



09 June 2023

Dear [REDACTED]

Freedom of Information request: FOI2023/00273

Thank you for your Freedom of Information request received on the 11 May in which you requested the following:

Your request:

How many UKRI employees logged "Industrial Action" on UK SBS or Workday (for Innovate UK) for 10th May 2023?

Please provide an overall number and additionally, please provide numbers by workplace for the following:

- *Daresbury Laboratory, Keckwick Lane, DaresburyWA4 4AD*
- *BGS Edinburgh The Lyell Centre Research Avenue South, Edinburgh, EH14 4AP*
- *BGS Keyworth Nicker Hill Keyworth Nottingham NG12 5GG*
- *Polaris House, Swindon, SN2 1FL*
- *BAS Cambridge, Madingley Road, Cambridge CB3 0ET*
- *UK ATC Edinburgh, Blackford Hill Edinburgh EH9 3HJ*
- *Caxton House 7th Floor, London, SW1H 9NA*
- *Rutherford Appleton Laboratory, Harwell Campus, Didcot OX11 0QX*

Our response

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

There were 428 employees who logged "Industrial Action" under Attendance Management on UK SBS systems and Workday for Innovate UK, for 10th May 2023. This figure includes all employees from across seven Research Councils, UKRI's Corporate Hub, Research England, and Innovate UK.

The breakdown of employees who logged industrial action for the workplaces you have listed is provided in the table below. Please note that your list does not contain all UKRI workplace locations, therefore the total of the figures below will not match the figure provided above.

Workplace	No. of staff logged as Industrial Action
Daresbury Laboratory	39
BGS Edinburgh	24
BGS Keyworth	53
Polaris House	35
BAS Cambridge	34
UK ATC Edinburgh	45
Caxton House	<5
Rutherford Appleton Laboratory	181

Data relating to less than five individuals has been withheld from disclosure under section 40(2), the exemption relating to personal information. We consider that by providing the details, individuals in this group could be identifiable. This would undermine expectations of confidentiality in such circumstances and would be unfair to those concerned, especially where this concerns special category data.

We consider that to disclose information relating to small numbers of individuals 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) of lawfulness, fairness and transparency. Section 40(2) is an absolute exemption and does not require a public interest test.

If you have any queries regarding our response or you are unhappy with the outcome of your request and wish to seek an internal review of the decision, please contact within the next 40 working days:

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 policy: <https://www.ukri.org/about-us/policies-and-standards/complaints-policy/>

Yours sincerely,


Information Governance
Information Rights Team
UK Research and Innovation
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