

From the Freedom of Information Co-ordinator  
Ms Kim Pearson



**GIRTON COLLEGE**  
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9 December 2013

Mr P Brady  
Cambridge Living Wage Campaign  
Email: [request-185488-3a197762@whatdotheyknow.com](mailto:request-185488-3a197762@whatdotheyknow.com)

Dear Mr Brady,

**Re: Employment practices, including employees earning less than £7.65/hour**

Thank you for your request of 18<sup>th</sup> November 2013, received by email.

I understand that you are seeking the following information:

1. The number of staff currently employed by the college, whether full time or part time, being paid under £7.65 an hour (excluding benefits).
2. The number of staff employed by the college who are working on zero-hours contracts (i.e. staff who are 'on call' but have no contractually set hours of work).
3. The number of staff employed, if any, who have opted out of the Working Time Regulations and work, or have worked, for more than 48 hours per week for the college.
4. Whether the college contracts any external employment agencies to provide staff, and if so the names of these agencies and (if you hold the information) the number of these sub-contracted employees who are paid below £7.65 per hour.

I confirm that the College holds some of the information that you have requested, and respond to your request as follows:

1. There are 24 members of staff who are currently paid under £7.65 per hour.
2. There are no zero-hours contracts at the College.
3. There are currently 5 members of staff who have opted out of the Working Time Regulations. However, with one exception, this is due to them having additional employment outside of College.
4. The College currently uses the following agencies to provide staff – Blue Arrow, Hays Recruitment Agency and the Select Appointments: Recruitment Agency. The College holds no records regarding the agencies rates of pay.

I hope this provides you with all the information you need. Please contact me if you need any further assistance.

**Complaints**

If you are not satisfied with the College's response you are entitled to make a complaint, and details of our complaints procedure can be found at <http://www.girton.cam.ac.uk/freedom-of-information/complaints-procedure>.

Yours sincerely,

Ms K Pearson  
Freedom of Information Co-ordinator