

Our Ref: FOI 18/079

2nd May 2018

J Davies

Request-470867-a2d270ea@whatdotheyknow.com

Dear J Davies

Re: Freedom of Information Act 2000 (FOIA)

Thank you for your Freedom of Information request received on 14th March 2018.

You requested,

Please could you send the following information as outlined in the Freedom of Information Act for each of the Academic Years 2011/2012 to 2017/2018?

- 1. The number of individuals made redundant by the university.***
- 2. The number of such redundancies that were mandatory.***
- 3. The number of such redundancies that were voluntary.***
- 4. The number of individuals experiencing mandatory redundancy who received only statutory redundancy payment.***
- 5. The number of individuals experiencing voluntary redundancy who received only statutory redundancy payment.***
- 6. The number of individuals experiencing mandatory redundancy who received enhanced redundancy payment.***
- 7. The number of individuals experiencing voluntary redundancy who received enhanced redundancy payment.***
- 8. How many different basis's for calculating enhanced redundancy payments were applied.***
- 9. The circumstances under which redundancy was classified as voluntary as opposed to mandatory.***

Response to Questions 1-3

In accordance with Section 40 (2) of the FOIA, the University has not been able to give the exact number of staff where small numbers are involved, and which could therefore subsequently identify an individual. The University has inserted a Less Than Five (<5) value where applicable. Additionally, the University has been unable to provide the total annual

figure for 2014/15 and 2015/16 as to do so would reveal the voluntary redundancy figure within that particular year.

Academic Year	Separation Reason	Total
2011/12	Mandatory Redundancy	19
	Voluntary Redundancy	35
	Total	54
2012/13	Mandatory Redundancy	32
	Voluntary Redundancy	14
	Total	46
2013/14	Mandatory Redundancy	25
	Voluntary Redundancy	11
	Total	36
2014/15	Mandatory Redundancy	19
	Voluntary Redundancy	<5
	Total	See above
2015/16	Mandatory Redundancy	25
	Voluntary Redundancy	<5
	Total	See above
2016/17	Mandatory Redundancy	<5
	Voluntary Redundancy	<5
	Total	<5
2017/18 (up to 31 st March 2018)	Mandatory Redundancy	0
	Voluntary Redundancy	0
	Total	0

Response Question 4 and 6

Fewer than five individuals experiencing mandatory redundancy in this time period received an enhanced redundancy payment. The remaining individuals, who experienced mandatory redundancy, received statutory redundancy payment only.

Response Question 5 and 7

All individuals, a total of 69 individuals, experiencing voluntary redundancy received an enhanced redundancy payment.

Response Question 8

The University applied one basis for calculating enhanced redundancy payments.

Response Question 9

Voluntary redundancy has been offered to employees during periods when the University is seeking to restructure specific functions or to reduce the size of its workforce.

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 Professor Robin Leatherbarrow, Pro-Vice-Chancellor (Scholarship, Research and Knowledge Transfer), Liverpool John Moores

University, Egerton Court, 2 Rodney Street, Liverpool, L1 2UA or by email at R.J.Leatherbarrow@ljmu.ac.uk A full copy of the University's Freedom of Information 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

If you require any further assistance please do not hesitate to contact me.

Yours sincerely

Lynn Jackson

Lynn Jackson
Executive Assistant (Governance & Information Compliance)

Att.