



University of East Anglia

Information Compliance (ITCS)

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[REDACTED]

14 August 2019

Dear [REDACTED]

Freedom of Information Act 2000– Information request (ref: FOI_19-226)

We have now considered your request of 18 July 2019 for information relating to staff and outside contractors employed by the University.

Our response is on page 2 of this letter, together with a copy of your request.

On this occasion it is not possible to provide all the requested information. 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 relevant to questions 3(a) and 3(b) of your request. Further information is on pages 2-3 of this letter.

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.

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_19-226)

Please can you send the following information as outlined in the Freedom of Information Act 2000 for the year ending 1st April 2019, or for the financial year in which 1st April 2019 falls. If information for that period is not yet available, please use the most recent information you have. Please specify what period this information refers to at the beginning of your answer.

1.

a. *The total number of individuals directly employed by the university.*

The current total number of individuals employed directly by the University is 4,830.

b. *The number of individuals directly employed by the university who are paid less than the Living Wage of £9.00 per hour (or £10.55 per hour within Greater London).*

Zero.

c. *The lowest wage rate for the university, as an hourly wage.*

£9.00 an hour.

2.

a. *The number of individuals employed by the university who receive total remuneration* of £150,500 pa or more.*

b. *The total remuneration* of the highest paid employee (if this is stated in your annual report please let me know which page).*

a. Two.

b. £265,125.00

3a. *The total number of individuals who are employed by outside contractors** to provide services at your university.*

***Outside contractors, by which I mean third party contractors, i.e anyone whose direct employment contract is not provided by the university. This would include employees of outside contractors across all university functions (to include Estates, IT and agency staff.)*

[Information not held - s.1(1)(a), Freedom of Information Act]

The University does not hold this information for any of the third party contractors with whom we deal. We contract for the provision of certain services and do not specify the number of individuals required to provide that service.

b. The number of individuals who are employed by outside contractors to provide services at your university who are paid less than the Living wage of £9.00 per hour (or £10.55 per hour within Greater London).

[Information not held - s.1(1)(a), Freedom of Information Act]

Whilst UEA became, as of 01 April 2019, a Living Wage Foundation employer and is now working with third party employers to ensure that the same applies to their staff, we have contracts in place with third parties that pre-date our current commitments.

However, we can state that we are not aware of any third party employed staff who are earning less than the Real Living Wage whilst working on the UEA campus.

c. Whether your university has a policy to require on-site staff working for external contractors to be paid real Living Wage rates (£9.00 and 10.55 per hour) as a minimum.

Yes. The University became a Living Wage Foundation employer on 01 April 2019. As part of that we gave a commitment to ensure that all staff working on the University campus (whether or not directly employed by the University) would be paid the Real Living Wage.

We are fully compliant in terms of directly employed staff and are working with third party employers to ensure that the same applies to their staff. We are not aware of any third party employed staff who are earning less than the Real Living Wage whilst working on the UEA campus.