

Table 2(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point

School of Arts and Humanities
as at 31 July 2016

Scale Point	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		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
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Total			14	20	3	3	6	7	5	21	4	41	11	18	21	29	9	9	3	6	1	1	1		1	1	79	156	Total

Table 5(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
School of the Humanities and Social Sciences
as at 31 July 2016

Scale Point	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	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Total
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Total			5	10	9	12	13	35	11	70	15	38	8	18	23	28	4	1	14	14	1	2			2	105	228	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 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
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
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Total									41 21				250 79				130 33		44 7		44 10		101 10		610 160		Total

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

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social		Physical Sciences		Technology		Council		General 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
	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
	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
Total	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
	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

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

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

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

*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 & 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)	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
	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 (inc Admin Responsibility, Additional Responsibility, Additional Hours)	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
	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 Payment	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
	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	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
	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
	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 & 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)	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
	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
	Female													1	£25,992			1	£25,992
Headship payments (inc Chair Degree Comm., Chair Payment, Deputy Director/Head, Secretary Payment)	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
	Female	3	£1,404	1	£900			2	£11,862	3	£5,273							9	£19,439
Extraneous payments (inc Librarian)	Male			1	£200					1	£662							2	£862
	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
	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	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
	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
	Total	43	£58,952	305	£386,209	239	£137,329	125	£390,414	258	£288,609	129	£199,762	197	£436,573	64	£22,451	1360	£1,920,300

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 & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F
Academic	≤5%	9	1								1								2		0%
		11			1														1		0%
		12									1								1		0%
	>5% ≤10%	9	1		2		1		3		1	1	3	2					11	3	21%
		10	2		2	1													4	1	20%
		12					1		1										2		0%
	>10% ≤15%	9			1			1				1							1	2	67%
		11										1							1		0%
		12					1												1		0%
	>20% ≤30%	9			3	1			2			1			1				5	2	29%
		11												1					1		0%
		12			1							1							2		0%
	>20% ≤25%	12									1								1		0%
	>25% ≤30%	11		1																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 & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F
Academic	>5% ≤10%	10	1																1		0%
		12				1													1		0%
	>10% ≤15%	9			1			1	2					1					2	2	50%
		12																	1		0%
	>15% ≤20%	12			2				1		1								4		0%
	>20% ≤25%	9			1														1		0%
	>25% ≤30%	10						1											1		0%
	>40% ≤45%	9			1														1		0%
	>75% ≤80%	12								1										1	100%
>85% ≤90%	11									1									1	100%	
>105% ≤110%	11								1										1	100%	
																		£157,509	£199,895		
Academic Related	>5% ≤10%	6														1			1		100%
		9									1					1			1	1	50%
		10							1						1				1	1	50%
		11													1				1		0%
	>10% ≤15%	10													1				1		0%
		12																1		1	100%
	>20% ≤25%	11												1					1		0%
>40% ≤45%	12												1	1				1	1	50%	
																		£99,759	£64,901		
Assistant	>15% ≤20%	4									1								1		0%
		6												1						1	100%
																		£4,824	£7,298		
Research	≤5%	12																	1		0%
		7	1																1		0%
	>5% ≤10%	9												1					1		0%
		11												1					1		0%
	>15% ≤20%	9												1					1		0%
	11						1											1		0%	
																		£27,434			

	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 & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F
Academic	≤5%	11			1														1		0%
		12								1									1		0%
	>5% ≤10%	9			1				1					3	1				5	1	17%
		10	2		1														3		0%
	>10% ≤15%	12							1										1		0%
		9						1												1	100%
	>15% ≤20%	11									1								1		0%
		9			2				2			1							4	1	20%
	>25% ≤30%	11			1														1		0%
	>30% ≤35%	12							1											1	100%
>35% ≤40%	12				1														1	0%	
																		£148,080	£34,302		

	Male	Female
Academic	19	4
Academic Related	0	0
Assistant	0	0
Research	0	0
Total Supplements	£148,080	£34,302

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 & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F
Academic Related	>10% ≤15%	12													1				1		0%
	>15% ≤20%	12														1			1		100%
	>20% ≤25%	12													1				1		0%
	>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	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F
Academic Related	£40,000-£59,999	12													1				1		0%
	£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.

*** 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.