

Table 1. Annual salary costs of assimilation by School and Council and General Board institutions: all staff groups

School or equivalent	All posts (count)	Average uplift (£)	Average uplift (%)	Total cost (£)	Cost (£) excluding Professorial step (b)
Arts and Humanities	453	1,350	4.1	611,628	(411,818)
Humanities and Social Sciences	748	1,105	3.3	826,907	(622,109)
Physical Sciences	1,254	936	2.9	1,173,274	(833,137)
Technology	806	856	3.0	689,547	(634,324)
Biological Sciences	1,341	880	3.0	1,179,972	(944,658)
Clinical Medicine	786	749	3.0	588,474	(572,375)
Council	992	714	2.9	708,105	(708,105)
General Board	644	703	3.1	452,658	(452,658)
Grand Total	7,024	887	3.1	6,230,565	(5,229,184)

Table 2. Salary uplifts (£ and %) by School or equivalent: academic/non-academic staff categories(A) *Non-academic posts (including academic-related)*

School or equivalent	Non-academic posts (count)	Average uplift (£)	Average uplift (%)	Total cost (£)
Arts and Humanities	138	713	3.9	98,325
Humanities and Social Sciences	240	636	3.0	152,683
Physical Sciences	530	472	2.2	250,386
Technology	320	680	3.2	217,552
Biological Sciences	593	441	2.3	261,452
Clinical Medicine	338	479	2.4	162,050
Council	982	709	2.9	696,057
General Board	578	693	3.2	400,471
All	3,719	602	2.8	2,238,976

(B) *Academic posts (including contract research staff)*

School or equivalent	Academic posts (count)	Average uplift (£)	Average uplift (%)	Total cost (£)	Cost (£) excluding Professorial step (b)
Arts and Humanities	315	1,630	4.2	513,303	(313,493)
Humanities and Social Sciences	508	1,327	3.4	674,224	(469,426)
Physical Sciences	724	1,275	3.4	922,888	(632,751)
Technology	486	971	2.8	471,995	(416,772)
Biological Sciences	748	1,228	3.6	918,520	(683,206)
Clinical Medicine	448	952	3.4	426,424	(410,325)
Council	10	1,205	5.1	12,048	(12,048)
General Board	66	791	2.9	52,187	(52,187)
All	3,305	1,208	3.4	3,991,589	(2,990,208)

Table 3. Salary uplifts (£ and %) by School and gender: academic/non-academic staff categories*(A) Non-academic posts (including academic-related), by gender*

School or equivalent	Posts held by women (count)	Average uplift (%)	Cost (£)	Posts held by Men (count)	Average uplift (%)	Cost (£)
Arts and Humanities	98	4.2	76,206	40	3.3	22,119
Humanities and Social Sciences	174	3.0	95,893	66	3.1	56,790
Physical Sciences	210	2.8	114,882	320	1.8	135,504
Technology	127	3.7	94,016	193	2.9	123,536
Biological Sciences	368	2.5	172,025	225	1.9	89,427
Clinical Medicine	230	2.3	103,582	108	2.6	58,468
Council	556	2.7	341,766	426	3.1	354,291
General Board	310	3.3	201,579	268	3.0	198,892
All	2,073	2.9	1,199,949	1,646	2.6	1,039,027

(B) Academic posts (including contract research staff), by gender

School or equivalent	Posts held by women (count)	Average uplift (%)	Total Cost (£)	Cost (£) excluding Professorial step (b)	Posts held by men (count)	Average uplift (%)	Total cost (£)	Cost (£) excluding Professorial step (b)
Arts and Humanities	115	4.3	155,934	(135,800)	200	4.1	357,369	(177,693)
Humanities and Social Sciences	228	3.2	254,607	(194,324)	280	3.6	419,617	(275,102)
Physical Sciences	141	4.1	161,921	(160,263)	583	3.2	760,967	(472,488)
Technology	82	3.5	93,416	(82,263)	404	2.7	378,579	(334,509)
Biological Sciences	324	3.5	322,902	(314,926)	424	3.6	595,618	(368,280)
Clinical Medicine	284	3.2	241,198	(241,198)	164	3.7	185,226	(169,127)
Council	6	6.1	7,872	(7,872)	4	3.5	4,176	(4,176)
General Board	35	2.0	20,978	(20,978)	31	3.8	31,209	(31,209)
All	1,215	3.5	1,258,828	(1,157,624)	2,090	3.4	2,732,761	(1,832,584)

Table 4. Red- and green-circling by School or equivalent*Red- and green-circling (non-academic posts)*

School or equivalent	Non-Academic posts (count)	red circles (count)	proportion red (%)	green circles (count)	proportion green (%)
Arts and Humanities	138	0	0.0	35	25.4
Humanities and Social Sciences	240	14	5.8	36	15.0
Physical Sciences	530	30	5.7	43	8.1
Technology	320	5	1.6	54	16.9
Biological Sciences	593	14	2.4	66	11.1
Clinical Medicine	338	38	11.2	23	6.8
Council	982	93	9.5	131	13.3
General Board	578	34	5.9	80	13.8
Grand Total	3,719	228	6.1	468	12.6

Table 5. Staff groupings for School level analysis

Staff Group (broad aggregate)	Sub-Grouped Post Types	Group Count
Professor	Established Professor Unestablished Professor	427 4
Reader	Established Reader	223
Senior Lecturer	Established Senior Lecturer Unestablished Senior Lecturer	253 5
Lecturer	Established Lecturer Unestablished Lecturer	295 68
Contract Researchers	Unestablished Research	1,886
Other Academic Posts	Established ADR Unestablished ADR Established Other Academic Posts (e.g. Lector) Unestablished Other Academic Posts	32 7 30 75
Directors/Senior Managers	Established Director/Senior Manager Unestablished Director/Senior Manager	36 12
Principal/Senior/Assistant Registraries/ Treasurers	Established Prin.Asst. Registry Established Prin.Asst. Treasurer Established Sen.Asst. Registry Established Sen.Asst. Treasurer Established Asst.Registry Established Asst.Treasurer Unestablished Prin.Asst.Registry Unestablished Sen.Asst.Registry Unestablished Sen.Asst.Treasurer Unestablished Asst.Registry Unestablished Asst.Treasurer	6 1 15 4 34 20 1 8 2 36 1
Administrative Officers	Established Admin.Officer I Established Admin.Officer II Established Dept.Secretary Established Dept.Secretary B Established Dept.Secretary C Established Other Administrative Unestablished Administrative Officer I Unestablished Administrative Officer II Unestablished Administrative Officer III Unestablished Dept.Secretary B Unestablished Dept.Secretary C Unestablished Other Administrative	40 36 13 6 8 17 27 46 11 2 14 29
Computing & Technical Officers	Established Prin.Comp.Officer Established Sen.Comp.Officer Established Comp.Officer I Established Comp.Officer II Established Comp.Officer III Established Comp.Officer IV Established Other Computing Posts Established Sen.Tech.Officer Established Technical Officer Unestablished Comp.Officer I Unestablished Comp.Officer II Unestablished Comp.Officer III Unestablished Comp.Officer IV Unestablished Other Computing Posts Unestablished Sen.Tech.Officer Unestablished Technical Officer	2 14 69 56 35 5 74 35 15 22 22 33 6 4 6 4

Table 5. Staff groupings for School level analysis (cont.)

Staff Group (broad aggregate)	Sub-Grouped Post Types	Group Count
Other Academic-Related Posts	Established Library Posts	79
	Established Other Academic-Related	61
	Unestablished Library Posts	3
	Unestablished Other Academic-Related	15
Clerical Staff	CS6	32
	CS5	237
	CS4	528
	CS3	383
	CS2	104
	CS1	21
	Unestablished Clerical Staff	2
Technical Staff	T8	6
	T7	31
	T6	76
	T5	246
	T4	383
	T3	171
	T2	51
	T1	28
	Unestablished Technical Staff	3
Manual Staff	M5	2
	M4	49
	M3	25
	M2	73
	M1	246
Other	Other (Assistant)	37
		7,024