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J J Hermes
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17 November 2014
Our ref: 2014267

Dear JJ Hermes,

Thank you for your email of 20 October requesting information under the Freedom of Information Act 2000. Please see the responses to each of your questions 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).

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.

We do not use the term 'tenured faculty' but have considered these to be 'Academic' staff.

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

Please see the attached table.

Some information relating to Academic and Clinical staff has been withheld. This information is exempt from disclosure under Section 43 of the Freedom of Information Act. This exempts information where disclosure would prejudice the Commercial Interests of the University or a third party. In this case the release of the information would be likely to prejudice the University's commercial interests and those of the individuals. The recruitment and retention of academic and clinical staff at this level is highly competitive and disclosure of information which is considered confidential by both parties would be likely to prejudice future negotiations, recruitment and retention activities.

There is a public interest in ensuring transparency in how public authorities spend however this is achieved by the information disclosed in the attached spreadsheet, which provides details of Senior Management (non-academic) staff who are responsible for decision making at the University. Some summary data is also provided for Academic Staff. In this case there is greater public interest in maintaining this exemption and ensuring that the University continues to be able to negotiate with staff.

In addition section 40(3)(a)(i) of the Freedom of Information Act applies. This exempts information where its release would breach any of the Data Protection Principles. In this instance the disclosure would be unfair because the individuals do not expect this information to be disclosed and the release would therefore breach the first data protection principle.

This response has been prepared in accordance with a request received under the terms of the Freedom of Information Act. The supply of documents under FOI does not give the person who receives the information an automatic right to re-use the documents without obtaining the consent of the copyright holder. In the event that this response is regarded as unsatisfactory, the recipient is advised to make representations in the first instance to the University's Records Manager to request an internal review. Complaints can also be made to the Information Commissioner (www.ico.gov.uk).

Yours sincerely

Caroline Dominey
Records Manager