



[REDACTED]

30 January 2025

Dear [REDACTED],

Freedom of Information request: FOI2025/00003

Thank you for your Freedom of Information request received on the 2 January in which you requested the following:

Your request:

Thank you for the response to my request, published 3 Dec 2024, on UKRI's website titled "FOI2024/01031: Reasoning behind inconsistent internal and external recruitment of directors".

I have follow-up questions on the internal recruitment of SCS so am submitting a new request.

[This](https://www.gov.uk) gov.uk website states, all SCS1 and SCS2 roles have been advertised externally by default, since 13 May 2022, unless a minister has authorised an exemption. This approval cannot be delegated.

- 1. Both BAS director roles cited in my aforementioned request (FOI2024/01031) were advertised as "Band X (SCS Pay Band 1)". It was not clear whether Band X is the same as SCS1 (including all policy requirements) or whether Band X is the equivalent of SCS1 for compensation purposes only. Please confirm whether the BAS Director of Polar Operations, Engineering and Infrastructure role (which was recruited internally) should have been subject to the external by default rules? If so, please state which minister authorised an exemption. If not subject to the rules, please explain the association between Band X and SCS1.*
- 2. In your response (FOI2024/01031), you explained the BAS Director of Polar Operations, Engineering and Infrastructure role was recruited internally because the required experience highlighted your existing staff as your primary candidate pool, i.e., "BAS has a large cohort of existing staff with applicable operational experience in managing operations in Antarctica." Please provide the number of internal staff who applied for the role and how many were interviewed.*

Our response

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

- 1. "Both BAS director roles cited in my aforementioned request (FOI2024/01031) were advertised as "Band X (SCS Pay Band 1)". It was not clear whether Band X is the same as SCS1 (including all policy requirements) or whether Band X is the equivalent of SCS1 for compensation purposes only. Please confirm whether the BAS Director of Polar Operations, Engineering and Infrastructure role (which was recruited internally) should have been subject to the external by default rules?"*

UKRI employees are not civil servants, but employees of an arms-length non-departmental public authority, UKRI do not categorise our pay scales using terms like SCS and instead we use an alphabetical system, band X is equivalent to SCS1 (for compensation purposes only).

Because UKRI are not considered “Civil Servants” our staff are not subject to SCS rules for recruitment, due to the specialized nature of our recruitment needs, we would not want to ringfence any candidate pool to be external only and as an employer we have an obligation to our employees to help progress professional development.

2. *“In your response (FOI2024/01031), you explained the BAS Director of Polar Operations, Engineering and Infrastructure role was recruited internally because the required experience highlighted your existing staff as your primary candidate pool, i.e., “BAS has a large cohort of existing staff with applicable operational experience in managing operations in Antarctica.” Please provide the number of internal staff who applied for the role and how many were interviewed.”*

Two completed applications were received for the vacancy, one of which was shortlisted to interview. Based on the strength of the application, the panel decided to proceed with the interview and consider readvertising as a later option if required. The role was offered to this candidate.

If you have any queries regarding our response, please do let us know. If you are dissatisfied with the handling of your request, you have the right to ask for an internal review, explaining which elements of this decision you disagree with and why.

Internal review requests should be submitted within 40 working days of the date of our response and should be addressed to:

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 procedure](#)¹.

Yours sincerely,


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

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