

CAMBRIDGE UNIVERSITY REPORTER

No 6534

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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

- 24 January, *Thursday*. End of first quarter of Lent Term.
 26 January, *Saturday*. Congregation of the Regent House at 2 p.m. (see p. 353).
 27 January, *Sunday*. Preacher before the University at 11.15 a.m., Sister Jane Livesey, *N*, General Superior of the Congregation of Jesus.
 5 February, *Tuesday*. Discussion at 2 p.m. in the Senate-House (see below).
 13 February, *Wednesday*. Lent Term divides.

Discussions (Tuesdays at 2 p.m.)

5 February
 19 February
 5 March
 19 March

Congregations (Saturdays unless otherwise stated)

26 January, *at 2 p.m.*
 23 February, *at 2 p.m.*
 23 March, *at 11 a.m.*
 30 March, *at 11 a.m.*

Discussion on Tuesday, 5 February 2019

The Vice-Chancellor invites those qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 105), to attend a Discussion in the Senate-House on Tuesday, 5 February 2019 at 2 p.m., for the discussion of:

1. Topic of concern to the University: The future of the Investment Office (*Reporter*, 6532, 2018–19, p. 294; see also p. 322 below).
2. Report of the Council on refurbishment of the Bunker as a collections storage facility for the Museum of Archaeology and Anthropology (see p. 351).

Further information on Discussions, including details on format and attendance, is provided at <https://www.governance.cam.ac.uk/governance/decision-making/discussions/>.

Amending Statutes for Downing College

18 January 2019

The Vice-Chancellor gives notice that he has received from the Governing Body of Downing College, in accordance with the provisions of Section 7(2) of the Universities of Oxford and Cambridge Act 1923, the text of proposed Statutes to amend the Statutes of the College. The amendments and the current Statutes of the College are available on the College's website:

<http://www.dow.cam.ac.uk/about/documents-and-policies/proposed-amendments-statutes-downing-college>; and
<http://www.dow.cam.ac.uk/about/documents-and-policies/statutes-and-ordinances>

Paper copies of the amendments may be inspected at the University Offices until 10 a.m. on 8 February 2019.

EU Public Procurement Regulations

23 January 2019

The Council, on the advice of the Finance Committee, has declared that the University continues to remain outside the scope of the EU Public Procurement Regulations as it is less than 50% publicly funded. The calculation is carried out annually to ensure that it remains possible to make the declaration. It is the Council's intention that the University's procurement procedures should continue to follow good practice as may be set out in the regulations, as well as that in the University's Financial Regulations (*Statutes and Ordinances*, p. 1035; see also <http://www.finance.admin.cam.ac.uk/policy-and-procedures/financial-regulations>).

Discussion of a topic of concern to the University: The future of the Investment Office

21 January 2019

Further to the Registry's Notice dated 7 January 2019 (*Reporter*, 6532, 2018–19, p. 294), additional information about the above topic of concern has been provided by the Revd Dr P. Dominiak and is available at <http://www.admin.cam.ac.uk/reporter/2018-19/weekly/6534/Future-IO-info.pdf>. This topic of concern will be discussed on 5 February 2019 (see above).

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

23 January 2019

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) anonymised 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) anonymised 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 2017–18 showing in the tables below the payments that have been made. All data is as at 31 July 2018.

(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) has been anonymised 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 anonymised 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 2017–18 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 2017–18.
- Table 11(d) shows the number of staff newly awarded advanced contribution supplements in 2017–18.

TABLES

The tables are published on pages 324–348.

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 2018

Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Overall Men Women	Scale Point					
100															100					
99															99					
98															98					
97															97					
96															96					
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81													11	11	81					
80													3	3	80					
79													1	3	79					
78													2	2	78					
77														1	1	77				
76													3	3	76					
75													8	2	75					
74													1	2	74					
73													4	4	73					
72													1	2	72					
71													1	1	71					
70													3	3	70					
69													1	2	69					
68													17	6	68					
67															67					
66															66					
65															65					
64															64					
63													2	2	63					
62													2	1	62					
61														21	12					
60														5	60					
59														3	3					
58															58					
57													19	24	57					
56														1	56					
55													1	1	55					
54													6	5	54					
53													1	2	53					
52													4	7	52					
51													2	5	52					
50													8	3	51					
49													3	3	50					
48														1	1	49				
47														6	8	48				
46														2	47					
45														7	7	46				
44														5	6	44				
43														3	2	43				
42														6	9	42				
41														22	19	41				
40														2	2	40				
39																39				
38														1	1	38				
37																37				
36														1		36				
35															1		35			
34															2		34			
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14																	14			
13																	13			
12																	12			
11																	11			
Total													3	4	1	59	55	235	175	Total

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 2018

Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Overall Men Women	Scale Point										
100															100										
99															99										
98															98										
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52														1	52										
51														1	51										
50														2	50										
49														2	49										
48														6	48										
47														2	47										
46														1	46										
45														3	45										
44														3	44										
43														4	43										
42														5	42										
41														4	41										
40														4	40										
39														3	39										
38														1	38										
37														4	37										
36														9	36										
35														2	35										
34														1	34										
33														3	33										
32														2	32										
31														2	31										
30														2	30										
29														4	29										
28														1	28										
27															27										
26														1	26										
25														1	25										
24														3	24										
23														1	23										
22														1	22										
21														1	21										
20															20										
19														16	19										
18		16	26												16										
17															17										
16															16										
15															15										
14															14										
13															13										
12															12										
11															11										
Total	16	26	2	3	7	8	5	24	3	49	6	19	28	27	9	12	3	6	1	1	1	1	82	176	Total

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 2018

Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Overall Men Women	Scale Point											
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99															99											
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97															97											
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16															16											
15	1														15											
14															14											
13															13											
12															12											
11															11											
Total	1	2	2	18	23	20	53	35	146	45	131	39	52	57	122	53	56	21	16	11	7	1	1	304	608	Total

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 2018

Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Overall Men Women	Scale Point												
100															100												
99															99												
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97															97												
96															96												
95															95												
94													2	2	94												
93												1	1	1	93												
92											1	1	1	1	92												
91											1	1	1	1	91												
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89												1	1	1	89												
88												1	1	1	88												
87												5	5	1	87												
86												1	1	1	86												
85												4	4	4	85												
84												6	2	6	84												
83												3	3	3	83												
82												3	3	3	82												
81												7	7	7	81												
80												4	4	4	80												
79												5	5	5	79												
78												4	4	4	78												
77												4	1	4	77												
76												5	5	5	76												
75												8	8	8	75												
74												3	3	3	74												
73												6	3	6	73												
72												8	2	8	72												
71												10	2	10	71												
70												15	15	15	70												
69												11	2	11	69												
68												45	8	45	68												
67															67												
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64												1	1	1	64												
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62												5	1	7	62												
61												1	1	9	61												
60												2	3	3	60												
59												3	1	3	59												
58												3	1	3	58												
57												61	19	61	57												
56												3	1	3	56												
55												8	4	9	55												
54												7	1	7	54												
53												9	6	9	53												
52												2	1	14	52												
51												3	8	7	51												
50												4	8	10	50												
49												7	3	10	49												
48												5	5	61	48												
47												11	3	11	47												
46												19	6	19	46												
45												30	16	30	45												
44												33	13	33	44												
43												16	9	16	43												
42												48	16	49	42												
41												85	38	85	41												
40												2	4	3	40												
39												1		12	39												
38												11	4	12	38												
37												11	3	11	37												
36												3	8	3	36												
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11															11												
Total												35	19	319	134	1	124	48	19	5	47	15	164	21	709	242	Total

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 2018

Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Overall Men Women	Scale Point													
100															100													
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60														4	60													
59														5 1	59													
58														2 4	58													
57														6 5	57													
56														4 3	56													
55														9 9	55													
54														4	54													
53														2 1	53													
52														6 2	52													
51														1 1	51													
50														5 2	50													
49														7 4	49													
48														20 9	48													
47														2 1	47													
46														5 6	46													
45														3 5	45													
44														8 9	44													
43														21 12	43													
42														8 7	42													
41														16 11	41													
40														19 11	40													
39														30 27	39													
38														5 5	38													
37														5 7	37													
36														6 10	36													
35														5 9	35													
34														15 24	34													
33														2 7	33													
32														3 6	32													
31														3 5	31													
30														5 9	30													
29														16 13	29													
28														6	28													
27														1 6	27													
26														4	26													
25														11	25													
24														9 7	24													
23														3 3	23													
22														2	22													
21														1 1	21													
20														4	20													
19														5 10	19													
18														26 20	18													
17															17													
16															16													
15															15													
14															14													
13															13													
12															12													
11															11													
Total	2	1	30	32	12	15	17	42	33	59	73	55	40	32	50	34	20	23	16	11	5	4	1	1	2	301	309	Total

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 2018

Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Overall Men Women	Scale Point													
100															100													
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61													3	1	61													
60													2	2	60													
59													3	1	59													
58															58													
57													3	1	57													
56													3	1	56													
55													14	10	55													
54													4	2	54													
53													3	4	53													
52													5	2	52													
51													3	2	51													
50													3	2	50													
49													1		49													
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16															16													
15	1														15													
14															14													
13															13													
12															12													
11	1														11													
Total	2	15	8	3	4	11	18	27	54	56	92	51	64	33	51	42	35	17	23	19	10	8	5	7	2	291	366	Total

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 2018

Scale Point	Grade T & A Men Women	Grade 1 Men Women	Grade 2 Men Women	Grade 3 Men Women	Grade 4 Men Women	Grade 5 Men Women	Grade 6 Men Women	Grade 7 Men Women	Grade 8 Men Women	Grade 9 Men Women	Grade 10 Men Women	Grade 11 Men Women	Grade 12 Men Women	Overall Men Women	Scale Point													
100															100													
99															99													
98															98													
97															97													
96															96													
95															95													
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12															12													
11															11													
Total	4	21	22	66	44	85	79	69	129	83	159	61	117	79	160	143	148	88	109	62	72	23	12	36	17	820	1068	Total

Tables 10 (a)-(e) Staff in receipt of pensionable and non-pensionable payments made during the 2017/18 financial year (1 August 2017 – 31 July 2018)**Table 10(a) Total pensionable and non-pensionable by school and gender**

		Arts & Humanities	Biological Sciences	Clinical Medicine	Humanities & Social Sciences	Physical Sciences	Technology	Council	General Board	Total
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Pensionable										
Men	24	£84,940	120	£599,885	120	£950,375	39	£132,253	122	£446,110
Women	17	£49,987	100	£302,018	110	£375,625	42	£76,286	53	£69,967
Non-pensionable										
Men	18	£15,513	153	£420,466	165	£187,144	73	£284,824	187	£251,578
Women	17	£20,125	173	£275,083	147	£135,183	63	£87,948	92	£15,759
Total										
Men	42	£100,483	273	£1,020,351	285	£1,137,519	112	£417,077	309	£697,688
Women	34	£70,112	273	£377,101	257	£510,808	105	£164,234	145	£146,664
Total	76	£170,565	546	£1,597,452	542	£1,648,327	217	£881,311	454	£844,352

Table 10(b) Pensionable by payment type and gender

		Total	£			Total	£
	No.	No.		Men	Women	No.	£
Admin Responsibility							
Men	13	£69,920		34	£27,395		
Women	3	£8,012		26	£12,627		
Additional Responsibility							
Men	134	£218,661		6	£186,803		
Women	141	£252,213		1	£75,868		
Additional Hours							
Men	35	£96,881		1	£30,000		
Women	7	£6,321					
Chairman Faculty Board							
Men	10	£62,343		33	£23,089		
Women	3	£13,640		7	£5,378		
Deputy Director/Head							
Men	26	£131,154		15	£25,365		
Women	15	£59,557		9	£26,143		
Director							
Men	17	£98,348					
Women	8	£46,551					
Head of Department							
Men	48	£526,166		26	£16,953		
Women	14	£67,979		2	£1,619		
Acting Head							
Men	1	£2,334		2	£1,042		
Head of Division							
Men	7	£25,956					
Women							
Secretary Faculty Board							
Men	3	£9,040		54	£39,972		
Women	3	£3,209		42	£39,939		
Other Payment							
Men	419	£1,500,354		45	£17,229		
Women	388	£652,497		45	£15,566		
Total							
Men	713	£2,741,155		3	£5,111		
Women	582	£1,114,980		3	£3,950		
Total	1295	£3,856,135		627	£1,488,046		

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

		Total	£			Total	£
	No.	No.		Men	Women	No.	£
Biological Safety Officer							
Men	13	£69,920		34	£27,395		
Women	3	£8,012		26	£12,627		
Bonus*							
Men	134	£218,661		6	£186,803		
Women	141	£252,213		1	£75,868		
Chairman Degree Comm.							
Men	35	£96,881		1	£30,000		
Women	7	£6,321					
Chairman Payment							
Men	10	£62,343		33	£23,089		
Women	3	£13,640		7	£5,378		
Deputy Director/Head							
Men	26	£131,154		15	£25,365		
Women	15	£59,557		9	£26,143		
Head of Department							
Men	17	£98,348					
Women	8	£46,551					
Laser Officer							
Men	48	£526,166		26	£16,953		
Women	14	£67,979		2	£1,619		
Librarian							
Men	1	£2,334		2	£1,042		
Radiation Officer							
Men	7	£25,956					
Women							
Radiation Supervisor							
Men	3	£9,040		54	£39,972		
Women	3	£3,209		42	£39,939		
Safety Off/Adviser							
Men							
Women							
Secretary Payment							
Men							
Women							
Other Payment							
Men							
Women							
Total							
Men	1295	£3,856,135		513	£576,773		
Women				653	£764,881		
Total				1501	£2,605,852		

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

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

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Headship payments (inc Chairman Faculty Board, Deputy Director/Head, Director, Head of Department, Acting Head, Head of Division, Secretary Faculty Board)	Men	18	£72,317	22	£76,730	17	£88,920	18	£103,807	15	£154,228	21	£153,782	1	£5,756			112	£855,340
	Women	10	£33,353	8	£43,991	8	£55,521	9	£33,997	1	£1,750	7	£27,325					43	£195,937
Additional Hours/Responsibility payments (inc Admin Responsibility, Additional Responsibility, Additional Hours)	Men	2	£4,431	8	£4,510	30	£55,827	8	£14,477	13	£37,571	21	£32,581	89	£216,050	11	£20,016	182	£385,461
	Women	4	£1,907	8	£11,611	23	£34,310	8	£13,719	9	£26,027	14	£14,803	67	£126,690	18	£37,480	151	£266,546
Other Payment	Men	4	£8,193	90	£418,644	73	£705,628	13	£14,169	94	£254,311	43	£60,779	27	£5,101	75	£33,529	419	£1,500,354
	Women	3	£14,727	84	£246,417	79	£285,793	25	£28,570	43	£42,190	14	£14,752	32	£3,208	108	£16,841	388	£652,497
Total	Men	24	£84,940	120	£599,385	120	£950,375	39	£132,253	122	£446,110	85	£247,142	117	£226,906	86	£53,545	713	£2,741,155
	Women	17	£49,987	100	£302,018	110	£375,625	42	£76,286	53	£59,967	35	£56,879	99	£129,897	126	£54,321	582	£1,14,380
	Total	41	£134,927	220	£901,903	230	£1,326,000	81	£208,639	175	£16,077	120	£304,022	216	£356,803	212	£107,865	1295	£3,856,135

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

		Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
		No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Safety Payments (inc Biological Safety Officer, Laser Officer, Radiation Officer, Radiation Supervisor, Safety Off/Adviser)	Men	2	£524	52	£38,215	55	£35,578	12	£4,665	26	£13,820	11	£7,177	3	£1,837			161	£101,817
	Women	3	£786	26	£17,134	42	£22,742	16	£6,312	7	£2,669	2	£1,002	19	£18,978	1	£262	116	£69,884
Bonus	Men													6	£186,803	1		6	£186,803
Headship payments (inc Chairman Degree Comm., Chairman Payment, Deputy Director/Head, Head of Department, Secretary Payment)	Men	6	£5,815	2	£1,400	1	£5,250	8	£8,687	21	£12,286	11	£14,547	3	£35,581			52	£83,565
	Women	8	£13,285	3	£2,900			3	£13,501	9	£12,370							23	£42,056
Extraneous payments (inc librarian)	Men			1	£600					1	£442							2	£1,042
	Women	10	£9,174	98	£380,251	109	£146,316	53	£271,472	139	£225,031	80	£171,481	115	£251,402	23	£12,919	627	£1,468,046
Other Payment	Men	6	£6,054	144	£255,049	105	£112,441	44	£68,136	76	£91,657	33	£14,757	74	£52,986	31	£5,693	513	£576,773
	Women	18	£15,513	153	£420,466	165	£187,144	73	£284,824	187	£251,578	102	£193,205	127	£47,622	23	£12,919	848	£1,841,272
Total	Men	17	£20,125	173	£275,983	147	£135,183	63	£37,948	92	£76,696	35	£15,769	94	£47,832	32	£5,985	653	£64,581
	Total	35	£35,638	326	£695,549	312	£322,327	136	£372,772	279	£328,276	137	£208,963	221	£623,444	55	£18,874	1501	£2,605,652

Figures are rounded to the nearest pound.

Table 11(b) Count of all staff in receipt of an advanced contribution supplement as at 31 July 2018 by staff category, school (or equivalent) and gender

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total	
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Academic	≤5%	9	1		1						1						2		0%	0%
	5% - ≤10%	11									1						1		0%	0%
	10% - ≤15%	12									2						1		0%	0%
	>15% - ≤20%	9	1	1	1	1	2	5	1	2	1	2	1	2	1	1	11	7	39%	0%
	>20% - ≤25%	10	2		2		1										5		0%	0%
	>25% - ≤30%	12			1		1	1	1	1	1	1	1	1	1	1	1	1	44%	0%
	>30% - ≤35%	9			3		2	2	1	1	1	1	1	1	1	1	5	4	25%	0%
	>35% - ≤40%	11			1		1	1	1	1	1	1	1	1	1	1	1	1	19%	100%
	>40% - ≤45%	12			1		1	1	1	1	1	1	1	1	1	1	1	1	1	25%
	>45% - ≤50%	9			1		1	1	1	1	1	1	1	1	1	1	2	1	0%	0%
Research	>50% - ≤55%	10			1		1	1	1	1	1	1	1	1	1	1	1	1	1	100%
	>55% - ≤70%	12			1		1	1	1	1	1	1	1	1	1	1	1	1	1	50%
	>70% - ≤75%	9			1		1	1	1	1	1	1	1	1	1	1	1	1	1	0%
	>75% - ≤80%	12			1		1	1	1	1	1	1	1	1	1	1	1	1	1	100%
	>80% - ≤85%	9			1		1	1	1	1	1	1	1	1	1	1	1	1	1	100%
Supplements	>85% - ≤90%	10			1		1	1	1	1	1	1	1	1	1	1	1	1	1	100%
	>90% - ≤95%	9			1		1	1	1	1	1	1	1	1	1	1	1	1	1	100%
	>95% - ≤100%	9			1		1	1	1	1	1	1	1	1	1	1	1	1	1	100%

Men	Women
Academic	59
Academic Related	0
Assistant	0
Research	1
Total Supplements	£613,933 £221,984

Table 11(c) Count of all staff newly awarded market pay between 1 August 2017 and 31 July 2018 by staff category, school (or equivalent) and gender

Table 11(d) Count of all staff newly awarded an advanced contribution supplement between 1 August 2017 and 31 July 2018 by staff category, school (or equivalent) and gender

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	% M	% W	
Academic	>5% ≤10%	9	1	1	2	1	1	1	1	1							1	3	75%		
	>10% ≤15%	10															1	1	0%	0%	
	12		1														1	1	0%	0%	
	>15% ≤20%	9			2	1	3		1								6	2	25%		
	>20% ≤25%	11				1											1	1	100%		
	>25% ≤30%	12			1												1	1	100%		
	>30% ≤35%	11			1												1	1	100%		
Research	>35% ≤40%	9															1	1	0%	0%	
	≤5%	12															1	1	100%		
	>5% ≤10%	10															1	1	100%		
	>35% ≤40%	9		1													1	1	100%		
																					£27,329

	Men	Women
Academic	16	9
Academic Related	0	0
Assistant	0	0
Research	0	3
Total Supplements	£185,007	£119,901

Table 12a, Count* of all staff in receipt of a bonus payment* during the 2017/18 financial year by Staff Category, School (or equivalent) and Gender, shown as a percentage of basic salary**

Information provided from CHRIS

Staff category**	Supplement % of salary	Grade	Humanities M W	Arts & Humanities M W		Humanities & Social Sciences M W		Physical Sciences M W		Technology M W		Biological Sciences M W		Clinical Medicine M W		Council M W		General Board M W		Sub-Total M W	
Academic Related	≤5%	12														1			1	0%	
	>5% ≤10%	12														1			1	0%	
	>10% ≤15%	12														1			1	0%	
	>30% ≤35%	12														1			1	0%	
	>50% ≤55%	12														1			1	100%	
	>60% ≤65%	12														1			1	0%	
	>65% ≤70%	12														1			1	0%	
																			£186,803 £75,868		

Table 12b, Count* of all staff in receipt of a bonus payment* during the 2017/18 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	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	
Academic Related	£60,000-£79,999	12														2	1		2	1	33%
	£40,000-£59,999																				
	£20,000-£39,999	12														1			1	0%	
	£00,000-£19,999	12														3			3	0%	
Total																6	1		6	1	7

Notes:

* 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.

VACANCIES, APPOINTMENTS, ETC.

Electors to the Russell R. Geiger Professorship of Crop Science

The Council has appointed members of the *ad hoc* Board of Electors to the Russell R. Geiger Professorship of Crop Science as follows:

Professor Nicola Padfield, *F*, in the Chair, as the Vice-Chancellor's deputy

(a) *on the nomination of the Council*

Professor Abigail Fowden, *G*

Professor Steve Long, *Institute for Genomic Biology*

(b) *on the nomination of the General Board*

Dr Tina Barsby, *ED, National Institute of Agricultural Botany*

Professor William Davies, *Lancaster University*

Professor Alison Smith, *CC*

(c) *on the nomination of the Faculty Board of Biology*

Professor Sir David Baulcombe, *T*

Professor Howard Griffiths, *CL*

Professor Sarah Gurr, *University of Exeter*

Electors to the Professorship of Psychology in the Social Sciences

The Council has appointed members of the *ad hoc* Board of Electors to the Professorship of Psychology in the Social Sciences as follows:

Professor Geoffrey Ward, *HO*, in the Chair, as the Vice-Chancellor's deputy

(a) *on the nomination of the Council*

Professor Abigail Fowden, *G*

Professor Paul Ramchandani, *Faculty of Education*

(b) *on the nomination of the General Board*

Professor Vicki Bruce, *Newcastle University*

Professor Antony Manstead, *Cardiff University*

Professor Anna Vignoles, *JE*

(c) *on the nomination of the Faculty Board of Biology*

Professor Claire Hughes, *N*

Professor Mark Johnson, *K*

Professor Zoe Kourtzi, *DOW*

Vacancies in the University

A full list of current vacancies can be found at <http://www.jobs.cam.ac.uk>.

The Regius Professorship of Botany in the Department of Plant Sciences; tenure: from 1 October 2019 or as soon as possible thereafter; informal enquiries: Professor Alison Smith, Head of the Department of Plant Sciences and Convenor of the Board of Electors (email: as25@cam.ac.uk or tel.: 01223 333900); closing date: 15 March 2019; further details: <http://www.jobs.cam.ac.uk/job/20155>; quote reference: PD17932

Russell R. Geiger Professorship of Crop Science in the Department of Plant Sciences; tenure: from 1 January 2020 or as soon as possible thereafter; informal enquiries: Professor Alison Smith, Head of the Department of Plant Sciences (email: as25@cam.ac.uk) or Sir David Baulcombe, Regius Professor of Botany and Convenor of the Board of Electors (email: dcb40@cam.ac.uk); closing date: 20 March 2019; further details: <http://www.jobs.cam.ac.uk/job/20154>; quote reference: PD17931

Professorship of Economics in the Faculty of Economics; tenure: from 1 October 2019 or as soon as possible thereafter; informal enquiries: Professor Hamid Sabourian, Convenor of the Board of Electors (email: hs102@cam.ac.uk or tel.: 01223 335223); closing date: 1 March 2019; further details: <http://www.jobs.cam.ac.uk/job/20172>; quote reference: JH17948

University Lecturer (Honorary Consultant) in General Practice in the Department of Public Health and Primary Care; salary: £77,913–£105,042; closing date: 17 February 2019; further details: <http://www.jobs.cam.ac.uk/job/20118>; quote reference: RH17898

Administrative Officer (Educational Quality and Policy) (fixed-term) in the Academic Division; salary: £30,395–£39,609; closing date: 3 February 2019; further details: <http://www.jobs.cam.ac.uk/job/20087>; quote reference: AK17870

The University values diversity and is committed to equality of opportunity.

The University has a responsibility to ensure that all employees are eligible to live and work in the UK.

EVENTS, 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/>). A variety of training courses are also available to members of the University, information and booking for which can be found online at <http://www.training.cam.ac.uk/>

Brief details of upcoming events are given below.

<i>Cambridge University Libraries</i>	<i>Steep Path: Translation from the Hungarian:</i> the launch of poets Clive Wilmer and George Gömöri's latest collaboration, at 5–6.30 p.m. on Thursday, 31 January 2019 in the Rare Books Reading Room at the University Library. Readings from the book will be followed by a drinks reception	Information and registration: http://www.lib.cam.ac.uk/plan-your-visit/whats/steep-path-translation-hungarian
<i>Britten Sinfonia</i>	<i>At Lunch Two:</i> A new work by Edmund Finn in a programme featuring music by Bach and Martinů, at 1 p.m. on Tuesday, 12 February 2019 at West Road Concert Hall	https://www.brittensinfonia.com/event/lunch-two-2018-19/

NOTICES BY THE GENERAL BOARD**Senior Academic Promotions, 1 October 2019 exercise: Committee amendments**

Further to the notices published on 28 November 2018 and 9 January 2019 (*Reporter*, 2018–19: 6528, p. 134 and 6532, p. 296), the General Board has approved amendments to the membership of the committees as follows:

General Board's School Committee (Technology)

Professor Richard William Prager will no longer serve as a member of the School Committee (*Technology*).

Faculty Committee (Biological Sciences)

Professor Ian Gordon Patrick Goodfellow has been appointed as a member of the Faculty Committee (*Biological Sciences*) in place of Professor Geoffrey Lilley Smith, with effect from 14 January 2019.

REGULATIONS FOR EXAMINATIONS**Natural Sciences Tripos, Part II**

(*Statutes and Ordinances*, p. 418)

With immediate effect

The General Board, on the recommendation of the Committee of Management for the Natural Sciences Tripos, has approved an amendment to the Supplementary Regulations for Part II of the Natural Sciences Tripos so as to change the weighting of assessment components as a result of student feedback:

SUPPLEMENTARY REGULATIONS**PART II***Biological and Biomedical Sciences*

The maximum marks allocated to each component shall be as follows:

Major Subject	64 (amended from 65)
Minor Subject	16 (amended from 15)
Dissertation	20

REPORTS

Report of the Council on refurbishment of the Bunker as a collections storage facility for the Museum of Archaeology and Anthropology

The COUNCIL begs leave to report to the University as follows:

1. In this Report the Council is seeking approval for a refurbishment of the Bunker, a University-owned building located on Brooklands Avenue, Cambridge, to provide a facility for the storage and research of collections held by the Museum of Archaeology and Anthropology (MAA).

2. The MAA's reserve collection is currently stored at the West Cambridge site within the Atlas Building, which due to age is deteriorating. While it is not cost-effective fully to refurbish the Atlas Building, it requires frequent maintenance to avoid risk to the collections stored within, which are formally designated as of national and international significance.

3. An alternative site for storage of the MAA's collections has been identified. The Cambridge 'Bunker' is a two-storey Grade II-listed structure built in the early 1950s to provide a War Room, with a 1960s extension constructed to house ministry offices located in the former government estate off Brooklands Avenue. The proposed internal works to the extension include the removal of the non-structural partition walls. The principle of the current design is to provide a system of specific storage on both the ground and first floors, mostly in the form of shelving, with specialised units to support and store unique pieces. There is also an area dedicated to a modest study facility to ensure the ongoing accessibility for academic and research purposes as well as a loading/unpacking area with freezers for material

quarantine, together with facilities (WC/kitchenette) to accommodate staff who will be working within the building. Minimal alterations are proposed in the older part of the Bunker, in line with the Grade II listing, to facilitate lighting, fire alarms, power and accessibility.

4. Museum collections require controlled ambient conditions to provide a stable environment to preserve, over the long term, a range of materials in a mixed collection of artefacts. The internal conditions of the facility have been developed in alignment with BSI PD5454¹ and the requirements of the Arts Council Government Indemnity Scheme.²

5. The original building of the Bunker has a gross internal area of 798m²; the extension provides a further 2,627m². A Concept Case for the project was approved by the Planning and Resources Committee on 5 December 2018. A Full Case will be prepared in due course. The estimated cost of the project is up to £10.5M, with funding expected to come from the Capital Fund. It is hoped to submit a planning application during March 2019 so that work can begin no later than September 2019.

6. Drawings of the proposed scheme are displayed for the information of the University in the Schools Arcade and are reproduced online at <https://www.prao.admin.cam.ac.uk/capital-planning/plans-and-drawings>. A plan showing the location of the Bunker is shown below.

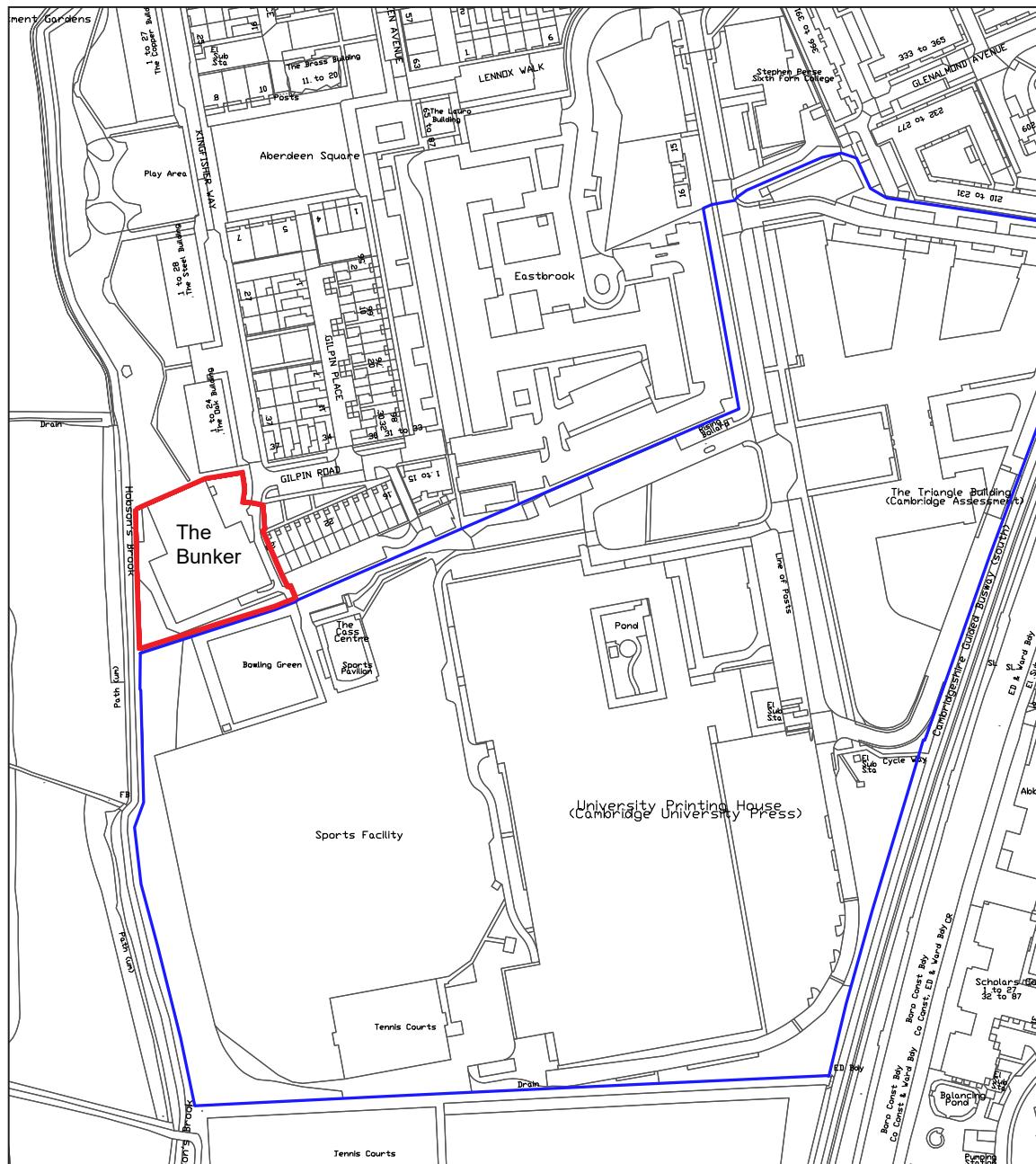
7. The Council recommends:

- I. That subject to the Full Case being approved by the Planning and Resources Committee, approval is given for the works to be undertaken within the Bunker to enable its use as a collection storage facility by the Museum of Archaeology and Anthropology.
- II. That the Director of Estate Strategy be authorised to apply for detailed planning approval in due course.
- III. That the Pro-Vice-Chancellor for Strategy and Planning be authorised to accept a tender for the works, within the available funding, in due course.

21 January 2019	STEPHEN TOOPE, <i>Vice-Chancellor</i>	JENNIFER HIRST	MICHAEL PROCTOR
	SAM AINSWORTH	NICHOLAS HOLMES	SOFIA ROPEK-HEWSON
	EVIE ASPINALL	FIONA KARET	ANDREW SANCHEZ
	R. CHARLES	CHRISTOPHER KELLY	JASON SCOTT-WARREN
	STEPHEN J. COWLEY	MARK LEWISOHN	SARA WELLER
	ANTHONY FREELING	MARCEL LLAVERO PASQUINA	MARK WORMALD
	NICHOLAS GAY	JEREMY MORRIS	JOCELYN WYBURD
	DAVID GREENAWAY	RICHARD PENTY	

¹ BSI PD5454:2012 – British Standard Guide for the storage and exhibition of archival materials.

² Arts Council GIS provides an alternative to the cost of commercial insurance which allows organisations to loan and display objects that might have been prohibited due to the high cost of insurance.

Location plan: The Bunker**OBITUARIES****Obituary Notice**

Mr JOHN LEWIS REDDWAY, M.A., C.Eng., Life Fellow of Emmanuel College, and former Secretary of the University of Cambridge Local Examinations Syndicate, died on 9 January 2019, aged 92 years.

GRACES**Graces to be submitted to the Regent House at a Congregation on 26 January 2019**

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on 26 January 2019:

That the following person be admitted to the degree of Doctor of Philosophy by incorporation:

1. HENRY LAWLOR SPELMAN, Fellow of Christ's College, Doctor of Philosophy of the University of Oxford (2016).

That the following person be admitted to the degree of Master of Arts by incorporation:

2. MARK EDWARD PURCELL, of Pembroke College, Senior Under-Librarian in the University Library, Master of Arts of the University of Oxford (2011).

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

3. LEWIS JOHN CAMERON, Director in the Local Examinations Syndicate.
4. JANE CLARE, Administrative Officer in the Academic Division of the University Offices.
5. RICHARD BERTRAM HORNE, Fellow of St Edmund's College.
6. AHMED WALI KHWAJA, Reader in the Faculty of Business and Management.
7. STEPHEN MARTIN McDONNELL, University Lecturer in the Department of Surgery.
8. JOAN MILTON, Assistant Under-Librarian in the Faculty of Clinical Medicine.
9. MERCEDES LAURA MURATORIO, Assistant Director in the Local Examinations Syndicate.

ACTA**Approval of Graces submitted to the Regent House on 9 January 2019**

The Graces submitted to the Regent House on 9 January 2019 (*Reporter*, 6532, 2018–19, p. 303) were approved at 4 p.m. on Friday, 18 January 2019.

E. M. C. RAMPTON, *Registry*

END OF THE OFFICIAL PART OF THE 'REPORTER'

COLLEGE NOTICES

Vacancies

Newnham College: Phyllis and Eileen Gibbs Travelling Research Fellowship 2019–20 in Biology, Archaeology, Social Anthropology, or Sociology; salary: up to £18,000; women applicants only; closing date: 25 February 2019; further details: <https://www.newn.cam.ac.uk/research/travelling-fellowships>

Events

Girton College

Girton150 Founders' Memorial Lecture

As part of Girton's 150th Anniversary celebrations, the 58th Founders' Memorial Lecture will be given by Girton alumna Her Imperial Highness Princess Takamado, a member of the Imperial Family of Japan, on *Netsuke and their role in introducing Japan to the West*, at 6 p.m. (doors open at 5.45 p.m.) on Friday, 15 February 2019. All are welcome to attend, but places are limited and should be reserved by registering at: <https://www.girton.cam.ac.uk/events/girton150-founders-memorial-lecture-by-hih-princess-takamado/>

St John's College

Linacre Lecture, 2019

Professor Serena Best, Deputy Head of the Department of Materials Science and Metallurgy and Fellow of St John's College, will deliver the annual Linacre Lecture on *Scaffolds for tissue regeneration: do we understand the 'hole' story?* at 5 p.m. on Tuesday, 5 February 2019, in the Main Lecture Theatre, Old Divinity School, St John's College. Further information is available at <https://www.joh.cam.ac.uk/professor-serena-best-give-linacre-lecture-2019>

Trinity College

The Clark Lectures, 2019

The Clark Lectures for the Lent Term 2019 will be delivered by Professor Andrew Cole, Princeton University, on the theme of *Unmodernism* as follows:

- 28 January: *Hegel in the Cathedral* (lecture)
- 30 January: *The substance of thought* (seminar)
- 4 February: *The forms of theory* (seminar)
- 6 February: *Marx after Feudalism* (lecture)

All begin at 6 p.m. Lectures 1 and 4 will take place in the Winstanley Lecture Theatre, Trinity College, and last an hour. Lectures 2 and 3 will take place in the Junior Parlour, Trinity College, and will be approximately an hour and a half long. They will take a more informal, seminar format, with advance reading material available (email: jm258@cam.ac.uk). Further information can be found at <https://www.trin.cam.ac.uk/events/>

Memorial Service

Downing College

Memorial Service for Mr John Hopkins

A Memorial Service for Mr John Hopkins, Emeritus Fellow of Downing College and Honorary Fellow of Hughes Hall (see *Reporter*, 6521, 2018–19, p. 52), will be held in Great St Mary's, the University Church, on Saturday, 4 May 2019 at 2 p.m. After the service, refreshments will be served in Downing College. Those planning to attend are asked to register at: <https://www.downingcambridge.com/john-hopkins-memorial-service>

SOCIETIES, ETC.

Cambridge Philosophical Society

The Society's first talk of the Lent Term will take place at 6 p.m. on Monday, 28 January 2019, in the Bristol-Myers Squibb Lecture Theatre, Department of Chemistry, Lensfield Road. Professor Vikram Deshpande, Department of Engineering, will give the G. I. Taylor Lecture entitled *Fluctuations in the life of a cell: maintaining order amidst disorder*. Further details are available at <http://www.cambridgephilosophicalsociety.org/lectures.shtml>

EXTERNAL NOTICES

Oxford Notices

Magdalen College: Dean of Divinity; stipend: £28,660–£34,189, appropriate college accommodation free of rent (or a discretionary housing allowance, at present £15,000 per annum), plus other college benefits; closing date: 15 February 2019 at 12 noon; further details: <http://www.magd.ox.ac.uk/job-vacancies>

St Hugh's College: The Powys Roberts Research Fellowship in European Literature; stipend: £24,773 per year; closing date: 20 February 2019 at 12 noon; further details: <http://www.st-hughs.ox.ac.uk/discover/work-for-us/>

Wolfson College: Non-stipendiary Research and Junior Research Fellowships in Humanities and Social Sciences 2019; closing date: 24 March 2019; further details: <http://www.wolfson.ox.ac.uk/fellowships/>