Table 1: Total Number of Employees by Gender

Year	Total Number of Staff
2010	***6105***
Female	3325
Male	2780
2011	***6328***
Female	3425
Male	2903

Table 2: Percentage and Average Salary by Academic Roles

	2010				2011			
Gender / Position	Total Salary	Number of Employees	Average Salary	Percentage	Total Salary	Number of Employees	Average Salary	Percentage
Female								
Junior Lecturer	9,158,754	220	41,631	7	10,419,522	251	41,512	7
Professor	6,057,691	94	64,444	3	6,582,926	102	64,538	3
Reader	1,899,083	35	54,260	1	1,830,206	33	55,461	1
Senior Lecturer	6,512,709	122	53,383	4	6,305,401	119	52,987	3
Female Total	*23,628,237*	*471*	*50,166*	14	*25,138,055*	*505*	*49,778*	15
Male								
Junior Lecturer	8,611,383	209	41,203	8	8,686,000	210	41,362	7
Professor	19,696,971	285	69,112	10	21,586,741	312	69,188	11
Reader	4,083,160	73	55,934	3	3,480,586	63	55,247	2
Senior Lecturer	9,771,541	185	52,819	7	10,076,986	189	53,317	7
Male Total	*42,163,055*	*752*	*56,068*	27	*43,830,313*	*774*	*56,628*	27
Grand Total	**65,791,292**	**1,223**	**53,795**		**68,968,367**	**1,279**	**53,924**	

Above (table 2) does not include Research, Clinical or Teaching only staff
Salary only represent the Academic role and will not represent the salary if the employee is undertaking another role in conjunction with the Academic role.

Table 3: Percentage and Average Salary by Heads of Department/School

	2010				2011			
Gender / Position	Total Salary	Number of Employees	Average Salary	Percentage	Total Salary	Number of Employees	Average Salary	Percentage
Female								
Head of Department/School	2,334,178	40	58,354	1	2,540,271	43	59,076	1
Male								
Head of Department/School	2,621,020	42	62,405	2	2,832,878	43	65,881	1
Grand Total	**4,955,198**	**82**	**60,429**		**5,373,149**	**86**	**124,957**	**62478**

Above (table 3)roles may also hold another role inconjunction with the Head role - therefore the salary only reflects the amount for the role as Head

Table 4: Percentage and Average Salary by Administrative Roles

	2010				2011			
Gender / Position	Total Salary	Number of Employees	Average Salary	Percentage	Total Salary	Number of Employees	Average Salary	Percentage
Female								
Academic administration	9,103,756	324	28,098	10	8,966,401	316	28,375	9
Equality and Diversity	Grade 5	1	27,761	0	66,834	2	33,417	0
Development and Alumni / Public Affairs	1,737,387	55	31,589	2	2,577,702	85	30,326	2
Estates and Property Management	660,736	24	27,531	1	622,638	20	31,132	1
Finance	1,464,986	43	34,069	1	1,571,315	47	33,432	1
Personnel/HR	1,308,706	42	31,160	1	1,170,323	37	31,630	1
IT/Computing	4,144,348	134	30,928	4	3,902,171	125	31,217	4
Secretariat and Legal	171,495	4	42,874	0	68,997	2	34,499	0
Principals Team	364,566	10	36,457	0	405,020	12	33,752	0
Other - admin not listed	28,051,007	942	29,778	28	28,116,754	931	30,201	27
Female Total	*47,036,959*	*1,579*	*322,455*	*47*	*47,468,155*	*1,577*	*317,980*	*46*
Male								
Academic administration	1,853,653	63	29,423	2	2,206,947	75	29,426	3
Development and Alumni / Public Affairs	539,594	19	28,400	1	888,463	28	31,731	1
Estates and Property Management	3,599,103	142	25,346	5	3,462,200	136	25,457	5
Finance	1,295,151	29	44,660	1	1,404,476	30	46,816	1
Personnel/HR	853,061	20	42,653	1	866,741	21	41,273	1
IT/Computing	5,771,060	175	32,977	6	5,535,291	165	33,547	6
Secretariat and Legal	105,556	3	35,185	0	127,921	3	42,640	0
Principals Team	483,614	4	120,904	0	513,886	5	102,777	0
Other - admin not listed	17,424,163	553	31,508	20	17,405,279	547	31,820	19
Male Total	*31,924,955*	*1,008*	*391,057*	*36*	*32,411,204*	*1,010*	*385,488*	*35*
Grand Total	**78,961,913**	**2,587**	**30,523**	**42**	**79,879,359**	**2,587**	**30,877**	**41**

Above (table 4) does not include Academic, Clinical, Research, Teaching Only or Heads
Other - admin not listed is where the roles falls under other departments/areas.

Table 5: Average Salary by Admin Role Levels

	2010						2011					
	Male			Female			Male			Female		
Admin Roles by Level	Total Salary	Number of Employees	Average Salary	Total Salary	Number of Employees	Average Salary	Total Salary	Number of Employees	Average Salary	Total Salary	Number of Employees	Average Salary
Academic administration	**1,853,653**	**63**	**29,423**	**9,103,756**	**324**	**28,098**	**2,206,947**	**75**	**29,426**	**8,966,401**	**316**	**28,375**
Administrator	1,492,120	52	28,695	6,491,963	233	27,863	1,808,912	63	28,713	6,376,867	228	27,969
Manager	186,022	5	37,204	779,115	19	41,006	219,260	5	43,852	853,139	20	42,657
Other	151,141	5	30,228	408,559	17	24,033	153,674	6	25,612	521,944	21	24,854
Secretary	Grade 4	1	23,591	1,424,119	55	25,893	Grade 4	1	23,591	1,214,451	47	25,839
Equality and Diversity				**Grade 5**	**1**	**27,761**				**66,834**	**2**	**33,417**
Administrator				Grade 5	1	27,761				66,834	2	33,417
Development and Alumni / Public Affairs	**539,594**	**19**	**28,400**	**1,737,387**	**55**	**31,589**	**888,463**	**28**	**31,731**	**2,577,702**	**85**	**30,326**
Administrator	391,184	14	27,942	1,161,252	40	29,031	499,367	18	27,743	1,797,193	63	28,527
Director										Personal Salary	1	Personal Salary
Manager	88,577	3	29,526	456,254	10	45,625	292,185	7	41,741	429,715	11	39,065
Other	59,833	2	29,917	42,379	2	21,190	96,911	3	32,304	136,789	6	22,798
Secretary				77,502	3	25,834				101,957	4	25,489
Estates and Property Management	**3,599,103**	**142**	**25,346**	**660,736**	**24**	**27,531**	**3,462,200**	**136**	**25,457**	**622,638**	**20**	**31,132**
Administrator	503,976	22	22,908	232,010	9	25,779	510,439	21	24,307	245,139	9	27,238
Director	Personal Salary	1	Personal Salary				Personal Salary	1	Personal Salary			
Manager	1,061,073	24	44,211	269,537	7	38,505	962,819	22	43,765	258,922	6	43,154
Other	1,957,464	95	20,605	127,391	7	18,199	1,909,352	92	20,754	86,779	4	21,695
Secretary				Grade 6	1	33,658				Grade 6	1	33,658
Finance	**1,295,151**	**29**	**44,660**	**1,464,986**	**43**	**34,069**	**1,404,476**	**30**	**46,816**	**1,571,315**	**47**	**33,432**
Administrator	306,662	7	43,809	828,763	23	36,033	300,251	7	42,893	906,080	26	34,849
Director	108,266	2	54,133				195,943	3	65,314			
Manager	739,953	15	49,330	348,160	8	43,520	766,694	15	51,113	352,173	8	44,022
Other	140,270	5	28,054	262,962	11	23,906	141,588	5	28,318	287,961	12	23,997
Secretary				Grade 4	1	23,591				Grade 4	1	23,591
Personnel/HR	**853,061**	**20**	**42,653**	**1,308,706**	**42**	**31,160**	**866,741**	**21**	**41,273**	**1,170,323**	**37**	**31,630**
Administrator	328,215	10	32,822	1,124,234	38	29,585	387,985	12	32,332	962,598	32	30,081
Director	140,824	2	70,412				140,824	2	70,412			
Manager	384,022	8	48,003	153,602	3	51,201	337,932	7	48,276	153,602	3	51,201
Other				Grade 6	1	33,658				54,123	2	27,062
IT/Computing	**5,771,060**	**175**	**32,977**	**4,144,348**	**134**	**30,928**	**5,535,291**	**165**	**33,547**	**3,902,171**	**125**	**31,217**
Administrator	1,934,864	71	27,252	1,684,555	69	24,414	1,723,376	62	27,796	1,526,296	62	24,618
Director	163,366	3	54,455	111,903	2	55,952	163,366	3	54,455	111,903	2	55,952
Manager	2,160,358	50	43,207	1,497,778	36	41,605	2,198,632	51	43,110	1,517,819	38	39,943
Other	1,512,472	51	29,656	825,011	26	31,731	1,449,917	49	29,590	721,052	22	32,775
Secretary				Grade 4	1	23,591				Grade 4	1	23,591
Secretariat and Legal	**105,556**	**3**	**35,185**	**171,495**	**4**	**42,874**	**127,921**	**3**	**42,640**	**68,997**	**2**	**34,499**
Administrator	48,072	2	24,036	76,206	2	38,103	Grade 4	1	23,591	68,997	2	34,499
Director	Personal Salary	1	Personal Salary				Personal Salary	1	Personal Salary			
Manager				Grade 7	1	41,399	Grade 7	1	41,399			
Secretary				Grade 8	1	50,140						
Other - admin not listed	**17,424,163**	**553**	**31,508**	**28,051,007**	**942**	**29,778**	**17,405,279**	**547**	**31,820**	**28,116,754**	**931**	**30,201**
Administrator	4,798,155	160	29,988	8,647,865	330	26,206	4,345,053	144	30,174	8,145,644	307	26,533
Director	Personal Salary	1	Personal Salary	516,698	8	64,587	Personal Salary	1	Personal Salary	521,429	8	65,179
Manager	5,952,882	149	39,952	8,705,363	217	40,117	6,039,108	152	39,731	8,989,469	222	40,493
Other	6,375,655	237	26,901	7,623,974	287	26,564	6,721,255	244	27,546	8,164,308	305	26,768
Secretary	181,293	6	30,216	2,557,107	100	25,571	183,685	6	30,614	2,295,904	89	25,797
Principals Team	**483,614**	**4**	**120,904**	**364,566**	**10**	**36,457**	**513,886**	**5**	**102,777**	**405,020**	**12**	**33,752**
Administrator	Grade 7	1	41,399	82,528	2	41,264	Grade 7	1	41,399	73,394	2	36,697
Manager	Personal Salary	1	Personal Salary	Personal Salary	1	Personal Salary	Personal Salary	1	Personal Salary	Grade 8	1	50,140
Other	301,830	2	150,915				330,929	3	110,310	Grade 5	1	27,761
Secretary				227,905	7	32,558				247,521	8	30,940
Grand Total	**31,924,955**	**1008**	**31,672**	**47,036,959**	**1579**	**29,789**	**32,411,204**	**1010**	**32,090**	**47,468,155**	**1577**	**30,100**

Above (table 5) includes groupings as requested with the addition of Administrator. Other will include any roles that do not fit within these categories such as Manual, Technical etc.

Table 6: Academic, Heads of Department/School and Administrative roles by Full Time and Part Time

	2010			2011		
	Part Time	Full Time	Flexible	Part Time	Full Time	Flexible
Male	**495**	**2284**	**1**	**545**	**2355**	**3**
Academic administration	4	59		8	66	1
Development and Alumni / Public Affairs		19			28	
Estates and Property Management	3	139		1	135	
Finance	2	27		2	28	
Head	3	39		3	39	1
Personnel/HR		20			21	
IT/Computing	16	159		14	151	
Junior Lecturer	7	202		9	201	
Secretariat and Legal		3			3	
Other - admin not listed	97	456		92	454	1
Principals Team		4			5	
Professor	40	245		44	268	
Reader	2	71			63	
Senior Lecturer	9	176		8	181	
Female	**877**	**2444**	**4**	**879**	**2528**	**18**
Academic administration	79	245		71	245	
Equality and Diversity		1			2	
Development and Alumni / Public Affairs	3	52		3	82	
Estates and Property Management	5	19		1	19	
Finance	3	40		3	44	
Head	1	38	1	5	37	1
Personnel/HR	2	40		2	35	
IT/Computing	16	118		15	110	
Junior Lecturer	35	185		36	215	
Secretariat and Legal	2	2		1	1	
Other - admin not listed	276	663	3	245	682	4
Principals Team	1	9		1	11	
Professor	16	78		19	83	
Reader	1	34		1	32	
Senior Lecturer	20	102		23	96	
Grand Total	**1372**	**4728**	**5**	**1424**	**4883**	**21**

Above (table 6) does not include Clinical, Research or Teaching Only staff

Table 7: Administrative role levels by Full Time and Part Time

	2010				2011			
Admin Roles by Level	Flexible	Full Time	Part Time	2010 Total	Flexible	Full Time	Part Time	2012 Total
Female	***3***	***1189***	***387***	***1579***	***4***	***1231***	***342***	***1577***
Academic administration								
Administrator		172	61	233		172	56	228
Manager		18	1	19		19	1	20
Other		14	3	17		17	4	21
Secretary		41	14	55		37	10	47
Equality and Diversity								
Administrator		1		1		2		2
Development and Alumni / Public Affairs								
Administartor		39	1	40		62	1	63
Director						1		1
Manager		8	2	10		9	2	11
Other		2		2		6		6
Secretary		3		3		4		4
Estates and Property Management								
Administrator		8	1	9		9		9
Manager		6	1	7		6		6
Other		4	3	7		3	1	4
Secretary		1		1		1		1
Finance								
Administrator		23		23		26		26
Manager		8		8		8		8
Other		8	3	11		9	3	12
Secretary		1		1		1		1
Personnel/HR								
Administrator		36	2	38		30	2	32
Manager		3		3		3		3
Other		1		1		2		2
IT/Computing								
Administrator		58	11	69		53	9	62
Director		1	1	2		1	1	2
Manager		35	1	36		36	2	38
Other		23	3	26		19	3	22
Secretary		1		1		1		1
Secretariat and Legal								
Administrator		1	1	2		1	1	2
Manager		1		1				
Secretary			1	1				
Other - admin not listed								
Administrator		243	87	330		239	68	307
Director		8		8		8		8
Manager		156	61	217		166	56	222
Other	3	179	105	287	4	198	103	305
Secretary		77	23	100		71	18	89
Principals Team								
Administrator		2		2		2		2
Manager		1		1		1		1
Other						1		1
Secretary		6	1	7		7	1	8
Male		***886***	***122***	***1008***	***2***	***891***	***117***	***1010***
Academic administration								
Administrator		48	4	52		55	8	63
Manager		5		5		5		5
Other		5		5	1	5		6
Secretary		1		1		1		1
Development and Alumni / Public Affairs								

Administrator		14		14		18		18
Manager		3		3		7		7
Other		2		2		3		3
Estates and Property Management								
Administrator		19	3	22		20	1	21
Director		1		1		1		1
Manager		24		24		22		22
Other		95		95		92		92
Finance								
Administrator		6	1	7		6	1	7
Director		2		2		3		3
Manager		15		15		15		15
Other		4	1	5		4	1	5
Personnel/HR								
Administrator		10		10		12		12
Director		2		2		2		2
Manager		8		8		7		7
IT/Computing								
Administrator		60	11	71		53	9	62
Director		2	1	3		2	1	3
Manager		49	1	50		50	1	51
Other		48	3	51		46	3	49
Secretariat and Legal								
Administrator		2		2		1		1
Director		1		1		1		1
Manager						1		1
Other - admin not listed								
Administrator		141	19	160		128	16	144
Director		1		1		1		1
Manager		133	16	149		141	11	152
Other		176	61	237	1	179	64	244
Secretary		5	1	6		5	1	6
Principals Team								
Administrator		1		1		1		1
Manager		1		1		1		1
Other		2		2		3		3
Grand Total	**3**	**2075**	**509**	**2587**	**6**	**2122**	**459**	**2587**