



29 June 2020



Freedom of Information request: FOI2020/00151

Thank you for your Freedom of Information request received on the 31 May in which you requested the following:

Your request:

1. *How many "Director, Human Resources" does UKRI have?*
2. *What is the UKRI grade designation of the STFC "Director, Human Resources"?*
3. *Is there a record of a job evaluation assessment for the STFC "Director, Human Resources"? If, so what was this a JESPIJEGSIHAY assessment?*
4. *Is the "Director, Human Resources" classified as a UKRI senior role that is subject to the Governments public sector pay policy for Senior Managers (that is, handled in line with the Senior Civil Service)?*
5. *For the position of "Director, Human Resources", when was the job advertised on Civil Service Jobs website?*
6. *If the job was not advertised on Civil Service Jobs website, was this a non-competitive appointment, where the individual was appointed without open competition? [please note that this question is not about the current incumbent, but is an enquiry about the UKRI recruitment practice for resourcing position like that of STFC "Director, Human Resources"]*
7. *Is the position of STFC "Head of HR" the same as STFC "Director, Human Resources? [note: that this job title is mentioned on your website as part of current incumbent's biography]. If it is different, please advise what the differences are.*

Our response:

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

1. There are currently no employees within UKRI that hold the job title of "Director, Human Resources". The equivalent role within UKRI would be the "Chief People Officer". There have previously been two roles that held the title of "Director, Human Resources", but these are now named as "Head of Business Partnering".
2. The STFC "Director, Human Resources" job title no longer exists; it was classed as a Band X role.
3. A JESP job evaluation assessment was undertaken for the STFC "Director, Human Resources" in 2016/17, with a score of 14.5.
4. The former STFC "Director, Human Resources" post would have been subject to the Government's public sector pay policy for Senior Managers. As explained above, the role no longer exists.

5. We cannot confirm whether the search agency advertised on the Civil Services Jobs website. Our shared service centre, UK Shared Business Services (UK SBS) no longer holds information about where the role was advertised as their retention schedule is 12 months from vacancy closing date. The original recruitment for the STFC Head of HR, which became the “Director, Human Resources”, was advertised concurrently using both a search agency and through an in-house recruitment process via UK SBS.
6. In relation to the STFC “Director, Human Resources” post, the previous Head of HR for STFC was appointed in September 2016. The appointment was made following a full recruitment process which attracted several candidates. The role quickly became broader in scope with increased requirements; the job description was consequently reviewed and revised. In view of these changes, the job description was re-evaluated as an Executive Director role. As the role had only very recently been recruited for through a full, fair and open competition, and given that the incumbent was already undertaking the wider range of responsibilities, the role-holder was matched to the new role.
7. Please see responses to previous questions which confirms there was a distinction made between the roles and confirms that neither role now exists in STFC or UKRI.

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:

Head of Information Governance


Email: foi@ukri.org or infogovernance@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: <http://www.ico.gov.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,


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