

Date: 11 October 2017

Ref: 145_hughes_HR staffing

Dear Ms Hughes

Your request for information received on 15 September 2017 has now been considered and the information requested is as follows:

1. i) The number of individuals employed by the university who receive total remuneration* of £140,000 pa or more. **One**
ii) The number of these individuals who are women. **One**
2. The total remuneration* of the highest paid employee. **See the following link for the remuneration package for the Vice-Chancellor as per the Annual Financial Report for 2015/16 (2016/17 will be published shortly)**
<https://www.glyndwr.ac.uk/en/AboutGlyndwrUniversity/Governance/Financials/tatements/>
3. i) The number of individuals directly employed by the university who are paid less than the Living Wage of £8.45 per hour [or £9.75 per hour within Greater London]. **One**
ii) The number of these individuals (paid less than Living Wage) who are women. **One**
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 £8.45 per hour [or £9.75 per hour within Greater London]. **Information not held.**
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. **From 2017/18 onwards, at point of contractual renewal, contractors will be required to pay on-site staff the Living Wage as a minimum**
4. i) The number of employees paid at exactly the National Minimum Wage, including those employed by outside contractors to work at your university. **None. Information not held for contractor information.**
ii) The number of these individuals (paid at exactly National Minimum Wage) who are women. **NA**
5. i) The number of apprentices employed by your university. **Nil**
ii) The lowest remuneration* received by apprentices employed by your university. **NA**
6. The ratio between the total remuneration* of the highest-paid employee and the total remuneration* of the lowest-paid employee. **11.9:1**
7. The ratio between the total remuneration* of the highest-paid employee and the total remuneration* of the median-paid employee. **5.35:1**

If you are dissatisfied with the handling of your request or wish to request an internal review please contact the Freedom of Information Officer at foi@glyndwr.ac.uk.

A senior member of staff, who has not been involved with the request, will undertake an internal review to ensure that due process has been followed and to determine whether or not sound reasoning in line with the FOIA or EIR has been followed. You may raise a complaint where you believe we have:

- Failed to respond to your request within the time limits (normally 20 working days)
- Failed to tell you whether or not we hold the information
- Failed to provide the information you have requested
- Failed to explain the reasons for refusing a request
- Failed to correctly apply an exemption or exception
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You will be informed of the outcome of the internal review within 40 working days, in line with the Information Commissioner's guidance. The Review will either uphold the original decision, provide additional explanation of the exemption/exception applied or release further information, if it is considered appropriate to do so.

You can also complain to the Information Commissioner at:

Information Commissioner's Office
Wycliffe House, Water Lane
Wilmslow, Cheshire SK9 5AF
Telephone: 01625 545 700
www.informationcommissioner.gov.uk

Yours sincerely

Freedom of Information
Glyndŵr University