

Mary Vinader  
Whatdotheyknow

30 April 2019

Dear Ms Vinader

**FOIA Request 565696**

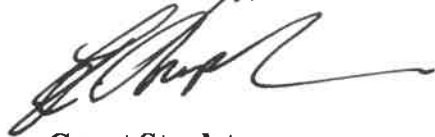
Thank you for your email of 2 April 2019 where you requested the information set out in the Annex to this letter. We do hold the information you requested but are unable to release all of it for the reasons set out below.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of this letter and should be addressed to: Graham Colbert on [graham.colbert@genomicsengland.co.uk](mailto:graham.colbert@genomicsengland.co.uk).

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely,



**Grant Stapleton**  
**Senior Information Risk Owner**

## Annex

### Can you release the current salaries for your interim CEO and each of the Executive Leadership Team members?

The specific information requested constitutes personal information. As such we are exempting this information under Section 40(2) (Personal information) of the Freedom of Information Act 2000. Having applied the ICO's guidance, we consider that the disclosure of this personal information would be unfair, thus breaching principle one of the Data Protection Act 2018/General Data Protection Regulation. We are, however, providing salary information on our interim CEO and Executive Leadership Team members using salary bands in line with other public bodies.

Salary range (per annum, FTE)	ELT members in range
£80,000 – £99,999	2
£100,000 – £119,999	0
£120,000 – £139,999	2
£140,000 – £159,999	2
£160,000 - £179,999	1
NB we have a part time ELT member who is seconded to the organisation and Genomics England contribute to their salary and employer costs. We have not included their salary in the above table as we are not aware of the actual salary the individual receives from their employer.	

### How is their pay determined?

We determine senior pay in the same way as we assign salary rates to other roles. All distinct jobs at Genomics England are benchmarked by the HR team to similar jobs in other organisations using externally produced market pay data. This takes into account the market sectors in which the skills we need are to be found and considers the particular levels of competency and experience needed to carry out each Genomics England job to the required high standard.

### Can you release information on the most recent staff pay review.

Our last pay review was effective from 1 April 2018 and staff were awarded a 1% increase on basic salary.