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Our ref: FOI/14/234

17 November 2014

Mr James Hermes
jamesjhermes@gmail.com

Dear Mr Hermes

Freedom of Information Request – Emoluments

My letter, dated 24 October 2014, in relation to the above refers.

Having reviewed your request and consulted with appropriate colleagues, I would respond as set out 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).**

Details of the highest paid members of staff at the University are available at:

<http://www.qub.ac.uk/directorates/FinanceDirectorate/FinancialPublications/>.

Please note that we are not providing the specific job titles or exact salary of members of staff as to do so would identify the individuals concerned. Disclosure of this information would not be fair or lawful and, therefore, would be a breach of the first and second principles of the Data Protection Act 1998.

Section 40(2) of the Act provides an exemption to the duty to disclose information where the information requested constitutes the personal data of a third party.

Personal data is defined as data which relates to a living individual who can be identified from that data. Given the numbers involved, the University considers that disclosure of the requested information as specified in your request would identify individuals.

While there is an expectation that senior employees can expect greater scrutiny than less senior employees with regard to their professional life, there is still an expectation that information relating to personnel matters will not be disclosed.

Section 40 (2) is an absolute exemption under the Act, and there is no need to apply the public interest test.

- 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.**

21 members of staff received more than £150,000 in total emoluments for year ended 31 July 2014. Of these, 20 were tenured faculty, of which 18 were clinical staff and 2 were non-clinical.

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

Please see the response to question 1 above.

If you are dissatisfied with the response provided, please put your complaint in writing to me at the above address. If this fails to resolve the matter, you have the right to apply to the Information Commissioner.

Yours sincerely

Clare Jamison
Head of the Registrar's Office