

Table 1(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point as at 31 March 2019

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			
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87																									5	2	5	2	87		
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83																									5	1	5	1	83		
82																									3	2	3	2	82		
81																									4	2	4	2	81		
80																									5		5	80			
79																									4		4	79			
78																									1	1	1	1	78		
77																									3		3	77			
76																									4	3	4	3	76		
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69																									1	3	1	3	69		
68																									4	5	4	5	68		
67																									8	8	8	8	67		
66																									2	4	2	4	66		
65																									6	3	6	3	65		
64																									21	17	33	20	64		
63																									5	22	5	4	10	26	63
62																									17	18	20	20	20	62	
61																									16	11	49	47	65	58	61
60																									9	7	10	5	19	12	60
59																									14	11	14	17	28	28	59
58																									12	6	27	28	39	34	58
57																									14	17	51	68	65	85	57
56																									24	28	10	10	34	38	56
55																									91	72	4	13	95	85	55
54																									18	28	15	14	33	42	54
53																									22	18	9	11	31	29	53
52																									12	6	13	17	33	41	52
51																									4	4	27	36	36	53	51
50																									15	5	17	39	36	50	50
49																									20	42	20	20	45	73	49
48																									9	8	89	111	107	151	48
47																									1	4	16	25	44	51	47
46																									4	2	25	38	34	59	46
45																									2	14	20	41	42	87	45
44																									2	7	27	34	52	97	44
43																									8	2	83	113	108	157	43
42																									5	12	22	40	52	104	42
41																									17	22	28	47	74	115	41
40																									39	64	18	43	77	135	40
39																									107	171	35	41	160	246	39
38																									6	17	24	65	46	117	38
37																									5	11	35	73	50	132	37
36																									12	23	41	89	53	112	36
35																									20	69	33	92	53	161	35
34																									64	190	36	77	100	267	34
33																									18	50	18	50	22	53	33
32																									1	1	34	74	35	75	32
31																									3	12	31	86	34	98	31
30																									15	26	23	73	38	99	30
29																									82	103	27	100	109	203	29
28																									2	4	15	19	17	23	28
27																									1	2	23	38	24	40	27
26																									2	2	25	34	27	36	26
25																									4	3	31	46	35	49	25
24																									59	46	30	63	89	109	24
23																									12	11	12	11	12	11	23
22																									12	12	12	12	12	12	22
21																									11	27	14	33	14	33	21
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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 March 2019**

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		Total			
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62																							2							2	62		
61																							1							1	61		
60																							3	2						3	60		
59																							5	1						5	59		
58																								2							2	58	
57																								4	3						4	57	
56																							2								2	56	
55																								4	6						4	55	
54																							5	3							5	54	
53																								12	9						12	53	
52																							5	7	1						5	52	
51																							3	1							3	51	
50																							4	5	2						4	50	
49																								4	1							4	49
48																								2	1							2	48
47																								1	1							1	47
46																								5	10							5	46
45																								7	8							7	45
44																								4	13							4	44
43																								5	17							5	43
42																								2	10							2	42
41																								4	10							4	41
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32																								2	9							2	32
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28																								7	12							7	28
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23																								4	9							4	23
22																								5	8							5	22
21																								3	2							3	21
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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 March 2019

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	
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Tables 10 (a)–(e) Staff in receipt of pensionable and non-pensionable payments made during the year 1 April 2018 – 31 March 2019

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	26	£86,199	77	£574,021	101	£976,252	41	£146,269	84	£409,133	62	£190,038	82	£229,751	27	£45,826	500	£2,657,488
	Women	16	£48,373	68	£339,786	102	£342,473	26	£73,150	26	£58,945	24	£71,169	57	£93,721	30	£49,119	349	£1,076,737
Non-pensionable	Men	20	£17,975	165	£416,056	140	£138,800	76	£245,356	198	£255,872	104	£188,544	133	£550,980	39	£16,855	875	£1,830,438
	Women	19	£15,331	169	£250,197	132	£109,891	67	£91,560	89	£72,216	43	£37,387	100	£164,997	38	£6,984	657	£748,564
Total	Men	46	£104,174	242	£990,076	241	£1,115,052	117	£391,625	282	£665,005	166	£378,582	215	£780,731	66	£62,680	1375	£4,487,926
	Women	35	£63,704	237	£589,983	234	£452,364	93	£164,710	115	£131,160	67	£108,556	157	£258,718	68	£56,104	1006	£1,825,300
	Total	81	£167,878	479	£1,580,059	475	£1,567,416	210	£556,336	397	£796,165	233	£487,139	372	£1,039,449	134	£118,784	2381	£6,313,227

Table 10(b) Pensionable by payment type and gender

		Total	
		No	£
Admin Responsibility	Men	11	£50,259
	Women	3	£5,141
Additional Responsibility	Men	113	£215,873
	Women	127	£190,736
Additional Hours	Men	31	£97,199
	Women	2	£5,320
Chair Faculty Board	Men	14	£65,712
	Women	2	£14,023
Deputy Director/Head	Men	27	£129,999
	Women	18	£71,681
Director	Men	30	£99,902
	Women	9	£51,182
Head of Department	Men	47	£495,196
	Women	15	£112,775
Acting Head	Men	1	£1,785
	Women		
Head of Division	Men	8	£25,956
	Women		
Secretary Faculty Board	Men	3	£7,720
	Women	3	£9,052
Other Payment	Men	215	£1,467,888
	Women	170	£616,827
Total	Men	500	£2,657,488
	Women	349	£1,076,737
	Total	849	£3,734,225

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

		Total	
		No	£
Acting Head	Men		
	Women	1	£1,000
Biological Safety Officer	Men	37	£25,875
	Women	28	£13,133
Bonus*	Men	7	£248,257
	Women	1	£74,848
Chair Degree Committee	Men	2	£30,700
	Women		
Chair Payment	Men	38	£20,622
	Women	5	£2,376
Deputy Director/Head	Men	18	£33,042
	Women	9	£19,970
Head of Department	Men		
	Women	4	£4,585
Laser Officer	Men	25	£17,408
	Women	4	£2,271
Librarian	Men		
	Women	1	£221
Radiation Officer	Men	2	£133
	Women	1	£67
Radiation Supervisor	Men	55	£40,702
	Women	40	£40,637
Safety Officer/Adviser	Men	44	£16,683
	Women	45	£14,273
Secretary Payment	Men	6	£4,394
	Women	4	£3,957
Other Payment	Men	642	£1,392,622
	Women	514	£571,227
Total	Men	876	£1,830,438
	Women	657	£748,564
	Total	1533	£2,579,002

* Bonus payments are examined at a more granular level in Tables 12(a) and 12(b)
Figures are rounded to the nearest 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 Chair Faculty Board, Deputy Director/Head, Director, Head of Department, Acting Head, Head of Division, Secretary Faculty Board)	Men	20	£73,580	21	£164,052	17	£196,275	27	£123,683	21	£152,200	22	£111,487	2	£4,994			130	£826,270
	Women	9	£32,618	12	£72,306	8	£56,496	9	£33,018	1	£6,510	8	£57,764					47	£258,712
Additional Hours/Responsibility payments (inc Admin Responsibility, Additional Responsibility, Additional Hours)	Men	3	£5,183	7	£7,890	20	£40,504	7	£13,999	13	£37,502	14	£24,989	76	£218,875	15	£14,389	155	£363,331
	Women	3	£4,863	9	£11,405	21	£30,644	8	£13,293	9	£20,046	9	£5,232	54	£84,304	19	£31,410	132	£201,197
Other Payment	Men	3	£7,436	49	£402,079	64	£739,473	7	£8,587	50	£219,431	26	£53,563	4	£5,882	12	£31,436	215	£1,467,888
	Women	4	£10,892	47	£256,075	73	£255,333	9	£26,840	16	£32,388	7	£8,173	3	£9,417	11	£17,709	170	£616,827
Total	Men	26	£86,199	77	£574,021	101	£976,252	41	£146,269	84	£409,133	62	£190,038	82	£229,751	27	£45,826	500	£2,657,488
	Women	16	£48,373	68	£339,786	102	£342,473	26	£73,150	26	£58,945	24	£71,169	57	£93,721	30	£49,119	349	£1,076,737
	Total	42	£134,572	145	£913,807	203	£1,318,726	67	£219,419	110	£468,077	86	£261,208	139	£323,471	57	£94,945	849	£3,734,225

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 Officer/Adviser)	Men	2	£531	50	£35,803	56	£36,767	11	£4,426	31	£14,377	10	£7,208	3	£1,689			163	£100,801
	Women	4	£863	27	£18,356	44	£23,777	16	£5,009	6	£2,822	2	£1,067	18	£18,222	1	£265	118	£70,380
Bonus	Men												7	£248,257			7	£248,257	
	Women												1	£74,848			1	£74,848	
Headship payments (inc Chair Degree Committee, Chair Payment, Deputy Director/Head, Head of Department, Secretary Payment)	Men	7	£9,962	2	£1,400	1	£5,320	9	£7,437	31	£20,008	12	£9,293	2	£35,338			64	£88,758
	Women	9	£10,302	2	£800			4	£12,211	8	£8,575							23	£31,887
Extraneous payments (inc Librarian)	Men																		
	Women									1	£221							1	£221
Other Payment	Men	11	£7,483	113	£378,853	83	£96,713	56	£233,493	137	£221,487	82	£172,043	121	£265,696	39	£16,855	642	£1,392,622
	Women	6	£4,167	140	£231,041	88	£86,114	47	£74,341	74	£60,598	41	£36,321	81	£71,927	37	£6,719	514	£571,227
Total	Men	20	£17,975	165	£416,056	140	£138,800	76	£245,356	199	£255,872	104	£188,544	133	£550,980	39	£16,855	876	£1,830,438
	Women	19	£15,331	169	£250,197	132	£109,891	67	£91,560	89	£72,216	43	£37,387	100	£164,997	38	£6,984	657	£748,564
	Total	39	£33,306	334	£666,252	272	£248,690	143	£336,916	288	£328,088	147	£225,931	233	£715,978	77	£23,839	1533	£2,579,002

Figures are rounded to the nearest pound.

Table 11(b) Count of all staff in receipt of an advanced contribution supplement as at 31 March 2019 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					2		1		1							4	1	20%
		10								1									1		0%
		11			1	1													1	1	50%
		12	1										1						1	1	50%
	>5% ≤10%	9		1	3	1	1	1	3	1	1	1		1					8	6	43%
		10	1		2	2				1									4	2	33%
		12			1														1		0%
	>10% ≤15%	9			3		1		1				1		2				4	3	43%
		12				1	1		2			1							3	2	40%
	>15% ≤20%	9			5	2	6	1	2			1							14	3	18%
		11			1														1		0%
		12			2	2						1		1					3	3	50%
	>20% ≤25%	12			3						1								4		0%
	>25% ≤30%	9				1														1	100%
		11			1									2					3		0%
		12			2														2		0%
	>30% ≤35%	9			2														2		0%
		12				1				1									1	1	50%
	>35% ≤40%	9		1		1					1									3	100%
		11			1														1		0%
>40% ≤45%	9			2	1													2	1	33%	
	10				1														1	100%	
	12			1														1		0%	
>45% ≤50%	9	1																1		0%	
	11				1														1	100%	
>70% ≤75%	12			1														1		0%	
																			£700,014	£321,568	
Research	>10% ≤15%	9						1											1		0%
		12							1											1	100%
	>25% ≤30%	11	1																1		0%
																			£22,851	£14,349	

	Men	Women
Academic	63	30
Academic Related	0	0
Assistant	0	0
Research	2	1
Total Supplements	£722,865	£335,917

Table 11(c) Count of all staff newly awarded market pay between 1 April 2018 and 31 March 2019 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%	12					1		1										2		0%
	>10% ≤15%	9					1												1		0%
		12					2												2		0%
	>15% ≤20%	12					1												1		0%
	>20% ≤25%	12									1								1		0%
	>25% ≤30%	9				1													1		0%
	>30% ≤35%	12					1												1		0%
	>40% ≤45%	10								1									1		0%
	>55% ≤60%	9									1									1	100%
>75% ≤80%	10									1									1	0%	
>120% ≤125%	11									1									1	0%	
																			£279,555	£29,970	
Academic-Related	≤5%	10													1					1	100%
		9									1	1							1	1	50%
	>5% ≤10%	10												2	5				2	5	71%
		12												1	1				1	1	50%
	>10% ≤15%	9									1	3							1	3	75%
		10												1	1				1	1	50%
	>15% ≤20%	7													1					1	100%
		9												1					1		0%
	>20% ≤25%	12														1			1		0%
	>25% ≤30%	9								1										1	100%
>30% ≤35%	10								1									1		0%	
>40% ≤45%	11									1									1	100%	
>45% ≤50%	12								2										2	0%	
															1				1	0%	
																			£199,793	£101,005	
Research	>5% ≤10%	9	1																1		0%
		11								1										1	100%
																			£5,215	£5,916	

	Men	Women
Academic	12	1
Academic Related	12	15
Assistant	0	0
Research	1	1
Total Supplements	£484,562	£136,890

Table 11(d) Count of all staff newly awarded an advanced contribution supplement between 1 April 2018 and 31 March 2019 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									2	1	33%
	>5% ≤10%	9			2					1									2	1	33%
		10			1	1													1	1	50%
	>10% ≤15%	12								1		1							1	1	50%
		9			3	1	2	1											5	2	29%
	>15% ≤20%	11			1														1		0%
		12			1	1							1						1	2	67%
	>20% ≤25%	12			2														2		0%
	>25% ≤30%	12			1														1		0%
	>30% ≤35%	9			1														1		0%
		12				1														1	100%
	>40% ≤45%	9			1	1													1	1	50%
		12			1														1		0%
>45% ≤50%	9		1															1		0%	
	11				1														1	100%	
																		£241,988	£143,554		
Research	>10% ≤15%	12					1													1	100%
	>25% ≤30%	11		1															1		0%
																		£16,392	£14,349		

	Men	Women
Academic	20	11
Academic Related	0	0
Assistant	0	0
Research	1	1
Total Supplements	£258,380	£157,903

Table 12(a), Count* of all staff in receipt of a bonus payment* during the year 1 April 2018 – 31 March 2019**
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% ≤10%	12													1				1		0%
	>15% ≤20%	12													1				1		0%
	>30% ≤35%	10													1				1		0%
		12													1				1		0%
	>35% ≤40%	12													1				1		0%
	>50% ≤55%	12														1				1	100%
	>55% ≤60%	12													1				1		0%
	>60% ≤65%	12													1				1		0%
																		£248,257	£74,848		

	Men	Women
Academic	0	0
Academic Related	7	1
Assistant	0	0
Research	0	0
Total Supplements	£248,257	£74,848

Table 12(b), Count* of all staff in receipt of a bonus payment* during the year 1 April 2018 – 31 March 2019**
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	12													1				1		0%
	£20,000–£39,999	10													1				1		0%
		12													1				1		0%
	£00,000–£19,999	12													2				2		0%
Total														7	1			7	1	12.5%	

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.