

Ref: FOI14/105

17 July 2014

Rustam Majainah

Request-217346-e91df58d@whatdotheyknow.com

Dear Rustam Majainah,

Request Under the Freedom of Information Act (FOI Act) 2000

I am formally responding, on behalf of Liverpool John Moores University (LJMU), to your request received by email on 22 June 2014, for a disclosure of information under the Freedom of Information Act 2000.

You requested information relating to the 2013 staff pay ratio.

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

Under section 21 of the Act, the University is not required to provide information in response to a request if it is already reasonably accessible to you. The information you requested is available on the University's website which can be found at <http://www.ljmu.ac.uk/fin/127132.htm>

2. *The number of these individuals who are women?*

The one staff member who is paid above £140,000 is male.

3. *The total remuneration of the highest paid employee?*

Under section 21 of the Act, the University is not required to provide information in response to a request if it is already reasonably accessible to you. The information you requested is available on the University's website which can be found at <http://www.ljmu.ac.uk/fin/127132.htm>

4. *The number of individuals directly employed by the University who are paid less than the Living Wage of £7.65 per hour?*

The University does not have any individuals who are paid less than the Living Wage.

5. *The number of these individuals (paid less than the Living Wage) who are women?*

Not applicable.

6. *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 £7.65 per hour?*

The University does not hold this information and, therefore, is unable to provide a response to this part of your request.

7. *Whether your university has a policy to require on-site staff working for external contractors to be paid Living Wage rates as a minimum?*

The University does not have a policy but it does ask suppliers to confirm their arrangements for payment to staff along with confirmation that they have a number of policies in place, for example, an equal opportunities policy. Suppliers are not awarded contracts if they are unable to provide the relevant confirmation.

8. *The number of employees paid at exactly the National Minimum Wage?*

The University does not have any staff paid at exactly the national minimum wage.

9. *The number of these individuals who are women?*

Not applicable.

10. *The number of apprentices employed by your university?*

The University currently has six apprentices.

11. *The lowest remuneration received by apprentices employed by your university?*

The lowest remuneration received by apprentices employed by the University is £3.71 per hour.

12. *The ratio between the total remuneration of the highest paid employee and the total remuneration of the lowest paid employee?*

The ratio is 16.1:1 (this is an estimated figure).

13. *The ratio between the total remuneration of the highest paid employee and the total remuneration of the media-paid employee?*

The ratio is 7.485:1 (this is an estimated figure).

The University considers it has fully complied with your request, but if you wish to seek an internal review, you should do so in writing to Ms Maria C. Burquest, Director of Legal & Governance Services, Liverpool John Moores University, Kingsway House (3rd Floor), 22 Hatton Garden, Liverpool, L3 2AJ or by email at M.C.Burquest@ljmu.ac.uk. A copy of the University's Freedom of Information Complaints and Appeals Procedure is attached.

Once having appealed, if you are still not satisfied with our response, you have the right to apply to the Information Commissioner for a decision whether, in any specified respect, your request for information has not been dealt with in accordance with the requirements of Part I of the Freedom of Information Act 2000. The Information Commissioner's address is: Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Details on how to complain can be found on the Information Commissioner's website: www.ico.org.uk

Yours sincerely

Lynn Sutcliffe

Lynn Sutcliffe
Executive Assistant (Governance & Information Compliance)

Att.