

[REDACTED]

15 July 2014

Dear [REDACTED]

**FREEDOM OF INFORMATION ACT 2000 - INFORMATION REQUEST  
(Our Ref: FOI\_14-130)**

We have now considered your request of 22 June 2014 as clarified on 07 July for information relating to the implementation of the living wage at UEA.

Our response to your request is on pages 3-4 of this letter and we hope this will meet your requirements.

However, it is not possible to provide all the requested information. Pursuant to your rights under section 1(1)(a) of Freedom of Information Act 2000 to be informed whether information is held, we confirm that the University does hold not some of the requested information. Further details are provided on page 3 of this letter.

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

You have the right of appeal against this decision. If you wish to appeal, please set out in writing your grounds of appeal and send to me at the address noted in the heading to this letter.

You must appeal our decision 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 at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow, Cheshire  
SK9 5AF  
Telephone: 0303 123 1113  
[www.ico.org.uk](http://www.ico.org.uk)

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\_14-130)

Please could you send the following information as outlined in the Freedom of Information Act for the year ending 31 July 2013, or for the financial year in which 31 July 2013 falls. If information for that period is not yet available, please use the most recent information you have. Please specify what period this information refers to at the beginning of your answer.

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

Seventeen staff members received total remuneration of £140,000 per annum or more.

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

One (1) of these staff members is a woman.

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

The total remuneration of the highest paid employee is £225,900.

3. i) *The number of individuals directly employed by the university who are paid less than the Living Wage of £7.65 per hour [or £8.80 per hour within Greater London].*

[Clarified on 7 July as £7.45 – the figure of £7.65 was introduced in November 2013]

309 individuals were paid less than the Living Wage.<sup>1</sup>

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

220 of these individuals were women.<sup>2</sup>

- 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 £7.65 per hour [or £8.80 per hour within Greater London]*

[Clarified on 7 July as £7.45 – the figure of £7.65 was introduced in November 2013]

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

UEA does not possess any recorded information regarding the number of individuals employed by outside contractors who provide services at UEA who are paid less than the Living Wage.

- 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.*

No, UEA 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.*

Zero. There are no UEA employees at UEA paid at exactly the National Minimum Wage.

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

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<sup>1</sup> Please note that the University introduced the living wage of £7.45 on 1st August 2013 therefore on the 1st August 2013 the number of individuals paid less than the Living Wage of £7.45 was zero (0).

<sup>2</sup> Ibid.

UEA does not possess any recorded information regarding the wage of individuals employed by outside contractors who provide services at UEA.

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

Not applicable - see response to question 4(i).

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

Zero. There are no apprentices employed at UEA.

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

Not applicable – see response to question 5(i) above.

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

The ratio between the total remuneration of the highest paid employee and the lowest paid employee is 16.6446 : 1.

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

The ratio between the total remuneration of the highest paid employee and the median paid employee is 7.4251 : 1.