



University of East Anglia

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[REDACTED]

01 August 2017

Dear [REDACTED]

Freedom of Information Act 2000 – Information request (ref: FOI_17-171)

We have now considered your request of 06 July 2017 for information relating to staff remuneration. Our response is on page 2 of this letter, together with a copy of your request.

On this occasion, it is not possible to provide all the requested information. In line with your rights under section 1(1)(a) of the Act to be informed whether information is held, we confirm that the University does not hold some of the requested information. A further explanation is provided on page 2.

We hope this information will meet your requirements, however if you are not satisfied you have the right of appeal. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address. You must appeal within 60 calendar days of the date of this letter. Any appeal received after that date will not be considered nor acknowledged. This policy has been reviewed and approved by the Information Commissioner's Office.

You also have a subsequent right of appeal to the Information Commissioner's Office. Further information is available on their website:

https://ico.org.uk/Global/contact_us, or by telephone on 0303 123 1113.

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Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

David Palmer
Information Policy and Compliance Manager
University of East Anglia

Response to Freedom of Information Act 2000 request (FOI_17-171)

1. i) *The number of individuals employed by the university who receive total remuneration* of £140,000 pa or more.*

16

ii) *The number of these individuals who are women.*

1

2. *The total remuneration* of the highest paid employee.*

£240,000

3. i) *The number of individuals directly employed by the university who are paid less than the Living Wage of £8.45 per hour [or £9.75 per hour within Greater London].*

343

ii) *The number of these individuals (paid less than Living Wage) who are women.*

224

iii) *If available, the number of individuals employed by outside contractors to provide services at your university who are paid less than the Living Wage of £8.45 per hour [or £9.75 per hour within Greater London].*

[Information not held - s.1(1)(a), Freedom of Information Act]

The University holds this information only for our maintenance partner organisation (CBRE) and in that case, the answer is zero. We do not hold this information for other outside contractors.

iv) *Whether your university has a policy to require on-site staff working for external contractors to be paid Living Wage rates as a minimum.*

[Information not held - s.1(1)(a), Freedom of Information Act]

No, the University has no such policy.

4. i) *The number of employees paid at exactly the National Minimum Wage, including those employed by outside contractors to work at your university.*

The University employs no staff who are paid at exactly the National Minimum Wage.

[Information not held - s.1(1)(a), Freedom of Information Act]

See response to question 3(iii) – aside from CBRE, we do not hold information that shows how much staff employed by outside contractors are paid.

ii) The number of these individuals (paid at exactly National Minimum Wage) who are women.

See response to question 4(i).

5. i) The number of apprentices employed by your university.

One.

ii) The lowest remuneration received by apprentices employed by your university.*

£18,940.00

6. The ratio between the total remuneration of the highest-paid employee and the total remuneration* of the lowest-paid employee.*

240000:14798

7. The ratio between the total remuneration of the highest-paid employee and the total remuneration* of the median-paid employee.*

240000:32004

**[adapted from the government's definition of remuneration (for local authority chief officers) under section 43 of the Localism Act 2011] Remuneration meaning:*

(a) salary or, in the case of an individual engaged under a contract for services, payments made by the university to the individual those services, (b) any bonuses payable by the university to the individual, (c) any charges, fees or allowances payable by the authority to the individual, (d) any benefits in kind to which the individual is entitled as a result of their office or employment, (e) any increase in or enhancement of the individual's pension entitlement where the increase or enhancement is as a result of a resolution of the university, and (f) any amounts payable by the university to the individual on the individual ceasing to hold office under or be employed by the university, other than amounts that may be payable by virtue of any enactment. (g) calculated as full-time equivalent.