

From: InfoRequest
To: ["jamesjhermes@gmail.com"](mailto:jamesjhermes@gmail.com)
Subject: FOI14-263 - Senior Staff Salaries
Date: 18 December 2014 09:38:00

Dear Mr Hermes,

I am writing in response to your query below received on the 3rd December 2014 in which you requested clarification of the information provided in our response to your above referenced Freedom of Information request regarding senior staff salaries.

For ease of reference, I have reproduced your question below and set out our corresponding response.

Could you please replace the numbers in your response for each member of staff with their classification (a) academic staff, (b) clinical staff (academics with clinical responsibilities), or (c) senior management and/or non-teaching staff. Additionally, please identify by name and title all members of the University's senior administrative staff (e.g., pro-vice-chancellors, chief financial officer, chief operating officer, directors of institutes, etc.) in the response.

Please see the table below which has been extended to include the classification of each member of staff in receipt of emoluments (including employer pension contributions) in excess of £150,000 per year.

		2014	2013	2012	2011	2010
		£k	£k	£k	£k	£k
1	Academic	150-159	140-149	130-139	120-129	110-119
2	Clinical Academic	180-189	170-179	100-119	200-209	-
3	Academic	190-199	190-199	160-169	150-159	140-149
4	Clinical Academic	160-169	160-169	160-169	-	-
5	Clinical Academic	160-169	170-179	170-179	170-179	160-169
6	Academic	150-159	140-149	140-149	130-139	130-139
7	Academic	150-159	140-149	130-139	130-139	120-129
8	Clinical Academic	180-189	170-179	160-169	160-169	140-149
9	Non-Teaching	160-169	140-149	140-149	130-139	110-119
10	Clinical Academic	200-209	210-219	200-209	190-199	200-209
11	Academic	160-169	160-169	150-159	150-159	140-149
12	Academic	150-159	120-129	130-139	120-129	130-139
13	Academic	160-169	160-169	120-129	110-119	110-119
14	Clinical Academic	150-159	150-159	150-159	150-159	130-139
15	Clinical Academic	190-199	190-199	180-189	180-189	-
16	Academic	170-179	180-189	140-149	130-139	130-139
17	Clinical Academic	150-159	130-139	130-139	140-149	120-129
18	Clinical Academic	150-159	180-189	150-159	150-159	150-159
19	Academic	150-159	150-159	140-149	140-149	130-139

As previously advised the University has made a commitment to publish information in relation to individual University Executive Board (UEB) members salary on the basis of £10,000 bands in addition to the information already published annually in the University's Financial Statements in relation to salaries in excess of £100,000 per annum. Under s22 of the Freedom of Information Act 2000 we are not obliged to provide information that is due for future publication. We are not aware of any pressing public interest in providing the information earlier than the expected publication date and it may interfere with the University's accounting and audit process to do so. According to the Financial Statements and additional salary information will be available to the public on the University website in February 2015.

I trust this information satisfies your enquiry. The University has a Freedom of Information Complaints Procedure should you feel dissatisfied with this response or the way in which your request was handled. Complaints must be made in writing and must set out why you believe the University has not met its obligations under the Freedom of Information Act. You may email your complaint to inforequest@Cardiff.ac.uk where it will be forwarded to the Academic Registrar and Director of Governance Services who will be responsible for overseeing the review.

If you remain dissatisfied following the outcome of your complaint, you have the right to apply directly to the Information Commissioner for consideration. The Information Commissioner can be contacted at the following address: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

I would like to take this opportunity to thank you for your interest in Cardiff University. If you require further assistance please feel free to contact me.

Yours sincerely

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From: Jj Hermes [mailto:jamesjhermes@gmail.com]
Sent: 03 December 2014 08:57
To: InfoRequest
Subject: Re: FOI14-263 - Senior Staff Salaries

Dear Katherine,

Thank you for your positive response on 17 Nov 2014 to my 20 Oct 2014 FOI request for information about senior staff members making more than £150,000 in total emoluments for the year ended 31 July 2014. As a reminder, that request comprised three parts:

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.

I would ask for one additional point of clarification in your response:

Could you please replace the numbers in your response for each member of staff with their classification (a) academic staff, (b) clinical staff (academics with clinical responsibilities), or (c) senior management and/or non-teaching staff. Additionally, please identify by name and title all members of the University's senior administrative staff (e.g., pro-vice-chancellors, chief financial officer, chief operating officer, directors of institutes, etc.) in the response.

Supporting evidence for identifying the senior administrative staff by name comes from a First-Tier Tribunal has ruled in a very similar case that universities must disclose the names/titles and salaries of all members of the PSS (Professional Services staff; ie, the senior management team) making more than £100,000 in total emoluments. The Information Commissioner's Office found in case FS50513117 dated 17 Feb 2014 that King's College London must release the names/titles and salaries of *all* staff making more than £100,000 in total emoluments (http://ico.org.uk/~media/documents/decisionnotices/2014/fs_50513117.pdf). However, the First-Tier Tribunal ruled on 2 Oct 2014 in Case No. EA/2014/0054, an appeal from King's College, that only the names and salaries of members of the PSS (Professional Services staff; ie, the senior management team) making more than £100,000 in total emoluments are subject to disclosure ([http://www.informationtribunal.gov.uk/DBFiles/Decision/i1390/Kings%20College%20London%20EA.2014.0054%20\(30.09.14\).pdf](http://www.informationtribunal.gov.uk/DBFiles/Decision/i1390/Kings%20College%20London%20EA.2014.0054%20(30.09.14).pdf)).

I appreciate your response in full to this request under the Freedom of Information Act of 2000. I look forward to hearing back from you regarding this request. Please do not hesitate to contact me with any follow-up questions. I would prefer all correspondence be sent digitally through this e-mail address, including the response to this request. Thank you for your time in addressing this query.

Sincerely,
JJ Hermes

jamesjhermes@gmail.com
3 Dec 2014

On Mon, Nov 17, 2014 at 12:44 PM, InfoRequest <InfoRequest@cardiff.ac.uk> wrote:
Dear Mr Hermes

I am writing in response to your Freedom of Information request below dated 20th October 2014 in which you requested information regarding Senior Staff Salaries.

For ease of reference, I have reproduced your questions below and set out our corresponding responses.

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).

Under s22 of the Freedom of Information Act 2000 we are not obliged to provide information that is due for future publication. This information, including information in relation to the Vice Chancellor's salary, is due to be published by the University following the University's usual processes for the preparation, audit and approval of its Financial Statements. As well as the information provided in the University's Financial Statements in relation to salaries over £100,000 the University has also made a commitment to publish individual UEB members salary on the basis of £10k bands which will be made available at the same time as the Financial Statements. We are not aware of any pressing public interest in providing the information earlier than the expected publication date and it may interfere with the University's accounting and audit process to do so. This Financial Statements and additional salary information will be available to the public on the University website in February 2015.

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.

9 academics with clinical responsibilities
9 academics
1 non-teaching

3. The total emoluments for the past five (5) years for each of the senior staff identified in the first request.

Please see the table below which sets out the total emoluments (including employer pension contributions) of staff currently earning in excess of £150,000.

	2014	2013	2012	2011	2010
	£k	£k	£k	£k	£k
1	150-159	140-149	130-139	120-129	110-119
2	180-189	170-179	100-119	200-209	-
3	190-199	190-199	160-169	150-159	140-149
4	160-169	160-169	160-169	-	-
5	160-169	170-179	170-179	170-179	160-169
6	150-159	140-149	140-149	130-139	130-139
7	150-159	140-149	130-139	130-139	120-129
8	180-189	170-179	160-169	160-169	140-149
9	160-169	140-149	140-149	130-139	110-119
10	200-209	210-219	200-209	190-199	200-209
11	160-169	160-169	150-159	150-159	140-149
12	150-159	120-129	130-139	120-129	130-139
13	160-169	160-169	120-129	110-119	110-119
14	150-159	150-159	150-159	150-159	130-139
15	190-199	190-199	180-189	180-189	-
16	170-179	180-189	140-149	130-139	130-139
17	150-159	130-139	130-139	140-149	120-129
18	150-159	180-189	150-159	150-159	150-159
19	150-159	150-159	140-149	140-149	130-139

I trust this information satisfies your enquiry. The University has a Freedom of Information Complaints Procedure should you feel dissatisfied with this response or the way in which your request was handled. Complaints must be made in writing and must set out why you believe the University has not met its obligations under the Freedom of Information Act. You may email your complaint to inforequest@Cardiff.ac.uk where it will be forwarded to the Director of Student Services and Governance who will be responsible for overseeing the review.

If you remain dissatisfied following the outcome of your complaint, you have the right to apply directly to the Information Commissioner for consideration. The Information Commissioner can be contacted at the following address: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

I would like to take this opportunity to thank you for your interest in Cardiff University. If you require further assistance please feel free to contact me.

Yours sincerely
Katherine Drysdale

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From: Jj Hermes [<mailto:jamesjhermes@gmail.com>]
Sent: 20 October 2014 12:15
To: InfoRequest
Subject: FOI request

To whom it may concern,

I respectfully request the following information under the Freedom of Information (FOI) Act:

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.

There is wide precedent across publicly funded entities in the UK of regularly disclosing this type of information. The Accounts and Audit (Amendment no 2) Regulations of 2009 require local authorities to publish the actual salaries, allowances, bonuses, compensation and employer's pension contributions paid to each employee who earned over £50,000, and in addition to publish the names of those staff who earned over £150,000 (<http://www.legislation.gov.uk/uksi/2009/3322/made>). 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.

The request holds significant public interest, given that the university is a publicly funded institution of higher education that derives a significant portion of funding from public taxation. In addition, openness is, in itself, something in the public interest in promoting accountability and transparency in the spending of public money. As suggested by the Information Commissioner's Office, "It is reasonable to expect that a public authority would disclose more information relating to senior employees than more junior ones. Senior employees should expect their posts to carry a greater level of accountability." Employees earning more than £150,000 annually can be considered senior employees, since this compensation is more than twice the highest grade on the human resources salary scale.

I look forward to hearing back from you regarding this request. Please do not hesitate to contact me with any follow-up questions (mobile: +44 079273 75045). I would prefer all correspondence be sent digitally through this e-mail address, including the response to this request. Thank you for your time in addressing this query.

Sincerely,
JJ Hermes

jamesjhermes@gmail.com
20 Oct 2014