

Figure 1. Distribution of percentage uplifts from assimilation Quartiles of the distribution are marked

All posts, ordered by increasing salary uplift percentage

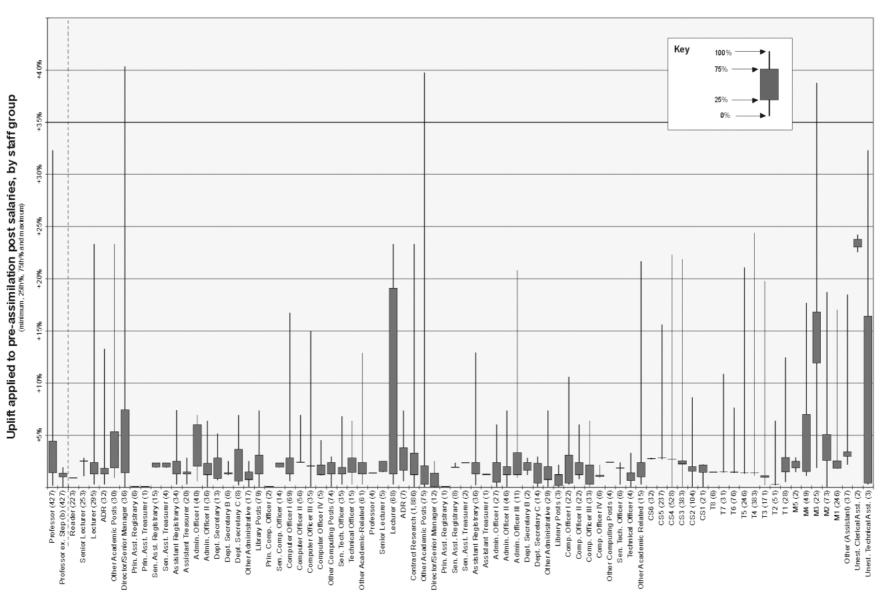


Figure 2. Distribution of percentage uplifts in salary (vertical axis) by old post titles (horizontal axis). Number of posts in brackets.

SAH: Uplift applied to pre-assimilation basic salaries, by broad staff group

(minimum, 25th%, 75th% and maximum)

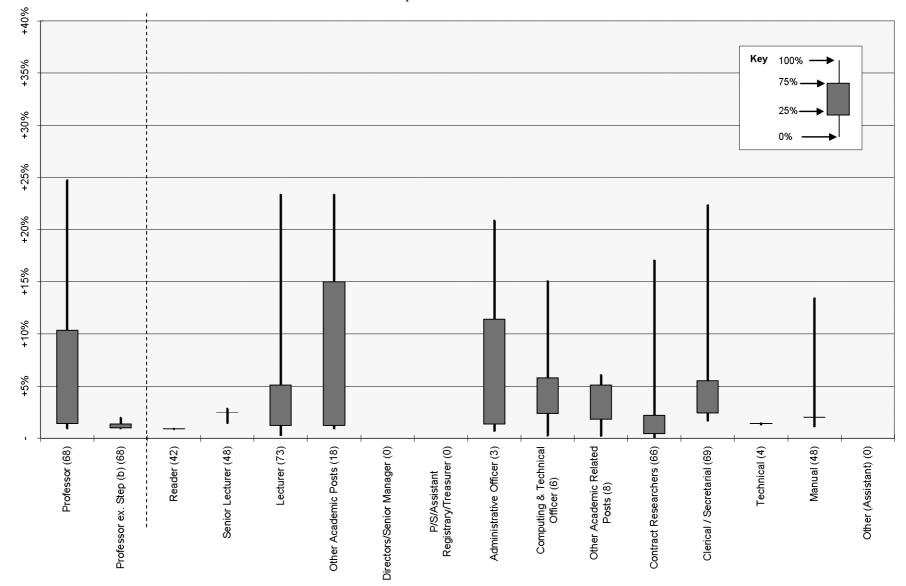


Figure 3. SCHOOL OF ARTS AND HUMANITIES: Distribution of percentage uplifts in salary (vertical axis) by old post titles (horizontal axis). Number of posts in brackets.



SHSS: Uplift applied to pre-assimilation basic salaries, by broad staff group (minimum, 25th%, 75th% and maximum)

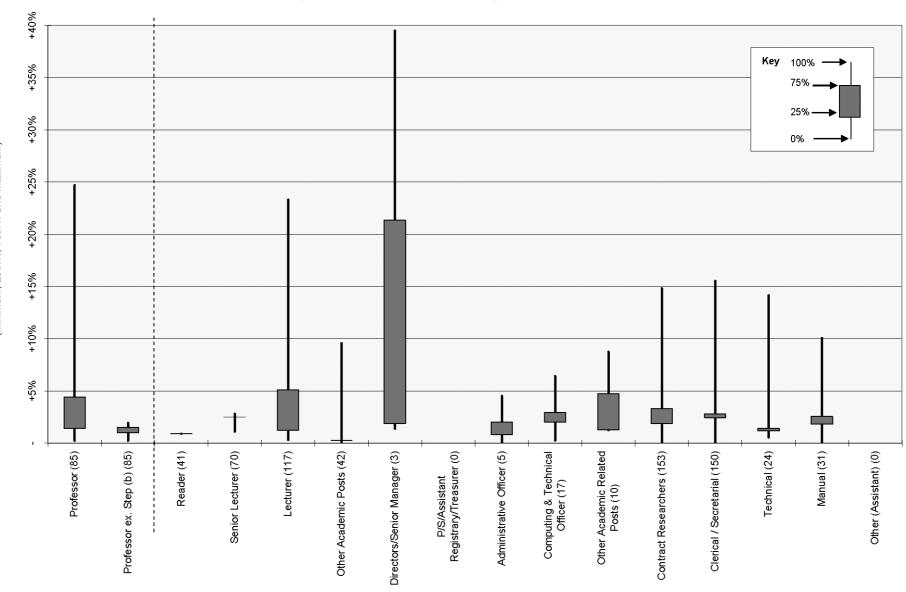


Figure 4. SCHOOL OF THE HUMANITIES AND SOCIAL SCIENCES: Distribution of percentage uplifts in salary (vertical axis) by old post titles (horizontal axis). Number of posts in brackets.

SPS: Uplift applied to pre-assimilation basic salaries, by broad staff group



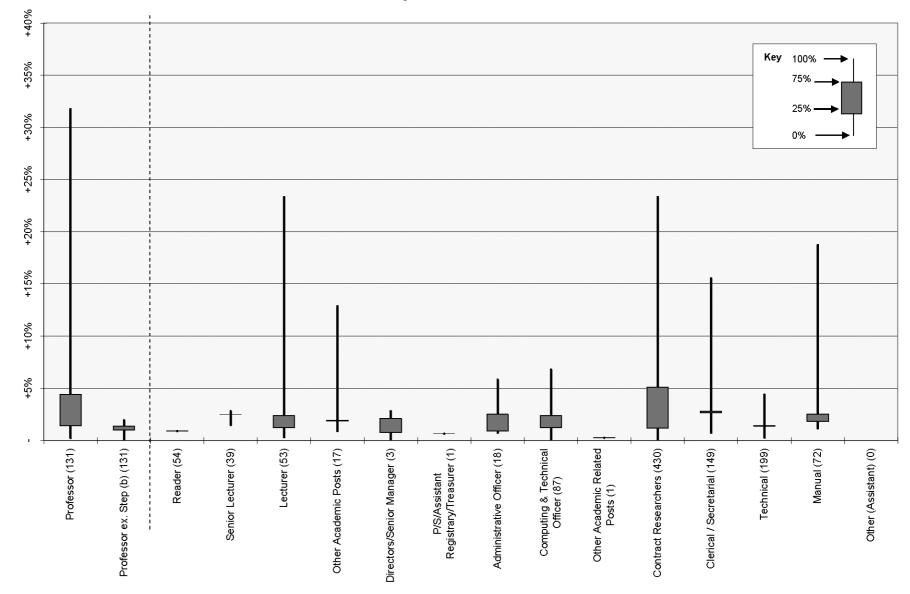


Figure 5. SCHOOL OF THE PHYSICAL SCIENCES: Distribution of percentage uplifts in salary (vertical axis) by old post titles (horizontal axis). Number of posts in brackets.

SBS: Uplift applied to pre-assimilation basic salaries, by broad staff group (minimum, 25th%, 75th% and maximum)

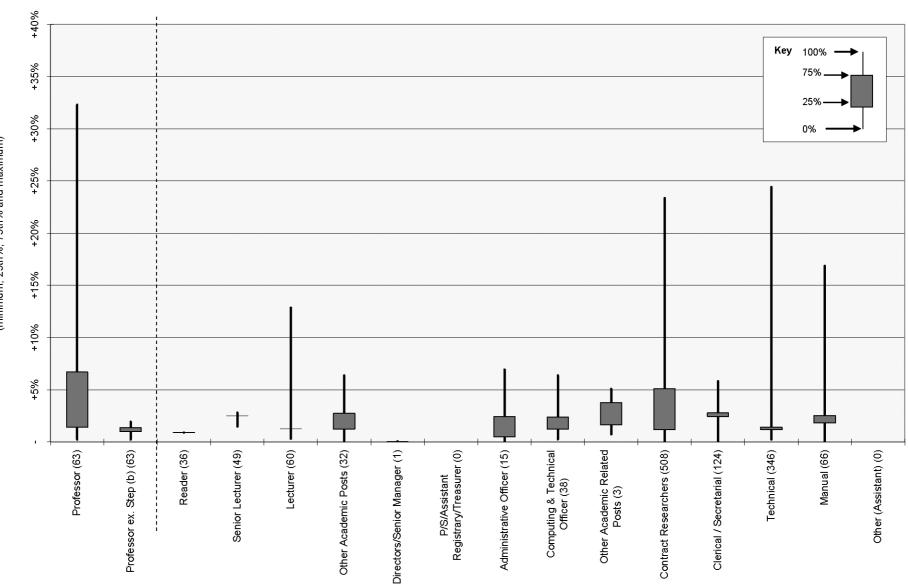


Figure 6. SCHOOL OF THE BIOLOGICAL SCIENCES: Distribution of percentage uplifts in salary (vertical axis) by old post titles (horizontal axis). Number of posts in brackets.



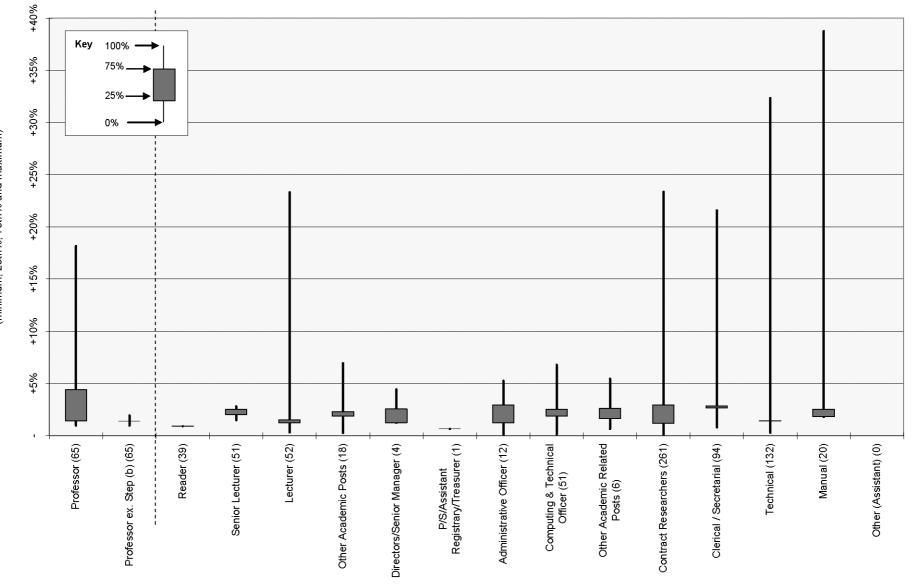


Figure 7. SCHOOL OF TECHNOLOGY: Distribution of percentage uplifts in salary (vertical axis) by old post titles (horizontal axis). Number of posts in brackets.

SCM: Uplift applied to pre-assimilation basic salaries, by broad staff group



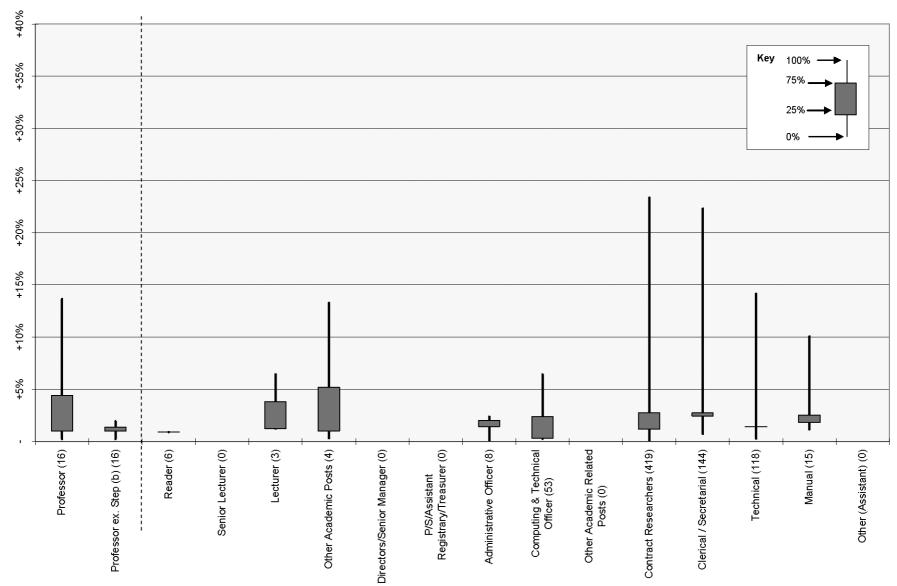


Figure 8. SCHOOL OF CLINICAL MEDICINE: Distribution of percentage uplifts in salary (vertical axis) by old post titles (horizontal axis). Number of posts in brackets.

Council: Uplift applied to pre-assimilation basic salaries, by broad staff group

(minimum, 25th%, 75th% and maximum)

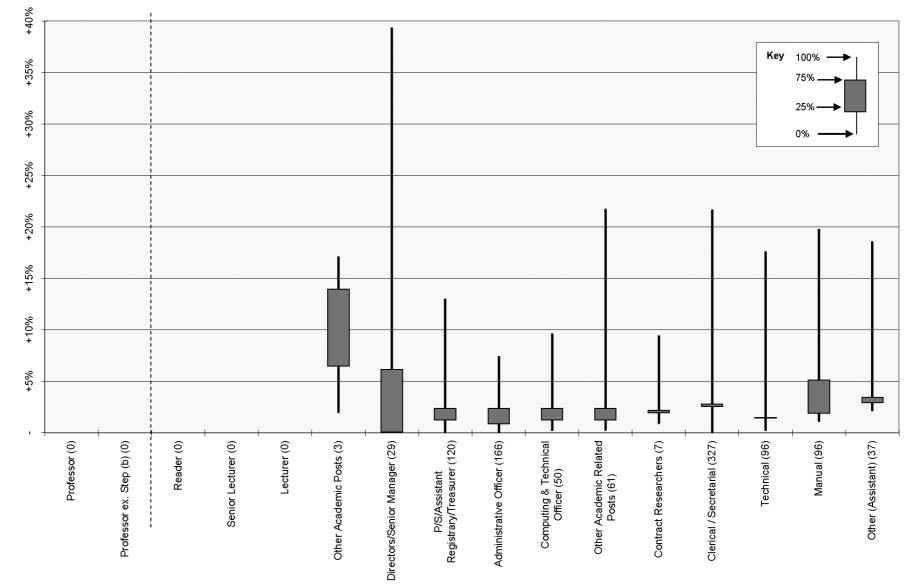


Figure 9. COUNCIL INSTITUTIONS: Distribution of percentage uplifts in salary (vertical axis) by old post titles (horizontal axis). Number of posts in brackets.

General Board: Uplift applied to pre-assimilation basic salaries, by broad staff group



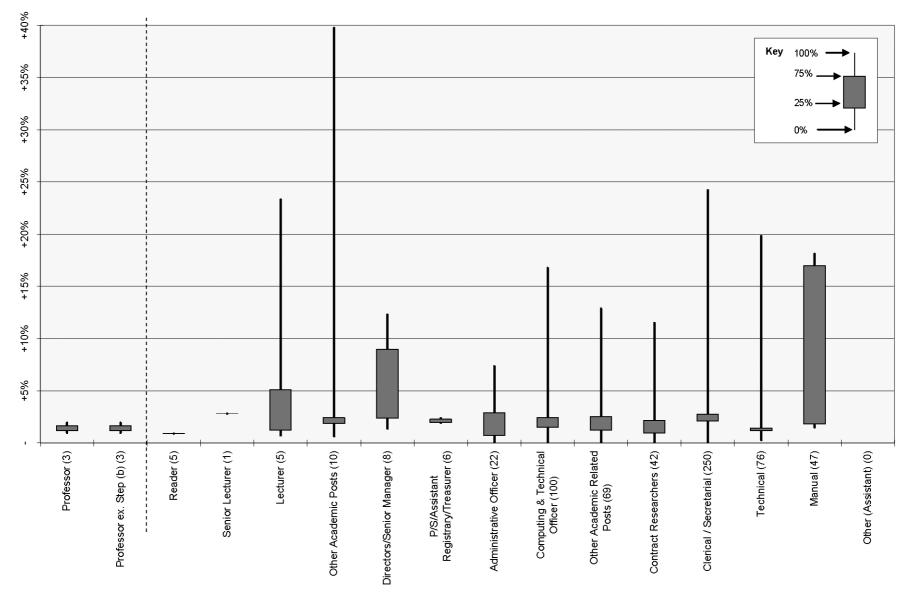


Figure 10. *GENERAL BOARD INSTITUTIONS*: Distribution of percentage uplifts in salary (vertical axis) by old post titles (horizontal axis). Number of posts in brackets.



Posts held by Men: Uplift applied to pre-assimilation post salaries, by staff group (minum.281%, 781% and maximum)

Figure 11A. PAY PATTERNS BY POST AND GENDER: Distribution of percentage uplifts in salary (vertical axis) for MALES by old post titles (horizontal axis). Number of posts in brackets.

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to pre-assimilation post salaries, by staff group Key 100% +4 0% 759 259 +35% 0% +30% +25% _ +20% Posts held by Women: Uplift applied +15% +10% 15% ÷ Professor (44) Professor ex. Step (b) (44) Reader (40) Senior Lecturer (69) Admin. Officer I (24) Admin. Officer II (26) Dept. Secretary (7) Prin. Comp. Officer (0) Sen. Comp. Officer (2) Computer Officer I (16) Computer Officer II (12) Computer Officer II (12) Computer Officer II (9) Prin. Asst. Registrary (1) Sen. Asst. Registrary (4) Sen. Asst. Treasurer (1) Assistant Registrary (24) cad omic Rotated (). CS6 (27) CS5 (199) CS4 (466) CS3 (34) CS2 (39) CS2 (39) CS2 (39) CS1 (11) M1 (124) Other (A ssistant) (24) Jnest. Clerical A sst. (1) est. Technical A sst. (2) T6 (14) T5 (71) T4 (129) T3 (81) T2 (18) T1 (17) M5 (0) M4 (5) M3 (5) M2 (22) ADR (9) OtherAcademic Posts (16) Dept. Secretary B (2) Dept. Secretary C (7) 3 Sen. Tech. Officer (4) Technical Officer (2) Admin. Officer II (37) Admin. Officer III (8) Dept. Secretary B (2) Dept. Secretary C (12) 8 Comp. Officer I (4) Comp. Officer II (6) en. Tech. Officer (0) Technical Officer (1) T8 (1) (1) (1) ector/Senior Manager (5) Prin. Asst. Registrary (3) Prin. Asst. Treasurer (0) Sen. Asst. Registrary (11) Sen. Asst. Treasurer (3) Assistant Registrary (21) Assistant Treasurer (15) Library Posts (40) Computing Posts (20) Other Academic-Related (14) Professor (1) Senior Lecturer (3) Lecturer (28) ADR (3) Contract Research (867) Other A cademic Posts (40) Director/Senior Manager (3) Admin. Officer I (21) Other Administrative (21) Comp. Officer III (9) Comp. Officer IV (2) Other Computing Posts (1) Assistant Treasurer (0) Library Posts Other Administrative Sen. 7 Unest. Une Other Ac Other

Figure 11B. PAY PATTERNS BY POST AND GENDER: Distribution of percentage uplifts in salary (vertical axis) for FEMALES by old post titles (horizontal axis). Number of posts in brackets.