### CAMBRIDGE UNIVERSITY **REPORTER**

No 6581

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### NOTICES

### Calendar

13 March, Friday. Full Term ends.

- 17 March, Tuesday. Discussion at 2 p.m. in the Michaelhouse Chancel (see below).
- 18 March, Wednesday. Last issue of the Reporter in the Lent Term.
- 21 March, Saturday. Congregation of the Regent House at 11 a.m. (see p. 408).
- 24 March, Tuesday. Lent Term ends.
- 28 March, Saturday. Congregation of the Regent House at 11 a.m.

10 April, Friday. Easter Term begins.

### Discussion on Tuesday, 17 March 2020

The Vice-Chancellor invites those qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 105) to attend a Discussion **in the Michaelhouse Chancel**, Trinity Street, on Tuesday, 17 March 2020 at 2 p.m., for the discussion of:

1. Report of the Council, dated 4 March 2020, on a new students' union (Reporter, 2019–20, 6580, p. 370).

Attendees are asked to enter the Chancel via St Michael's Court of Gonville and Caius College and the Hervey de Stanton Chapel, not through the Michaelhouse Café.

Further information on Discussions, including details on format and attendance, is provided at https://www.governance.cam.ac.uk/governance/decision-making/discussions/.

### Election of student members of the Council and of the General Board

### 6 March 2020

The Vice-Chancellor gives notice that, in the elections held from Monday, 2 to Thursday, 5 March 2020, the following persons were elected to be the student members of the Council and the General Board in class (d). The text in square brackets indicates the changes to those membership classes that have been proposed in the Report of the Council on a new students' union (*Reporter*, 6580, 2019–20, p. 370).

### Council

Category (i) – CUSU President [the President (Undergraduate) of the University of Cambridge Students' Union] MARGOLIS, Ben, R

Category (ii) – GU President [the President (Postgraduate) of the University of Cambridge Students' Union] DAHAL, Aastha, ED

*Category* (*iii*) – one student elected by and from among the students in the University POSER, Freddie, *CAI* 

### **General Board**

Category (i) – CUSU Education Officer [the sabbatical officer of the University of Cambridge Students' Union with responsibility for matters concerning undergraduate education]

CAVENDISH, Esme, CHR

*Category* (*ii*) – *GU President* [*the sabbatical officer of the University of Cambridge Students' Union with responsibility* for matters concerning postgraduate education]

WEI, Siyang, N

### **Congregation for the conferment of Honorary Degrees: 17 June 2020**

### 9 March 2020

The Vice-Chancellor reminds members of the University that a Congregation will be held on Wednesday, 17 June 2020, at which the Chancellor expects to confer Honorary Degrees (see Graces 1–8, p. 408). Admission will be by ticket only and details of the arrangements and application for tickets are expected to be published in the *Reporter* on Wednesday, 22 April 2020.

### Statistical information: Staff grades, additional payments and market supplements

### 9 March 2020

Grace 9 of 27 July 2005 as amended, 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) anonymised 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) anonymised 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 2018–19 showing in the tables below the payments that have been made. All data is as at 31 March 2019.

### (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.

### (ii) Payments additional to stipend

The data on which the tables in this section draw do not include clinical payments, and Investment Office staff, Pro-Vice-Chancellor, and Heads of School payments (as these are included in the basic pay for those roles).

- 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) have been anonymised 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 anonymised statistical information on all awards of market supplements (now market pay and advanced contribution supplements) at least annually by staff category, grade, gender, and School (or equivalent). Accordingly, the Council publishes below information for 2018–19 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 2018–19.
- Table 11(*d*) shows the number of staff newly awarded advanced contribution supplements in 2018–19.

### TABLES

The tables are published on pages 382–406.

Scale	Grade T & A	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Gra	de 9	Grade 10	Grade 11	Grade 12	Overal	II Scal
Point 100	Men Women		Men Women			Men Wome		Men Wome			ae 9 Nomen	Men Womer				
99																99
98 97														1 1	1 1	1 98 97
96																96
95 94														2	2	95 94
93														2	2	93
92 91														2 3	2 3	92 91
90 89														4 2 3 1		2 90 1 89
88														3 1 9	9	1 89 88
87 86														8 3 8 2	8 3	3 87 2 86
85														8	8	85
84 83														11 4 8 1		4 84 1 83
82														16 4	16 4	4 82
81 80														36 8 14 3	36 8 14 3	
79														14 7	14 7	7 79
78 77														13 4 12 4	13 4 12 4	4 78 4 77
76														18 4	18 4	4 76
75 74														37 8 15 3	37 8 15 3	B 75 3 74
73														22 7	22 7	7 73
72 71														16 8 27 9	16 8 27 9	B 72 9 71
70 69														27 9	27 9	9 70
69 68														29 9 154 45	29 9 154 4	5 68
67 66													8 3 3		8 3 3	3 67 66
65													4 2			2 65
64 63												2 12 16	2 2 216 93		4 2 228 10	2 64 09 63
62												13 8	9 3		220 10	
61 60										22 12	14 5	97 41 13 11			119 5 25 1	5 61 6 60
59										13	10	22 10				0 59
58 57									1	21 229	13 134					3 58 35 57
56									1	24	20				24 2	1 56
55 54									2 7		24 20				36 3 20 2	
53									2		26				44 2	8 53
52 51								11 17 14 14		28 38	25 45					2 52 9 51
50								29 24		21	13				50 3	7 50
49 48								33 36 249 220		29	17				62 5 249 22	i3 49 20 48
47								24 11							24 1	1 47
46 45								101 81 105 95	1						101 8 105 9	
44						1 6		189 157							190 16	63 44
43 42						2 2 7 8	1	84 59 233 195							86 6 240 20	1 43 04 42
41						4 15		271 226							275 24	
40 39						20 44 71 94		1							21 4 71 9	4 40 4 39
38						49 63									49 6	3 38
37 36						3 3 39 64									3 3 39 6	3 37 4 36
35 34						10 13										3 35
34 33						58 80									58 8	0 34 33
32 31																32 31
30																30
29 28																29 28
27																27
26 25																26 25
24																24
23 22																23 22
21																21
20 19																20 19
18																18
17 16																17 16
15																15
14 13																14 13
12																12
11						264 392		1344 1135		\$ 535	366		242 103	521 146		11

 Table 1(a) Number of academic and research staff on the single salary spine by grade, gender and scale point as at 31 March 2019

cale oint	Grade T & A Men Women	Grade Men Wo		Grad Men W	e 2 Iomen	Gra Men	ide 3 Women		ade 4 Women	Gra	ide 5 Women		ade 6 Women		ade 7 Women		ide 8 Women	Gra	ide 9 Women	Gra	de 10 Women	Grade Men W	e 11 Iomen		ide 12 Womer		verall Women	Sc: Po
100 99					onion	mon		mon	Tomon	mon		mon				mon		mon					onion	mon			Tomor	- 10 10 9
98																												9
97 96																								1		1		9 9
95 94																								3		3		9 9
93 92																								1	1	1	1	9
91 90																												9
9																									1 1		1 1	9 8
8																								1 5	2	1 5	2	8 8
6 5																									1		1	8 8
4 3																								5	1	5	1	8 8
2																								3	2	3	2	8
1 0																								4 5	2	4 5	2	8
9 8																								4	1	4	1	7
7 6																								3 4	3	3 4	3	7
5 4																								7	2	7 1	2	7
3																									2		2	7
1																								1	2	1	2	7
0 9																								1	3	1	3	7 6
8 7																						8	8	4	5	4 8	5 8	6
6 5																						2 6	4 3			2	4	6
4 3																				21 5	17 22	12 5	3 4			33 10	20 26	e
2																		10		17	18	3	2			20	20	e
1																		16 9	11 7	49 10	47 5					65 19	58 12	e
9 3																12	6	14 27	11 28	14	17					28 39	28 34	5
7 6																14 24	17 28	51 10	68 10							65 34	85 38	5
5 4																91 18	72 28	4 15	13 14							95 33	85 42	5
3																22	18	9	11							31	29	5
2 1														12 4	6 4	13 27	17 36	8 5	18 13							33 36	41 53	5
0 9														15 20	5 42	17 20	39 20	4 5	6 11							36 45	50 73	5
3 7												9 1	8 4	89 16	111 25	9 27	32 22									107 44	151 51	4
6 5												4 2	2 14	25 20	38 41	5 20	19 32									34 42	59 87	4
1										2	7	27	34	23	56	20	32									52	97	4
3 2										8 5	2 12	83 22	113 40	17 25	42 52											108 52	157 104	4
)										17 39	22 64	28 18	47 43	29 20	46 28											74 77	115 135	4
9 3								6	17	107 24	171 65	35 16	41 35	18	34											160 46	246 117	3
7 6								5 12	11 23	35 41	73 89	10	48													50 53	132 112	3
5								20	69	33	92															53	161	3
1						4 1	3	64 18	190 50	36	77															100 22	267 53	3
2						3	1 12	34 31	74 86																	35 34	75 98	3 3
)						15 82	26 103	23 27	73 100																	38 109	99 203	3
3				2 1	4 2	15 23	19 38																			17 24	23 40	2
3				2	2 3	25 31	34 46							1												27 35	36 49	2
5 4				59	46	30	46 63			1																89	109	2
3				12	11 12																					12 12	11 12	2
1 D			6 11		27 16																					14 24	33 27	2
Э В	7	9 2	23 12		19																					46 164	42 212	1
7		101 2																									-14	1
6 5	3 1																									3	1	1
4 3																												1
2	96																									9	6	1
al	19 7	183 2	52	150	142	229	345	240	693	347	674	255	429	333	530	319	386	177	221	116	126	36	24	54	27		3856	Тс

 Table 1(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point

 as at 31 March 2019

cale	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	Sc
Point 100	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Wome	1
99 98															9
97 96															9
95															9
94 93															9
92 91															9
90															9
89 88													1	1	8
87 86													1	1	8
85															8
84 83													1	1	8
82 81													2 10 1	2 10 1	8
80													3	3	8
79 78													2	2	7
77 76													1 3 2	1 3 2	7
75													8 3	8 3	7
74 73													1 2 4	1 2 4	7
72 71													1 1 1 1	1 1 1 1	7
70 69													1 1 2	1 1 2	7
68													1 2	1 2 17 7	e
67 66															e
65 64												1		1	e
63											2 1	40 22		42 23	e
62 61											2 1 24 9			2 1 24 9	e
60 59										1	2 3 7 2			3 3 7 2	6
58										1	1 2			1	5
57 56										17 20 1 3				17 20 1 3	5
55 54									2	2 1 2 5				2 3 2 5	5
53										4 4				4 4	5
52 51										4 3 3 7				4 3 3 7	5
50 49										3 1 4 3				3 1 4 3	5
48								97						9 7	4
47 46								2 2						2 2	4
45 44								36 87						36 87	4
43								2 2						2 2	4
42 41							1	10 13 19 17						10 14 19 17	4
40 39						1								1	4
38						1								1	3
37 36						2 4								2 4	3
35 34						2 2								2 2	3
33															3
32 31															3
30 29															3
28 27															2
26															2
25 24															2
23 22															2
21															2
20 19															2
18 17															1
16															1
15 14															1
13 12															1
										1	1		1		1

### 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 March 2019

### Table 2(*b*) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point School of Arts and Humanities as at 31 March 2019

								March 2019							
Scale Point	Grade T & A	Grade 1	Grade 2	Grade 3 Men Women	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9 Mon. Womon	Grade 10	Grade 11	Grade 12	Overall Mon Womor	Scale n Point
100	Men women	Wen women	Wen women	Wen women	Men women	Men women	Men women	Men women	Wen women	Wen women	Men women	Men women	Wen women	Well Wollie	100
99															99
98 97															98 97
96															96
95															95
94 93															94 93
92															92
91															91
90 89															90 89
88															88
87															87
86 85															86 85
84															84
83 82													1	1	83 82
82 81															81
80															80
79															79
78 77															78 77
76															76
75 74															75 74
73															73
72													1	1	72
71 70															71 70
69				1											69
68 67															68 67
66															66
65															65
64 63												1		1	64 63
62											1 1			1 1	62
61 60															61 60
59															59
58										1				1	58
57 56									2 1	3 5				3 7 1	57 56
55									4 1					4 1	55
54									1	1				2	54
53 52								1		1				2	53 52
51									1 2	1				1 3	51
50 49								3	1 1					1 1 4	50 49
48							2 1	5 5						7 6	48
47									1					1	47
46 45								3 2 1 2						3 2 1 2	46
44							2 3	2 6						4 9	44
43						2	2 5	4 1						6 6	43
42 41						2 2	2 1	3 5 5 1						39 54	42
40				1		1 6	3	4 1						5 10	40
39 38						10 1 7	2 1 2	2 1						4 12 1 9	39 38
37						1 3	2							1 3	37
36					2	8								10	36
35 34					1 5 1 7	4 2 2								1 9 3 9	35 34
33					3									3	33
32 31					1 1									1 1 1 2	32 31
30				2 1	1 2 1 2									1 2 3 3	31
29				2 1	1 2 1 3									3 3 3 4	29
28 27															28 27
26				1 1										1 1	26
25				1 1										1 1	25
24 23			1	2 1										2 2 1	24 23
22															22
21 20			1											1	21
20 19			1											1	20 19
18		13 31												13 31	18
17															17
16 15															16 15
14															14
13 12															13
12 11															12 11
		13 31	2 2	8 5	6 25	5 44	8 18	30 27	7 9	5 7	1 1	1	1 1	87 170	

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 March 2019

Scale	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	Sca
Point 100	Grade T & A Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	n Poir				
99															99
98 97															98 97
96															96
95 94															95 94
93													1	1	93
92 91															92 91
90													3 1	3 1	90
89 88													1 3	1 3	89 88
87													3	3	87
86													3	3	80
85 84													1	1	84 84
83															83
82 81													4 2 4 2	4 2 4 2	82 81
80													3 2	32	80
79 78													6 1 2	6 1 2	79
77													3	3	77
76 75													5 5 1	5 5 1	76
74															74
73 72													3 2 2 2	32 22	73
71													3 3	3 3	7'
70 69													5 5 6 3	55 63	70 69
69 68													21 4	5 3 21 4	68
67 66												1			67
66 65												1 1		1	66
64 63											1			1	64
63 62											4 8 1 5	32 12 4 1		36 20 5 6	63 62
61										3 7	19 9			22 16	61
60 59										2 1 6 5	2 1 3			4 2 9 5	60 59
58										6 3				63	58
57 56										34 29 5 1				34 29 5 1	57 56
55									1	3 7				38	55
54 53										3 3 11 7				3 3 11 7	54 53
52								4 5		4 4				89	52
51 50								2 6 12 6		5 8 3 4				7 14 15 10	51 50
49								8 7		3 4				11 11	49
48								66 56						66 56	48
47 46								5 2 33 23						5 2 33 23	47
45								26 24						26 24	45
44 43						1		42 38 21 9						42 38 21 10	44 43
42						2		65 59						65 61	42
41 40						1 3 3 9		47 56						48 59 3 9	4* 40
39						26 27								26 27	39
38 37						14 8								14 8	38 37
36						11 11								11 11	36
35 34						4 5 9 14								4 5 9 14	35
33															33
32 31															32 31
30															30
29 28															29
27															21
26 25															20
24															24
23 22															2:
21															22
20															20
19 18															19 18
17															17
16 15															16 15
14															14
13															13
12 11															12 11
Fotal						68 80		331 291	1	88 83	30 23	38 13	81 31	636 522	Tot

### 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 March 2019

											2019								
Scale	Grade T & A	Grade 1	1	Grade 2	Grade 3	Grade 4	Grade 5	Gr	ade 6	Grad	le 7	Grade	8 8	Grade 9	Grade 10	Grade 11	Grade 12	Overall	Scale
Point	Men Women	Men Won	nen N	Men Women	Men Women	Men Wome	n Men Wom	en Men	Women	Men W	Vomen	Men W	omen	Men Women	Men Women	Men Womer	Men Women	Men Womer	
100 99																			100 99
98																			98
97																			97
96																			96
95																			95
94 93																			94 93
92																			92
91																			91
90																			90
89 88																			89 88
87																			87
86																			86
85																			85
84																			84
83 82																	1	1	83 82
81																	1	1	81
80																	1	1	80
79																			79
78 77																			78 77
76																	-		76
75																			75
74																			74
73 72								-											73 72
72																			72
70																			70
69																			69
68																	2	2	68
67 66																			67 66
65																			65
64															1 2			1 2	64
63																2 1		2 1	63
62 61														2 1	1 2			1 3 3	62 61
60														2 1	1 2			3 3	60
59														2				2	59
58												1		2 3				3 3	58
57													1	5 11				5 12	57
56 55													5 7					2 5 8 7	56 55
55												•	'					° '	55
53														2				2	53
52										2	1		3	2				3 6	52
51 50										1	2		3	2				1 5	51 50
49										5	2		5 1	1 1				6 7 2 4	49
48									1	11	10		4					11 15	48
47									1	2	3		1					2 5	47
46											3		1					4	46
45 44							1	4	3 2	1 1	1 1	1	1					3 5 5 4	45 44
43							2	8	14	1	3							11 17	43
42							2	1	3		2							1 7	42
41							3 7	5	3	1	2							9 12	41
40							7 14	1	2	1	1							9 17	40
39 38						1 5	23 34 4 4	3	1 5		2							26 37 5 14	39 38
37						3	1 10		3						1	1		1 16	37
36						6 4	8 10											14 14	36
35						4 17	2 11											6 28	35
34 33					1 1	12 50 2 5	1 6								-			13 56 3 6	34 33
32					1	2 5 5 16												5 17	32
31					2	4 12												6 12	31
30					7	6 8												6 15	30
29 28					15 20 1 4	3 12												18 32 1 5	29 28
28 27				1	1 4 2 6		-											1 5 3 6	28 27
26				1	3 9											1		3 10	26
25				1	6											1		1 6	25
24				6 12	9													6 21	24
23 22				2 1 5			-											2 1 5	23 22
22 21		1		2 3														2 4	22 21
20		2 3		5 3											1	1		7 6	20
19	1	1 5		3 2														57	19
18		23 29	9															23 29	18
17 16																-			17 16
16 15																			16 15
14																			14
13																			13
12	2 2																		12
11 Total	3 2 4 2	26 38		20 28	24 63	43 132	51 99	23	38	27	33	14	32	12 22	3 4	2 1	3 3	3 2 252 495	11 Total
		30	-	40	00	102	. 33	20			~~		~~					403	····al

					-	-	asatoriw								
Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Overall Men Women	Sca Poi
100													1	1	10
99															9
98 97													1	1	9
96															9
95															9
94															9
93 92															9: 9:
92 91													1	1	9.
90													1	1	9
89													1	1	89
88 87													2 2	2	88
87 86													2 2	2 2	8
85														-	8
84													1	1	8
83													1	1	8
82 81													1	1 1 3	8:
80													1 3 3	3	8
79													1	1	7
78													1	1	78
77 76													1 1 2	1 1 2	77
75													3 1	3 1	75
74													3 1	3 1	74
73															73
72 71													1 2 2	1 2 2	72
70													-	-	70
69													5 1	5 1	69
68													8 3	8 3	68
67 66												7 2		7 2	67
65												2 2		2 2	65
64												1		1	64
63												14 5		14 5	63
62 61										11 5	1 2	1 1		1 1 12 7	62 61
60										4 4	1 2			4 4	60
59										2 4	2			4 4	59
58										76				76	58
57									1	26 23				26 24	57
56 55									1	10 10 8 6				10 11 8 9	56 55
54									1	2 1				2 2	54
53									2	5 3				5 5	53
52								59		4 3				9 12	52
51 50								7 7 9 14		5 3 3 4				12 10 12 18	51 50
49								18 21		2				18 23	49
48								60 107						60 107	48
47								4 6						4 6	47
46 45								15 30	1					15 31 28 26	46
45 44						1 5		28 25 35 53	1					28 26 36 58	45
43						1 1		18 27						19 28	43
42						5 4		39 56						44 60	42
41 40						1 11 6 29		54 71						55 82 6 29	41
40 39						6 29 17 44								6 29 17 44	39
38						16 41								16 41	38
37						2 3								2 3	37
36						13 36								13 36	36
35 34						4 6 30 44								4 6 30 44	35 34
33															33
32															32
31															31
30															30
29 28															29
27															21
26															26
25															25
24 23															24 23
23															23
21															21
20															20
19															19
18 17															18 17
17 16															10
15															1
14															1
13															1
				1			1								1
12 11															1

### 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 March 2019

### 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 March 2019

							u5 ut 01 1	March 2019	•						
cale	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	Sca
oint	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Women	Men Womer	Men Women	Men Women	Men Womer	Men Women	
99															10 9:
98															9
97															9
96															9
95 94													1	1	9
93															9
92															9:
91															9
90 89															9
89 88															8
87															8
B6															8
B5															8
84 83															8
32															8
31															8
0															8
9 8															7
7															1
6															7
5															
4 3															
2															
		1			1					1					
)															
) 3															
											1 1 2	1		1 1 1 2	
											1			1 2	
										1 1	3 2			4 3	
										2 3	5 1			7 4	
2									2	1 1 2 1	2 2			3 3 4 1	
B 7									2 4 6	2 1 4 3				4 1 8 9	
5									5 3					5 3	
5									12 9	1				12 10	
4									5 7	3 1				8 8	
5		-						2 1	4 5 5 3	2 4 1				4 7 11 5	
í								1 2	5 10	4 1				7 12	
)								2 1	5 7					7 8	
•								7 11	3 4					10 15	
3							1	12 39	4 4					16 44	
5							1	2 6 7 8	7 1 2					9 7 7 11	
5							2	4 13	1 2	*******				5 17	
1						2	4 10	5 17						9 29	
3							5 14	5 3						10 17	
						1 7	3 12	7 14						11 33	
						2 6 7	4 5 2 3	5 7 1 6						9 14 9 16	
		1			1	6 36	8 7	2 4		1				16 47	i I
					1 5	5 14	4 3							10 22	
					1	11 17	1 1							12 19	
					1 1 1 8	4 18 7 19								5 19 8 27	-
					8 30	3 11								8 27 11 41	
				1	2 9									2 10	
					4 14									4 14	
		-		5 4 7	5 28 5 17					-				5 33 9 24	
				4 / 7 12	5 17 7 28									9 24 14 40	
			1	2 4										2 5	
				3 13										3 13	
				2 7										2 7	
			1 5 8	3 7 4 9										4 7 9 17	
			3 2											3 2	1
			4 1											4 1	
			2 5											2 5	
)			2											2	
3		2 1												2 1	
		2 1												4 1	
;															
5															
1															
5 2															
			1								1	1	1	1 1	
Ų,															

### 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 March 2019

0.	Oracle The					-				1.00					-					10			
Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grad Men W	le 5 /omen	Grade 6 Men Women	Gra Men	ade 7 Women	Grad Men W	le 8 /omen	Grad Men V	de 9 Vomen	Grad Men V	ie 10 Nomen	Grad Men V	le 11 Nomen	Grade Men W	o 12 Iomen	Ove Men V	irali Nomen	Scale Point
100																							100
99 98																							99 98
97																							97
96																							96
95 94																							95 94
94																					1		94
92																			1		1		92
91																			1		1		91
90 89																				1		1	90 89
88																			2		2		88
87																			1		1		87
86 85																			3 2		3 2		86 85
84																			3		3		84
83																				1		1	83
82																			5	1	5	1	82
81 80																			1		6 1	1	81 80
79																			1	1	1	1	79
78																			3	2	3	2	78
77 76																			1	2 2	1 1	2 2	77 76
75																			7	3	1 7	3	75
74																			3		3		74
73																			2	1	2	1	73
72 71																			3 6	1 2	3 6	1 2	72 71
70																			3	1	3	1	70
69																			4	1	4	1	69
68 67																			24	14	24	14	68 67
66																							66
65																							65
64 63															1	4	37	34			38	38	64 63
62															2	2	57				2	2	62
61													1		17	12					18	12	61
60 59													1	1	7 4	5 6					7 5	5	60 59
58													1.1	1	4	0					5	7	58
57													47	26							47	26	57
56													2	3							2	3	56
55 54											1	1	3 5	5 6							4 5	6 6	55 54
53													5	7							5	7	53
52										1			6	5							6	6	52
51 50									1	1			9 3	15 1							10 3	15 2	51 50
49										1			10	4							10	4	49
48									5	11											5	11	48
47									3	1											3 2	1	47 46
46 45									2 6	6 9											6	6 9	46
44									11	24											11	24	44
43									3	4											3	4	43
42 41						1			10 17	20 27											10 18	20 27	42 41
40						5	1			-											5	1	40
39						1	8														1	8	39
38 37						2	3														2	3	38 37
37						3	6														3	6	37 36
35						1															1		35
34 33						8	12														8	12	34 33
33																							33
31																							31
30																							30
29 28																					1		29 28
27																							27
26																							26
25 24																							25 24
24																					i		24 23
22																							22
21																							21
20 19																							20 19
19																					1		19
17																					1		17
16																							16
15 14																					l		15 14
13																							13
12																							12
11 Total						21	30		58	104	1	1	92	73	31	29	37	34	83	34	323	305	11 Total
								1			<u></u>												

### 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 March 2019

	Orresta T O C		0		0	0						0			
Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Overall Men Women	Sca Poi
100 99															10 99
99 98															9
97															9
96 95															9
94															9
93 92															9
92 91															9
90															9
89 88															8
87															8
86 85	******											****			8
84															8
83 82													1	1	8
81															8
80															8
79 78															7
77															7
76 75															7
74															7
73 72															7
71															7
70 69															7
68															6
67 66															6
65															6
64 63															6
62											1			1	6
61										1	1			1 1	6
60 59										1	1			1 1	6 5
58															5
57 56									1	1 1				1 1 1	5 5
55									1 2	1 1				2 3	5
54 53									2	1 1 1				1 1 3	5 5
52								1	2					1	5
51								1	1 1					1 2	5
50 49								1 2	2 2 1	1				3 3 1 2	5
48							2 1	6 3						8 4	4
47 46								1 1 1	2					1 3 1	4
45							1	1 1	1					1 3	4
44 43						1	2 4 10	4 11 1 3						4 14 5 13	4
42							1	3 1						4 1	4
41 40						1 3 6	1 2 2 6	2 6 3 3						3 9 8 15	4
40 39						5 7	2 6	3 3 6 4						11 12	4
38					1 1	1 4	1 1							3 6	3
37 36					1 1 2	1 8 3	1 3							3 12 5	3
35					1 10	1 7								2 17	3
34 33				1	1 13 3 5	3 6								4 19 3 6	3
32					2 3									2 3	3
31 30				2 1 1	2 11 4 7									2 13 5 8	3
29				79	1 12									8 21	2
28 27				2										2	2
26			2 1											2 1	2
25			1	2 5										26	2
24 23			6 4	1 3										7 7	2
22															2
21 20			1											1	2
19		1 2												1 2	1
18		4 8												4 8	1
17 16															1
															1
15			1	1	1										1
14															4
															1 1 1

### rade T & A en Women Grade 1 Men Wome Grade 2 Men Wome Grade 3 Nen Wome Grade 4 Ien Wom Grade 6 en Wome Grade 7 Men Wome Grade 8 Men Wom Grade 9 Ien Wom Grade 10 Ien Women Grade 11 Men Womer Grade 12 Grade 5 an Wom ale bint 100 99 99 99 95 95 95 99 95 94 94 92 90 90 93 93 92 92 93 93 93 92 93 77 77 77 77 77 77 77 77 77 77 77 77 77 77 77 77 77 77 75 52 22 24 23 33 33 33 33 33 33 33 33 33 33 33</t 1 1 3 1 4 5 2 4 7 4 4 4 3 3 5 5 10 13 11 50 5 10 13 11 50 2 11 1 49 6 8 2 3 2 4 8 5 10 3 14 10 9 65 8 30 21 47 19 63 70 1 22 7 7 2 1 2 2 2 1 4 7 5 10 3 11 5 7 1 3 3 9 5 4 5 2 2 25 1 11 15 17 11 32 32 25 1 11 15 17 11 32 32 8 30 21 47 19 62 70 4 7 4 1 5 2 1 5 2 1

151 1

 15 157 

### 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 March 2019

### 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 March 2019

							as at 31 M	larch 2019							
cale	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 Mon Woman	Sc n Po
oint 100	wen women	wen women	men women	men women	wen women	Men Women	Men women	wen women	wen women	wen women	men women	wen women	wen women	Men Women	10
99															9
98															9
97 96															9
95															9
94															9
93 92															9 9
91															9
90 89															9
88															8
87															8
86 85															
84															
33													1	1	
12 11															
30													1	1	
79															
8 7															
6				1		1					1				
5 4															
3															1
2										1					
1				-		-									
,															
3															
5												1		1	
5															
1												1		1	
2											1	1		2	
1										1 1	4 2			5 3	
) 9										3 3	1 1			4 1 3 1	
8									1 1	1 3	· · · · ·			2 4	1
7									2 2	5 4				76	
6 5									2 2 8 7	2				2 4 8 7	
4									2 4					2 4	
3									1	1				1 1	
2								4 1	2	1				6 2 4 1	
0								3 1	1					3 2	
9 3							3	5 4 19 8	1 2		I			6 4 22 10	
7							J	3	2					3	
5							1	4 5	1					56	
5						2	1 4 7	6 3 4 4	1					6 5 10 11	
3						2 1	16 8	2 2						20 11	
2						3	8 3	1 2						12 5	
1						6 4 14 13	9 4 2	2 2 1 1						17 10 15 16	
•				1		26 15	1 4	3			1			27 22	
					1 2	4 5 4 7	1 1 2							5 6 7 9	
5					3 3	2 3	2							5 6	i.
					2 6	5 3								79	
1					14 22 8	2 4								16 26 8	
2					5 4									5 4	
				3	2 8									2 11 4 3	
				1 10 10	3 3 4 4									4 3 14 14	
3				6										6	
5			1	1 5 4										1 6	
5				5 7										57	
L I			7 6	2 2										98	
2			1 3 1 1			-								1 3 1 1	
		1	1											2	
		2	1 1											1 3	
9 3	1	4 9 25 20	1											5 10 25 20	
7		20 20													
5															
5 4	1 1			-		-								1 1	
3															
2	1 1													1 1	

Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Ove Men V	erall	Scale Point
100	men women	Men women	Men women	Men women	Men women	wen women	men women	Men women	Well women	Men women	Men women	Well women	Men women	Men	VOILIEIT	100
99 98																99 98
97 96																97 96
95 94																95 94
93 92																93 92
91 90																91 90
89																89
88 87													1 2 1	1 2	1	88 87
86 85													1 2	1 2		86 85
84 83													3 5	3 5		84 83
82 81													1 8 1	1 8	1	82 81
80													1		1	80
79 78													3	3 3	2	79 78
77 76													4 3	4 3		77 76
75 74													6 5	6 5		75 74
73 72													8 1 4	8 4	1	73 72
71 70													5 1 5 3	5 5	1 3	71 70
69													2	2		69
68 67												1 1	33 6	33 1	6 1	68 67
66 65												1		1		66 65
64 63											2 2	2 46 6		2 48	8	64 63
62 61										6 1	4 28 4	2		6 34	5	62 61
60										3	2 1			5	1	60
59 58										6 3	6			6 6	3	59 58
57 56										50 20 2 2				50 2	20 2	57 56
55 54										11 2 3				11 3	2	55 54
53 52								2 1		9 2 7 2				9 9	2 3	53 52
51 50								1 1 2		5 7 4 1				6	8 1	51 50
49 48								5 3		5 2				10 40	5	49 48
47								40 8 4 1						4	8	47
46 45								19 8 21 15						19 21	8 15	46 45
44 43						1		45 18 21 5						45 22	18 5	44 43
42 41						1 1 1 1		46 14 59 16						47 60	15 17	42 41
40 39						4 5 14 7		1						5 14	5	40 39
38						8 6								8	6	38
37 36						1 9 1								1 9	1	37 36
35 34						4 4								4	4	35 34
33 32																33 32
31 30																31 30
29 28																29 28
27 26																27 26
25																25
24 23																24 23
22 21																22 21
20 19																20 19
18																18
17 16																17 16
15 14																15 14
13 12																13 12
11 Total						43 25		266 90		111 42	42 7	52 7	104 16	618	187	11 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 March 2019

							as at 31 M								
le nt	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Overall Men Women	1
10 9															
3															-
5															
3															
2															
5															1
•															
3 7															ł
6															1
5													1	1	
1 3													1	1	
2														-	
1 )													1		
													1	1	
3															
r													2 1	2 4	
5													2 1	2 1	
1													1	1	
3															
2															
)															
2													2	2	
												1 2		1 2	
5												1		1	
											4 1	2 1 4 1		2 1 8 2	
											3	1		1 3	
2										3 1	4 10 5			4 13 6	
										2	10 5			3 1	
,										2 2	1 2			3 4	1
,									1 4 3	2 2 7 5				3 2 11 8	
5									2 4	1 2				3 6	i.
5									13 10	1				13 11	
4 3									5 2 5 2	2 5 2 1				7 7 7 3	
2								1	1	1				2 1	ł.
									5 4	1				5 5	
) )								1 1 7	1 2 1		*****			2 2 2 7	
							1 1	14 9	5					15 15	
·							1 1	1 7	2					2 10	
;							2 1 1 2	3 1 4 8	1 4 3 3					6 6 8 13	
í.							8 3	1 5	0 0					9 8	1
						1	21 17	2 2						24 19	
2						1 6 3	57 58	2 7 4 5						8 14 15 16	
,						4 10	3 10	1 2						8 22	1
2						19 32	3 9	2						22 43	
					1 2 2	6 9 4 12	6 1 11							7 17 5 25	
					1 4	8 10								9 14	1
					2 6	4 9								6 15	
1					3 10 2 6	11 11								14 21 2 6	
					6 6				1					6 6	
				2	4 5									4 7	
				2 1 3	1 8 1 7									1 10 2 10	
				3					1				1	3	1
			1	2										3	
				1 3 5										1 3 5	
				3 2					1					3 2	
			2 1 2											2	
2			1 2											1 2	
)		1												1	1
•	1	2 2												3 2	
		12 6												12 6	
;															
5	1													1	
4 3															
2															
1														2 1	

### 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 March 2019

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 March 2019

	-							arch 2019		_					
Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Overall Men Women	Scale Point
100															100
99															99
98															98
97 96															97 96
95															95
94															94
93															93
92															92
91 90															91 90
89															89
88															88
87															87
86															86
85 84															85 84
83															83
82															82
81															81
80															80
79 78															79 78
77															77
76															76
75															75
74 73															74 73
72															72
71															71
70															70
69 68													1	1	69 68
67															67
66															66
65															65
64 63															64 63
62															62
61															61
60															60
59 58										1				1	59 58
50															57
56															56
55															55
54															54
53 52															53 52
51															51
50															50
49															49
48 47								1						1	48 47
47															47
45															45
44															44
43															43
42 41								1						1	42 41
40														·	40
39						1								1	39
38															38
37 36															37 36
35															35
34															34
33															33
32 31															32
31 30															31 30
29															29
28															28
27															27
26 25															26 25
24															24
23															23
22															22
21 20															21 20
20 19															20 19
18															18
17															17
16															16
15 14															15 14
14 13															14
12															12
11								2					1	4 1	11 Total
Total						1				1					

### ade 6 ade T & A n Women Grade 1 Men Womer Grade 2 Men Wome Grade 3 Men Wome Grade 8 en Wome Grade 9 Men Women Grade 10 Men Wome Grade 11 Grade 12 Grade 7 Men Wome 400 400 99 99 99 97 97 95 93 93 92 92 94 93 93 92 92 92 93 93 92 92 93 94 44 44 44 99 99 95 96< 2 3 2 4 1 3 1 7 2 2 2 4 $\begin{array}{c} 2\\ 12\\ 18\\ 34\\ 6\\ 19\\ 35\\ 14\\ 35\\ 15\\ 12\\ 22\\ 22\\ 23\\ 31\\ 17\\ 48\\ 29\\ 40\\ 2\\ 53\\ 37\\ 29\\ 33\\ 43\\ 67\\ 8\\ 19\\ 14\\ 16\\ 2\\ 8\\ 6\\ 13\\ 2\\ 10\\ 8\\ 12\\ 17\\ \end{array}$ 5 1 15 12 28 2 11 4 10 29 3 10 4 8 14 33 5 8 4 4 12 8 6 3 25 8 2 5 5 3 3 3 4 9 42 4 11 4 8 5 14 5 15 3 13 9 255 111 8 9 14 16 12 13 13 7 19 18 6 5 3 4 1 9 9 8 6 27 7 16 8 25 20 20 12 15 3 6 16 7 2 8 18 13 12 14 19 2 4 26 19 10 28 32 31 1 22 3 11 16 13 12 11 36 8 19 14 14 17 14 5 6 11 1 6 1 8 6 13 16 5 13 9 11 10 5 4 6 12 3 2 9 8 12

42 83

128 82

157 57

121 79

168 141

163 89

### 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 March 2019

### 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 March 2019

															_
Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Overall Men Wom	Scale Point
100	Wen women	Men Women	Men women	Men Women	men women	Men Women	men women	Men Women	Men Women	Went Wonten	Men women	men women	Wen women	men wom	100
99															99
98															98
97															97
96															96
95 94															95 94
94 93															94 93
92															92
91															91
90															90
89															89
88															88
87															87
86 85															86 85
84															84
83															83
82															82
81															81
80															80
79															79
78 77															78 77
76															76
75															75
74															74
73															73
72															72
71 70															71 70
70 69															69
68															68
67															67
66															66
65															65
64															64
63 62												1		1	63 62
61										1	1 3			1 4	61
60															60
59															59
58															58
57										1				1	57
56															56
55 54															55 54
53															53
52															52
51															51
50								1 1						1 1	50
49								1						1	49
48 47								36						36	48 47
47								1						1	47 46
45								1						1	45
44						1		1						1 1	44
43								1						1	43
42						1		1 1						1 2	42
41								4 7						4 7	41
40 39						1 3								1 3	40 39
38						1 1								1 1	38
37															37
36						1								1	36
35															35
34						3								3	34
33 32															33 32
32 31															31
30															30
29															29
28															28
27															27
26 25															26 25
25 24															25 24
24 23															24 23
22															22
21															21
20										· · · · · · · · · · · · · · · · · · ·					20
19															19
18															18
17 16															17
16 15															16 15
15 14										1					15
13															13
12															12
11															11
Total	1 7					2 10		10 19		1 1	1 3	1		15 33	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 March 2019

							_	_	_																			
Scale Point	Grade T & A Male Female	Gra Male	de 1 Female	Grade Male Fe	a 2 male M	Grade Male Fe	3 male	Gra Male	ide 4 Female	Gra Male	ide 5 Female	Gr. Male	ade 6 Female	Gra Male	ade 7 Female	Gra Male	de 8 Female	Gra Male	de 9 Female	Grae Male	de 10 Female	Grad Male	ie 11 Female	Gra Male	ie 12 Female	Ov Male	erall Female	Scale Point
100																												100
99								1																				99
98 97								1																				98 97
96								1																				96
95																												95
94 93																												94 93
92								1																				92
91																												91
90 89																												90 89
88																								1		1		88
87																												87
86 85																												86 85
84								1																				84
83								I																	1			83
82 81								1																	1		1	82 81
80								1																				80
79 78								1																				79 78
78								I																				78
76								1																1		1		76
75 74								1																				75 74
74								I																				74
72								1																				72
71 70								I																				71 70
69								Í																				69
68																									1		1	68
67 66																						1	2 2			1	2 2	67 66
65								1														1				1		65
64								I												3 1	1	1	2			4	3	64
63 62								I												1	2 2					1 1	2	63 62
61								1											1	2	7					2	8	61
60 59																		2								3		60 59
59								1								2		2 1	5	1						3	5	59
57																1	1	1	6							2	7	57
56 55																3 3	4 11	1 1	1 2							4	5 13	56 55
55								1								2	3	4	3							4 6	6	55
53								1								2			1							2	1	53
52 51														1	1	5	2 2		1							6	4 3	52 51
50								1						1		2	5									3	5	50
49								1						1	4		2		2							1	8	49
48 47														4 1	10 1	4	4 3									4 5	14 4	48 47
46								I						2	3	1	4									3	7	46
45 44								I				5	1		5	2	5									2	11 5	45 44
44								I		1		9	1 23	2 1	4 3											11	26	44 43
42								1				1	5		1											1	6	42
41 40										3	1 4	1 4	6 4	1	3 2											2 8	10 10	41 40
40 39								Í		3 6	4	4	4 6	1 2	2											8 10	10 20	40 39
38											3	3	3													3	6	38
37 36								2 1	2 2	2 3	6 9	3	11													7 4	19 11	37 36
35								2	6	1	7															3	13	35
34								11	22	2	6															13	28	34
33 32						1		4 5	6 11																	4	6 11	33 32
31								2	6																	2	6	31
30							6	2	14 17																	7	20	30
29 28							23 2	4	17																	15 4	40 3	29 28
27						4	4																			4	4	27
26 25							7 2																			9 6	7 4	26 25
25 24							221																			6 14	4 29	25 24
23																												23
22 21		3	3		1 7																					2 4	1 10	22 21
21 20		3 4	3 6		3			Í																		4	10 9	21 20
19			5		4																					14	9	19
18		62	100																							62	100	18
17 16								Í																				17 16
15								1																				15
14																												14
13 12								Í																				13 12
11	1 1							ļ																		1	1	11
Total	1 1	69	114	26	26	48	65	33	86	18	47	28	60	17	41	27	46	10	22	8	12	3	6	2	2	290	528	Total

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<sup>[ables</sup> 10 ( <i>a</i> )–(	
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Table 10(a) Total pensionable and non-pensionable by school and gender

			_					Mun	Humanities										
		Arts & H	Arts & Humanities Biolo		ogical Sciences	Clinica	<b>Clinical Medicine</b>	& Socia.	& Social Sciences	Physica	Physical Sciences	Tec	Technology	ŏ	Council	Genera	General Board		Total
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Doneionahlo	Men	26	£86,199	22	£574,021	101	£976,252	41	£146,269	84	£409,133	62	£190,038	82	£229,751	27	£45,826	500	£2,657,488
Lensionable	Women	16	£48,373	68	£339,786	102	£342,473	26	£73,150	26	£58,945	24	£71,169	57	£93,721	30	£49,119	349	£1,076,737
Non noncionablo	Men	20	£17,975	165	£416,056	140	£138,800	76	£245,356	198	£255,872	104	£188,544	133	£550,980	39	£16,855	875	£1,830,438
	Women	19	£15,331	169	£250,197	132	£109,891	67	£91,560	89	£72,216	43	£37,387	100	£164,997	38	£6,984	657	£748,564
	Men	46	£104,174	242	£990,076	241	£1,115,052	117	£391,625	282	£665,005	166	£378,582	215	£780,731	99	£62,680	1375	£4,487,926
Total	Women	35	£63,704	237	£589,983	234	£452,364	93	£164,710	115	£131,160	67	£108,556	157	£258,718	68	£56,104	1006	£1,825,300
	Total	81	81 £167,878 479	479	£1,580,059	475	475 £1,567,416	210	£556,336	397	£796,165	233	£487,139	372	372 £1,039,449	134	£118,784	2381 £	£6,313,227

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

			Total
		No	£
Admin Docnoncibility	Men	11	£50,259
	Women	3	£5,141
Additional Beencheriki	Men	113	£215,873
	Women	127	£190,736
Additional Lours	Men	31	£97,199
	Women	2	£5,320
Chair Faculty Board	Men	14	£65,712
	Women	2	£14,023
Doputry Director/Hoad	Men	27	£129,999
	Women	18	£71,681
Diroctor	Men	30	£99,902
Disetto	Women	6	£51,182
Load of Donartmont	Men	47	£495,196
	Women	15	£112,775
Acting Head	Men	٢	£1,785
	Women		
Head of Division	Men	8	£25,956
	Women		
Socrotany Eacuity Board	Men	3	£7,720
occietary i acuity board	Women	3	£9,052
Other Payment	Men	215	£1,467,888
Outer Layment	Women	170	£616,827
	Men	500	£2,657,488
Total	Women	349	£1,076,737
	Total	849	£3,734,225

\* Bonus payments are examined at a more granular level in Tables 12(a) and 12(b) Figures are rounded to the nearerst pound.

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

		Total	
		No	£
Acting Head	Men		
	Women	-	£1,000
Biological Safety Officer	Men	37	£25,875
Diological Salety Officer	Women	28	£13,133
*******	Men	7	£248,257
	Women	-	£74,848
Chair Doctor Committee	Men	2	£30,700
	Women		
Chair Baumont	Men	38	£20,622
	Women	5	£2,376
Domitic Discontraction	Men	18	£33,042
	Women	6	£19,970
Head of Denartment	Men		
	Women	4	£4,585
	Men	25	£17,408
	Women	4	£2,271
- ihronion	Men		
LIUIAIIAI	Women	٢	£221
Dadiation Officer	Men	2	£133
	Women	٢	£67
<b>Dadiation Summisor</b>	Men	55	£40,702
	Women	40	£40,637
Cafoby Officer/Advicer	Men	44	£16,683
agiery officer Auriser	Women	45	£14,273
Socretary Deviced	Men	9	£4,394
Georgialy Fayment	Women	4	£3,957
Other Barmont	Men	642	£1,392,622
	Women	514	£571,227
	Men	876	£1,830,438
Total	Women	657	£748,564
l	Total	1533	£2,579,002

		Arts & H	Arts & Humanities	Biologic	ogical Sciences		Clinical Medicine	Hun & Socia	Humanities & Social Sciences	Physica	Physical Sciences	Tech	Technology	ů	Council	General Board	Board	-	Total
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Headship payments (inc Chair Faculty Board, Deputy Director/Head, Director,	Men.	20	£73,580	21	£164,052	11	£196,275	27	£123,683	21	£152,200	22	£111,487	7	£4,994			130	£826,270
Head of Department, Acting Head, Head of Division, Secretary Faculty Board)	Women	σ	£32,618	12	£72,306	œ	£56,496	σ	£33,018	-	£6,510	ø	£57,764					47	£258,712
Additional Hours/Responsibility pavments	Men	ю	£5,183	2	£7,890	20	£40,504	7	£13,999	13	£37,502	14	£24,989	76	£218,875	15	£14,389	155	£363,331
(inc Admin Responsibility, Additional Responsibility, Additional Hours)	Women	ю	£4,863	o	£11,405	21	£30,644	œ	£13,293	ŋ	£20,046	σ	£5,232	54	£84,304	19	£31,410	132	£201,197
Other Baumont	Men	3	£7,436	49	£402,079	64	£739,473	7	£8,587	50	£219,431	26	£53,563	4	£5,882	12	£31,436	215	£1,467,888
	Women	4	£10,892	47	£256,075	73	£255,333	6	£26,840	16	£32,388	7	£8,173	3	£9,417	11	£17,709	170	£616,827
	Men	26	£86,199	11	£574,021	101	£976,252	41	£146,269	84	£409,133	62	£190,038	82	£229,751	27	£45,826	500	£2,657,488
Total	Women	16	£48,373	68	£339,786	102	£342,473	26	£73,150	26	£58,945	24	£71,169	57	£93,721	30	£49,119	349	£1,076,737
	Total	42	£134,572	145	£913,807	203	£1,318,726	67	£219,419	110	£468,077	86	£261,208	139	£323,471	57	£94,945	849	£3,734,225

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

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

								Hum	Humanities	i		ŀ		(					
		Arts & Humanities	manities	Biologica	Biological Sciences	Clinical	Clinical Medicine	& Social	& Social Sciences	Physica	Physical Sciences	lech	l echnology	5	council	Genera	General Board	-	lotal
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	3
Safety Payments (inc Biological Safety Officer,	Men	5	£531	50	£35,803	56	£36,767	5	£4,426	31	£14,377	10	£7,208	б	£1,689			163	£100,801
Laser Ornicer, Kadiation Ornicer, Radiation Supervisor, Safety Officer/Adviser)	Women	4	£863	27	£18,356	44	£23,777	16	£5,009	9	£2,822	2	£1,067	18	£18,222	-	£265	118	£70,380
Bonus	Men Women													r t	£248,257 £74,848			7 1	£248,257 £74,848
Headship payments (inc Chair Degree Committee,	Men	7	£9,962	2	£1,400	-	£5,320	6	£7,437	31	£20,008	12	£9,293	2	£35,338			64	£88,758
Criair Fayment, Deputy Director/Head, Head of Department, Secretary Payment)	Women	თ	£10,302	N	£800			4	£12,211	ω	£8,575							23	£31,887
Extraneous payments (inc Librarian)	Men									-	1000								fccc
	Men	1	£7.483	113	£378.853	83	£96.713	56	£233.493	137	£221.487	82	£172.043	121	£265.696	39	£16.855	642	£1.392.622
Other Payment	Women	9	£4,167	140	£231,041	88	£86,114	47	£74,341	74	£60,598	41	£36,321	81	£71,927	37	£6,719	514	£571,227
	Men	20	£17,975	165	£416,056	140	£138,800	76	£245,356	199	£255,872	104	£188,544	133	£550,980	39	£16,855	876	£1,830,438
Total	Women	19	£15,331	169	£250,197	132	£109,891	67	£91,560	89	£72,216	43	£37,387	100	£164,997	38	£6,984	657	£748,564
	Total	39	£33,306	334	£666,252	272	£248,690	143	£336,916	288	£328,088	147	£225,931	233	£715,978	77	£23,839	1533	£2,579,002

Figures are rounded to the nearerst pound.

### Table 11(a) Count of all staff in receipt of a market pay award as at 31 March 2019 by staff category, school (or equivalent) and gender

	Supplement % of	Grade	Arts & Humanities	Humanities & Social Sciences	Physical Sciences	Technology	Biological Sciences	Clinical Medicine	Council	General Board		Sub-Total	
category	salary		M W	M W	M W	M W	M W	M W	M W	M W	М	w	% W
		9		2			1				1	2	67%
	≤5%	10		2			1					3	100%
		11			3	1	1 1	1			1	1	0%
		12		1	3	2	1 1	1			6	1	14%
		10		1		2 1	1				4	1	20%
	>5% ≤10%	11	1				1 1				2	1	33%
		12	1 1	2	4	3	6	1			17	1	6%
	-	9		2	1	3 2					6	2	25%
	>10% ≤15%	11		2							2		0%
		12		3 2	2	1	1 1	2			9	3	25%
		9		1		1						2	100%
	>15% ≤20%	11 12		1	2	1	2	1			1	1	0% 13%
		9		1	2	2	2	1			1	1	13%
	>20% ≤25%	11		1							1		0%
		12		1	3		1				5		0%
	>25% ≤30%	9		1 1							1	1	50%
	~23 % \$30 %	12		1	1	1					3		0%
	>30% ≤35%	11				4					4		0%
nic		12		1	1	1					3		0%
ē	>35% ≤40%	9 12		1		1					1		0%
Academic		12				1					2	1	33%
•	>40% ≤45%	11		1		·					1		0%
		12	1	1		1			1		2		0%
	>45% ≤50%	12		1	1						2		0%
	>50% ≤55%	12		3		1					4		0%
	>55% ≤60%	9				2						2	100%
		12				1					1		0%
	>60% ≤65%	10				1					1		0%
		11 10				1					1		0% 0%
	>75% ≤80%	12				1					1	1	100%
	>80% ≤85%	12				1					1	1	0%
	>85% ≤90%	12		1		1					2		0%
	>90% ≤95%	12				2					2		0%
	>95% ≤100%	12				2						2	100%
	>100% ≤105%	12				1 1					1	1	50%
	>120% ≤125%	11				1					1		0%
		12				1					1		0%
	>135% ≤140% >170% ≤175%	12 12				1					1		0% 0%
	>1/0% \$1/5%	12				1					£2,625,506	£537,203	0%
		9							1		1	£337,203	0%
	≤5%	10							. 1		-	1	100%
		7				1					1		0%
		8					1					1	100%
	>5% ≤10%	9		1			2	1 1	1 1		3	4	57%
		10				3			4 9		4	12	75%
		11 12				1 1			2 2 1		2 3	2	0% 40%
		7							2 1	1	3	1	100%
		9					2 3				2	3	60%
	>10% ≤15%	10						1	1 3		2	3	60%
		12				1					1		0%
		7							1			1	100%
τ		9							1		1		0%
ġ	>15% ≤20%	10 11		l	1	l	4		2			3	100%
9		11 12		1		1	1		1 2	1	2	2	50% 0%
Rela			1	<u>  '</u>		1					4	1	100%
nic-Rela		9				1			2			2	100 %
demic-Rela		9											50%
.cade mic-Rela	>20% ≤25%	9				1					1	1	
Academic-Related	>20% ≤25%	9 10 11 12				1			1 1		1	1	100%
Academic-Rela	-	9 10 11 12 10				1			1		1		0%
Academic-Rela	>20% ≤25% >25% ≤30%	9 10 11 12 10 11							1		1	1	0% 0%
Acade mic-Rela	-	9 10 11 12 10 11 11 12				1			1		1 1 3		0% 0% 25%
Acade mic-Rela	>25% ≤30%	9 10 11 12 10 11 11 12 10				1 1 1 1			1		1 1 3 1	1	0% 0% 25% 0%
Acade mic-Rela	-	9 10 11 12 10 11 12 10 10 11				1	1		1 1		1 1 3 1 1	1	0% 0% 25% 0% 50%
Acade mic-Rela	>25% ≤30%	9 10 11 12 10 11 12 10 11 12				1 1 1 1	1		1		1 1 3 1 1 1	1	0% 0% 25% 0% 50% 0%
Academic-Rela	>25% ≤30% >30% ≤35% >35% ≤40%	9 10 11 12 10 11 12 10 11 12 11 12 11				1 1 1 1	1		1 1 3 1 1 1 2		1 1 3 1 1	1	0% 0% 25% 0% 50% 0%
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	Men	Women
Academic	104	25
Academic Related	42	43
Assistant	0	0
Research	10	2
Total Supplements	£3,486,947	£1,068,577

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General Board	M W																					-								
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Technology	M	-							<del>.</del>	-	-	Ł											-	-		2				-
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Supplement	% or salary	>5% ≤10%	~100/ ~150/	— %CI ≤ %DI <	>15% ≤20%	>20% ≤25%	>25% ≤30%	>30% ≤35%	>40% ≤45%	>55% ≤60%	>75% ≤80%	>120% ≤125%		≤5%		>5% ≤10%		<100/ <1E0/			>15% ≤20%		>20% ≤25%	>25% ≤30%	>30% ≤35%	>40% ≤45%	>45% ≤50%		2507 -11002	
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£136,890 Women <del>3</del>50 £484,562 Men 12 0 Academic Academic Related Assistant Research Total Supplements

		% W	33%	33%	50%	50%	29%	%0	67%	0%	%0	%0	100%	50%	0%	0%	100%		100%	%0		
	Sub-Total	M	1	1	٢	1	2		7				۱	١			٢	£143,554	1		£14,349	
		W	2	2	1	1	5	۲	-	2	1	٢		1	1	1		£241,988		1	£16,392	
	General Board	W																				
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school (or equivalent) and gender	Biological Sciences	M				1																
alent) ar	Technology	N	1	1																		
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	Humanities & Social Sciences	M		2	1		3	-	-	2	1	٦		1	1							
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	Grade		6	6	10	12	6	11	12	12	12	6	12	6	12	6	11		12	11		
	Supplement	10 OI Salary	≤5%	>£% <10%		>10% ≤15%		>15% ≤20%	I	>20% ≤25%	>25% ≤30%			200% 275%		2150% <50%			>10% ≤15%	>25% ≤30%		
	Staff category 80 of colory									Acadomic	Acqueillic									Research		

Table 11(d) Count of all staff newly awarded an advanced contribution supplement between 1 April 2018 and 31 March 2019 by staff category,

 Men
 Women

 Academic
 20
 11

 Academic Related
 0
 0

 Assistant
 1
 1

 Research
 1
 1

 Total Supplements
 £258,380
 £157,903

### 11 March 2020

Total	W % W	%0	%0	%0	%0	%0	1 100%	%0	%0	.848
Sub-Total	M	<del>,</del>	-	£	~	۲		۲	£	£248.257 £74.848
General Board	W									-
Gene	Σ									
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Clinical Medicine	M									
Clir Med	Σ									
Biological Sciences	M									
Biolc Scie	Σ									
Technology	N									
Techn	M									
Physical Sciences	W									
Phy <sup>s</sup> Sciel	M									
nities & ciences	W									
Humanities & Social Sciences	W									
	M									
Arts & Humanities	M									
Grade		12	12	10	12	12	12	12	12	
Staff Supplement %	UI SAIAI Y	>5% ≤10%	>15% ≤20%	~2000/ ~2E0/		>35% ≤40%	>50% ≤55%	>55% ≤60%	>60% ≤65%	
Staff	category		pə	tel:	эЯ	·ɔir	uəl	pec	ΡA	

Information provided from CHRIS

£248,257 £74,848 Women 0 Men 0 ~ 0 0 Assistant Research Total Supplements Academic Academic Related

# Table 12(b), Count\* of all staff in receipt of a bonus payment\*\*\* during the year 1 April 2018 – 31 March 2019

by Staff Category, School (or equivalent) and Gender, shown in 20k bands relating to the amount of bonus paid

Information provided from CHRIS

Bonus range	Grade	Arts & Hum Humanities Social	Soci	manities & al Sciences	Phy: Scie	Physical Sciences	Technology	logy	Biolog	Biological Sciences	Clinical Medicine	le e	Council		General Board	Board	07	Sub-Total	_
		M	Σ	۸	Σ	٨	Σ	3	M	8	Σ	3	Σ	3	Σ	3	Σ	3	Μ%
£60,000-£79,999	12												2	1			2	-	33%
£40,000-£59,999	12												-				1		%0
	10												1				1		%0
-203,333	12												-				-		%0
£00,000-£19,999	12												2				2		%0
													7	1			7	1	12.5%

Notes:

\* Where bonuses have been paid more than once a year this data refers to the total amount paid to one individual, over the time period, as a count of 1.

\*\* No Academic Staff are recorded in receipt of bonus payments. \*\*\* A 'bonus' is a payment which is calculated with regard to specific pre-agreed objectives or performance standards, and objectively reflects the employee's performance against those standards. Bonuses are not paid at a fixed rate year-on-year, and are only paid at all if the pre-agreed criteria are met. The entitlement to participate in a bonus scheme is part of the individual's contractual arrangements with the University. Figures are rounded to the nearest pound.

### VACANCIES, APPOINTMENTS, ETC.

### Election

The following election has been made:

Professor GORDON THOMAS HAROLD, M.S., *Iowa State University*, Ph.D., *Cardiff University*, Andrew and Virginia Rudd Professor in Psychology, University of Sussex, elected Professor of Education with effect from 1 July 2020.

### NOTICES BY FACULTY BOARDS, ETC.

### **Engineering Tripos, Part IB**

(Statutes and Ordinances, p. 329)

### With effect from 1 October 2020

The Faculty Board of Engineering gives notice of an amendment to the Supplementary Regulations for Part IB of the Engineering Tripos so as to update the description of Paper 4 to read as below.

### SUPPLEMENTARY REGULATIONS

Part Ib

### Paper 4. Thermofluid mechanics

The paper shall consist mainly of questions on: fluid dynamics, including boundary layers and internal flows: heat transfer by convection, conduction and radiation; heat exchangers; thermodynamics, including irreversibility, properties of working fluids, non-ideal cycles, and power generation.

### Natural Sciences Tripos, Part II (History and Philosophy of Science), 2020–21

The Board of History and Philosophy of Science gives notice that the written papers available for examination in 2021 will be as follows.

Paper 1: Early History of Science, Medicine and Technology

Paper 2: Sciences and Empires

Paper 3: Modern Medicine and Life Sciences

Paper 4: Philosophy and Scientific Practice

Paper 5: Epistemology and Metaphysics of Science

Paper 6: Ethics and Politics of Science, Technology and Medicine

### **OBITUARY NOTICES**

### **Obituary Notice**

Professor RICHARD LAWRENCE HIMSWORTH, M.A., M.B. B.Chir., M.D., FRCP, Fellow of Girton College and member of Trinity College, Emeritus Professor of Health Research and Development and Emeritus Director of the Cambridge Institute of Public Health, died on 17 February 2020, aged 82 years.

### GRACES

### Graces submitted to the Regent House on 11 March 2020

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. 105) will be deemed to have been approved at 4 p.m. on Friday, 20 March 2020.

**1.** That the recommendations in paragraph 8 of the Report of the Council, dated 19 February 2020, on the partial demolition of the Atlas Building, West Cambridge, and the erection of modular storage and staff welfare facilities for the University Safety Office (*Reporter*, 6578, 2019–20, p. 350) be approved.

**2.** That the recommendation in paragraph 2 of the Report of the General Board, dated 18 February 2020, on the establishment of a Professorship (*Reporter*, 6578, 2019–20, p. 351) be approved.

### Graces to be submitted to the Regent House at a Congregation on 21 March 2020

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on Saturday, 21 March 2020.<sup>1</sup>

**1.** That the title of the degree of Doctor of Science *honoris causa* be conferred under Statute A II 14 upon Professor EDITH HEARD, B.A., F.R.S., Honorary Fellow of Emmanuel College, Professor of Epigenetics and Cellular Memory, Collège de France, and Director General of the European Molecular Biology Laboratory, epigeneticist and developmental biologist.

**2.** That the title of the degree of Doctor of Science *honoris causa* be conferred under Statute A II 14 upon Professor Sir ROGER PENROSE, O.M., Ph.D., F.R.S., Honorary Fellow of St John's College, Emeritus Rouse Ball Professor of Mathematics, University of Oxford, mathematical physicist and philosopher of science.

**3.** That the title of the degree of Doctor of Science *honoris causa* be conferred under Statute A II 14 upon Professor ELIZABETH JANE ROBERTSON, Ph.D., F.R.S., F.Med.Sci., of Darwin College, Professor of Developmental Biology and Wellcome Trust Principal Research Fellow, University of Oxford, developmental biologist.

**4.** That the title of the degree of Doctor of Science *honoris causa* be conferred under Statute A II 14 upon Professor Sir JOHN ERNEST WALKER, F.R.S., F.Med.Sci., Fellow of Sidney Sussex College, Emeritus Honorary Professor of Molecular Bioenergetics and Emeritus Director of the MRC Mitochondrial Biology Unit, the School of Clinical Medicine, Nobel Laureate, biochemist and molecular biologist.

**5.** That the title of the degree of Doctor of Letters *honoris causa* be conferred under Statute A II 14 upon Professor HENRY LOUIS GATES JR, Ph.D., Honorary Fellow of Clare College, Alphonse Fletcher University Professor and Director of the Hutchins Center for African and African American Research, Harvard University, literary scholar, cultural critic, journalist and filmmaker.

**6.** That the title of the degree of Doctor of Letters *honoris causa* be conferred under Statute A II 14 upon Professor Sir SIMON MICHAEL SCHAMA, C.B.E., M.A., F.R.S.L., F.B.A., Honorary Fellow of Christ's College and sometime Leslie Stephen Lecturer, University Professor of Art History and History, Columbia University, historian and art historian.

7. That the title of the degree of Doctor of Letters *honoris causa* be conferred under Statute A II 14 upon ALISON MAY SMITH, C.B.E., F.R.S.L., Honorary Fellow of Newnham College, of Clare Hall and of Lucy Cavendish College, Senior Fellow-Commoner in the Creative Arts of Trinity College, writer, playwright and academic.

**8.** That the title of the degree of Doctor of Music *honoris causa* be conferred under Statute A II 14 upon Ms JUDITH WEIR, C.B.E., M.A., Hon. F.R.S.E., Honorary Fellow of King's College and of Trinity College, sometime Visiting Fellow-Commoner in the Creative Arts of Trinity College, Master of The Queen's Music and President of the Royal Society of Musicians, composer.

<sup>1</sup> It is expected that these Honorary Degrees will be conferred at a Congregation to be held on Wednesday, 17 June 2020 (see the Vice-Chancellor's Notice on p. 380).

E. M. C. RAMPTON, Registrary

END OF THE OFFICIAL PART OF THE 'REPORTER'

### **REPORT OF DISCUSSION**

### Tuesday, 3 March 2020

A Discussion was held in the Michaelhouse Chancel.<sup>1</sup> Deputy Vice-Chancellor Dame Fiona Reynolds was presiding, with the Registrary's deputy, the Senior Proctor, the Deputy Senior Proctor and five other persons present.

The following items were discussed:

### Topic of Concern to the University: Enabling accessible, safe cycling and sustainable transport

(Reporter, 6575, 2019-20, p. 306).

Dr M. R. DANISH (Department of Computer Science and Technology):

Deputy Vice-Chancellor, I was pleased to see the publication of the University Transport Strategy but there are several issues to be raised.

Commitment CP2 says that the University will 'lobby for the delivery of increased Park & Ride capacity'. However, Park & Ride can be a poisoned chalice because it has the potential to ruin the viability of local bus routes. Once those are cancelled, people will be forced to drive to the Park & Ride to access public transport. This creates congestion and pollution around those sites, and excludes people who cannot drive at all or do not have the use of a car for any reason. Therefore, the Council should substantially revise Commitment CP2 to note that Park & Ride should be supported only at substantial distances from the city where it will not impinge upon the viability of local bus routes. Another improvement would be to support travel hubs instead of car-centric Park & Rides. Travel hubs are different from Park & Rides because by design they are multi-modal, linking foot, cycle and on-demand or shared transport services with train and/ or express bus services.

With regard to Commitment CP4 the Council should consider that a fair way to charge for parking is to return the revenue to increased wages, or to use the money for other sustainable transport purposes such as improving cycle parking and subsidising bus services such as the Universal route. Another way used by some districts is to offer the concept of 'parking cash-out', where employees can be paid for not using parking, as a specific and positive means of incentivising sustainable transport. However, if parking charges are introduced, it will be important to ensure that it is assessed either on an hourly or a daily basis. In other words: a 'pay as you drive' basis. We do not want to see people thinking of parking as a sunk cost, where they pay for a week or a month in advance, and then feel obligated to use it every day because otherwise they feel like they are 'losing money'. If somebody has to drive on a particular day that fact should not influence their decision on a different day.

The cycling and walking commitments do not include any mention of accessibility nor support for people using cargo cycles, trailers, tricycles or cycles adapted for disability. In light of the recent inaccessible barrier fiasco near the Biomedical Campus, the University should firmly commit to ensuring full accessibility for all people with protected characteristics under the Equality Act, and should aim to provide infrastructure that is usable by people of all ages and abilities. This must be spelled out explicitly, even though it is already enshrined in law, because it should not be necessary to drag the University to court in order to enforce inclusiveness that it should be actively achieving and celebrating.

Furthermore, the University should take steps in its provision of cycling routes and cycle parking to ensure that people using cargo cycles or towing trailers are well supported, as those types of cycles are good options for reducing car usage on the University Estate, especially for parents doing the school run as part of a commute. Yet, currently, I see evidence every week that people with trailers or cargo cycles are having difficulties with University-maintained barriers on cycle routes, especially at Adams Road where the brick wall barrier was substantially worn away from the force of repeated collisions. It is absurd that these barriers still remain and have not been removed long ago, as they are clearly massive violations of health and safety protection, and have failed at whatever purpose they were meant to achieve. That these barriers have not been removed, and that a new one was installed this year at the Biomedical Campus, is a demonstration of completely inappropriate contempt for the safety of people cycling. It should never have been part of any University policy and must be rooted out entirely.

On a more positive note, a way to encourage the use of cargo cycles, not mentioned in the Transport Strategy, is to establish cargo cycle sharing or a pool scheme for University members.

Partnerships are clearly important, whether with Colleges, local authorities or other partners on shared campuses. However, Commitments P2 and P3 only mention 'benefits to all parties' without clearly stating what those benefits are. They could be anything. Instead, it should be spelled out: the benefits are specifically about improvement to sustainable transport modes. I am especially concerned, though, about the University's apparent support for the Greater Cambridge Partnership's scheme to run dozens of buses per hour on Adams Road. As we now know, Adams Road carries about 6,000 people cycling per day, many of them University students and staff. The expansion of the West Cambridge site will significantly increase that number and depends upon Adams Road being a safe and convenient cycle route. Public transport will also be very important to the future of the West Cambridge site, however sustainable transport modes should complement each other, not be put in conflict as was proposed. I hope the Council will re-evaluate their position on this matter and consider the safety risks of mixing that many buses with one of the busiest cycle routes in the country.

Now I would like to pivot to a larger issue.

I would like to raise the profile of a major danger that is looming on the horizon but not mentioned so far: the Oxford–Cambridge Expressway scheme that is currently being promoted by government.

The University's Carbon Reduction Strategy wisely reminds us that:

The long-term estate plan for the University must consider the carbon footprint of the University. This will necessarily include travel to work and thus must take into account where staff live, how the University's estate is developed and policies to influence the development of the Cambridge region.

<sup>1</sup> The venue for the Discussion was changed due to access restrictions implemented earlier in the day across the Old Schools site.

With regard to people commuting to University sites, the University Transport Strategy says:

The last ten years have seen a slow but steady increase in driving alone, from 22% in 2008 to 31% in 2018. There has been a slight reduction in cycling (40% to 37%) over the same period.

In other words, we are already slipping.

We cannot sit back and be passive about what is happening at the regional and national level.

If we truly care about reducing carbon emissions, and prioritising sustainable transport, then the Council should write an open letter to the Secretary of State for Transport to oppose the Oxford–Cambridge Expressway and the A428 expansion scheme currently being developed, and demonstrate leadership by bringing together a coalition of partners also opposed to the schemes and backing East/ West Rail instead. It is bad enough that the A14 expansion went ahead, however the Oxford–Cambridge Expressway would be even worse due to the larger area of land that it passes through.

The Transport Strategy correctly notes that: 'Planning decisions by local government regarding future housing development will have a profound impact on our transport strategy' and that 'Our strategy should be targeted at reducing the number of [single-occupancy car] journeys'.

The core problem of the Oxford-Cambridge Expressway is the land development that will be associated with the road building scheme. The government has threatened to open up dozens of new sites for house building along the proposed Expressway, and every single one of those sites will inevitably be filled with completely car-dependent households. Those new developments will lock in high carbon emissions, air pollution and congestion for generations. It is impossible to design good public transport in developments that are expressway-oriented because the patterns of land-use for successful public transport are completely at odds with car-centric development. Sustainable transport has to be designed in from the start. Without that, the people living in those developments will never be able to access any decent public transport options, therefore they will descend on Greater Cambridge in their cars and demand more parking, more roads and more priority for car driving in Cambridge. Their combined political force will slow and possibly thwart any attempts to find sustainable transport solutions for Cambridge and the University. Infrastructure is destiny.

You don't have to look far to see this disaster unfolding already. Cambourne is a prime example of expressway-centric development, attached to the A428 dual-carriageway, where many University employees already live. It is a place where nearly everyone drives everywhere and it is isolated from decent public transport. It has been a complete failure in terms of planning and sustainable transport. The local authorities have spent years fighting over ideas to retrofit a questionable busway onto this car-dependent town, and even if they ever did come up with something, it would not be able to compete with Cambourne's car-centric land-use patterns. Even East/West Rail will only be able to make a small dent in the problem, because the proposed Cambourne station will inevitably be located inconveniently on the outskirts of town.

If the Expressway goes ahead along with these development sites, then we will just get more intractable problems like those that Cambourne already faces, but even worse due to greater distances. When people buy houses out there and show up at work here with their cars, it will be too late. They will attract sympathy, having been pushed out of Cambridge by high prices, while just trying to access jobs and opportunity. They will have no choice but to drive, they will say, because public transport in an expressway-centric development will always be a slow, inconvenient and inferior option. And they will be right.

I come from the United States, where such disastrous outcomes are commonplace. It has warped the cities and destroyed the countryside there. I grew up with it and left; believe me when I say that you do not want to do this to yourselves.

It does not have to be this way, but we have to act now. The East/West Rail scheme offers one potential solution. If there is a need for new development sites, then planners can make sustainable transport options work well by designing sites that are compactly centred around railway stations, with street networks designed to ensure that local journeys are made primarily on foot or bike, similar to towns like Houten in the Netherlands. The details will still require a lot of work, but at least the possibility will be there. The University will not have involvement in the details, except insofar as we may train a new generation of urban designers and civil engineers in our courses, but successful opposition to the Expressway will enable planners to focus on channelling development into locations that can be efficiently served by sustainable transport.

You cannot have it both ways on this issue by claiming to support both road and rail. Should the Expressway go ahead, it will most certainly be available earlier, and in any case, developers will quickly jump on the easy expresswayoriented development sites. Most developers are not concerned with the wider picture: they are accountable to their shareholders, and the easiest way to make money is to copy their usual template and build the same old pattern of car-dependent development connected to a big road. They will not be held accountable for the negative effects they push onto others, such as pollution and undermining the viability of the railway. The planning system in this country has demonstrated time and time again that it is not strong enough to stand up for important but dispersed public interests such as preventing carbon emissions and prioritising sustainable transport. I refer you to the recently released Housing Design Audit for England by UCL's Professor Matthew Carmona, et al. for further evidence of that.

The University Transport Strategy says: 'Ensuring [staff and student] travel is as sustainable as possible plays an important part in reducing congestion in Cambridge'.

The University is a major employer and it has influence amongst the other major employers in the region. Our future employees are the people who will be demanding transport options one way or the other. It is not somebody else's problem. It is our problem, and we are not helpless to solve it.

We can help prevent this dystopian future of people locked into high-carbon lifestyles by whole-heartedly expressing opposition to the Oxford–Cambridge Expressway and the A428 expansion project, and further major road-building schemes as they arise. Right now it is as simple as writing an open letter to the Secretary of State for Transport and publishing it. In the future, it will not be so easy, and will become intractable once people start buying homes in car-centric developments and using the Oxford–Cambridge Expressway to commute to the University and other jobs. Electric cars cannot save us; according to a recent report:

Unless battery technology can be developed, tested, commercialised, manufactured and integrated into electric vehicles and their supply chains faster than ever before, it will be impossible for many electric vehicle targets and internal combustion engine bans to be achieved.

And, in any case, electric cars just shift the carbon emissions to the grid unless that is also sorted out.

Park & Ride cannot save us, because the numbers far exceed anything it can ever hope to absorb and, in any case, usage of Rark & Ride still involves a high-carbon trip component.

East/West Rail can only be effective as a transport solution if future development sites are designed to be centred around railway stations with sustainable transport built in from the start, and that will not happen if the sites are oriented around the Expressway instead.

Now is the time to use the University's considerable influence to start achieving the Carbon Reduction and Transport Strategy aims, and I hope that the Council takes this advice and acts upon it.

### Dr D. R. THOMAS (Peterhouse), read by Dr Danish:

Deputy Vice-Chancellor, in my years of trying to improve sustainable transport at the University there are five issues I repeatedly ran into which made progress difficult.

One, was the lack of interest in modern design standards. 'We don't need to comply with modern standards as this is an existing development'. True, it is not legally necessary but we should be striving for quality not making excuses as to why quality is not necessary.

Second, was the lack of awareness of what good design standards were. I attempted to solve this by listing known good standards within the draft Cycling and Walking Transport Strategy produced by the Cycling and Walking Working Sub-group but regrettably this was ignored. I have even encountered old withdrawn standards being used to justify bad designs elsewhere by practitioners who are just doing what they have always done. We listed CROW, CD 195, London Cycling Design Standards, and John Parkin's Designing for Cycle Traffic in our draft.

Third, was the lack of consideration of the health and safety risks associated with health and safety measures. This particularly came up in relation to bollards and barriers. Illegal (under the Equality Act) installations would be justified on the grounds of health and safety with no consideration given to the danger caused by the bollards or barriers. Evidence of barriers being broken or chipped by repeated collisions with cyclists was ignored on the basis that no incidents had been reported via the official forms. However, sometimes unofficial reports were actively suppressed to avoid embarrassment, so it is not surprising that they did not make it onto official forms. Elsewhere in the city dangerous bollards have been replaced with less dangerous ones, one blood sacrifice at a time, with someone having to break a collar bone or similar to justify each upgrade. The University should take a more proactive and evidence-based approach. The aforementioned design standards and Camcycle's extensive experience will help here.

Fourth, was a lack of political will on behalf of the University to do the right thing even when that meant doing things differently from how they had been done before. For example, the Eddington outline designs were compromised when it came to the detailed design because the University was not willing to ask the councillors to approve at the detailed design stage the designs they had approved at the outline stage because cycle priority was new to the UK (but proven abroad) and the council officers did not like it.

Fifth, was a lack of experience of good design on the part of both University officers and its contractors. Some University officers (I can't name them in the *Reporter*) have gone to great lengths to educate themselves. However, the University's contractors even when they think they are good are often rolling out 1970s designs without taking account of any of the advances in designing for walking and cycling from the last 50 years. Ensuring international standards of excellence in the designs the University uses requires more than employing contractors who think they are good.

The University needs to actively promote and fight for good quality design to achieve its sustainable transport aims. To date it has not done this and while there are some promising signs, true leadership is required and that is what has been lacking.

### Dr M. V. LUCAS-SMITH (Department of Geography):

Deputy Vice-Chancellor, the University urgently needs to improve its performance in the area of sustainable transport, not just in current day-to-day travel, but the planning of future estates. I was pleased therefore to call for this Discussion. I regret having to speak on a strike day, which may explain the low turnout today.

I echo and wish to associate myself with the points just made by Dr Danish and Dr Thomas, in particular the need to adopt far more modern designs for highways in its future estate.

As long ago as 2005, the University commissioned a local expert consultant to review cycle parking on the central sites, but almost nothing has been done since then. It came up with clear recommendations for increasing current provision and eradicating insecure cycle parking. My own Department, Geography, still has 1960s concrete blocks and 1970s wheelbender stands to which the frame cannot be locked. These are literally the worst types of cycle parking in Cambridge – in the Department that might most be expected to be the 'greenest'.

I was therefore pleased to attend a meeting of the Downing Site committee a few weeks ago, where the University's new Transport Manager presented plans for significantly improving cycle parking on that site, with a reasonable timescale and an assigned budget. This is excellent news, and shows progress quicker than I thought might happen when I last spoke in this place in October.

The same needs to happen on other sites, to enable cycles to be parked securely and tidily. This is an obvious 'quick win'.

At the last Discussion, I raised the issue of the entrance to the University's new estate at Madingley Road being designed as a hostile junction clearly designed for high car throughput leaving or entering the site. The Council's response to Dr Danish's similar point on this at the previous Discussion dismissively states that while the University 'works closely with the local councils to encourage them to proceed with projects which will benefit cycling, walking and public transport, and to prioritise sustainable transport modes', in practice the University's role is more active.

Planning applications submitted to the University in relation to its new estates such as Eddington actively include junction designs, which the University's consultant has designed. The University has direct influence in what is designed and submitted to the City Council's planning department, and can exercise leverage against the conservative (small 'c') tendencies of the County Council's Highways department to push down designs to lowest common denominator designs.

The Estates Division should undertake a simple tendering exercise to identify and hire modern transport consultants who have the knowledge to design streets according to Dutch principles. We must not accept highway designs that design for the 2% levels of cycling in Birmingham, but instead for the very high levels of cycling in a cycling city. If cycle provision is not something that a parent with a small child can use, it is not designed properly.

The policy of free car parking also needs to change. I recognise that there are many employees who are forced, because of house prices, to live outside Cambridge and that their needs and the equity issues arising must be considered. But this does not make free parking the automatic solution. Subsidised bus passes and Park & Ride spaces would enable staff to access their employment while protecting equity issues.

Car parking on sites is a hidden subsidy. It prevents redevelopment of the University sites for more or better buildings and conversational spaces. It prevents the creation of green spaces, which would contribute to addressing the poor mental health situation of many staff affected by the stresses of working here. It prevents a much safer pedestrian environment.

The Downing Site is a classic example – it is chock full of car parking, with every little corner used up by 220 car parking spaces. Not only is this detrimental to the provision of cycle parking and leaves no safe space for walking at all, it means there is almost no space whatsoever for green space. The University should set a clear target for making the estates car free (except deliveries and disabled spaces), beyond merely a 'review' of the policy by 2020–21.

In the case of the Downing Site, if the University really feels unable to retain car parking for staff, it should negotiate with the City Council to 'buy out' spaces in the Grand Arcade during weekdays, when it is under-used. This would make the subsidy very, very explicit. I am not in favour of any such subsidy, believing Park & Ride is a better option, but it would at least convert the current hidden subsidy to a real cost that we can all debate the merits of.

### Report of the Council, dated 19 February 2020, on the partial demolition of the Atlas Building, West Cambridge, and the erection of modular storage and staff welfare facilities for the University Safety Office

(Reporter, 6578, 2019-20, p. 350).

No remarks were made on this Report.

### Report of the General Board, dated 18 February 2020, on the establishment of a Professorship

(Reporter, 6578, 2019-20, p. 351).

No remarks were made on this Report.

### **COLLEGE NOTICES**

### Elections

Downing College

Elected to the Mays Wild Research Fellowship from 1 March 2020:

Josephine Anna Eleanor Hughes, M.Eng., M.Res., M.A., Ph.D., *DOW* 

### Vacancies

*Corpus Christi College*: Head of Communications; tenure: permanent, full-time; salary: £38,000–£42,000 plus collegiate benefits and dependent upon skills, abilities and experience; closing date: 30 April 2020 at 12 noon; further details: https://www.corpus.cam.ac.uk/ about-corpus/people/non-academic-staff-vacancies

*Gonville and Caius College*: Senior Development Officer; salary: £29,000–£33,000 plus collegiate benefits; closing date: 25 March 2020; further details: https://www.cai. cam.ac.uk/discover/vacancies/senior-development-officer

*King's College*: Non-Stipendiary Junior Research Fellowship (one post) in any area of the Physical Sciences, Mathematics or Engineering; tenure: from 1 October 2020 for up to four years or the end of external funding, if sooner; closing date: 24 April 2020 at 12 noon; further details: https://www.kings.cam.ac.uk/research/ junior-research-fellowships

*St John's College*: Harper-Wood Creative Writing & Travel Award for English Poetry and Literature; purpose: creative writing project-related travel and study for creative writers in the early stages of their careers; closing date: 6 May 2020; further details: https://www.joh.cam. ac.uk/harper-wood-creative-writing-travel-award-2020; application portal: https://sjcamrf.flexigrant.com/

*Trinity College*: Six-hour College Lectureship in Mathematics for Natural Sciences; tenure: five years in the first instance; salary: £10,740; closing date: 10 April 2020; further details: https://www.trin.cam.ac.uk/ vacancies/

### **Memorial Notices**

### King's College

Memorial Service for Sir Stephen Cleobury

A Memorial Service for the late Sir Stephen Cleobury, Fellow and Director of Music, 1982–2019 (*Reporter*, 6569, 2019–20, p. 134), will be held in the College Chapel at 2.30 p.m. on Saturday, 2 May 2020.

Admission will be by ticket only. To request a ticket, please write to sjcmemorial@kings.cam.ac.uk as soon as possible, providing a postal address to which it can be sent. Members of the University who attend are invited to wear black gowns without hoods. 11 March 2020

### SOCIETIES, ETC.

### **Cambridge Antiquarian Society**

Following the Annual General Meeting at 5.45 p.m. on Monday, 6 April, the Antiquarian Society's next meeting will be held at 6 p.m., in room LG17 of the Faculty of Law Building, Sidgwick Site. Mr Simon Bradley will speak on *Victorian Cambridge*. Members of the Society may bring guests and students are warmly invited to attend.

### **Cambridge Philosophical Society**

A one-day meeting on *Science and the futures of medicine* will be held on Friday, 20 March 2020 from 9.30 a.m. to 5 p.m., in Lecture Theatre 0, Department of Engineering, Trumpington Street, Cambridge, CB2 1PZ.

The event is open to all who are interested and entry is free, no booking required. Further details are available at https://www.cambridgephilosophicalsociety.org

### **EXTERNAL NOTICES**

### **Oxford Notices**

*St Hugh's College*: Belcher Visiting Fellowships in Victorian Studies, 2020–21 and 2021–22; tenure: from October 2020 and from October 2021 for one, two, or three academic terms; closing date: 26 April 2020 at 12 noon; further details: https://www.st-hughs.ox.ac.uk/ discover/work-for-us/

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