

Your Ref:
Our Ref: foi 2012/94

Rustam Majainah
Request-140875-a3b78ad3@whatdotheyknow.com

08/01/2013

Dear Rustam Majainah,

Freedom of Information Act 2000 – Request for Information

Regarding your request for information received by the University on the 3rd December 2012.

The Request and the Response

The University of Westminster can confirm that it holds some of the information that you have requested. The University's responses to your questions given below are stated in **bold**.

"Please could you send the following information as outlined in the Freedom of Information Act for the year ending 31 July 2012, or for the financial year in which 31 July 2012 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. The number of individuals employed by the university who receive total remuneration* of £140,000 pa or more. **One employee.**

Information Compliance Team

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Registered office 309 Regent Street London W1B 2UW

2. The total remuneration* of the highest paid employee. **£260,000 (including pension contributions).**

3.

i) The number of individuals directly employed by the university who are paid less than the Living Wage of £7.20 per hour [or £8.30 per hour within Greater London]. **Sixteen employees. These are all casual employees.**

ii) 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 £7.20 per hour [or £8.30 per hour within Greater London]. **The University does not hold the pay rates for all individual outside contractors.**

iii) Whether your university has a policy to require on-site staff working for external contractors to be paid Living Wage rates as a minimum. **All on-site security staff employed by external contractors are paid London Living Wage. Furthermore the University of Westminster is in the process of implementing the London Living Wage for all on-site cleaning and catering staff employed by external contractors over a three year period.**

4. The number of employees paid at exactly the National Minimum Wage, including those employed by outside contractors to work at your university. **Sixteen casual employees are paid at exactly the National Minimum Wage. However the University does not hold the pay rates for all individual outside contractors.**

5. The ratio between the total remuneration* of the highest-paid employee and the total remuneration* of the lowest-paid employee. **1:23 or 1:12 for Core staff only. (Please note that 'Core Staff' refers to all regular salaried staff i.e excludes those that are on casual or Visiting Lecturer contracts).**

6. The ratio between the total remuneration* of the highest-paid employee and the total remuneration* of the median-paid employee. **1:7 or 1.6 for Core staff only.**

*[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

We hope this information may be of use to you.

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If you are dissatisfied with this response you may ask the University to conduct a review of its decision.

By Post: Information Compliance Team
University of Westminster
1st Floor CH1.18 Cavendish House
101 New Cavendish Street
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W1W 6XH

By Telephone: 0207 911 5158
By Email: foi@westminster.ac.uk

Please do so in writing (including by fax, letter or email) or in some other recorded form (e.g. audio or video tape), describe the original request, explain your grounds for dissatisfaction, and include an address for correspondence.

If after contacting the University of Westminster you are not happy with the outcome, you also have a right of appeal to the Information Commissioner.

Please note that the Information Commissioner will not investigate the case until the internal review process has been completed.

By Post: Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

By Telephone: 01625 545 700
Web: www.ico.gov.uk

Yours sincerely,

Malcolm Bacon
University Records Manager

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