

JJ Hermes
jamesjhermes@gmail.com

17 November 2014

Our Ref: FOI 2014/285 – F0444013

Dear Mr Hermes,

Re: Freedom of Information (Scotland) Act 2002 – Request for Information

Thank you for your email which was received by the University on 20 October 2014 timed 12:17 hours, requesting the following information:

- 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.**

University's Response

Please find below the University's partial response to your request for information. The University will contact you soon as a response to the outstanding questions has been collated.

- 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).**

The University's response to this question refers in detail to the University's Senior Management Team (SMG). These individuals are considered to occupy a senior role within the institution and have high levels of accountability and personal responsibility. It is recognised that major policy decisions are also likely to be undertaken by this group, hence the disclosure of their salary information.

DATA PROTECTION AND FREEDOM OF INFORMATION OFFICE

Main Building, University of Glasgow, Glasgow G12 8QQ
Data Protection: Telephone: 0141-330-3111 E-Mail: dp@gla.ac.uk
Freedom of Information: Telephone: 0141-330-2523 E-Mail: foi@gla.ac.uk
The University of Glasgow, charity number SC004401

There are 68 members of staff at the University whose total emoluments amount to over £150,000 per annum. Please note that these emoluments include pension contributions. The SMG members in this group are as follows:

- Professor Anna Dominiczak, Vice-Principal and Head of College, College of Medical, Veterinary, and Life Sciences
- Mr Robert Fraser, Director of Finance
- Professor Anton Muscatelli, Principal and Vice-Chancellor
- Mr David Newall, Secretary of Court

Information that could be used to identify other individual staff members has been withheld as (a) the identities and salaries are considered as personal data as defined in the Data Protection Act 1998, and (b) the release of the information would be in breach of the data protection principles, in particular:

- 1st Principle [Fair and Lawful processing];
- 2nd Principle [Reason for Processing];
- 6th Principle [Data Subject Rights], and
- 8th Principle [Transfer of personal data]

as defined in the Data Protection Act 1998. Therefore the exemption from release of the information applies as specified under sections 38(1)(b) and 38(2) of the Freedom of Information (Scotland) Act 2002. This exemption is an absolute exemption under the Freedom of Information (Scotland) Act 2002.

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.

The University classifies staff as Research & Teaching (RT), Clinical, Management, Professional, & Administrative (MPA), or SMG. Please note that some members of the Senior Management Team also hold an academic or clinical role in the University; for the purposes of this response they will only be counted once, as SMG.

Job Type	No. of Staff
Clinical	49
RT	14
MPA	1
SMG	5

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

The University is in the process of collating the response to this question. We will contact you again when this process is complete.

The supply of documents under the terms of the Freedom of Information (Scotland) Act 2002 does not give the applicant or whoever receives the information any right to re-use it in such a way that might infringe the Copyright, Designs and Patents Act 1988 (for example, by making multiple copies, publishing or otherwise distributing the information to other individuals and the public). The Freedom of Information (Scotland) Act 2002 (Consequential Modifications) Order 2004 ensured that Section 50 of the Copyright, Designs and Patents Act 1988 ("CDPA") applies to the Freedom of Information (Scotland) Act 2002 ("FOISA").

Breach of copyright law is an actionable offence and the University expressly reserves its rights and remedies available to it pursuant to the CDPA and common law. Further information on copyright is available at the following website:

<http://www.ipo.gov.uk/copy.htm>

Your right to seek a review

Should you be dissatisfied with the way in which the University has dealt with your request, you have the right to require us to review our actions and decisions. If you wish to request a review, please contact the University Secretary, University Court Office, Gilbert Scott Building, University of Glasgow, Glasgow, Scotland G12 8QQ or e-mail: foi@gla.ac.uk within 40 working days. Your request must be in a recordable format (letter, email, audio tape, etc). You will receive a full response to your request for review within 20 working days of its receipt.

If you are dissatisfied with the way in which we have handled your request for review you may ask the Scottish Information Commissioner to review our decision. You must submit your complaint in writing to the Commissioner within 6 months of receiving the response to review letter. The Commissioner may be contacted as follows:

The Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS
Telephone: 01334 464610
Fax: 01334 464611
Website www.itspublicknowledge.info
E-mail: enquiries@itspublicknowledge.info

An appeal, on a point of law, to the Court of Session may be made against a decision by the Commissioner.

For further information on the review procedure please refer to (<http://www.gla.ac.uk/services/dpfoioffice/policiesandprocedures/foisa-complaintsandreview/>)
All complaints regarding requests for information will be handled in accordance with this procedure.

Yours sincerely,

Data Protection and Freedom of Information Office