



[REDACTED]

13 August 2024

Dear [REDACTED]

Freedom of Information request: FOI2024/00639

Thank you for your Freedom of Information request received on the 15 July in which you requested the following:

Your request:

I am requesting from BAS/R&I a 'Freedom of Information request' for the following information. As you are a public body, you are obliged to surrender this information. As none of the information that I am requesting, I would consider as commercially confidential, as I am not asking for names and addresses, therefore I would appreciate your co-operation:

*All new start employees for remote locations (non-UK) in the last 10 years
(below information only):*

- *Role*
- *Start date*
- *1st tour or re-tour*
- *Length of tour*
- *Gender*
- *Age*

Our response

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

The following figures relate to the AEP (Antarctic Employment Pool roles) for the 2014 season to the 2024 season.

They cover roles at the British Antarctic Survey's Antarctic Stations (Bird Island, Signy, Rothera, Halley, King Edward Point) and the UK Arctic Research Station at Ny-Ålesund. These figures do not include:

- Ship crews
- Pilots
- Members of staff employed in Cambridge-based roles, which may require shorter periods of work at remote stations
- Scientific staff who undertake research at our research stations, on ship or in the field and who are either employed as Cambridge-based staff (as above), are students, or are visiting scientists from other organisations

AEP roles are recruited annually for deployment to our Polar research facilities. All positions are advertised on the BAS website, with most of the roles being advertised from January to March.

Individuals who have deployed in the last 3 years form part of the AEP pool and are offered the opportunity of returning for another season at the end of their current contracts. AEP candidates are held in the AEP pool for a period of 3 years.

AEP contracts vary in length depending on factors including:

- The station to which the role is assigned
- The type of role
- Whether the contract is for austral summer or winter contracts

Contract lengths are from 3 to 18 months.

Most AEP contracts start in the first week of September, to enable individuals to attend two weeks of Pre-Deployment Training (PDT) before deployment to their respective research stations. However, contract start dates vary depending on the type of training necessary. Some roles require an earlier start (in July or August) to enable the individual to undergo specialist training.

Due to the limited sample size and the niche specialisms involved, we are exempting the names of the people involved and any information which may inadvertently lead to a breach of personal information, such as individual start dates and tour lengths.

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.

However, to try and answer as much of your questions as possible without disclosing personal information, please see below a list of job roles, breakdowns based against Gender, New starter/Re-hire, and the number of people within each age group.

The following roles are included in this data. Note that there may be overlap of function where the same role is described differently over time (e.g. 'steel erector' and 'steel erector/builder').

Agricultural Plant Mechanic	Lead Field Guide
Air Unit Support	Maintenance Technician
Antarctic Atmospheric Scientist	Maintenance Technician (Electrical)
Arctic Station Manager	Marine Biological Assistant
AU Ground Coordinator	Marine Biologist
Base Assistant	Marine Biologist/Zoological Field Assistant
Base Commander	Marine Operator
Boating Officer	Marine Research Assistant
Builder	Mechanical Maintenance Technician
Building Labourer	Mechanical Services Technician
Building Services Technician	Mechanical Technical Support
Carpenter	Mobile Plant Operator
Carpenter/ Builder	Mobile Plant Technician
Chef	Plant Operator
Communications Officer	Plant Operator Mechanic
Data Manager	Plant Technician
Diesel Power Generation Technician	Project Support Coordinator - Halley Relocation
DME/NDB Specialist Commissioning Engineer	Radio Officer
Electrical Maintenance Technician	Relief Driver

Electrical Power Generation Technician	Relief Operator
Electrical Services Technician	Rothera Marine Assistant
Electrical Technical Support	Rothera Ocean Scientist
Electrician	Scientific Assistant (Fisheries Biologist)
Electronics Engineer	SCL Warehouse Operative
Electronics Tech/Meteorologist	Station General Assistant
Experienced Chef	Station General Assistant/Technician
Facilitates Engineering Support and Supervision	Station Leader
Facilities Technician	Station Support Assistant
Field Assistant	Station Technical Support
Field Assistant/Cameraman	Steel Erector
Field Diving Officer	Steel Erector/Builder
Field Glaciologist	Tower Supervisor
Field Guide	Traverse Leader
Field Operations Manager	Vehicle Operator
Field Research Assistant	Vehicles Co Ordinator
Field Scientist	Welder/Pipefitter
FISS Traverse Leader	Winter Communications Manager
ICT Engineer	Winter Lead Field Guide
Lead Field Coordinator	Zoological Field Assistant

The total number of positions filled by AEP staff from the 2014 season to present is **846** (i.e. there are multiple instances of these roles across different stations and different seasons, totaling 846).

The gender split for these positions is as follows:

Male (%)	Female (%)
698 (82.5)	148 (17.5)

The number of new starters / re-hires for these positions is as follows:

New Starter (%)	Re-hire (%)
511 (60.4)	335 (39.6)

The number of positions per age bands for these positions is as follows:

Band	Number (%)
20-29	100 (11.8)
30-39	365 (43.1)
40-49	209 (24.7)
50-59	111 (13.1)
60-64	28 (3.3)
65 and over	33 (3.9)

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](#)¹.

Yours sincerely,


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