

Northern Lighthouse Board

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Dear

Freedom of Information Act 2000 – Provision of Information

Thank you for your request for information. I have dealt with this in accordance with the Freedom of Information Act 2000 and enclose the information you requested.

Your Question: I am writing to request the following under the Freedom of Information Act, over the periods 2006-7, 2007-8, 2008-9 financial years.

1. How many staff has your organisation employed in each of the past three years? (By staff, I mean those paid salaries in the direct employ of your organisation)

Financial Year	Average number of Employees	Of which are Part Time Employees
2006/7	263	73
2007/8	261	76
2008/9	272	78

2. How much did you pay these staff in total in each of the last three years?

Financial Year	Total Pay £
2006/7	7,424,000
2007/8	7,274,000
2008/9	7,004,000

3. How many consultants have you employed in each of the last three years?

Financial Year	No of Consultancy firms employed
2006/7	4
2007/8	5
2008/9	5

Please see the table on Pages 2 and 3 for further detail

For the safety of

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4. How much have you spent on employing these consultants in each of the past three years?

Please see the table below

5. Please break this figure down by the names of the consultancies, the number of consultants and the total amount paid to that consultancy in each of the last three years. Where possible, please give an indication of the role they performed for you.

Please see the table below

6. Please also disclose the amount paid to your top 5 highest paid individual consultants in each of the last three years, by daily rate. Please also disclose the consultancy they work for, and the role they performed for you.

The majority of our Consultancy appointments are based on a fixed fee or price for the total requirements; therefore we do not have daily rates for all our consultancy contracts. Please see the table below.

Consultancies <u>2006/7</u>	Spend for the period £	Number of Consultants involved	Role of Consultancy	Role with NLB	Highest Paid Individual per Consultancy or nature of contract
Aquarius Consultants Ltd	72,962.40	5	Pay Consultancy Services	Professional advice on pay systems , implementation and job evaluation	Fixed price with individual rates for some additional work Highest paid rate £1,500 per day
Offrisk Consulting Ltd	5,280.00	1	Business Continuity and disaster recovery consultants	Development of Balanced Riskcards and facilitation of a business continuity exercise	Fixed rice contracts
Reach Consultancy Ltd	3,303.00	1	Recruitment Consultants	Psychometric tests for Business Development Manager candidates	Fixed fees based on candidate numbers
Red Island Consulting	14,685.00	1	ISO27001 consultants	Professional advice on implementation of ISO27001 policy and support achieving accreditation	£890 per day Highest paid rate

Consultancies 2007/8	Spend for the period £	Number of Consultants involved	Role of Consultancy	Role with NLB	Highest Paid Individual per Consultancy or nature of contract
Aquarius Consultants Ltd	48,265.09	5	Pay Consultancy Services	Professional advice on pay systems , implementation and job evaluation	Fixed price with individual rates for some additional work Highest paid rate £1,500 per day
Mott MacDonald Ltd	£2,035.00	2	Helicopter and aviation consultants	Professional advice on helicopter aviation hosting a focus group to review future requirements	£950 per day Highest paid rate
Offrisk Consulting Ltd	£1,500.00	1	Business Continuity and disaster recovery consultants	Planned specific testing of disaster recovery plan/business continuity test	Fixed price contracts
Reach Consultancy Ltd	£3,275.25	1	Recruitment Consultants	Psychometric testing for Director of Marine Operations candidates	Fixed fee based on candidate numbers
University of Glasgow	£6,664.00	1	Research Consultancy	Staff Survey and results evaluation	£250 per day Highest paid rate
Consultancies 2008/9	Spend for the period £	Number of Consultants involved	Role of Consultancy	Role with NLB	Highest Paid Individual per Consultancy or nature of contract
Aquarius Consultants Ltd	5,515.50	5	Pay Consultancy Services	Professional advice on pay systems , implementation and job evaluation	Fixed price with individual rates for some additional work Highest paid rate £1,500 per day
Insight Management and Systems Consultants Ltd	38,492.12	3	Management Information Systems Consultancy	Consultancy advice with specifying requirements for new MIS	Highest paid rate £925 per day
Mott MacDonald Ltd	5,600.00	2	Helicopter and aviation consultants	Professional advice on helicopter aviation	£950 per day Highest paid rate
Offrisk Consulting Ltd	5,802.40	1	Business Continuity and disaster recovery consultants	Planned specific testing of disaster recovery plan/business continuity test	Fixed price contracts
MacDuff Ship Design Ltd	£50,860	3	Ship Design Consultants	Feasibility of NLV Pole Star	Fixed Price contract

In keeping with the spirit and effect of the Freedom of Information Act, all information is assumed to be releasable to the public unless exempt. The Northern Lighthouse Board will, therefore, be publishing the information you requested on www.nlb.org.uk

Yours sincerely

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