

**Equal Pay Review 2006**

**Analysis of Average Salaries by Gender and Ethnicity By Length of Service**

**Table 29 Analysis of Average Salaries by Gender and Length of Service**

Employee Sub Group	Grade	Less than 5 Years			5-9 Years			10-14 Years			Over 15 Years		
		Average Salary Male Staff	Average Salary Female Staff	Average Female Salary as % of Male	Average Salary Male Staff	Average Salary Female Staff	Average Female Salary as % of Male	Average Salary Male Staff	Average Salary Female Staff	Average Female Salary as % of Male	Average Salary Male Staff	Average Salary Female Staff	Average Female Salary as % of Male
Non-Clinical Academic and Professorial	Grade I	64406	55610	86%	60674	56020	92%	62179	52731	85%	57414	55049	96%
	Grade E	23348	22635	97%	30975	24006	78%	22774	23457	103%	23457	26523	113%
	Grade I	71843	57941	81%	70774	69506	98%	58179	52146	90%	50710	53766	106%
	Grade D	19850	19024	96%	20067	20162	100%	20849	18977	91%	21167	20147	95%
	Grade B	12285	12447	101%	12924	12504	97%	13736	12738	93%	13378	12503	93%
Administrative Library and Computing	Grade C	15921	14137	89%	15516	14419	93%	16488	14937	91%	16727	13902	83%
	Grade E	20842	0	0%	22592	0	0%	22774	20842	92%	24161	20842	86%
	Grade I	44	14	32%	37	5	14%	27	6	22%	111	16	14%
Non-Clinical Academic and Professorial	Grade I	44	14	32%	37	5	14%	27	6	22%	111	16	14%
	Grade E	12	9	75%	7	7	100%	1	1	100%	1	6	600%
	Grade I	10	2	20%	3	4	133%	3	1	33%	3	4	133%
Administrative Library and Computing	Grade I	20	31	155%	12	8	67%	5	4	80%	19	12	63%
	Grade D	42	5	12%	27	5	19%	14	3	21%	27	5	19%
	Grade B	14	11	79%	7	10	143%	3	5	167%	8	13	163%
Technical	Grade C	14	11	79%	7	10	143%	3	5	167%	8	13	163%
	Grade E	2	0	0%	3	0	0%	1	1	100%	3	4	133%
Ancillary and Maintenance	Grade C	14	11	79%	7	10	143%	3	5	167%	8	13	163%
	Grade E	2	0	0%	3	0	0%	1	1	100%	3	4	133%

**Table 30 Analysis of Average Salaries by Ethnicity and Length of Service**

Employee Sub Group	Grade	Less than 5 Years			5-9 Years			10-14 Years			Over 15 Years		
		Average Salary White Staff	Average Salary BME Staff	Average BME Salary as % of White	Average Salary White Staff	Average Salary BME Staff	Average BME Salary as % of White	Average Salary White Staff	Average Salary BME Staff	Average BME Salary as % of White	Average Salary White Staff	Average Salary BME Staff	Average BME Salary as % of White
Non-Clinical Academic and Professorial	Grade I	62511	58089	93%	61521	56023	91%	61837	48401	78%	57244	55399	97%
Administrative Library and Computing	Grade G	36738	35821	98%	38345	33465	87%	39319	37204	95%	38639	0	n/a
Clinical Academic	Lecturer	41244	44099	107%	0	54029	n/a	0	0	n/a	54029	0	0%
Technical	Grade E	22840	22287	98%	22973	22111	96%	24971	0	n/a	24732	0	0%
Total of All Grades	Grade I	63511	58089	91%	63052	56023	89%	62181	48401	78%	56936	55399	97%
Employee Sub Group	Grade	Less than 5 Years			5-9 Years			10-14 Years			Over 15 Years		
		No of White Staff	No of BME Staff	BME as % White	No of White Staff	No of BME Staff	BME as % White	No of White Staff	No of BME Staff	BME as % White	No of White Staff	No of BME Staff	BME as % White
Non-Clinical Academic and Professorial	Grade I	55	3	5%	32	3	9%	29	2	7%	102	5	5%
Administrative Library and Computing	Grade G	77	7	9%	77	1	1%	35	4	11%	43	0	0%
Clinical Academic	Lecturer	7	3	43%	0	1	n/a	0	0	n/a	1	0	n/a
Technical	Grade E	27	4	15%	14	1	7%	15	0	0%	61	0	0%
Total of All Grades	Grade I	68	3	4%	39	3	8%	33	2	6%	109	5	5%

**Equal Pay Review 2006**  
**Analysis of Average Salaries by Gender and Ethnicity By Faculty/Service**

**Table 31 Analysis of Average Salaries by Gender and Faculty/Service**

Employee Sub Group	Grade	HASS			Medical Sciences			SAGE			Central Service		
		Average Salary Male Staff	Average Salary Female Staff	Average Female Salary as % of Male	Average Salary Male Staff	Average Salary Female Staff	Average Female Salary as % of Male	Average Salary Male Staff	Average Salary Female Staff	Average Female Salary as % of Male	Average Salary Male Staff	Average Salary Female Staff	Average Female Salary as % of Male
Non-Clinical Academic and Professorial	Grade I	56603	55414	98%	65645	54867	84%	59082	54043	91%	0	0	n/a
	Grade E	21467	23002	107%	26402	23116	88%	26872	22774	85%	25921	24371	94%
Administrative Library and Computing	Grade I	60139	0	n/a	67132	50868	76%	65111	0	n/a	67730	61294	90%
	Grade D	18537	20234	109%	20022	19328	97%	21174	20071	95%	19724	19106	97%
Technical	Grade B	0	0	n/a	0	0	n/a	12504	0	n/a	13129	12532	95%
	Grade C	0	0	n/a	0	0	n/a	0	0	n/a	16087	14234	88%
Ancillary and Maintenance	Grade E	0	0	n/a	0	0	n/a	0	0	n/a	22746	20842	92%
Employee Sub Group	Grade	HASS			Medical Sciences			SAGE			Central Service		
		No. of Males	No. of Females	Females as % Males	No. of Males	No. of Females	Females as % Males	No. of Males	No. of Females	Females as % Males	No. of Males	No. of Females	Females as % Males
Non-Clinical Academic and Professorial	Grade I	63	22	35%	53	12	23%	103	7	7%	0	0	n/a
	Grade E	1	3	300%	1	2	200%	3	1	33%	16	16	100%
Administrative Library and Computing	Grade I	2	0	n/a	2	1	50%	1	45	n/a	13	9	69%
	Grade D	5	1	20%	28	7	25%	13	3	23%	9	2	22%
Technical	Grade B	0	0	n/a	0	0	n/a	0	0	n/a	109	15	14%
	Grade C	0	0	n/a	0	0	n/a	0	0	n/a	39	32	82%
Ancillary and Maintenance	Grade E	0	0	n/a	0	0	n/a	0	0	n/a	5	9	180%

Table 32 Analysis of Average Salaries by Ethnicity and Faculty/Service

Employee Sub Group	Grade	HASS			Medical Sciences			SAGE			Central Service		
		Average Salary White Staff	Average Salary BME Staff	Average BME Salary as % of White	Average Salary White Staff	Average Salary BME Staff	Average BME Salary as % of White	Average Salary White Staff	Average Salary BME Staff	Average BME Salary as % of White	Average Salary White Staff	Average Salary BME Staff	Average BME Salary as % of White
Non-Clinical Academic and Professorial	Grade I	56878	55399	97%	64055	58950	92%	59253	52458	89%	0	0	n/a
Administrative Library and Computing	Grade G	36689	35554	97%	37129	39935	108%	38744	0	n/a	38305	35860	94%
Technical	Grade E	24085	22111	92%	24231	22287	92%	23956	0	n/a	24481	0	n/a
Total of All Grades	Grade I	56974	55399	97%	63980	58950	92%	59315	52458	88%	65714	0	n/a
Employee Sub Group	Grade	HASS			Medical Sciences			SAGE			Central Service		
		No of White Staff*	No of BME Staff*	BME as % White	No of White Staff*	No of BME Staff*	BME as % White	No of White Staff*	No of BME Staff*	BME as % White	No of White Staff*	No of BME Staff*	BME as % White
Non-Clinical Academic and Professorial	Grade I	66	5	8%	58	3	5%	94	5	5%	0	0	#DIV/0!
Administrative Library and Computing	Grade G	17	2	12%	33	1	3%	3	0	0%	156	7	4%
Technical	Grade E	7	1	14%	51	4	8%	52	0	0%	7	0	0%
Total of All Grades	Grade I	68	5	7%	63	3	5%	95	5	5%	21	0	0%

\* those for whom ethnic origin is unknown are not shown on the table therefore numbers will differ from Table 31

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Analysis of Ancillary and Maintenance Grades by Full Time/Part Time Status

**Table 33 Analysis of Average Salaries by Gender and Full/Part Time Status (Ancil & Maint Grades)**

Grade	Average Full Time Salary (FTE)		Average Full Time Salary (FTE)		Part Time Salary as % of Full Time Salary (FTE)		Female salary as a % of Male salary (FTE)		
	Male	Female	Male	Female	Male	Female	Full Time	Part Time	
Grade B	13136	12587	12869	12504	98%	99%	96%	97%	
Grade C	16045	14419	16727	13902	104%	96%	90%	83%	
Grade E	All Staff on Grade E are full time								

**Table 34 Analysis of Average Salaries by Full/Part Time Status (Ancil & Maint Grades)**

Grade	Average Full Time Salary	Average Part Time Salary (FTE)	Part Time Pay as a % of Full Time Pay
Grade B	13111	12605	96%
Grade C	15306	14255	93%

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**Analysis of Median Salaries by Gender and Ethnicity for particular grades**

**Table 35 Analysis of Median Salaries by Gender**

Employee Sub Group	Grade	Median Salary Male Staff	Median Salary Female Staff	% Difference in Average (mean)	% Difference in Median
Non-Clinical Academic and Professorial	Grade I	56018	53451	92%	95%
	Lecturer	46408	54029	106%	116%
Clinical Academic and Consultant	Clinical Research	36860	36560	113%	99%
	Grade E	23458	23115	95%	99%
Administrative Library and Computing	Grade E	65111	57281	91%	88%
	Grade I	20234	19073	95%	94%
	Grade D	20234	12504	95%	95%
Technical	Grade B	13207	13902	88%	84%
	Grade C	16488	13902	88%	84%
Ancillary and Maintenance	Grade C	16488	13902	88%	84%
	Grade E	22774	20842	92%	92%

**Table 36 Analysis of Median Salaries by Ethnicity**

Employee Sub Group	Grade	Median Salary White Staff	Median Salary BME Staff	% Difference in Average (mean)	% Difference in Median
Non-Clinical Academic and Professorial	Grade I	56018	53451	92%	95%
	Lecturer	46408	50219	109%	108%
Clinical Academic and Consultant	Grade G	38772	35481	95%	92%
	Grade B	14293	12850	91%	90%
Administrative Library and Computing	Grade B	16967	16867	104%	99%
	Grade C	16967	16867	92%	90%
	Grade D	20234	18268	92%	92%
Technical	Grade D	24161	22111	92%	92%
	Grade E	24161	22111	91%	95%
Total of All Grades	Grade I	56018	53451	92%	95%