Table 1(a) Number of academic and research staff on the single salary spine by grade, gender and scale point as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																									1		1		98
97																									1		1		97
96																													96
95																													95
94																									2		2		94
93																									2		2		93
92																									2		2		92
91																									3		3		91
90																									6	2	6	2	90
89																									3	1	3	1	89
88																									10		10		88
87																									9	2	9	2	87
86																									7	1	7	1	86
85																									8		8		85
84																									12	5	12	5	84
83																									10	1	10	1	83
82																									12	4	12	4	82
81																									40	11	40	11	81
80																									15	3	15	3	80
79																									17	7	17	7	79
78																									12	4	12	4	78
77																									14	3	14	3	77
76																									17	5	17	5	76
75																									38	7	38	7	75
74																									15	3	15	3	74
73																									23	7	23	7	73
72																									20	8	20	8	72
71																									29	9	29	9	71
70																									33	9	33	9	70
69																									31	9	31	9	69
68																									147	33	147	33	68
67																							7	3			7	3	67
66																							4				4		66
65																							1	2			1	2	65
64																					2						2		64
63																					13	10	209	88			222	98	63
62																					15	9	13	3			28	12	62
61																			23	12	95	54					118	66	61
60																			13	7	16	7					29	14	60
59																			15	9	13	11					28	20	59
58																			19	16							19	16	58
57																		2	252	143							252	145	57
56																		1	15	15							15	16	56
55																	2	6	46	24							48	30	55
54																		2	23	17							23	19	54
53																		1	40	32							40	33	53
52															14	20		2	50	33							64	55	52
51															16	13			31	29							47	42	51
50															22	24			26	15							48	39	50
49															31	37			18	18							49	55	49
48															237	225											237	225	48
47															20	11											20	11	47
46															93	74											93	74	46
45															118	86											118	86	45
44											3	1			151	111											154	112	44
43											2	2			73	66											75	68	43
42											4	10			171	150											175	160	42
41											5	17		1	335	246											340	264	41
40											17	36			24	19											41	55	40
39											79	106			2												81	106	39
38											47	64															47	64	38
37											3	2															3	2	37
36											39	65															39	65	36
35											12	11															12	11	35
34											41	77															41	77	34
33																													33
32																													32
31																													31
30																													30
29																													29
28																													28
27																													27
26																													26
25																													25
24																													24
23																													23
22																													22
21																													21
20																													20
19																													19
18																													18
17																													17
16																													16
15																													15
14																													14
13																													13
12																													12
11																													11
Total											252	391		1	1307	1082	2	14	571	370	154	91	234	96	539	134	3059	2179	Total

Table 1(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																													98
97																													97
96																									1		1		96
95																													95
94																									3		3		94
93																										1		1	93
92																									1		1		92
91																													91
90																									1	1	1	1	90
89																										1		1	89
88																									1		1		88
87																									4	2	4	2	87
86																													86
85																													85
84																										1		1	84
83																									5	1	5	1	83
82																									3	1	3	1	82
81																									3	1	3	1	81
80																									5		5		80
79																									4		4		79
78																									1	1	1	1	78
77																									2		2		77
76																									4	3	4	3	76
75																									7	2	7	2	75
74																									1		1		74
73																													73
72																									1	1	1	1	72
71																													71
70																													70
69																									1	3	1	3	69
68																									5	6	5	6	68
67																							9	6			9	6	67
66																							2	5			2	5	66
65																							5	4			5	4	65
64																					13	13	14	5			27	18	64
63																					9	13	6	2			15	15	63
62																					17	18	2	2			19	20	62
61																			14	8	46	49					60	57	61
60																			8	7	10	9					18	16	60
59																			12	7	13	9					25	16	59
58																	11	6	27	27							38	33	58
57																	15	11	48	70							63	81	57
56																	24	28	8	8							32	36	56
55																	98	64	8	16							106	80	55
54																	12	21	9	11							21	32	54
53																	21	26	11	16							32	42	53
52															12	8	24	23	10	17							46	48	52
51															1	5	15	20	6	14							22	39	51
50															17	6	18	32	6	10							41	48	50
49															23	40	25	27	7	3							55	70	49
48													9	7	88	109	9	18									106	134	48
47													1	3	15	26	14	23									30	52	47
46													3	1	20	29	18	21									41	51	46
45													7	12	19	47	12	26									38	85	45
44											2	7	22	26	12	34											36	67	44
43											6	2	95	119	22	46											123	167	43
42											7	8	18	46	21	53											46	107	42
41											15	17	22	49	37	45											74	111	41
40											37	56	22	40	14	30											73	126	40
39											114	208	21	42	15	37											150	287	39
38									5	16	22	70	24	31													51	117	38
37									5	10	32	75	13	28													50	113	37
36									11	22	47	94															58	116	36
35									17	78	31	94															48	172	35
34									75	218	23	31															98	249	34
33							5	3	20	58																	25	61	33
32								1	35	74																	35	75	32
31							4	8	38	83																	42	91	31
30							13	30	35	96																	48	126	30
29							86	123	24	34																	110	157	29
28					2	4	16	24																			18	28	28
27					1	2	25	40																			26	42	27
26					2	2	26	48																			28	50	26
25					5	2	32	57																			37	59	25
24					59	52	20	32																			79	84	24
23					16	11																					16	11	23
22					14	12																					14	12	22
21			5	5	15	32																					20	37	21
20			5	9	11	26																					16	35	20
19			7	25	17	16																					24	41	19
18			173	223																							173	223	18
17																													17
16																													16
15	9																										9		15
14																													14
13																													13
12																													12
11	3	2																									3	2	11
Total	12	2	190	262	142	159	227	366	265	689	336	662	257	404	316	515	316	346	174	214	108	111	38	24	53	25	2434	3779	Total

Table 2(a) Number of academic and research staff on the single salary spine by grade, gender and scale point
School of Arts and Humanities
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																													98
97																													97
96																													96
95																													95
94																													94
93																													93
92																													92
91																													91
90																													90
89																									1		1		89
88																													88
87																													87
86																													86
85																													85
84																										1		1	84
83																													83
82																									1		1		82
81																									11	1	11	1	81
80																									3		3		80
79																									1	3	1	3	79
78																									2		2		78
77																										1		1	77
76																									3	3	3	3	76
75																									8	2	8	2	75
74																									1	2	1	2	74
73																									4		4		73
72																									1	2	1	2	72
71																									1	1	1	1	71
70																									3		3		70
69																									1	2	1	2	69
68																									17	6	17	6	68
67																													67
66																													66
65																													65
64																													64
63																					2		41	22			43	22	63
62																					2	1					2	1	62
61																					21	12					21	12	61
60																					5						5		60
59																			1		2	3					3	3	59
58																				1								1	58
57																			19	24							19	24	57
56																				1								1	56
55																	1		6	4							6	5	55
54																	1		1	1							1	2	54
53																			4	7							4	7	53
52																			2	5							2	5	52
51															1				8	3							9	3	51
50															1					3							1	3	50
49																			1	2							1	2	49
48															6	8											6	8	48
47															2												2		47
46															7	7											7	7	46
45															5	3											5	3	45
44															5	6											5	6	44
43															3	2											3	2	43
42															6	9											6	9	42
41													1		22	18											22	19	41
40											1				1	2											2	2	40
39																													39
38											1	1															1	1	38
37																													37
36												1																1	36
35											1																1		35
34												2																2	34
33																													33
32																													32
31																													31
30																													30
29																													29
28																													28
27																													27
26																													26
25																													25
24																													24
23																													23
22																													22
21																													21
20																													20
19																													19
18																													18
17																													17
16																													16
15																													15
14																													14
13																													13
12																													12
11																													11
Total											3	4		1	59	55		2	42	51	32	16	41	22	58	24	235	175	Total

Table 2(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point
School of Arts and Humanities
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																													98
97																													97
96																													96
95																													95
94																													94
93																													93
92																													92
91																													91
90																													90
89																													89
88																													88
87																													87
86																													86
85																													85
84																													84
83																									1		1		83
82																													82
81																													81
80																													80
79																													79
78																													78
77																													77
76																													76
75																													75
74																													74
73																													73
72																										1		1	72
71																													71
70																													70
69																													69
68																													68
67																													67
66																													66
65																													65
64																							1				1		64
63																													63
62																					1	1					1	1	62
61																													61
60																													60
59																													59
58																													58
57																		2	2	5							2	7	57
56																	1	1									1	1	56
55																	6	1									6	1	55
54																													54
53																		1		1								2	53
52															1												1		52
51																			1								1		51
50																		2										2	50
49																2	2										2	2	49
48													2	1	4	3		1									6	5	48
47															2	3		1									2	4	47
46																		1										1	46
45															3	3		2									3	5	45
44													2	2	1	1											3	3	44
43													2	6	2	7											4	13	43
42												1		1	5												5	2	42
41												2		3	4	5											4	10	41
40											1	8		2	3	1											4	11	40
39												15		2	3	2											3	19	39
38											1	4		2													1	6	38
37												4																4	37
36										1		8																9	36
35									1	7	1	6															2	13	35
34									1	8		1															1	9	34
33										3																		3	33
32							1			1																		2	32
31									2	1																	2	1	31
30							2	1		2																	2	3	30
29							3	1	1	1																	4	2	29
28								1																				1	28
27																													27
26							1	1																			1	1	26
25							1	2																			1	2	25
24						2		1																				3	24
23					1																						1		23
22					1																						1		22
21						1																						1	21
20																													20
19																													19
18			16	26																							16	26	18
17																													17
16																													16
15																													15
14																													14
13																													13
12																													12
11																													11
Total			16	26	2	3	7	8	5	24	3	49	6	19	28	27	9	12	3	6	1	1	1		1	1	82	176	Total

Table 3(a) Number of academic and research staff on the single salary spine by grade, gender and scale point
School of the Biological Sciences
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																													98
97																													97
96																													96
95																													95
94																													94
93																									1		1		93
92																													92
91																													91
90																									5	1	5	1	90
89																									1		1		89
88																									3		3		88
87																													87
86																									3		3		86
85																													85
84																										1		1	84
83																													83
82																									3	2	3	2	82
81																									6	4	6	4	81
80																									3	2	3	2	80
79																									7	1	7	1	79
78																										2		2	78
77																									3		3		77
76																									5		5		76
75																									3	1	3	1	75
74																													74
73																									3	2	3	2	73
72																									2	2	2	2	72
71																									4	3	4	3	71
70																									6	5	6	5	70
69																									7	3	7	3	69
68																									21	3	21	3	68
67																													67
66																							1				1		66
65																													65
64																					1						1		64
63																					4	4	32	14			36	18	63
62																					1	6	4	1			5	7	62
61																			3	4	19	11					22	15	61
60																			2	1	3	3					5	4	60
59																			6	4	2	1					8	5	59
58																			6	3							6	3	58
57																			37	27							37	27	57
56																				3								3	56
55																	1		7	5							7	6	55
54																			4	6							4	6	54
53																			6	8							6	8	53
52															4	7			12	6							16	13	52
51															3	4			4	6							7	10	51
50															9	8			8	4							17	12	50
49															8	8			1	6							9	14	49
48															62	59											62	59	48
47															1	2											1	2	47
46															28	25											28	25	46
45															36	18											36	18	45
44											1				46	30											47	30	44
43											1				17	13											18	13	43
42												1			38	36											38	37	42
41											1	3			79	76											80	79	41
40											2	10			2	1											4	11	40
39											25	31															25	31	39
38											11	17															11	17	38
37											1																1		37
36											17	10															17	10	36
35											5	6															5	6	35
34											5	11															5	11	34
33																													33
32																													32
31																													31
30																													30
29																													29
28																													28
27																													27
26																													26
25																													25
24																													24
23																													23
22																													22
21																													21
20																													20
19																													19
18																													18
17																													17
16																													16
15																													15
14																													14
13																													13
12																													12
11																													11
Total											69	89			333	287	1		96	83	30	25	37	15	86	32	651	532	Total

Table 3(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point
School of the Biological Sciences
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																													98
97																													97
96																													96
95																													95
94																													94
93																													93
92																													92
91																													91
90																													90
89																													89
88																													88
87																													87
86																													86
85																													85
84																													84
83																									1		1		83
82																									1		1		82
81																									1		1		81
80																									1		1		80
79																													79
78																													78
77																													77
76																													76
75																													75
74																													74
73																													73
72																													72
71																													71
70																													70
69																													69
68																									2		2		68
67																													67
66																													66
65																													65
64																					2						2		64
63																					1		2				3		63
62																					1						1		62
61																			2		1	1					3	1	61
60																													60
59																			1								1		59
58																	1		3	3							4	3	58
57																		1	6	9							6	10	57
56																	1	4									1	4	56
55																	9	6									9	6	55
54																				1								1	54
53																		1		2								3	53
52															2	3				5							2	8	52
51																	1	4									1	4	51
50															5	2		2									5	4	50
49															2	3		2	1	1							3	6	49
48														1	11	14	1	1									12	16	48
47															2	1		3									2	4	47
46														1	2	1		3									2	5	46
45													2	3		7											2	10	45
44													4	1		1											4	2	44
43											1		7	15	1	3											9	18	43
42											1	2	1	2		3											2	7	42
41											1	4	1	4	2	1											4	9	41
40											5	11	2	4		2											7	17	40
39											26	32	2	1	1	4											29	37	39
38									1	5	3	11	3	3													7	19	38
37										3	4	8		3													4	14	37
36									6	3	3	12															9	15	36
35									3	21	2	6															5	27	35
34									12	51	1	5															13	56	34
33							1	1	3	7																	4	8	33
32									1	13																	1	13	32
31							2	1	6	15																	8	16	31
30							1	6	7	10																	8	16	30
29							12	24	5	5																	17	29	29
28						1	6	6																			6	7	28
27					1		2	8																			3	8	27
26						1		13																				14	26
25					1		2	4																			3	4	25
24					7	13		4																			7	17	24
23					2	2																					2	2	23
22						1																						1	22
21				1	1	6																					1	7	21
20			1	1	4	3																					5	4	20
19			1	6	1	1																					2	7	19
18			31	28																							31	28	18
17																													17
16																													16
15	1																										1		15
14																													14
13																													13
12																													12
11	1																										1		11
Total	2		33	36	17	28	26	67	44	133	47	91	22	38	28	45	13	27	13	21	3	3	2		3	3	253	492	Total

Table 4(a) Number of academic and research staff on the single salary spine by grade, gender and scale point
School of Clinical Medicine
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																									1		1		98
97																									1		1		97
96																													96
95																													95
94																													94
93																													93
92																													92
91																									1		1		91
90																									1		1		90
89																										1		1	89
88																									3		3		88
87																									1		1		87
86																										1		1	86
85																													85
84																										1		1	84
83																									1		1		83
82																										1		1	82
81																									1	3	1	3	81
80																									3		3		80
79																										1		1	79
78																													78
77																									1		1		77
76																													76
75																									4	1	4	1	75
74																									2	1	2	1	74
73																													73
72																									1	1	1	1	72
71																									2		2		71
70																													70
69																									6	1	6	1	69
68																									7	2	7	2	68
67																							6	2			6	2	67
66																							1				1		66
65																								2				2	65
64																													64
63																							11	3			11	3	63
62																							3	1			3	1	62
61																			12	4	1	1					13	5	61
60																			6	5		1					6	6	60
59																			2	3							2	3	59
58																			5	8							5	8	58
57																	2		27	23							27	25	57
56																	1		6	8							6	9	56
55																	3		9	6							9	9	55
54																	1		4	1							4	2	54
53																	1		5	4							5	5	53
52															4	9	2		6	6							10	17	52
51															7	8			5	3							12	11	51
50															9	13			2	2							11	15	50
49															17	20			1	1							18	21	49
48															59	111											59	111	48
47															3	3											3	3	47
46															16	31											16	31	46
45															22	31											22	31	45
44											1	1			27	34											28	35	44
43											1	2			10	12											11	14	43
42											3	6			32	61											35	67	42
41											1	11			55	67											56	78	41
40											5	25			5	8											10	33	40
39											21	51															21	51	39
38											14	33															14	33	38
37											1	2															1	2	37
36											12	38															12	38	36
35											5	5															5	5	35
34											17	43															17	43	34
33																													33
32																													32
31																													31
30																													30
29																													29
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19																													19
18																													18
17																													17
16																													16
15																													15
14																													14
13																													13
12																													12
11																													11
Total											81	217			266	408		10	90	74	1	2	21	8	36	14	495	733	Total

Table 4(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point
School of Clinical Medicine
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																													98
97																													97
96																													96
95																													95
94																									1		1		94
93																													93
92																													92
91																													91
90																													90
89																													89
88																													88
87																													87
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71																													71
70																													70
69																													69
68																													68
67																													67
66																													66
65																													65
64																					1						1		64
63																						1	1				1	1	63
62																						1						1	62
61																			1	1	4	3					5	4	61
60																			2	2	1						3	2	60
59																			1	1	5	2					6	3	59
58																	2	1	2								4	1	58
57																	4	5	5	4							9	9	57
56																	3	2		1							3	3	56
55																	11	6	1	1							12	7	55
54																	2	4	1								3	4	54
53																	4	6	2	1							6	7	53
52															2	1	5	4	2	3							9	8	52
51															1	2	4	5	2	2							7	9	51
50															1	1	3	7	2								6	8	50
49															9	10	5	5									14	15	49
48															12	29	3	3									15	32	48
47														1	1	6	4	4									5	11	47
46															4	9	3	1									7	10	46
45													2	2	4	10		3									6	15	45
44												3	5	8	3	11											8	22	44
43													7	11	5	9											12	20	43
42											1	4	6	7	4	9											11	20	42
41												3	2	11	9	8											11	22	41
40											6	6	5	2	1	6											12	14	40
39											7	44	6	6	1	11											14	61	39
38									1	5	1	13	3	2													5	20	38
37										1	6	17	3	2													9	20	37
36										2	14	20															14	22	36
35									2	4	6	14															8	18	35
34									10	43	4	7															14	50	34
33							1	1	1	11																	2	12	33
32									6	16																	6	16	32
31								3	4	25																	4	28	31
30							3	8	2	25																	5	33	30
29							5	14	9	14																	14	28	29
28						1	1	3																			1	4	28
27							4	9																			4	9	27
26							3	8																			3	8	26
25					1		1	4																			2	4	25
24					5	7	2	3																			7	10	24
23					2	2																					2	2	23
22					5	2																					5	2	22
21					4	4																					4	4	21
20					1	5																					1	5	20
19						2																						2	19
18			2	2																							2	2	18
17																													17
16																													16
15	1																										1		15
14																													14
13																													13
12																													12
11																													11
Total	1		2	2	18	23	20	53	35	146	45	131	39	52	57	122	53	56	21	16	11	7	1		1		304	608	Total

Table 5(a) Number of academic and research staff on the single salary spine by grade, gender and scale point
School of the Humanities and Social Sciences
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																													98
97																													97
96																													96
95																													95
94																													94
93																													93
92																									1		1		92
91																									1		1		91
90																										1		1	90
89																													89
88																									2		2		88
87																									1		1		87
86																									3		3		86
85																									2		2		85
84																									3		3		84
83																										1		1	83
82																									4	1	4	1	82
81																									6	2	6	2	81
80																									2		2		80
79																									1		1		79
78																									3	2	3	2	78
77																									2	1	2	1	77
76																									1	2	1	2	76
75																									9	3	9	3	75
74																									4		4		74
73																									2	1	2	1	73
72																									3	1	3	1	72
71																									7	2	7	2	71
70																									3	1	3	1	70
69																									4	1	4	1	69
68																									26	10	26	10	68
67																													67
66																													66
65																													65
64																													64
63																					1	5	38	27			39	32	63
62																					2	1					2	1	62
61																			1	1	15	19					16	20	61
60																					5	3					5	3	60
59																			1	1	7	5					8	6	59
58																													58
57																			45	30							45	30	57
56																			3	1							3	1	56
55																	1	1	4	3							5	4	55
54																			2	6							2	6	54
53																			9	7							9	7	53
52																1			7	9							7	10	52
51																			5	5							5	5	51
50																			4	2							4	2	50
49																1			6	6							6	7	49
48															9	9											9	9	48
47																2												2	47
46															2	4											2	4	46
45															6	6											6	6	45
44															7	16											7	16	44
43															5	20											5	20	43
42															11	16											11	16	42
41											1				19	21											20	21	41
40											3				7	3											10	3	40
39											3	8															3	8	39
38											1	6															1	6	38
37																													37
36											2	3															2	3	36
35																													35
34											4	7															4	7	34
33																													33
32																													32
31																													31
30																													30
29																													29
28																													28
27																													27
26																													26
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21																													21
20																													20
19																													19
18																													18
17																													17
16																													16
15																													15
14																													14
13																													13
12																													12
11																													11
Total											14	24			66	99	1	1	87	71	30	33	38	27	90	29	326	284	Total

Table 5(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point
School of the Humanities and Social Sciences
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																													98
97																													97
96																													96
95																													95
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93																													93
92																													92
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90																													90
89																													89
88																													88
87																													87
86																													86
85																													85
84																													84
83																									1		1		83
82																													82
81																													81
80																													80
79																													79
78																													78
77																													77
76																													76
75																													75
74																													74
73																													73
72																													72
71																													71
70																													70
69																													69
68																													68
67																													67
66																													66
65																													65
64																													64
63																													63
62																					1							1	62
61																			1		1						1	1	61
60																													60
59																			1		1						1	1	59
58																													58
57																			1	2							1	2	57
56																	1										1		56
55																	3	1		2							3	3	55
54																			1	1							1	1	54
53																			1								1		53
52															1			1	1	1							1	3	52
51															1			1										2	51
50																													50
49															3		2	1	1								3	4	49
48													2	1	5	5											7	6	48
47															1	2	1										2	2	47
46															2			1									2	1	46
45															2			1									2	1	45
44												1		3		2												6	44
43													3	10	7	11											10	21	43
42													3	1	2	4											5	5	42
41													1	1	4	1											5	2	41
40											3	4		5	1	3											4	12	40
39											4	13	2		3	3											9	16	39
38									1	1	2	5		1													3	7	38
37									1		1	8	1	3													3	11	37
36										3	1	4															1	7	36
35										11		6																17	35
34									2	18		2															2	20	34
33								1	2	6																	2	7	33
32									2	3																	2	3	32
31								2	4	9																	4	11	31
30							1	2	4	10																	5	12	30
29							7	13	1	2																	8	15	29
28								2																				2	28
27							1	1																			1	1	27
26					2	1	1	1																			3	2	26
25							1	7																			1	7	25
24					5	5																					5	5	24
23					1																						1		23
22																													22
21						2																						2	21
20						2																						2	20
19			1	2																							1	2	19
18			4	8																							4	8	18
17																													17
16																													16
15																													15
14																													14
13																													13
12																													12
11																													11
Total			5	10	8	10	11	29	17	63	11	43	12	25	27	36	7	6	7	6	3				1		106	231	Total

Table 6(a) Number of academic and research staff on the single salary spine by grade, gender and scale point
School of the Physical Sciences
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																													98
97																													97
96																													96
95																													95
94																									2		2		94
93																									1		1		93
92																									1		1		92
91																									1		1		91
90																													90
89																									1		1		89
88																									1		1		88
87																									5	1	5	1	87
86																									1		1		86
85																									4		4		85
84																									6	2	6	2	84
83																									3		3		83
82																									3		3		82
81																									7		7		81
80																									4		4		80
79																									5		5		79
78																									4		4		78
77																									4	1	4	1	77
76																									5		5		76
75																									8		8		75
74																									3		3		74
73																									6	3	6	3	73
72																									8	2	8	2	72
71																									10	2	10	2	71
70																									15		15		70
69																									11	2	11	2	69
68																									45	8	45	8	68
67																													67
66																							1				1		66
65																							1				1		65
64																					1						1		64
63																					3	1	43	14			46	15	63
62																					5		2	1			7	1	62
61																			1	1	8	3					9	4	61
60																			1		2						3		60
59																			3			1					3	1	59
58																			3	1							3	1	58
57																			61	19							61	19	57
56																			3	1							3	1	56
55																	1		8	4							9	4	55
54																			7	1							7	1	54
53																			9	6							9	6	53
52															2	1			12	4							14	5	52
51															3				4	8							7	8	51
50															3	2			7	3							10	5	50
49															5	5			5								10	5	49
48															61	21											61	21	48
47															11	3											11	3	47
46															19	6											19	6	46
45															30	16											30	16	45
44															33	13											33	13	44
43															16	9											16	9	43
42											1				48	16											49	16	42
41															85	38											85	38	41
40											1				2	4											3	4	40
39											11	4			1												12	4	39
38											11	3															11	3	38
37																													37
36											3	8															3	8	36
35											1																1		35
34											7	4															7	4	34
33																													33
32																													32
31																													31
30																													30
29																													29
28																													28
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17																													17
16																													16
15																													15
14																													14
13																													13
12																													12
11																													11
Total											35	19			319	134	1		124	48	19	5	47	15	164	21	709	242	Total

Table 6(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point
School of the Physical Sciences
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
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80																									1		1		80
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66																								1				1	66
65																													65
64																							1				1		64
63																													63
62																						1						1	62
61																			1	1	2	2					3	3	61
60																			2		2						4		60
59																			4		1	1					5	1	59
58																	1	1	1	3							2	4	58
57																	3	1	3	4							6	5	57
56																	2	3	2								4	3	56
55																	8	7	1	2							9	9	55
54																		4										4	54
53																	2	1									2	1	53
52															4	1	1	1	1								6	2	52
51																	1			1							1	1	51
50															4	1		1	1								5	2	50
49															5	4	2										7	4	49
48													3		17	8		1									20	9	48
47															2			1									2	1	47
46													1		4	6											5	6	46
45														1	3	2		2									3	5	45
44											2		3	5	3	4											8	9	44
43											1	1	18	10	2	1											21	12	43
42											4		3	5	1	2											8	7	42
41											7	4	6	4	3	3											16	11	41
40											13	9	4	2	2												19	11	40
39											30	21		4		2											30	27	39
38											4	4	1	1													5	5	38
37									1	1	3	6	1														5	7	37
36									3	4	3	6															6	10	36
35									2	7	3	2															5	9	35
34									12	22	3	2															15	24	34
33									2	7																	2	7	33
32									3	6																	3	6	32
31								2	3	3																	3	5	31
30							1	1	4	8																	5	9	30
29							13	12	3	1																	16	13	29
28								6																				6	28
27						1	1	5																			1	6	27
26								4																				4	26
25								11																				11	25
24					7	6	2	1																			9	7	24
23					3	3																					3	3	23
22						2																						2	22
21					1	1																					1	1	21
20				2		2																						4	20
19			4	10	1																						5	10	19
18			26	20																							26	20	18
17																													17
16																													16
15	2																										2		15
14																													14
13																													13
12																													12
11		1																										1	11
Total	2	1	30	32	12	15	17	42	33	59	73	55	40	32	50	34	20	23	16	11	5	4	1	1	2		301	309	Total

Table 7(a) Number of academic and research staff on the single salary spine by grade, gender and scale point
School of Technology
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
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89																													89
88																									1		1		88
87																									2	1	2	1	87
86																													86
85																									2		2		85
84																									3		3		84
83																									6		6		83
82																									1		1		82
81																									9	1	9	1	81
80																										1		1	80
79																									3	2	3	2	79
78																									3		3		78
77																									4		4		77
76																									3		3		76
75																									6		6		75
74																									5		5		74
73																									8	1	8	1	73
72																									5		5		72
71																									5	1	5	1	71
70																									6	3	6	3	70
69																									2		2		69
68																									30	4	30	4	68
67																							1	1			1	1	67
66																							1				1		66
65																													65
64																													64
63																					3		43	7			46	7	63
62																					5	1	4				9	1	62
61																			6	2	30	5					36	7	61
60																			4	1	1						5	1	60
59																			2		2	1					4	1	59
58																			5	3							5	3	58
57																			61	20							61	20	57
56																			3	1							3	1	56
55																			12	2							12	2	55
54																			5	2							5	2	54
53																			7								7		53
52															4	1			11	3							15	4	52
51															2	1			5	4							7	5	51
50																			5	1							5	1	50
49															1	2			4	3							5	5	49
48															35	11											35	11	48
47															3	1											3	1	47
46															21	1											21	1	46
45															19	12											19	12	45
44															33	11											33	11	44
43															22	9											22	9	43
42												1			35	12											35	13	42
41											2	1			74	21											76	22	41
40											5	1			7	1											12	2	40
39											18	7			1												19	7	39
38											9	3															9	3	38
37											1																1		37
36											5	3															5	3	36
35																													35
34											8	7															8	7	34
33																													33
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15																													15
14																													14
13																													13
12																													12
11																													11
Total											48	23			257	83			130	42	41	7	49	8	104	14	629	177	Total

Table 7(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point
School of Technology
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
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84																									1			1	84
83																									1		1		83
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80																									1		1		80
79																													79
78																													78
77																													77
76																									2	1	2	1	76
75																													75
74																									1		1		74
73																													73
72																													72
71																													71
70																													70
69																													69
68																									2		2		68
67																							1	2			1	2	67
66																								1				1	66
65																							1	1			1	1	65
64																					1	1	5	1			6	2	64
63																					2	1	1				3	1	63
62																					2	1					2	1	62
61																			3	1	10	5					13	6	61
60																			2		2						4		60
59																				1	2	2					2	3	59
58																			3	1							3	1	58
57																	3	1	4	8							7	9	57
56																	3	3	1	2							4	5	56
55																	14	10	1	2							15	12	55
54																	4	2		3							4	5	54
53																	3	4	2	4							5	8	53
52															1	1	5	2	1								7	3	52
51																	3	2		1							3	3	51
50															1		3	2									4	2	50
49																6	1										1	6	49
48													1	1	14	10											15	11	48
47													1		4	7		1									5	8	47
46													1		1	1	1	2									3	3	46
45													2	1	2	8	2	6									6	15	45
44													3	2	2	4											5	6	44
43											1		26	17	2	4											29	21	43
42													3	10	1	1											4	11	42
41											5	3	5	8	4	6											14	17	41
40											5	11	5	9	1	2											11	22	40
39											20	34	2	10		1											22	45	39
38									1	2	2	13	1	4													4	19	38
37										2	7	10	1	2													8	14	37
36										4	6	10															6	14	36
35									1	6	5	10															6	16	35
34									6	15	5	1															11	16	34
33									1	4																	1	4	33
32									7	5																	7	5	32
31									3	6																	3	6	31
30								3	7	6																	7	9	30
29							2	5	1	4																	3	9	29
28							2	1																			2	1	28
27						1	1	3																			1	4	27
26							1																				1		26
25							3	5																			3	5	25
24						1	2	1																			2	2	24
23					1	1																					1	1	23
22					1	1																					1	1	22
21																													21
20					1																						1		20
19			1	2																							1	2	19
18			14	6																							14	6	18
17																													17
16																													16
15	1																										1		15
14																													14
13																													13
12																													12
11	1																										1		11
Total	2		15	8	3	4	11	18	27	54	56	92	51	64	33	51	42	35	17	23	19	10	8	5	7	2	291	366	Total

Table 8(a) Number of academic and research staff on the single salary spine by grade, gender and scale point
Council Institutions (UAS & NSIs)
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
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68																									1		1		68
67																													67
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48															1												1		48
47																													47
46																													46
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16																													16
15																													15
14																													14
13																													13
12																													12
11																													11
Total															1	1									1		2	1	Total

Table 8(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point
Council Institutions (UAS & NSIs)
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																													98
97																													97
96																									1		1		96
95																													95
94																									2		2		94
93																										1		1	93
92																									1		1		92
91																													91
90																									1	1	1	1	90
89																										1		1	89
88																									1		1		88
87																									4	2	4	2	87
86																													86
85																													85
84																													84
83																									1		1		83
82																									2		2		82
81																									2	1	2	1	81
80																									2		2		80
79																									4		4		79
78																									1	1	1	1	78
77																									2		2		77
76																									1	2	1	2	76
75																									7	2	7	2	75
74																													74
73																													73
72																									1		1		72
71																													71
70																													70
69																									1	3	1	3	69
68																									2	3	2	3	68
67																							7	2			7	2	67
66																							2	1			2	1	66
65																							3	3			3	3	65
64																					9	9	7	2			16	11	64
63																					5	9	2	2			7	11	63
62																					12	12	2	2			14	14	62
61																			6	4	27	31					33	35	61
60																			2	5	5	8					7	13	60
59																			3	5	4	3					7	8	59
58																	5	4	18	15							23	19	58
57																	4	1	24	32							28	33	57
56																	11	10	4	4							15	14	56
55																	43	22	4	8							47	30	55
54																	5	8	6	4							11	12	54
53																	10	11	6	5							16	16	53
52															2	1	12	13	5	7							19	21	52
51																	4	7	2	9							6	16	51
50															4	2	7	15	3	10							14	27	50
49															6	9	10	17	5	1							21	27	49
48													1	3	20	28	5	11									26	42	48
47														2	3	5	9	10									12	17	47
46													1		6	11	10	11									17	22	46
45														4	4	13	8	8									12	25	45
44												3	1	4	3	6											4	13	44
43											2	1	23	28	3	8											28	37	43
42												1	1	12	7	31											8	44	42
41											2		6	11	10	20											18	31	41
40											2	4	3	12	5	14											10	30	40
39											22	37	5	16	6	12											33	65	39
38									1	3	7	15	15	13													23	31	38
37									2	1	10	18	5	12													17	31	37
36										4	16	29															16	33	36
35									6	14	14	38															20	52	35
34									19	38	8	13															27	51	34
33							3		10	10																	13	10	33
32									8	19																	8	19	32
31							1		13	18																	14	18	31
30							2	2	8	15																	10	17	30
29							30	27	2	7																	32	34	29
28					2	1	3	3																			5	4	28
27							12	6																			12	6	27
26							12	12																			12	12	26
25					3		14	19																			17	19	25
24					28	7	8	10																			36	17	24
23					6	2																					6	2	23
22					5	5																					5	5	22
21				1	7	6																					7	7	21
20					3	11																					3	11	20
19					12	12																					12	12	19
18			21	21																							21	21	18
17																													17
16																													16
15	4																										4		15
14																													14
13																													13
12																													12
11																													11
Total	4		21	22	66	44	85	79	69	129	83	159	61	117	79	160	143	148	88	109	62	72	23	12	36	17	820	1068	Total

Table 9(a) Number of academic and research staff on the single salary spine by grade, gender and scale point
General Board Institutions (NSIs)
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																													98
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64																													64
63																							1	1			1	1	63
62																													62
61																					1	3					1	3	61
60																													60
59																			1									1	59
58																													58
57																			2								2		57
56																													56
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51																													51
50															1													1	50
49															1													1	49
48															4	6											4	6	48
47																													47
46																													46
45																													45
44											1					1											1	1	44
43																1												1	43
42												2			1												1	2	42
41												2			1	5											1	7	41
40																													40
39											1	5															1	5	39
38												1																1	38
37																													37
36												2																2	36
35																													35
34												3																3	34
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25																													25
24																													24
23																													23
22																													22
21																													21
20																													20
19																													19
18																													18
17																													17
16																													16
15																													15
14																													14
13																													13
12																													12
11																													11
Total											2	15			6	15			2	1	1	3	1	1			12	35	Total

Table 9(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point
General Board Institutions (NSIs)
as at 31 July 2018

Scale Point	Grade T & A		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
100																													100
99																													99
98																													98
97																													97
96																													96
95																													95
94																													94
93																													93
92																													92
91																													91
90																													90
89																													89
88																													88
87																													87
86																													86
85																													85
84																													84
83																													83
82																									1		1		82
81																													81
80																													80
79																													79
78																													78
77																													77
76																									1		1		76
75																													75
74																													74
73																													73
72																													72
71																													71
70																													70
69																													69
68																									1	1	1	1	68
67																							1	2			1	2	67
66																								2				2	66
65																							1				1		65
64																					2	1		2			2	3	64
63																					1	2					1	2	63
62																					1	1					1	1	62
61																				1	2	6					2	7	61
60																						1						1	60
59																			2		1						3		59
58																	2			5							2	5	58
57																	1		3	6							4	6	57
56																	2	5	1	1							3	6	56
55																	4	11	1	1							5	12	55
54																	1	3	1	2							2	5	54
53																	2	2		3							2	5	53
52																	1	2		1							1	3	52
51																2	2	1	1	1							3	4	51
50															2		5	3									7	3	50
49															1	3	3	2		1							4	6	49
48															5	12		1									5	13	48
47																2		3										5	47
46															1	1	4	2									5	3	46
45													1	1	1	4	2	4									4	9	45
44													4	1		5											4	6	44
43											1		9	22		3											10	25	43
42											1		1	8	1	3											3	11	42
41												1	1	7	1	1											2	9	41
40											2	3	3	4	1	2											6	9	40
39											5	12	4	3	1	2											10	17	39
38											2	5	1	5													3	10	38
37									1	2	1	4	2	6													4	12	37
36									2	1	4	5															6	6	36
35									2	8		12															2	20	35
34									13	23	2																15	23	34
33									1	10																	1	10	33
32									8	11																	8	11	32
31							1		3	6																	4	6	31
30							3	7	3	20																	6	27	30
29							14	27	2																		16	27	29
28						1	4	2																			4	3	28
27							4	8																			4	8	27
26							8	9																			8	9	26
25						2	10	5																			10	7	25
24					7	11	6	12																			13	23	24
23						1																						1	23
22					2	1																					2	1	22
21			5	3	2	12																					7	15	21
20			4	6	2	3																					6	9	20
19				5	3	1																					3	6	19
18			59	112																							59	112	18
17																													17
16																													16
15																													15
14																													14
13																													13
12																													12
11	1	1																									1	1	11
Total	1	1	68	126	16	32	50	70	35	81	18	42	26	57	14	40	29	39	9	22	7	11	2	6	2	2	277	529	Total

Tables 10 (a)-(e) Staff in receipt of pensionable and non-pensionable payments made during the 2017/18 financial year (1 August 2017 – 31 July 2018)

Table 10(a) Total pensionable and non-pensionable by school and gender

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Pensionable	Men	24	£84,940	120	£599,885	120	£950,375	39	£132,253	122	£446,110	85	£247,142	117	£226,906	86	£53,545	713	£2,741,155
	Women	17	£49,987	100	£302,018	110	£375,625	42	£76,286	53	£69,967	35	£56,879	99	£129,897	126	£54,321	582	£1,114,980
Non-pensionable	Men	18	£15,513	153	£420,466	165	£187,144	73	£284,824	187	£251,578	102	£193,205	127	£475,622	23	£12,919	848	£1,841,272
	Women	17	£20,125	173	£275,083	147	£135,183	63	£87,948	92	£76,696	35	£15,759	94	£147,832	32	£5,955	653	£764,581
Total	Men	42	£100,453	273	£1,020,351	285	£1,137,519	112	£417,077	309	£697,688	187	£440,347	244	£702,528	109	£66,463	1561	£4,582,427
	Women	34	£70,112	273	£577,101	257	£510,808	105	£164,234	145	£146,664	70	£72,638	193	£277,729	158	£60,276	1235	£1,879,561
	Total	76	£170,565	546	£1,597,452	542	£1,648,327	217	£581,311	454	£844,352	257	£512,985	437	£980,257	267	£126,739	2796	£6,461,988

Table 10(b) Pensionable by payment type and gender

		Total	
		No	£
Admin Responsibility	Men	13	£69,920
	Women	3	£8,012
Additional Responsibility	Men	134	£218,661
	Women	141	£252,213
Additional Hours	Men	35	£96,881
	Women	7	£6,321
Chairman Faculty Board	Men	10	£62,343
	Women	3	£13,640
Deputy Director/Head	Men	26	£131,154
	Women	15	£59,557
Director	Men	17	£98,348
	Women	8	£46,551
Head of Department	Men	48	£526,166
	Women	14	£67,979
Acting Head	Men	1	£2,334
	Women		
Head of Division	Men	7	£25,956
	Women		
Secretary Faculty Board	Men	3	£9,040
	Women	3	£8,209
Other Payment	Men	419	£1,500,354
	Women	388	£652,497
Total	Men	713	£2,741,155
	Women	582	£1,114,980
	Total	1295	£3,856,135

Table 10(c) Non-pensionable by payment type and gender

		Total	
		No	£
Biological Safety Officer	Men	34	£27,395
	Women	26	£12,627
Bonus*	Men	6	£186,803
	Women	1	£75,868
Chairman Degree Comm.	Men	1	£30,000
	Women		
Chairman Payment	Men	33	£23,089
	Women	7	£5,378
Deputy Director/Head	Men	15	£25,365
	Women	9	£26,143
Head of Department	Men		
	Women	4	£6,585
Laser Officer	Men	26	£16,953
	Women	2	£1,619
Librarian	Men	2	£1,042
	Women		
Radiation Officer	Men	2	£267
	Women	1	£133
Radiation Supervisor	Men	54	£39,972
	Women	42	£39,939
Safety Off/Adviser	Men	45	£17,229
	Women	45	£15,566
Secretary Payment	Men	3	£5,111
	Women	3	£3,950
Other Payment	Men	627	£1,468,046
	Women	513	£576,773
Total	Men	848	£1,841,272
	Women	653	£764,581
	Total	1501	£2,605,852

* Bonus payments are examined at a more granular level in tables 12a and 12b
Figures are rounded to the nearerst pound.

Table 10(d) Pensionable by grouped payment type, school and gender

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Headship payments (inc Chairman Faculty Board, Deputy Director/Head, Director, Head of Department, Acting Head, Head of Division, Secretary Faculty Board)	Men	18	£72,317	22	£176,730	17	£188,920	18	£103,607	15	£154,228	21	£153,782	1	£5,756			112	£855,340
	Women	10	£33,353	8	£43,991	8	£55,521	9	£33,997	1	£1,750	7	£27,325					43	£195,937
Additional Hours/Responsibility payments (inc Admin Responsibility, Additional Responsibility, Additional Hours)	Men	2	£4,431	8	£4,510	30	£55,827	8	£14,477	13	£37,571	21	£32,581	89	£216,050	11	£20,016	182	£385,461
	Women	4	£1,907	8	£11,611	23	£34,310	8	£13,719	9	£26,027	14	£14,803	67	£126,690	18	£37,480	151	£266,546
Other Payment	Men	4	£8,193	90	£418,644	73	£705,628	13	£14,169	94	£254,311	43	£60,779	27	£5,101	75	£33,529	419	£1,500,354
	Women	3	£14,727	84	£246,417	79	£285,793	25	£28,570	43	£42,190	14	£14,752	32	£3,208	108	£16,841	388	£652,497
Total	Men	24	£84,940	120	£599,885	120	£950,375	39	£132,253	122	£446,110	85	£247,142	117	£226,906	86	£53,545	713	£2,741,155
	Women	17	£49,987	100	£302,018	110	£375,625	42	£76,286	53	£69,967	35	£56,879	99	£129,897	126	£54,321	582	£1,114,980
	Total	41	£134,927	220	£901,903	230	£1,326,000	81	£208,539	175	£516,077	120	£304,022	216	£356,803	212	£107,865	1295	£3,856,135

Table 10(e) Non-pensionable by grouped payment type, school and gender

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Safety Payments (inc Biological Safety Officer, Laser Officer, Radiation Officer, Radiation Supervisor, Safety Off/Adviser)	Men	2	£524	52	£38,215	55	£35,578	12	£4,665	26	£13,820	11	£7,177	3	£1,837			161	£101,817
	Women	3	£786	26	£17,134	42	£22,742	16	£6,312	7	£2,669	2	£1,002	19	£18,978	1	£262	116	£69,884
Bonus	Men													6	£186,803			6	£186,803
	Women													1	£75,868			1	£75,868
Headship payments (inc Chairman Degree Comm., Chairman Payment, Deputy Director/Head, Head of Department, Secretary Payment)	Men	6	£5,815	2	£1,400	1	£5,250	8	£8,687	21	£12,286	11	£14,547	3	£35,581			52	£83,565
	Women	8	£13,285	3	£2,900			3	£13,501	9	£12,370							23	£42,056
Extraneous payments (inc Librarian)	Men			1	£600					1	£442							2	£1,042
	Women																		
Other Payment	Men	10	£9,174	98	£380,251	109	£146,316	53	£271,472	139	£225,031	80	£171,481	115	£251,402	23	£12,919	627	£1,468,046
	Women	6	£6,054	144	£255,049	105	£112,441	44	£68,136	76	£61,657	33	£14,757	74	£52,986	31	£5,693	513	£576,773
Total	Men	18	£15,513	153	£420,466	165	£187,144	73	£284,824	187	£251,578	102	£193,205	127	£475,622	23	£12,919	848	£1,841,272
	Women	17	£20,125	173	£275,083	147	£135,183	63	£87,948	92	£76,696	35	£15,759	94	£147,832	32	£5,955	653	£764,581
	Total	35	£35,638	326	£695,549	312	£322,327	136	£372,772	279	£328,275	137	£208,963	221	£623,454	55	£18,874	1501	£2,605,852

Table 11(a) Count of all staff in receipt of a market pay award as at 31 July 2018 by staff category, school (or equivalent) and gender

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	% W
Academic	≤5%	9				2					1								1	2	67%
		10				1					1	2							1	3	75%
		12					2		1		1		1						5		0%
	>5% ≤10%	9			1				4										5		0%
		10	1		1				3	1	1								6	1	14%
		11									1	1							1	1	50%
		12	1	1	3		4		2		6		1						17	1	6%
	>10% ≤15%	9			2	1	1		3	2									6	3	33%
		10			1														1		0%
		12			3	2	1		1		1	1	2						8	3	27%
	>15% ≤20%	9				1				1										2	100%
		11			1				1										2		0%
		12			1		2		2		2			1					7	1	13%
	>20% ≤25%	9								1										1	100%
		12			1		3												4		0%
	>25% ≤30%	9			1	1													1	1	50%
		12			1		1		1										3		0%
	>30% ≤35%	11							4										4		0%
		12			1		1		1										3		0%
	>35% ≤40%	9							1										1		0%
		12				1			2										2	1	33%
	>40% ≤45%	9			1														1		0%
		11			1														1		0%
		12			1				1										2		0%
	>45% ≤50%	12			2														2		0%
	>50% ≤55%	12			3				1										4		0%
	>55% ≤60%	9								1										1	100%
		12							1										1		0%
	>60% ≤65%	10							1										1		0%
	>70% ≤75%	12							1										1		0%
	>75% ≤80%	12								2										2	100%
	>80% ≤85%	12					1		1										2		0%
	>85% ≤90%	11								1										1	100%
		12			1				1										2		0%
	>90% ≤95%	12							2										2		0%
	>100% ≤105%	12							1	1									1	1	50%
	>120% ≤125%	11							1										1		0%
		12							1										1		0%
	>135% ≤140%	12							1										1		0%
	>170% ≤175%	12							1										1		0%
																			£2,546,415	£474,275	
Academic Related	≤5%	9													1	1			1	1	50%
	>5% ≤10%	7							1										1		0%
		8										1		1						2	100%
		9			1							1		1		1			1	3	75%
		10								3					2	6			2	9	82%
		11								1					4				4	1	20%
		12							2	1									2	1	33%
	>10% ≤15%	9									1	2			1				2	2	50%
		10											1		2	2			3	2	40%
		11							1										1		0%
		12													1				1		0%
	>15% ≤20%	7														1		1		2	100%
		10						1								2				3	100%
		11									1					2			1	2	67%
		12			1										1				2		0%
	>20% ≤25%	10													1	2			1	2	67%
		11								1					1				1	1	50%
		12													2	1			2	1	33%
	>25% ≤30%	11							1										1		0%
		12													2	1			2	1	33%
	>30% ≤35%	12													1				1		0%
	>35% ≤40%	10							1										1		0%
		11													1				1		0%
	>40% ≤45%	12													2				2		0%
	>45% ≤50%	12													2				2		0%
	>55% ≤60%	12													2				2		0%
	>60% ≤65%	12														2				2	100%
																			£714,614	£412,209	
Assistant	≤5%	6										1								1	100%
	>5% ≤10%	6												1						1	100%
																				£2,666	
Research	≤5%	10				1														1	100%
		12					2					2							2	2	50%
	>5% ≤10%	9								1			4						4	1	20%
		11								1										1	100%
		12					1												1		0%
	>10% ≤15%	11							1										1		0%
																			£41,667	£15,017	

	Men	Women
Academic	102	25
Academic Related	37	35
Assistant	0	2
Research	8	5
Total Supplements	£3,302,695	£904,167

Table 11(b) Count of all staff in receipt of an advanced contribution supplement as at 31 July 2018 by staff category, school (or equivalent) and gender

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	% W
Academic	≤5%	9	1								1								2		0%
		11			1														1		0%
		12									1								1		0%
	>5% ≤10%	9	1	1	1	1		2	5	1	2	1	2	1					11	7	39%
		10	2		2				1										5		0%
		12			1														1		0%
	>10% ≤15%	9			3		2	1				1		2					5	4	44%
		10							1										1		0%
		12			1	1	1		1										3	1	25%
	>15% ≤20%	9			3	2	6		3	1	1								13	3	19%
		11				1														1	100%
		12	1		1	1					1								3	1	25%
	>20% ≤25%	12			1						1								2		0%
	>25% ≤30%	11			1								2						3		0%
		12			1														1		0%
	>30% ≤35%	9			1	1													1	1	50%
		10				1														1	100%
		12				1			1										1	1	50%
	>35% ≤40%	11			1														1		0%
	>40% ≤45%	9				1														1	100%
		11			1														1		0%
		12			1														1		0%
	>50% ≤55%	9			1														1		0%
	>70% ≤75%	12			1														1		0%
																			£607,601	£194,655	
Research	≤5%	12										1								1	100%
	>5% ≤10%	10				1														1	100%
	>10% ≤15%	9					1												1		0%
	>35% ≤40%	9		1																1	100%
																			£6,332	£27,329	

	Men	Women
Academic	59	21
Academic Related	0	0
Assistant	0	0
Research	1	3
Total Supplements	£613,933	£221,984

Table 11(c) Count of all staff newly awarded market pay between 1 August 2017 and 31 July 2018 by staff category, school (or equivalent) and gender

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	% W
Academic	≤5%	9									1								1		0%
	>5% ≤10%	10			1				1										2		0%
		12					1				2								3		0%
	>10% ≤15%	9					1												1		0%
		12			1		1						1						3		0%
	>15% ≤20%	12					1				1								2		0%
	>20% ≤25%	12					1												1		0%
	>25% ≤30%	9			1														1		0%
	>30% ≤35%	12					1												1		0%
	>35% ≤40%	12				1														1	100%
	>40% ≤45%	11			1														1		0%
	>45% ≤50%	12			1														1		0%
	>55% ≤60%	9								1										1	100%
	>80% ≤85%	12					1												1		0%
	>120% ≤125%	11							1										1		0%
																			£403,143	£63,322	
Academic Related	≤5%	9														1				1	100%
	>5% ≤10%	9												1						1	100%
		10													1	3			1	3	75%
		12								1										1	100%
	>10% ≤15%	9										2								2	100%
		10											1		1	1			2	1	33%
	>15% ≤20%	7														1		1		2	100%
		11														1				1	100%
		12													1				1		0%
	>20% ≤25%	11								1										1	100%
		12														1				1	100%
	>25% ≤30%	11							1										1		0%
		12													1				1		0%
	>35% ≤40%	11													1				1		0%
	>45% ≤50%	12													1				1		0%
																			£170,676	£99,915	
Assistant	>5% ≤10%	6												1						1	100%
																				£1,798	
Research	≤5%	10				1														1	100%
		12					1												1		0%
	>5% ≤10%	9								1			2						2	1	33%
		11								1										1	100%
		12					1												1		0%
																			£17,362	£10,619	

	Men	Women
Academic	19	2
Academic Related	8	14
Assistant	0	1
Research	4	3
Total Supplements	£591,181	£175,654

Table 11(d) Count of all staff newly awarded an advanced contribution supplement between 1 August 2017 and 31 July 2018 by staff category, school (or equivalent) and gender

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	% W
Academic	>5% ≤10%	9		1		1			1	1									1	3	75%
	>10% ≤15%	9			2		1												3		0%
		10							1										1		0%
		12			1														1		0%
	>15% ≤20%	9			2	1	3			1	1								6	2	25%
		11				1														1	100%
		12				1														1	100%
	>20% ≤25%	12			1														1		0%
	>25% ≤30%	11			1														1		0%
	>30% ≤35%	9				1														1	100%
		12				1														1	100%
	>40% ≤45%	12			1														1		0%
	>50% ≤55%	9			1														1		0%
																			£185,007	£92,572	
Research	≤5%	12										1								1	100%
	>5% ≤10%	10				1														1	100%
	>35% ≤40%	9		1																1	100%
																				£27,329	

	Men	Women
Academic	16	9
Academic Related	0	0
Assistant	0	0
Research	0	3
Total Supplements	£185,007	£119,901

Table 12a, Count* of all staff in receipt of a bonus payment*** during the 2017/18 financial year

by Staff Category, School (or equivalent) and Gender, shown as a percentage of basic salary

Information provided from CHRIS

Staff category**	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	% W
Academic Related	≤5%	12													1				1		0%
	>5% ≤10%	12													1				1		0%
	>10% ≤15%	12													1				1		0%
	>30% ≤35%	12													1				1		0%
	>50% ≤55%	12														1				1	100%
	>60% ≤65%	12													1				1		0%
	>65% ≤70%	12													1				1		0%
																			£186,803	£75,868	

	Men	Women
Academic	0	0
Academic Related	6	1
Assistant	0	0
Research	0	0
Total Supplements	£186,803	£75,868

Table 12b, Count* of all staff in receipt of a bonus payment*** during the 2017/18 financial year

by Staff Category, School (or equivalent) and Gender, shown in 20K bands relating to the amount of bonus paid.

Information provided from CHRIS

Staff category**	Bonus range	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	% W
Academic Related	£60,000-£79,999	12													2	1			2	1	33%
	£40,000-£59,999																				
	£20,000-£39,999	12													1				1		0%
	£00,000-£19,999	12													3				3		0%
Total															6	1			6	1	7

Notes:

* Where bonuses have been paid more than once a year this data refers to the total amount paid to one individual, over the time period, as a count of 1.

** No Academic Staff are recorded in receipt of bonus payments.

*** A 'bonus' is a payment which is calculated with regard to specific pre-agreed objectives or performance standards, and objectively reflects the employee's performance against those standards. Bonuses are not paid at a fixed rate year-on-year, and are only paid at all if the pre-agreed criteria are met. The entitlement to participate in a bonus scheme is part of the individual's contractual arrangements with the University. Figures are rounded to the nearest pound.