our response where the names of individuals have been removed. We have also replaced the exact job title with a generic title that accurately reflects the individual's role without identifying them.

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 Freedom of Information 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.

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 Compliance Manager
University of East Anglia

Response to Freedom of Information Act 2000 request (FOI_19-151)

1. Please provide the number of individuals employed at your institution in receipt of total remuneration of more than £100,000 in financial years 2016-17, 2017-18, and 2018-19.

Total remuneration includes, but is not limited to, salary, performance related pay and other bonuses, pension-related payments, compensation for loss of office, other taxable benefits, non-taxable benefits, and all other payments.

For clarification, this is not the same figure detailed in annual reports, which typically provides pay bands on the basis of salary only for staff other than the Vice-Chancellor.

Our response is in the table below:

Year	No. of individuals
2018-19	Request Withdrawn
2017-18	72
2016-17	62

2. Please provide a list of individuals at your institution in receipt of over £150,000 in total remuneration for the financial years 2016-17, 2017-18, and 2018-19.

For individuals in receipt of over £150,000, please include names, job titles and remuneration broken down into basic salary, performance related pay and other bonuses, pension-related payments, compensation for loss of office, other taxable benefits, non-taxable benefits, and all other payments.

Total remuneration as described is in line with how Head of Provider remuneration is broken down by the Office for Students in their annual senior staff remuneration publication as [available here](#).

Our response is in the accompanying document, FOI_19-151 Appendix A.