REPORTER

No 6460 Wednesday 22 March 2017 Vol cxlvii No 26

CONTENTS

	Graces	
408	Graces submitted to the Regent House on	
408	22 March 2017	439
408	Graces to be submitted to the Regent House at a Congregation on 25 March 2017	440
434	Graces to be submitted to the Regent House at a Congregation on 1 April 2017	441
434	End of the Official Part of the 'Reporter'	
434	Vacancies	442 442
435	Events External Notices	442
435	University of Oxford	442
437		
138		
	408 408 434 434 434 435 435	Graces submitted to the Regent House on 22 March 2017 Graces to be submitted to the Regent House at a Congregation on 25 March 2017 Graces to be submitted to the Regent House at a Congregation on 1 April 2017 End of the Official Part of the 'Reporter' College Notices Vacancies Elections Events External Notices University of Oxford



NOTICES

Calendar

- 22 March, Wednesday. Last ordinary issue of the Reporter in the Lent Term.
- 25 March, Saturday. Lent Term ends. Congregation of the Regent House at 11 a.m. (see p. 440).
- 1 April, Saturday. Congregation of the Regent House at 11 a.m. (see p. 441).
- 16 April, Sunday. Easter day. Scarlet day.
- 17 April, Monday. Easter Term begins.
- 20 April, *Thursday*. First ordinary issue of the *Reporter* in the Easter Term.
- 25 April, *Tuesday.* Full Term begins. Mere's Commemoration. Sermon in St Benedict's Church at 11.45 a.m. Preacher, Professor Ian McFarland, Fellow of Selwyn College and Regius Professor of Divinity.

Discussion on Tuesday, 2 May 2017

The Vice-Chancellor invites those qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 103) to attend a Discussion in the Senate-House on Tuesday, 2 May 2017, at 2 p.m. for the discussion of:

1. Joint Report of the Council and the General Board, dated 20 March and 15 March 2017, on payment of a salary supplement for those who for tax reasons opt out of future pension provision (p. 438).

Statistical information about staff grades, additional payments, and market supplements

20 March 2017

Grace 9 associated with the Second Joint Report of the Council and the General Board on new pay and grading arrangements for non-clinical staff (*Reporter*, 6002, 2004–05, p. 745) provides for the Council to publish at least annually (i) anonymized statistical information about the number of non-clinical staff on each step of the single spine, for the institution as a whole and by School (or equivalent), according to staff category, grade, and gender; and (ii) anonymized information by School (or equivalent), according to staff category, grade, and gender, of additional payments made under the regulations for payments additional to stipend, but excluding payments for clinical responsibility.

Accordingly the Council now publishes information for 2015–16¹ showing in the tables below the payments that have been made. All data is as at 31 July 2016. The information should be read in conjunction with the Equal Pay Review 2016 and the Equality and Diversity Strategy and Action Plan (2016–2021) (*Reporter*, 6445, 2016–17, pp. 127–8).

(i) Non-clinical staff on each step of the single spine

Tables 1–9 show the number of non-clinical staff on each step of the single spine by grade and gender for (a) academic including research staff and (b) academic-related and assistant staff. Table 1 shows the data for the institution as a whole; Tables 2–9 show the data by School (or equivalent). In each table contribution points on the single spine are shaded in orange.

(ii) Payments additional to stipend

Table 10(a) shows total staff in receipt of a pensionable or non-pensionable payment made under the regulations for payments additional to stipend for each School (or equivalent) including a gender breakdown.

Tables 10(b) and (c) show, respectively, the pensionable and non-pensionable payments made by payment type, under the regulations for payments additional to stipend, across the University as a whole including a gender breakdown.

Tables 10(d) and (e) show, respectively, the pensionable and non-pensionable payments grouped by payment type, under the regulations for payments additional to stipend, across each school (or equivalent) including gender breakdown. It should be noted that the data published in Tables 10(a)–(e) has been anonymized to protect individuals from potential

identification in accordance with data protection principles.

Tables 12(a) and (b) show total staff in receipt of a bonus payment by (a) percentage of basic salary and (b) bonus

range; the tables show grade and staff category across each School (or equivalent) including gender breakdown.

Market pay and advanced contribution supplements

Grace 7 associated with the Second Joint Report (*Reporter*, 6002, 2004–05, p. 745) provides for the Council to publish anonymized statistical information on all awards of market supplements at least annually by staff category, grade, gender, and School (or equivalent).

Under the arrangements introduced by the Joint Report of the Council and the General Board on amendments to the pay and grading scheme for non-clinical staff implemented following the Second Joint Report of 25 July 2005 (*Reporter*, 6302, 2012–13, p. 423), the Council and the General Board recommended that the awarding of market supplements was brought to an end and a new system of 'market pay and advanced contribution supplements' was introduced.

Market pay replaced market supplements with effect from 1 January 2014. Outstanding market supplements were transferred to either market pay or advanced contribution supplements as of 1 January 2016.

¹ In accordance with the provisions of the Report of the Council on human resources and remuneration arrangements for the Investment Office (*Reporter*, 6383, 2014–15, p. 496); information relating to the Investment Office is no longer included in the statistical information. The remuneration of Investment Office staff will continue to be disclosed in the £10k bands in the remuneration note published in the Financial Statements, as is currently the case for all employees of the University and its subsidiary undertakings.

Accordingly, the Council publishes below information for 2015–16 on market pay awards and advanced contribution supplements.

Table 11(a) shows the total number of staff in receipt of market pay awards.

Table 11(b) shows the total number of staff in receipt of advanced contribution supplements.

Table 11(c) shows the number of staff newly awarded market pay in 2015–16.

Table 11(d) shows the number of staff newly awarded advanced contribution supplements in 2015–16.

TABLES

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

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 Femal	Grade 8 e Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Fem	Scal nale Poin
100	male i elliale	male i elliale	male i elliale	maie i emaie	male l'elliale	male i emale	male i emale	inale i elliai	e maie i emaie	male i emale	male i elliale	maie i eiliale	male i eniale	male rem	100
99															99 98 97
98 97													1	1	98
96 95															96 95
95														_	95
94 93													2 1	2 1	94 93 92 91
92 91													1	1	92
91													3	3	91
90 89													4 2	4 2	90 89
88													6	6	88
87 86													9 3	9 3	87 1 86
86 85													9 3 11 1 11 1 10 2	11 1	86
85 84 83													10 2	11 1 10 2 7 1	85 2 84 1 83 2 82 9 81
83													7 1	7 1	. 83
82 81													10 2	10 2 34 9	82
80													34 9 20 2	20 2	80
79													13 7	13 7	2 80 7 79
78 77													16 5	16 5	78
76													16 5 20 4 20 4 33 7 13 3	16 5 20 4 20 4 33 7	78 77 76 7 75
76 75													33 7	33 7	75
74								ļ	-				13 3	13 3	74
73 72									1				20 1 18 11	20 1 18 11	73 1 72
71 70													21 8	21 8	71 0 70
70													29 10	29 10	70
69 68 67 66 65 64 63								-					32 6 153 31	9 3 11 1 1 10 2 7 1 10 2 34 9 20 2 13 7 16 5 20 4 20 4 33 7 13 3 20 1 18 11 21 8 22 1 18 22 6 153 31 7 1	69 1 68 1 67
67												7 1	.50 31	7 1	67
66												2 1 2 1		2 1	66
65											1	2 1		2 1	65
63											10 9	198 75 15 6		208 84	64 4 63
62 61											16 7	15 6		31 13	3 62 5 61
61										14 4 9 10	99 51 10 17			113 55 19 27	5 61
60 59 58 57 56										14 4 9 10 20 7 17 17	16 7			36 14	7 60 4 59 7 58 45 57 9 56
58										20 7 17 17				36 14 17 17	7 58
57									2	257 143 18 9				257 14 18 9	5 57
55									3 3	18 9 47 21				18 9 50 24	4 55
55 54 53 52 51 50									1	47 21 21 12 45 25 58 27 48 42 27 16				21 11	4 55 3 54 8 53 3 52 2 51 2 50 7 49 9 48 1 47
53								40 44	3 2	45 25				45 28 71 43 63 52	3 53
52 51								13 14 15 9	1	58 27 48 42				71 43 63 53	3 52
50								23 26 21 35		27 16				50 42	2 50
49								23 26 21 35		23 22				44 57	7 49
48 47								249 209 19 21						249 20 19 21	9 48
46 45								86 70						86 70	0 46
45								106 75						106 75	5 45
44 43 42						3 2		139 102						142 10	4 44
43						3 2 3 3		24 21 172 146						27 23 175 14	19 42
41						3 15		227 141						230 15	56 41
40						10 16 55 107		41 45 156 104						51 61 211 21	40
39 38						57 86		100 104						211 21 57 86	6 38
37 36 35						10 24								10 24	11 39 6 38 4 37 1 36 3 35 7 34 33
36						37 71 5 8								37 71 5 8	36
34						5 8 36 67								5 8 36 67	7 34
34 33															33
32															32
31 30															31 30
29															30 29
28 27															28 27
27 26									1						27 26
25															25
24															24
23 22															23 22
21															21 20
21 20															20
19									-			-			19 18
18 17															18
16															16
15															15
14 13															14 13
12															12
12 11 10 9															12 11 10
10															10
Total			-	-	-	222 401	1	1291 1018	2 12	604 355	152 01	225 84	520 120	2047 200	91 Tota

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 Fema	Scale ale Point
100 99															100
98															99 98 97 96 95 94 93 92 91 90 89 88 87 86 85 84 83 82 81 80 79 77
97 96													1	1	97 96
95													2	2	95
94 93													1 1	1 1	94
92													3	3	92
91 90													2	2	91
90 89													2	2	89
88 87													5 2	5 2	88 87
86															86
85 84													1 1	1 1	85 84
83 82													5 1 2	5 1 2	83
82 81													2	2	82 81
81 80													4	4	80
79 78													6 1 1	6 1 1	79 78
77															77
76 75													3 2 7 2	3 2 7 2 1	76 75
74 73													1	1	74
73 72				-									1 1	1 1	73 72
72 71													1 1	2	71
70 69													1	1	76 75 74 73 72 71 70 69 68
68													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 57 55 17 16 19 19	67 66 65 64 63 62 61 60 59 58 57 56 55 54 53
65 64											45 44	5 3		5 3	65
64 63 62											15 11 7 10 19 12 42 44 11 9	5 3 6 2 2 3		21 13 9 13	63
62											19 12	1		20 12	62
61 60										15 11 6 7	42 44 11 9			57 55 17 16	60
60 59										11 11	8 8			19 19	59
58 57									10 5 16 6	30 18 52 61				40 23 68 67 23 31 94 74 18 33 19 36	58 57
56 55									18 23	5 8				23 31	56
55 54									87 66 13 21	52 61 5 8 7 8 5 12 4 15 7 4 12 17 8 15				94 74 18 33	55 54
54 53								00 44	15 21	4 15				19 36 38 37	53
52 51								20 11 1 7	11 22 19 25 20 17 8 19 12 18 13 26 11 11	7 4 12 17				32 49	52 51
51 50								1 7 18 6 22 32	19 25 20 17 8 19 12 18 13 26 11 11	8 15				32 49 46 38 34 61	50
49 48 47 46							12 8	78 88	8 19 12 18	4 10				34 61 102 114	49
47							1	9 18	13 26					22 45	47
45							5 3 7 14	23 32	10 27					46 38 34 61 102 114 22 45 39 46 40 71	51 50 49 48 47 46 45
44 43						3 6 7 2	17 15	8 18						28 39	44
43 42						11 9	67 86 20 35	21 31 22 37						95 119 53 81	43
42 41						11 9 19 13 34 44	67 86 20 35 26 37 15 35 17 38 16 37 18 29	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						53 81 64 88 74 103	41
40 39						34 44 105 188	15 35 17 38	25 24 21 32						74 103 143 258 52 102	39
38 37					8 16	28 49	16 37							143 258 52 102 64 116	38
36					10 12 14 30	25 72	18 29							39 102	36
35					21 91	7 2 11 9 19 13 34 44 105 188 28 49 36 75 25 72 35 73 25 33								56 164	35
35 34 33 32 31 30			-	5 6	77 206 15 55	25 33			-					102 239 20 61 26 83	35 34 33 32 31 30 30 32 29 28 27
32				5 6 1 1 3 8	15 55 25 82 25 83 39 64									20 61 26 83 28 91 50 93 122 168 17 32	32
30				3 8 11 29 93 121 17 24 19 37	25 83 39 64									28 91 50 93 122 168 17 32	31 30
29				93 121	29 47									122 168	29
28 27			2	17 24 19 37										21 37	28
26 25			1 3	23 39 22 71										24 42	26
25 24 23			6 3 57 55	22 71 28 36										28 74 85 91 13 13 17 10	26 25 24 23 22 21 20
23			13 13											13 13	23
22 21		8 8	57 55 13 13 17 10 18 21 18 25											26 29	21
20		5 9	18 25											23 34	20
19 18		3 17 107 129	22 27											25 44 107 129	18
17 16		40 47												40 47	17 16
16 15														 	16 15
15 14															15 14
13 12														-	13 12
11	1													1	11
10 9	4 1													4 1	10 9
Total	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	7 Total

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

as at 31 July 2016

 $Table \ 2 \textit{(b)} \ Number \ of \ academic-related \ and \ assistant \ staff \ on \ the \ single \ salary \ spine \ by \ grade, \ gender, \ and \ scale \ point$ School of Arts and Humanities as at 31 July 2016

	0 - 1 - 7	2 - 1 - 1	1 0 1 1			0 1 1		1 July 2016		0 1 0	01-46	0 1 - 41	0	
le nt	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
0														
09375543219937554321993755432199375543219937554321993755432199375543219													1	
3													1	
			1						1					
ı														ł
ı			1	1										
l														
ı													1	
ı														
ı													1	
ı													1	
ı													1	
ı														<u> </u>
ı													1	
l														
ı													1	1
		1	1	1	-	1	-	1	1					l
			1	1			İ	İ						i
				1										
														Į
			-						1					
				1										
			1	1									1	1
				1										· · · · · · · · · · · · · · · · · · ·
				1										
ĺ														
ĺ			1	-				1						
ĺ			1	1	l		l		1					
ĺ														i e
۱				1								1		1
ı														
١													ļ	l
۱			-	ł					1		1 1		l	1 1
ĺ			1	1					1				1	ł
۱			1	1						1				1
۱				1					2	2 3				1 2 5
				1										
									6 2 1	1				6 3 1
				1					1					1
ı			-					1						
			1	1	1		1	1	1	1		-	1	1 2
			1	1						1				2 1
			1				1							
							2 1	2 7 1 2	1					4 9
١								1 2	2				l	4 9 3 2 1 1 1 4
ĺ			-	1					1 1				ļ	1 1
ĺ				1			3	1 3	1					1 4
			1	1	ļ		3 3 5	3 5	l					6 10
ĺ			1	1			2	3 5 3 3 1 3 5 3 4 3					1	4 9 3 2 1 1 1 1 4 3 6 10 3 5 2 7 7 11 5 23
ĺ						1	1 3 1 1	1 3						2 7
ĺ				ļ		1 7 1 15 6 7	1 1	5 3						7 11
ĺ			-	-		1 15	5	4 3					1	5 23
		1	1	1		7	1 1							1 9
			1	†	1	4								5
			1	1	1 6	1								2 6
					1 3 1 2	1 1								2 6 2 4 1 2
					1 2								ļ	1 2
			1		1 1 1 1 6 1 3 1 2 4 2				1					6 10 3 5 2 7 7 111 5 23 7 1 9 5 2 6 2 4 1 2 4 3
				2 1	2									4 3
			1	2	1									4 2 1
							İ	İ					1	
				3										3
				3 2 1 1					1				-	. 2
				1 1					1				l	1 1
			1		1				1					1 1
ĺ			1 1		1		1							3 2 1 1 1 1 1 1
ĺ			1 1											1 1 1
ĺ			1											1
													ļ	
		2 12 20		ļ					1					2 12 20
		12 20	ļ	ł			-		1					12 20
				1			1							
				1										
													ļ	
			-	1	-				1				-	
ı														

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

	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 Fem	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
ı															7
ı															
ı															
ı															
ŀ													1 4 1	1 4 1	
ŀ															
ı													3	3	
ı													3	3	
ŀ													3 1 1	3 1 1	
I															
ı													2 5 3	2 5 3 4 2 5 1 2 1 3 1 5	3
ŀ													4 2 5 1 2 1 3 1 5	5 3 4 2 5 1 2 1 3 1	!
ŀ													2 1	2 1	1
ľ													5	5	
ı													1	1	1
l													3 2 1 1 2 6 5 6 3 20 6	3	
I													2 1 1 2 6 5 6 3 20 6	2 1 1 2 6 5 6 3 20 6	4
ı													6 3	6 3	3
l													20 6		
ŀ												1		1	-
ı											4 2	1 35 10 5 2		1	,
ı											2 3	35 10 5 2		7 5	5
ŀ										1 2 2	4 3 2 3 18 10 1 5			1 39 1: 39 1	0
ŀ										7 2	4			11 2	2
ı										2 2 7 2 6 3 35 30 4 4 8 8				35 3	0
ŀ										8 8				8 8	3
l									1	7				7 9 9	
ı								7 5		9 8 8 5 5 11 5 5 1 4				15 10	0
l								10 8		5 5				15 1:	3
ŀ								7 5 2 10 8 2 7 68 63 1 3 24 18 27 25 32 34 19 36 41 37 14 13 25 25		1 4				3 1°	1 3
ı								1 3						1 3	3
ı								27 25						27 25	5
ŀ						1 1		32 34 5 3						33 34 6 4	4
I						1 2		49 36						49 3	7
ı						1 2 3 5 14 22 16 25		14 13						17 18	8
ŀ						14 22 16 25		25 25						39 4 16 2	7 5
I						5								5	6
ı						3 16 3 4 8 22								3 16 3 4 8 22	
l						8 22								8 2	_
ŀ															\dashv
ı															
l															
ŀ														-	-
I															
l															
ŀ															-
I															
ı															
l														l	_
ı															
ı															
ı															
I															
						50 103		310 279	1	98 82	29 21	42 12	81 27	610 52	25

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

as at 31 July 2016

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

School of Clinical Medicine

as at 31 July 2016

Table 4(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point School of Clinical Medicine

as at 31 July 2016

| 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100

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

as at 31 July 2016

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

	le nt	Grade T Male Female	Grade 1		Grade 2	Grade 3	Grade 4	Grade 5 Male Female	Grade 6	Grade 7 Male Female	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Overall Male Femal	ile :
	nt O	Male Female	Male Fer	male	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Femal	le
																	-1
	ı																
	ŀ																-
	l																
	l																-1
	l																1
	ı																
	l																-1
	ı																
	l																-1
	l																
	l														1	1	_
	l																
	I																_
	l																
	ı																
	۱			-													-1
	١																
	۱			-													-
	١																
	ı																-
	۱														1	1	
	۱																_
	۱																1
	ı																
	۱												1			1	-
	۱											1	1			2	
	۱											1	1			1	-
	١																
3	١											2 3					-
3	۱										2	1				2 1	
1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	۱										2	2				2	
1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	١									1		2 2				2 3	-1
1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	١									1	4	4 3				4 4	-1
1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	١									2	1	1				3 3 1 2	١
	١								4 1	5 5						9 6	
	۱			-						1 2						1 2	-1
	۱								1	1 1						1 2	1
	l			-				1	1 6	1 1						1 2	-
	۱							1	2	3 11						4 13	1
	۱			-1				1 2		3 7						4 3	-1
	ı							8 10	3	2 3						10 16	-
	۱						1 1	3	2							1 6	1
	۱			-			1 1	2 5	1							4 6 1 7	-1
	١						8	1 9								1 17	
	۱						3 19	1 2								4 21	-
	۱					1	11									12	
	۱			-1		1	2 10									2 11	-1
	۱			-		7 14	1 4									8 18	-
	۱					3 1										3 1	
	۱				1	1 5										1 5 1 6	-1
	١				1 1	1 1										2 2	
	۱				3 8	1 3										4 11	-1
	۱															1	
	۱				1 1											1 1	-1
	ı		1	1	,											1 1	-
	١		4	9												4 9	1
	١																-
	۱																1
	۱																-1
	١																
	١																-1
	1							1		1	1						-1

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 as at 31 July 2016

Contact Cont	2 1 1 1 1 5 1 4 4 3 3 1 1 5 5 2 5 5 5 5	Male Female Point
53	1 1 5 1 3 4 4 4 3 1 1 3 1	988 987 996 955 2 94 1 93 1 92 1 91 90 91 1 88 5 1 87 3 86 4 85
53	1 1 5 1 3 4 4 4 3 1 1 3 1	96 95 2 94 1 93 1 92 1 91 1 89 1 88 5 1 87 3 86 4 85 4 84
53	1 1 5 1 3 4 4 4 3 1 1 3 1	95 2 94 1 93 1 92 1 99 1 89 1 88 5 1 87 3 86 4 85 4 84
53	1 1 5 1 3 4 4 4 3 1 1 3 1	1 93 1 92 1 91 90 1 89 1 88 5 1 87 3 86 4 85 4 84
ST	1 1 5 1 3 4 4 4 3 1 1 3 1	1 92 1 91 90 1 89 1 88 5 1 87 3 86 4 85 4 84
ST	3 1 1 3 1	90 1 89 1 88 5 1 87 3 86 4 85 4 84
ST	3 1 1 3 1	1 88 5 1 87 3 86 4 85 4 84
86 84 85 86 86 86 86 86 86 86	3 1 1 3 1	5 1 87 3 86 4 85 4 84
82	3 1 1 3 1	4 85 4 84
82 81 82 83 84 12 85 85 85 85 85 85 85 8	3 1 1 3 1	4 84
ST	3 1	3 83
10		1 1 82 3 1 81
176	5 5 6 1	5 80
776 776 776 777 778 779 770 899 898 886 867 877 878 809 899 899 899 899 899 899 899 899 89	5 6 1	2 79 5 78
772 776 777 777 777 778	6 1	5 77
772 776 777 777 777 778	6 1 9 2	5 77 6 1 76 9 2 75 3 74 5 73 6 4 72
772 776 777 777 777 778	3	3 74 5 73
To	6 4	6 4 72
68 68 68 68 68 68 68 68	6 4 6 1 10 2 14 1 47 5	6 4 72 6 1 71 10 2 70 14 1 69 47 5 68
1	14 1	14 1 69
66 66 66 66 66 66 66 66	47 5	67
63 63 64 7 7 7 7 7 7 7 7 7		66
SC		1 64
69		1
48		11 5 61
48		2 60 5 59
48		4 1 58
48		8 2 56
48		13 3 55
48		12 3 53
48		19 5 52 15 7 51
10 12 17 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		12 4 50
10 12 17 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		64 28 48
10 12 17 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		7 3 47 23 10 46
10 12 17 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		29 10 45
10 12 17 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		44 14 44 6 4 43
38		42 17 42
38		4 1 58 53 17 8 2 56 53 17 8 2 56 54 12 3 56 112 4 56 12 12 4 56 12 12 12 12 12 12 12 12 12 12 12 12 12
37 36 35 35 34 33 32 31 31		61 21 39 10 12 38
5 1 35 3 34 3 32 31 30 9		1 1 37 5 1 36
34 32 31 31 30	1	5 1 36 35
32 31 30		10 2 34
31 30		33
		31 30 29 28 27 26
28		29
27		28 27
26		26 25
25 24		24
23 22		23 22
21		24
20 19		20 19 18 17
18 17		18
16		17 16 15
15 14		15
13 12		14
12		14 13
11 10		14 13 12 11
Total 36 26 359 129 1 148 46 20 4 49 13		14 13 12 11 10 9

Table 6(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

									1 July 2016							
Scale	Grade T Male Female	Grade 1	1	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	Scale
Scale Point	Male Female	Male Fe	male	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Fema	
100 99 98 97 96																100
99																99
98																98
97																97
96																96
95																95
94																94
95 94 93 92 91 90 89																92
91																91
90																90
89																89
88																88
87 86																87
86																86
85 84																85
84																84
83 82														1	1	83
82			_											-		82
81														1	1	01
80 79														'		79
78									1							78
77											1		1		l	77
76					1	1		1		1						76
75																75
74																74
78 77 76 75 74 73 72																73
72									-							100 98 97 96 95 94 94 92 99 89 88 87 86 88 87 78 67 76 77 76
71							1		1		1					71
70 69							-		-		1		1			70
68					1	1	1	1	1	1	1					68
67						1		1		1	1					67
66											1				1	66
65																65
64											1		1		1	64
68 67 66 65 64 63 62 61 60 59 58 57 56 55 54 53											1					700 68 68 68 66 64 64 62 62 64 62 62 64 62 62 62 62 62 62 62 62 62 62 62 62 62
62												1			1	62
61											1 1	2 2			3 3 2 1	61
50											1 1 2 3 1 1 1 6 1 1 1	1			2 1	50
58										1 1	1 1				2 2	58
57										5	6 1				11 1	57
56										2 1	1 1				3 2	56
55										1 1 5 2 1 9 6 1 1	2				9 8	55
54										2 1 9 6 1 1 1 3 2 2	6 1 1 1 2 2 1 4				1 3 3 2 1 3 2 2 11 1 3 2 9 8 3 2	54
53										1	4				5	53
52									6 1	1 3 2 2					7 4	52
51 50 49 48 47 46 45 44 43										2 2	1				2 3	51
50									3 1 4 4 17 6 3 3 2 3 1 5	1	1 1 2				4 3	50
49								3	17 6	1	2				20 7	49
47								3	3 3	'					3 3	40
46								1	2 3	1 1					4 4	46
45								1 1 1 2 2 18 8	1 5	2					2 8	45
44							2	2 2	2						4 4	44
43							1 1	18 8	2 2						21 11	43
42							6 1	6	3 1 4 4 17 6 3 3 2 3 1 5 2 2 2 2 2 3 1 3						8 10	42
41							9 4	1 1	1 3						11 8	41
40							14 7	1 1 3 4 4 2 1	1		1				18 11	40
39							21 14	4 2 1	1 1		1			ļ	26 15	39
38						3 1 2 1 4 3 2 9	9 11	2 1	-		1		1	-	14 13	38
36					1	4 2	6 4		ļ	1	1				10 7	37
35						2 9	2 5							1	4 14	35
34					1	14 23	1 1 6 1 9 4 14 7 21 14 9 11 4 7 6 4 2 5 4 3			1	1			1	18 26	34
42 41 40 39 38 37 36 35 34 33 32 31 30					1	3 1 2 1 4 3 2 9 14 23 1 4 2 2 9 1 9 5 2				1	1		1		2 4	33
32						2 9									2 9	32
31					2	1 9									1 11	31
30						5 2									2 2 2 1 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1	30
29 28					12 14 3 2 3 2 6	2 1			ļ					ļ	14 15	29
28					3 2		1				1			1	3 2	28
27 26				1 1	3 2		ļ		ļ					ļ	4 2	27
25			_		11										44	25
24				5 3	1			1			1		1		5 4	24
24 23				1 3											1 3	23
22				5 3 1 3 2 3 1 3 2 1 2		1	1	1	1	1	1	1		1	5 4 1 3 2 3 1 3 1 2 3 8 24 21 7 2	22
21				1 3											1 3	21
20		1		2											1 2	20
19		2	6	1 2											3 8	19
18		1 2 24 7	6 21 2												24 21	18
17		7	2												7 2	17
16							ļ		1					1		16
15							1				1			1	l	15
20 19 18 17 16 15 14							-		-					-	1	14
13					1	1	ļ	1		1	1					13
12 11 10 9	1				1	1		1		1	1		1		1	12 11 10 9
10					1	1	1	1	1	1	1				l	10
						1		1		1	1		1		1	9
9																
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	Grade 3	Grade 4	Grade 5 Male Female	Grade 6	Grade 7 Male Female	Grade 8	Grade 9	Grade 10	Grade 11 Male Female	Grade 12	Overall Male Fema	Scale
	Point 100	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 Fema	le Point
	99															99
	98 97															98
	96															96
	95															95
	93															93
	91															91
	90															90
	89 88															88
## A	87													1 1	1 1	87
A	86 85													1	1	86 85
	84													3	3	84
	83 82													1 2	2	83
	81													12 1	12 1	81
7 7 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	80 79													2 4 2	4 2	80 79
70	78													3	3	78
1	77													6	2	77 76
1	75													7	7	75
	74	l												6	6	74 73
	72													4 1	4 1	72
38 38 38 38 38 38 38 38 38 38 38 38 38 3	71													7 1	7 1	71 70
1	69													3	3	69
1	68 67												1	31 3	31 3 1	68 67
1	66												1		. 1	66
1	65	l														65
10	63											1	39 8		40 8	63
3 3 3 4 1 6 3 14 3 3 6 3 6 3 6 3 6 3 6 3 6 3 6 3 6 3 6	62										7	6 1	4 1		10 2	62
1	60										2	3 3			5 3	60
86 8	59										4 1	6			10 1	59
2	57										69 14				69 14	57
1	56										2				2	56
S	54										1 1				1 1	55 54
3	53								2		5 2				5 2	53
8 2 8 2 8 4 5 1 8 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	51								3 1		9 4				10 3	52 51
1 3 3 4 4 3 18 4 1 4 3 18 4 1 4 3 18 4 1 4 3 18 4 1 4 4 1 1 4 1 1 4 1 1 4 1 1 1 1 1	50								1		7 2				8 2	50
1	49	l							43 18		3 2				4 5	49
17 6 17 6 17 6 18 10 19 4 19 4 19 4 19 4 19 4 19 4 19 4 19 4 19 4 19 4 19 4 19 4 19 4 19 5	47								4						4	47
1	45 45								17 6						19 4	45 45
1 1 38 11 39 11 39 11 1 1 1 1 1 1 1 1 1 1 1 1	44						1		25 5						26 5	44
54 16 5 2 9 3 3 12 9 54 18 15 15 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	43						1		4 1 38 11						4 1 39 11	43
9 3 9 3 12	41								54 16						54 16	41
17 5 1 1 1 5 1 5 8 8 1 5 8	39						9 3		5 2 33 12						5 2 42 15	40 39
1 1 1 5 8 5 8 5 8 5 8 8 5 8 8 1 5 8 1 5 8	38						17 5								17 5	38
2 1 5 3 4 5 3 1 5	37	l					1 1 5 8								1 1	37 36
5 3 5 3 5 3 5 3 5 3 5 3 5 3 5 3 5 3 5 3	35						2 1								2 1	35
12	34						5 3								5 3	34
10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	32															32
198	30															31
20	29															29
26	28															28 27
56	26															26
23 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	25 24															25 24
121 101 109 18 17 17 16 16 15 15 14 14 13 13 12 12 11 10 10 10 10 10 10 10 10 10 10 10 10	23															23
20 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	22															22
19	20															20
10 10 10 10 10 10 10 10 10 10 10 10 10 1	19															19
16	17															17
14	16															16
	14															15
100	13															13
9	12															12
	10															10
otal 41 21 250 79 130 33 44 7 44 10 101 10 610 160 To	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

as at 31 July 2016

la I	Grade T	Gran	la 1 l	Grada 2	Grade ?	Grada A	Grada F		Grada 7	Grada 8	Grada 9	Grade 10	Grade 11	Grada 12	Overall	
ie nt	Grade T Male Female	Grad 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	Male Female	Grade 12 Male Female	Overall Male Fen	male
000000000000000000000000000000000000000																
ı				l												
I				1			-									_
I				1												
۱				1	1	1	1	1	l		l	l			l	
				1												
ł				ı												
				i .												
l				1												
				l												
				1												
				1												
				ı												
				1										1		1
				1										1	1	•
l				I												
ı				I												
				1												
				l										1	1	
				l			1									
				l		ļ	1	ļ								
		-		1	-	-	+	-								
				1	+	1	1	ļ		1						
				ı	+	t	1	1	1	1	1	1	1			
				I		1				1			1			
				I										1	1	
ĺ																
۱				l		ļ	1									
۱				1		ļ	1	ļ					2 ^		3 3	,
				ı	1	1	1	1			1		3 3		3 3	3
				l	1	1	1			1			1		1	
				I	1	1			1		İ	1 2			1 1 2 3 3 4 18 8 3 1	2
				I								1 2 3 1	1		3 2	2
				l		1						4			4	
				l			1				5 1 1	13 4 2 1			18	5 1 1
۱				1	1		1	ļ			1	2 1			3 1	1
ĺ				1	-	1	1				1 2				1	1
ı				1	1	1	1	1		2					7 .	3
				ı	+	t	1	1	1	2 3 4 13 8	1		1	1	3	5
					1	1	1			3 4 13 8	1		1	1	13 9	9
				I	1	1			1		5 3 1 1 1 1 2				1 1	1
ĺ				I						3 3	2				3 :	5
									4 4	3 3 3 2 2 5 3 1 3 2 1 4	1				8 7	7
١]	l		ļ		ļ		2 2	2 3				4 :	5
۱				1	1	ļ	1	1	2	5 3	1				8 3	3
۱				1	+	1	1	1	2 1 4 8 12	1 3	1			1	8 4	ة 15
				I	1	1	1	'	1	1 4		-	1	1	1 1	5
				í	1	t	1	2	4 1				l	l	6	1
				i	1	1	1	1	5 5						6 5	5
				I		1	1	3 1	2 2						6 3	3
۱				l		1	1 2	9 9	2 7						13 1	16
							1	6 3	4 1						10 5	5
				l	1		6 4 6 12 28 6 5 9 13 4 12 8 8 5 2	2 1 3 1 9 9 6 3 9 3 2 11 5 8 2 8	1 4 8 12 1 1 4 1 5 5 2 2 2 2 7 4 1 2 6 4 2 1						17 5	9
				ı		 	4 6	2 11	4 2	-			1	1	10 1	19
				1	+		6 6	2 8	, , , , , , , , , , , , , , , , , , ,						8 4	14
				I	1	2 2	4 6 12 28 6 5 9 13 4 12 8 8 5 2	2 0		1	1	-	1	1	11 2	24
					1	1 6	4 12	Ü		1			1	1	5 1	18
				I		3 7	8 8								11 1	15
				l		2 3 1 6 3 7 6 14 4 3 3 8 1 3	5 2								11 1	16
				l	1	4 3	4								4 4	4
				l		3 8	1								3 8	8
				l		1 2 3 1 6 3 7 6 14 4 3 3 8 1 3 6 7 2 3	<u> </u>	ļ							2 7 3 3 4 5 1 3 3 4 5 6 1 1 4 4 4 4 3 3 6 6 1 5 5 8 1	3
		-		1	3 5	6 7 2 3	1								6 1	10
					3 5	2 3	4	ļ		1					3 8	1
					3 5 1 1 3 4 1 2 7	1	1								1	3 5 5 9 1 5 5 7 7 5 5 3 8 8 15 5 5 1 5 5 3 166 5 5 9 19 37 14 4 8 8 3 10 8 8 1 3 2 7
				1	1 3 4 1 2 7			1							1 3 4 2 2 1	2
					2 7					1	1		1	1	2	7
				1											1	
				1		1	1								1	
				1 2 3	 		1	ļ								1
			1	2 3	l	ł	-			l					2 :	3
		11	7		1	1	1		1		1	1			11	7
		11 4	7 1	i		1	1			1					11 7	1 3 1 7
				I	1				1		Ì					
۱																
ĺ				l		1	1									
				H			1	L								
ı					1		1								l	
							-									_
	1														1	

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

Council Institutions (UAS & NSIs)

as at 31 July 2016

int	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	So
ale int 00															
986766543211098776543221098776543221098776543221098776543221098877654322109877654322109877655432210987															
6															1
14															1
3															
11															1
9															1
8															1
6															1
4															1
3															1
1															
9															
8															1
3															1
1															I
ı															I
															1
															I
١															I
١															1
															I
ı															1
															ı
ı															ł
ı															1
ŀ															1
															1
															1
ŀ								1						1	1
															1
								1						1	ı
ı															1
ı															1
ı															1
ŀ															1
١															1
															1
ı															ł
١															1
١															ı
١															1
١															1
ı															J
١															1
															1
ı															ı
١															1
١															ı
I															ı
۱															1
															۱
															1
١															1
١															ı
1								1 1						1 1	ŀ

Table 8(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point

Council Institutions (UAS & NSIs)

as at 31 July 2016

Section Part Control	Grade 12 Male Female 1 2 1 3 2 2 1 4 1 1		Female Po 10 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9
100 100	Male Female 1 2 1 3 2 2 1 1 3	1 2 1 3 2 2	10 9 9 9
99	2 1 1 3 2 2 1 4 1 1	2 1 3	9
100 100	2 1 1 3 2 2 1 4 1 1	2 1 3	9
56 10 10 10 10 10 10 10 1	2 1 1 3 2 2 1 4 1 1	2 1 3	9
98	2 2 1 4 1	3 2	9 9 9 9 9 9
84	2 2 1 4 1	3 2	1 9 9 9 9 9
83	2 2 1 4 1	3 2	1 9 9 9 9
82	2 1 4 1	2	9 9 9 2 8
80 80 80 80 80 80 80 80 80 80 80 80 80 8	2 1 4 1		9 9
88	2 1 4 1		2 8
88	1		
86 84 85 86 87 88 88 88 88 88 88			1 8
85 84 83 84 87 87 87 87 87 87 87		4	1 8
84 83 82 84 84 84 84 84 84 84		1	8
82 81 82 81 80 80 80 80 80 80 80 80 80 80 80 80 80	2	<u> </u>	8 8 8
80	2		8
90		2	8
78 77 76 77 78 77 78 77 78 77 78 77 78 77 78 77 78 77 78 77 78 77 78 78			1 8 8 7
78 77 78 78 78 78 78 78 78 78 78 78 78 7	3 5	5	7
76	1 1	3 5 1	1 7
74 73 72 71 70 69 69 68 67 67 68 69 69 69 69 69 69 69 69 69 69 69 69 69			7
72 71 72 71 70 69 68 67 68 67 68 69 69 69 69 69 69 69 69 69 69 69 69 69	2 1	2 7 1	1 7
73 72 71 71 70 69 69 68 67 67 69 69 68 67 61 61 62 61 61 62 65 65 67 67 69 69 69 69 69 60 60 60 60 60 60 60 60 60 60 60 60 60	1	1	7
71			7
69 68 68 68 68 68 68 68 68 68 68 68 68 68	1	1	7
68 66 67 68 68 67 68 68 69 69 68 69 69 68 69 69 69 69 69 69 69 69 69 69 69 69 69	1 1	1 1	1 7
68	1	1	1 7 2 7 7 7 7 7 7 7
66 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	4		4 6
64 63 64 64 65 65 65 65 65 65		7	4 6 6 1 3 6 6 6 6 2 2 4 2 2 4 4 3 3 9 9 2 2 2 4 4 3 3 9 9 9 6 6 6 2 2 2 4 4 3 3 1 2 3 3 9 9 2 2 2 4 4 3 2 3 3 9 9 2 2 2 4 4 3 3 6 5 6 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7
64 63 64 64 65 65 65 65 65 65		2 4 15 3 13 19 11 9 24 25 8 40 8 12 9	3 6
63		15	6 6
61 60 60 60 60 60 60 60 60 60 60 60 60 60		3	8 6
60		13	10 6
68 2 2 2 2 2 1 23 35 56 56 6 7 9 1 5 5 5 5 7 9 1 5 7 7 5 <th></th> <th>19</th> <th>9 6</th>		19	9 6
68 67 2 2 2 2 2 2 1 23 35 56 56 56 6 9 1 5 6 2 2 4 4 5 5 6 2 4 4 5 5 6 3 1 1 1 1 1 1 1 1 1 1 1<		9	15 5
48		24	12 5
48		25	36 5
48		40	14 5
48		8	17 5
48		12	9 5
48		9	12 5
48		16	19 5
48		15	23 4
44 2 2 1 2 4 8 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		28 8 11	42 4
44 2 2 1 2 4 8 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		8	21 4
44 2 2 1 2 4 8 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		11	18 4
43 2 20 17 6 8 4 42 4 1 1 6 11 1 1 1 40 1 6 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		12 5	12 4
42		28 13	25 4
40 2 6 13 3 9 4 40 9 6 11 9 9 8 10 9 1 9 1 9 1 9 1 9 1 9 1 9 1 9 1 9 1		13	25 4 4 22 4 4 22 4 4 26 4 3 3 26 3 3 3 1 4 3 3 1 2 9 2 6 2 2 6 2 2
39 25 30 2 8 10 21 38 38 3 15 3 15 3 15 3 15 3 15 3 15 3		11 9	22 4
2 3 5 8 3 15		37	59 3
		10	26 3
38 2 3 5 8 3 15 3 3 3 3 3 3 4 2 1 9 7 8 10 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		19	28 3
		18	39 3
3 18 15 21 34 7 10 33 33 1 4 7 14 4 7 10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		10 19 8 18 29 5 8 11 8 47	51 3
33 1 4 7		5	7 3
32 1 7 14 31 11 14		8	14 3
31		8	23 3
29 37 26 10 5		47	31 2
28 2 4 7		4	9 2
27 6 6 6		6	6 2
26 4 8 11 21 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		4 14	8 2 21 2
24 28 8 11 8 23 23 6 3		39	16 2 3 2
23 6 3		6	16 2 3 2
24		39 6 6 11 7	1 2 4 2 11 2 15 1 24 1 3 1
21 1 11 3 7 11		7	11 2
1 16 14		16 19	11 2 15 1 24 1 3 1
18 19 24		19	24 1
17 4 3		4	3 1
16		-	
10		1	1
13	1		1 1 1
12			1
11 10		-	1
9 1			
Total 1 23 29 77 42 77 79 68 123 73 116 51 96 75 131 119 129 80 106 56 60 18 9		1 756	935 To

Table 9(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point

General Board Institutions (NSIs)

as at 31 July 2016

	Condo T	Condo 4	Condo O	Od- 2	Condo 4	Condo E	Cd- C	Condo 7	Condo D	04-0	O	Condo 44	Condo 45	O	_	
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 Fer	mala	Scale
Scalar Mills (1997) 1999 1999 1999 1999 1999 1999 1999	maie remale	-maie remale	maie remale	wate remale	maie remalé	-naie remalé	mare remale	maie remale	maie remale	maie remale	maie remale	maie remale	maie remale	maid rei	tate	Scale Scale Scale
99																99
98																98
97																97
96																96
95																95
94																94
93																93
92																92
91																91
90																90
89																89
88																88
87																87
86																86
85																85
04																04
82																82
81															-	81
80																80
79																79
78										Ì						78
77			1	1			1	1	1			1				77
76																76
75																75
74																74
73																73
72																72
71																71
60															_	60
68			1	l			l	l	1			1				68
67										1						67
66										1						66
65			1	1			1	1	1							65
64																64
63												1			1	63
62																62
61											3 2 1			3	2 1 1	61
60											1				1	60
59										1					1	59
58										3				3	_	58
5/										3				3		5/
55			1	1			1	l				1	1			55
54																54
53																53
52																52
51			1	1			1					1	1			51
50			1	1			1	1				1	1		1	50
49																49
48								5 5 2						5	5 2	48
47								2							2	47
46															,	46
45								1							1	45
44								1						1		44
43			1	1					-			1	1		_	43
41			1	l					l			1	l		,	41
40			l	l		1 2 1 5 1 2			1			l	l	1	1 2 5 2	40
39						1 5		1		1				2	5	39
38						1 2 1 5 1 2				Ì				1 2 1	2	38
37																37
36						2									2	36
35																35
34						2									2	34
33																33
32								ļ					l	ļ		32
30			1				1	1	1				1	-	-	30
29										1						29
28							l	l	l			l	l			28
27										1						27
26							1	1	1			1	l			26
25																25
24																24
23																23
22																22
21																21
20																20
19															_	19
18																18
17																17
16																16
15								ļ					l	ļ		15
14			-	-	-		-	-	-			1	-		-	14
13				l				l	1				l			13
11				1			1	1	1				1		-	11
10										1						10
9															-	9
Total						3 14		7 9		3 1	3 3	1		16 2	28	Total
-																

Table 9(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point

General Board Institutions (NSIs)

as at 31 July 2016

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

		Arts & H	Arts & Humanities Biological Sc	Biologic	al Sciences	Clinical	Clinical Medicine	Iumaniti	Humanities & Social Physical Sciences	Physica	Sciences	Techr	Technology	OO	Council	Genera	General Board	Ĺ	Lotal
		No	£	No	ε	No	ε	No	ε	No	£	No	ε	No	ξ	No	£	No	£
claciono	Male	28	£83,441	100	822,073	132	£1,066,886	28	£120,335	122	£533,485	74	£229,789	101	£177,979	63	£49,551	648	£2,932,244
relisionable	Female	15	£44,932	101	£227,450	134	£396,412	56	£60,749	38	£103,643	31	£47,735	80	£74,806	89	£53,891	493	£1,009,618
oldenoionen no M	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
NOII-perisionable	Female	6	£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	590,6063	236	£1,127,362	100	£444,568	301	£736,359	161	£408,301	229	£548,420	06	£65,874	1422	£4,379,916
Total	Female	54	£47,359	263	£375,372	569	£473,265	79	£126,930	117	£189,378	73	£68,985	149	£140,939	105	£60,018	1079	£1,482,246
	Total	98	£187,325	206	£1,284,437	202	£1,600,628	179	£571,498	418	£925,738	234	£477,286	378	696,8893	195	£125,893	2501	£5,862,162

Table 10(*b*) Pensionable by payment type and gender

payment type and gender	_	ľ	145	
			lotal	
		No	£	
Admin Doenoneihility	Male	12	£74,265	
Admin Nesponsionity	Female	2	£11,952	
Additional Bosnonsibility	Male	101	£164,907	
Additional Responsibility	Female	139	£177,198	
Additional Language	Male	39	£96,507	
Auditional nours	Female	2	£7,963	
Chair Eaculty Board	Male	12	£55,826	
Cliail Faculty Boald	Female	1	£6,067	
Deoth/sotonia vituad	Male	22	£118,809	
Deputy Director/nead	Female	6	£37,345	
Discostor	Male	12	£84,436	
Diectol	Female	2	£46,080	
Hond of Donorfmont	Male	25	£545,880	
nead of Department	Female	6	£43,545	
Action Don	Male	4	£25,559	
Acuing neau	Female	_	£2,270	
Head of Division	Male	10	£29,642	
liead of Division	Female			
Socratary Faculty Board	Male	9	£12,187	
Secretary Lacury Doub	Female	_	£3,932	
Other Daymont	Male	378	£1,724,224	
Other Fayment	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

			Iotal
		ž	ci.
Coling Catal	Male	28	£19,928
biological salety Officel	Female	30	£16,874
***************************************	Male	4	£98,159
Bollus	Female	1	£25,992
Chair Donna	Male	1	£12,500
Citali Deglee Collilli.	Female		
Choir Doming	Male	33	£26,906
chair rayment peputy	Female	7	£1,506
	Male	14	£30,198
Director/nead Laser	Female	9	£17,516
Officer	Male	24	£16,096
	Female	က	£2,210
i ciadi I	Male	2	£862
Librarian	Female		
acitolica Office	Male	2	£400
Nadiation Officer	Female	-	£200
accination Capitalian	Male	99	£34,078
radiation supervisor	Female	43	£30,119
Society Although Control	Male	20	£16,721
Sarety Off/Adviser	Female	20	£15,780
**************************************	Male	8	£10,665
Secretary Payment	Female	-	£417
Othor Domina	Male	222	£1,181,158
Other rayment	Female	449	£362,016
	Male	774	£1,447,672
Total	Female	286	£472,629
	Total	4960	000 000 53

*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 & F	Arts & Humanities Biological Sciences	Biologica	al Sciences	Clinica	Clinical Medicine	Humanit Sci	Humanities & Social Sciences	Physica	Physical Sciences	Techi	Technology	ပိ	Council	Genera	General Board	_	Total
		No	£	No	£	No	ε	No	ε	No	ε	No	3	No	ε	No	ε	No	£
Headship payments (inc Chair Faculty Board, Deputy	Male	23	£77,992	21	£192,233	16	£160,282	11	£107,414	16	£160,000	24	£168,820	-	£5,598			118	£872,341
Directornead, Director, head of Department, Acting Head, Head of Division, Secretary Faculty Board)	Female	9	£25,641	9	£27,801	9	£41,300	5	£21,710			ю	£20,062			-	£2,724	56	£139,238
Additional Hours/Responsibility payments	Male	4	£5,448	6	£22,089	21	£62,047	2	£7,904	41	£32,695	13	£23,170	71	£168,294	15	£14,032	152	£335,679
(inc Admin Responsibility, Additional Responsibility, Additional Hours)	Female	S	£2,104	7	£8,053	21	£27,225	10	£18,186	12	£31,018	19	£15,112	55	£74,246	16	£21,169	149	£197,112
Othor Day	Male	-		02	£456,456	92	£844,557	9	£5,017	92	£340,790	37	£37,798	59	£4,088	48	£35,519	378	£1,724,224
Tayling I	Female	4	£17,187	84	£191,595	108	£327,887	7	£20,853	56	£72,625	6	£12,561	52	£560	51	£29,999	318	£673,267
	Male	28	£83,441	100		132	£1,066,886	87	£120,335	122	£533,485	74	£229,789	101	£177,979	63	£49,551	648	£2,932,244
Total	Female	15	£44,932	101	£227,450	134	£396,412	26	£60,749	38	£103,643	31	£47,735	80	£74,806	89	£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 & Ht	Arts & Humanities	Biological Sciences	Sciences	Clinical Medicine		Humanities & Social Sciences		Physical Sciences	ciences	Technology	ology	Council	ıncil	General Board	Board	ĭ	Total
		No	ε	No	ξ	No	ε	No	ξ	No	£	No	ε	No	ε	No	ε	No	£
Safety Payments (inc Biological Safety Officer,	Male	5	£1,070	67	£31,948	20	£27,668	41	£4,558	26	£12,666	10	£6,672	9	£2,640			160	£87,223
Laser Officer, Radiation Officer, Radiation Supervisor, Safety Officer/Adviser)	Female	က	£483	30	£19,174	25	£28,452	7	£4,378	თ	£4,540	4	0623	15	£7,110	~	£255	127	£65,182
Bonus	Male Female													4 -	£98,159 £25,992			4 -	£98,159 £25,992
Headship payments (inc Chair Degree Comm	Male	41	£18,251	2	£1,000	-	£5,106	12	£22,270	17	£11,439	6	£9,704	-	£12,500			56	£80,269
Chair Payment, Deputy Director/ Head, Secretary Payment)	Female	က	£1,404	_	€900			2	£11,862	ю	£5,273							6	£19,439
Extraneous payments	Male			-	£200					-	£662							2	£862
(inc Librarian)	Female																		
, , , , , , , , , , , , , , , , , , , ,	Male	15	£37,205	16	£205,139	53	£27,702	46	46 £297,405	135	£178,106	89	£162,136	117	£257,141	27	£16,323	552	£1,181,158
Other Payment	Female	က	£540	131	131 £127,849	81	£48,401	40	£49,941	29	£75,922	38	£20,460	53	£33,031	36	£5,873	449	£362,016
	Male	34	£56,525	143	£238,287		£60,476		£324,233	179 £	£202,874	87	£178,512	128	£370,441	27	£16,323	774	£1,447,672
Total	Female	6	£2,427		£147,922	135	£76,853		£66,180		£85,735		£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(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		Physical :	Sciences	Techno	ology		ogical nces	Clinical Medicine	Co	uncil	General	Board		Sub-Total	
			М	F	M	F	М	F	М	F	М	F	M F	М	F	М	F	М	F	% F
		9				2			1									1	2	67%
	≤5%	10	L .			1						2							3	100%
		12 9	1		1	1	1		1 8		1	1						5 9	1	29% 10%
		10	1		1				8	1	2	1				-		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													1		0%
		12 9			1	2			3	1	2		1			1		7	1	22% 50%
	>20% ≤0%	11			2					-1-	1					-		2	1	0%
	- 2070 =070	12			2				1		1		1					4	1	20%
		9			1				1	1								2	1	33%
	>25% ≤0%	11							1									1		0%
		12			1		1		1									3		0%
		9				1												1	1	100%
	>25% ≤30% —	11							1				1					1		0%
Academic		12			2		1		1									4		0%
	>30% ≤35% —	11							-1									1		0%
ĺ	~ 3U 70 23 37 0	12			1				1									2		0%
ĺ	>35% ≤40%	9	1						1							1		1		0%
ĺ		12 9	 		1		-		2					-		1		1		0%
	>40% ≤45%	12			1				1									2		0%
ĺ	>45% ≤50%	12	l		1		-		<u> </u>							1		1		0%
	>50% ≤55%	12							3									3		0%
	>60% ≤65%	9							1									1		0%
	>70% ≤75%	12							1									1		0%
	>75% ≤80%	12 11	<u> </u>							2								1	1	100% 50%
	>85% ≤90%	11			1				1	1								1	1	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%
	>170% ≤175%	12							1									1 £1,912,650		0%
		8							1	1								1	1	50%
	≤5%	9								- '-				1				1	- '	0%
		6													1				1	100%
		7							1									1		0%
	>10% ≤0% —	9			1						1			1	1			3	1	25%
		10								3				2	2			2	5	71%
		11 12							1	1		1		4		1		4 2	2	33% 0%
	-	9							-		1							1		0%
		10												2	3			2	3	60%
	>10% ≤15% —	11								1									1	100%
		12							1					2			1	3	1	25%
		10							2					1	3			3	3	50%
Academic Related	>20% ≤0%	11	1				-		-					1		1		1		0%
ĺ		9	l				-							-		1				076
ĺ	>20% ≤25%	10	1						1	1						1			1	100%
ĺ		11												1				1		0%
ĺ	>25% ≤30%	12												2				2		0%
ĺ	- 000/ -050/	9	1													1				4000/
ĺ	>30% ≤35%	10 12	1						-					1	1	1		1	1	100%
ĺ	>35% ≤40%	12	l				-							2		1		2		0%
ĺ	>40% ≤45%	12	l				-		l					1	1	1		1	1	50%
ĺ	>45% ≤50%	12												- 1				1		0%
ĺ	>60% ≤65%	12													2				2	100%
			 				1							1		1		£477,901	£319,106	
ĺ	≤5%	5 6	1						-			1				1			1	100%
Assistant		4	t						-		1							1		0%
, , , , , , , , , , , , , , , , , , ,	>15% ≤20% —	6	1						1				1			1		i .	1	100%
																		£4,824	£8,142	
	≤5%	12											1					1		0%
l		7	1								1							2		0%
l	>5% ≤10% —	9	1						-				1			1		1		0%
Research		11 12	1		1		2		-				1 1			1		1 3	1	0% 25%
l		9	t		-				-				1					1		0%
ı	>15% ≤20%	11	1				1		1							1		£68,227		0%
																			£6,299	

 Academic
 Male
 Female

 Academic Related
 91
 25

 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

	% F	%0	%0	%0	21%	20%	%0	%29	%0	%0	78%	%0	%0	%0	100%	%0	%0	%0	%0	
Sub-Total	L				3	-		2			2				1					£62,684
	Σ	2	-	-	11	4	2	1	-	1	2	-	7	1		1	-	1	1	£298.669
Board	F																			
General Board	₹																			
Council	В																			
ပိ	Σ																			
Clinical Medicine	F				2															
Clinical	Σ				3							-								
Biological Sciences	L				1			1			1									
Biol	Σ	1		-	1				-				-	1						
Technology	ш																			
	Σ				3		-				2						-		-	
Physical Sciences	ш							1												
Physica	Σ				1		-			1										
Humanities & Social Sciences	ш					-					1									
	Σ		-		2	7		1			3		-			1		1		
Arts & Humanities	ш														1					
Arts & H	Σ	1			1	7														
Grade		6	11	12	6	10	12	6	11	12	6	11	12	12	11	6	12	12	12	
Supplement % of salary			%9≥	-		>5% ≤10%	-		>10% ≤15%			>20% ≤0%	-	>20% <25%	>25% <30%	/000/ /000/	0/00/00/00/00/00/00/00/00/00/00/00/00/0	>35% ≤40%	>40% ≤45%	
Staff category											Academic									

Female	6	0	0	0	£62,684
Male	37	0	0	0	£298,669
	Academic	Academic Related	Assistant	Research	Total Supplements

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 %	Grade	Arts & Humanities		Humanities & Social Sciences	Physical Sciences	s Technology	Biological Sciences		Clinical Medicine	Council	=	General Board		Sub-Total	
	OI Salai y		Σ	F	M	M	M	M	Σ	A F	M	F	M	Σ	F	% F
	>5% <10%	10	1											1		%0
	0.01	12				-								-		%0
	>10% <15%	6			1		1 2							2	2	%09
	0/0/4/0/0/	12							_					-		%0
	>15% <20%	12			2		1	1						4		%0
Acadomic	>20% <25%	6			1									1		%0
Acadellic	>25% <30%	10					1							1		%0
	>40% ≤45%	6			1									1		%0
	>75% ≤80%	12					_								-	100%
	>85% ≤90%	11					-								1	100%
	>105% ≤110%	11					-								1	100%
														£157,509	£199,895	
		9										1			1	100%
	VE0/. < 100/.	6						_				_		-	-	%09
	0/0/10/0/	10					_				-			-	-	20%
		11									1			-		%0
Academic Related	1 >10% <15%	10									1			1		%0
	0/CI = 0/OI >	12											1		1	100%
	>20% <25%	11									1			1		%0
	>40% ≤45%	12									1	1		1	1	%09
														£99,759	£64,901	
	>15% <20%	4						1						1		%0
Assistant	0/07= 0/01	6								1					1	100%
														£4,824	£7,298	
	%9⋝	12														
		7	1											1		%0
	>5% ≤10%	6							_					-		%0
Research		11							1					-		%0
	>15% <20%	6							_					-		%0
		11				1								1		%0
				\dashv					_					£27,434		

	_				
Female	2	2	-	0	£272,095
Male	12	9	-	5	£289,527
	Academic	Academic Related	Assistant	Research	Total Supplements

Academic Related Assistant Research Total Supplements

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		Grade	Supplement % of Grade Arts & Humanities	Humanities & Social Sciences	Physical Sc	ciences	Physical Sciences Technology	Biological Sciences	Clinical Medicine	ine	Council	Gene	General Board	S	Sub-Total	
			MF	M	Σ	4	M	M	M		M F	Σ	F	Σ	F	% F
	VE0/	11		1										1		%0
	807	12						-						-		%0
		6		1			1		3 1					9	1	17%
	>5%≤10%	10	2	_										ო		%0
		12					-							-		%0
	/400/ /450/	6				1									1	100%
Academic	0.01/0.01/	11						-						-		%0
	V1E0/ <200/	6		2			2	1						4	1	20%
	0/075 0/01/	12		_										-		%0
	>25% <30%	11	-												1	100%
	>30% <35%	12					1							1		%0
	>35% <40%	12		1										1		%0
														£148,080 £34,302	£34,302	
														Male Female	Female	

33%

% F %0

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

	ш	%0	%(%0	%0	%0	
	% F	60	100	60	60	60	
Sub-Total	ш		1				£25,992
	Σ	1		1	1	1	£98,159 £25,992
General Board	M						
Gel	Σ						
Council	I F		1				
	2	1		1	1	1	
Clinical Medicine	M						
Biological Sciences	F M F						
Biole	Σ						
ology	ь						
Techno	Σ						
Physical Technology Sciences	F						
10	Σ						
lumanities & Social Sciences	ш						
H 8 S	Σ						
Arts & lumanities	щ						
Arts Huma	Σ						
Grade		12	12	12	12	12	
		%9	%0ï	%5;	%0 8	32%	
Supplement % of salary		>10% ≤15%	>15% <20%	>20% <25%	25% ≤3	30% ≤35%	
		^	۸		٨	۸	
Staff category**				Academic	Related		

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

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 & Grade Humanities		Humanities & Social Sciences		Physical Sciences	Technology	rology	Biological Sciences	gical	Clinical	cal	Council		General Board	ard	Sub-Total	ota
			H M		M	Σ	ч	Σ	F	Σ	ш	Σ	F	Σ	F	M	Σ	F	
	£40,000-£59,999	12		L										1			1		
Academic Related	Academic Related £20,000-£39,999	12												2	1		2	1	
	£00,000-£19,999	12												1			1		
Total																	4	1	

* 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.

VACANCIES, APPOINTMENTS, ETC.

Vacancies in the University

A full list of current vacancies can be found at http://www.jobs.cam.ac.uk.

Bennett Professorship of Public Policy in the Department of Politics and International Studies; tenure: from 1 January 2018 or as soon as possible thereafter; informal enquiries: Professor David Runciman, Head of Department (email: dwr12@cam.ac.uk); closing date: 28 April 2017; further details: http://www.jobs.cam.ac.uk/job/13190; quote reference: IJE11704

Dr John C. Taylor Professorship of Innovation in the Department of Engineering; tenure: from 1 October 2017 or as soon as possible thereafter; informal enquiries: Professor Andy Neely, Convenor of the Board of Electors (email: adn1000@cam.ac.uk or tel.: 01223 765608); closing date: 2 May 2017; further details: http://www.jobs.cam.ac.uk/job/13188; quote reference: NM11703

Professorship of Oncological Imaging in the Department of Radiology; tenure: from 1 August 2017 or as soon as possible thereafter; informal enquiries: Professor Fiona J. Gilbert, Head of Department (email: fjg28@cam.ac.uk or tel.: 01223 746438); closing date: 17 May 2017; further details: http://www.jobs.cam.ac.uk/job/13187; quote reference: RQ11702

The University values diversity and is committed to equality of opportunity.

The University has a responsibility to ensure that all employees are eligible to live and work in the UK.

EVENTS, COURSES, ETC.

Announcement of lectures, seminars, etc.

The University offers a large number of lectures, seminars, and other events, many of which are free of charge, to members of the University and others who are interested. Details can be found on individual Faculty, Department, and institution websites, on the What's On website (http://www.admin.cam.ac.uk/whatson/), and on Talks.cam (http://www.talks.cam.ac.uk/).

Brief details of upcoming events are given below.

Molecular Biology RNA methylation in development and disease, by

Michaela Frye, of the Department of Genetics, at 11 a.m. on Friday, 24 March 2017 in the Max Perutz Lecture Theatre, MRC Laboratory of

Molecular Biology

Endellion String Quartet

The 2016–17 concert series continues with music by Beethover, Janáček, and Arensky, with guest

cellist Laura van der Heijden, at 7.30 p.m. on 26 April 2017, at West Road Concert Hall

http://www2.mrc-lmb.cam. ac.uk/news-and-events/ scientific-seminars/

https://www.

cambridgelivetrust.co.uk/ tickets/events/endellionstring-quartet-10

NOTICES BY THE GENERAL BOARD

Professorship of Education (2004)

20 March 2017

The General Board has received a recommendation from the Faculty Board of Education and the Council of the School of the Humanities and Social Sciences that the Professorship of Education (2004) be temporarily discontinued from 1 October 2017 in accordance with Special Ordinance C (vii) B. 18(a)(ii). The Professorship will be held in abeyance for the tenure of Professor Pauline Rose as Professor of International Education.

The Council has agreed to submit a Grace to the Regent House (Grace 3, p. 439) to discontinue the Professorship temporarily from this date.

NOTICES BY FACULTY BOARDS, ETC.

Natural Sciences Tripos, Part II (History and Philosophy of Science), 2018

The Board of History and Philosophy of Science gives notice that the written papers available for examination in 2018 are as follows:

Paper 1: Early science and medicine

Paper 2: Sciences in transition: Renaissance to Enlightenment

Paper 3: Science, medicine, and empire

Paper 4: Science, medicine, and technology since 1900

Paper 5: Philosophy of science

Paper 6: Ethics and politics of science, technology, and medicine

BBS107: Philosophy and ethics of medicine

(i) Work placement

BBS113: Early medicine

BBS114: Modern medicine and biomedical sciences

Examination for the degree of Master of Business Administration, Easter Term 2017

The Faculty Board of Business and Management gives notice that, in the Easter Term 2017, the subjects for examination for the degree of Master of Business Administration will be as listed below. The method of examination is shown for each subject.

4. (a) One-year course

6. (a) Compulsory modules

Easter Term 2017:

MBA15	Operations management	Examination – 1.5 hours plus 15 mins reading time (50%); group assignment – max. 1,500 words (30%); class participation (20%)
MBA108	Business and society	Individual assignment – max. 3,000 words (100%)
MBA54	Macroeconomics	Individual assignment – max. 2,500 words (75%); group assignment – 2,000 words (25%)
MBA35	Concentration and Capstone project (students r	nust choose one of):
	MBA35A Culture, arts, and media management	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35B Energy and environment	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35C Entrepreneurship	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35D Healthcare strategies	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35E Finance	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35F Global business	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35G Strategy and marketing consulting	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35H Social innovation	Group project and presentation – 15 mins, plus Q&As (100%)
MBA36	Summer activity (students must choose one of)	:
	(a) Bootcamp: case writing	Individual assignment – 3,000 words (100%)
	(b) Bootcamp: entrepreneurship	Individual assignment – 3,000 words (100%)
	(c) Bootcamp: private equity	Individual assignment – 3,000 words (100%)
	(d) Bootcamp: creative arts management	Individual assignment – 3,000 words (100%)
	(e) Bootcamp: Lean Six Sigma	Individual assignment – 3,000 words (100%)
	(f) Dissertation	Individual assignment – 8,000 to 10,000 words (100%)
	(g) Individual project	Individual assignment – 3,000 words (100%)
	(h) Research paper	Individual assignment – 3,000 words (100%)

Individual assignment – 3,000 words (100%)

6. (b) Elective modules

Easter Term 2017:

MBA113	Advanced digital business	Group presentation – deck of 20 slides, 20 mins (100%)
MBA98	Advanced strategy	Group assignment – max. 3,750 words (100%)
MBA71	Asian capital markets	Individual assignment – max. 1,500 words (100%)
MBA84	Cases in corporate finance II	Group assignment – max. 3,000 words (30%); group assignment – max. 3,500 words (60%); class participation (10%)
MBA38	Consumer behaviour	Individual assignment – max. 3,000 words (60%); group presentation – max. 15 mins (40%)
MBA106	Creativity and innovation management for start ups	Group presentation – deck of 12 slides, max. 20 mins (100%)
MBA43	Entrepreneurship: how to start a technology company	Individual assignment – max. 5,000 words (100%)
MBA95	Financial market trading simulation	In-class test – 2 hours (80%); class participation (20%)
MBA23	Global marketing	Individual assignment – max. 1,000 words (10%); Individual assignment – max. 3,000 words (60%); group presentation – max. 15 minutes (30%)
MBA48	Liquid alternatives and hedge funds	Group presentation – deck of 20 slides, 15 mins (25%); individual assignment – max. 2,000 words (75%)
MBA57	Mergers and acquisitions	Individual assignment – max. 1,500 words (30%); group assignment – max. 2,500 words (70%)
MBA121	Organizing healthcare	Individual assignment – max. 4,000 words (80%); class participation (20%)
MBA60	Pharmaceuticals and biotechnology	Individual assignment – max. 3,000 words (80%); class participation (20%)
MBA28	Private equity	Individual in-class test – 3 hours (30%); individual in-class quiz – 1 hour (30%); group in-class test – 1 hour (10%); group assignment – max. 3,000 words (30%)
MBA112	Stock valuation	Group assignment – max. 5,000 words (100%)
MBA64	Strategic brand management	Individual assignment – max. 2,000 words (50%); group presentation – max. 30 mins (50%)
MBA88	Strategies for energy and climate	Individual assignment – max. 3,000 words (70%); debate participation (30%)
MBA97	Supply chain strategy	Group assignment – max. 3,000 words (30%); in-class test – 2 hours plus 10 mins reading time (70%)
MBA31	The coming of modern capital markets	In–class test – 1.5 hours (100%)
MBA73	The international film and screen industries	Group presentation – max. 15 mins (40%); individual assignment – max. 2,500 words (60%)
MBA66	The liberalization and regulations of international financial markets	Individual assignment – max. 3,000 words (100%)
MBA119	Value-driven leadership	Individual assignment – max. 800 words (40%); group presentation – 10 slides, 15 mins max. (40%); class participation (20%)
MBA44	Venture capital and the entrepreneurial world	Individual assignment – max. 3,000 words (80%); class participation (20%)

2016-18 class

6. (a) Compulsory modules

Easter Term 2017:

EMBA10	Marketing management	3-hour written examination (60%); group assignment: 12–15 PowerPoint slides (40%)
EMBA32	Macroeconomics	Group assessment: max. length one page (25%); individual assignment: up to 2,500 words (75%)
EMBA20	Negotiation skills	Attendance only
EMBA17	Leadership in action (this course runs throughout the programme)	Attendance only
EMBA19	Personal and professional development (this course runs throughout the programme)	Attendance only

6. (b) Elective modules

Easter Term 2017:

None

Examination for the degree of Master of Finance, Easter Term 2017

The Faculty Board of Business and Management gives notice that, in the Easter Term 2017, the subjects for examination for the degree of Master of Finance will be as listed below. The method of examination is shown for each subject.

Group 1 - core subjects

MFIN5	Management lecture series	Seminar, assessed by attendance
MFIN23	City speaker series	Seminar, assessed by attendance

Group 2 – specialist subjects

MFIN37

Individual project (optional)

Group 2 – spe	ecialist subjects	
MFIN47	Liquid alternatives and hedge funds (open to M.B.A.)	Group presentation – deck of 20 slides, 15 mins (25%); individual assignment – 2,000 words max. (75%)
MFIN46	Alternative channels of finance	Individual assignment – 3,000 words max. (100%)
MFIN21	The coming of modern capital markets (open to M.B.A.)	In-class test of 1.5 hours (100%)
MFIN31	Infrastructure finance	Individual assignment – 1,500 words max. (100%)
MFIN33	Asian capital markets (open to M.B.A.)	Individual assignment – 1,500 words max. (100%)
MFIN35	Further econometrics: time series (open to M.Phil. in Finance)	In-class test – 3 hours (100%)
MFIN40	Principles of financial regulation	Individual assignment – 2,000 words max. (100%)
MFIN41	Advanced derivatives	In-class test – 1.5 hours (100%)
MFIN42	Advanced credit	Individual assignment – 2,000 words max. (50%); group case study –2,500 words max. (50%)
MFIN48	Understanding the international economy and financial system (open to M.Phil. in Finance)	Individual assignment – 1,000 words max. (100%)
MBA44	Venture capital and the entrepreneurial world	Individual assignment – 3,000 words max. (80%); class participation (20%)
Projects		
MFIN26	Group consulting project	Group project, assessed by group presentation – one hour (100%)

Report of 12,000 words max. (100%)

REPORTS

Joint Report of the Council and the General Board on payment of a salary supplement for those who for tax reasons opt out of future pension provision

The COUNCIL and the GENERAL BOARD beg leave to report to the University as follows:

Background

- 1. The University's pension schemes are a critical element of the reward offering, allowing the University to attract and retain the most talented employees from around the world
- 2. Changes to pension taxation have meant that pension benefits earned in a single year or over a working lifetime that exceed the Annual Allowance or Lifetime Allowance can lead to excess tax charges. These charges can make pension benefits a potentially unattractive means of attracting and retaining staff.
- 3. A number of major peer institutions have therefore adopted an alternative remuneration benefit whereby staff affected can opt out of their pension scheme and accept a salary supplement, in order to remain competitive within the external market.
- 4. The Universities Superannuation Scheme (USS) has, for its part, introduced various voluntary amendments to help affected members address the high tax charges on benefits, including an 'enhanced opt-out' and a 'voluntary salary cap'. These can be used in conjunction with a salary supplement in lieu of pension, to enable those who choose to opt out of the scheme and accept a salary supplement to maintain their death-in-service and ill-health provision.

Proposed salary supplement

- 5. A report was commissioned from the University's independent pension advisors, Xafinity, to ascertain the amount of salary which it would advise should be paid to staff in the USS which, after taking any other relevant factors into account, would (a) minimize the impact on the attraction and retention of staff, and (b) be cost-neutral to the University when compared to the payment of employer's pension contributions. Xafinity have advised that currently a salary supplement of 12% to affected members of USS would meet both these objectives. Detailed calculations are being undertaken to establish the appropriate figure for those in the Cambridge University Assistants' Contributory Pension Scheme (CPS) and other schemes administered by the University but, as the contributions currently being made to these schemes are lower than those to USS, the proposed supplement in these cases would also be lower. The actual amount of any salary supplement payable to eligible employees would be reviewed and amended to reflect variations in contribution rates to ensure that the supplement remained cost neutral to the University. The Finance Committee's Business Sub-Committee has agreed in principle to the payment of salary supplements on this basis, subject to approval of the proposals set out in this Report. The Human Resources Committee approved these proposals on 26 January 2017.
- 6. The CPS does not contain an enhanced opt-out option to enable employees to retain death-in-service and incapacity benefits, and accordingly eligible staff would need to consider this before deciding whether to accept a salary supplement in lieu of participation in the pension scheme.

Eligibility

- 7. Consideration has been given to whether the eligibility criteria should be broadened beyond those affected by the pension tax changes, to include any member of staff from any pension scheme who wishes to sacrifice their pension arrangements for a cash alternative. There is no legal requirement to do so. While the measure could be seen as more likely to favour older, male staff, the Council and the General Board consider that it represents a proportionate means of meeting a legitimate aim which would be permitted under the Equality Act, particularly when the implications of extending the measure to all staff are fully considered.
- 8. The Pensions Act 2008 prohibits employers from offering employees an inducement to opt out of pension provision, where the 'sole or main purpose' of that inducement is to encourage employees to opt out of or leave their current pension scheme. To avoid any risk either of challenge by the Pensions Regulator, or of claims in the future from staff who opt out of their pension scheme without understanding the full implications of doing so (or from dependants of such staff), the Council and the General Board consider that the University should not extend the scheme to all staff until it has satisfied itself that there are clear and positive reasons for doing so. The University should consider why this is an appropriate way forward for the benefit of those staff, who would lose the tax benefits of participation in the scheme were they to take the salary supplement. The University should also satisfy itself that staff who might opt to take the salary supplement are likely fully to understand the long-term implications of doing so and to make suitable alternative provision for themselves and their families as regards pension, death-in-service, and other benefits associated with pension scheme membership.
- 9. The University would also need to take soundings from the USS Trustees as to their reaction to extending the measure to all staff. The Trustees have a wide discretion to treat a university as having left the USS should they consider that it is not in the scheme's interests to continue its membership, triggering a substantial financial liability. It would be important to understand fully the implications for the University's continued membership of the USS should a large number of staff opt to take a salary supplement, before the option could be offered to all staff.
- 10. The Council and the General Board consider there are cogent reasons why a salary supplement should be made available now to those unable to participate in a pension scheme without suffering adverse tax consequences, if the University is to remain competitive with other institutions. It is proposed that this measure would be backdated to the date at which the member of staff affected ceased their participation in a pension scheme, which at the earliest would be April 2016. For the moment, however, they consider that no steps should be taken to extend the offer of a salary supplement to all staff, but have instructed that fuller consideration of this possibility be added to the remit of the Remuneration Working Group which was established by the Human Resources Committee in October 2016.

RECOMMENDATIONS

- 11. In light of the above considerations, the Council and the General Board recommend that the regulations for Payments Additional to Stipend (*Statutes and Ordinances*, p. 669) be amended by the addition of a new Regulation 12 as follows:
 - 12. The competent authority shall have the power to establish procedures for, and authorize, with effect from 6 April 2016, the payment of additional non-pensionable payments as salary supplements to any member of the University staff who can demonstrate that they cannot participate in a pension scheme to which the University would otherwise contribute on their behalf without exceeding the lifetime or annual allowance specified by Her Majesty's Revenue and Customs for such participation.

And that thereafter the Council and the General Board put in place detailed arrangements for the making available of such supplements for eligible employees.

20 March 2017	L. K. Borysiewicz, Vice-Chancellor Chad Allen Richard Anthony R. Charles Amatey Doku Nicholas Gay	Umang Khandelwal Stuart Laing Mark Lewisohn Susan Oosthuizen Michael Proctor	JOHN SHAKESHAFT SARA WELLER I. H. WHITE MARK WORMALD JOCELYN WYBURD
15 March 2017	L. K. Borysiewicz, <i>Vice-Chancellor</i>	David Good	RICHARD PRAGER
	Chad Allen	A. L. Greer	HELEN THOMPSON
	Philip Allmendinger	Patrick Maxwell	GRAHAM VIRGO
	Abigail Fowden	Martin Millett	MARK WORMALD

GRACES

Graces submitted to the Regent House on 22 March 2017

The Council submits the following Graces to the Regent House. These Graces, unless they are withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 103), will be deemed to have been approved at 4 p.m. on Friday, 31 March 2017.

- 1. That, notwithstanding Regulation 3 of the regulations for the School of the Humanities and Social Sciences (*Statutes and Ordinances*, p. 581), Professor Philip Michael Allmendinger, *CL*, be reappointed as Head of the School of the Humanities and Social Sciences from 1 October 2019 to 30 September 2020.¹
- **2.** That, notwithstanding Regulation 3 of the regulations for the School of Technology (*Statutes and Ordinances*, p. 582), Professor Richard William Prager, *Q*, be reappointed as Head of the School of Technology from 1 January 2018 to 30 September 2020.¹
- **3.** That, on the recommendation of the General Board, the Professorship of Education (2004) (*Statutes and Ordinances*, p. 704) be discontinued until such date as the Professorship of International Education becomes vacant.²
- **4.** That Regulation 4 of the regulations for the Diane Middlebrook and Carl Djerassi Fund (*Statutes and Ordinances*, p. 715) be amended so as to read:³
 - **4.** The income and (if the Managers think fit) the capital of the Fund shall be used to support no more than two Visiting Professors in any one academical year (which shall include payment of approved travelling expenses incurred by the Visiting Professor on her or his appointment, such emoluments as the General Board, on the recommendation of the Managers, shall determine at the time of the election, and the indirect costs to the University of the appointment). If and whenever the income and capital of the Fund shall exceed the amount required for these purposes, the excess of income and capital over that amount may be applied in support of research or teaching in the fields of Gender Studies in such manner as may be approved by the General Board on the recommendation of the Managers.

¹ The General Board, on the recommendation of the respective Councils of the Schools, wishes to reappoint Professors Allmendinger and Prager for periods outside the terms of the regulations governing the appointment of the Heads of the Schools.

² See the General Board's Notice, p. 434.

³ The General Board, on the recommendation of the Managers, is submitting an amendment for the regulations for the Fund, to give effect to the donor's wishes, as set out in a deed of gift dated 21 April 2009, to enable surplus funds to be used in support of research or teaching in the fields of Gender Studies.

- 5. That Regulation 3 of the regulations for the Ashby Scholarship Fund (*Statutes and Ordinances*, p. 752) be amended so as to read:⁴
 - **3.** The Electors to the Scholarship shall be the Head of the relevant Division of the Department of Engineering, and two members of staff of this Division who shall be appointed by the Faculty Board of Engineering, on the recommendation of the Head of Division, in the Michaelmas Term to serve for four years from 1 January following their appointment.
- **6.** By amending Regulation 2 of the regulations for the Hatton Philosophy of Life Sciences Fund (*Statutes and Ordinances*, p. 830) so as to read:⁵
 - **2.** The Managers shall be responsible for the administration of the Fund and the application of its income, and shall comprise:
 - (a) the Head of the Department of History and Philosophy of Science, who shall be Chair;
 - (b) the Chair of the Board of History and Philosophy of Science or a deputy;
 - (c) the Secretary of the Department of History and Philosophy of Science;
 - (d) the Director and Curator of the Whipple Museum of the History of Science;
 - (e) three persons appointed by the Board of History and Philosophy of Science for such period as the Board shall determine.
 - ⁴ The Council, on the recommendation of the Faculty Board of Engineering, is proposing these changes to the Electors.
- ⁵ The General Board, on the recommendation of the Managers, is proposing this amendment to bring the composition of the Managers into line with that of other funds supporting activities in the Department of History and Philosophy of Science.

Graces to be submitted to the Regent House at a Congregation on 25 March 2017

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on 25 March 2017:

That the following persons be admitted to the degree of Master of Arts under the provisions of Statute B II 2:

- 1. MICHELLE CHILD, Deputy Director in the Local Examinations Syndicate.
- 2. MARK LEONARD COULSON, Advisory Officer in the Estate Management Division of the University Offices.
- **3.** GÉRALDINE CÉLINE MICHELLE DUFOUR, of Pembroke College, Principal Assistant Registrary in the Academic Division (Head of the University Counselling Service).
- 4. DEAN ALLAN JAMES FREAR, Associate Lecturer in the Faculty of Clinical Medicine.
- **5.** Peter Alexander Hedges, Assistant Director in the Academic Division of the University Offices (Head of the University Research Office).
- 6. PATRICIA KILLIARD, Senior Under-Librarian in the University Library.
- 7. SIMON EDWARD NICOL, Computer Officer in the University Information Services.
- 8. DAVID ANDREW PACKER, Assistant Keeper in the Fitzwilliam Museum (Museum Registrar).
- 9. RICHARD ANTHONY SILVER, Assistant Director in the Local Examinations Syndicate.

Graces to be submitted to the Regent House at a Congregation on 1 April 2017

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on 1 April 2017:

That the following persons be admitted to the degree of Master of Arts under the provisions of Statute B II 2:

- 1. CRISTINA BRANCO, Fellow of Newnham College.
- **2.** DAVID DE CREMER, Fellow of St Edmund's College and KPMG Professor of Management Studies in Judge Business School.
- 3. FIONA JANET DUFFY, Fellow of Murray Edwards College.
- 4. Zoe Elizabeth Wilson, Fellow of Murray Edwards College.

E. M. C. RAMPTON, Acting Registrary

END OF THE OFFICIAL PART OF THE 'REPORTER'

COLLEGE NOTICES

Vacancies

Downing College: College Teaching Associates to provide undergraduate supervision in a number of fields: Philosophy (core Part IA and Part IB), Natural Sciences (Animal Biology, Evolution and Behaviour), Economics (Part IIA and Part IIB papers) and Human, Social, and Political Sciences (Social Anthropology); tenure: one year from 1 October 2017 with the possibility of renewal; nonstipendiary but includes a benefits package and payment for supervisions at the standard intercollegiate rate; closing date: 24 April 2017 at 12 noon; further details: http://www.dow.cam.ac.uk/join-downing/academic-vacancies

Gonville and Caius College: College Teaching Officer (CTO) in Engineering (one-year, fixed-term career development post); closing date: 7 April 2017; further details: https://www.cai.cam.ac.uk/vacancies

Queens' College: Temporary College Lectureship in History; tenure: one year from 1 October 2017; salary: £32,004 plus benefits; closing date: 20 April 2017 at 12 noon; further details: http://www.queens.cam.ac.uk/life-at-queens/vacancies/temporary-college-lectureship-in-history-one-year

St Catharine's College: College Teaching Officer in Economics; tenure: five years in the first instance; salary: £39,324–£49,772 (depending on qualifications and experience, with incremental progression), plus Fellows' commons and other customary benefits of a Fellowship; closing date: 24 April 2017; further details: http://www.caths.cam.ac.uk/vacancies

St John's College: College Associate Lectureship and Fellowship in Law; stipend: £34,956–£39,324 plus College benefits; tenure: five years; closing date: 10 April 2017; further details: http://www.joh.cam.ac.uk/college-associate-lectureship-and-fellowship-law-1

Trinity Hall: Fellowship and College Lectureship in English; tenure: permanent from October 2017; stipend: £35,000 (pensionable), direction of studies separately remunerated at a fixed rate of £554 a year plus a per capita payment for the number of students taught; closing date: 21 April 2017; further details: http://www.trinhall.cam.ac.uk/academic-vacancies

College Teaching Associateship in Theology, Religion, and Philosophy of Religion; tenure: nine months from October 2017; stipend: £18,974 (£25,298 FTE, nonpensionable), direction of studies separately remunerated at a fixed rate of £554 a year plus a *per capita* payment for the number of students taught; closing date: 21 April 2017; further details: http://www.trinhall.cam.ac.uk/academic-vacancies

Elections

Homerton College

Elected to a Professorial Fellowship from 1 October 2016: Richard Douglas Hickman, M.A., *Leicester*, Ph.D., *Reading*

Elected to a Professorial Fellowship from 1 December 2016: Mary Dixon-Woods, M.Sc., D.Phil., *Oxford*

Elected to a Junior Research Fellowship from 1 January 2017: Ross Graham Cole, B.A., *Oxford*, M.Res., *York*, Ph.D., *K* Elected to a Bye-Fellowship from 1 February 2017: Anna Hughes, B.A., *CHU*, Ph.D., *CL*

Peterhouse

Elected to an Official Fellowship with effect from 1 October 2017:

Nicholas Andrew Shipley Zair, B.A., M.Phil., D.Phil., Oxford

Elected to the Carmen Blacker Research Fellowship with effect from 1 October 2017:

Alistair Ewan Macdonald, M.A., *Edinburgh*, M.A., Ph.D., *SOAS*

Events

Homerton College

Ligeti Quartet concert in memory of Sir Peter Maxwell Davies: 28 April 2017 at 8 p.m.

Homerton College's resident ensemble, the Ligeti String Quartet, will play a concert in memory of Sir Peter Maxwell Davies, on Friday, 28 April 2017, at 8 p.m., in the Paston Brown Room, Homerton College. The concert will include music by Peter Maxwell Davies, Anna Meredith, John Hopkins, and Nicola Price. Tickets, priced at £10 (£5 for students and concessions) are available on the door or at http://www.eventbrite.co.uk (search 'Ligeti'), where further information may also be found.

EXTERNAL NOTICES

University of Oxford

Exeter College: Stipendiary Lecturer in Law (fixed-term); tenure: one year from 1 October 2017; stipend: £17,368–£19,534 plus other benefits; closing date: 12 April 2017 at 12 noon; further details: http://www.exeter.ox.ac.uk/stipendiary-lecturer-law.html

Mansfield College: Fixed-term Stipendiary Lecturer in Philosophy; closing date: 10 April 2017 at 12 noon; further details: https://www.mansfield.ox.ac.uk/vacancies

St Catherine's College: Communications Officer; salary: £24,565–£29,301; closing date: 21 April 2017; further details: https://www.stcatz.ox.ac.uk/node/872

Wolfson College: Berggruen Stipendiary Research Fellowship in Comparative Philosophy 2017; stipend: £33,000; closing date: 18 April 2017 at 4 p.m.; further details: https://www.wolfson.ox.ac.uk/content/berggruen-research-fellow-comparative-philosophy