

[REDACTED]

26 May 2015

Dear [REDACTED]

**Freedom of Information Act 2000 – Information request (FOI\_15-093)**

We have now considered your request of 14 May 2015 for information relating to the payment the living wage to staff of UEA. Our response is provided on page 3 of this letter, together with a copy of your original request. We hope this response will meet your requirements.

It is not, however, 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. Specifically, we do not hold information relevant to questions 4, 5, 6 and 8 of your request.

As I noted in a phone conversation with a member of your staff on 21 May, the Act is a legislative tool for the request and provision of recorded information. It is not a means of asking questions and receiving answers to those questions. Where a 'Yes/No' response is supported by recorded information, we have provided the appropriate response. However, several of your questions relate to matters, or opinions for which we have no recorded information and therefore have provided a 'Not held' response.

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.

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

You must appeal our response 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 whose [contact details](#)<sup>1</sup> can be found on their website.

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<sup>1</sup> [https://ico.org.uk/Global/contact\\_us](https://ico.org.uk/Global/contact_us)

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

Yours sincerely

David Palmer  
Information Policy and Compliance Manager  
University of East Anglia

## Response to Freedom of Information Act 2000 request (FOI\_15-093)

*Could you please supply me with the following information on payment of the living wage within the employer that you represent.*

*1) On your most recent pay settlement date, did you pay at least the living wage prevailing at that time to your lowest paid directly employed staff?*

No

*2) Is it your policy to uprate minimum pay rates for your lowest paid directly employed staff to at least the living wage at every annual pay settlement?*

No

*3) Do you require contractors to pay the living wage whenever a new contract or contract renewal is signed?*

No

*4) If you do not pay the living wage to directly employed staff at the current time, do you have an aspiration to pay it in the near future (within the next two years)?*

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

The University does not hold the requested information. We have no recorded information indicating any aspiration or intention regarding our policy regarding the payment of the living wage in the near future.

*5) If you do not require contractors to pay the living wage at the current time, do you have an aspiration to establish such arrangements in the near future (within the next two years)?*

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

The University does not hold the requested information. We have no recorded information indicating any aspiration or intention regarding any policy to require contractors to pay the living wage in the near future.

*6) If you do not pay the living wage to directly employed staff, would you be minded to introduce a living wage if you were not subject to public sector budget cuts and / or government caps on pay settlements?*

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

The University does not hold the requested information. We have no recorded information indicating any intention regarding our policy regarding the payment of the living wage in the near future based on budget cuts and/or government policy.

*7) Please state the name of the employer below:*

The University of East Anglia

*8) If you have any further comments on answers to these living wage questions, please state below:*

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

The University does not hold the requested information.