



[REDACTED]

18 June 2020

[REDACTED]

Freedom of Information request: FOI2020/00157

Thank you for your Freedom of Information request received on the 4 June in which you requested the following:

Your request:

1. *Please provide me with a complete copy of your current Pay Policy.*
2. *Do you operate a Mark time policy? If yes:*
 - a. *Please provide a copy of the Mark time policy*
 - b. *Please provide a definition of the Mark time policy*
 - c. *Please also provide an explanation of the purpose of the Mark time policy*
 - d. *Where relevant, is Mark time applied for a fixed period or for an undetermined amount of time?*
 - e. *Is Mark time ever applied upon promotion? If yes, does this limit the promoted staff member to the minimum of their new pay scale?*
3. *Please also provide a copy of your promotion pay policy or any other pay policy/ies that are applicable to pay on promotion.*

Our response

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

Under Section 21 - Information already reasonably accessible, of the FOIA the following information you have requested is already available in the public domain:

- All UKRI HR Policies can be found here: <https://www.ukri.org/about-us/working-for-us/ukri-hr-policies/>
- UKRI's policy on pay and reward, which addresses the questions raised in your request, can be found here: <https://www.ukri.org/files/termsconditions/rcukukriterms/ukri-pay-and-reward-policy-and-guidance-pdf/>

Section 21 is an absolute exemption which means that there is no requirement to conduct 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 info@governance@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,


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