

Official

Ref: FOI-191

[REDACTED]

Sent via email only to:

[REDACTED]

21 May 2018

Dear [REDACTED]

1. Thank you for your email of 20 April 2018, in which you requested information from UK Anti-Doping ('UKAD') under the Freedom of Information Act 2000 ('the Act'). Specifically, your request was as follows:

*I would like to request information on staff pay and executive emoluments under the Freedom of Information Act.*

*For the avoidance of doubt, remuneration in this request includes (a) salary, (b) fees, (c) taxable allowances, (d) bonuses, (e) benefits in kind, (f) compensation for loss of office and (g) employer's pension contributions.*

1. For UK Anti Doping, please provide the number of staff in each of the following remuneration brackets:
  - a. Under £100k
  - b. £100 k- £150k
  - c. £151k -£250k
  - d. £251[k]+
  - e. Total number of staff (should be sum of a to d)
2. Broken down by financial year since 2010, please provide a breakdown of the remuneration (with a column for each letter given above in definition) for employees earning over £100k. Please include their job title as well.
3. UKAD publishes comprehensive information regarding salary within its annual report, copies of which are available on our website [here](#). The reports can be located by filtering "By Type" and selecting "Annual Reports". These reports are available for the period 2010/11 to 2016/17 inclusive. The Annual Report for the 2017/2018 financial year is currently being audited and will be published by the middle of July 2018.

## First Question

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4. In response to your first question (number of staff in each remuneration bracket), UKAD provides the information requested in the table below. Please note that these details are subject to audit. We therefore recommend that you review the 2017/18 Annual Report once it becomes available on our website in approximately mid-July 2018 (please refer to the above link). We note that the definition of “remuneration” in this context includes, where relevant, salary, performance related pay and pension benefits.

### Details of UKAD staff<sup>1</sup> remuneration as at April 2018

Remuneration	Number of UKAD Staff
Under £100k	49
£100k - £150K	5
£151k - £250K	0
Over £251k	0
<b>Total</b>	<b>54</b>

## Second Question

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5. With respect to your second question (breakdown of the remuneration for employees earning over £100k for the years 2010 to date), UKAD confirms that it does hold the requested information. However, pursuant to sections 21 and 22 of the Act, the information is exempt from disclosure.
6. For the Financial Years 2010/11 to 2016/17 inclusive, only one person – UKAD’s Chief Executive – earned over £100,000. The details of the Chief Executive’s remuneration can be found in the Annual Reports for each respective year (refer link above). This information is therefore exempt pursuant to section 21 of the Act as it is reasonably accessible to you by other means.
7. With respect to the 2017/18 year, this information is exempt pursuant to section 22 of the Act, which provides as follows:

*Information is exempt information if—*

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<sup>1</sup> Please note that “staff” in this context does not include members of the UKAD Board. However, details of Board member remuneration are available in UKAD’s Annual Reports.

- a. *the information is held by the public authority with a view to its publication, by the authority or any other person, at some future date (whether determined or not),*
  - b. *the information was already held with a view to such publication at the time when the request for information was made, and*
  - c. *it is reasonable in all the circumstances that the information should be withheld from disclosure until the date referred to in paragraph (a).*
8. UKAD intends to publish the information requested on our website at a future date (approximately mid-July 2018). UKAD held this view prior to receipt of your request for information. Given that the information is to be published in the near future and that the information is still subject to audit (meaning its accuracy cannot currently be guaranteed), it is reasonable in the circumstances for UKAD to withhold disclosure.

## Conclusion

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9. 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, Director of Business Services, UK Anti-Doping, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8AE. Please remember to quote the reference number above in any further communications.
10. 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**