

**FOI Release**  
**Information released under the Freedom of Information Act**

**Title:** Staff pay and emoluments

**Date of release:** 1 May 2018

**Information request:**

I would like to request information on staff pay and executive emoluments under the Freedom of Information Act. For the avoidance of doubt, remuneration in this request includes (a) salary, (b) fees, (c) taxable allowances, (d) bonuses, (e) benefits in kind, (f) compensation for loss of office and (g) employer's pension contributions.

1. For Intellectual Property Office, please provide the number of staff in each of the following remuneration brackets:

- a) Under £100k
- b) £100 k- £150k
- c) £151k -£250k
- d) £251+
- e) Total number of staff (should be sum of a to d)

2. Broken down by financial year since 2010, please provide a breakdown of the remuneration (with a column for each letter given above in definition) by for employees earning over £100k. Please include their job title as well.

**Information released:**

1) The following table summarizes IPO staff remuneration within each bracket:

a) Under £100k	1191
b) £100 k- £150k	3
c) £151k -£250k	0
d) £251+	0
e) Total number of staff	1194

The figures are as at 31st March 2018.

We have excluded those who aren't on the IPO Payroll; i.e. agency personnel, contractors, non-executive directors, staff on secondment to other departments and any on career breaks.

We have included all the elements of remuneration you listed in your request.

2) The only individuals who earn over £100k (including allowances etc.) are all directors, whose remuneration is published annually in the IPO Annual Reports.

As most of the information you have requested is published it is exempt from separate disclosure to you under the terms of s.21 of the Freedom of Information Act 2000 because the information is already accessible to you by other means. I say 'most' of the information, because there is one exception which I will explain further below.

The Annual Reports for 2010/11 to 2012/13 are available from The National Archives archived web content at:

<http://webarchive.nationalarchives.gov.uk/tna/20140603095050/http://www.ipo.gov.uk/about/whatwedo/ourpublications/ourpublications-review.htm> .

You can find the more recent Annual Reports online at:

<https://www.gov.uk/government/publications/ipo-annual-report-and-accounts-2013-to-2014>  
(2013/14)

<https://www.gov.uk/government/publications/ipo-annual-report-and-accounts-2014-to-2015>  
(2014/15)

<https://www.gov.uk/government/publications/ipo-annual-report-and-accounts-2015-to-2016>  
(2015/16)

<https://www.gov.uk/government/publications/ipo-annual-report-and-accounts-2016-to-2017>  
(2016/17)

In each edition you will find the information in the chapter entitled 'Remuneration Report'.

I regret that it would not be possible to provide you with the actual employer's pension contributions for each director earning over £100k since 2010/11 because we estimate that the effort required to extract the information from the monthly payment records of each individual concerned would exceed the appropriate (cost) limit set for FOI requests.

Section 12 of the FOI Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit, which for central government is set at £600. This represents the estimated cost of one person spending 3.5 working days in determining whether the department holds the information, locating, retrieving and extracting the information. We estimate that it would take us in excess of 3.5 working days to locate, retrieve and extract the employer's pension contributions information from our finance system in reference to your request, so I regret we cannot process this part of your request further.

However, the remuneration reports referred to above do include information on pension benefits for the individuals concerned.

If you are dissatisfied with the handling of your request you have the right to ask for an internal review. Internal review requests should be submitted within two months and you may ask for a review by emailing [foi@ipo.gov.uk](mailto:foi@ipo.gov.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. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.