

**Mr John Gilchrist**  
Freedom of Information Officer

11 December 2017

Ref: FOI/November 2017/ Lucca de Paoli

By email to [Lucca.De-Paoli@city.ac.uk](mailto:Lucca.De-Paoli@city.ac.uk)

The Burroughs  
Hendon  
London  
NW4 4BT  
United Kingdom

Tel: +44 (0)20 8411 4061  
e-mail:  
[j.gilchrist@mdx.ac.uk](mailto:j.gilchrist@mdx.ac.uk)  
[www.mdx.ac.uk](http://www.mdx.ac.uk)

Dear Mr de Paoli

Your request for information received on 27 November 2017 has been dealt with under the provisions of the Freedom of Information Act 2000 (FOIA).

You asked:

have a few questions regarding the University of Middlesex's contract with Staffordshire University Unitemps Limited (Unitemps). These questions are listed below:

1. Does the university make any provisions to ensure that Unitemps pay the National Living Wage (£7.50) to employees under 25 years of age?
2. Does the university make any provisions to ensure that Unitemps pay the UK Living wage (£8.75) to its employees?
3. What percentage of those employed by Unitemps are paid in excess of the National Living Wage (£7.50)?
4. What percentage of those employed by Unitemps are paid in excess of the UK Living wage (£8.75) to its employees?
5. How much does the university pay Unitemps to handle temporary work for the University?
6. Does the university charge Unitemps any rent for the offices they have at your university?

### **University Response**

The franchise contract is with Warwick University (not Staffordshire).

1. At Unitemps MDX we pay the London Living Wage (£9.75 - £10.20) as a minimum.
2. See above response.
3. See above - e.g. ALL Unitemps workers are currently on the London Living Wage as minimum with a variety of roles on higher rates also.
4. See above response.
5. The contract between Middlesex University and Unitemps is based on a franchise model. Middlesex pay a minimal management fee to Unitemps (Warwick) based on total hours billed to students.

6. No - Unitemps MDX operates within the University's Employability Service provision.

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](mailto: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