REPORTER

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NOTICES

Calendar

- 24 January, Wednesday. End of first quarter of Lent Term.
- 27 January, Saturday. Congregation of the Regent House at 2 p.m. (see p. 350).
- 28 January, *Sunday*. Preacher before the University at 11.15 a.m., Canon Dr Paula Gooder, Director for Mission Learning and Development, Diocese of Birmingham and Canon Theologian, Birmingham Cathedral.
- 13 February, *Tuesday*. Lent Term divides.
- 20 February, *Tuesday*. Discussion at 2 p.m. in the Senate-House.

Discussions (at 2 p.m.)	Congregations
20 February	27 January
6 March	24 February
20 March	24 March
	7 April

Discussion on Tuesday, 6 February 2018: Cancellation

The Vice-Chancellor gives notice that the Discussion announced for Tuesday, 6 February 2018 will not take place as there are no Reports ready for discussion.

Election to Council

24 January 2018

The Vice-Chancellor gives notice that a bye-election is to be held to fill a casual vacancy on the Council in class (c) (members of the Regent House) under Statute A IV 2, following Dr Rogerson's decision to step down with effect from 12 January 2018. The elected member is to serve with immediate effect until 31 December 2020.

The Council is the principal executive and policy-making body of the University. It has general responsibility for the administration of the University, for defining its mission, for the planning of its work, and for the management of its resources. The Council deals with relations between the University and the Colleges, and conducts negotiations with outside bodies on many matters (other than those relating directly to the educational and research programmes of the University, which are dealt with on its behalf by the General Board of the Faculties). It is responsible for the appointment or nomination of certain members of internal and external bodies, and for many student matters (excluding the selection of entrants, which is a College concern). Further information about the Council is available to members of the University on the Council website (https://www.governance.cam.ac.uk/committees/council/). Questions about its work can be addressed to the Registrary by emailing registrary@admin.cam.ac.uk.

The University is committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture, and valuing diversity. Nominations from groups that are under-represented on the Council are welcomed.

Duties and responsibilities of Council members

Council membership offers a particularly rewarding and demanding experience. The University is both an exempt charity, and a corporation established by common law. As such, Council members are both charity trustees of the University and, effectively, its corporate directors. They have associated legal responsibilities and duties, and are required to promote the interests of the University and act with integrity, care, and prudence.

It is strongly recommended that those considering standing for nomination review the Handbook for Members of the Council, which sets out the Council's primary responsibilities. Section 1 of the Handbook provides advice and guidance to members of Council on their legal and other responsibilities. The Handbook is available to members of the University to download from the bottom of the Council web page at https://www.governance.cam.ac.uk/committees/council/handbook-2017/. Potential nominees might also wish to familiarize themselves with the key aspects of the University's *Statutes and Ordinances* (http://www.admin.cam.ac.uk/univ/so/), the most recent Budget and Allocations Report (http://www.admin.cam.ac.uk/reporter/budget_report/), and the Annual Reports and Financial Statements (http://www.admin.cam.ac.uk/reporter/annual reports/).

Further useful information is provided by HEFCE (http://www.hefce.ac.uk/reg/charityreg/), and the Charity Commission (https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3). This information includes details of the extent of a charity trustee's personal liability. Instances of personal liability are rare and unlikely to occur, providing trustees act honestly, prudently, in good faith, and in the best interests of the University, and in compliance with legislation and the University's governing documents. Nonetheless, it is important for nominees to recognize and accept the obligations that Council membership would confer upon them.

¹ The University has charitable status but is exempt from the statutory requirement which otherwise obliges a charity to register with the Charity Commission. HEFCE is the principal regulator of the University as regards its compliance with its legal obligations in exercising control and management of its administration as a charity.

Nomination procedure and election timetable

In order to be eligible, a candidate for election must be nominated on a paper sent to the Vice-Chancellor at the Old Schools so as to be received not later than 12 noon on Friday, 9 February 2018. The nomination paper must contain (a) a statement signed by two members of the Regent House, nominating the candidate for election and specifying the class in which he or she is nominated, and (b) a statement signed by the candidate certifying that he or she consents to be so nominated. Forms to facilitate the nomination process are available on the governance website (see https://www.governance.cam.ac.uk/ballots/rh/Pages/Nomination-forms.aspx). The candidate is also required to provide a statement of her or his *curriculum vitae* by the same date (see below). The Council has agreed to make known its view that two periods of four years should normally be regarded as the maximum length of continuous service for elected members of the Council.

The Vice-Chancellor would be obliged if nominations could be delivered to the Registrary in the Old Schools during office hours. Nominations will be published on the Senate-House Noticeboard as they are received; the complete list of nominations will be published in the *Reporter* on Wednesday, 14 February 2018.

In accordance with the regulations governing the election (*Statutes and Ordinances*, p. 112), each person nominated for election is required to send to the Registrary, not later than 12 noon on Friday, 9 February 2018, a statement of her or his *curriculum vitae* for distribution to members of the Regent House with the voting papers. It is suggested that such a statement should be of not more than 500 words in length, and that it should cover the following points:

- the candidate's present position in the University;
- previous posts held, whether in Cambridge or in other universities or outside the university system, with dates;
- the candidate's reasons for standing for election, and the experience and skills they would bring to the role;
- a note of the candidate's particular interests within the field of University business.

If the election is contested, it will be conducted by ballot under the Single Transferable Vote regulations. Online voting will open at 10 a.m. on Monday, 19 February 2018 and close at 5 p.m. on Thursday, 1 March 2018. Hard-copy voting papers and supporting materials will be distributed not later than Monday, 19 February 2018 to those who opted by 2 November 2017 to vote on paper; the last date for the return of voting papers will be 5 p.m. on Thursday, 1 March 2018.

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

22 January 2018

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

Accordingly the Council now publishes information for 2016–17 showing in the tables below the payments that have been made. All data is as at 31 July 2017.

(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 anonymized to protect individuals from potential identification in accordance with data protection principles.

Tables 12(a) and (b) show total staff in receipt of a bonus payment by (a) percentage of basic salary, and (b) bonus range; the tables show grade and staff category across each School (or equivalent) including gender breakdown.

Market pay and advanced contribution supplements

Grace 7 associated with the Second Joint Report (*Reporter*, 6002, 2004–05, p. 745) provides for the Council to publish anonymized statistical information on all awards of market supplements (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 2016–17 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 2016–17.
- Table 11(d) shows the number of staff newly awarded advanced contribution supplements in 2016–17.

TABLES

Table 1(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point as at 31 July 2017

Scale Point	Grade T & A Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7 Male Female	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12 Male Female	Overal Male Fe	
100	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Fe	100
99 98															100 99 98 97 96 95 94 93 92 91 2 90 1 89 88 2 87 2 86 85
97													1	1	97
96 95														<u> </u>	96
94 93													2	2	94
93													2	2 2 3	93
92 91													3	3	91
90													6 2 2 1	6 2 9 11	2 90 1 89
89 88 87													9	9	88
87													- <u>11</u> - <u>2</u> -	11	2 87 2 86
86 85													10 2	10	2 86 85
84 83													11 3	11	3 84 1 83 3 82 13 81 4 80
83 82													11 1	10	3 82
82 81													38 13	38 17 16	13 81
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75													40 7	40 15	7 75
74 73													15 3 24 7	15 24	3 74 7 72
73 72													15 3 24 7 18 10 29 9 37 8 32 9	24 18	10 72
71 70													29 9	29	9 71
69													32 9	29 37 32	9 69
68 67												6 2	135 21	135 6	21 68
67 66 65												2 1		2	3 74 7 73 10 72 9 71 8 70 9 69 21 68 2 67 1 66 1 65 64 87 63
65											1	1 1		1	1 65
64 63											10 11	198 76		208	87 63
62 61										40 7	16 7 96 57	13 5		29 112	12 62 64 61
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60 59 58										18 10 19 17	16 7			27 34 19	16 60 17 59 17 58
57 56									2	250 143				250	145 57
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55 54									3 5 2 2 1	31 24				34	29 55
53 52									2	31 19 51 25				51	27 53
52 51								16 16 15 17 25 20 32 41	1	46 31 47 36				62	48 52 53 51 34 50
51 50 49								25 20 32 41		13 14 20 11				62 38 52	34 50
49								253 226		20 11				253	52 49 226 48
48 47 46								21 20						21	20 47
46 45								74 53 102 81						102	53 46 81 45
45 44 43 42 41						4 3		142 96 29 17						146	99 44 18 43
43						2 1 2 5		29 17 168 131						31 170	18 43 136 42
41						4 18		213 179						217	197 41
40 39						10 22 72 111		76 56 116 101						86 188	78 40 212 39
38						63 67								63	67 38
40 39 38 37 36						72 111 63 67 6 15 32 62 8 4								32	12 62 64 64 61 16 60 60 17 59 81 145 57 145 62 36 81 156 181 181 181 181 181 181 181 181 181 18
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Total						240 382		1282 1054	3 12	573 361	155 90	220 85	540 123	3013 2	2107 Tota

Table 1(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point as at 31 July 2017

Scale Point	Grade T & A Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Female	Scale Point
100 99															100 99
98 97													1	1	97
96 95													1 1 2	1 1	95
94 93													2	2 2	94 93
92 91 90													1	1	92 91
90 89													1 1 2	1 2	90 89
88 87													5 1	5 1	88 87
86 85															86
84 83													1	1	84
82													6 1 3 1	1 6 1 3 1 2 1	83 82
81 80													2 1 3	2 1	81 80
79 78													3 5 1 1	3 5 1 1	79 78
77 76														4 2	77 76
75 74													4 2 7 2	7 2	75
73															73
72 71													1 1 2	1 1	72 71
70 69													2	2	70 69
68 67 66												9 8	2 6	2 6 9 8	68 67
66 65												9 8 3 3 5 4 9 3 3 2		2 6 9 8 3 3 5 4 22 15	66
64 63											13 12 8 13	9 3		22 15	64
62 61											13 12 8 13 16 15 47 49 11 9	1 1		11 15 17 16 60 58	62
61 60 59										13 9 5 6	16 15 47 49 11 9 7 5			16 15	61 60
59 58									11 4	11 10 25 20	7 5			18 15	59 58
57 56									15 7	53 62 6 10				36 24 68 69 25 39	57 56
57 56 55 54									19 29 91 66 21 22 16 18 17 24 20 22 14 18 12 24 15 23 13 15 9 22	13 9 5 6 11 10 25 20 53 62 6 10 6 13 6 17 7 7 9 16 8 23 4 6 5 9				25 39 97 79 27 39	55
53									16 18	7 7				23 25	53
52 51								15 8 2 7 16 4 22 31	17 24 20 22	9 16 8 23				41 48 30 52 34 28	52 51
50 49								16 4 22 31	20 22 14 18 12 24 15 23 13 15 9 22	4 6 5 9				39 64	50 49
48 47							10 8 3	82 92 18 34	15 23 13 15					107 123 31 52	48 47
46							7 2 9 17	22 31 82 92 18 34 19 33 13 22 16 35 15 24 22 48 28 44 21 30	9 22 21 25					35 57 43 64 39 60 91 131 59 96	46 45
45 44 43 42						2 6	21 19	16 35	21 20					39 60 91 131 59 96	44
42						2 6 5 3 9 8 15 14 35 47	28 40	22 48						59 96	42
41 40						15 14 35 47	14 39 18 43	28 44 21 30						57 97 74 120	41 40
40 39 38					8 16	113 196 28 57	7 2 9 17 21 19 71 104 28 40 14 39 18 43 18 41 23 40 20 22	20 25						151 262 59 113	39 38
37 36					8 16 9 10 12 30	113 196 28 57 27 79 38 67 44 76	20 22							56 111	37 36
35 34					18 82	44 76 23 50								62 158	35 34
33 32				6 3	76 228 20 61 24 75 33 66 40 78	30								26 64	33
31				6 3 2 3 8 11 30	33 66									24 77 36 74	31
30 29				90 116	40 78 22 44									51 108 112 160	29
28 27 26			4 6 2	90 116 17 28 21 36 30 45 26 61										21 34 23 36 32 48	28 27
25			4 6 2 2 3 3	11 30 90 116 17 28 21 36 30 45 26 61										29 64	26 25
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22 21		6 7	54 53 14 7 17 17 15 16 21 36 16 22											17 17 21 23 26 47	22
20		5 11	21 36											26 47	20
19 18	1	4 23 123 143	16 22											20 46 123 143	19 18 17
17 16		46 43												46 43	16
15 14	1													1	15 14
13 12	1													1	15 14 13 12
11	9 2													9 2	11
Total	11 3	184 227	148 163	224 359	262 690	339 603	239 378	309 437	294 319	158 208	102 103	30 21	51 22	2351 3533	Total

Table 2(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point School of Arts and Humanities as at 31 July 2017

	Grade T & A Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Femal
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Table 2(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point School of Arts and Humanities as at 31 July 2017

ł	Grade T & A Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Female	le
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Table 3(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point School of the Biological Sciences as at 31 July 2017

Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Femal					
												1	1
												5 1	5 1
												2	2
												4	4
												1 1	1 1
												2	2
												6 4 3 3	6 4 3 3
												6	6 1 1
												2 6 4 3 3 6 1 1 3 5 3 1	3
												5 3 1	5 3 1
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									6 4	3 3			6 4
									30 30				30 30 3 6
									7 3				7 3
								1	30 30 3 6 7 3 8 5 8 5 5 9 7 7 2 4 2 3				8 6 8 5
							6 6 6 5 7 8 5 3 7 68 64 4 2 23 16 24 28 43 21 11 3 38 35 45 40 27 19 18 23		5 9 7 7				11 15 12 14
							8 5		2 4				12 14 10 9
							68 64		2 3				5 10 68 64
							68 64 4 2 23 16 24 28 43 21 11 3 38 35 45 40 27 19 18 23						4 2 23 16
					,		24 28						24 28 44 21
					1		11 3						12 3
					1 3		38 35 45 40						38 36 45 43
					3 1 7 20 26 5 18 6		27 19						28 26
					20 26 5 18		10 23						38 49 5 18
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Table 3(*b*) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point School of the Biological Sciences as at 31 July 2017

t	Grade T & A Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Female	le :
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ı							1 3 5 3 3 13 3 5 1 4 2 2 5 1 1 1	2 2						2 6 1 6 5 3 1 7 9 8 5 10 3 6 3 7 5 6 5 14 4 9 2 9	1
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ı					2 6 1 2	2 14	2 4							5 20 12 17	ď
ı					2 6 1 2 6 11 5 21 12 55 5 9 5 13 5 13 6 13 2 7	27 38 6 9 2 14 6 6 3 4 2 7								5 11 30 45 9 16 5 20 12 17 8 25	4
ı					12 55	2 7								8 25 14 62	ď
ı				1 1	12 55 5 9 5 13									14 62 6 10 5 13 7 15 7 19 14 27 5 7 7 9	4
ı				2 2 1 6	5 13 5 13 6 13									7 15	J
ı		-		2 2 1 6 12 20 5 6 6 9	6 13 2 7							-		7 19 14 27 5 7	4
ı			1	12 20 5 6 6 9 4 9	2 /									5 7	J
ı			1 1	6 9 4 9										7 9 4 10	4
ı			1	14										4 10 1 14 8 15 1 4 2 2 5 3 5 4 9 22 24 7 3	J
ı			7 14 1 4 2 2 3 2 4 4 2	1 1										8 15 1 4 2 2	4
ı			2 2											2 2	1
ı		1 1	3 2 4											5 3 5	4
ı	1	6	4 2											4 9	1
ı		6 22 24 7 3												4 9 22 24 7 3	4
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ı	2														4
	4	30 36	18 31	32 68	49 150	53 93	20 42	27 37	15 24	11 21	3 3	2 4	1 3	2 263 510	

Table 4(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point
School of Clinical Medicine
as at 31 July 2017

Grade T & Male Fem	Grade 1 ale Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Femal
												-	
												1	1
												'	
												1	1
												1	1
												3	1
												1	3
												1	1
												1	1
												1 1	1 1
												1 3	1 3
												3	3 1
												1	1
												-4 - 1 -	4 1
													1 1
												1 1 3	1 1
													3
												5 1 6 3	5 1
											5 2 1	6 3	6 3 5 2
											1 1		1 1
											11 3 2 1		11 3 2 1
									7 2	1	2 1		8 2 4 7
									4 6	1			4 7
									5 7				3 5 5 7 27 24
								2	27 22 6 5				27 24 6 5
								4	7 2 4 6 3 4 5 7 27 22 6 5 6 7 1 2 10 3 6 3 8 5 2 2				6 11
								1	1 2				1 2 10 4
							5 7	1	6 3				11 11
							6 7 11 11		8 5				11 11 14 12 13 13 15 25 58 105 7 12 15 25 21 26 27 40 6 5
							15 24		1				15 25
							58 105 7 12						58 105 7 12
							15 25						15 25
					2 3		21 26 25 37						21 26
					1 1 1 3		5 4						6 5
					1 8		5 7 11 11 11 15 24 58 105 7 12 15 25 21 26 25 37 5 4 26 36 26 69 12 20 18 30						27 39 27 77 17 33
					5 13		12 20						17 33
		<u> </u>			5 13 18 57 16 36 4 8		10 30						36 87 16 36
					4 8 5 28								8 2 4 7 3 5 5 7 27 24 6 5 6 11 1 2 2 10 4 11 11 14 12 13 13 15 25 58 100 58 100 7 12 26 21 26 6 5 21 27 40 6 5 7 12 27 40 6 5 7 12 27 40 6 5 7 12 27 40 6 5 7 12 26 7 15 27 77 17 13 36 8 5 8 5 8 5 8 5 8 5 8 5 8 5 8 5 8 6 8 5 8 6 8 7 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
					3 1								3 1
					12 34								12 34
		-											
				_		-	-		-	-	-		

Table 4(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point School of Clinical Medicine as at 31 July 2017

	Grade T & A Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Female	le
ŀ															1
ŀ															4
ŀ															1
ı															1
ŀ													1	1	4
l															1
I															4
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ŀ															1
ı															1
ŀ											1	1		1 1	4
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F										. 1	1			2	1
ŀ									3 1	1 1	1			2 1 4 1	-
ı									3 1 3 1 2 6	4 1 1 1				7 2	1
ŀ									2 6 10 7 2 5 3 2 3 2 2 3 2 4 2 4 5 5 1 3 3	4 1 1 1 2 1 2				2 1 4 1 7 2 3 7 10 9 3 2 9 2 3 7 6 5 9 11	4
ŀ									10 7 2 5	1 2				3 7	1
I									3 2 3 2 2 3 2 4 2 4					3 2 9 2	1
ŀ								1 2	2 3	2 2				9 2	-
ľ								1 2 3 1	2 4	1				3 7 6 5	1
ŀ								6 7	2 4	1				9 11	4
							2	4 1 2 3 1 6 7 16 16 5 7 5 10 1 7 4 9 2 4 15 5 9	1 3					16 21 6 12	1
ı								5 10	3 3					9 13	ш
ŀ						3	2 3	1 7 4 9	5 1					8 11	4
ŀ							7 10	2						8 18 9 10 7 26 8 16 11 14	1
I						1 3 3	2 8	4 15						7 26	1
ŀ						6 4	3 4	5 9 1 5						8 16 11 14	4
ŀ						11 37 1 10	1 2 3 4 6 7 10 2 8 3 4 4 5 5 3 4 9	4 4						20 44	1
I					1 5 1	6 4 11 37 1 10 2 12 4 15 11 14 5 10	4 9 5 1							20 44 6 24 7 14 4 17 13 20 12 54 5 18 1 16 7 17	4
ŀ					1 2	2 12 4 15	5 1							4 17	1
ı					2 6 7 44 3 17 1 16 7 15 8 19	11 14								4 17 13 20 12 54 5 18 1 16	1
ı				2 1	7 44 3 17	5 10								12 54	4
ŀ				2 1	3 17 1 16									5 18 1 16	1
l				2	7 15									7 17	1
ŀ				3 8	8 19 10									11 27	4
ŀ			2	1 4	10									11 27 3 21 1 6	1
ı				3 11 1 4 3 5 6 10 4 10										11 27 3 21 1 6 3 5 6 10 4 10 5 8 3 1 2 4 5 1 1 4 4 2 1 2	1
ŀ				6 10										3 5 6 10 4 10	4
ŀ			4 6	4 10 1 2										5 8	1
ı			4 6 3 1 2 4 5 1											3 1	1
ŀ			3 1 2 4 5 1											3 1 2 4 5 1	4
ŀ			1 4											1 4	1
ı			1 4 4 2											4 2	1
I		1 2												1 2	4
ŀ		1												1	1
ı															1
I															4
	1													1	1
ш	-				l									1	-1

Table 5(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point
School of the Humanities and Social Sciences
as at 31 July 2017

Scale Point	Grade T & A Male Female	Grade 1	Grade 2 Male Female	Grade 3	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7	Grade 8 Male Female	Grade 9	Grade 10 Male Female	Grade 11	Grade 12	Overall Male Female	Scale Point
100	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	100
99 98															99 98
97															97
95															95
94 93															94 93
92													1	1	92 91
90													1	1	90
89 88													2	2	89 88
87 86														2 1 3 1	87 86
85													2	2	85
84 83													1 1	1 1	84 83
82 81													3 1 6 2	1 1 3 1 6 2	82 81
80													3	3	80
79 78													3 2	3 2	79 78
77 76													2 1 3 2 3 1 1 3 1 6 2 3 1 1 3 2 2 3 1 2 3 1 2 3 2 1 2 2 3 1 2 2 1 1 2 2 2 1 1 1 2 2 2 2	3 1 2 3 1 1 1 1 3 1 6 2 3 3 1 1 1 2 3 2 2 1 1 2 1 8 3 4 4 4 1 3 8 2 4 4 4 4 1 29 7	77 76
75													8 3	8 3	75
74 73													2 1	2 1	74 73
72 71													4 2 1 3 3 8 2 4 4 1 29 7	2 1 3 3 8 2	72 71
70													4	4	70
1000 99 98 98 97 96 96 98 98 97 98 98 98 97 98 98 98 98 98 98 98 98 98 98 98 98 98													4 4 1 29 7	4 1 29 7	1000 98 98 97 96 98 93 93 92 91 90 98 88 87 86 85 86 87 77 76 76 76 67 66 66 65 64 62 61 61 62 61 63 64 64 64 64 64 64 64 64 64 64 64 64 64
67 66															67 66
65															65
63											6	34 21		34 27	63
62 61										1 1	3 2 13 18 6 6			34 27 3 2 14 19 6 6 6 5	62 61
60										1 2	13 18 6 6 5 3			6 6	60
58											5 3				58
57 56									-	48 34 1 1 6 3 6 2 4 8 7 7 7 10				48 34 1 1 1 7 4 6 2 4 8 7 7 8 8 11 2 1 2 5 12 5 2 1 5 2 1 7 8	57 56
55									1 1	6 3				7 4	55
53										6 3 6 2 4 8 7 7 7 10 2 1 2 4				4 8	53
52 51								1 1		7 7 7 10				7 7 8 11	52 51
50								1		2 1 2 4				2 1	50
48								12 5						12 5	48
47 46								1 5 4 7 7 8						1 5	47 46
45 44								4 7 7 8						1 5 4 7 7 8	45 44
43															43
42						1 2 3		12 28 26 21 9 2						12 28 27 23 12 2 10 25 8 4	42 41
40 39						3		9 2 8 16						12 2 10 25	40 39
38						2 9 8 4								8 4	38
36						2 10								2 10	36
35 34						4 15								4 15	35 34
33															33 32
31															31
29															29
28 27													-		28 27
26															26
25 24															25 24
23 22															23 22
21															21
20 19															20 19 18 17 16 15 14 13 12
18 17															18 17
16															16
15															15
13 12													-		13 12
11															11
Total				1	1	20 40		80 96	1 1	85 73	27 35	34 21	96 27	343 293	Total

Table 5(*b*) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point School of the Humanities and Social Sciences as at 31 July 2017

Table 6(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point School of the Physical Sciences as at 31 July 2017

Scale Point	Grade T & A Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Female	Scale Point
100 99															100 99 98 98 96 99 99 98 88 85 94 4 94 99 99 99 98 88 87 99 99 99 99 99 99 99 99 99 99 99 99 99
99 98 97 96 95															98 97
96 95															96
94													2	2	94
94 93 92 91 90 89 88 87 86 85 84 83 82 81													2 1 1	2 1 1	93
91 90													1	1	91
89													1	1	89
88 87													1 6 2 4	1 6 1 2 4 4 1	88
86 85													2	4	86 85
84													4 1	4 1	84
82													4 1 4 3 4 2	3	82
81 80 79														4 2 5	81 80
79 78													5 5 4	5 4	79 78
78 77 76													4 4 1 6	4 1	77
76 75													9	4 2 5 5 4 4 1 6	76 75
75 74 73 72						-							6 3	6 3	74 73
72													6 3 7 2 10 2	6 3 7 2 10 2	72
71 70 69 68 67 66 68 64 63 62 61 60 55 55 54 53 25 51 33 33 32 27 26 52 24 23 22 22 22 22 22 22 22 22 22 22 22 22													17		71
69 68													11 2 38 6	11 2 38 6	69 68
67															67
65												1		1	65
64 63											1 3 5	38 12 2 1		1 41 12	64
62 61										1	5 11 4	2 1		41 12 7 1 11 5 2	62
60										2				2	60
59 58										4 4 1	2			6 4 1	59 58
57 56										56 23 4 3				56 23 4 3	57 56
55									1	56 23 4 3 6 3 6 2 16 5 13 5 13 4 3 3				7 3	55
53										6 2 16 5				6 2 16 5	53
52 51								1 1		13 5 13 4				14 6 14 4	52 51
50								3 2 6 6		3 3 6 2				6 5	50
48								59 27 9 2		6 2				59 27	48
47 46								9 2 21 3						9 2	47 46
45								23 11						23 11	45
43								7 4						7 4	43
42 41						1 1 1 1		59 27 9 2 21 3 23 11 31 16 7 4 48 13 62 22 14 11						56 23 4 3 7 3 6 2 16 5 14 6 5 12 8 59 27 9 2 21 3 23 11 31 16 7 4 49 13 62 23 15 12 38 19 16 4	42 41
40 39						1 1 9 8		14 11 29 11						15 12 38 19	40 39
38						9 8 16 4		- 11						16 4	38
36						7 2								7 2	36
35 34						7 2 2 1 3 7								7 2 2 1 3 7	35 34
33 32															33
31															31
30 29															30 29
28 27															28
26															26
24															25
23 22															23 22
21															21
20 19 18 17 16 15															20 19
18 17															18 17
16 15															16 15
14															14
14 13 12 11															13 12
11 Total						39 24		314 129	1	133 52	22 A	41 13	160 20	710 242	11 Tota
10181			1	1		აყ 24		ა14 129		133 52	22 4	41 13	160 20	110 242	101

Table 6(*b*) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point School of the Physical Sciences as at 31 July 2017

Scale Point	Grade T & A Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Femal	Scale Point
1009 989 987 965 943 93 989 988 887 866 853 888 87 77 76 77 77 77 77 77 77 69 88 667 668 664 464 464 47 47 48 48 48 48 48 48 48 48 48 48 48 48 48															Property Property
98 97															98 97
96 95															96 95
94 93															94 93
92 91															92 91
90 89															90 89
88 87															88 87
86															86
84													1		84
82													'	1	82
81 80													1	1	81 80
79 78															79 78
77 76															77 76
75 74															75 74
73 72															73 72
71															71
69															69
68															67
66 65												1		1	66 65
64 63												1		1	64 63
62 61										1 1	2 2			3 3	62 61
60 59										2	2			2	60
58									1 1	1 1 2 5 1 2 4 3				2 3	58
56									1 1 3 2 3	2				2 5	56
55 54									2 3 9 7 1 1 1 1 2 2 1 2	2 1 5				11 7 1 6	55 54
53 52								4 1	1 1 2 2 1 2	1				1 1	53 52
51 50										1				2 2	51 50
49							3	5 4	1	1				6 5	49
47								5 4 18 7 2 3 1 3 2 5 1 3 3 3 2 1 2 2 3	1 1					2 4	47
45							1 2 1 4 2 15 12 2 1 4 3 3 2 2 3 1 5 5	2 5	1					4 6	45
44						1 1	2 1 4 2 15 12 2 1 4 3 3 2 2 3 1 5	1 3						6 5 18 16	44
42 41						4 8 3	2 1 4 3	2 1						8 2 14 6	42 41
40 39						13 11 25 20	3 2 2 3	2 3						18 16 28 23	40 39
38 37					2 1	4 4 5 6	1 5							7 9	38 37
36 35					2 2 1 4 4 3 7 11 26 1 5 2 7 6 2 3 3 1 2	4 8 3 13 11 25 20 4 4 5 6 2 5 4 5 2								3 3 2 7 7 2 3 3 7 1 6 5 5 1 1 1 6 5 1 1 1 6 5 1 1 1 1 6 5 5 1 1 1 1	36 35
34					11 26	2								13 26	34
33					11 26 1 5 2 7 6 2 3 3									1 5	33
31 30				2	6 2 3 3									2 7 6 4 3 3 14 16 3 2 1 6 1 5	31 30
29 28				13 14 3 2 6 1 4	1 2									14 16 3 2	29 28
27 26			1 1	6 1 4										1 6	27 26
25 24				1 2										3	25
23			3											3	23
21			2 4 1 2 1 1											2 4 1 2 1 2 3 8	21
20 19		1 2 8	1 1											1 2 3 8	20 19
18 17		2 8 24 23 5 1				1								24 23 5 1	18 17
16 15															16 15
14															14
12															12
11 Total	1	31 33	14 14	18 33	35 57	68 55	37 29	46 34	20 20	19 14	4 3	1 1	2	1 296 293	Total
	_														_

Table 7(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point School of Technology as at 31 July 2017

t	Grade T & A Male Female	Grade 1 Male Female	Grade 2 Male Female	Grade 3 Male Female	Grade 4 Male Female	Grade 5 Male Female	Grade 6 Male Female	Grade 7 Male Female	Grade 8 Male Female	Grade 9 Male Female	Grade 10 Male Female	Grade 11 Male Female	Grade 12 Male Female	Overall Male Femal	ale
															₹
I															4
ŀ															1
I															7
ı															1
ŀ															4
l															╛
ŀ														1	4
l													1 3 1 2 3 5 1 1 10 1		╛
I													1	3 1 1 2 3 5	7
ŀ													3	3	┪
I													5	5	7
ŀ													10 1	10 1	┨
I													1 3 2	1	7
ŀ													3 2 3 4 4	3 2	┨
I													4	4	7
ŀ													8	3 2 3 4 4 8	_
I													5 8 1	5	4
ŀ													5	8 1 5	
I													4 1 6 3	4 1 6 3	4
ŀ													3	5 8 1 5 4 1 6 3 3 27 1	1
I												1	27 1	27 1 1	7
ŀ												1 1		1 1	
															1
H											2 1	41 9		43 10	┨
											2 1 5 1	41 9 4		43 10 9 1	1
ŀ										2 1	31 6 5			36 6 7 1	┨
										5 1	1			43 10 0 1 3 10 1 3 10 1 3 1 1 1 1 1 1 1 2 1 2 1 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 1 1 5 3 3 1 3 1	1
ŀ										4 4 67 12 6 1 3 2 7 2 9 2 9 2 10 4 4 2				67 12	┨
										6 1				6 1	1
ŀ										3 2 7 2				7 2	┨
										9 2				9 2	1
ŀ								1 2		9 2 10 4				13 3	┨
								4 1 1 2 2 1 7 2		4 2				6 3	1
ŀ								7 2 43 12		2				9 2 43 12	4
								1						1	1
ŀ								11 2						11 2 24 3 29 11 5 3	4
ı								29 11						29 11	1
ŀ						1		5 3						5 3 36 10	4
l						1		43 12 1 1 2 24 3 29 11 5 3 36 9 43 16 11 4 33 11						44 16 11 4 53 16 18 3	1
ŀ						20 5		11 4 33 11						11 4	4
ı						20 5 18 3		''						18 3	1
I						20 5 18 3 2 8 2 2								53 16 18 3 2 8 2	4
ŀ						2								2	- 1
ŀ						5 2								5 2	4
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I															4
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ŀ															4
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ı															1
															4
			1	-		56 13		249 78		133 33	44 8	46 10	106 11	634 153	

Table 7(*b*) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point School of Technology as at 31 July 2017

e it	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	ale
t	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Femal	ile
ı															1
ŀ															┥
l															╛
ŀ															4
ŀ													-		Ⅎ
ı															1
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ŀ															4
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I												1 1 3 1		1 1 4 3 2 1	
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l											4			4	- 1
ŀ										3 1 1	14 4			17 5	4
ŀ											2			4 17 5 1 1 2 1	-
ı										3 1 4 6				3 1 7 6 3 4 14 9 5 7 3 4 6 6 5 6 5 6 1 7 12 14	
ŀ									3 3 3 13 7 4 6 2 3 2 3 4 4 2 2 1 3	3 1 4 6 1 1 1 2 1 1 1 1 2 2 1 2				7 6	\dashv
l									3 3 13 7 4 6 2 3 2 3 4 4 2 2 1 3	1 2				14 9	┪
I									4 6	1 2 1 1 1 1 2 2 1 2				5 7	4
ŀ								2 1	2 3	2 2				6 6	Ⅎ
ı									4 4	1 2				5 6	╛
ŀ								2	2 2	1				4 3	4
l							1	12 11	2					12 14	╛
I								3 3	1					4 3 6 7 5 5	7
ŀ							2 1	2 1	1 3					5 5	Ⅎ
ı						1	2 2	2 6						5 8	╛
ŀ						1	14 13	4 1						19 14	-
l						4 1 5 8	2 1 2 2 1 1 3 11 3 2 11 6 7 4 12 1 8	4 12 11 3 3 4 7 2 1 2 6 4 1 2 6 3 2 2 1 2						17 5 1 1 1 2 1 1 3 1 1 7 6 3 1 4 14 9 5 7 7 6 6 6 6 6 5 6 4 3 3 1 7 7 5 5 7 5 7 5 7 5 7 5 7 6 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	╛
ı						5 8 18 25 5 11 4 16 9 7 7 12 3 3	6 7	1 2						11 17	4
ŀ					1	18 25 5 11 4 16 9 7 7 12	1 8	1 2						6 20	Н
ı					1 3	4 16	1 4							6 23	⊐
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ı				3	5 5 3 6 7									3 9	_
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ı				2 2										2 2	コ
l			1	5 1										1 6	4
l				1 3										1 1 3	
ı			1											1	4
ŀ			1 1 1 2 2											1 1 2 2	\dashv
l															- 1
ı		1 2 15 7	1											2 2 15 7	4
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I															4
ŀ	1													1	\dashv
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	1													1	4
	2	16 9	5 4	7 20	26 51	57 83	45 62	37 46	36 36	17 19	23 8	6 3	4 2	281 343	3

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

Council Institutions (UAS & NSIs)

as at 31 July 2017

Scalant | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 10

Table 8(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point Council Institutions (UAS & NSIs)
as at 31 July 2017

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	Scale
Scale Point 100	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Scale Point
99															99
98 97													1	1	98 97
96															96
95 94													1 1	1 1	95 94
93													2	2	93
92 91													1	1	92 91
90													1	1	90
88													2	2	88
87													5 1	5 1	87
85															85
84															84
82													1 3 1 1	1 3 1 1	82
81 80														1 1	81 80
79													2 4 1 1	2 4 1 1	79
78 77													1 1	1 1	78 77
76													2 1 7 2	2 1 7 2	76
75 74													7 2	2 1 7 2 1	75 74
73															73
72 71													1	1	72 71
70															70
69 68													2 1 4	1 4	69 68
99												5 6		5 6	100 100
66 65												5 6 3 1 3 3		5 6 3 1 3 3 14 7 4 10 11 13 28 34 13 11 3 12 22 12 28 34 40 30 14 11 12 13 15 22 15 20 10 14 17 25	66 65
64											10 7 4 8	4		14 7	64
63 62											4 8 10 12	1 1		4 10 11 13	63 62
61										6 5	10 12 22 29 11 6			28 34	61
60 59										6 5 2 5 1 8	11 6			13 11 3 12	60 59
58									4 2	18 10				22 12	58
57 56									4 2 2 2 10 10 37 22 11 4 7 10 9 11 11 10 6 10 6 11 7 14 9 8 6 10 10 12	18 10 26 32 5 4 3 8 3 7 5 3 4 9 4 10 1 4				28 34 15 14	57 56
55									37 22	3 8				40 30	55
53									11 4 7 10	5 3				14 11	54
52								2 2	9 11	4 9				15 22	52
51 50								3	11 10 6 10	4 10 1 4 3 7				15 20 10 14	51 50
49							1 1	8 7	6 11	3 7				17 25	49
47							1 4	4 9	9 8					13 18	47
46							1 1 7	4 6	6 10 10 12					24 45 13 18 11 17 15 28	46
45						2 1	2	5 7	10 12					5 11	44
43						2 1 1 2	23 21 4 12 2 10	4 12						29 34	43
41						2	2 10	5 24						9 34	41
40		_				2 3 23 32	3 12 2 13 9 15	3 8 7 16 27 4 9 4 6 5 9 5 7 4 12 5 8 5 24 10 17 3 9				_	_	15 22 15 20 10 14 17 25 24 45 13 18 11 17 15 28 5 11 29 34 10 22 9 34 15 32 28 54 18 31	40
38					2 3 2 1	2 1 1 2 2 3 2 3 32 7 13 8 16 13 23 15 27 10 25	23 21 4 12 2 10 3 12 2 13 9 15 11 9	3 9						18 31	38
37 36					2 1	8 16	11 9							21 26 13 25 19 42 33 67 9 9 11 11 1 19	37 36
35					2 4 15 23 42 6 9 11 11 1 19 11 16	13 23 15 27 10 25								19 42	35
34 33				3	23 42 6 9 11 11 1 19	10 25								33 67 9 9	34 33
32					11 11									11 11	32
31 30				2 3	1 19 11 16									1 19	31 30
29				32 27	7 10									39 37	29
28 27			4 2	5 4 3 4										9 6	28 27
26				15 10										15 10	26
25 24			2 26 9 5 1 7 2 4 7 13 13	32 27 5 4 3 4 15 10 12 17 10 10										13 19 39 37 9 6 3 4 15 10 14 17 36 19 5 1 7 2 4 8 13 13 13	25 24
23			26 9 5 1 7 2 4 7 13 13 5 15											5 1	23
22 21		1	7 2											7 2	22 21
20			13 13											4 8 13 13 5 15	20
19 18		18 20	5 15											5 15 18 20	19 18
17		18 20 3 3												18 20 3 3	17
16 15															16 15
20 19 18 17 16 15 14 13 12															14
13 12															13 12 11
	4 1													4 1	11
Total	4 1	21 24	66 49	82 75	67 128	83 144	56 107	74 137	135 136	81 112	59 66	16 13	37 15	781 1007	Total

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

General Board Institutions (NSIs)

as at 31 July 2017

Table 9(*b*) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point General Board Institutions (NSIs) as at 31 July 2017

ŀ	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Fema
_														
L														
_														
													1	1
													1	1
L														
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F													1	1
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F														
ŀ												1 (1 1
												1 1		1
											2 1	1 1		1 1
ļ											2 1 1 3 1 1			1 3
L										1	2 7			2 8
ŀ										2	1			1 2 1 2 5
L									2 3 1 5	5 5 5				2 5 8 5
ŀ									1 5	5 5 1				1 6 4 13
L									4 13 1 5 2 2 1 3 2 2 3 1 3 3 3 2 1 1 4 4	_				1 5
ŀ									1 3	3 1				2 2 2 1 1 1 2 8 1 1 2 8 1 1 3 3 1 1 1 1 2 8 1 1 1 2 8 1 1 1 1 1 2 1 1 1 1
L								1 4	2 2 3 1	1 1				2 7 5 2
ŀ								1 2 3 5 13	3 3					5 6
L								1	1 1					8 15 1 2
L							1 1 1 4 2		4 3					2 5 5 4
						1	1 1 4 2 6 21 4 5 1 6 3 2 5 2	2 3 3						5 4 6 5 7 24
ŀ						1 1	4 5 1 5	1 3						5 6
ŀ						2 1	1 6	1 2						2 9 4 7 6 20
L						3 4		2						8 6
ŀ					2 2 2 1 3 10 14 25 2 5 2 11 7 8 5 7 4 10	3 16 3 4 2 6 1 2	1 3							6 20 8 6 5 11 3 3 3 6 14 15 29 2 5 2 11 8 8 8 14 21 36 2 6 6 5 3 7 7 16
f	_				3 10 14 25	3 4 1 4			-					6 14 15 29
ŀ					2 5									2 5 2 11
ŀ				1	7 8									8 8
ŀ				3 7 17 26	5 7 4 10									8 14 21 36
f	_		1	1 3 7 17 26 2 5 6 5 3 7 7 14					-					8 14 21 36 2 6 6 5
ŀ				3 7										3 7 7 16
ŀ			7 11	7 14 5 10										7 16 12 21 1
Ļ			1 4											1 1
F		6 4 4 9 5	2 1											1 4 8 5 8 20 1 7
ŀ		5	4 11 1 2											1 7
ŀ		29 56 11 14												29 56 11 14
l														
l														
	1	50 88	16 32	44 74	41 79	17 38	27 47	13 34	30 44	8 18	6 14	2 3	2 1	1 256 473

Tables 10 (a)-(e) Staff in receipt of pensionable and non-pensionable payments made during the 2016-17 financial year (1 August 2016 - 31 July 2017)

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

		Arte & Hi	Arte & Himanitios	Biologica	Biological Scionces	Clinic	linical Modicino	Humar	Humanities &	Physical	Dhyeical Scioncos	Tochnology	visolo	lipano	lion	Conors	Gonoral Board	۲	Total
		5		Ballon a	eacheron I	5		Social S	Social Sciences	riiyaicai	Secure	5		5	<u> </u>		5	-	1810
		õ	цı	8	цį	£	сų	õ	Сij	õ	сų	°N	сų	8	сų	õ	чı	8	æ
Oldenoismo	Male	24	£81,874	63	£632,864	135	£1,090,092	27	£130,840	86	£474,064	92	£250,810	92	£195,567	99	£47,952	293	£2,904,061
rensionable	Female	13	£48,808	104	£245,666	119	£384,839	23	£62,176	29	£84,290	17	£58,833	22	£132,897	29	£42,653	439	£1,060,162
oldenojanen nelv	Male	23	£26,490	152	£512,950	148	£105,253	71	£278,016	179	£257,265	116	£241,729	128	£552,351	22	£13,304	839	£1,987,357
Noil-pelisionable	Female	13	£9,686	165	£244,533	156	£121,678	52	£39,886	88	£74,316	34	£20,154	84	£131,477	28	£6,071	620	£647,801
	Male	47	£108,363	245	£1,145,814	283	£1,195,345	86	£408,856	277	£731,329	181	£492,538	223	£747,918	28	£61,256	1432	£4,891,419
Total	Female	26	£58,494	269	£490,200	275	£506,516	75	£102,062	117	£158,606	51	£78,987	159	£264,374	87	£48,725	1059	£1,707,964
	Total	73	£166,857	514	£1,636,013	228	£1,701,861	173	£510,918	394	£889,934	232	£571,526	382	1,012,292	165	£109,981	2491	£6,599,382

Table 10(b) Pensionable by payment type and gender

		No	£	
Admin Dononoihility	Male	12	£76,671	
Admin Responsibility	Female	2	£25,660	
Additional Bosnonsibility	Male	122	£205,125	
Additional Responsibility	Female	138	£237,287	
Additional Hours	Male	33	£93,989	
Sadilonal San	Female	4	£6,726	
Chair Eacuilty Board	Male	10	£61,157	
Cilail Facuity Board	Female	-	£6,118	
Pool/actorial vision	Male	23	£112,114	
Deputy Director/nead	Female	15	£51,829	
i.C	Male	12	096'08 3	
Dijector	Female	9	£51,226	
Hoad of Denartment	Male	51	£543,437	
nead of Department	Female	10	£57,870	
Acting Head	Male	2	£16,062	
Dean Bureau	Female			
Hoad of Division	Male	7	£26,677	
liead of Division	Female			
Socretary Faculty Board	Male	9	£9,199	
Secretary Faculty Board	Female	1	£6,797	
Other Barmont	Male	315	£1,678,671	
Offiel Fayinelli	Female	259	£616,650	
	Male	293	£2,904,061	
Total	Female	439	£1,060,162	
	Total	1032	£3,964,224	
				_

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

		No	£	
Biological Safoty Officer	Male	31	£21,558	
Diological Salety Officer	Female	30	£15,458	
*31.00	Male	9	£273,937	
Spilos	Female	1	£62,159	
Chair Dogge Committee	Male	1	£30,000	
olian Deglee collimate	Female			
Chair Daymont	Male	32	£24,041	
Cilali rayillelit	Female	9	£4,315	
Doouth, Director/Hoad	Male	91	£39,173	
Deputy Director/riego	Female	2	£9,789	
Hoad of Donatmont	Male	7	£1,667	
nead of Department	Female	-	£833	
I seer Officer	Male	97	£17,991	
Lasel Ollicel	Female	3	£2,767	
Librarian	Male	7	£1,262	
	Female			
Dadiation Officer	Male	8	£813	
radiation officer	Female	1	£200	
Padiation Supervisor	Male	89	£37,247	
nadiation Supervisor	Female	45	£40,193	
Safoty Officer/Advisor	Male	09	£40,259	
Salety Officer/Adviser	Female	48	£15,531	
Socratary Daymont	Male	9	£8,515	
Secretary rayment	Female	က	£4,281	
Othor Domont	Male	269	£1,490,895	
Ottlet Fayinett	Female	477	£492,274	
	Male	839	£1,987,357	
Total	Female	620	£647,801	
	Total	1459	£2.635.158	

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

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

		Arts & Hu	Arts & Humanities	Biological Sciences	Sciences	Clinical	Clinical Medicine	Humanities & Social Sciences	ities & ciences	Physical Sciences	sciences	Technology	ology	Col	Council	Genera	General Board	ĭ	Total
		No	ε	No	£	No	£	No	£	No	ε	No	ε	No	ε	No	£	No	£
Headship payments (inc. Chair Faculty Board, Deputy Director/Head,	Male	21	£67,505	25	£199,866	17	£162,185	13	£101,803	15	£154,161	19	£158,426	-	£5,660			11	£849,605
Director, Head of Department, Acting Head, Head of Division, Secretary Faculty Board)	Female	7	£35,362	6	£35,854	9	£39,429	9	£33,661			4	£28,158			-	£1,377	33	£173,839
Additional Hours/Responsibility payments	Male	3	£14,368	9	£5,743	33	£76,036	6	£16,407	6	£30,216	18	£35,505	81	£187,425	8	£10,085	167	£375,785
(inc. Admin Responsibility, Additional Responsibility, Additional Hours)	Female	2	£1,637	13	£15,200	28	£48,824	8	£8,763	2	£19,152	6	£19,512	92	£132,548	17	£24,039	147	£269,673
Other Daymont	Male			62	£427,256	85	£851,870	2	£12,630	74	£289,687	28	£56,879	13	£2,482	48	£37,867	315	£1,678,671
	Female	4	£11,809	82	£194,613	85	£296,586	6	£19,753	24	£65,139	4	£11,164	10	£349	41	£17,237	259	£616,650
Total	Male	24 13	£81,874 £48 808	93	£632,864	135	£1,090,092 £384839	27	£130,840 £62,176	98	£474,064 £84 290	65	£250,810 £58,833	95	£195,567	56	£47,952 £42,653	593 439	£2,904,061
	Total	37	£130,681	197	£878,531	254	£1,474,930	20	£193,016	127	£558,354	82	£309,643	170	£328,463	115	£30,605	1032	£3,964,224

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

		Arts & Hu	Arts & Humanities	Biological Sciences	Sciences	Clinical	Clinical Medicine	Humanities & Social Sciences	ities &	Physical Sciences	ciences	Technology	ology	Council	ncil	General Board	Board	Total	<u>=</u>
		o _N	Ą	8 N	c)	8 S	c)	_S	ct	0 N	ψ.	°N	c	8 S	c)	N _o	t)	_S	£,
Safety Payments (inc. Biological Safety	Male	4	£993	53	£32,071	54	£31,762	12	£4,386	25	£14,743	25	£31,891	S	£2,348			178	£117,867
Radiation Officer, Radiation Supervisor, Safety Officer/Adviser)	Female	4	£926	26	£15,926	54	£25,856	13	£5,120	თ	£3,914	7	£1,718	18	£20,431	-	£258	127	£74,150
Bonus	Male Female													5 +	£273,937 £62,159			2 +	£273,937 £62,159
Headship payments (inc. Chair Degree	Male	6	£14,924	5	£4,167	-	£5,163	7	£21,655	20	£12,599	7	£11,868	2	£33,022			29	£103,396
Committee, Chair Payment, Deputy Director/Head, Secretary Payment)	Female	4	£4,230	4	£3,464			4	£3,912	ო	£7,613							15	£19,218
Extraneous payments	Male			-	£600					-	£662							2	£1,262
(inc. Librarian)	Female																		
1	Male	10	£10,899	93	£476,112	93	£68,328	48	£251,975	133	£229,261	80	£197,969	116	£243,045	22	£13,304	595	£1,490,895
Other Payment	Female	2	£4,530	135	£225,143	102	£95,821	35	£30,854	76	£62,789	32	£18,436	92	£48,888	27	£5,813	477	£492,274
	Male	23	£26,490	152	£512,950	148	£105,253	7.1	£278,016	179	£257,265	116	£241,729	128	£552,351	22	£13,304		£1,987,357
Total	Female	13	£9,686	165	£244,533	156	£121,678	52	£39,886	88	£74,316	34	£20,154	84	£131,477	28	£6,071	620	£647,801
	Total	36	£36,176	317	£757,483	304	£226,931	123	£317,902	267	£331,581	150	£261,882	212	£683,829	20	£19,375	1459	£2,635,158
Figures are rounded to the pearerst pound	areret nounc	-																	

Figures are rounded to the nearerst pound.

Table 11(a) Count of all staff in receipt of a market pay award as at 31 July 2017 by staff category, school (or equivalent), and gender

	O				Human	ities &	Di		T		Biolog	gical	011-1								
Staff category	Supplement % of salary	Grade	Arts & H	umanities	Social Se	ciences	Physical S	iciences	Technol	logy	Scien	ices	Clinical M	edicine F	M Cou	ncil F	General	Board	м	Sub-Total F	% F
		9	M	r	M	2	M	r	M	F	M	-	M	-	M	-	M	_ F	M	2	100%
	≤5%	10				1					1	2							1	3	75%
		12	1		1		1		1		1	1							5	1	17%
	_	9	1		1				6 2	1	1	1							7	1	13% 20%
	>5% ≤10% —	11	<u> </u>		1						2	1							3	<u> </u>	25%
	_	12	- 1	1	3	1	4		2		5		- 1						16	2	11%
		9			2	1			3	2									5	3	38%
	>10% ≤15%	10			3	2			1		1	1	1						6	3	0% 33%
		9			3	1				1										2	100%
	>15% ≤20%	11			2				1										3		0%
		12			1				2		1			1					4	1	20%
	>20% ≤25% —	9			1		2		1	1									4	1	100%
		9				1													*	1	100%
	>25% ≤30% —	10							1										1		0%
	- 2070 20070	11											1						1		0%
		12	ļ		2		1		1										4		0%
Academic	>30% ≤35% —	11			1				1										2		0% 0%
	>35% ≤40% —	9							1										1		0%
	- 3370 24070	12							2										2		0%
	>40% ≤45% —	9	-		1				1								1		1 2		0% 0%
	>45% ≤50%	12	-		1				1								l		1		0%
	>50% ≤55%	12			2				1										3		0%
	>55% ≤60%	12							1										1		0%
	>60% ≤65%	10							1										1		0%
	>70% ≤75% >75% ≤80%	12 12	<u> </u>						1	2									1	2	0% 100%
	>80% ≤85%	12							1	-									1		0%
	>85% ≤90% —	11								1										1	100%
		12			1				1										2		0%
	>90% ≤95% >100% ≤105%	12	<u> </u>						2										2		0% 0%
	>100% £105% >105% £110%	11	1						1	1									1	1	100%
	>120% ≤125%	12							1										1		0%
	>135% ≤140%	12							1										1		0%
	>170% ≤175%	12	<u> </u>						1										1 £2,192,142	£411 6E4	0%
		8								1									22,132,142	1	100%
	≤5%	9													1	1			1	1	50%
		11										1								1	100%
	_	7							1	1				1					1	1	50% 100%
	_	8 9			1							2		1	2	1			3	3	50%
	>5% ≤10% —	10								3					1	3			1	6	86%
		11								1					4				4	1	20%
		12 9	<u> </u>						1		1				1		1		1		0% 0%
	>10% ≤15%	10									- '				2	3	-		2	3	60%
		12							1										1		0%
Academic-Related	. 450/	10						1	2							2			2	3	60%
	>15% ≤20%	11	-		1						1				1	1			1 2	1	50% 0%
		12	1												1	2	1		_ z	2	100%
	>20% ≤25%	11													1	-	1		1	-	0%
		12													1				1		0%
	>25% ≤30% >30% ≤35%	12	<u> </u>												2	2	<u> </u>		2	2	50%
	>30% ≤35% >35% ≤40%	12 10	\vdash						1						_		1		1		0% 0%
	>40% ≤45%	12							-						2		1		2		0%
	>45% ≤50%	12													1				1		0%
	>55% ≤60% >60% ≤65%	12	<u> </u>												2	2			2	2	0% 100%
	Z0U70 ≦05%	12	\vdash		1										 		1		£564,005		
Assistant	≤5%	6										_1								1	100%
Assistant																				£853	
	≤5% —	7	-								1								1		0%
		12 9	1										2		-		1		1 2		0% 0%
Research	>5% ≤10% —	12					2							1					2	1	33%
	>15% ≤20%	11							1										1		0%
							1												£39,975	£6,368	

Figures are rounded to the nearerst pound.

	Male	Female
Academic	93	26
Academic-Related	32	28
Assistant	0	1
Research	7	1
Total Supplements	£2 796 121	£791 493

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

Staff category	Supplement % of Grade		Arts & Humanities	Humanities & Social Sciences	Physical Sciences	Technology	Biological Sciences	Clinical Medicine	Council	General Board	Sub-Total	
	Salari y		L E	L E	E	L E	L E	E E	LL E	LL E	LL E	₩ ₩
		6	1		-		1				2 1	33%
	%9⋝	11		-				-			2	%0
	ı	12			-		-				2	%0
		6	1	2	1	4	2 1	3 2			13 4	74%
	>5% ≤10%	10	2	2 1		-					5	17%
	ı	12		-							-	%0
	~10% <15%	6		2	1		1	1			3 3	%09
	9/2/19/21	12			_	-					2	%0
	~150/ < 200/	6		2 2	4	3	1				6 3	72%
Academic	0/07/10/01/	12	1	-			-				3	%0
	>20% <25%	12					1				1	%0
	>25% ≤30%	10		1							1	%0
	~30% <35%	6		1							ı	%0
	9/0019/001	12				-					-	%0
		10		1							Į.	100%
	>35% ≤40%	11		-							-	%0
	ı	12		-							-	%0
	>20% ≤55%	6		1							1	100%
											£367.807 £113.137	

Figures are rounded to the nearerst pound.

			_	13
48	0	0	0	367,807 £
Academic	cademic-Related	Assistant	Research	tal Supplements £
	Academic 48	Academic 48 Academic-Related 0	Academic 48 Academic-Related 0 Assistant 0	Academic 48 Academic-Related 0 Assistant 0 Research 0

Table 11(c) Count of all staff newly awarded market pay between 1 August 2016 and 31 July 2017 by staff category, school (or equivalent), and gender

	% F	%0	%0	%29	100%	%0	%0	%0	%0	%0	%0		100%	400%	%29	100%	%0	100%	400%	%0	%0	100%	%0	100%	%0	%0	%0	
Sub-Total	ш			2	-							£28,185	1	-	2	2		-	-			2		2				£149 468
S	Μ	1	-	-		-	1	-	2	-	-	£295,830			-		-			-	1		1		1	-	-	£191 167 £149 468
General Board	Я																											
Gener	Σ																											
Council	ш															2		1				2		2				
	Σ														-		-						1			-	1	
Clinical Medicine	ш													1														
Clinic	Σ																											
Biological Sciences	ш			1											2													
m 07	Σ																			-								
Technology	M	1					1	1		1	1		1												1			
	F																											
Physical Sciences	M					1																						
	ш			1	1																							
Humanities & Social Sciences	Σ		-	1					2												1							
manities	ч																											
Arts & Humanities	Σ																											
Grade		10	12	12	6	12	12	11	12	10	12		7	8	6	10	11	10	10	11	12	10	12	12	10	12	12	
ment %	ılary	:400%	2	≥15%	≥20%	<25%	≈30%	32%	%995	%59⋝	%585				≥10%			≥15%		≥20%		<25%	0/ 075	≈30%	≥40%	≥45%	%09⋝	
Supplement %	36 10	>F0/. <100/.	. 60	>10% ≤15%	>15% <20%	>20% <25%	>25% <30%	>30% ≤35%	>20% ≤55%	%95 %09<	>80% ≤85%				>5% ≤10%			>10% ≤15%		>15% <20%		>200% <25%	0/07/	>25% <30%	>35% <40%	>40% ≤45%	>22% ≤60%	
Staff category							Academic													Acadomic Dotalo	adellic-ivelated							

Figures are rounded to the nearerst pound.

Academic-Related
Assistant
Research
Total Supplements

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

Staff category	Supplement % of Grade Arts & Humanities & Social Sciences	Grade	Arts & Hur	nanities	Humanities & Social Sciences		Physical Sciences Technology	ses	Fechnology	Biological Sciences	Clinica	Clinical Medicine	Council	liot	General Board	Board		Sub-Total	
			M	F	M	F	M		M F	M	Σ	н	M	F	M	ш	M	F	₩ F
	%9⋝	6					1											1	100%
		6					-		1	-							2	1	33%
	>5% ≤10%	10			-				1								2		%0
		12			-												-		%0
	>10% <15%	6			1		1					1					2	1	33%
	9/2/19/21	12																	
Academic	>15% < 20%	6				1	4		1								2	1	17%
	0/07/2 0/01/	12	-														-		%0
	>25% <30%	10			1												1		%0
	~35% < 40%	10				1												- 1	100%
	0/04=0/00	11			1												1		%0
	>20% <55%	6				1												1	100%
																	£127,404 £63,991	£63,991	

Figures are rounded to the nearerst pound.

Female	9	0	0	0	£63,991
Male	15	0	0	0	£127,404
	Academic	Academic-Related	Assistant	Research	Total Supplements

Table 12(a), Count* of all staff in receipt of a bonus payment*** during the 2016–17 financial year by staff category, school (or equivalent), and gender, shown as a percentage of basic salary

Information provided from CHRIS

	% F	%0	%0	%001	%0	%0	%0	
_	%	L	•	10	0	0	•	6
Sub-Total	4			-				£273,937 £62,159
3	Σ	1	1		1	1	1	£273,93
General Board	MF							
я 95	Σ							
Council	M F			1				
Ö	Σ	-	-		-	-	1	
Biological Clinical Sciences Medicine	M							
E 8	_							
3iologica Science	M							
logy E	F							
Technology	Σ							
Physical Sciences	ч							
Phys Scie	Σ							
Aumanities & Social Sciences	ш							
Hum & S Scie	Σ							
Arts & ımanities	ь							
Ari	Σ							
Arts & Grade Humanities		12	12	12	12	12	12	
Supplement % of salary		%5⋝	%0E> %5Z<	>40% ≤45%	>20% <55%	%09⋝ % 5 5<	%001> %56<	
Staff category**					Academic-Related >50% ≤55%			

Female	0	-	0	0	£62,159
Male	0	2	0	0	£273,937
	Academic	Academic-Related	Assistant	Research	Total Supplements

Table 12(b), Count* of all staff in receipt of a bonus payment*** during the 2016–17 financial year by staff category, school (or equivalent), and gender, shown in 20K bands relating to the amount of bonus paid

Information provided from CHRIS

Staff category**	Bonus range	Grade	로	Arts & imanities	Humanities & Social Sciences		Physical Sciences	Techi	Technology	Biological Sciences	lical	Clinical Medicine	al ine	Council		General Board	ard	Sub-Total	otal
			Σ	ш	Σ	ш	H.	Σ	ш	Σ	ш	Σ	ш	Σ	ш	2	E L	T.	₩ ₩
	£120,000-£139,999	12												1			1		%0
	£100,000-£119,999																		
	666'663-000'083																		
Academic-Related	£60,000–£79,999	12													1			1	100%
	£40,000-£59,999	12												2			2		%0
	650,000-£39,999	12												1			_		%0
	£00,000-£19,999	12												1			1		%0
Total																	4	1	2

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

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

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

Accounts of the Colleges

The Registrary has received the accounts of the Colleges for the year 2016–17. The accounts are available to view on the individual College websites as follows:

Christ's College	https://www.christs.cam.ac.uk/sites/www.christs.cam.ac.uk/files/attachments/ RCCA 2016-17 FINAL.pdf
Churchill College	https://www.chu.cam.ac.uk/media/uploads/files/Churchill_College_Accounts_ signed_Dec_17.pdf
Clare College	http://www.clare.cam.ac.uk/data/uploads/about/strategicinformation/ ClareCollegeFinancialStatements2016-17.pdf
Clare Hall	https://www.clarehall.cam.ac.uk/files/Financial_reports_YE2017.pdf
Corpus Christi College	https://www.corpus.cam.ac.uk/sites/default/files/downloads/accounts_2016-2017.pdf
Darwin College	http://www.darwin.cam.ac.uk/sites/default/files/Darwin College Annual Report and Accounts 2016-17.pdf
Downing College	http://www.dow.cam.ac.uk/sites/default/files/dc_reportandaccounts_2017.pdf
Emmanuel College	http://www.emma.cam.ac.uk/about/documents/pdfs/College Accounts 31st July 17.pdf
Fitzwilliam College	https://www.fitz.cam.ac.uk/sites/www.fitz.cam.ac.uk/files/ RCCA Signed Accounts 2017.pdf
Girton College	https://www.girton.cam.ac.uk/images/pdf/Discover-Girton/FOI/ CollegeAccounts/2017finalaccounts.pdf
Gonville and Caius College	https://www.cai.cam.ac.uk/sites/default/files/2017 Signed Full Accounts_865716.pdf
Homerton College	http://www.homerton.cam.ac.uk/sites/default/files/ Homerton College Annual Report and Financial Statements 30 June 2017_1.pdf
Hughes Hall	https://www.hughes.cam.ac.uk/wp-content/uploads/2018/01/HH-RCCA-2017.pdf
Jesus College	https://www.jesus.cam.ac.uk/sites/default/files/inline/files/ Annual Report %26 Accounts 2017.pdf
King's College	http://www.kings.cam.ac.uk/sites/default/files/about/kings_rcca_16-17.pdf
Lucy Cavendish College	http://www.lucy-cav.cam.ac.uk/assets/images/Signed_full_accounts_2017 College.pdf
Magdalene College	https://www.magd.cam.ac.uk/administration/accounts
Murray Edwards College	https://www.murrayedwards.cam.ac.uk/sites/default/files/files/ Murray Edwards College Annual Report and Financial Statements.pdf
Newnham College	http://www.newn.cam.ac.uk/wp-content/uploads/2017/12/FC201711-NC-Financial-Statements-Final-signed.pdf
Pembroke College	http://www.pem.cam.ac.uk/wp-content/uploads/2012/06/2017.pdf
Peterhouse	https://www.pet.cam.ac.uk/sites/www.pet.cam.ac.uk/files/peterhouse_accounts_30_june_2017.pdf
Queens' College	https://www.queens.cam.ac.uk/sites/www.queens.cam.ac.uk/files/downloads/accounts_annual_report_16-17.pdf
Robinson College	http://www.robinson.cam.ac.uk/files/siteassets/about/foi/Accounts for signing 2017.pdf
St Catharine's College	https://www.caths.cam.ac.uk/sites/www.caths.cam.ac.uk/files/2017 Full Signed College Acounts_861516.pdf
St Edmund's College	http://www.st-edmunds.cam.ac.uk/sites/www.st-edmunds.cam.ac.uk/files/2017 Accounts.pdf
St John's College	http://www.joh.cam.ac.uk/sites/default/files/documents/RCCA 2016-17 signed.pdf
Selwyn College	http://www.sel.cam.ac.uk/wp-content/uploads/file/Selwyn Final Accounts 2016-17.pdf
Sidney Sussex College	https://www.sid.cam.ac.uk/aboutus/publications/accounts/accounts16_17.pdf
Trinity College	https://share.trin.cam.ac.uk/sites/public/Senior_Bursary/accounts2017.pdf
Trinity Hall	http://www.trinhall.cam.ac.uk/uploads/TH Accounts 30Jun17 - (Web).pdf
Wolfson College	http://www2.wolfson.cam.ac.uk/files/accounts/RCCAWolfson1617.pdf

VACANCIES, APPOINTMENTS, ETC.

Appointments and grants of title

APPOINTMENTS

University Senior Lecturers

Education. Dr Shawn Michael Bullock, B.Sc., Waterloo, Canada, M.Ed., Ph.D., Kingston, Canada, M.A., Toronto, appointed from 1 September 2017 until the retiring age and subject to a probationary period of five years.

History. Dr Caroline Jane Goodson, M.A., Ph.D., Columbia, USA, FRHistS, appointed from 1 September 2017 until the retiring age.

Pathology. Dr Richard David Hayward, Ph.D., CL, B.Sc., York, P.G.C.E., London, FHEA, appointed from 2 October 2017 until the retiring age and subject to a probationary period of five years.

University Lecturers

Chemical Engineering and Biotechnology. Dr David Fairen Jimenez, M.Chem., Alicante, Spain, Ph.D., Granada, Spain, appointed from 1 September 2017 until the retiring age and subject to a probationary period of five years.

Engineering. Dr John Simeon Biggins, B.A., M.Sci., Ph.D., CC, appointed from 1 September 2017 until the retiring age and subject to a probationary period of five years.

English. Dr Jessica Lucy Berenbeim, M.Phil., *JN*, B.A., Ph.D., *Harvard*, and Dr Tania Demetriou, M.A., Ph.D., *T*, M.Phil., *Oxford*, appointed from 1 September 2017 until the retiring age and subject to a probationary period of five years.

Geography. Dr Maan Singh Kharangi Barua, B.Sc., *Dibrugarh*, *India*, M.Sc., D.Phil., *Oxford*, appointed from 18 September 2017 until the retiring age and subject to a probationary period of five years.

History. Dr Caroline Jane Goodson, B.F.A., Rhode Island School of Design, M.A., Ph.D., Columbia, USA, appointed from 1 October 2017 until the retiring age.

Physics. Dr Benjamin Ferenc Beri, M.Sc., Ph.D., *Eotvos Lorand*, *Hungary*, appointed from 1 October 2017 until the retiring age and subject to a probationary period of five years.

Clinical Lecturers

Clinical Neurosciences. Dr Sarah Jane Crisp, M.A., Ph.D., B.Chir., M.B., EM, MRCP (UK), appointed from 2 August 2017 until 1 August 2021 and subject to a probationary period of twelve months.

Psychiatry. Dr Leonidas Chouliaras, Ptychio Iatrikes, Thessaloniki, Greece, Ph.D, Maastricht, Netherlands, MRCPsych, appointed from 2 August 2017 until 1 August 2021 and subject to a probationary period of twelve months.

Radiology. Dr Karen Ann Eley, M.B.Ch.B., Liverpool, M.Sc., D.Phil., Oxford, M.D., East Anglia, MRCS(Ed), FHEA, appointed from 1 August 2017 until 3 July 2021 subject to a probationary period of twelve months.

Heads of Department/Director of Institute

Anglo-Saxon, Norse, and Celtic. Dr Richard William Dance, CTH, appointed from 1 October 2017 to 30 September 2019.

Architecture. Professor Francois Andre Penz, DAR, appointed from 1 October 2017 to 30 September 2019.

Criminology. Professor Loraine Gelsthorpe, PEM, appointed from 1 October 2017 to 30 September 2020.

East Asian Studies. Professor Sven Mikael Adolphson, T, appointed from 1 October 2017 to 30 September 2020.

Deputy Head of Department

Physics. Professor Pietro Cicuta, CC, appointed from 1 October 2017 for one year.

Departmental Secretary

Scott Polar. Ms Fiona Caroline Craig, B.A., Reading, appointed from 1 August 2017 until the retiring age and subject to a probationary period of nine months.

Senior Advisory Officer

University Offices (Estate Management). Peter James Hardy appointed from 1 January 2017 until the retiring age.

Administrative Officers

University Offices (Academic Division). Ms Melissa Nicole Rielly, B.A., Emory, Atlanta, M.Sc., Liverpool John Moores, appointed from 1 August 2017 until the retiring age. Dr Emma Louise Dollard, B.A., Ph.D., Liverpool, appointed from 23 October 2017 until the retiring age and subject to a probationary period of nine months.

University Offices (Estate Management). Mr Patrick James Da Santana Pereira, LL.B., *Liverpool John Moores*, appointed from 25 August 2017 until the retiring age and subject to a probationary period of nine months.

University Offices (Finance Division). Ms Helen Rosemary Parker, B.A., *Reading*, P.G.C.E., *Suffolk*, appointed from 1 July 2014 until the retiring age. Ms Gaenor Elizabeth Curry, B.A., *Leeds Metropolitan*, appointed from 1 October 2017 until the retiring age and subject to a probationary period of nine months.

GRANTS OF TITLE

Affiliated Lecturers

Architecture and History of Art. Dr Irit Katz Feigis, G, Dr Nicola Kozicharow, TH, Professor Frances Spalding, CLH, Dr Lucia Tantardini, CLH, and Dr Deniz Turker, PEM, have been granted the title of Affiliated Lecturer from 1 October 2017 until 30 September 2018. Mr Michael Stuart Driver, Dr Jana Gajdošová, Dr Anna Gannon, ED, Dr José Ramón Marcaida López, CC, Dr Claudia Marx, TH, Reverend Dr John Millington Munns, M, Dr Katherine Mary Reinhart, K, and Mr Paul Shakeshaft, HH, have been granted the title of Affiliated Lecturer from 1 October 2017 for a further year.

Astronomy. Dr Sergey Koposov has been granted the title of Affiliated Lecturer from 1 July 2017 until 30 June 2019.

Classics. Dr Moreed Ahmad Richard Arbabzadah, F, PEM, and Dr Emily Sarah Kneebone, N, have been granted the title of Affiliated Lecturer from 1 October 2017 until 30 September 2019. Dr Adrian Popescu, Dr Frisbee Candida Cheyanne Sheffield, G, Dr Philippa Mary Steele, M, Dr Jeremy Peter Toner, CHU, Dr Helen Anne van Noorden, G, and Dr Joanna Clare Willmott, O, have been granted the title of Affiliated Lecturer from 1 October 2017 for a further two years.

Clinical Medicine. Dr Andrew Nicholas Priest has been granted the title of Affiliated Lecturer from 1 August 2017 until 31 July 2019.

Divinity. Dr Michael Dormandy, Dr David Nicol Gordon MacLeod, Dr Brittany Nicole Melton, W, Reverend Dr Jeremy Nigel Morris, TH, Mr Matthew Christian Pawlak, Mr Kim Llewellyn Phillips, Mr Daniel Stevens, and Dr Sarah Suzanne Underwood Dixon, CC, have been granted the title of Affiliated Lecturer from 1 October 2017 until 30 September 2019. Dr Geoffrey James William Dumbreck, PET, Dr Alison Gray, Dr Michael Jacob Harris, Dr Philip Samuel Johnston, HH, and Dr Philip James McCosker, ED, have been granted the title of Affiliated Lecturer from 1 October 2017 for a further two years.

Education. Ms Isabel Murray Nisbet has been granted the title of Affiliated Lecturer from 14 May 2017 until 30 September 2018.

Music. Reverend Professor Jeremy Sutherland Begbie, W, Ms Margaret Faultless, G, Dr Davis Glenn Skinner, SID, Dr Geoffrey Andrew Webber, CAI, and Dr Edward Wickham, CTH, have been granted the title of Affiliated Lecturer from 1 October 2017 for a further two years.

EVENTS AND COURSES, ETC.

Announcement of lectures, seminars, etc.

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

Brief details of upcoming events are given below.

African Archaeology Group	John Alexander Seminar Series: <i>The God Seth animal:</i> real Egyptian chimera or true African creature?, by Professor Pierre de Maret, Université Libre de Bruxelles, at 4.30 p.m. on Monday, 29 January 2018 in the McDonald Institute Seminar Room, Downing site.	https://www.mcdonald.cam.ac. uk/events/aag18_3
Cambridge Central Asia Forum and the China Centre, Jesus College	History and future outlook of the Belt and Road, by Professor Chak Fan Lee, Pro-Vice-Chancellor and Chair Professor in Geotechnical Engineering, University of Hong Kong, at 6.30 p.m. on Tuesday, 30 January 2018 in the Frankopan Hall, Jesus College. Attendance is free but registration by 27 January 2018 is required.	https://centralasia.group.cam. ac.uk/events/ProfLee
Fitzwilliam Museum	The Glanville Lecture 2018: <i>The Book of Exodus and the invention of religion</i> , by Professor Dr Jan Assmann, Honorary Professor at the University of Konstanz, Visiting Professor at the University of Luzern, and	http://www.fitzmuseum.cam. ac.uk/calendar/whatson/ glanville-lecture-2018

registration is required.
Glanville Lecture study day: a series of 40-minute talks on the subject of *Religion in the ancient world*, from 10.30 a.m. to 4.30 p.m. on Saturday, 17 February 2018 in Room 3, Mill Lane Lecture Rooms. There is a cost for this event and booking is required.

Emeritus Professor at the University of Heidelberg, at 5 p.m. on Saturday, 17 February 2018 in Room 3, Mill Lane Lecture Rooms. Attendance is free but

http://www.fitzmuseum.cam. ac.uk/calendar/whatson/ glanvillle-lecture-study-day

FORM AND CONDUCT OF EXAMINATIONS

Notices by Faculty Boards, or other bodies concerned, of changes to the form and conduct of certain examinations to be held in 2017–18, by comparison with those examinations in 2016–17, are published below. Complete details of the form and conduct of all examinations are available from the Faculties or Departments concerned.

Medical and Veterinary Sciences Tripos, Part IA, 2018

The Faculty Board of Biology gives notice that the form of the examinations for Part IA of the Medical and Veterinary Sciences Tripos which will be held in 2018 has changed as follows:

PART IA

Functional architecture of the body

Combined Sections I and II

Sections I and II are now combined into a single 90-minute MCQ/Practical Steeplechase paper. There will be 30 stations, with three questions per station, i.e. 90 questions in total. Candidates will spend three minutes at each station. Stations will include bones, prosected specimens, clinical photographs, radiological images, and MCQs-only stations. For all questions, the Single Best Answer should be selected from the five choices provided.

The Section III paper remains unchanged.

GRACES

Graces to be submitted to the Regent House at a Congregation on 27 January 2018

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on 27 January 2018:

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

- 1. THINNAYAM KRISHNAMURTHY ARUNACHALAM, Assistant Director in the Local Examinations Syndicate.
- 2. PAUL DEREK BARKER, Fellow of Downing College and University Senior Lecturer in the Department of Chemistry.
- 3. NICHOLAS LOUIS LASZLO BEER, Assistant Director in the Local Examinations Syndicate.
- **4.** Alan Peter Bookbinder, Master-elect of Downing College.
- **5.** JOHN TANNATT DIX, Fellow of Darwin College.
- **6.** RODERIC GILLESPIE, Director in the Local Examinations Syndicate.
- 7. Martin James Hemmingfield, Assistant Director in the Local Examinations Syndicate.
- **8.** Zoe Kourtzi, Fellow of Downing College and Professor of Experimental Psychology in the Department of Psychology.
- 9. CATHERINE LYNNE McClure, Director in the Local Examinations Syndicate.
- **10.** MONICA GABRIELA MORENO FIGUEROA, Fellow of Downing College and University Senior Lecturer in the Department of Sociology.
- 11. MICHAEL JAMES OSBOURN, Advisory Officer in the Estate Management Division of the University Offices.
- 12. PHILIP JOHN PARKER, Deputy Director in the Local Examinations Syndicate.
- **13.** NICHOLAS RAWLINSON, Fellow of Downing College and BP Foundation McKenzie Professor of Earth Sciences in the Department of Earth Sciences.
- 14. ALISTAIR NOEL STARLING, Assistant Director in the Local Examinations Syndicate.

ACTA

Approval of Graces submitted to the Regent House on 10 January 2018

The Graces submitted to the Regent House on 10 January 2018 (*Reporter*, 6490, 2017–18, p. 303) were approved at 4 p.m. on Friday, 19 January 2018.

E. M. C. RAMPTON, Registrary

END OF THE OFFICIAL PART OF THE 'REPORTER'

COLLEGE NOTICES

Elections

Trinity College

Elected to Fellowships under Title A (Junior Research), with effect from 2 October 2018:

Rohit Chikkaraddy, B.S. M.S., IISER, Pune
Ewain Nathanael Gwynne, B.A., Northwestern
Jessica Lightfoot, B.A., M.Phil., CC
José Ciro Martínez, B.A., Williamstown, M.Phil., K
Hannah Jane Shepherd, B.A., Oxford, M.A., SOAS,
A.M., Harvard
Adi Steif, B.Sc., British Columbia
Jitka Štollová, B.A., M.A., Charles, Prague
Aled Williams Walker, B.A., M.Math., T

Events

Wolfson College

Wolfson College Lunchtime Seminars

Seminars take place on Wednesdays from 1 p.m. to 2 p.m. in the Combination Room, Wolfson College. Tea, coffee, and biscuits are provided, and all are welcome.

Highlights of the Lent Term programme include Dr Giles Yeo asking Are our genes to blame when our jeans don't fit?, the University of Arkansas' John DuVal on Parkinson's rehabilitation using interactive dance technology, and garden author and journalist Ursula Buchan on Rather more than Thirty-Nine Steps: the life of John Buchan.

For the full programme, see: http://talks.cam.ac.uk/show/index/15415.

SOCIETIES, ETC.

Society for the History of the University

The next meeting of the Society will be held at 5.30 p.m. on Thursday, 8 February 2018 in the Old Library, Darwin College. Professor Haroon Ahmed will give a paper entitled *The origins and early history of Engineering at Cambridge University*.

Refreshments will be served from 5 p.m.

Cambridge Philosophical Society

The Society's first talk of the Lent Term will take place at 6 p.m. on Monday, 29 January 2018 in the Bristol-Myers Squibb Lecture Theatre, Department of Chemistry, Lensfield Road. Professor Pietro Cicuta will give the G. I. Taylor Lecture entitled *Waves in the airways: a carpet of microscopic rowers keeps us alive.*

Further details are available at http://www.cambridgephilosophicalsociety.org/lectures.shtml.

EXTERNAL NOTICES

Oxford Notices

Merton College: Butler (food service team); full-time; salary: £27,500–£32,000; closing date: 9 February 2018 at 12 noon; further details: http://www.merton.ox.ac.uk/vacancies

Wolfson College: Non-stipendiary Junior Research Fellowships in Humanities and Social Sciences 2018 and Non-stipendiary Research Fellowships in Humanities and Social Sciences 2018; closing date: 18 March 2018; further details: http://www.wolfson.ox.ac.uk/fellowships/