

Mr John Gilchrist
Freedom of Information Officer

6 September 2018

Ref: FOI/August 2018/ Emily Roe

By email to emily.roe.research@gmail.com

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Dear Ms Roe

Your request for information received on 6 August 2018 has been dealt with under the provisions of the Freedom of Information Act 2000 (FOIA).

You asked:

Please can you send the following information as outlined in the Freedom of Information Act 2000 for the year ending 1st April 2018, or for the financial year in which 1st April 2018 falls. If information for that period is not yet available, please use the most recent information you have. Please specify what period this information refers to as the beginning of your answer.

1.
 - a. The total number of individuals directly employed by the university.
 - b. The number of individuals directly employed by the university who are paid less than the Living Wage or £8.75 per hour (or £10.20 per hour within Greater London).
 - c. The number of these individuals who are women.
 - d. The lowest wage rate for the university, as an hourly wage.

2.
 - a. The number of individuals employed by the university who receive total remuneration* of £150,500 pa or more.
 - b. The number of these individuals who are women.
 - c. The total amount (in £) that has been award in performance bonus payments to these individuals.

3.
 - a. The total remuneration* of the highest paid employee.
 - b. The total amount (in £) of bonuses paid to this individual for the year.
 - c. The total amount (in £) of pension contribution this employee receives for the year.
 - d. Any benefits in kind for which this individual is entitled because of their employment.

4.
 - a. The amount paid by the university to individuals ceasing to hold office or be employed by the university.
 - b. The number of individuals ceasing to hold office or be employed by the university who received payment for leaving their role.

5.
 - a. The total number of individuals who are employed by outside contractors** to provide services at your university.
 - b. The number of individuals who are employed by outside contractors to provide services at your university who are paid less than the Living wage of £8.75 per hour (or £10.20 per hour within Greater London).
 - c. Whether your university has a policy to require on-site staff working for external contractors to be paid real Living Wage rates (£8.75 and 10.20 per hour) as a minimum.

University Response

Answers as of 31 March 2018

1.
 - a. Core staff and (Hourly Paid and EPPs paid in March 18) 2297
 - b. None
 - c. None
 - d. £10.20

2.
 - a. 2
 - b. 1
 - c. £5000

3. This information is exempt from disclosure under s21 of the Freedom of Information Act, Information Reasonably Accessible by Other Means. This information is available through the University's Financial Statements <https://www.mdx.ac.uk/about-us/policies/financial-statements>. These have been published up to the year 2016/17 and the next set will be published before the end of 2018.

4. We are unable to provide a response to this question as you did not respond to our request for clarification on this point.

5. We are writing to advise you that it has been necessary to refuse this part of the request under the Freedom of Information Act (FOIA).

We estimate that compliance with your request would exceed the appropriate costs limit established by section 12 of the Freedom of Information Act 2000; this is currently set at £450 (or 18 hours work) by virtue of the [1] Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. Our estimate has considered the time it would take to determine whether we hold the information and then to locate, retrieve and extract it. We estimate that to determine whether we hold the requested information, and then to locate, retrieve, and extract that information would take longer than 18 hours to complete.

Middlesex University is however a Living Wage employer, including for third-party contractors <https://www.mdx.ac.uk/news/2017/08/middlesex-university-living-wage-commitment>

I trust this satisfies your request sufficiently. Under the Freedom of Information Act 2000, you have the right to complain about the University's response to your request for information. If you have

such a complaint, you may contact Mrs Teresa Kelly, Clerk to the Board of Governors, Middlesex University, Hendon campus, London NW4 4BT, tel: 020 8411 6018, t.kelly@mdx.ac.uk within 40 days of the date of this letter for a review of the University's decision. If you remain unsatisfied with the outcome of that complaint, you may seek further recourse by lodging an appeal with the Information Commissioner.

Yours sincerely

John Gilchrist
Freedom of Information Officer