



27 March 2024

Freedom of Information Request: 039/2024 Payroll, HR and finance solutions

Dear Bruno

With reference to your request made under the Freedom of Information Act 2000, dated 13 March 2024, I can confirm the University holds some, but not all, of the information requested.

Your request was, in general terms, for the following information, which is set out in full detail below: Payroll, HR and finance solutions

Your request and our response:

We are writing to you under the Freedom of Information Act 2000 to request information. Please provide the following details:

1. What software do you use for your payroll, hr and finance solutions, how much annually do you spend on each, when does each contract expire? **WITHHELD**
2. Do you manage your payroll in-house or do you outsource it if so, who do you outsource it to? **WITHHELD**
3. How many people do you pay each month using your payroll solution? **WITHHELD**
4. How many pensioners do you pay using your payroll solution? **WITHHELD**
5. Do you use Microsoft power platform technologies such as Power Automate, Power Virtual Agents? **WITHHELD**
6. What is the employee count at the university? **2022/23 headcount 1149**
7. Do you collaborate with other organisations in the delivery of HR & Payroll shared services? If so which organisation? **WITHHELD**
8. Do you work with any industry experts such as ATOS, KPMG, EY, Accenture etc? **WITHHELD**
9. Who at the university is the head of service for HR and Payroll software or services and what is their role? **There is no single role at UoR which holds this job title**

We have carefully considered your request above and have considered whether any responses can be given without compromising cybersecurity as described above. However, the University has determined in this case that it is not possible to do so, in accordance with S31(1) (a) and (g) and S31(2) (g) of the Freedom of Information Act 2000. It is our view that when taken with other information disclosure of the information as described in your FOI request would put the University at risk from hackers or other malicious parties who may draw upon a

wide range of sources to derive information about an organisation's IT arrangements. We are withholding this information therefore having reviewed the reasons to disclose (transparency) and to withhold (prevention and detection of crime and the purpose of protecting the property of public organisations from loss or misapplication). It is considered that on balance it would not be in the public interest to disclose. In taking this view we have also considered that from the questions asked it appears that you may be making a request for commercial purposes by requesting information in order to sell goods or services. Without clear public interest the University considers commercial requests do not add weight to the argument to disclose.

Further, an assessment on disclosure of the information requested by you has been conducted in accordance with Section 43(2) - Commercial interests

Information is exempt information if its disclosure under this Act would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it). Under the prejudice test we have to consider if disclosure of this information would, or would be likely to, prejudice our commercial interests or the commercial interests of a third party. Consideration is also given to the harm disclosing this information would be likely to cause, combined with other information already in the public domain (mosaic effect) or possibly released at a future date (precedent effect). The public interest test considers and balances the public interest in disclosing this information against the public interest in not disclosing this information and uses this assessment to decide whether there is sufficient justification in withholding this information under this exemption. Information disclosed under the FOIA is considered to be public information, and while there is a presumption towards disclosure, consideration needs to be given as to who will have access to this information beyond the requestor and the purposes for which they could use the information.

Prejudice to commercial interests

The University has assessed the impact of releasing the information requested in light of the exemption set out in s.43(2), in order to decide whether disclosure would, or would be likely to, prejudice their commercial interests or those of any third party(ies). The University's view is that the information requested is relevant to future financial plans and strategies which, if released, would prejudice the University's commercial interests and their future projects and therefore the exemption is engaged.

Public Interest Test

There is a public interest in promoting transparency of public authorities' decisions and accountability. However, the disclosure of the information requested would be likely to prejudice the commercial interests of the University

as it will reveal details which would be likely to impact on future strategies and also prejudice the effectiveness of their ability to purchase goods and services in a competitive market. As such, the University's view is that legitimate protection of its commercial interests outweighs the public interest in disclosing the information requested.

For the above reasons, the University has determined that the information you have requested should not be provided.

If you are dissatisfied with how we have dealt with your request in the first instance you may approach the University's FOI complaints officer in writing, within two months of the date of our response, and explaining what you would like us to review, as follows:

By email to:

foi@roehampton.ac.uk

For the attention of: Dr George Turner, University Secretary

Or by post to:

Dr George Turner
University Secretary
Grove House, Froebel College
University of Roehampton
Roehampton Lane
LONDON SW15 5PJ

Should you remain dissatisfied with the outcome you have a right under s50 of the Freedom of Information Act to appeal against the decision by contacting the Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF, or enquiries@ico.gsi.gov.uk

Any other future correspondence you may have with the University in relation to this matter should be sent to the Freedom of Information Officer at foi@roehampton.ac.uk

Yours sincerely,



Kym Ypres-Smith
Interim Information Governance Manager
Governance & Legal Office

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