

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 2017

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		
	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	Male	Female		Total	
100																													100		
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93																										1		1	93		
92																													92		
91																										5	1	5	1	91	
90																													90		
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88																										2		2	88		
87																													87		
86																										4		4	86		
85																													85		
84																										1	1	1	1	84	
83																													83		
82																										2		2	82		
81																										6	4	6	4	81	
80																										3	3	3	3	80	
79																										6		6	79		
78																										1	1	1	1	78	
77																										3		3	77		
76																										5		5	76		
75																										3	1	3	1	75	
74																													74		
73																										3	2	3	2	73	
72																										1	2	1	2	72	
71																										3	3	3	3	71	
70																										6	5	6	5	70	
69																										8	3	8	3	69	
68																										19	1	19	1	68	
67																													67		
66																										1		1	66		
65																													65		
64																													64		
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62																										3	4	3	4	62	
61																											16	13	19	16	61
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Tables 10 (a)–(e) Staff in receipt of pensionable and non-pensionable payments made during the 2016–17 financial year (1 August 2016 – 31 July 2017)

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	Male	24	£81,874	93	£632,864	135	£1,090,092	27	£130,840	98	£474,064	65	£250,810	95	£195,567	56	£47,952	593	£2,904,061
	Female	13	£48,808	104	£245,666	119	£384,839	23	£62,176	29	£84,290	17	£58,833	75	£132,897	59	£42,653	439	£1,060,162
Non-pensionable	Male	23	£26,490	152	£512,900	148	£105,253	71	£278,016	179	£257,265	116	£241,729	128	£552,351	22	£13,304	839	£1,987,357
	Female	13	£9,686	165	£244,533	156	£121,678	52	£39,886	88	£74,316	34	£20,154	84	£131,477	28	£6,071	620	£647,801
Total	Male	47	£108,363	245	£1,145,814	283	£1,195,345	98	£408,856	277	£731,329	181	£492,538	223	£747,918	78	£61,256	1432	£4,891,419
	Female	26	£58,494	269	£490,200	275	£506,516	75	£102,062	117	£158,606	51	£78,987	169	£264,374	87	£48,725	1059	£1,707,964
Total		73	£166,857	514	£1,636,013	558	£1,701,861	173	£510,918	394	£889,934	232	£571,526	382	£1,012,292	165	£109,981	2491	£6,599,382

Table 10(b) Pensionable by payment type and gender

	No	Total £
Admin Responsibility	12	£76,671
Female	5	£25,660
Additional Responsibility	122	£205,125
Female	138	£237,287
Additional Hours	33	£93,989
Female	4	£6,726
Chair Faculty Board	10	£61,157
Female	1	£6,118
Deputy Director/Head	23	£112,114
Female	15	£51,829
Director	12	£80,960
Female	6	£51,226
Head of Department	51	£943,437
Female	10	£57,870
Acting Head	2	£16,062
Female		
Head of Division	7	£26,677
Female		
Secretary Faculty Board	6	£9,199
Female	1	£6,797
Other Payment	315	£1,678,671
Female	259	£616,650
Total	593	£2,904,061
Female	439	£1,060,162
Total	1032	£3,964,224

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

	No	Total £
Biological Safety Officer	31	£21,558
Female	30	£15,458
Bonus*	5	£273,937
Female	1	£62,159
Chair Degree Committee	1	£30,000
Female		
Chair Payment	35	£24,041
Female	6	£4,315
Deputy Director/Head	16	£39,173
Female	5	£9,789
Head of Department	2	£1,667
Female	1	£833
Laser Officer	26	£17,991
Female	3	£2,767
Librarian	2	£1,262
Female		
Radiation Officer	3	£813
Female	1	£200
Radiation Supervisor	58	£37,247
Female	45	£40,193
Safety Officer/Adviser	60	£40,259
Female	48	£15,531
Secretary Payment	5	£8,515
Female	3	£4,281
Other Payment	595	£1,490,895
Female	477	£492,274
Total	839	£1,987,357
Female	620	£647,801
Total	1459	£2,635,158

* 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)	21	£67,505	25	£199,866	17	£162,185	13	£101,803	15	£154,161	19	£158,426	1	£5,660			111	£849,605
Female	7	£35,362	9	£35,854	6	£39,429	6	£33,661			4	£28,158			1	£1,377	33	£173,839
Male	3	£14,368	6	£5,743	33	£76,036	9	£16,407	9	£30,216	18	£35,505	81	£187,425	8	£10,085	167	£375,765
Hours/Responsibility payments (inc. Admin Responsibility, Additional Responsibility, Additional Hours)	2	£1,637	13	£15,200	28	£48,824	8	£8,763	5	£19,152	9	£19,512	65	£132,548	17	£24,039	147	£269,673
Male	4	£11,809	62	£427,256	85	£851,870	5	£12,630	74	£289,687	28	£56,879	13	£2,482	48	£37,867	315	£1,678,671
Female	24	£81,874	93	£632,864	135	£1,090,092	27	£130,840	98	£474,064	65	£250,810	95	£195,567	56	£47,952	593	£2,904,061
Total	13	£48,808	104	£245,666	119	£384,839	23	£62,176	29	£84,290	17	£58,833	75	£132,897	59	£42,663	439	£1,060,162
Total	37	£130,681	197	£878,531	254	£1,474,930	50	£193,016	127	£558,354	82	£309,643	170	£328,463	115	£90,605	1032	£3,964,224

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)	4	£667	53	£32,071	54	£31,762	12	£4,386	25	£14,743	25	£31,891	5	£2,348			178	£117,867
Female	4	£926	26	£15,926	54	£25,856	13	£5,120	9	£3,914	2	£1,718	18	£20,431	1	£258	127	£74,150
Male																	5	£273,937
Female													1	£62,159			1	£62,159
Headship payments (inc. Chair Degree Committee, Chair Payment, Deputy Director/Head, Secretary Payment)	9	£14,924	5	£4,167	1	£5,163	11	£21,655	20	£12,599	11	£11,868	2	£33,022			59	£103,396
Female	4	£4,230	4	£3,464			4	£3,912	3	£7,613							15	£19,218
Male			1	£600					1	£662							2	£1,262
Female	10	£10,899	93	£476,112	93	£68,328	48	£251,975	133	£229,261	80	£197,969	116	£243,045	22	£13,304	595	£1,490,895
Total	5	£4,530	135	£225,143	102	£95,821	35	£30,854	76	£62,789	32	£18,436	65	£48,888	27	£5,813	477	£492,274
Male	23	£26,490	152	£512,950	148	£105,253	71	£278,016	179	£257,265	116	£241,729	128	£552,351	22	£13,304	839	£1,987,357
Female	13	£9,886	165	£244,533	156	£121,678	52	£39,886	88	£74,316	34	£20,154	84	£131,477	28	£6,071	620	£647,801
Total	36	£36,176	317	£737,483	304	£226,931	123	£317,902	267	£331,581	150	£261,882	212	£683,829	50	£19,375	1459	£2,635,158

Figures are rounded to the nearest pound.

Table 11(b) Count of all staff in receipt of an advanced contribution supplement as at 31 July 2017 by staff category, school (or equivalent), and gender

Staff category	Supplement % of Grade salary		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	M	F	% F
Academic	9	1																	2	1	33%
	11			1								1							2		0%
	12						1					1							2		0%
	9	1			2		1	1		4		2	1						13	4	24%
	10	2			2	1			1										5	1	17%
	12				1														1		0%
	9				2		1	1					1						3	3	50%
	12						1												2		0%
	9				2	2			4	3			1						9	3	25%
	12	1			1							1							3		0%
	10											1							1		0%
	9				1														1		0%
12				1						1								1		0%	
10																		1	1	100%	
11				1														1		0%	
12				1														1		0%	
9																		1	1	100%	
																		£367,807	£113,137		

Figures are rounded to the nearest pound.

	Male	Female
Academic	48	14
Academic-Related	0	0
Assistant Research	0	0
Total Supplements	£367,807	£113,137

Table 11(c) Count of all staff newly awarded market pay between 1 August 2016 and 31 July 2017 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		% F		
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Academic	>5% ≤10%	10																		1	1	0%	
		12			1															1	1	0%	
	>10% ≤15%	12		1																1	2	67%	
	>15% ≤20%	9		1							1									1	1	100%	
	>20% ≤25%	12																		1	1	0%	
	>25% ≤30%	12							1											1	1	0%	
	>30% ≤35%	11																		1	1	0%	
	>50% ≤55%	12		2																2	2	0%	
	>60% ≤65%	10									1									1	1	0%	
	>80% ≤85%	12																		1	1	0%	
																			£295,830	£28,185			
		7							1											1	1	100%	
		8											1							1	1	100%	
>5% ≤10%		9														1				1	2	67%	
		10																		2	2	100%	
		11														1				1	1	0%	
>10% ≤15%		10																		1	1	100%	
		10																		1	1	100%	
>15% ≤20%		11									1									1	1	0%	
		12																		1	1	0%	
>20% ≤25%		10																			2	2	100%
		12														1				1	1	0%	
>25% ≤30%		12																			2	2	100%
>35% ≤40%		10																		1	1	0%	
>40% ≤45%		12																		1	1	0%	
>55% ≤60%		12																		1	1	0%	
																				£191,167	£149,468		

Figures are rounded to the nearest pound.

	Male	Female
Academic	10	3
Academic-Related	8	12
Assistant Research	0	0
Total Supplements	£486,996	£177,653

Table 11(d) Count of all staff newly awarded an advanced contribution supplement between 1 August 2016 and 31 July 2017 by staff category, school (or equivalent), and gender

Staff category	Supplement % of salary	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	
	≤5%						1												1	1	100%
	>5% ≤10%			1			1		1		1								2	1	33%
				1					1										1		0%
	>10% ≤15%			1									1						2	1	33%
Academic	>15% ≤20%																		5	1	17%
			1				4		1										1		0%
	>25% ≤30%			1															1		0%
	>35% ≤40%																		1	1	100%
	>50% ≤55%			1															1		0%
																			1	1	100%
																			£127,404	£63,991	

Figures are rounded to the nearest pound.

	Male	Female
Academic	15	6
Academic-Related	0	0
Assistant Research	0	0
Total Supplements	£127,404	£63,991

Table 12(a), Count* of all staff in receipt of a bonus payment* during the 2016–17 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	≤5%	12													1				1		0%
	>25% ≤30%	12													1				1		0%
	>40% ≤45%	12													1				1		100%
	>50% ≤55%	12													1				1		0%
	>55% ≤60%	12													1				1		0%
>95% ≤100%	12													1				1		0%	
																			£273,937	£62,159	

	Male	Female
Academic	0	0
Academic-Related	5	1
Assistant	0	0
Research	0	0
Total Supplements	£273,937	£62,159

Table 12(b), Count* of all staff in receipt of a bonus payment* during the 2016–17 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	£120,000–£139,999	12													1				1		0%
	£100,000–£119,999																				
	£80,000–£99,999																				
	£60,000–£79,999	12													1				1		100%
	£40,000–£59,999	12													2				2		0%
£20,000–£39,999	12													1				1		0%	
£0,000–£19,999	12													1				1		0%	
Total																			4	1	5

Notes to Tables 12(a) and 12(b):

* 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.