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[REDACTED]

22 January 2015

Dear [REDACTED]

**Freedom of Information Act 2000 – Information request (ref: FOI\_15-003)**

We have now considered your request of 07 January 2015 for information relating to the University's retirement policies. Our response is on page 2 of this letter, together with a copy of your request, 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 recorded information to show why an employer justified retirement age (EJRA) was not adopted, nor any documents which explain how retirement works at the University. We can confirm however that staff who wish to retire just inform their managers or HR.

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You have the right of appeal against this response. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address. You must appeal 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's Office. Further information is available on their website: [https://ico.org.uk/Global/contact\\_us](https://ico.org.uk/Global/contact_us), or by telephone on 0303 123 1113.

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\_15-003)**

*I am requesting information under the Freedom of Information Act 2000 regarding the university or college's retirement policies. In particular, could you please provide the following information:*

*Does the university/college have an employer justified retirement age (EJRA) (under the Equality Act 2010)?*

No.

*If no:*

*Please provide a copy of any documents: explaining why an EJRA was not adopted;*

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

*and/or explaining how retirement works at your institution.*

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

*Has the university/college experienced any problems operating without a retirement age?*

No.

*Since 2011, has the university/college made any financial payments to staff aged 50 or above (above their contractual entitlements) in the year prior to their retirement?*

No.

*If yes, how many for: Academic staff? Support staff?*

Not applicable. See above.

*How is unsatisfactory performance dealt with for staff at your university/college?*

By means of a capability process.

*Please provide a copy of any documents explaining how this process works (e.g. guidelines, policies etc).*

See:

<https://www.uea.ac.uk/documents/2506781/2665497/Capability+Guidelines/64f5c87d-e75b-419e-8529-92223a4b1b77>

*If there is a process for managing unsatisfactory performance by staff at your university/college:*

*How many staff aged 50 or above were subject to this process in the a) 2013 and b) 2014 calendar years?*

0 (zero) in 2013 and 3 in 2014.

*Of these, how many were:*

*Academic staff?*

0 (zero) in 2013 and 1 in 2014

*Support staff?*

0 (zero) in 2013 and 2 in 2014

*How many academic staff overall were subject to this process in the a) 2013 and b) 2014 calendar years?*

0 (zero) in 2013 and 2 in 2014

*How many support staff overall were subject to this process in the a) 2013 and b) 2014 calendar years?*

1 in 2013 and 4 in 2014

*What is the university/college's median retirement age for:*

*Academic staff?*

64

*Support staff?*

62

*What is the university/college's average retirement age for:*

*Academic staff?*

63

*Support staff?*

62