

15 September 2022

[REDACTED]
Sent via email only:
[REDACTED]

Dear [REDACTED]

1. Thank you for your email of 8 August 2022 in which you requested information from UK Anti-Doping ('UKAD') under the Freedom of Information Act 2000 ('the Act'). Your request was for information related to UKAD's '2022 employee pay review/settlement'.

Response

2. UKAD confirmed that it holds the information requested and provides a response to each of your questions below.

Question 1: Please state the effective dates (day and month) of your organisation's 2022 pay review.

Response: The effective date of the 2022 UKAD pay review was 1 July 2022.

Question 2: If the 2022 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.

Response: N/A

Question 3: Please state the employee group/s covered by the 2022 pay review.

Response: All employees in post on 30 June 2022

Question 4: Please state the total number of employees covered by the 2022 pay review.

Response: Seventy-five (75)

Questions 5: Please provide a copy of your 2022 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: A copy of the material parts of a sample letter from Ms Jane Rumble, Chief Executive of UKAD, to staff regarding UKAD's 2022 pay review is enclosed as Annex 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 2022 pay review excluding the effect of any incremental progression, merit pay or bonuses.

Response: 3.25%

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 £1000.00 one off fixed payment, paid in June 2022. This represented 0.99% of the total pay bill for 2021/22 (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: This amount is non-contractual and non-consolidated and therefore it did not result in any increase in the paybill.

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 (philip.bunt@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 the response to your original request and should be addressed to: Philip Bunt, Chief Operating Officer, UK Anti-Doping, SportPark, 3 Oakwood Drive, Loughborough, LE11 3QF. 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 Lan, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely

UK Anti-Doping



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DD MMMM 2022

First name Surname
Role
Directorate

Dear First name

Pay Review 2022/23

I am delighted to confirm in writing, our Remuneration and Human Resources Committee, in line with maximum pay limits as set by HM Treasury, have agreed to increase salaries, effective from 1 July 2022.

We have taken a targeted approach, whereby staff in Assistant/Administrator, Officer, Manager, Deputy Head, Head roles will receive a higher increase than Deputy Directors and Directors. While the unexpected increase to cost-of-living affects everyone, the aim of this approach is to support as many of the workforce as possible. Please see the table below outlining the increases, dependent on roles:

Percentage Increase	Staff Group
2% uplift	All staff
Additional 1.25% uplift	Assistant/Administrator, Officer, Manager, Deputy Head, Head

Therefore, your increase is %, resulting in the following change:

	Previous	1 July 2022
Salary	£	£

I would like to personally thank you for your contribution to the continuing success of UKAD and your critical role in protecting clean sport. I look forward to celebrating further successes with you in the near future.

Yours sincerely

Jane Rumble
Chief Executive