

20 December 2012

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By e-mail to:
request-140904-000c9d93@whatdotheyknow.com



RECORDS MANAGEMENT SECTION

The University of Edinburgh
Old College
South Bridge
Edinburgh EH8 9YL

Direct Dial 0131 651 4099
Switchboard 0131 650 1000
Fax 0131 650 2147

Dear Mr Majainah

Freedom of information request

Thank you for your email of 3 December requesting information about staff remuneration, wages and pay ratios. I am pleased to enclose the requested information.

Highest paid employees

You have asked for the total remuneration of the employees earning £140,000 or more. The information you request is held by the University of Edinburgh, and you may access it through our publication scheme. This is available on the Internet at <http://www.pubs.recordsmanagement.ed.ac.uk/> and also through the link on the University's homepage, <http://www.ed.ac.uk/>. You can find the information you requested in section 4.1 – Financial reports. You also can view the information at: <http://www.ed.ac.uk/schools-departments/finance/transparency/financial-statements>

The University's annual financial statements contain information about staff remuneration, including the Principal's salary and the numbers of staff in receipt of salaries of £70,000 and above. The financial statements can be accessed online at <http://www.ed.ac.uk/schools-departments/finance/transparency/financial-statements>

From these, you will see that three individuals receive salaries higher than that of the University Principal. These are staff whose salaries include payments made on behalf of the NHS in respect of its contractual obligations arising from separate NHS contracts of employment. The University does not set the level of these payments.

Staff paid less than £7.20 an hour

You asked for the number of individuals employed by the University who are paid less than £7.20 per hour. The University employs five trade apprentices, who are working towards relevant national qualifications. They are the only members of University staff paid less than £7.20 per hour. For trades staff, the University uses the national trade agreement rates recommended by the relevant national sectoral training and professional bodies, such as the Scottish and Northern Ireland Plumbing Employers Federation. Details of these rates are published on the University web site at <http://www.docs.csg.ed.ac.uk/HumanResources/Pay/TradesRates.pdf>.

Staff paid at exactly the minimum wage

We have no employees paid at exactly the national minimum wage

Pay of individuals employed by University's contractors to provide services

The University does not hold information about whether individuals employed by the University's contractors are paid less than £7.20. Under current procurement legislation organisations cannot specify wage rates for external contractors' staff, so the University does not have a policy requiring staff working for external contractors to be paid living wage rates as a minimum.

Ratios between highest paid employee, median paid employee, and lowest paid employee

Please find below the ratios you requested. In calculating these ratios, we have used the salaries of the lowest paid member of staff on the University's standard pay grades, and the highest paid member of staff not in receipt of NHS payments. Details of the University's standard pay grades are available at: http://www.docs.csg.ed.ac.uk/HumanResources/Pay/UE01_to_UE10_Aug11.htm.

Ratio from the highest paid employee not in receipt of NHS payments to the median pay level in organisation (FTE) 8.53:1

Ratio from the highest paid employee not in receipt of NHS payments to the lowest paid employee on the standard University pay grades (FTE) 18.51:1

Please note that the University has 2254 part-time staff. We included the pro rata salaries of these staff in the identification of the median pay level, but used the full time equivalent value of the median salary for the calculation of the ratio.

Accessing the publication scheme

Most of the information made available through the publication scheme is available online, free of charge. The publication scheme provides hyperlinks to the information. Some information is only available by inspection on University premises, for example fragile archival material. Where this is the case, it is clearly stated in the publication scheme, and details are given of how to arrange an on-site visit. Some information is only available in hardcopy. Where this is the case please use the contact details given in the publication scheme entry to request copies. Charges may apply to some information requested through the publication scheme. Details of this are also given in the publication scheme.

If you do not have access to the Internet or would prefer to receive information in hard copy please contact the Records Management Section who will arrange for printouts from the appropriate web pages of the publication scheme to be sent to you.

By Post Records Management Section
University of Edinburgh
Old College
South Bridge
Edinburgh
EH8 9YL

By Telephone 0131 651 4099

By Email recordsmanagement@ed.ac.uk

Please note that as this information is available to you through the University publication scheme, it is technically exempt from the University's obligation to answer requests for information under the Freedom of Information (Scotland) Act 2002. The information is exempt under section 25 of this Act, because it is available to you by another route. This exemption is a technical matter only and does not affect your ability to obtain the information from the publication scheme.

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Right to review

If you are dissatisfied with this response, you may ask the University to conduct a review of this decision. To do this, please contact the University's Records Management Section in writing (including by fax, letter or email) or in some other recorded form (e.g. audio or video tape), describe the original request, explain your grounds for dissatisfaction, and include an address for correspondence. You have 40 working days from receipt of this letter to submit a review request. When the review process has been completed, if you are still dissatisfied, you may ask the Scottish Information Commissioner to intervene. The address of the Records Management Section is Records Management Section, University of Edinburgh, Old College, South Bridge, Edinburgh, EH8 9YL, or recordsmanagement@ed.ac.uk.

Yours sincerely

Susan Graham
University Records Manager