Dear

Freedom of Information Response (Our Ref: K/21/392)

Thank you for your Freedom of Information (FOI) request dated 13 August 2021, reference K/21/392.

Your request read:

“Provide a list of staff, without identifying the individuals, who are on Grade 10 or on a salary paid more than £100,000 p.a. That is, a list of the number of staff on any particular salary; for example, identifying that there are 3 individuals being paid £150,000 p.a. as their basic salary

Please provide details of all staff, without identifying the individuals, on a basic salary of more than £100,000 p.a. or University Grade 10, who have received a bonus or ex-gratia payment, either through the University’s Reward and Recognition Scheme or through a different route, from 1 March 2020 to today’s date

Details of how many of the above employees will receive a bonus and/or a payment of any kind through the University’s Reward and Recognition Scheme or through a different route in the next 6 months’

• The amount of these bonuses and/or payments

• The reasons for each of these bonuses and/or payments being made”

The University of Leeds holds some of this information. For your convenience we have answered each question in turn below.

1. **Provide a list of staff, without identifying the individuals, who are on Grade 10 or on a salary paid more than £100,000 p.a.**

Please find this information set out in the table below. We publish information on our salary grading structure which you may find helpful.

<table>
<thead>
<tr>
<th>Salary</th>
<th>Number of staff members</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; £100,000</td>
<td>53</td>
</tr>
<tr>
<td>£100,000 - £150,000</td>
<td>120</td>
</tr>
<tr>
<td>&gt; £150,000</td>
<td>18</td>
</tr>
<tr>
<td>Grand Total</td>
<td><strong>191</strong></td>
</tr>
</tbody>
</table>
The staff included under "on a salary paid more than £100,000 p.a" have been selected based on their actual earnings rather than full-time equivalent (FTE) salary. As a result these totals may differ from other University reporting calculated on an FTE basis.

2. Please provide details of all staff, without identifying the individuals, on a basic salary of more than £100,000 p.a. or University Grade 10, who have received a bonus or ex-gratia payment, either through the University’s Reward and Recognition Scheme or through a different route, from 1 March 2020 to today’s date

11 members of staff falling into this group have received an additional one-off payment within the stated period.

3. Details of how many of the above employees will receive a bonus and/or a payment of any kind through the University’s Reward and Recognition Scheme or through a different route in the next 6 months’

4. The amount of these bonuses and/or payments

5. The reasons for each of these bonuses and/or payments being made

We address these questions together. As these parts of your request ask about decisions which may be made in the future, no recorded information yet exists.

We hope this information is helpful. If you have any questions about this email, however, please do not hesitate to contact us on foi@leeds.ac.uk

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you can request an Internal Review. Requests for Internal Review should be made in writing using the following contact information:

Post: Mr D Wardle
Deputy Secretary
The University of Leeds
Leeds
LS2 9JT

Email: foi@leeds.ac.uk

Requests for Internal Review should be submitted within 40 working days of receiving the University’s response to your request. Further information about how the University manages Freedom of Information requests and about our complaints procedure is also available on our website (www.leeds.ac.uk).

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review/complaints procedure provided by the University. The Information Commissioner can be contacted at: Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.
Yours sincerely

Chloe Wilkins
Freedom of Information Officer

Secretariat
University of Leeds