

**UEA FOI\_14-220**

Q1a. Please provide the number of staff (headcount) employed by the institution on a) 01/10/2013 and b) 01/10/2014, broken down into the following categories

- i) Management (SOC 2010 major group 1)
- ii) Academic and research staff
- iii) Other staff

Please do not include casual/sessional staff or staff on zero-hours contracts in the counts.

	Number of staff (headcount) on 01/10/2013	Number of staff (headcount) on 01/10/2014
Management	45	50
Academic and research staff	1327	1321
Other staff	1673	1749
Total	3045	3120

**Comment**

Q1b. How many staff (headcount), who are not managers, academics or research staff, were employed on zero-hours contracts (a contract under which the employer has no obligation to offer work and guarantees no minimum hours of work) on 01/10/2013 and on 01/10/2014?

	Number of staff (headcount) on 01/10/2013	Number of staff (headcount) on 01/10/2014
Staff on zero hours contracts, excluding managers, academics and research staff	324	290

**Comment**

Q2. Please provide the number of staff (headcount) employed on a) 01/10/2013 and b) 01/10/2014 who are i) Male, ii) Female, iii) Black Minority and ethnic staff and iv) Disabled

Please do not include casual/sessional staff in the counts.

	Number of staff (headcount) on 01/10/2013	Number of staff (headcount) on 01/10/2014
Male	1332	1340
Female	1713	1780
Black Minority and ethnic	182	185
Disabled	111	121

3045

3120

**Comment**

Q3a. For those staff leaving due to redundancy between 01/10/2013 and 30/09/2014, please provide the number (headcount) taking a) compulsory redundancy, b) voluntary redundancy. If you cannot provide separate numbers for compulsory and voluntary redundancies, please provide the total numbers of redundancies. Please do not include redundancies due to the end of fixed term contracts if it is possible to exclude them from the counts.

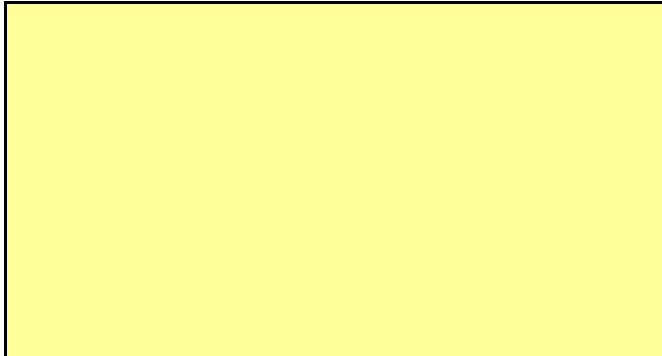
	Number of staff leaving due to redundancy (headcount) between 01/10/2013 and 30/09/2014
Compulsory redundancy	18
Voluntary redundancy	1
Total	19

**Comment**

Q3b. Please provide the number of staff taking redundancy due to the ending of fixed term contracts between 01/10/2013 and 30/09/2014.

42

**Comment**



Q4a. Please provide the number of staff leaving due to redundancy between 01/10/2013 and 30/09/2014, within each of the following categories, broken down into the following categories

- i) Management (SOC 2010 major group 1)
- ii) Academic and research staff
- iii) Other staff

Please do not include those staff leaving due to the ending of fixed term contracts in the counts.

	Number of staff (headcount) leaving due to redundancy between 01/10/2013 and 30/09/2014
Management	0
Academic and research staff	13
Other staff	6
	19

**Comment**

Q4b. Please provide the number of staff on fixed term contracts leaving due to redundancy between 01/10/2013 and 30/09/2014, within each of the following categories, broken down into the following categories

- i) Management (SOC 2010 major group 1)
- ii) Academic and research staff
- iii) Other staff

Please only include those staff leaving due to the ending of fixed term contracts in the counts.

	Number of fixed term contract staff (headcount) leaving due to redundancy between 01/10/2013 and 30/09/2014
Management	0
Academic and research staff	41
Other staff	1
	42

**Comment**

Q5. Please provide the number of staff leaving due to redundancy between 01/10/2013 and 30/09/2014, who are i) Male, ii) Female, iii) Black Minority and ethnic staff and iv) Disabled

	Number of staff (headcount) leaving due to redundancy between 01/10/2013 and 30/09/2014
Male	35
Female	26
Black Minority and ethnic	5
Disabled	5

61

**Comment**



Q6a. What is the minimum adult hourly rate of pay at the institution, including any regional pay supplement, excluding apprentice pay rates? (Hourly rate should be exclusive of holiday pay).	£7.45
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**Comment**

Q6b. What is the minimum adult hourly rate of pay for apprentices (if employed), including any regional pay supplement? (Hourly rate should be exclusive of holiday pay).	n/a
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**Comment**

Q7. How many directly employed staff (headcount), excluding apprentices, are paid less than the Living Wage (£7.65 per hour outside Greater London and £8.80 per hour in Greater London).	375
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**Comment**

Q8a. How many staff (headcount) were paid £100,000 or higher, excluding pension contributions, benefits in kind and national insurance contributions during the financial year 2013/2014?	35
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**Comment**

Q8b. How many of the staff in 8a received benefits in kind worth £10,000 or more during the financial year 2013/2014?	1
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**Comment**

Q9. How much money, including VAT, has been spent on employment agencies (hiring agency staff) during the financial year 2013/2014?	£510,000
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**Comment**

This figure has been obtained from our Finance system and assumes individuals have used the correct code for employment agencies.

Q10a. Does the university contract out any services in the following areas? Please give the names of the companies to whom the services are currently contracted out. In what year was the service first contracted out? When is the contract for the service up for renewal (if multiple contracts what is the earliest date)?

	Yes/No	Companies	Year first contracted out	Date contract is up for renewal
a. Cleaning	No			
b. Catering	No			
c. Security	No			

**Comment**

While these services are not currently contracted out, a contract will be in place with Bilfinger Europa as of 15 November 2015, for provision of limited catering and cleaning services to the University. The term of this contract will be 5 years + 1

Q10b. Is a minimum rate of pay specified in the university's contracts with external companies providing the following services. If so, what is the minimum rate of pay?

	Yes/No	Minimum pay rate
a. Cleaning	No	
b. Catering	No	
c. Security	No	

**Comment**

No minimum rate of pay will be specified in the University's contract with Bilfinger Europa.