

From: [Freedom Of Information](#)
To: [REDACTED]
Subject: RE: [OFFICIAL] - RE: FoI request [FOI-283]
Date: 24 August 2020 18:55:11
Attachments: [image001.png](#)
[image002.png](#)
[FOI 283.pdf](#)

Dear [REDACTED]

Please see the attached response to your request for information, reference FOI-283.

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 the response to your original letter and should be addressed: Philip Bunt, Chief Operating Officer, UK Anti-Doping, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8AE. Please remember to quote the reference number above in any further communications.

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.

Kind regards,
UK Anti-Doping

UKAD: OFFICIAL

UKAD: OFFICIAL

From: [REDACTED]
Sent: 28 July 2020 09:24
To: Freedom Of Information <FOI@ukad.org.uk>
Subject: Re: [OFFICIAL] - RE: FoI request

Good morning

I was wondering whether the 2020 pay review/settlement has now been finalised and implemented.

If so, please find enclosed a Freedom of Information request regarding the 2020 pay award.

If it has yet to be concluded do you happen to know when would be best to submit my request again?

Regards

[REDACTED]
[REDACTED]
[REDACTED]

I normally work Mondays and Tuesdays each week

[REDACTED]
[REDACTED]
[REDACTED]

From: Freedom Of Information <FOI@ukad.org.uk>

Sent: 03 December 2019 14:30

To: [REDACTED]

Subject: RE: [OFFICIAL] - RE: FoI request

***** External email: use caution *****

Good afternoon [REDACTED]

Please find attached a copy of UKAD's response to your request for information.

Kind regards

UK Anti-Doping



Follow us on Twitter [@ukantidoping](https://twitter.com/ukantidoping)
www.facebook.com/100percentme.uk

REPORT DOPING IN SPORT – 08000 32 23 32 or visit www.reportdoping.com

If this correspondence bears the marking Official Sensitive it should not be shared without the express permission of UK Anti-Doping. For more information regarding security marking please visit: www.ukad.org.uk/GSC

UKAD: OFFICIAL

IMPORTANT NOTICE:

This communication and any attachments contain information which is confidential and may also be subject to professional privilege. It is for the exclusive use of the sender(s) and recipient(s) who are reminded that the information contained in this communication and any attachments may be subject to public disclosure under the Freedom of Information Act 2000 and/or the Environmental Information Regulations 2004.

If you are not the intended recipient(s) please note that any form of distribution, copying, printing or use of this communication or the information in it is strictly prohibited and may be unlawful.

If you have received this communication in error please return it to the sender.

We would also be grateful if you would also copy the communication to ITHelpdesk@ukad.org.uk, then delete the email and any copies of it.

This communication is from United Kingdom Anti-Doping, located at Fleetbank House, 2-6 Salisbury Square, London EC4Y 8AE, United Kingdom

UKAD: OFFICIAL

From: Freedom Of Information <FOI@ukad.org.uk>

Sent: 22 November 2019 14:51

To: [REDACTED] >

Subject: RE: [OFFICIAL] - RE: FOI request

Thank you for confirming that [REDACTED]

We are now able to finalise our response to your request for information and will provide that early next week.

Kind regards

UK Anti-Doping



Follow us on Twitter [@ukantidoping](https://twitter.com/ukantidoping)
www.facebook.com/100percentme.uk

REPORT DOPING IN SPORT – 08000 32 23 32 or visit www.reportdoping.com

If this correspondence bears the marking Official Sensitive it should not be shared without the express permission of UK Anti-Doping. For more information regarding security marking please visit: www.ukad.org.uk/GSC

UKAD: OFFICIAL

IMPORTANT NOTICE:

This communication and any attachments contain information which is confidential and may also be subject to professional privilege. It is for the exclusive use of the sender(s) and recipient(s) who are reminded that the information contained in this communication and any attachments may be subject to public disclosure under the Freedom of Information Act 2000 and/or the Environmental Information Regulations 2004.

If you are not the intended recipient(s) please note that any form of distribution, copying, printing or use of this communication or the information in it is strictly prohibited and may be unlawful.
If you have received this communication in error please return it to the sender.
We would also be grateful if you would also copy the communication to ITHelpdesk@ukad.org.uk, then delete the email and any copies of it.
This communication is from United Kingdom Anti-Doping, located at Fleetbank House, 2-6 Salisbury Square, London EC4Y 8AE, United Kingdom

UKAD: OFFICIAL

From: [REDACTED]
Sent: 19 November 2019 09:33
To: Freedom Of Information <FOI@ukad.org.uk>
Subject: Re: [OFFICIAL] - RE: Fol request

Good morning

Many thanks for the reply.

In summary my Fol request relates to the annual pay review with an effective date at some point in 2019.

So, for example, if the annual pay award is paid from 1 April 2019 we would classify it as a 2019/20 review as it covers the 12 months starting on 1 April 2019.

Similarly, , if the annual pay award is paid from 1 April 2018 we would classify it as a 2018/19 review as it covers the 12 months starting on 1 April 2018.

I do hope this answers your query.

If you require any further clarification please do not hesitate to contact me.

Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[Redacted]

From: Freedom Of Information <FOI@ukad.org.uk>
Sent: 15 November 2019 15:53
To: [Redacted]
Subject: RE: [OFFICIAL] - RE: Fol request

***** External email: use caution *****

[Redacted]

We apologise for the delay in providing you with a response to your request.

Before UKAD can provide a response, we require clarification from you on the scope of your request. Some of the questions in your request reference a '2019/20 pay review' – as UKAD's 2019/20 pay review will not take place until 2020, can you confirm whether these questions relate to UKAD's 2018/19 pay review, which took place this year?

Kind regards

UK Anti-Doping



Follow us on Twitter [@ukantidoping](https://twitter.com/ukantidoping)
www.facebook.com/100percentme.uk

REPORT DOPING IN SPORT – 08000 32 23 32 or visit www.reportdoping.com

If this correspondence bears the marking Official Sensitive it should not be shared without the express permission of UK Anti-Doping. For more information regarding security marking please visit: www.ukad.org.uk/GSC

UKAD: OFFICIAL

IMPORTANT NOTICE:
This communication and any attachments contain information which is confidential and may also be subject to professional privilege. It is for the exclusive use of the sender(s) and recipient(s) who are reminded that the information contained in this communication and any attachments may be subject to public disclosure under the Freedom of Information Act 2000 and/or the Environmental Information Regulations 2004.
If you are not the intended recipient(s) please note that any form of distribution, copying, printing or use of this communication or the information in it is strictly prohibited and may be unlawful.

If you have received this communication in error please return it to the sender.
We would also be grateful if you would also copy the communication to ITHelpdesk@ukad.org.uk, then delete the email and any copies of it.
This communication is from United Kingdom Anti-Doping, located at Fleetbank House, 2-6 Salisbury Square, London EC4Y 8AE, United Kingdom

UKAD: OFFICIAL

From: Freedom Of Information <FOI@ukad.org.uk>

Sent: 11 October 2019 11:29

To: [REDACTED] >

Subject: RE: [OFFICIAL] - RE: FoI request

Dear [REDACTED]

Thank for your request for information under the Freedom of Information Act 2000 ('the Act').

You are due to receive a response within 20 working days (i.e. by Thursday 24 October 2019). Should you need to contact us again regarding your request, please do so using reference number FOI-244.

Kind regards,

UK Anti-Doping

[REDACTED] UK Anti-Doping, Fleetbank House, 2-6 Salisbury Square, London, EC4Y 8AE

[REDACTED] www.ukad.org.uk



Follow us on Twitter [@ukantidoping](https://twitter.com/ukantidoping)
www.facebook.com/100percentme.uk

REPORT DOPING IN SPORT – 08000 32 23 32 or visit www.reportdoping.com

If this correspondence bears the marking Official Sensitive it should not be shared without the express permission of UK Anti-Doping. For more information regarding security marking please visit: www.ukad.org.uk/GSC

UKAD: OFFICIAL

IMPORTANT NOTICE:

This communication and any attachments contain information which is confidential and may also be subject to professional privilege. It is for the exclusive use of the sender(s) and recipient(s) who are reminded that the information contained in this communication and any attachments may be subject to public disclosure under the Freedom of Information Act 2000 and/or the Environmental Information Regulations 2004.

If you are not the intended recipient(s) please note that any form of distribution, copying, printing or use of this communication or the information in it is strictly prohibited and may be unlawful.

If you have received this communication in error please return it to the sender.

We would also be grateful if you would also copy the communication to ITHelpdesk@ukad.org.uk, then delete the email and any copies of it.

This communication is from United Kingdom Anti-Doping, located at Fleetbank House, 2-6 Salisbury Square, London EC4Y 8AE, United Kingdom

UKAD: OFFICIAL

From: [REDACTED]
Sent: 04 October 2019 14:09
To: Freedom Of Information <FOI@ukad.org.uk>
Subject: Re: [OFFICIAL] - RE: Fol request

Good afternoon

I was wondering whether there had been a 2019 pay settlement?

If so, please find enclosed a Freedom of Information request regarding the 2019 pay award.

If the 2019 pay review has yet to be concluded do you happen to know when it is likely to be finalised?

Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Freedom Of Information <FOI@ukad.org.uk>
Sent: 07 December 2018 16:01
To: [REDACTED]
Subject: [OFFICIAL] - RE: Fol request

***** External email: use caution *****

Good afternoon [REDACTED],

Further to the below, please find attached UKAD's response to your freedom of information request.

Kind regards,
UKAD

UK Anti-Doping, Fleetbank House, 2-6 Salisbury Square, London, EC4Y 8AE

www.ukad.org.uk | Reception: +44 (0) 20 7842 3450

If this correspondence bears the marking Official Sensitive it should not be shared without the express permission of UK Anti-Doping. For more information regarding security marking please visit: www.ukad.org.uk/GSC

From: [REDACTED]

Sent: 13 November 2018 14:10

To: Freedom Of Information <FOI@ukad.org.uk>

Subject: Fol request

Dear Sir/Madam

Please find enclosed a Freedom of Information request regarding your organisation's 2018/19 pay award.

If you have any queries regarding this matter please do not hesitate to contact me.

Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[Redacted]

[Redacted]

UK Anti-Doping Security Marking: **OFFICIAL**

IMPORTANT NOTICE:
This communication and any attachments contain information which is confidential and may also be subject to professional privilege. It is for the exclusive use of the sender(s) and recipient(s) who are reminded that the information contained in this communication and any attachments may be subject to public disclosure under the Freedom of Information Act 2000 and/or the Environmental Information Regulations 2004.
If you are not the intended recipient(s) please note that any form of distribution, copying, printing or use of this communication or the information in it is strictly prohibited and may be unlawful.
If you have received this communication in error please return it to the sender.
We would also be grateful if you would also copy the communication to ITHelpdesk@ukad.org.uk, then delete the email and any copies of it.
This communication is from United Kingdom Anti-Doping, located at Fleetbank House, 2-6 Salisbury Square, London EC4Y 8AE, United Kingdom

[Redacted]

[Redacted]

[REDACTED]

Freedom of Information Questions

1] Please state the effective date (day, month and year) of your organisation's 2020/21 pay review. **N/A – there has not been a pay review in 2020/21**

2] If the 2020/21 pay review has yet to be finalised please state the month in which you anticipate it will be concluded. **N/A – a pay review for 2020/21 is not planned**

3] Please state the employee group/s covered by the 2020/21 pay review. **N/A**

4] Please state the total number of employees covered by the 2020/21 pay review. **N/A**

5] Please provide a copy of your 2020/21 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. **N/A**

6] Was the latest pay review concluded under the remit of the 2020/21 Civil Service Pay Guidance? **N/A – prior to the pay guidance the UKAD Board concluded that budget challenges meant that there would not be a pay review**

7] Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the latest pay review, excluding the effect of any incremental rises, merit pay and bonuses. **N/A**

8] Please list the current grades and pay rates together with the previous year's grades and rates for the below roles or their equivalents if applicable: **UKAD does not use the Civil Service grades and they are not directly comparable.**

Salary ranges 2020/21 and 2019/20

1	2	3	4	5	6	7	8
£19,000	£22,500	£27,000	£32,500	£40,000	£50,000	£60,000	£70,000
£22,738	£29,235	£35,190	£43,310	£54,139	£64,967	£75,795	£86,622

a] Administrative Assistant (AA)

b] Administrative Officer (AO)

c] Executive Officer (EO)

d] Higher Executive Officer (HEO)

e] Senior Executive Officer (SEO)

f] Grade 6

g] Grade 7

9] 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. **N/A**

10] 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. **N/A – UKAD's PRP is separate to the general pay. The cost for 2019/20 (paid to staff in 2020/21 was £137,000 which was equivalent to 4.45% of the general pay cost and below the 4.5% ceiling.**

11] Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill. **N/A**

12] Have any other changes been made to terms and conditions (for example holiday entitlement, sick pay provision and the like) as part of the latest pay review? If yes, please state what they are. **None**

13]. Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations. **None**

14] Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review. **philip.bunt@ukad.org.uk**