

Georgia Hughes

By email to -
request-416243-f21cf01b@whatdotheyknow.com

3 August, 2017

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Dear Georgia,

REQUEST FOR INFORMATION UNDER THE FREEDOM OF INFORMATION ACT

Thank you for your e-mail dated 5 July, 2017 requesting information about salaries and remuneration. Please see below our response to your questions.

Please could you send the following information as outlined in the Freedom of Information Act for the year ending 1st April July 2017, or for the financial year in which 1st April 2017 falls. If information for that period is not yet available, please use the most recent information you have. Please specify what period this information refers to at the beginning of your answer.

We have provided data for the 2016/2017 financial year, which runs up to 31st July 2017 (this means that some figures are projected).

1. i) *The number of individuals employed by the university who receive total remuneration* of £140,000 pa or more.*

2

ii) *The number of these individuals who are women.*

1

2. *The total remuneration* of the highest paid employee.*

£181,980

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].*

254.

Please note that we apply the living wage to all roles where the individual's primary relationship with the university is employment. We also offer certain roles which are ring fenced to our student body where the primary relationship is not employment and in these circumstances we apply the minimum wage.

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INVESTORS
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ii) The number of these individuals (paid less than Living Wage) who are women.

197

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].

Unknown

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.

No

4. i) The number of employees paid at exactly the National Minimum Wage, including those employed by outside contractors to work at your university.

191, not including external contractors

ii) The number of these individuals (paid at exactly National Minimum Wage) who are women.

148

5. i) The number of apprentices employed by your university.

6

ii) The lowest remuneration received by apprentices employed by your university. –*

£15,379 / £8.45/hr

6. The ratio between the total remuneration of the highest-paid employee and the total remuneration* of the lowest-paid employee.*

11.83 (£181,980 against £15,379) for salaried employees, 14.18 (£181,980 against £12,831) including hourly paid employees. NB National Minimum Wage is paid from rate for age 21+ only, lower rates not in use.

7. The ratio between the total remuneration of the highest-paid employee and the total remuneration* of the median-paid employee.*

Calculated using FTE for salaried employees only, as at 31st July 2017. Adding hourly paid to this figure would have been very complex, but hourly paid staff are paid as follows:

- Student ambassadors at NMW for age 21 or NLW if appropriate

- Hourly paid staff otherwise are paid at the same grade as the salaried staff for the same work, with the most common being hourly paid academic staff paid at spinal point 030 / £32,004 / £16,63

Median salary of £32,004 against higher of £181,890 for salaried employees – Ratio of 5.68

**[adapted from the government's definition of remuneration (for local authority chief officers) under section 43 of the Localism Act 2011] Remuneration meaning:*

*(a) salary or, in the case of an individual engaged under a contract for services, payments made by the university to the individual those services, (b) any bonuses payable by the university to the individual, (c) any charges, fees or allowances payable by the authority to the individual, (d) any benefits in kind to which the individual is entitled as a result of their office or employment, (e) any increase in or enhancement of the individual's pension entitlement where the increase or enhancement is as a result of a resolution of the university, and (f) any amounts payable by the university to the individual on the individual ceasing to hold office under or be employed by the university, other than amounts that may be payable by virtue of any enactment.
(g) calculated as full-time equivalent*

If you are unhappy with the way your request has been handled, you can ask for it to be reviewed under the University's Freedom of Information Complaints Procedure. To request a review, please contact the Information Governance Officer at the above address or by e-mail at foia@cumbria.ac.uk. Further information is enclosed with this letter.

Yours sincerely,

Helen Linsley

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Information Governance Officer