

## FREEDOM OF INFORMATION REQUEST

**From:** Joseph Cook – *whatdotheyknow.com*  
**Date Received:** 16 August 2018  
**Subject:** Data on wages and employment practices

On behalf of Trinity Hall, our response to your Freedom of Information request is as follows:

1. **As of August 15th 2018, the lowest hourly wage (excluding benefits) paid by the college to employees, over the age of 18, who are not trainees or apprentices.**

£7.85 (casual workers only)

Trinity Hall has no obligation to offer work to those on our register of casual workers and, similarly, there is no obligation for those on our register to accept any work offered. For these reasons the College considers casuals as workers rather than employees (members of staff).

2. **Please outline any cash benefits that were given to staff paid your lowest hourly wage, who are over the age of 18, and who are not trainees or apprentices, in the year prior to August 15th 2018 and how these are allocated.**

All casual workers receive holiday pay at the rate of 12.07%

3. **As of August 15th 2018, the number of staff (if any), over the age of 18, who are employed by the college and paid below £8.75 per hour.**

Numbers including casual workers – 51

Number of staff excluding casual workers - 35

4. **As of August 15th 2018, the percentage of staff employed by the college in non-academic/administrative positions who are over the age of 18 and paid below £8.75 per hour.**

Percentage including casual workers - 26%

Percentage of staff excluding casual workers – 20%

5. **As of August 15th 2018, is the college currently in the process of gaining accreditation from the Living Wage Foundation?**

No

6. **The name(s) of any external employment agencies used to provide staff in the year prior to August 15th 2018.**

Select, Blue Arrow, Cambridge University Temporary Employment Service

*You may request an internal review of the information supplied in response to your request. If you choose to do so please state your reasons for dissatisfaction and any other matters to which the College should have regard.*

*You may also apply to the Information Commissioner for a decision whether, in any specified respect, your request to the College for information has been dealt with in accordance with the Freedom of Information Act. Details may be found on the Information Commissioner's website at [www.ico.org.uk](http://www.ico.org.uk).*

7. **If the college uses any external employment agencies to provide staff, the number of contracted staff who worked 2 or more hours a day, in any day of the week, for 8 or more consecutive weeks, in the year prior to August 15th 2018, who were paid below £8.75 per hour.**

We do not hold data on the hourly rate paid to agency staff.

Sheila Hunter  
Freedom of Information Officer  
Trinity Hall  
[foi@trinhall.cam.ac.uk](mailto:foi@trinhall.cam.ac.uk)

20 July 2018

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