

Rob Smith
request-64104-0e099cbx@xxxxxxxxxxxxxxxxxxx

29 March 2011

Our Ref: FOI 2011/54 – F0133877

Dear Mr Smith

Re: Freedom of Information (Scotland) Act 2002 – Request for Information

Thank you for your email which was received by the University on 3 March 2011 timed 02:41 hours, requesting the following information:

1. How many non-academic staff are employed in directorial level posts, that is earning in excess of £57431 at the top of the regular published salary scales? Please list the roles and remits for all. Names and exact salaries are not required but official job titles and an indication of which university service the post holders work for would be appreciated.
2. How many of these post holders have been appointed in the last 2 years?
3. How many non-academic appointments are pending in posts above Grade 9 on the salary scale?
4. Likewise how many posts are currently being advertised (or are in the hands of external headhunting recruitment agencies), and how many are going through the process of approval?
5. How are salaries, annual increments and bonuses calculated for these posts?
6. The university is operating a voluntary redundancy scheme at the moment. Can you confirm that the severance package offered to directorial level staff is exactly the same as that for staff in pay bands 1-9, and that there are no golden handshake enhancements or ex gratia non-disclosure payments for directorial level staff?
7. How many non-academic directorial level staff have already opted for voluntary severance under this scheme?
8. It would appear from information on your website that the principal sit on the Remuneration Committee, a Committee which among other things determines the salaries of the members of Senior Management Group; and in his absence, the Principal himself. On the surface of it there would appear to be a slight conflict of interest in this arrangement. Are the deliberations of this committee (in determining salaries and bonuses for senior members of staff) available for public scrutiny?

DATA PROTECTION AND FREEDOM OF INFORMATION OFFICE

Main Building, University of Glasgow, Glasgow G12 8QQ

Data Protection: Telephone: 0141-330-3111 E-Mail: ~~xxx~~

Freedom of Information: Telephone: 0141-330-2523 E-Mail: foi@gla.ac.uk

The University of Glasgow, charity number SC004401

University's Response

- 1. How many non-academic staff are employed in directorial level posts, that is earning in excess of £57431 at the top of the regular published salary scales? Please list the roles and remits for all. Names and exact salaries are not required but official job titles and an indication of which university service the post holders work for would be appreciated.**

Please see attached Appendix A.

- 2. How many of these post holders have been appointed in the last 2 years?**

Two of these post holders have been appointed since 1 March 2009.

- 3. How many non-academic appointments are pending in posts above Grade 9 on the salary scale?**

One.

- 4. Likewise how many posts are currently being advertised (or are in the hands of External headhunting recruitment agencies), and how many are going through the process of approval?**

As of 7 March 2011 one post was being advertised and there were no posts going through the approval process.

- 5. How are salaries, annual increments and bonuses calculated for these posts?**

Salaries for posts above grade 9 are established by negotiation following the appointment of a member of staff at this level. The salary figure agreed upon is dependent on the applicant's experience, existing salary and the area within which they work. Annual increments are not automatically paid to these staff, however, they do receive any agreed inflation rises. Staff above grade 9 can also make a submission to the Principal's Review, which looks at the performance of the person on a yearly basis. This can potentially result in a merit payment being awarded to the applicant. However, please note that since 2007 payments to staff arising from the Principal's Review have not been consolidated payments.

- 6. The university is operating a voluntary redundancy scheme at the moment. Can you confirm that the severance package offered to directorial level staff is exactly the same as that for staff in pay bands 1-9, and that there are no golden handshake enhancement or ex gratia non-disclosure payments for directorial level staff?**

The severance package is the same for all staff in the University.

- 7. How many non-academic directorial level staff have already opted for voluntary severance under this scheme?**

There are no applications going forward at this level currently, however, the scheme has not yet closed.

- 8. It would appear from information on your website that the principal sit on the Remuneration Committee, a Committee which among other things determines the salaries of the members of Senior Management Group; and in his absence, the Principal himself. On the surface of it there would appear to be a slight conflict of interest in this arrangement. Are the deliberations of this committee (in determining salaries and bonuses for senior members of staff) available for public scrutiny?’**

The deliberations of the University’s Remuneration Committee are minuted and reported to the University Court. Copies of University Court minutes are accessible at the following location:

[\(http://www.gla.ac.uk/services/courtoffice/universitycourtandcourtmeetings/courtminutes/\)](http://www.gla.ac.uk/services/courtoffice/universitycourtandcourtmeetings/courtminutes/)

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<http://www.ipo.gov.uk/copy.htm>

Your right to seek a review

Should you be dissatisfied with the way in which the University has dealt with your request, you have the right to require us to review our actions and decisions. If you wish to request a review, please contact the University Secretary, University Court Office, Gilbert Scott Building,

University of Glasgow, Glasgow, Scotland G12 8QQ or e-mail: xxx@xxx.xx.xx within 40 working days. Your request must be in a recordable format (letter, email, audio tape, etc). You will receive a full response to your request for review within 20 working days of its receipt.

If you are dissatisfied with the way in which we have handled your request for review you may ask the Scottish Information Commissioner to review our decision. You must submit your complaint in writing to the Commissioner within 6 months of receiving the response to review letter. The Commissioner may be contacted as follows:

The Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS
Telephone: 01334 464610
Fax: 01334 464611
Website www.itspublicknowledge.info
E-mail: enquiries@itspublicknowledge.info

An appeal, on a point of law, to the Court of Session may be made against a decision by the Commissioner.

For further information on the review procedure please refer to
(<http://www.gla.ac.uk/services/dpfoioffice/policiesandprocedures/foisa-complaintsandreview/>)
All complaints regarding requests for information will be handled in accordance with this procedure.

Yours sincerely,

Data Protection and Freedom of Information Office