



17 November 2014

RECORDS MANAGEMENT SECTION

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Mr James Hermes

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Dear Mr Hermes

Freedom of information requests

Thank you for your email of 20 October 2014 requesting information about the emoluments of senior staff at the University.

The University of Edinburgh is the largest university in Scotland and one of the UK's top rated research universities. It has over 32,000 students and over 8,000 full-time equivalent staff. In 2012/13 its turnover was over £738 million.

Senior staff receiving over £150,000

You asked for the names and titles of all senior staff members receiving more than £150,000 in total emoluments in 2013/14. The University considers senior staff to be members of the University's Central Management Group (CMG). The following members of the CMG received more than £150,000 in 2013/14. I have also provided links to their published profiles.

Principal of the University, <http://www.ed.ac.uk/schools-departments/principals-office/principal-biography>

Vice-Principal Equality and Diversity, <http://www.ed.ac.uk/schools-departments/principals-office/vice-principals-smgt/norman>

Vice-Principal for Knowledge Management & Chief Information Officer,
<http://www.ed.ac.uk/schools-departments/principals-office/vice-principals-smgt/haywood>

Vice Principal Planning, Resources and Research Policy,
<http://www.ed.ac.uk/schools-departments/principals-office/vice-principals-smgt/seckl>

Vice Principal & Head of the College of Medicine & Veterinary Medicine,

<http://www.ed.ac.uk/schools-departments/principals-office/vice-principals-smgt/savill>

The senior staff who held the following posts were also members of the CMG in 2013/14 and received more than £150,000. However, due to changes in the University's senior management team since 31 July 2014, these posts are no longer part of University's structure.

Senior Vice-Principal External Engagement; this post was held by Professor Mary Bownes who is now Vice Principal Community Development.

Vice-Principal and Director of Corporate Services; this post was held by Mr Nigel Paul.

Further information about the CMG is provided on the University's website at <http://www.ed.ac.uk/schools-departments/governance-strategic-planning/governance/university-committees/othercommitteesandgroups/central-management-group/terms-of-reference>.

In addition to the above senior staff members, a further 54 members of staff also received total emoluments of more than £150,000 in 2013/14. However, staff who are not members of the CMG have no expectations that their salary information will be made publicly available.

The remuneration of staff who received £150,000 or more is published in the University's Financial Statements on an anonymised basis. Otherwise all communications about salaries, including monthly payslips, are marked "private and confidential" so staff do not expect this level of detail about their remuneration to be made publicly available. Disclosure of this information would therefore be unfair and breach the data protection principles set out in the Data Protection Act 1998. The Freedom of Information (Scotland) Act 2002 does not require us to provide this sort of information as it is exempt under section 38(1)(b).

Staff receiving more than £150,000

You asked for the number of individuals who received more than £150,000 in total emoluments in 2013/14 who are (a) tenured faculty, (b) clinical staff, or (c) serve in a non-classroom capacity, such as administrative staff.

The University does not hold information about individuals who are 'tenured faculty' as it does not use this term to categorise staff. However we can provide information about academic staff. Information about academic, clinical academic and professional services staff is provided in table 1 below.

Table 1: Staff who received more than £150,000 in 2013/14

Type of staff	Number of staff
Academic	12
Clinical academic *	45
Professional services	4

*The emoluments of many clinical academic staff include payments made on behalf of the NHS in respect of contractual obligations under separate NHS contracts of employment.

Senior staff emoluments over the last 5 years

You asked for the total emoluments for the last five years for each senior staff member who received over £150,000 in 2013/14.

The total emoluments for members of the University's CMG are provided in table 2 below, in £10,000 bandings. However, where staff have been members of the CMG for less than five years, we have only provided their emoluments for the years they were a member.

Table 2: CMG members' emoluments, 2009/10 - 2013/14

Job Title	2009/10	2010/11	2011/12	2012/13	2013/14
Vice-Principal for Knowledge Management & Chief Information Officer	120,000 -129,999	130,000 -	130,000 -	140,000 -	150,000 -
		139,999	139,999	149,999	159,999
Senior Vice-Principal External Engagement	100,000 -	110,000 -	120,000 -	150,000 -	170,000 -
	109,999	119,999	129,999	159,999	179,999
Vice-Principal Equality and Diversity					170,000 -
					179,999
Vice Principal and Director of Corporate Services	140,000 -	140,000 -	140,000 -	170,000 -	170,000 -
	149,999	149,999	149,999	179,999	179,999
Vice-Principal and Head of the College of Medicine and Veterinary Medicine	240,000 -	160,000 -	160,000 -	180,000 -	180,000 -
	249,999	169,999	169,999	189,999	189,999
Principal of the University	240,000 -	240,000 -	240,000 -	240,000 -	240,000 -
	249,999	249,999	249,999	249,999	249,999
Vice-Principal Planning, Resources and Research Policy				250,000 -	250,000 -
				259,999	259,999

As explained above, no staff expect their exact salary information will be made publicly available. Disclosure of this information would therefore be unfair and breach the data protection principles set out in the Data Protection Act 1998. The Freedom of Information (Scotland) Act 2002 does not require us to provide this sort of information as it is exempt under section 38(1)(b).

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Right to review

If you are dissatisfied with this response, you may ask the University to conduct a review of this decision. To do this, please contact the University's Records Management Section in writing (including by fax, letter or email) or in some other recorded form (e.g. audio or video tape), describe the original request, explain your grounds for dissatisfaction, and include an address for correspondence. You have 40 working days from receipt of this letter to submit a review request. When the review process has been completed, if you are still dissatisfied, you may ask the Scottish Information Commissioner to intervene.

Yours sincerely

Ann-Marie Noble
Deputy Records Manager