



[REDACTED]

13 December 2021

Dear [REDACTED],

Freedom of Information request: FOI2021/00502

Thank you for your Freedom of Information request received on the 16 November in which you requested the following:

Your request:

I was wondering whether the 2021/22 employee pay review/settlement has now been finalised and implemented.

If so, please find enclosed a Freedom of Information request regarding this matter.

If it has yet to be concluded do you happen to know when would be best to submit the request again?

- 1) *Please state the effective date (day and month) of your organisation's 2021/22 pay review.*
- 2) *If the 2021/22 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.*
- 3) *Please state the employee group/s covered by the 2021/22 pay review.*
- 4) *Please state the total number of employees covered by the 2021/22 pay review.*
- 5) *Please provide a copy of your 2021/22 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.*
- 6) *Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2021/22 pay review* excluding the effect of any incremental progression, merit pay or bonuses.*
** When calculating this figure please bear in mind that, if applicable, employees covered by the Civil Service Pay Remit Guidance 2021/22 who are paid less than the full-time equivalent (FTE) salary of £24,000 receive the greater of a FTE £250 consolidated basic pay rise or an increase taking them up to the National Living Wage of £8.91 an hour.*
- 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.*
- 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.*
- 9) *Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.*
- 10) *Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.*
- 11) *Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.*

Our response:

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

- 1) *Please state the effective date (day and month) of your organisation's 2021/22 pay review.*

The UKRI Pay Settlement date is 1st July 2021.

- 2) *If the 2021/22 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.*

Payment of the UKRI 2021/22 pay award was made in the November payroll, following Trade Union negotiations.

- 3) *Please state the employee group/s covered by the 2021/22 pay review.*

All staff who are not covered by the [Senior Civil Service Pay Guidance](#)¹ are covered by the UKRI 2021/22 pay review.

- 4) *Please state the total number of employees covered by the 2021/22 pay review.*

699, due to the pay award being limited to employees with a salary under £24K FTE.

- 5) *Please provide a copy of your 2021/22 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.*

Please find attached "2021-22 UKRI Pay Award details.pdf".

- 6) *Please state the % consolidated basic pay rise received by the lowest-paid adult (aged 18 and over) employee as a result of the 2021/22 pay review* excluding the effect of any incremental progression, merit pay or bonuses.*

** When calculating this figure please bear in mind that, if applicable, employees covered by the Civil Service Pay Remit Guidance 2021/22 who are paid less than the full-time equivalent (FTE) salary of £24,000 receive the greater of a FTE £250 consolidated basic pay rise or an increase taking them up to the National Living Wage of £8.91 an hour.*

2.1%, this is for a 1st year apprentice.

- 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.*

UKRI does not offer pay uplifts based on performance.

- 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.*

UKRI has a non-consolidated performance related pay pot of 1.83% of the paybill. The lowest bonus payment is £70 (Instant award) and the highest bonus payment is £5,375 (End of Year award).

¹ <https://www.gov.uk/government/publications/senior-civil-service-pay-award-202021-practitioner-guidance>

9) *Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.*

0.06%

10) *Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.*

Prospect, PCS, FDA, BMA, Unite, UCU, RMT, Nautilus and IPA.

11) *Please provide the name and contact details of the person/s responsible for overseeing your organisation's annual pay review.*

We are exempting the **name and contact details of the person responsible for overseeing UKRI's annual pay review** 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).

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:

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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Information Rights Team
UK Research and Innovation
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