



UNIVERSITY OF
LINCOLN

Rustam Majainah
WhatDoTheyKnow.com

16th July 2014

Our reference: 40626133746

Dear R Majainah

Freedom of Information Act - Request for Information

I am now able to respond on behalf of the University of Lincoln to your request made under the Freedom of Information Act 2000 (FOIA), dated 22nd June 2014.

Your FOIA Request :

Please could you send the following information as outlined in the Freedom of Information Act for the year ending 31 July 2013 or for the financial year in which 31 July 2013 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.

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

ii) The number of these individuals who are women.

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

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].

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

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].

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.

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

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

Secretariat

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

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

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

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

*[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

The University of Lincoln's response

In accordance with Section 1(1)(a) of the Freedom of Information Act 2000, any person making a request has the right to be informed in writing whether the information is held by the Public Authority and Section 1(1)(b) states that if the information is held, have this communicated to them.

The information provided is for the financial year 2012/2013.

Question 1

- (i) This information can be located within the University's Financial Statements, located at the following link;
<http://visit.lincoln.ac.uk/C3/C4/FinancialStatements/default.aspx>
- (ii) One, the Vice Chancellor

Question 2

The Vice Chancellor, please refer to the University Financial Statements.

Question 3

- (i) Three employees, these are apprentice roles
- (ii) Two are women.
- (iii) This information is not held by the University.
- (iv) The University does not have a policy that covers this subject.

Secretariat

Question 4

- (i) The University does not hold information that relates to employees employed by outside contractors. However, I can provide the information of those paid through the University payroll, these being three employees (apprentice roles)
- (ii) Two are women

Question 5

- (i) Three
- (ii) National Minimum Wage

Question 6

As per the Financial Statements 2013, the ratio is 14.08:1

Question 7

The ratio is 5.265:1

Review Procedure

If you are dissatisfied with the way in which we have dealt with your request for information, you can request a review by writing within 40 working days to:

Registrar
University of Lincoln
Brayford Pool
Lincoln
LN6 7TS

Email: registrar@lincoln.ac.uk

The University will respond to a request for review within 40 working days of receipt of the request.

If you require any further assistance, please do not hesitate to contact me by telephone on 01522 886618 or by email at Ntimings@lincoln.ac.uk.

Yours sincerely

Naomi Timings
Information Compliance Officer

Secretariat