



Jj Hermes &lt;jamesjhermes@gmail.com&gt;

---

**RE: FOI request**

1 message

---

**ACCESS I.** <info.access@durham.ac.uk>  
To: "jamesjhermes@gmail.com" <jamesjhermes@gmail.com>

Mon, Nov 17, 2014 at 3:33 PM

Dear Mr Hermes,

Thank you for your request for information from Durham University. Please see our response below.

**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).**

Vice-Chancellor and Warden

Deputy Vice-Chancellor

Chief Operating Officer

Pro Vice-Chancellor Research

For names please see, <https://www.dur.ac.uk/directory/>.

**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.**

There are no clinical staff in the group above.

The Chief Operating Officer is an administrative role.

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

In line with guidance issued by the Information Commissioner's Office, the University is able to provide you with the information below which shows salary information in bands of £10,000 for members of the University's Senior

Management Team.

Position	Total emolument (within £10,000 banding)				
	2009-10	2010-11	2011-12	2012/13	2013/14
Vice-Chancellor and Warden	190,000-200,000	210,000-220,000	230,000-240,000	240,000-250,000	240,000-250,000
Deputy Vice-Chancellor	130,000-140,000	140,000-150,000	140,000-150,000	160,000-170,000	170,000-180,000
Chief Operating Officer*	140,000-150,000	130,000-140,000	140,000-150,000	170,000-180,000	170,000-180,000
Pro-Vice-Chancellor (Research)	110,000-120,000	130,000-140,000	140,000-150,000	140,000-150,000	150,000-160,000

\*Please note, from July 2012 to June 2014 the COO held both COO and CFO roles.

I hope this information is useful.

Yours sincerely,

Durham Burt  
Deputy Information and Data Protection Manager

Governance and Executive Support

Durham University

...

**From:** Jj Hermes [<mailto:jamesjhermes@gmail.com>]

**Sent:** 20 October 2014 12:16

**To:** ACCESS I.

**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](mailto:jamesjhermes@gmail.com)  
20 Oct 2014