

Appendix D4 Summary of market supplements

| Staff category         | Supplement % of salary | Grade | Arts & Humanities |   | Humanities & Social Sciences |   | Physical Sciences |   | Technology |   | Biological Sciences |   | Clinical Medicine |   | Council |   | General Board |   | UAS |   | Sub-Total |         |      |      |
|------------------------|------------------------|-------|-------------------|---|------------------------------|---|-------------------|---|------------|---|---------------------|---|-------------------|---|---------|---|---------------|---|-----|---|-----------|---------|------|------|
|                        |                        |       | M                 | F | M                            | F | M                 | F | M          | F | M                   | F | M                 | F | M       | F | M             | F | M   | F | M         | F       | % F  |      |
| Academic               | >2.5% ≤5%              | 9     |                   |   |                              | 1 |                   |   |            | 3 |                     |   |                   |   |         |   |               |   |     |   | 3         | 1       | 25%  |      |
|                        |                        | 12    |                   |   |                              | 1 |                   |   |            |   |                     | 1 |                   |   |         |   |               |   |     |   |           | 2       |      | 0%   |
|                        | >5% ≤7.5%              | 9     |                   |   |                              |   |                   | 1 |            | 1 | 1                   |   |                   |   |         |   |               |   |     |   |           | 2       | 1    | 33%  |
|                        |                        | 12    | 3                 |   |                              | 2 |                   | 4 |            | 1 |                     | 3 |                   | 1 |         |   |               |   |     |   |           | 14      |      | 0%   |
|                        | >7.5% ≤10%             | 9     | 1                 |   |                              | 1 |                   | 1 |            | 3 |                     |   |                   |   |         |   |               |   |     |   |           | 6       |      | 0%   |
|                        |                        | 11    |                   |   |                              |   |                   |   |            | 2 |                     | 1 |                   |   |         |   |               |   |     |   |           | 3       |      | 0%   |
|                        | >10% ≤12.5%            | 12    |                   |   |                              | 3 | 1                 | 4 | 1          | 1 |                     | 7 | 1                 | 1 |         |   |               |   |     |   |           | 16      | 3    | 16%  |
|                        |                        | 12    |                   |   |                              |   |                   | 2 |            |   | 3                   |   |                   |   |         |   |               |   |     |   |           | 5       |      | 0%   |
|                        | >15% ≤17.5%            | 12    |                   |   |                              | 1 |                   | 1 |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 2       |      | 0%   |
|                        | >17.5% ≤20%            | 12    |                   |   |                              | 1 |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       |      | 0%   |
| >40% ≤42.5%            | 12                     |       |                   |   |                              |   |                   |   | 1          |   |                     |   |                   |   |         |   |               |   |     |   | 1         |         | 0%   |      |
| >55% ≤57.5%            | 12                     |       |                   |   |                              |   |                   |   | 1          |   |                     |   |                   |   |         |   |               |   |     |   | 1         |         | 0%   |      |
| <b>Total £ awarded</b> |                        |       |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   | £464,376  | £24,831 |      |      |
| Academic-related       | >2.5% ≤5%              | 10    |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     | 1 |           | 1       | 100% |      |
|                        |                        | 7     |                   |   |                              |   |                   |   |            | 2 |                     |   |                   |   |         |   |               |   |     |   |           | 2       |      | 100% |
|                        | >5% ≤7.5%              | 10    |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       |      | 100% |
|                        |                        | 11    |                   |   |                              |   |                   |   |            |   |                     |   |                   | 1 |         |   |               |   |     |   |           | 1       |      | 0%   |
|                        | >7.5% ≤10%             | 9     |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       |      | 0%   |
|                        |                        | 10    |                   |   |                              |   |                   |   |            | 1 |                     |   |                   |   |         |   |               |   |     |   |           | 1       | 2    | 100% |
|                        | >12.5% ≤15%            | 11    |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       |      | 0%   |
|                        |                        | 12    |                   |   |                              |   |                   |   | 1          |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       |      | 0%   |
|                        | >15% ≤17.5%            | 12    |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   | 1         |         | 0%   |      |
|                        | >17.5% ≤20%            | 10    |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       |      | 0%   |
|                        |                        | 11    |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       |      | 0%   |
|                        | >27.5% ≤30%            | 12    |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       |      | 0%   |
|                        |                        | 12    |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       |      | 0%   |
|                        | >30% ≤32.5%            | 8     |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       |      | 0%   |
|                        | >32.5% ≤35%            | 11    |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       |      | 0%   |
| >35% ≤37.5%            | 12                     |       |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   | 1         |         | 0%   |      |
| >90% ≤92.5%            | 12                     |       |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   | 1         |         | 0%   |      |
| >122.5% ≤125%          | 12                     |       |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   | 1         |         | 0%   |      |
| <b>Total £ awarded</b> |                        |       |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   | £392,518  | £20,692 |      |      |
| Assistant              | >5% ≤7.5%              | 4     |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       | 100% |      |
|                        |                        | 4     |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   |           | 1       | 0%   |      |
| <b>Total £ awarded</b> |                        |       |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   | £2,222    | £1,622  |      |      |
| Research               | >7.5% ≤10%             | 11    |                   |   |                              |   |                   | 1 |            |   | 1                   |   |                   |   |         |   |               |   |     |   |           | 2       | 0%   |      |
|                        |                        | 12    |                   |   |                              |   |                   |   |            |   | 1                   |   |                   |   |         |   |               |   |     |   |           | 1       | 0%   |      |
| <b>Total £ awarded</b> |                        |       |                   |   |                              |   |                   |   |            |   |                     |   |                   |   |         |   |               |   |     |   | £17,172   |         |      |      |

|                       | Male          |               | Female      |            |
|-----------------------|---------------|---------------|-------------|------------|
|                       | Recruitment   | Retention     | Recruitment | Retention  |
| Academic              | 38 (£322,094) | 18 (£142,282) | 4 (£18,935) | 1 (£5,896) |
| Academic-related      | 11 (£210,308) | 4 (£182,210)  | 3 (£14,850) | 3 (£5,842) |
| Assistant             | 1 (£2,222)    | 0             | 0           | 1 (£1,622) |
| Research              | 3 (£17,172)   | 0             | 0           | 0          |
| <b>Total Number</b>   | 53            | 22            | 7           | 5          |
| <b>Total Value</b>    | £551,796      | £324,492      | £33,785     | £13,360    |
| <b>Combined Total</b> | 75            |               | 12          |            |
| <b>Combined Value</b> | £876,288      |               | £47,145     |            |