

[REDACTED]

13 May 2014

Dear [REDACTED]

Freedom of Information Act 2000 – Information request (ref: FOI_14-084)

We have now considered your request of 15 April 2014 for information relating to contracts and pay of UEA staff.

Our response to your request is on page 2 of this letter and we hope this will meet your requirements.

Please note that any material released 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 we have provided.

You have the right of appeal against this decision. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address.

You must appeal our decision 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 at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 0303 123 1113
Website: <http://www.ico.org.uk/>

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

Yours sincerely

Ellen Paterson
Information Policy and Compliance Manager
University of East Anglia

Response to Freedom of Information Act 2000 request (FOI_14-084)

For the purposes of this request a 'zero-hour contract' is defined as any type of contract under which an employer does not guarantee the employee a fixed number of hours per week. Rather, the employee is expected to be on-call and receive compensation only for hours worked.

The Living Wage is defined as £7.65 per hour across the UK excluding London where it is £8.80 per hour.

The term 'outsourced' applies any services whereby those employed are not directly employed by the university and are obtained by contract. This may include, but is not limited to; cleaners, catering staff, security etc.

1. What is the total number of employees at your institution on any type of contract?

3990

2. How many employees were on zero-hour contracts in the last twelve months, if any?

Zero. The University employs no staff on zero-hours contracts as defined above. There is no expectation that staff on this type of contract will be on-call.

3. What is the demographic break down of your employees on zero-hour contracts over the last 12 months? Please include age, gender and ethnicity if available.

Not applicable. See above.

4. How many staff employed by the University over the last 12 months have been paid less than the Living Wage?

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5. Does the University have any stipulations in tenders or contracts with firms providing 'outsourced' services in regards to any of the following:

- Working conditions including sick pay, holiday pay or minimum wages?

No

- Excluding Zero hour contracts?

No

- Paying the Living Wage?

No