

Official

Ref: FOI-210

[REDACTED]
Sent via email only:
[REDACTED]

07 December 2018

Dear [REDACTED]

Thank you for your email of 13 November 2018 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 pay awards in the 2018-19 financial year.

Response

UKAD confirms that it holds the information requested and provides a response to each of your questions below:

Question 1: *Name of the unions signatory to your main collective agreement covering pay and conditions*

Response: N/A (UKAD does not currently recognise any trade unions)

Question 2: *Please state the settlement date of your latest collective pay agreement*

Response: N/A (as per response to Question 1)

Question 3: *Please state the employee groups covered by the pay agreement*

Response: N/A (as per response to Question 1)

Question 4: *Please state the number of employees covered by the agreement*

Response: N/A (as per response to Question 1)

Question 5: *Please provide a copy of your latest pay agreement*

Response: N/A (as per response to Question 1)

Question 6: *Was the latest pay settlement under the remit of the 2018/19 Civil Service pay guidance?*

Response: Yes

Question 7: *Please list the current grades and pay rates together with the previous year's grades and rates for the below roles or their equivalents:*

- 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*

Response:

Grade	Salary range 2017/18 Financial Year	Salary range 2018/19 Financial Year
1	£19,000 – £22,071	£19,000 – £22,402
2	£22,500 – £28,377	£22,500 – £28,803
3	£27,000 – £34,158	£27,000 – £34,670
4	£32,500 – £42,040	£32,500 – £42,670
5	£40,000 – £52,551	£40,000 – £53,339
6	£50,000 – £63,061	£50,000 – £64,007
7	£60,000 – £73,571	£60,000 – £74,675
8	£70,000 – £84,081	£70,000 – £85,342

Please note that an AA is classified as Grade 2, an AO as Grade 3, an EO as Grade 3, an HEO as Grade 4 and an SEO as Grade 5.

Question 8: *Please give details of any individual performance-related increases paid in terms of the percentage of the paybill*

allocated to fund these awards and please state whether these were consolidated or non-consolidated

Response: Performance related pay ('PRP') paid by UKAD in the 2017/18 financial year (which therefore relates to the award that applied in the 2016/17 financial year) was £89,432. This is 4.4% of the wages and salaries paid for the 2016/17 financial year.

PRP paid by UKAD in the 2018/19 financial year (which therefore relates to the award that applied in the 2017/18 financial year) was £98,084. This is 4.5% of the wages and salaries paid for the 2017/18 financial year.

For further details, we refer you to UKAD's Annual Reports which are available on the UKAD website under "Resources" (filter by "Type" and select "Annual Report").

Question 9: ***Please state the overall paybill increase as a result of the 2018/19 pay settlement (including employer National Insurance and employer pension contributions)***

Response: 1.5%

Question 10: ***Have any other changes been made to terms and conditions as part of the latest pay award?***

Response: No

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

Response: Philip Bunt, Chief Operating Officer: [REDACTED]@ukad.org.uk

Gareth Wellings, Director of Finance:
[REDACTED]@ukad.org.uk

Question 12: ***If an agreement has yet to be reached please state the month in which you anticipate 2018/19 pay increase will be paid***

Response: N/A (agreement has been reached)

Conclusion

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 to: 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.

Yours sincerely,

A handwritten signature in blue ink that reads "UK Anti-Doping".

UK Anti-Doping