

Official

Ref: FOI-315

Sent via email only: [REDACTED]

10 September 2021

Dear [REDACTED]

1. Thank you for your email of 30 July 2021 in which you requested information from UK Anti-Doping ('UKAD') under the Freedom of Information Act 2000 ('the Act'). Your request was for information relating to UKAD's '2021/22 employee pay review/settlement'.

Response

2. UKAD confirms that it holds some of the information requested and provides its response (where applicable) below.

Question 1: *Please state the effective date (day and month) of your organisation's 2021/22 pay review.*

Response: There has not been a pay review for 2021/22.

Question 2: *If the 2021/22 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.*

Response: N/A, a pay review for 2021/22 is not planned.

Question 3: *Please state the employee group/s covered by the 2021/22 pay review.*

Response: N/A.

Question 4: *Please state the total number of employees covered by the 2021/22 pay review.*

Response: N/A.

Question 5: *Please provide a copy of your 2021/22 pay agreement (if applicable) or generic pay circular sent to employees (that is one that does not identify any individual employee)*

outlining the outcome of the latest pay review if there are no collective negotiations.

Response: N/A.

Question 6: ***Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2021/22 pay review excluding the effect of any incremental progression, merit pay or bonuses.***

Response: N/A.

Question 7: ***If an employee's annual pay award is determined solely according to an assessment of their individual performance (commonly known as a merit increase) as opposed to an across-the-board pay rises (where all employees generally receive the same increase irrespective of their individual performance) please state the percentage of the paybill allocated to fund these awards, the range of increases and whether or not the awards are consolidated.***

Response: N/A.

Question 8: ***If any employees were eligible for individual performance-related payments or bonuses over and above the general pay rise please state the range of increases (either as a percentage of their base salary or a cash amount as applicable), whether or not they were consolidated into basic pay and please state the overall % of the paybill allocated to fund these awards.***

Response: Eligible employees received a £500 one off fixed payment, paid in 2021/22. This represented 0.9% of the total pay bill for 2020/21 (being the year it related to).

Question 9: ***Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.***

Response: 0.05%.

Question 10: ***Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.***

Response: N/A.

Question 11: *Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.*

Response: philip.bunt@ukad.org.uk / gareth.wellings@ukad.org.uk.

Conclusion

3. If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of this response and should be addressed via email to foi@ukad.org.uk. Please remember to quote the reference number above in any further communications.
4. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely



UK Anti-Doping