

**Office of the Director of Corporate Governance**  
**University House**  
**Winston Churchill Avenue**  
**Portsmouth**  
**PO1 2UP**

**Direct Line: 023 9284 3103**

15 March 2018

Mr F Palumbo,

By email only to: [request-457707-7e5bf44f@whatdotheyknow.com](mailto:request-457707-7e5bf44f@whatdotheyknow.com)

Dear Mr Palumbo,

I write further to your request for information, below, made on 20 February 2018 under the terms of the Freedom of Information Act 2000, and to the University's acknowledgement of 28 February 2018.

Having consulted my colleagues, I am now able to provide the following response to your request.

*Please provide the below as at 1 Jan 2016, 1 Jan 2017, 1 Jan 2018:*

- 1. a) The number of individuals employed by the University who receive total remuneration of £60kpa or more*
- b) The different roles (job titles) of these individuals.*
- c) The number of these individuals who are women.*
- d) The average of these individuals' bonuses.*
- 2. a) The total remuneration of the top 10 highest-paid employees.*
- b) The value of any bonuses received by these employees.*
- c) The roles (job titles) of this employees.*

Please refer to the attached spreadsheet (which has two tabs) that gives details on the above questions. Given the small number of staff referred to in both questions, the University is concerned that disclosure of more specific data regarding the Schools or Professional Services in which these staff work could lead to the potential identification of individuals. Therefore, the University relies on the exemption at section 40(2) of the Freedom of Information Act 2000, which relates to personal data, from disclosing more specific details regarding the job titles of staff referred to in both questions above.

- 3. a) Any associated 'Declaration of Interests' by any of the above roles*
- b) Any associated 'Receipts of Corporate Hospitality and Gifts' by any of the above roles.*

The University expects all members of staff and governors to identify situations where there is potential for a conflict of interest or the perception of a conflict of interest to arise and to disclose those situations to the University as soon as they are identified. More information about the circumstances under which such declarations should be made is available from [http://policies.docstore.port.ac.uk/policy-104.pdf?\\_ga=2.124402826.1657555269.1520844185-1278049740.1519914248](http://policies.docstore.port.ac.uk/policy-104.pdf?_ga=2.124402826.1657555269.1520844185-1278049740.1519914248).

Further, it is not considered to be normal practice by the University for there to be a need to exchange hospitality and gifts when business is conducted on its behalf, unless previously agreed by the University Executive Board. More information about the circumstances under which gifts and hospitality may be accepted is available from

[http://policies.docstore.port.ac.uk/policy-093.pdf?\\_ga=2.124402826.1657555269.1520844185-1278049740.1519914248](http://policies.docstore.port.ac.uk/policy-093.pdf?_ga=2.124402826.1657555269.1520844185-1278049740.1519914248).

The Declaration of Interests register and the corporate gifts and hospitality registers held by the Director of Corporate Governance are available to view by appointment by calling 023 92 94 3199. Should it be of use, however, I can confirm that the following items are recorded on the relevant registers for the requested period:

- The University was presented with a chess set with a value greater than £25.00. this was donated for use by students in the social area of the University's Chaplaincy
- One member of staff attended a theatre performance as a guest, with the prior approval of the University Executive Board.
- One member of staff attended a tour of Portsmouth Harbour, also with the prior approval of the University Executive Board.
- One member of staff declared that they have attended matches at Portsmouth Football Club as a guest of another ticketholder, but in a personal capacity.

Given the small number of staff referred to above, the University is concerned that disclosure of more specific data could lead to the potential identification of individuals. Therefore, the University relies on the exemption at section 40(2) of the Freedom of Information Act 2000, which relates to personal data, from disclosing more specific details regarding staff referred to in the answer given above.

I appreciate that this response is not as complete as you might have hoped, but I trust that the information which has been provided is useful. Should you have any queries regarding this response, however, please feel free to contact me either by reply to the email which sends this letter, or directly by telephone on 023 9284 3103.

Alternatively, if you are unhappy with the University's response, you may request an internal review of the response by writing to the Vice-Chancellor, at the address at the top of this letter, or by email to [vice.chancellor@port.ac.uk](mailto:vice.chancellor@port.ac.uk).

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner's Office for a decision. The Information Commissioner's Office can be contacted at:

Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Yours sincerely,



**Nicola Young**  
Assistant Complaints and Information Disclosure Officer