

04 September 2018

Freedom of Information Act 2000 – Information request (ref: FOI_18-183)

We have now considered your request of 6th August 2018 for information relating to University remuneration.

Our response is on pages 3 - 4 of this letter, together with a copy of your request.

On this occasion, it is not possible to provide all the requested information. The Act contains a number of exemptions that allow public authorities to withhold certain information from release. We have applied the following exemption to part of your request.

Exemption	Reason
s.22(1), Information intended for future publication	Some of the requested information is in preparation for later publication

Exemption explanation

We believe it is reasonable to withhold the information requested in question 3 of your request as this information is specific to the Vice-Chancellor of this University and such information is published annually in the Financial Statements of the University¹.

The University publishes the Vice Chancellor's annual remuneration each year within our financial statements. The information relating to the Vice-Chancellor's total current salary and benefits will be published in December 2018.

We believe that to adhere to the accepted publication schedule is sensible, in line with accepted practices, and fair to all concerned. With this sort of information it is correct to manage the availability of the information by planning and controlling its publication, the timetable of publication requires internal consideration of the information prior to its public release, and we feel that it is reasonable in all the circumstances to withhold the information at this time.

When considering the application of this exemption we are required to assess the public interest in withholding or disclosing the requested information. There is evidently an interest in the remuneration of senior officials in any public authority and

¹ See: <https://portal.uea.ac.uk/finance/financial-accounts>

have addressed this interest by proactively publishing this information when the annual statements are finalised.

While there is a public interest in making the Vice-Chancellor's current salary and benefits and the list of salaries available prior to the publication of the 2017/18 financial statements, we do not believe that current public interest in this issue that would warrant an earlier disclosure. Indeed, sector-wide salary information² has in recent years been published several months after completion of the financial year, indicating this is accepted practice across the sector. Therefore on this occasion we believe the public interest lies in maintaining the University's usual publication practices.

Therefore, on this occasion, we consider the public interest in withholding the requested information outweighs the public interest in providing the requested data at this time.

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.

Please note that any material over which UEA has copyright is released on the understanding that you will comply with all relevant copyright rules regarding reproduction and/or transmission of the information provided.

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

Yours sincerely

Paul Cutting
Information Compliance Specialist
University of East Anglia

² For example, <https://www.timeshighereducation.com/features/times-higher-education-pay-survey-2017>

Response to Freedom of Information Act 2000 request (FOI_18-183)

- 1. a. The total number of individuals directly employed by the university.*
- b. The number of individuals directly employed by the university who are paid less than the Living Wage or £8.75 per hour (or £10.20 per hour within Greater London).*
- c. The number of these individuals who are women.*
- d. The lowest wage rate for the university, as an hourly wage.*

The total number individuals directly employed by the University is 3511.

354 individuals directly employed by the University are paid less than the living wage, 224 of these are women.

The lowest wage rate for the University per hour is £7.90.

- 2. a. The number of individuals employed by the university who receive total remuneration* of £150,500 pa or more.*
- b. The number of these individuals who are women.*
- c. The total amount (in £) that has been award in performance bonus payments to these individuals.*

The total number of individuals employed by the University who receive a total remuneration of £150,500 pa or more is 16, and one (1) of these individuals is female.

The total bonus amount awarded is £328,552.

- 3. a. The total remuneration* of the highest paid employee.*
- b. The total amount (in £) of bonuses paid to this individual for the year.*
- c. The total amount (in £) of pension contribution this employee receives for the year.*
- d. Any benefits in kind for which this individual is entitled because of their employment.*

[Information exempted pursuant to s.22(1), Freedom of Information Act]

This information has been exempted for the reasons noted in the above letter.

- 4. a. The amount paid by the university to individuals ceasing to hold office or be employed by the university.*
- b. The number of individuals ceasing to hold office or be employed by the university who received payment for leaving their role.*

We have contacted you on 2 occasions, 22nd and 29th August, to request clarification regarding this question. As we have not received a response from you, we are unfortunately not in a position to provide a response at this time.

Please contact us with the requested clarification and we will be happy to provide a response to this question.

*5. a. The total number of individuals who are employed by outside contractors** to provide services at your university.*

b. The number of individuals who are employed by outside contractors to provide services at your university who are paid less than the Living wage of £8.75 per hour (or £10.20 per hour within Greater London).

c. Whether your university has a policy to require on-site staff working for external contractors to be paid real Living Wage rates (£8.75 and 10.20 per hour) as a minimum.

The University does not hold details related to the number of individuals who are employed by outside contractors or their remuneration packages.

The University has no policy relating to the Living Wage and individuals working for external contractors.