Table 1(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point as at 31 July 2016

						as at	31 July 2016						
Grade T t Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Fema
													ļ
												1	1
												2	2
												1	1
												1	1
												4 2	3 4 2
												3 4 2 2 6	2
												6	6
												11 1	9 3 11 1
												11 1 10 2	11 1
												10 2 7 1	10 2 7 1 10 2
												10 2	10 2
												34 9	34 9
												11 1 1 1 1 1 1 1 1 2 2 7 1 1 1 1 2 2 3 4 9 2 2 1 3 7 1 6 5	34 9 20 2 13 7
												16 5	16 5
												20 4	20 4
												20 4	20 4 33 7
												33 7 13 3 20 1 18 11 21 8 29 10 32 6	13 3
												13 3 20 1 18 11 21 8	20 1
												18 11	18 11 21 8
												29 10 32 6	29 10
												32 6	32 6
											7 1	153 31	153 31 7 1
											2 1 2 1		2 1
											2 1		2 1 2 1
										10 9	1 108 75		2 208 84
										10 9 16 7 99 51 10 17	198 75 15 6		31 13
									14 4 9 10	99 51 10 17			113 55
									9 10	10 17 16 7			19 27 36 14
									20 7 17 17	10 7			17 17
								2	257 143 18 9 47 21				257 145
								3 3	18 9 47 21				18 9 50 24
								1	47 21 21 12 45 25 58 27 48 42 27 16 23 22				21 13
								3	21 12 45 25 58 27 48 42 27 16 23 22				45 28
							13 14 15 9	2 1	58 27 48 42				71 43 63 52
							23 26 21 35		27 16				50 42
							21 35 249 209		23 22				44 57 249 209
							19 21					l	19 21
							86 70						86 70
							106 75						106 75 142 104
					3 2		24 21						27 23
					3 3		172 146						27 23 175 149
					3 2 3 2 3 3 3 15 10 16		249 209 19 21 86 70 106 75 139 102 24 21 172 146 227 141 41 45						230 156 51 61
					55 107		156 104						211 211
					57 86								57 86
					10 24							-	10 24 37 71
l					55 107 57 86 10 24 37 71 5 8								5 8
					36 67								36 67
												1	1
													1
													1
													l
													[
													-
													l
													1
												-	1
													<b>†</b>
													Į
													ļ
H													ł
													j
												-	
										-		ļ	ł
													1
					222 401		1291 1018		604 355	152 91	225 84	520 120	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1

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 2016

Scale Point	Grade T Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Female	Scale Poin
100 99															100 99 98 96 96 96 94 96 96 94 96 96 97 88 88 88 82 88 88 82 88 82 87 76 66 66 66 66 66 66 66 66 66 66 66 66
98 97													1	1	98 97
97 96 95 94 93 92														2	96
95													2	1	95
93 92													3	3	93
91															91
90 89 88													2 2	2 2	90 89
88 87													5 2	1 5 2	88
86 85															86
85 84													1 1	1 1	85 84
84 83													5 1 2	1 5 1 2	83
82 81													1	1	81
80 79													6	4	80 79
78 77													6 1 1	6 1 1	78
76													3 2	3 2 7 2	77
76 75 74 73 72													7 2	7 2 1	75 74
73															73
72 71								-		-			1 1	1 1	72 71
71 70													1	1	70
69 68 67													1 4	1 4	68
67 66												12 7 2 4 5 3 6 2 2 3		1 4 12 7 2 4 5 3 21 13 9 13 20 12	67 66
66 65											45 (1	2 4 5 3 6 2 2 3		2 4 5 3 21 13 9 13 20 12 57 55 17 16	65
64 63											15 11 7 10 19 12 42 44 11 9	2 3		9 13	63
62 61										15 11	19 12	1		20 12	62
60										15 11 6 7 11 11 30 18 52 61 5 8 7 8 5 12 4 15 7 4 12 17 8 15 4 10	42 44 11 9			57 55 17 16	60
59 58									10 5	11 11 30 18 52 61 5 8 7 8 5 12 4 15 7 4 12 17 8 15 4 10	8 8			19 19 40 23	59 58
57 56									10 5 16 6 18 23	52 61				68 67	57
55									87 66	7 8				94 74	55
55 54 53 52 51									87 66 13 21 15 21 11 22 19 25 20 17 8 19 12 18 13 26 11 11	5 12 4 15				18 33 19 36 38 37 32 49	54 53
52								20 11 1 7	11 22	7 4				38 37	52
51 50								20 11 1 7 18 6 22 32 78 88 9 18 23 32 23 30 8 18 21 31 22 37 19 38 25 24 21 32	19 25 20 17	12 17 8 15				32 49 46 38	51 50
49							12 8	18 6 22 32	20 17 8 19 12 18 13 26 11 11	4 10				46 38 34 61 102 114	49
48 47							12 0	78 88 9 18 23 32 23 30 8 18 21 31 22 37 19 38 25 24 21 32	13 26					22 45	47
46							5 3 7 14	23 32	11 11 10 27					39 46 40 71	46
44						3 6	17 15	8 18						28 39	44
43 42						7 2 11 9	67 86 20 35	21 31 22 37						95 119 53 81	43
41						19 13 34 44	26 37	19 38						64 88	41
46 45 44 43 42 41 40 39						105 188	12 8 1 5 3 7 14 17 15 67 86 20 35 26 37 15 35 17 38 16 37 18 29	21 32						64 88 74 103 143 258	39
38 37					8 16 10 12	28 49	16 37 18 29							52 102 64 116	38 37
36					14 30 21 91	105 188 28 49 36 75 25 72 35 73	25							39 102	36
35 34					77 206	35 73 25 33								56 164 102 239	35 34
36 35 34 33 32				5 6 1 1	77 206 15 55 25 82 25 83 39 64									20 61 26 83	33
31 30				3 8	25 83									28 91 50 93	31
30 29				11 29 93 121 17 24 19 37	39 64 29 47									50 93 122 168	30 29
29 28			8	93 121 17 24										17 32	28
27 26			2 1 3 6 3	19 37 23 39 22 71										21 37 24 42	26
25			6 3	22 71 28 36										28 74	25
24 23 22 21			13 13											13 13	23
22		8 8	57 55 13 13 17 10 18 21 18 25 22 27					-		-				85 91 13 13 17 10 26 29 23 34 25 44	22 21
20 19		8 8 5 9 3 17	18 25											23 34 25 44	20
18		107 129	££ 21											107 129	18
17 16		40 47												40 47	17 16
15 14															15
14															15 14 13 12 11 10
13 12 11 10	1													1	12
															10
9 Total	4 1 5 1	163 210	154 165	222 372	263 686	328 564	220 338	310 404	263 307	166 197	102 94	28 19	49 20	4 1 2273 3377	9 Tota
otal	5 1	163 210	154 165	222 372	263 686	328 564	220 338	310 404	263 307	166 197	102 94	28 19	49 20	2273 3377	Tot

### 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

								1 July 2016							
ale	Grade T Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overa Male Fe	all
ale	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Fe	emale							
009.276.543.21.09.876.543.21.09.876.543.21.09.876.543.21.09.876.543.21.09.876.543.21.09.876.543.21.09.876.543.2															
9															
8															
7															
6															
4															
4															
2															
П															
)															
•													1	1	
3															
9															
ш															
ı													1	1	
ı															
ı															
ı													2 1	2	1
ı													8	8	
۱														3	
۱													1 3	1	3
Į				1						1			4 2	4	2
١										1	1		1 3 4 2 2 1	-	3 2 1
۱		-	-	-	-	-	-	-	-	-	1	-	2 1	-	
											1		2		_
ı													<u> </u>		Z
ı													3 1 4 1	3	1
١													3 1 3 4 2 2 1 2 6 2 3 1 4 1	2 8 3 1 4 2 2 6 3 4 3	2 1 1
													3	3	
ı													1		1
													4 1	4	1
													1 4 1 2 1 15 5	4 2 15	1 1 1 5
													15 5	15	5
											1	1		1	
١			l	l				l			1			l .	
Į				1						1					
ı											2 1				
١											2 1	36 23 1		38	24
۱												1			24 1 13 3 1 1 20
											25 13 2 3 1 1			25 2 1	13
ı											2 3			2	3
											1 1			1	1
۱										1				i	1
Į										22 20				22	20
۱										22 20					20
ı															
۱									1	3				4	
ı										3 3 5 6 5 1 6 6 2 1 4 4 4				4 3 5 5 6 3 4 4 2 3 9 8 2 9 111 2 6	3 7 2 6 1 4 5 2 4 1 8 2 9 12 4 7 2
Į									1	5 6				5	7
۱									1	5 1				5	2
۱										6 6				6	6
								1		2 1				3	1
										4 4		1		4	4
ı								4 5						4	5
ı								2 2						2	2
ı								2 2						2	-
								3 4						3	4
				1				9 1						9	1
١								8 8						8	8
								2 2						2	2
								4 5 2 2 3 4 9 1 8 8 2 2 9 9 11 12 2 4 6 6						9	9
١								11 12						11	12
								2 4						2	4
						1		6 6						6	7
				1		1 2 2 1 1		, , , ,						2	,
				-		2 2									1
															-
						1									1
														l	
						1								1	
										L					
		1					1	1	1		1	1	1		
														i	
								l			1		l	l	
										1					
											1		l		
										L					
														i	
				1						1	1				
					-	-	-		-			-		l	
Į															
				l						L					
					1								1		
						2 /		57 53	4 2	50 42	30 18	37 24	61 19	239	163

### 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

	Crade T	Gra	d= 4	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Code 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Overall	_
ı	Grade T Male Female	Male	Female	Male Female	Male Female	Male Female	Male Female	Male Female	Grade 7 Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Fem	nale
٢																_
L																
۱		ļ								1					1	
H										1					<u> </u>	
۱															ļ	
۱																
ı															i	
L																
L																
ŀ																
ŀ																
H																
ı																
ı																
L																
L														1	1	
l																
H																
ı															f	
ı																
۱																
L																
۱													-		ļ	
ŀ															<u> </u>	
۱					1					1				1	1	1
۱								1	1						i .	
۱																
۱															l	
۱		ļ								1					1	
۱										1				l .	1	
۱					İ			İ	1						İ	
ſ													1		1	
ı										1					l	
۱										1		1 1			1 1	1
۱										1		1 1		 	' 1	-
l																
ı											1			l	1	
L										2	2 3			l	1 2 5	5
L														ļ	l	_
ŀ										6 2 1	1				6 3 1	3
ı														i		•
۱									1					I	1	
۱										1	1			1	2 1	2
ı											1				1	1
۱								2 1	2 7	1				[	4 ^	9
l								- '	2 7 1 2	2				I	3 2	2
l										2 1 1 1				ı	1 1	1
ı									1 3	1				ı	4 9 3 2 1 1 1 1 4	4
L								3 5							3	
l								3 5	3 5					l	6 10	0
ŀ								1 3	3 3					· · · · · · · · · · · · · · · · · · ·	3 5	5
۱				1		1	1 7 1 15 6 7 4	3 5 2 1 3 1 1 5	3 5 3 3 1 3 5 3 4 3		1	1		I	4 9 3 2 1 1 1 1 4 3 6 10 3 5 2 7 7 11 5 23	11
t							1 15	5	4 3					I	5 23	23
l						1	6							l	7	7
۱						1	7	1 1						l	1 9	9
ı					-	1 1 1 6 1 3 1 2 4 2	4		1	1			-	1	6 10 3 5 2 7 7 11 5 23 7 7 1 9 5 2 6 2 4 1 2 4	5
ŀ						1 6	1 1 1	-	1					ı	2 6	4
۱						1 6 1 3 1 2								İ	2 6 2 4 1 2	2
ı						4		1	1				İ	l l	4	4
ĺ					1	2								l	3	3
ı					2	2 1									4	
l					2	1		1	1	1			-	1	2 1	1
١					3			1	1	1			-	l	3	3
ı					3 2 1 1			1		1					2	2
İ					1 1									1	1 1	1
۱				1	1									l	1 1	1
١				1 1 1 1						1					1	1
۱				1 1 1 1						ļ				l	1 1 1 1	-
ı				1										I	1	
۱														I		
ı		2													2	
۱		12	20											1	12 20	20
۱										1				1	l	
۱										1					1	
۱															1	
														I	İ	
ı														I	Ì	
														l .		

### 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 2016

Scale	Grade T Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Femal	Scale   Point   Poin
100	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Femal	e Point					
99															99
98															98
97															97
95															95
94															94
93															93
92															92
91													1 4 1	1 4 1	91
89													* 1		89
88													3	3	88
87															87
86													3	3	86
85													3 1 1	3 1 1	85
83														· · · · · · · · · · · · · · · · · · ·	83
82													2	2	82
81													5 3	5 3	81
80													4 2	4 2	80
78	l										1	1	2 5 3 4 2 5 1 2 1 3 1 5	2 5 3 4 2 5 1 2 1 3 1 5 4	78
77													3 1	3 1	77
76													5	5	76
75													4	4	75
74													1	1	74
73												ļ	2 1	2 4	73
71											1	1	1 2	1 2	71
Scaite Sc			1		1							1	1 3 2 1 1 2 6 5 6 3 20 6	1 3 2 1 1 2 6 5 6 3 20 6	70
69													6 3	6 3	69
68													20 6	20 6	68
67											1	1		1	67
65											1	' '			65
64								1				1		1	64
63											4 3 2 3 18 10 1 5 4	1 35 10 5 2		1 39 13 7 5 19 10 3 7 111 2 6 3 35 30 4 4 8 8 7 9 9 15 10	63
62											2 3	5 2		7 5	62
61										1 2 2 7 2 6 3 35 30 4 4 8 8 7 9 8 8 5 5 5 11	18 10			19 10	61
59										2 2 7 2 6 3 35 30 4 4 8 8	1 5			11 2	59
58										6 3				6 3	58
57										35 30				35 30	57
56										4 4				4 4	56
55										8 8				8 8	55
54									1	7				7	54
52								7 5	'	9 8 8 5 5 11 5 5 1 4				15 10	52
51								5 2		5 11				10 13	51
50								10 8		5 5 1 4				15 13	50
49								2 7		1 4				3 11	49
48								68 63						68 63	48
46								24 18						24 18	46
45								27 25						27 25	45
44						1 1		32 34						33 34	44
43						1 1		5 3						6 4	43
42	l					1 1 1 1 1 2 3 5 14 22 16 25 5 3 16 3 4 8 22		7 5 2 10 8 2 7 68 63 1 3 24 18 27 25 32 34 5 3 49 36 41 37 14 13 25 25 25			1	1		9 9 115 10 10 113 115 113 115 113 115 113 115 113 115 113 115 113 115 115	41
40			1		1	1 2 3 5 14 22 16 25		14 13						17 18	40
39						14 22		25 25						39 47	39
38						16 25								16 25	38
37						3 16					1	1		3 40	37
35						3 16 3 4						1		3 16 3 4 8 22	35
34						8 22								8 22	34
33															33
32	l										1	1			32
31															31
29															29
28															28
27															27
26	l										1	1			26
25	l										1	1			25
23															23
22															22
21															21
20	l				-						1	1			20
19												ļ			19
17															17
16															16
15															15
14															14
13								-			ļ	1			13
11			1		1										11
10			1		1										10
9															9
Total						50 103		310 279	1	98 82	29 21	42 12	81 27	610 525	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

Scale Point	Grade T Male Female	Grad Male	de 1 Female	Grade Male F	e 2 Female	Grad Male	le 3 Female	Grad Male F	e 4 Female	Grade Male Fe	5 emale	Gra Male	de 6 Female	Gra Male	ide 7 Female	Gra Male	ade 8 Female	Gra Male	de 9 Female	Grac Male	ie 10 Female	Grad Male	e 11 Female	Grade Male	e 12 Female	Ove Male	rall Female	Scale   Scale
100 99 98 97 96 95 94 93 92 91 90 89 88 87 86 85 84 83 82 81 80 79																												100
98																												98
97 96																												97
95																												95
94																												94
92																												92
91 90																												91
89																												89
87																												87
86																												86
84																												84
83																									1		1	83
81																												81
80 79																												80 79
78																												78
77 76																												77
75																ļ		ļ								İ		75
74																1		-										74 73
72																ļ		ļ										72
78 77 76 75 74 73 72 71 70																										-		71 70
69																		ļ										69
68 67																										ļ		68 67
66														ļ		ļ		ļ		ļ						İ		66
65 64																					2						2	65
63														l		ļ		ļ		1		1	1			2 1 3	1	63
62																		1	1	1 1 2	1					3	2	62 61
60																												60
59 58																1	1	1 2 8 1	2 7							1 3 10 2 8 2 1 3	3	59 58
57																2 1 8 2 1	1 2 2 5 3 1 1 2	8	7							10	3 9 2 5 3 1 4 2 7 5	57
55																8	5	1								8	5	55
54																2	3									2	3	54
52														2	3	'	1	1								3	4	52
51																	2	1	3								2	51
49														3 1	3 5 7				3							1	5	49
48												1	1	9 1	7	1	1									10	9	48
46													1	4	6		1 1									4	8	46
45											1	2	1	1	6 1 1 2 2 3 2		1									3	3 6	45
43										1		3	10	1	2											5	12	43
42 41										2	2	1 3	4 5	1 3	2											8	12	42
40										6	8	2 3 1 3 2 1 1 2	1 1 4 10 4 5 3 3 3		2											8	13	40
39 38								2	6	21 6	38 9	1	3	1												23 9	18	39 38
37								1	2	7	6	2	3													10	11	37
36 35								2 1 6 6 9 2 5 4 4	6 2 11 23 46 12 12 14 8 10	1 2 2 6 21 6 7 2 3 2	2 4 8 38 9 6 14 5 3			-		1		1				-				9	25 28	36 35
34						1	1	9	46	2	3															11	49	34
32								5	12																	5 5	12	32
31						2	3	5	14																	7	17	31
29						12	21	4	10																	16	31	29
69 68 67 66 65 64 63 62 61 60 59 58 57 55 54 49 48 47 46 44 43 38 37 38 33 32 29 28 27 26 26 27 26 27 26 27 27 28 28 28 28 28 28 28 28 28 28 28 28 28				1	1	12 1 4 5 1	7 21 5 7 9 7 8																			4 1 10 2 4 3 3 3 5 5 4 8 8 8 23 9 10 8 9 11 3 3 5 7 4 11 15 7 7 7 4 16 16 16 17 17 17 17 17 17 17 17 17 17 17 17 17	6	28
26					1	5	9											ļ								5	10	26
25 24				11	14	1	7																			12	7 22	25 24
23					3																						3	23
22			3	1	5									-		1		-								1	8	22 21
21 20 19 18 17 16 15 14 13 12 11 10 9				2 1 1 2	14 3 3 5 4 2													ļ								2 1 1 2 22 5	8 3 6 12 8 12 13 41 18 11 25 28 49 13 31 6 7 10 7 22 2 3 3 8 4 4 5 5 27 8	20
19		22	3 27 8	2	2											1		1								2 22	5 27	19 18
17		22 5	8																							5	8	17
16 15																												16 15
14																												14
13																												13 12
11																				ļ						İ		11
9	1													<u>L</u>				<u>L</u> -		<u></u>						1		10 9
		27	41	19	33	27	68	44	144	52	90	19	38	27	35	16	21	15	13	4	3	r .	-		1	252	488	

Table 4(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point

**School of Clinical Medicine** 

Scale Point	Grade T Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Fema	Scal ale Poir
100	I emale	uic 1 emidle	.nate 1 emille	I emile	.naic i enide	.naic Terriale	, maio i emale	, maio i emale	Temale	, maio i emale	Tellidle	remale	remale	muio i ellia	Scale   Scale   Scale   Scale   Scale   Scale   Point   Scale   Point   Scale   Point   Scale   Scal
99 98															99
97													1	1	97
96															96
95															95
93															93
92 91													1	1	92
90															90
89														1	89
87													1 3 1	1 3 1	87
86													1	1	86
85 84													1 1	1 1	85 84
83													1	1	83
82													1	1 4	82
80													1	4	80
79													1	1	79
77													1	1	77
76													1 2 1 1	2	76
100 99 98 97 96 95 94 93 92 91 90 88 87 86 85 84 83 82 79 78 77 76 75 74													3 1	1 2 1 1 3 1	75
73															73
72													1 2	1 2	72
71 70 69 68 67 66 65 63 61 63 62 61 63 63 63 63 63 63 63 63 63 63													1 2 3 1 4 7 4	1 2 3 1 4 7 4 6 1	70
69													4 7 4	4	69
68 67												6 1	7 4	7 4 6 1	68
66															66
65												1 1		1 1	65
63												9 2 2 1		9 2	63
62												2 1		9 2 2 1 8 3 3 7 3 1 2 9 29 28 3 3 4 10 1 3 7 5 15 13	62
61 60										6 3 7 3 1 2 9 26 3 3 3 4 7 1 3 7 4 112 5 6 4 2 4 3 1 1	2			8 3	60
59										3 1				3 1	59
58									2	2 9				2 9	58
56										3 3				3 3	56
55									3	4 7				4 10	55
54 53									1	1 3				1 3	54 53
52								3 7 5 5	1 1 1	12 5				15 13	52
51								3 7 5 5 9 14 11 22	1	6 4				11 10	51
49								11 22		3 1				11 18 14 23	49
48								53 84						53 84	48
47 46								9 14 11 22 53 84 3 10 18 30 18 30 25 28 5 8 26 37 35 45 6 15						53 84 3 10 18 30 18 30 26 30 7 8 28 39	46
45								18 30						18 30	45
44						1 2		25 28 5 8						26 30 7 8	44
42						1 2 2 2 2 2 2 11 5 9		26 37						28 39	42
41						2 2 2 11 5 9		35 45						37 56	41
39						19 59		6 15 15 33						9 2 2 2 1 1 8 3 3 7 7 3 1 1 2 9 9 22 9 28 3 3 3 4 10 10 11 11 18 13 10 18 30 18 30 18 30 37 8 8 32 8 32 8 32 7 15 18 37 18 37 18 37 18 37 18 37 18 37 18 37 18 37 18 37 18 37 18 37 18 37 18 37 18 37 18 37 18 37 18 37 37 56 37 37 56 37 37 56 37 37 56 37 37 56 37 37 37 37 37 37 37 37 37 37 37 37 37	40 39
38						19 59 8 32 7 15 18 37 3								8 32	38
37 36						7 15 18 37								7 15 18 37	37
35						3								3	35
34						6 24								6 24	34
32															32
31															31
30 29														1	30 29
28															28
27															27
25															25
24															24
23														1	23
21															21
20															20
18															18
17															17
16														-	16
14															14
13															13
12															12
10															10
9						ma 45:		000 0	_	04 ==		40 -		400	9
Total				1		70 194	1	232 368	8	81 77	2	18 5	33 16	436 668	Tota

### 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

Scale Point	Grade T Male Female	Grade 1 Male Female	Grade 2 e Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Female	Scale Point
100 99															99 99 98 99 97 96 95 94 93 92 91 99 98 88 87 86 85 84 84 85 86 67 77 76 66 65 64 63 63 62 61 66 95 95 85 55 55 55 55 55 55 55 55 55 55 55 55
99 98 97 96 95 94 93 92 91 90 88 87 86 85 84 83 82 81 80 79 78 77															98
96															96
95 94															95 94
93															93
92 91															92
90															90
88															88
87 86													1	1	87 86
85															85
83															83
82															82
80															80
79 78															79 78
77															77
76 75															76 75
74															74
72															72
71 70															71 70
69															69
68 67												1		1	68 67
76 75 74 73 72 71 70 69 68 67 66 65															66
64											1			1	64
63 62															63 62
61										2	5 3			7 3	61
60 59										1 1	5 3 1 2 1 1			7 3 1 3 2 2 5 1 6 4 4 2 12 8 2 7 2 9 7 4 4 4 6 5 8 12	60 59
58									4 1					5 1	58
56									3 1 3 2	1 3 3 1				4 2	56
55 54									11 8 2 5 2 8 2 4 2 2 1 3	1 2				12 8	55 54
53									2 8	2				2 9	53
52 51								5 1 2	2 4 2	1				7 4	52 51
50								5 1	1 3	1				6 5	50
48							1	13 13	1 5 1 3					8 12 14 17	48
47								5 1 2 5 1 7 7 13 13 3 5 7 5 10 8 1 4 4 5 3 4 4 6 12 2 6 2 3	4 1 3 1 3 2 111 8 2 5 2 8 2 4 2 2 2 1 3 1 5 1 3 6 1 2 2 4					7 3 1 3 2 2 5 1 6 4 4 2 12 8 2 7 2 9 7 4 4 4 6 5 8 12 14 17 3 11 8 7 14 16 3 12 9 16	47
45							2 4	10 8	2 4					14 16	45
44						3	2 4 2 5 5 11 5 4 2 6 2 4 4 5 5 5 3 5	1 4 4 5						14 16 3 12 9 16 9 10	44
42						1 2	5 4	3 4						9 10	42
41						6 5	2 6	6 12 2 6						8 20 10 15 17 42 7 13	41
39					3	11 34	4 5 5 5	2 3						17 42 7 12	39
37					1 1	1 14	3 5							5 20	37
64 63 62 61 60 59 58 57 55 54 45 53 52 51 50 49 44 44 44 43 34 44 43 33 33 33 33 33 33					3 1 1 6 2 8 7 35 12 5 20 2 18 7 18 6 15	1 2 2 6 5 11 34 2 5 1 14 4 9 3 21 5 10								8 20 10 15 17 42 7 13 5 20 4 15 5 29 12 45 2 13 5 20 3 19	36 35
34					2 8 7 35	5 10								12 45	34
33 32				2 1	5 20									2 13 5 20	33 32
31				1 1 3 7	5 20 2 18 7 18 6 15									5 20 3 19 10 25 7 27 1 8 1 4 4 3 3 12 9 9 2 2 3 1 1 5 4 1 2 3 1 3	31
29					6 15									7 27	29
28 27			3	1 12 1 5 1 4 4 3 2 12 6 3										1 8	28 27
26				4 3										4 3	26
25 24			3 6	4 3 2 12 6 3										3 12 9 9	25 24
23			2 2											2 2	23
21			3 6 2 2 3 1 1 5 4 1 2 3											10 25 7 27 1 8 1 4 4 3 3 12 9 9 2 2 3 1 1 5 4 1 2 3 1 3	21
20			4 1 2 3											4 1	20
18		1 3	_ ,											1 3	18
17 16															17 16
15															15
14														-	14
12															12
19 18 17 16 15 14 13 12 11															10
9 Total		1 3	16 21	21 48	30 136	33 105	30 50	69 75	35 54	10 9	8 6	1	1	255 507	9 Total
rotal		1 3	10 21	<b>∠</b> : 48	ຸ ວບ 136	აა 105	ას 50	75 עס	ათ 54	10 9	0 b			∠55 507	otal

### 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

Scale Point	Grade T Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Femal	Scale Point
100	maie reiffale	aie reiffale	male reiffale	male remale	are reiffale	male reiffale	male remale	are remale	maie reiffale	are remaie	male reittate	are remale	are remale	maie remai	Scale   Scal
99															99
98															98
96															96
95															95
94															94
92															92
91															91
89													1	1	89
88													1	1	88
87															87
85													3 1	3 1	85
84													3 1 2 1 2 1	2 1	84
83													2 1	2 1	83
81													6	6	81
80													5	5	80
79													1 2	1 2 2	79
77													3 2	3 2	77
76													4 3 1 2 1 2 5 1 2 2 3 2 3 3 6 2	4 3 1 2 1 2 1 2 1 2 6 5 1 2 2 3 3 6 2 2 2 2 3 4 3 5 1 3 3 8	76
75													6 2	6 2	75
73													2	2	73
72													2 3	2 3	72
71													2 2 2 3 4 3 5 1 3 1 33 8	4 3	71
69													3 1	3 1	69
1000 99 98 97 99 99 99 99 99 99 99 99 99 99 99 99													33 8	33 8	68
67															67
65															65
64															64
63											5 3 3 12 19 4 5 5 6	35 19		35 24 3 3 3 12 19 4 6 6 8 8 1 6 8 1 1 2 5 4 7 2 9 9 111 1 3 7 6 6 11 6 2 1 1 1 2 2 4 4 4 13 2 4 4 3 13 11 5 7 27 2 4 3 3 11 5 7 27 2 4 4 4 13 3 11 5 7 27 2 4 4 4 13 3 11 5 7 27 2 4 4 4 13 3 11 5 6 8 8 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	63
61											3 3 12 19 4 5 5 6			12 19	61
60										1 1 2	4 5			4 6	60
59										1 2	5 6			6 8	59
58 57										1 2 1 46 36 1 1 0 2 5 3 7 2 7 9 8 10 1 3 7 6				1 46 36	58
56										1				1	56
55									1 1	10 2 5 3 7 2 7 9 8 10 1 3 7 6				11 2	55
54									. 1	5 3				5 4	54
52										7 9				7 9	52
51								1 1		8 10				9 11	51
50										1 3				1 3	50
48								11 6		, ,				11 6	48
47								2 1						2 1	47
46								1 2						1 2	46
44								4 13						4 13	44
43								2 4						2 4	43
42						1		8 36						8 36	42
40								11 6 2 1 1 2 4 4 4 13 2 4 8 36 13 10 5 7 24 16						5 7	40
39						3 8 3 8 1 1 6 6		24 16						27 24	39
38						3 8								3 8	38
36						6 6								6 6	36
35															35
34						6 14								6 14	34
32														İ	32
31															31
30															30
28															28
27															27
26 25															26 25
24															24
23															23
22															22
20															20
19															19
18															18
16															16
15															15
14															14
13															13
11															11
10															10
9 Total						19 38		75 100	1 1	94 74	24 38	35 19	91 29	339 299	9 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

Point 100 99 98 97 96 99 99 98 99 99 99 99 99 99 99 99 99 99	Grade T Male Female	Gra Male	de 1 Female	Grade 2 Male Female	Grade 3 Male Fema	Grade 4	nale	Grade 5 Male Female	Grade 6 Male Female	e Ma	Grade 7 ile Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Over Male		Scale Point
100																			100
99																			99
97										-									97
96																			96
95 94																			95 94
93																			93
92																			92
91																			91
89																			89
88																			88
86										-									86
85																			85
84																1	1		84
82										-									82
81																			81
80 79						-				-									80 79
78																			78
77																			77
76 75					1					-									76
74																			74
73 72					-	-				-									73 72
71																			71
70																			70
69										-						1	1		69
67												1							67
66																			100 99 98 98 97 96 99 99 99 99 98 99 97 96 98 99 99 99 99 99 98 88 87 86 85 84 83 82 18 80 99 77 76 75 74 77 76 99 68 67 65 64 63 62 61 60 95 88 57 56 55 55 55 55 55 55 55 55 55 55 55 55
64										-									64
63																			63
62													1	1			2	1	62
60						-				-				1			2	1	60
59													1				1		59
58 57							-			-			2 3				2	3	58 57
56																		•	56
55												2 2	1				2	1	55
54												2	3				2	3	54 53
52											1		3 2 2 4 3 3 2				2	3 3 4 3 2 6	52
51											1	1	2 2 4 3 3 2				2 4 3 1	4	51
49										-	2	1	1 2				1	2	49
48									4 1	5	2 5 5						9	6	48
47										1									47
45						-			1	- 1	1 1						1	2	45
44									1 1 1 6 2 1 2	- 1	1						1	2	44
43							_	1	1 6	3	1 11						1	8	43
41								1	1 2	3 3 7							4	3	41
40								1 3	1	7	,						9	3	40
39				-	-	1	1	8 10 3	3 2	2	2 3						10	16 6	39 38
37						1	1	2 5	1								4	6	37
36					-		3	1 3 8 10 3 2 5 1 4 1 9 1 2		-							1	7	36
34						3	1 1 3 8 19 9 11 10 4	1 2									1 1 1 1 4 4 9 10 1 1 4 1 1 1 4	2 2 2 8 8 13 3 3 16 6 6 7 7 17 21 10 12 11 5 6 6 15 15 15 15 15 15 15 15 15 15 15 15 15	34
33					1	3 1	9										1	10	33
32					1	2	10			-				-			2	12	32 31
30						2 2 1	4										2	6	30
29					7 14 3 1 1 5 6 1 1 1 3	1	4										2 2 8 3 1 1 2 4 2 1	18	29
28					7 14 3 1 1 5					-							1	5	28
26				1	6												1	6	26
25				1 1 3 8 2 1 1 1 1 1	1 1					-							2	2	25
23				1 1 3 8 2 1	1 3					-							2	11	23
22				1													1		22
21				1 1		-				-							1	1	21
19		1	1 9							-							1 4	1 1 1 9	19
18		4	9														4	9	18
17										-									17
15					1	-				-							l		15
14																			14
13					-	-													13
11										1									11
10																			10
Total		5	10	9 12	13 35	11	70	15 38	8 18	23	3 28	4 1	14 14	1 2		2	105	228	9 Total
				2				- 00		. 2									

### 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

Scale Point	Grade T Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Ove Male	Female	Scale Point
100 99 98 97 96 94 93 92 91 90 98 88 77 76 55 88 51 88 99 97 77 77 77 77 77 77 77 77 77 77 77															1 1 1 1 2 2 1 1 5 5 1 2 1 1 5 5 1 2 1 1 1 7 2 2 1 1 5 5 1 2 1 1 1 1 1 1 1 2 2 1 1 1 1	100
98														-		98
97																97
96 95																96 95
94													2	2		94
93													2 1 1 1	2 1 1 1		93
91													1	1		91
90																90
88													1	1		88
87													5 1	5	1	87
86													3	3		86
84													4	4		84
83													3	3		83
82 81													1 1 3 1	3	1	82 81
80													5	5		80
79													2	2		79
77													1 1 1 5 1 3 4 4 4 4 3 3 1 1 1 3 1 5 5 5 5 5 5 5 5 6 6 1 9 2 3 3 5 5 6 6 4 6 6 1 10 2 144 1 1 47 5 5	1 1 5 3 4 4 3 1 1 3 5 2 5 6 9 3 5 6 6 6 1 1 4 4 4 7		77
76													6 1 9 2	6	1	76
75 74													9 2	9	2	75 74
73													5	5		73
72													6 4	6	4	72
70													10 2	6 10	1 2	71
69													6 4 6 1 10 2 14 1 47 5	14	1	69
68													47 5	47	5	68
66																66
65												1		1		65
64											1 3 5 11 4	44 12		1 47 9 11 2 5 4 53 8 13 4 12 19 15 12 12	12	64
62											5	44 12 4 1		9	1	62
61										1	11 4			11	5	61
60 59										5				2		60 59
58										4 1				4	1	58
57										53 17				53	17	57
55									1	12 3				13	3	55
54										4 2				4	2	54
53								1		2 5 4 1 53 17 8 2 12 3 4 2 12 3 19 4 14 7 10 1 5 5				12	3	53
51								1		14 7				15	7	51
50								1 2 3 7 3		10 1				12	4	50
49								64 28		5 5				12 64	8 28	49
47								7 3						7	3	47
46								23 10						23	10	46
45								44 14						44	14	44
43						1		6 3						6	4	43
42								42 17 73 21						73	21	42
40						1		2 3 7 3 64 28 7 3 23 10 29 10 44 14 6 3 42 17 73 21 9 4 52 12						64 7 23 29 44 6 42 73 10 61 10	4	40
39						9 9 10 12 1 1 5 1		52 12						61	21	39
37						10 12 1 1 5 1								10	12	38
36						5 1								5	1	36
35 34						10 2								10	2	35
33																33
32																32
30														l		30
29																29
28 27									1							28
26																26
25																25
24									1							24
22																22
21														-		21
19														-		19
18																18
17																17
15									-							15
14																14
13														-		13
11														l		11
10																10
9 Total						36 26		359 129	1	148 46	20 4	49 13	153 19	766	227	9 Total
4 Utal						JD ∠D		JOB 129	1 1	140 46	<sub>1</sub> 20 4	49 I3	1 150 19	/00		

## $\textbf{Table 6(\textit{b}) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point } \\$

School of the Physical Sciences as at 31 July 2016

Scale Point 100	Grade T Male Female	Gra Male	de 1 Female	Grade Male I	e 2 Female	Grad Male	de 3 Female	Gra Male	de 4 Female	Grad	le 5 Female	Grade Male	e 6 Female	Grad Male	ie 7 Female	Gra Male	ade 8 Female	Gra Male	ide 9 Female	Gra Male	de 10 Female	Grade 11 Male Femal	Grade 12 Male Female	Ove	rall Female	Scale Point
100 99																										100 99 98 97 96 95 94 93 92 91 90 88 88 87 86 88 88 88 88 88 88 87 77 77 77 77 77 77
99 98 97 96 95 94 93 92 91 90 88 88 87 86 85 84 83 82 81 80 79 79 77																								<u> </u>		98 97
96 95																										96 95
94 93																										94 93
92 91																										92 91
90 89																										90 89
88																										88
86																								<b>.</b>		86
84																										84
82																							1	1		82
81 80																							1	1		81 80
79 78																								ļ		79 78
77 76																										77 76
75 74																								1		75 74
73 72																										73 72
71 70																								-		71 70
69 68																										69 68
67 66																								ļ		67 66
65 64																						1		1		65 64
63																				1						63
61																		1	1	2	2			3	3 1	61
59																		3			'			3		59
58 57																5	1	1 2 3 1 6 1	1					11	1	58 57
56 55																1 5 2 9	1 6 1 1 3 2		1 1 1 2 1 4					1 3 2 3 2 11 3 9	8	56 55
54 53																	1	2	4						5	54 53
52 51														6	1	1 2	3		1					7	3	52 51
50 49														3 4 17 3 2	1 4			1	1 1 2					4	3 6	50 49
48 47												3		17 3	6		1							20 3	7	48 47
46 45												1	1	2	3 5	1	1 2							4 2	4 8	46 45
44 43										2	1	1 1 2 18	2		2									4 21	4	44
42 41										2 1 6 9 14 21 9 4 6 2	1 4 7 14 11 7 4 5		1 2 8 6 1 4	2 2 1 1	1 4 6 3 5 2 2 2 3 3									8	10	42
40										14	7	1 3 4 2	4	1	1								1	18	11	40
38								3	1	9	11	2	1											14	13	38
36								4	3	6	4													10	7	36
35								14	23	4	3													18	26	34
33						1		2	9															2	9	33
31 30							2	3 2 4 2 14 1 2 1 5	1 1 3 9 23 4 9 9 2															7 2 4 4 20 3 4 21 8 11 18 26 14 4 5 2 2 1 18 2 5 14 3 4 4	11	31 30
29 28						12 3 3	14 2 2 6 11	2	1															14 3	15 2	29 28
27 26				1	1	3	2 6																	4	7	27 26
25 24				5	3		11 1																	5	11 4	25 24
76				5 1 2 1	3 3 3 2 2																			5 1 2 1 1 3 24 7	2 1 2 8 2 5 5 4 4 3 3 3 6 6 7 7 3 4 8 8 4 4 11 10 8 11 11 2 12 12 13 14 14 15 15 15 15 15 15 15 15 15 15 15 15 15	23 22
21 20		1		1	3 2																			1	3	21 20
19		1 2 24 7	6 21 2	1	2																			3 24	8 21	19
17		7	2																					7	2	17
15																								ļ		15
13																								ļ		13
11	1																							1		11
10 9																										10 9
Total	1	34	29	11	17	19	38	36	62	78	57	35	23	43	34	22	20	17	15	3	3	1	2	302	298	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 2016

Scale Point	Grade T Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Ove Male	rall Female	Scale Point
100	aic i ciiidie	aic i ciriale	are i cirilate	Jio i ciridie	aio i cividie	aic i ciridie	aic i ciliale	aic - c.iidie	uic i ciliale	aic reiliale	aic i ciliale	aic i ciliale	uic - cillale		- Diniale	Scale Point 100 99 98 97 96 99 98 89 98 99 99 99 99 98 87 86 68 65 64 64 63 62 61 60 69 99 98 88 99 99 99 99 99 99 99 99 99 99
99																99
97																97
96																96
95																95
93																93
92																92
91																91
90 89																89
88																88
87													11	1	1	87
85													1	1		85
84													3	3		84
83													1	1 2		83
81													12 1	12	1	81
80													2	2	2	80
79 78													4 2	3	2	79 78
77													6	6		77
76													2	2		76
75													2	7 2		75
73													6	6		73
72													4 1	4	_1_	72
70													1 1 3 1 2 1 2 1 2 4 2 3 6 2 2 7 2 6 4 1 1 7 1 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3	3	1 1 1	70
69													3	3		69
68												1	3 31 3	1 1 1 3 1 2 12 2 4 3 6 2 7 2 6 4 7 3 3 1 1 1 2 1 2 1 2 1 1 1 1 1 1 1 1 1 1	3	68
66												1 1		1	1	66
99 99 97 96 94 93 92 91 90 98 88 77 76 57 74 77 77 77 77 77 77 77 77 77 77 77 77																65
64											1	30 P		40		64
62											6 1	39 8 4 1		10	2	62
61										7	1 6 1 28 3 3 3 6			35	3	61
60										2	3 3			5	3	60
58										4 3	0			4	3	58
57										4 1 4 3 69 14				69	8 2 3 3 1 1 3	57
56 EE										2				2		56
54										1 1				1	1	54
53										7 2 4 1 4 3 69 14 2 10 1 1 5 2 7 3 9 4 7 2 3 2 2				40 10 35 5 10 4 69 2 10 1 5 10 12 8 4 4 3 4 17 19 2	1 1 2 3 5 2 5	53
52 51								3 3 1		7 3				10	3	52 51
50								1		7 2				8	2	50
49								1 3 43 18		3 2				4	5	49
48								43 18						43		48
46								17 6						17	6	46
45								19 4						19	4	45
44						1		4 1						4	1	44
42						1		38 11						39	11	42
41								3 3 1 1 1 3 43 18 4 4 17 6 19 4 25 5 5 4 1 1 38 11 54 16 5 2 33 12						39 54 5 42 17 1 5 2	6 4 5 1 11 16 2 15 5 1 8 1	41
39						9 3		33 12						42	15	39
38						9 3 17 5 1 1 5 8 2 1 5 3								17	5	38
37 36						1 1								1 5	1 8	37 36
35						2 1								2	1	35
34						5 3								5	3	34
33																33
31																31
30																30
28																28
27																27
26																26
24																24
23																23
22																22
20														1		20
19																19
18														ļ		18
16																16
15																15
14																14
13														1		13
11																11
10																10
9 Total						41 21		250 79		130 33	44 7	44 10	101 10	610	160	9 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

Scale Point 100 99 98 98 98 94 94 90 98 98 98 98 98 98 98 88 88 88 88 88 88												_						Grade 12 Male Female			Scale Point
98 97 96 95 94 93 92 91 90 89 88 87 86 85 84 83 82 81								1						1					ļ		100
97 96 95 94 93 92 91 90 89 88 87 86 85 84 83 82 81					-														<u> </u>		98
96 95 94 93 92 91 90 89 88 87 86 85 84 83 82 81																					97
94 93 92 91 90 89 88 87 86 85 84 83 82 81									-										ļ		96 95
93 92 91 90 89 88 87 86 85 84 83 82 81																					94
91 90 89 88 87 86 85 84 83 82 81																					93
90 89 88 87 86 85 84 83 82 81																					91
89 88 87 86 85 84 83 82 81																					90
87 86 85 84 83 82 81									-										ļ		89
86 85 84 83 82 81																					87
84 83 82 81																		_			86
83 82 81																		1		1	84
82																		1	1		83
																					82
80																					80
79																		1	1		79
77																					77
76																			ļ		1909 98 99 98 99 98 94 96 94 99 98 88 88 86 84 86 87 76 66 66 66 66 66 66 66 66 66 66 66 66
75 74					1														-		75 74
73																					73
72 71		ļ			-				-					-				1	1		72 71
70																					70
69					-														ļ		69
67					-												3 3		3	3	67
66																					66
65 64		-			1											1 2	1		1 1 3 4 18 3	2	65
63																1 2 3 1	1		3	2	63
62														-		1 2 3 1 4 13 4 2 1			4		62
60														5 1	1	2 1			3	5 1 1	60
59															1				ľ	1	59
58 57												_	2	2 5	3				7	3	58 57
56													2 3 4 13 8		3 1 1 1 2				3	5	56
55													13 8	1	1				13	9	55
53													3 3	'	2				3	5	53
52											4 .	4	3 3 3 2 2 5 3 1 3 2 2 1 4	1	3				8	7	52
51 50											2		5 3	1 2 1					8	3	51 50
49											2	4	1 3		1				2	8	49
48										1	8 1	2	1 4						8	15	48
46									2		4	1							6	1	46
45									1		5	5							6	5	45
44								1 2	2 1 3 9 6 9 2 5	9	4 5 2 2 4 2 4	2 1 1 5 2 7 1 1 6							13	16	44
42								1	6	3	4	1							10	5	42
41								6	9	3	2	6							17	9	41
39								12 28	5	8	7	1							17	37	39
38							2 2	6 5	2	1 9 3 3 11 8 8									8	14	38
36		l			1		1 2 3 1 6 3 7 6 14 4 3 3 8 1 3 6 7 2 3	6 4 6 12 28 6 5 9 13 4 12 8 8 5 2		0				-					2 7 3 13 1 3 8 4 4 8 2 2 8 1 1 6 6 6 6 6 1 1 7 1 1 1 1 1 1 1 1 1 1	3 5 9 1 5 7 5 3 8 8 15 5 5 9 9 14 18 15 16 4 8 8 10 8 8 10 8 10 8 10 8 10 8 10 8 1	36
35							3 7	8 8						1					11	15	35
34		ļ				1	6 14	5 2						-					11 4	16	34
32							3 8												3	8	32
31						3	1 3												1	3	31
29		-			3	5	2 3							1					5	8	29
28						3 5 1 3 1 7														1	28
27 26				1	1 4 2	3			-										1 4 2 1	2	27
25					2	7													2	7	25
24				1																	24
22				1															1		22
21				1 2 3															2	1	21
20 19			1	2 3					-											1 3 1 7	20 19
18		11 4	7																11	7	18
17		4	1																4	1	17
15					1														1		16 15
14																					14
13									-					-					ł		13
11														1				1	1		11
10	1																				10
9 Total	1	15	9	4 5	10	21	28 55	57 75	39	52	38 4	6	33 32	18	14	23 8	4 4	3 1	273	322	Tota

### Table 8(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point

Council Institutions (UAS & NSIs)

Scale Point	Grade T Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Female	Scatte Point 1
Scale   Scale															100
98															98
97															97
95															95
94															94
92															92
91															91
89															89
88															88
86															86
85															85
84															84
82															82
81 80															81 80
79															79
78 77															78 77
76															76
75 74															75 74
73															73
72															72
70															70
69 68															69 68
67															67
66 65															66 65
64															64
63 62															63 62
61															61
59															59
58															58
56															56
55															55
53															53
52								1						1	52
50															50
49								1						1	49
48								1						1	48
46															46
44															44
43															43
41															41
40 39															40
38															38
37 36															37
35															35
34 33														-	34 33
32															32
31 30															31 30
29															29
28 27														-	28 27
26															26
25 24														-	25 24
23															23
22 21														-	22
20															20
19 18															19 18
17															17
16 15														-	16 15
14															14
13 12														-	13 12
11															11
10														-	10
Total								1 1				İ		1 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)

Scale Point	Grade T Male Female	Grac Male	le 1 Female	Grade Male F	2 emale	Grad Male	ie 3 Female	Grad Male	ie 4 Female	Gran Male	de 5 Female	Grad Male	le 6 Female	Gra Male	de 7 Female	Gra Male	de 8 Female	Gra Male	de 9 Female	Grac Male	ie 10 Female	Grade Male	e 11 Female	Gra Male	de 12 Female	Ove	rall Female	Scale Point
100																												
99 98																												99 98
97																								1		1		97
96 95																								2		2		96 95
94																								2		1		94
93																								3	1	3	1	93
92																												92
90																								2		2		90
89 88																									2 1 1		2 1 1	89 88
87																								4	1	4	- 1	87
86																								1		1		86
84																								- 1		'		84
83																												83
82 81																								2	1	2	1	82 81
80																								3		3		80
79																								3 5 1	1	3 5 1	1	79
77																									- 1			77
100 99 98 79 99 99 99 99 99 99 99 99 99 99 99 99																								2 7	1	2 7 1	1 2	76
75 74																								7	2	7	2	75 74
73																												73
72																								1		1		72
70																									1		1	70
69																								1		1		69
68																-						7	2		4		4	68
66																						2	2			2	2	66
65																						7 2 4 3 1	3 2 3			7 2 4 15 3 19 11 11 9 24 25 8 40 8 12 9 16 15 15 11 11 19 11 11 19 11 11 19 11 11 11 11	4 3 2 3 6 8 8 100 344 9 15 12 36 6 8 11 12 12 11 13 13 12 14 12 15 15 16 16 17 17 18 18 18 17 17 18 18 18 18 18 18 18 18 18 18 18 18 18	65
64 63																				12	6 7	3	1			15	6 8	64
62																				12	10	1	- 1			13	10	62
61																		4	6	12 2 12 15 8 7	6 7 10 28 3 6					19	34	61
60 59																		4 3 2 22 23 1 6 2 4 3 5 2	6 6 9 10 35 5 2 8 5 1 7 6	7	6					9	9 15	60 59
58																2	2	22	10							24	12	58
57																2 2 7 34 6 8 4 11 11 5 9 7 5 8	2 1 9 24 9 4 9 12 6 10 10 14 4 15	23	35							25	36	57
55																34	24	6	2							40	14 26	55
54																6	9	2	8							8	17	54
53														2	-	8	4	4	5							12	9	53
51															- 2	11	12	5	7							16	19	51
50														3	- 1	11	6	2	6							16	13	50
49												-1	2	7 18	7 20	5 0	10	3	6							15 28	23 42	49
47													1	1	6	7	14									8	21	47
46												1	2	5	12	5	4									11	18	46
45											2	1	2	4	8	8	15									5	12	45
43										2		20	17	6	8											28	25	43
42										-	3	7	10	6	11											13	24	42
40										1	6	20 7 6 2 2 3 8	3 1 2 6 2 17 10 13 9 8 15	3 7 18 1 5 4 4 6 6 3 6	2 1 7 29 6 12 6 8 8 11 9 11											9	26	40
39										25	30	2	8	10	21											37	59	39
38 37								2	3 1	9	17	8	15													10 19	26 28	38 37
36								1		7	19		.0													8	19	36
35								2 2 1 3 22 4 7 11 6	18 41 7 14 14 20 5	2 1 25 5 9 7 15 7	6 30 8 17 19 21 10															37 10 19 8 18 29 5 8 11 8 47 4 6 4 14 39 6 6 6 11 7	39	35
33						1		4	7	- /	10															5	7	33
32						1		7	14																	8	14	32
31 30						2	3	11	14 20																	11 8	14	31 30
29						37	26	10	5																	47	31	29
28					2	37 4 6 4 11	26 7 6 8 21																			4	9	28
27 26						6	6																			6 4	6 8	27 26
25				3		11	21																			14	21	25
24				28	8	11	8																			39	16	24
23				6	1											ļ										6	3	23
21			1	28 6 6 11 7 16	8 3 1 3 11 14																					11	4	21
20				7	11																					7	11	20
19		19	1 24 3	16	14																					16 19	15 24	19
17		19 4	3																							4	3	17
16																												16
15 14												-		-		-						-						15 14
13																												13
12																												12
15 14 13 12 11 10 9																												11
	1																									1		100 99 98 97 96 95 94 93 92 91 90 88 87 86 85 84 83 82 81 80 77 76 66 66 67 66 66 66 67 66 66 65 64 44 44 44 44 44 44 44 44 45 46 47 48 48 48 48 48 48 48 48 48 48 48 48 48
Total	1	23	29	77	42	77	79	68	123	73	116	51	96	75	131	119	129	80	106	56	60	18	9	38	15	756	935	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)

cale Point	Grade T Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Female	Sc. le Po
100岁明明介绍的科特处计划的影影对影影科的控制的作为方式方式方式方式对对外的确介的结构研究员的影响系统系统系统系统系统系统系统人人人们的影响的对象或对象的影响,这种人们的															9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9
98															9
96															9
95 94															9
93															9
91															9
90 89															9
88															8
87 86															8
85 84															8
83															8
82 81															8
80															8
78															7
77 76															7
75 74															7
73															7
72 71															7
70															1
68															6
37 36															6
35															
63												1		1	
12											3 2				1
0											3 2 1			3 2 1 1	1
9										1				1	1
										3				3	
5															I
3															
2															
0								1						1	
9															
7								5 5 2						5 5 2	
6 5								1						1	1
4								1						1	1
2															
1						1 2								1 1 2	-
9						1 2 1 5 1 2		1						1 1 2 2 5 1 2	1
7															1
						2								2	1
						2								2	1
															1
															1
															1
															-1
															1
															1
															1
ı															1
															-
															1
I															1
															1
															1
															-
•															1
al						3 14		7 9		3 1	3 3	1		16 28	+

General Board Institutions (NSIs)

ale int	Grade T Male Female	Grac Male	le 1 Female	Grade Male F	e 2 emale	Grade 3 Male Fen	nale	Grade 4 Male Female	Grade 5 Male Fema	ale I	Grade 6 Male Female	Grade 7	nale	Grade Fe	8 male	Grade 9 Male Fema	Grade Male	de 10 Female	Grad Male	e 11 Female	Grade 12 Male Femal	Ov Male	rerall Female	s le P
00000000000000000000000000000000000000																								
8																						ļ		1
6																								
5																						-		1
3																						ļ		1
1																	-					ļ		
9																	-					ļ		-
8																						ļ		1
6																	-					†	1	
5										-							-					ļ		1
3																					1	1		1
																					•			
																						ļ		1
																								1
																					1 1	1	1	
5																						1		-
																								1
ı																						<u> </u>		1
l																						-		1
l																								1
ı												-					-		1	1 2		1	1 2	1
ĺ							-			1									1	2		2		1
l																	1	1 2 1 5 1	,	-		1	3 2 1 7 1 1 5 6 6 6 14 2 4 3 10 3 5 9	1
l																1 2	1 1 3	1 5				1 1 4	7	1
ı																	1	1					1	1
l										-				2		1 5		. 1				3	5	1
I														2 2 2 4	5	3 1 5 3 6 1 1						3 3 5 3 4	6	1
ı														4	5 13 2 4 2 4 2 1	1						4	14	1
ŀ							-			-				1	4							1	4	1
l													4	1	2	1 2 1						1	3	1
ı														3	2	1						5	3	1
H										-	1	2 2 6	3 9 1 3			1	-					3	5 9	1
ı													1	2	2							2	3	1
l											1 1		1	3	4		-					1	6	1
ŀ									1	ŀ	8 20	3	1									3 12		1
l									1		8 20 1 4 3 4 2 3 1 6 3 3 3 2	-	2									2	6	1
ŀ									1 2		2 3		2				-					3	5	1
I									6 19		1 6	1										8	25 E	1
l								1 2	4 6		3 2											8	10	1
l								4 12	1 2 6 19 2 4 6 1 6 2 4	H												3 6	16	١
ĺ						2		15 25	2													15	27	1
١								3 4		t												3	4	1
ŀ						4 7	,	1 2 2 4 12 15 25 2 6 3 4 3 13 7 5 4 8		-												3 11	13 12	1
l					2	19 2	9	4 8														23	37	1
۱					2	19 2 5 3 3 7 6 4 4 1 8 1	,															3	21 6 7 5 25 5 10 6 16 27 8 4 13 12 37 5 7 4	1
l					2	6 4	1			$\perp$												6	4	ł
ı				6	15	8 1	3															14	28	1
١				1	1					1												1	1	1
l		8 4	4	6 2 1 2 3 1	1 3 3 6												-					1 1 1 2 2 5 3 3 9 2 2 4 4 1 3 3 12 2 2 3 3 3 8 8 3 3 6 6 15 2 3 3 3 11 1 2 2 3 5 3 6 6 4 1 4 2 1 1 10 0 7 1 1 2 2 4 8 8	1 7 12 11 38 13	1
l			4 9 5 38 13	1	6																	1	11	1
l		24 8	38 13														-					24 8	38 13	ł
ı																						1		1
l																						1		1
ĺ							$\exists$			$-\Gamma$												1		1
I																	1					1		j
۱	1 1								-								-					1	1	ł
	1 1	44	69	15	32	49 7	6	41 75	16 42	-	27 43	14 :	26	25	41	9 20	6	11		5	2 2	251	443	1

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

		Arts &	Humanities	Biologic	al Sciences	Clinica	al Medicine	Humanit	ies & Social	Physica	al Sciences	Tecl	nnology	С	ouncil	Gener	al Board		Total
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Pensionable	Male	28	£83,441	100	£670,778	132	£1,066,886	28	£120,335	122	£533,485	74	£229,789	101	£177,979	63	£49,551	648	£2,932,244
rensionable	Female	15	£44,932	101	£227,450	134	£396,412	26	£60,749	38	£103,643	31	£47,735	80	£74,806	68	£53,891	493	£1,009,618
Non-pensionable	Male	34	£56,525	143	£238,287	104	£60,476	72	£324,233	179	£202,874	87	£178,512	128	£370,441	27	£16,323	774	£1,447,672
Non-pensionable	Female	9	£2,427	162	£147,922	135	£76,853	53	£66,180	79	£85,735	42	£21,250	69	£66,133	37	£6,128	586	£472,629
	Male	62	£139,966	243	£909,065	236	£1,127,362	100	£444,568	301	£736,359	161	£408,301	229	£548,420	90	£65,874	1422	£4,379,916
Total	Female	24	£47,359	263	£375,372	269	£473,265	79	£126,930	117	£189,378	73	£68,985	149	£140,939	105	£60,018	1079	£1,482,246
	Total	86	£187,325	506	£1,284,437	505	£1,600,628	179	£571,498	418	£925,738	234	£477,286	378	£689,359	195	£125,893	2501	£5,862,162

Table 10(b) Pensionable by payment type and gender

			Γotal
		No	£
Admin Responsibility	Male	12	£74,265
Aumin Responsibility	Female	5	£11,952
Additional Responsibility	Male	101	£164,907
Additional Responsibility	Female	139	£177,198
Additional Hours	Male	39	£96,507
Additional flodis	Female	5	£7,963
Chair Faculty Board	Male	12	£55,826
Onan Taculty Board	Female	1	£6,067
Deputy Director/Head	Male	22	£118,809
Deputy Director/riead	Female	9	£37,345
Director	Male	12	£84,436
Director	Female	5	£46,080
Head of Department	Male	52	£545,880
riead of Department	Female	9	£43,545
Acting Head	Male	4	£25,559
Acting Head	Female	1	£2,270
Head of Division	Male	10	£29,642
Tiead of Division	Female		
Secretary Faculty Board	Male	6	£12,187
Secretary Faculty Board	Female	1	£3,932
Other Payment	Male	378	£1,724,224
Other Payment	Female	318	£673,267
	Male	648	£2,932,244
Total	Female	493	£1,009,618
	Total	1141	£3,941,862

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

ay paymont type and g		7	Γotal
		No	£
Biological Safety Officer	Male	28	£19,928
Biological Salety Officer	Female	30	£16,874
Bonus*	Male	4	£98,159
Bollus	Female	1	£25,992
Chair Degree Comm.	Male	1	£12,500
Onan Degree Comm.	Female		
Chair Payment Deputy	Male	33	£26,906
Chair r ayment Deputy	Female	2	£1,506
Director/Head Laser	Male	14	£30,198
Director/riead Laser	Female	6	£17,516
Officer	Male	24	£16,096
Officer	Female	3	£2,210
Librarian	Male	2	£862
Librarian	Female		
Radiation Officer	Male	2	£400
Radiation Officer	Female	1	£200
Radiation Supervisor	Male	56	£34,078
Radiation Supervisor	Female	43	£30,119
Safety Off/Adviser	Male	50	£16,721
Salety Oli/Adviser	Female	50	£15,780
Secretary Payment	Male	8	£10,665
ocorotary r ayment	Female	1	£417
Other Payment	Male	552	£1,181,158
Other rayment	Female	449	£362,016
	Male	774	£1,447,672
Total	Female	586	£472,629
	Total	1360	£1,920,300

<sup>\*</sup>Bonus payments are examined at a more granular level in tables 12(a) and 12(b)

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

		Arts & H	Humanities	Biologic	al Sciences	Clinica	Il Medicine		ies & Social ences	Physic	al Sciences	Tecl	hnology	C	ouncil	Gene	ral Board		Total
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Headship payments (inc Chair Faculty Board, Deputy Director/Head, Director, Head of	Male	23	£77,992	21	£192,233	16	£160,282	17	£107,414	16	£160,000	24	£168,820	1	£5,598			118	£872,341
Department, Acting Head, Head of Division, Secretary Faculty Board)	Female	6	£25,641	6	£27,801	5	£41,300	5	£21,710			3	£20,062			1	£2,724	26	£139,238
Additional Hours/Responsibility payments	Male	4	£5,448	9	£22,089	21	£62,047	5	£7,904	14	£32,695	13	£23,170	71	£168,294	15	£14,032	152	£335,679
(inc Admin Responsibility, Additional Responsibility, Additional Hours)	Female	5	£2,104	11	£8,053	21	£27,225	10	£18,186	12	£31,018	19	£15,112	55	£74,246	16	£21,169	149	£197,112
Other Devenent	Male	1		70	£456,456	95	£844,557	6	£5,017	92	£340,790	37	£37,798	29	£4,088	48	£35,519	378	£1,724,224
Other Payment	Female	4	£17,187	84	£191,595	108	£327,887	11	£20,853	26	£72,625	9	£12,561	25	£560	51	£29,999	318	£673,267
Total	Male Female	28 15	£83,441 £44,932	100 101	£670,778 £227,450	132 134	£1,066,886 £396,412	28 26	£120,335 £60,749	122 38	£533,485 £103,643	74 31	£229,789 £47,735	101 80	£177,979 £74,806	63 68	£49,551 £53,891	648 493	£2,932,244 £1,009,618
	Total	43	£128,373	201	£898,228	266	£1,463,298	54	£181,084	160	£637,128	105	£277,523	181	£252,786	131	£103,442	1141	£3,941,862

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

		Arts & F	lumanities	Biological	Sciences	Clinical N	Medicine	Humanitie: Scier		Physical	Sciences	Tec	hnology	Co	ouncil	Gene	ral Board		Total
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Safety Payments (inc Biological Safety Officer, Laser Officer, Radiation Officer,	Male	5	£1,070	49	£31,948	50	£27,668	14	£4,558	26	£12,666	10	£6,672	6	£2,640			160	£87,223
Radiation Supervisor, Safety Officer/Adviser)	Female	3	£483	30	£19,174	54	£28,452	11	£4,378	9	£4,540	4	£790	15	£7,110	1	£255	127	£65,182
Bonus	Male													4	£98,159			4	£98,159
Bollus	Female													1	£25,992			1	£25,992
Headship payments (inc Chair Degree Comm.,	Male	14	£18,251	2	£1,000	1	£5,106	12	£22,270	17	£11,439	9	£9,704	1	£12,500			56	£80,269
Chair Payment, Deputy Director/ Head, Secretary Payment)	Female	3	£1,404	1	£900			2	£11,862	3	£5,273							9	£19,439
Extraneous payments	Male			1	£200					1	£662							2	£862
(inc Librarian)	Female																		
Other Payment	Male	15	£37,205	91	£205,139	53	£27,702	46	£297,405	135	£178,106	68	£162,136	117	£257,141	27	£16,323	552	£1,181,158
Cities Fayinent	Female	3	£540	131	£127,849	81	£48,401	40	£49,941	67	£75,922	38	£20,460	53	£33,031	36	£5,873	449	£362,016
Total	Male Female	34	£56,525 £2,427		£238,287 £147,922	104 135	£60,476 £76,853	72 53	£324,233 £66,180	179 79	£202,874 £85,735	87 42	£178,512 £21,250	128 69	£370,441 £66,133	27 37	£16,323 £6,128	774 586	£1,447,672 £472,629
i Otai	Total	43	£2,427 £58,952		£147,922 £386,209	239	£137,329	125	£390,414		£85,735 £288,609	129	£199,762		£436,573	64	£22,451	1360	£472,629 £1,920,300

Table 11(a) Count of all staff in receipt of a market pay award as at 31 July 2016 by staff category, School (or equivalent), and gender

Staff category	Supplement % of salary	Grade	Arts & Hu	umanities	Humani Social So	ities & ciences	Physical S	ciences	Techno	logy	Biolo Scie	gical nces	Clinical M	ledicine	Co	uncil	General	Board	5	Sub-Total	
			M	F	М	F	М	F	М	F	м	F	М	F	М	F	м	F	М	F	% F
		9				2			1										1	2	67%
	≤5%	10 12	1		1	1	1		1		1	2							5	3 2	100% 29%
		9	- 1		1	-1-	1		8		1	1							9	1	10%
		10	1		'					1	2								3	1	25%
	>5% ≤10% —	11			1		1				2	1							4	1	20%
		12	1	1	3		4	1	2		4		1						15	2	12%
		9			2	1			3	2									5	3	38%
	>10% ≤15%	10			1	2			3		2		1						7	2	0%
		12 9			1		l		- 3	1	1								1	1	22% 50%
	>20% ≤0%	11			2														2		0%
		12			2				1		1			1					4	1	20%
		9			1				1	1									2	1	33%
	>25% ≤0%	11							1										1		0%
		12 9			1	1	1		1										3		0% 100%
		10				1			1										1	1	0%
	>25% ≤30% —	11											1						1		0%
Academic		12			2		1		1										4		0%
	>30% ≤35%	11							1										1		0%
	- 00 /0 =00 /0	12			1				1										2		0%
	>35% ≤40%	9							1										1		0%
		12 9	-		1		-		2		-		-				-		2		0% 0%
	>40% ≤45%	12			1				1										2		0%
	>45% ≤50%	12	1		1														1		0%
	>50% ≤55%	12							3										3		0%
	>60% ≤65%	9							1										1		0%
	>70% ≤75%	12							1	_									1	_	0%
	>75% ≤80%	12							1	1									1	1	100% 50%
	>85% ≤90%	12			1				- '	- '									i	- ' -	0%
	>90% ≤95%	12							2										2		0%
	>105% ≤110%	11								1										1	100%
	>120% ≤125%	12							1										1		0%
	>135% ≤140%	12							1										1		0% 0%
	>170% ≤175%	12																	£1,912,650	£394 401	U 76
	≤5%	8							1	1									1	1	50%
	≥5%	9													1				1		0%
		6														1				1	100%
		7							1										1		0%
	>10% ≤0%	9			1					3	1				1 2	1 2			3 2	1 5	25% 71%
		11								1		1			4				4	2	33%
		12							1						1				2		0%
		9									1								1		0%
	>10% ≤15% —	10													2	3			2	3	60%
		11							1	1					2			1	3	1	100% 25%
	-	12 10	_						2						1	3		_1	3	3	50%
Academic Related	>20% ≤0%	11							-						1				1	-	0%
		12													1				1		0%
		9																			
	>20% ≤25%	10								1										1	100%
	>250/ <200/	11	-		-								-		1				1		0%
	>25% ≤30%	9	-		-		-				-		-		2		1		2		0%
	>30% ≤35%	10	1		1						l		1			1			l	1	100%
l		12	1												1				1		0%
1															2				2		0%
	>35% ≤40%	12									_				1	1				1	50%
	>40% ≤45%	12 12																	1		
	>40% ≤45% >45% ≤50%	12 12 12													1				1	-	0%
	>40% ≤45%	12 12													1	2			1	2 £319.106	100%
	>40% ≤45% >45% ≤50% >60% ≤65%	12 12 12 12													1						100%
	>40% ≤45% >45% ≤50%	12 12 12 12 12 5 6										1			1				1		100%
Assistant	>40% ≤45% >45% ≤50% >60% ≤65%	12 12 12 12 12 12									1	1			1				1	£319,106	100% 100% 0%
Assistant	>40% ≤45% >45% ≤50% >60% ≤65%	12 12 12 12 12 5 6									1	1		1	1				1 £477,901	£319,106 1	100%
Assistant	>40% ≤45% >45% ≤50% >60% ≤65% ≤5% >15% ≤20%	12 12 12 12 12 12 5 6 4 6									1	1		1	1				1 £477,901 1 £4,824	£319,106	100% 100% 0% 100%
Assistant	>40% ≤45% >45% ≤50% >60% ≤65%	12 12 12 12 12 12 5 6 4 6										1	1	1	1				1 £477,901 1 £4,824	£319,106 1	100% 100% 0% 100%
Assistant	>40% ≤45% >45% ≤50% >60% ≤65% ≤5% >15% ≤20%	12 12 12 12 12 5 6 4 6	1								1	1		1	1				1 £477,901 1 £4,824 1	£319,106 1	100% 100% 0% 100% 0%
	>40% ≤45% >45% ≤50% >60% ≤65% ≤5% >15% ≤20%	12 12 12 12 12 12 5 6 4 6	1									1	1	1	1				1 £477,901 1 £4,824	£319,106 1	100% 100% 0% 100%
Assistant Research	>40% ≤45% >45% ≤50% >60% ≤65% ≤5% >15% ≤20%	12 12 12 12 12 5 6 4 6	1		1		2					1		1	1				1 £477,901 1 £4,824 1 2	£319,106 1	100% 0% 100% 0% 0% 0%
	>40% ≤45% >45% ≤50% >60% ≤65% ≤5% >15% ≤20% ≤5% >5% ≤10%	12 12 12 12 12 5 6 4 6 12 7 9 11 12 9	1		1							1	1		1				1 £477,901 1 £4,824 1 2 1 1 1 3	£319,106 1 1 £8,142	100% 100% 0% 100% 0% 0% 0% 0% 0% 0% 0%
	>40% ≤45% >45% ≤50% >60% ≤65% ≤5% >15% ≤20%	12 12 12 12 12 5 6 4 6 12 7 9 11	1		1		2		1			1	1 1		1				1 £477,901 1 £4,824 1 2 1 1 1 3	£319,106 1 1 £8,142	100% 100% 0% 100% 0% 0% 0% 0% 25%

	Male	Female
Academic	91	25
Academic Related	33	23
Assistant	1	2
Research	11	1
Total Supplements	£2,463,601	£727,948

Table 11(b) Count of all staff in receipt of an advanced contribution supplement as at 31 July 2016 by staff category, School (or equivalent), and gender

Staff category	Supplement % of salary	Grade	Arts & H	umanities	Humai Social S	nities & Sciences	Physical	Sciences	Techn	ology		logical ences	Clinica	l Medicine	С	ouncil	Genera	al Board		Sub-Total	
	•		М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	% F
		9	1								1								2		0%
	≤5%	11			1														1		0%
		12									1								1		0%
		9	1		2		1		3		1	1	3	2					11	3	21%
	>5% ≤10%	10	2		2	1													4	1	20%
		12					1		1										2		0%
		9			1			1				1							1	2	67%
	>10% ≤15%	11									1								1		0%
l		12					1												1		0%
Academic		9			3	1			2			1							5	2	29%
	>20% ≤0%	11											1						1		0%
		12			1						1								2		0%
	>20% ≤25%	12									1								1		0%
	>25% ≤30%	11		11																1	100%
	>30% ≤35%	9			1														1		0%
		12							1										1		0%
	>35% ≤40%	12			1														1		0%
	>40% ≤45%	12							1										1		0%
																			£298,669	£62,684	

_	Male	Female
Academic	37	9
Academic Related	0	0
Assistant	0	0
Research	0	0
Total Supplements	£298,669	£62.684

Table 11(c) Count of all staff newly awarded market pay between 1 August 2015 and 31 July 2016 by staff category, School (or equivalent), and gender

Staff category	Supplement % of salary	Grade	Arts & I	Humanities	Humar Social S	nities & Sciences	Physical \$	Sciences	Techn	ology	Biolo Scie	ogical nces	Clinical N	Medicine	Co	uncil	Genera	al Board		Sub-Total	
	,		М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	% F
	>5% ≤10% —	10	1																1		0%
		12					1												1		0%
	>10% ≤15% —	9			1				1	2									2	2	50%
		12											1						1		0%
	>15% ≤20%	12			2				1		1								4		0%
Academic	>20% ≤25%	9			1														1		0%
	>25% ≤30%	10	1		1				1										1		0% 0%
	>40% ≤45% >75% ≤80%	9 12	1		1					-									7		100%
	>85% ≤90%	11	-		-					1							-			1	100%
	>105% ≤90% >105% ≤110%	11	1							1										1 1	100%
	2103% ≤110%	- 11	1																£157,509	£100 905	
		6	1													1			2107,000	1	100%
	_	9									1					1			1	<del>-</del>	50%
	>5% ≤10% —	10								1	•				1	· ·			1	1	50%
		11													1				1		0%
Academic Related	- 400/ -450/	10													1				1		0%
	>10% ≤15% —	12																1		1	100%
	>20% ≤25%	11													1				1		0%
	>40% ≤45%	12													1	1			1	1	50%
																			£99,759	£64,901	
	>15% ≤20% —	4									1								1		0%
Assistant	- 13/0 =20/0	6												1						1	100%
																			£4,824	£7,298	
	≤5%	12															ļ				
		7	1																1		0%
	>5% ≤10%	9											1						1		0%
Research		11	1										1						1		0%
	>15% ≤20%	9											1						1		0%
	-	11	1		<b> </b>		1										<b> </b>		£27,434		0%
			1						l								I		221,434		

	Male	Female
Academic	12	5
Academic Related	6	5
Assistant	1	1
Research	5	0
Total Supplements	£289,527	£272,095

Table 11(d) Count of all staff newly awarded an advanced contribution supplement between 1 August 2015 and 31 July 2016 by staff category, School (or equivalent), and gender

Staff category	Supplement % of salary	Grade	Arts & H	umanities	Humar Social S	nities & Sciences	Physical	Sciences	Techi	nology	Biolog Science		Clinical M	edicine	c	Council	Genera	l Board		Sub-Total	
			М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	% F
	≤5% -	11			1														1		0%
	23 /0	12									1								1		0%
		9			1				1				3	1					5	1	17%
	>5% ≤10%	10	2		1														3		0%
		12							1										1		0%
	>10% ≤15% -	9						1												1	100%
Academic	71070 =1370	11									1								1		0%
	>15% ≤20% -	9			2				2			1							4	1	20%
		12			1														1		0%
	>25% ≤30%	11		1																1	100%
	>30% ≤35%	12							1		-								1		0%
	>35% ≤40%	12			1														1		0%
							1		l						I				£148.080	£34.302	

	Male	Female
Academic	19	4
Academic Related	0	0
Assistant	0	0
Research	0	0
Total Supplements	£1/8 080	£3/1 3U3

#### Table 12(a), Count\* of all staff in receipt of a bonus payment\*\*\* during the 2015/16 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 Huma		Huma & Sc Scie	ocial	Phys Scie		Techr	ology	Biolo Scie	gical nces	Clin Medi		Cou	ncil	Gen Boa		Sı	ub-Total	
			M	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	% F
	>10% ≤15%	12													1				1		0%
	>15% ≤20%	12														1				1	100%
Academic	>20% ≤25%	12													1				1		0%
Related	>25% ≤30%	12													1				1		0%
	>30% ≤35%	12													1				1		0%
		·				,				•		•				•			£98,159	£25,992	

	Male	Female
Academic	0	0
Academic Related	4	1
Assistant	0	0
Research	0	0
Total Supplements	£98,159	£25,992

Table 12(b), Count\* of all staff in receipt of a bonus payment\*\*\* during the 2015/16 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	Art Huma		So	nities & cial nces	Phy	sical nces	Techr	ology		gical nces	Clin Medi	ical icine	Cou	ıncil	Genera	l Board	S	Sub-Tota	al
			M	F	M	F	M	F	М	F	M	F	M	F	M	F	M	F	M	F	% F
	£40,000-£59,999	12													1				1		0%
Academic Related	£20,000-£39,999	12													2	1			2	1	33%
	£00,000-£19,999	12													1				1		0%
Total																			4	1	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.

<sup>\*\*\*</sup> 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.