

5th September 2019

[REDACTED]

[REDACTED]

Freedom of Information request: 2019/0216

Thank you for your freedom of information request received on the 28th of July 2019 in which you requested the following:

Your request:

Please provide the names, positions and directorates of all staff in UK Research and Innovation grade 6 and above, and their contact email addresses.

Clarification:

We requested further clarification from you and you confirmed that:

- *Your request applies to all of UKRI, including all Research Councils, Research England, and Innovate UK*
- *You require this information for as much of our staff as is allowed, covering as many of the banding thresholds as possible, thus ideally the information from band A to H.*

Our response

I can confirm UK Research and Innovation hold information relevant to your request.

Some of the data you have requested is currently available in the public domain and can be found by accessing data.gov.uk [here](#)¹. UKRI publish a snapshot of all staff roles twice annually; data as of the 31st March is published on the 6th June, and data as of the 30th September is published on 6^h December.

Please note the following when reviewing the information that has been published:

The criteria for determining which roles are captured on the Senior Staff report are defined as:

- Senior Civil Service (SCS) pay band 2 or equivalent and above - name of the person, pay (in £5k pay bands), grade, unit, contact phone/email, job title, role reported to, full time equivalent (FTE), salary cost of reports, professional/occupational group.
- SCS pay band 1 (or equivalent) - same as for SCS 2, however names and pay details are withheld

The above criteria are a general rule and in some instances they may not map directly to UKRI pay bands. Publishing details of senior staff involves balancing the reasonable expectations of the individuals and the potential consequences of disclosure, with the legitimate public interest in disclosing this information.

¹ <https://data.gov.uk/dataset/7b1573ca-7e0e-4578-babc-90250ec45732/uk-research-and-innovation-organograms-and-senior-salaries>

UKRI and Legacy pay bands do not explicitly match the civil service senior grades, and responsibilities at the pay bands vary across the councils. We assign civil service grades based on Hierarchy and Grade; CEO and Executive Team were published as SCS2/SCS3, their direct reports as SCS1, and all others fall into Junior. Some senior staff are therefore included in the Junior roles report, however this mitigates the risk of publishing information on employees where it is not needed.

Zero values on the senior report for columns L, N, and O, relating to pay and salary ranges

Blanks in Column L (Salary Cost of Reports)

Either the individual(s) do not have any line reports or their line reports do not report to them on the system from which the data for the reports is generated and thus could not be mapped to them for costing.

Blanks in Column N & O

These are due to vacant roles that have yet to be filled which we were unable to provide a prescriptive salary for, and secondees. Non-employees' salaries are not stored within our systems as they are not on our payroll. Column O was a part of the template provided from the Data.Gov site which automatically calculated the Actual Pay Ceiling based on Column N; if Column N was zero return, Column O was automatically a zero also.

Section 40(2) - Personal Information

The names of individuals and their contact email addresses will not be provided. We are exempting this information under section 40(2) of the FOIA, which applies when the information sought is not the personal data of the requestor.

Disclosing this information would contravene the first data protection principle as defined under Section 86 of the Data Protection Act 2018 and Article 5 of EU General Data Protection Regulation (GDPR) 2016.

Section 40(2) is an absolute exemption and does not require a public interest test.

If you have any queries regarding our response or you are unhappy with the outcome of your request and wish to seek a review of the decision, please contact:

Head of Information Governance


UK Research and Innovation
Polaris House
North Star Avenue
Swindon
SN2 1FL
Email: foi@ukri.org or infogovernance@ukri.org

Please quote the reference number above in any future communications.

If you are still not content with the outcome of the review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at: <http://www.ico.gov.uk/>

If you wish to raise a complaint regarding the service you have received or the conduct of any UKRI staff in relation to your request, please see UKRI's complaints policy: <https://www.ukri.org/about-us/policies-and-standards/complaints-policy/>

Yours sincerely,


UK Research and Innovation, Information Governance Team
Email: foi@ukri.org