



JJ Hermes
By email

Reference: FOI-2014-373

12 November 2014

Dear JJ Hermes,

Your request was received on 20 October 2014 and I am dealing with it under the terms of the Freedom of Information Act 2000 ('the Act').

You asked for:

- 1. The names and titles of all senior staff members making more than £150,000 in total emoluments for the year ended 31 July 2014. These individuals are considered "higher-paid staff" by the Higher Education Funding Council (HEFCE).*
 - 2. Please identify the number of individuals identified in the first request who are (a) tenured faculty, (b) clinical staff, or (c) serve in a non-classroom capacity, such as administrative staff.*
 - 3. The total emoluments for the past five (5) years for each of the senior staff identified in the first request.*
- [...] It is not necessary to disclose the exact salary of the employees earning more than £150,000, but rather to quote that amount in bands of £10,000, as directed by the HEFCE.*

I attach a table listing, in bandings of £10,000, the total remuneration of University employees whose remuneration exceeded £150,000 in 2013-14 and the total remuneration of those same employees in the previous four financial years, where they were employed by the University for all or part of any of those years. Total remuneration includes employer's pension contributions and any other payment chargeable to the employing Department apart from employer's NI contributions.

The names and job titles of these employees are withheld under section 40(3)(a)(i) of the Act because their release would breach the first data protection principle (the fair and lawful processing of personal data) as set out in Schedule 1 of the Data Protection Act 1998. The disclosure of the precise remuneration packages of named individuals would be an unfair use of their personal data. This part of section 40 confers absolute exemption under the Act. In addition, the names and job titles are withheld under section 43(2) of the Act because their disclosure would prejudice the University's commercial

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UNIVERSITY OF CAMBRIDGE

Registry's Office

interests. Senior members of staff are rewarded at a rate that reflects the competitive international higher education market. Releasing the requested information would be likely both to create pressure for higher salaries within the University and to lead to the departure of specific members of staff, for instance because they could be offered higher remuneration elsewhere. Both of these consequences would impact adversely on the University's commercial interests and would distract the institution from its core mission. As section 43(2) is a qualified exemption, the University has considered whether, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information. The University is aware of the general interest in its remuneration practices, especially for higher-paid staff. However, it considers that the level of detail in the attached table is sufficient to meet that interest without the prejudicial effects of the disclosure of the names and job titles.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request an internal review of this decision, you should write to Dr Kirsty Allen, Head of the Registry's Office, quoting the reference above, at The Old Schools, Trinity Lane, Cambridge, CB2 1TN or send an email marked for her attention to foi@admin.cam.ac.uk. The University would normally expect to receive your request for an internal review within 40 working days of the date of this letter and reserves the right not to review a decision where there has been undue delay in raising a complaint. If you are not content with the outcome of your review, you may apply directly to the Information Commissioner for a decision. Generally, the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by the University. The Information Commissioner may be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (<http://www.ico.org.uk/>).

Yours sincerely,

James Knapton

	2013/14	2012/13	2011/12	2010/11	2009/10	Type
Person 1	£410K - £420K	£390K - £400K	£380K - £390K	£350K - £360K	£310K - £320K	Non-academic
Person 2	£350K - £360K	£330K - £340K	£350K - £360K	-	-	Academic
Person 3	£350K - £360K	£330K - £340K	£300K - £310K	£270K - £280K	£160K - £170K	Non-academic
Person 4	£340K - £350K	£150K - £160K	£130K - £140K	£130K - £140K	£130K - £140K	Academic
Person 5	£330K - £340K	£320K - £330K	£300K - £310K	£250K - £260K	-	Non-academic
Person 6	£300K - £310K	£280K - £290K	£260K - £270K	£250K - £260K	£220K - £230K	Non-academic
Person 7	£270K - £280K	£20K - £30K	-	-	-	Non-academic
Person 8	£260K - £270K	£150K - £160K	-	-	-	Academic
Person 9	£260K - £270K	£270K - £280K	£200K - £210K	£110K - £120K	-	Academic
Person 10	£250K - £260K	£250K - £260K	-	-	-	Clinical Academic
Person 11	£250K - £260K	£230K - £240K	-	-	-	Clinical Academic
Person 12	£250K - £260K	-	-	-	-	Clinical Academic
Person 13	£230K - £240K	£240K - £250K	£240K - £250K	£220K - £230K	£240K - £250K	Clinical Academic
Person 14	£230K - £240K	£220K - £230K	£210K - £220K	£220K - £230K	£190K - £200K	Clinical Academic
Person 15	£220K - £230K	£50K - £60K	-	-	-	Academic
Person 16	£220K - £230K	£220K - £230K	£220K - £230K	£210K - £220K	£210K - £220K	Clinical Academic
Person 17	£220K - £230K	£230K - £240K	£280K - £290K	£240K - £250K	£240K - £250K	Clinical Academic
Person 18	£220K - £230K	£200K - £210K	£170K - £180K	£150K - £160K	-	Academic
Person 19	£210K - £220K	£200K - £210K	£220K - £230K	£210K - £220K	£180K - £190K	Clinical Academic
Person 20	£210K - £220K	£210K - £220K	£210K - £220K	£210K - £220K	£210K - £220K	Clinical Academic
Person 21	£210K - £220K	£80K - £90K	-	-	-	Academic
Person 22	£210K - £220K	£180K - £190K	£180K - £190K	£180K - £190K	£190K - £200K	Clinical Academic
Person 23	£210K - £220K	£200K - £210K	£160K - £170K	£130K - £140K	£110K - £120K	Academic
Person 24	£210K - £220K	£210K - £220K	£220K - £230K	£180K - £190K	£180K - £190K	Clinical Academic
Person 25	£210K - £220K	£200K - £210K	£180K - £190K	£110K - £120K	£100K - £110K	Academic
Person 26	£210K - £220K	£180K - £190K	£180K - £190K	£180K - £190K	£210K - £220K	Academic
Person 27	£210K - £220K	£210K - £220K	£210K - £220K	£210K - £220K	£200K - £210K	Clinical Academic
Person 28	£210K - £220K	£170K - £180K	£110K - £120K	-	-	Non-academic
Person 29	£200K - £210K	-	-	-	-	Academic
Person 30	£200K - £210K	£120K - £130K	£130K - £140K	£150K - £160K	£120K - £130K	Academic
Person 31	£200K - £210K	£200K - £210K	£200K - £210K	-	-	Academic
Person 32	£200K - £210K	£200K - £210K	£210K - £220K	£230K - £240K	£200K - £210K	Clinical Academic
Person 33	£200K - £210K	£210K - £220K	£130K - £140K	-	-	Clinical Academic
Person 34	£200K - £210K	-	-	-	-	Clinical Academic
Person 35	£200K - £210K	£50K - £60K	-	-	-	Clinical Academic
Person 36	£200K - £210K	£30K - £40K	-	-	-	Academic
Person 37	£200K - £210K	£200K - £210K	£180K - £190K	£100K - £110K	-	Clinical Academic
Person 38	£190K - £200K	£180K - £190K	£160K - £170K	£140K - £150K	£100K - £110K	Non-academic
Person 39	£190K - £200K	£200K - £210K	£190K - £200K	£190K - £200K	£200K - £210K	Clinical Academic
Person 40	£190K - £200K	£170K - £180K	£170K - £180K	£170K - £180K	£180K - £190K	Clinical Academic
Person 41	£190K - £200K	£190K - £200K	£190K - £200K	£190K - £200K	£190K - £200K	Academic
Person 42	£190K - £200K	£180K - £190K	£160K - £170K	£150K - £160K	£150K - £160K	Clinical Academic
Person 43	£190K - £200K	£160K - £170K	£30K - £40K	-	-	Non-academic
Person 44	£190K - £200K	£170K - £180K	£160K - £170K	£160K - £170K	£160K - £170K	Clinical Academic
Person 45	£190K - £200K	£190K - £200K	£190K - £200K	£190K - £200K	£190K - £200K	Clinical Academic
Person 46	£190K - £200K	£160K - £170K	£160K - £170K	£170K - £180K	£180K - £190K	Clinical Academic
Person 47	£190K - £200K	£100K - £110K	-	-	-	Non-academic
Person 48	£190K - £200K	£180K - £190K	£180K - £190K	£180K - £190K	£180K - £190K	Clinical Academic
Person 49	£180K - £190K	£170K - £180K	£170K - £180K	£170K - £180K	£170K - £180K	Non-academic
Person 50	£180K - £190K	£170K - £180K	£160K - £170K	£160K - £170K	£150K - £160K	Clinical Academic
Person 51	£180K - £190K	£180K - £190K	£180K - £190K	£180K - £190K	£180K - £190K	Clinical Academic
Person 52	£180K - £190K	£160K - £170K	£160K - £170K	£150K - £160K	£150K - £160K	Clinical Academic
Person 53	£180K - £190K	-	-	-	-	Academic
Person 54	£180K - £190K	£180K - £190K	£180K - £190K	£200K - £210K	£210K - £220K	Clinical Academic
Person 55	£180K - £190K	£200K - £210K	£200K - £210K	£210K - £220K	£210K - £220K	Clinical Academic
Person 56	£180K - £190K	£220K - £230K	£180K - £190K	£220K - £230K	£220K - £230K	Clinical Academic
Person 57	£180K - £190K	£160K - £170K	£160K - £170K	£160K - £170K	£160K - £170K	Clinical Academic
Person 58	£180K - £190K	£180K - £190K	£180K - £190K	£170K - £180K	£170K - £180K	Clinical Academic
Person 59	£180K - £190K	£170K - £180K	£170K - £180K	£150K - £160K	£150K - £160K	Clinical Academic
Person 60	£180K - £190K	£170K - £180K	£160K - £170K	£160K - £170K	£160K - £170K	Clinical Academic
Person 61	£180K - £190K	£170K - £180K	£170K - £180K	£120K - £130K	-	Clinical Academic
Person 62	£180K - £190K	£170K - £180K	£160K - £170K	£160K - £170K	£160K - £170K	Clinical Academic
Person 63	£180K - £190K	£190K - £200K	£200K - £210K	£200K - £210K	£200K - £210K	Clinical Academic
Person 64	£180K - £190K	£170K - £180K	£170K - £180K	-	-	Academic
Person 65	£180K - £190K	£180K - £190K	£140K - £150K	£160K - £170K	£110K - £120K	Clinical Academic
Person 66	£180K - £190K	£170K - £180K	£170K - £180K	£170K - £180K	£180K - £190K	Academic
Person 67	£170K - £180K	-	-	-	-	Clinical Academic
Person 68	£170K - £180K	£150K - £160K	£150K - £160K	£160K - £170K	£170K - £180K	Clinical Academic
Person 69	£170K - £180K	£170K - £180K	£190K - £200K	£200K - £210K	£200K - £210K	Clinical Academic
Person 70	£170K - £180K	£30K - £40K	-	-	-	Clinical Academic
Person 71	£170K - £180K	£120K - £130K	£120K - £130K	£110K - £120K	£120K - £130K	Clinical Academic

Person 72	£170K - £180K	£170K - £180K	£170K - £180K	£170K - £180K	£170K - £180K	Clinical Academic
Person 73	£170K - £180K	£170K - £180K	£160K - £170K	£150K - £160K	£150K - £160K	Clinical Academic
Person 74	£170K - £180K	£170K - £180K	£170K - £180K	£170K - £180K	£170K - £180K	Clinical Academic
Person 75	£170K - £180K	£180K - £190K	£130K - £140K	£130K - £140K	£120K - £130K	Clinical Academic
Person 76	£170K - £180K	£90K - £100K	-	-	-	Clinical Academic
Person 77	£170K - £180K	-	-	-	-	Academic
Person 78	£160K - £170K	£160K - £170K	£160K - £170K	£200K - £210K	£10K - £20K	Academic
Person 79	£160K - £170K	£160K - £170K	£160K - £170K	£140K - £150K	£140K - £150K	Academic
Person 80	£160K - £170K	£160K - £170K	£170K - £180K	£160K - £170K	£160K - £170K	Clinical Academic
Person 81	£160K - £170K	£180K - £190K	£200K - £210K	£200K - £210K	£190K - £200K	Clinical Academic
Person 82	£160K - £170K	£160K - £170K	£170K - £180K	£130K - £140K	£130K - £140K	Clinical Academic
Person 83	£160K - £170K	£130K - £140K	£120K - £130K	£120K - £130K	£120K - £130K	Clinical Academic
Person 84	£160K - £170K	£130K - £140K	£140K - £150K	£140K - £150K	£150K - £160K	Clinical Academic
Person 85	£160K - £170K	£160K - £170K	£160K - £170K	£150K - £160K	£150K - £160K	Clinical Academic
Person 86	£160K - £170K	£170K - £180K	£180K - £190K	£180K - £190K	£180K - £190K	Clinical Academic
Person 87	£160K - £170K	£160K - £170K	£150K - £160K	£150K - £160K	£150K - £160K	Academic
Person 88	£160K - £170K	£160K - £170K	£150K - £160K	£140K - £150K	£130K - £140K	Academic
Person 89	£160K - £170K	£160K - £170K	£160K - £170K	£160K - £170K	£150K - £160K	Academic
Person 90	£160K - £170K	£160K - £170K	£150K - £160K	£140K - £150K	£140K - £150K	Clinical Academic
Person 91	£160K - £170K	£160K - £170K	£150K - £160K	£150K - £160K	£150K - £160K	Clinical Academic
Person 92	£160K - £170K	£120K - £130K	£120K - £130K	£110K - £120K	£110K - £120K	Clinical Academic
Person 93	£160K - £170K	£150K - £160K	£150K - £160K	£150K - £160K	£170K - £180K	Clinical Academic
Person 94	£160K - £170K	£160K - £170K	£150K - £160K	£170K - £180K	£180K - £190K	Clinical Academic
Person 95	£160K - £170K	-	-	-	-	Academic
Person 96	£160K - £170K	-	-	-	-	Academic
Person 97	£160K - £170K	£150K - £160K	£200K - £210K	£170K - £180K	£130K - £140K	Academic
Person 98	£160K - £170K	£110K - £120K	-	-	-	Clinical Academic
Person 99	£150K - £160K	£160K - £170K	£140K - £150K	£140K - £150K	£150K - £160K	Clinical Academic
Person 100	£150K - £160K	£90K - £100K	-	-	-	Academic
Person 101	£150K - £160K	£150K - £160K	£140K - £150K	£140K - £150K	£130K - £140K	Academic
Person 102	£150K - £160K	£150K - £160K	£140K - £150K	£140K - £150K	£140K - £150K	Academic
Person 103	£150K - £160K	£150K - £160K	£130K - £140K	£130K - £140K	£130K - £140K	Academic
Person 104	£150K - £160K	£150K - £160K	£150K - £160K	£150K - £160K	£120K - £130K	Clinical Academic
Person 105	£150K - £160K	£150K - £160K	£140K - £150K	£150K - £160K	£100K - £110K	Academic
Person 106	£150K - £160K	£150K - £160K	£140K - £150K	£130K - £140K	£120K - £130K	Academic
Person 107	£150K - £160K	£150K - £160K	£150K - £160K	£150K - £160K	£150K - £160K	Clinical Academic
Person 108	£150K - £160K	£170K - £180K	£180K - £190K	£190K - £200K	£170K - £180K	Clinical Academic
Person 109	£150K - £160K	£150K - £160K	£130K - £140K	£140K - £150K	£140K - £150K	Academic
Person 110	£150K - £160K	£140K - £150K	£130K - £140K	£130K - £140K	£130K - £140K	Non-academic
Person 111	£150K - £160K	£150K - £160K	£130K - £140K	£120K - £130K	£120K - £130K	Academic
Person 112	£150K - £160K	£150K - £160K	£140K - £150K	£120K - £130K	£110K - £120K	Academic
Person 113	£150K - £160K	£150K - £160K	£110K - £120K	£110K - £120K	£110K - £120K	Clinical Academic
Person 114	£150K - £160K	£150K - £160K	£140K - £150K	£130K - £140K	£130K - £140K	Clinical Academic
Person 115	£150K - £160K	£140K - £150K	£140K - £150K	£140K - £150K	£140K - £150K	Academic