



[REDACTED]

15 April 2025

Dear [REDACTED]

Freedom of Information request: FOI2025/00370

Thank you for your Freedom of Information request received on the 3 April in which you requested the following:

Your request:

- 1) *What is the primary SIC 2007 code for your organisation's activities?*
- 2) *How many workers are directly employed by your organisation?*
- 3) *How would you classify your organisation: Private, Public, or Voluntary?*
- 4) *In which region is your workplace located?*
- 5) *Do you recognise any trade unions in your workplace? If so, please name them.*
- 6) *What was the date your latest pay settlement/agreement, came into effect?*
- 7) *what date will your next pay settlement/agreement begin?*
- 8) *In this latest settlement/agreement, what was the percentage pay increase for your lowest-paid employee?*
- 9) *In this latest settlement/agreement, what was the standard percentage pay increase?*
- 10) *What is the job title(s) and hourly rate of your lowest-paid employees?*
- 11) *Are you a living wage foundation Accredited Living Wage Employer?*

Our response:

I can confirm that UK Research and Innovation (UKRI) holds information relevant to your request. Please see the information below.

We note that you have sent the same request UKRI, the British Antarctic Survey (BAS) and the British Geological Survey (BGS), who are both part of the Natural Environment Research Council (NERC). All the research councils, Innovate UK and Research England have been brought together under UK Research and Innovation (UKRI). As this is the case, all your requests were handled as a single request from UKRI and information below is for the whole of UKRI.

- 1) *What is the primary SIC 2007 code for your organisation's activities?*

8413

2) *How many workers are directly employed by your organisation?*

8,590 as of 10 April 2025

3) *How would you classify your organisation: Private, Public, or Voluntary?*

Public

4) *In which region is your workplace located?*

Multi-location UK

5) *Do you recognise any trade unions in your workplace? If so, please name them.*

- British Medical Association (BMA)
- FDA
- Independent Pilots Association (IPA)
- National Union of Rail, Maritime and Transport Workers (RMT)
- Nautilus International
- Prospect
- Public and Commercial Services Union (PCS)
- Unite
- University and College Union (UCU)

6) *What was the date your latest pay settlement/agreement, came into effect?*

1 July 2024

7) *what date will your next pay settlement/agreement begin?*

1 July 2025

8) *In this latest settlement/agreement, what was the percentage pay increase for your lowest-paid employee?*

7%

9) *In this latest settlement/agreement, what was the standard percentage pay increase?*

Average of 5%

10) *What is the job title(s) and hourly rate of your lowest-paid employees?*

We are exempting the job title and hourly rate of UKRI's lowest-paid employee under section 40(2) of the FOIA. Disclosing this information would contravene the first Data Protection Principle as defined under Section 86 of the Data Protection Act 2018 and Article 5 of UK General Data Protection Regulation (UK GDPR).

The relevant job title is unique and relates to a single employee, which would make both them and their salary identifiable. Section 40(2) is an absolute exemption and does not require a public interest test.

11) *Are you a living wage foundation Accredited Living Wage Employer?*

No

If you have any queries regarding our response please do let us know. If you are dissatisfied with the handling of your request, you have the right to ask for an internal review, explaining which elements of this decision you disagree with and why. Internal review requests should be submitted within 40 working days of the date of our response and should be addressed to:

Head of Information Governance


Email: foi@ukri.org

Please quote the reference number above in any future communications.

If you are still not content with the outcome of the internal review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at: www.ico.org.uk.

If you wish to raise a complaint regarding the service you have received or the conduct of any UKRI staff in relation to your request, please see [UKRI's complaints procedure](#)¹.

Yours sincerely,


Information Governance
Information Rights Team
UK Research and Innovation
foi@ukri.org | dataprotection@ukri.org

¹ <https://www.ukri.org/who-we-are/contact-us/make-a-complaint/#skipnav-target>