

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

53

Note: this includes members of staff employed on Clinical Academic contracts who receive additional pay linked to NHS work.

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

7

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

The total earnings of our highest paid employee (our Vice chancellor) was £239,839 (Total Earnings is the sum total of all gross payments made during the year; includes all contractual pay, plus non-contractual and one-off payments made during the year. This figure uses the reference salary before the application of salary sacrifice arrangements)

Further details of the Vice-Chancellor's remuneration are available from our Annual Report, available at <http://www.ncl.ac.uk/foi/documents/FinancialStatements2012-13.pdf>

**3. i) The number of individuals directly employed by the university who are paid less than the Living Wage of £7.65 per hour [or £8.80 per hour within Greater London].**

455

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

286

**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 £7.65 per hour [or £8.80 per hour within Greater London].**

Not available.

**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.**

We do not have such a policy.

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

Employees: 0

Employed by contractors: Not Available

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

Employees: 0

Employed by contractors; Not Available.

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

11

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

£10,696 pa

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

Using our 'total earnings' definition, the ratio of highest to lowest salary is  
17.8:1

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

6.6:1