

[REDACTED]

18 July 2014

Dear [REDACTED]

Freedom of Information Act 2000 – Information request (ref: FOI_14-139)

We have now considered your request of 08 July 2014 for information relating to staff benefits. Our response to your request is on page 2 of this letter and we hope this will meet your requirements.

However, 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 some of the requested information. Further details are on page 2.

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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_14-139)

Your request:

I would like to know how much your university has spent over each of the last three years on staff benefits over and above their standard salaries.

This could include benefits such as:

- *Car or transport allowances*
- *Shared equity arrangements in housing, or other housing support*
- *Private healthcare*
- *Membership of clubs*
- *Private school fees*
- *Bonuses*
- *Discretionary payments or market adjustments.*

For each category of payment, I would ideally like to know how many people received it, broken down by gender and by job area (general academic, clinical academics and professional services), the average value of the payment and the total amount spent.

I would also be interested to know whether the value of any such benefits have been taken account of in any pay parity exercises carried out in the last three years.

Our response:

The University has spent no money on Car or transport allowances; Shared equity arrangements in housing, or other housing support; Private healthcare; Membership of clubs; Private school fees or Bonuses.

The table on page 3 shows the amounts that were spent on Discretionary payments and / or market adjustments.

Please note we have created two categories for 'professional services' and 'support staff', reflecting our separate pay scales¹ for Administrative, Library and Computer Staff (who may typically hold a professional qualification) and other categories of University support staff.

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

We hold no recorded information that shows whether the value of any such benefits have been taken account of in any pay parity exercises carried out in the last three years.

¹ <http://www.uea.ac.uk/hr/employee-information/payscales>

	2011 - Headcount	2011 - Average Payment	2011 - Total Payment	2012 - Headcount	2012 - Average Payment	2012 - Total Payment	2013 - Headcount	2013 - Average Payment	2013 - Total Payment
Academic	37	£1,595.89	£59,048.00	40	£1,490.27	£59,610.87	32	£1,518.39	£48,588.55
F	12	£1,498.58	£17,983.00	19	£1,447.58	£27,504.00	14	£1,543.74	£21,612.40
M	25	£1,642.60	£41,065.00	21	£1,528.90	£32,106.87	18	£1,498.68	£26,976.15
Clinical Academic	0	£0.00	£0.00	0	£0.00	£0.00	1	£1,373.88	£1,373.88
F	0	£0.00	£0.00	0	£0.00	£0.00	1	£1,373.88	£1,373.88
M	0	£0.00	£0.00	0	£0.00	£0.00	0	£0.00	£0.00
Professional Services	18	£1,376.10	£24,769.80	10	£1,367.11	£13,671.10	19	£1,426.70	£27,107.35
F	10	£1,664.60	£16,646.00	5	£1,280.22	£6,401.10	11	£1,238.08	£13,618.85
M	8	£1,015.48	£8,123.80	5	£1,454.00	£7,270.00	8	£1,686.06	£13,488.50
Support Staff	28	£771.94	£21,614.27	47	£566.61	£26,630.44	43	£649.83	£27,942.63
F	20	£678.06	£13,561.10	22	£635.26	£13,975.64	38	£593.46	£22,551.63
M	8	£1,006.65	£8,053.17	25	£506.19	£12,654.80	5	£1,078.20	£5,391.00
Grand Total	83	£1,270.27	£105,432.07	97	£1,030.02	£99,912.41	95	£1,105.39	£105,012.41