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Issues paper

This report is for information

This is the fourth HEFCE report on staff employed at HEFCE-funded HEIs and builds on the findings reported in 2006 (see HEFCE 2006/31) by including information of staff in academic year 2005-06. This update provides information on staff employed in English higher education institutions (HEIs), with further detail given by separating the staff into academic, and professional and support staff.

Staff employed at HEFCE-funded HEIs: update

Trends and profiles

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Staff employed at HEFCE-funded HEIs: update Trends and profiles

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Of interest to those responsible for	Staff data, Planning, Human resources management
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Executive summary

Purpose

1. This report is the fourth HEFCE report on staff employed at HEFCE-funded higher education institutions (HEIs) and builds on the findings reported in 2006 (see HEFCE 2006/31) by including information on staff in academic year 2005-06. This update provides information on staff employed in English HEIs, with further detail given by separating the staff into academic, professional and support staff.

Key points

2. In this report we give an overview of trends in staff at English HEIs from 1995-96 to 2005-06. It shows the following aspects.

Numbers

3. The total number of staff rose 6 per cent between 2003-04 and 2005-06.

Contracts

4. There was an increase in the proportion of academic, professional and support staff with permanent contracts between 2003-04 and 2005-06.

Age profile

5. There has been relative stability in the proportions of permanent academic staff in different age brackets. There is similar stability in the professional and support staff categories.

Disability

6. There was a rapid increase in the number of permanent academic staff reported as declared disabled between 2000-01 and 2003-04. Across the whole period studied, numbers have risen from around 550 in 1995-96 to around 1,600 in 2005-06. For

professional and support staff, the numbers declared as disabled have risen from around 3,500 in 2003-04 to 3,750 in 2005-06.

Ethnicity

7. The number of permanent academic staff from a non-white ethnic background steadily rose from 1997-98 to 2005-06. For professional and support staff, there has been a rise in the number from a non-white ethnic background from around 9,700 in 2003-04 to 11,750 in 2005-06.

Sex

8. Between 1995-96 and 2005-06, there has been a consistent increase at all grades in the proportions of permanent academic staff who are female. For professional and support staff, the trend in the proportion who are female varies depending on their primary function of employment¹.

Nationality

9. The number of non-UK nationals on the permanent academic staff has risen from 4,000 in 1995-96 to around 10,000 in 2005-06. The proportion of professional and support staff who are non-UK nationals increased throughout the three-year period between 2003-04 and 2005-06.

Salary

10. Twelve thousand permanent academic staff were earning over £50,000 in 2005-06 compared to around 2,000 staff in 1995-96. For professional and support staff there have been substantial increases in the proportion earning salaries greater than £35,000 for all primary function of employment groups¹.

Action required

11. No action is required in response to this document.

¹ Managers and professionals; Technicians; Support administrators; and Other

Introduction

12. The structure of this document differs from the last 'Staff employed at HEFCE-funded HEIs: update' (HEFCE 2006/31). Previous reports have focused on academic staff. However in this report we aim to provide a more complete and concise analysis of all staff in the English higher education sector, and this report has been restructured accordingly.

13. The 2006 report 'Staff employed at HEFCE-funded HEIs: update' (HEFCE 2006/31) began with an overview of 2004-05 staff which included a comparison of staff in English HEIs compared with the rest of the UK. Since HEFCE's focus is staff in English institutions, this information can now be found in Annex B of this report.

14. The analysis of PhD starters and qualifiers has also been omitted from this report; analyses of PhD students are undertaken by HEFCE elsewhere and their inclusion in this document is now superfluous².

15. In this report we firstly examine the numbers of staff; overall and by type of institution. For both of these areas we consider three different categories of staff employed in English HEIs:

- a. All staff.
- b. Academic staff.
- c. Professional and support staff.

16. In our examination of overall numbers of academic staff we provide a more in-depth analysis of these staff. When we consider this category of staff in the later stages of this report we present information split by the grade and subject area of the staff. Before we begin to use these attributes to split the academic workforce they are examined in their own right.

17. We have taken a similar approach for professional and support staff and we provide analysis of these staff by their function area when we consider overall staff numbers.

18. We then look at the characteristics and attributes of the workforce. The categories of staff detailed above are examined in terms of a variety of attributes to provide an extension to the trends and profiles identified in the earlier reports (HEFCE 2002/43, HEFCE 2005/23 and HEFCE 2006/31).

19. The revised structure is intended to provide a more comprehensive analysis of the higher education sector in a more readable, easier to interpret document. The overview

² Analyses of PhD student numbers can be found on the HEFCE web-site at <http://www.hefce.ac.uk/research/postgrad/numbers.htm>

of staff numbers provides context for any trends identified within individual characteristics and highlights areas where further analysis and explanation may be necessary.

Data source

20. Data are drawn from the Higher Education Statistics Agency (HESA) individualised staff records for 1994-95 to 2002-03, and the HESA new individualised staff records for 2003-04 to 2005-06.

21. The HESA new individualised staff records, introduced in 2003-04, extend to professional and support staff as well as academic staff, and also include contracts with a full-time equivalence (FTE) of less than 25 per cent. The transition from the old record to the new makes it difficult to establish a completely consistent time series. The main problems are as follows:

a. Although every effort has been made to extract a comparable population with regard to FTE, the time series of academic staff may be affected by the extension of the data collection to a wider population of staff. Therefore, any notable changes between 2002-03 and 2003-04 should be treated with caution.

b. In the new record, there are larger numbers of unknown or default entries in several fields, due to changes in data validation rules. This especially affects salary and subject area.

22. In 2002-03 a new method of coding subject areas, using the Joint Academic Coding System, was introduced to replace the HESA code system. While we have sought to map subject groups equivalently, this may also affect the continuity of the time series.

23. In consideration of staff data, in order to compare to current and historical data we need to be able to classify academic staff with reference to the historical grades: professor; senior lecturer/researcher; lecturer; or researcher. The method we have previously used to generate these classifications is based on grade information returned by the institution. The expected substantial rise in the use of locally determined grades for academic staff between 2004-05 and 2005-06 has caused us to revise our methods of staff classification in terms of grade: details of which are given at Annex A of this report. While every effort has been made to classify staff equivalently, the consistency of the time series may be affected. For all years we now use this revised approach and hence figures can and will vary from previous reports.

Terminology

24. Throughout this document we refer to, and analyse, several different populations, as described in Table 1. For clarity we have given each one a code as well as a name. Population definitions remain largely consistent with those described in Annex A of HEFCE 2005/23.

Table 1 Definition of populations

Population	Description	Code
All staff in English HEIs	All staff who are actively employed in an English HEI on the census date of 1 December	Pop A
Staff with academic roles	All staff in Pop A, who are actively employed in an English HEI on the census date of 1 December, having an academic contract at some point during the academic year	Pop B
Staff with academic roles excluding very low activity and inactive contracts	All staff in Pop B who have at least one active academic contract of at least 25 per cent on the census date of 1 December.	Pop B*
Academic and assistant academic staff	All staff in Pop B who have at least one active academic contract of at least 25 per cent on the census date and a total FTE of 40 per cent or more. This population includes medicine and dentistry staff.	Pop C
Permanent and academic staff	All staff in Pop C who have permanent contracts and are at lecturer level or above	Pop D
Research assistants	Not used in this report (see previous reports for definition).	Pop E
Staff with professional/support roles	All staff in Pop A who have a professional/support contract at some point during the academic year	Pop F
Professional and support staff	All staff in Pop F who have a total FTE of at least 40 per cent	Pop G

Notes: * denotes a modified population where staff with no contract of at least 25 per cent are excluded.

Overview of staff in English HEIs

25. The following tables and charts provide an analysis of staff in the English higher education sector. As well as the overall numbers of staff we look at the numbers of staff by type of institution. In each area we examine the three categories of staff detailed above; all staff, academic staff, and professional and support staff.

26. In terms of academic staff, those on individual contracts of less than 25 per cent FTE have been excluded. In contrast to previous reports we do not exclude medicine and dentistry staff when we consider academic staff.

27. The definitions of academic staff (professors, senior lecturers, senior researchers and lecturers) and 'assistant academic staff' (academic staff on lower grades) remain

consistent with previous reports but the way in which professors, senior lecturers, senior researchers, and lecturers are defined has changed (see Annex A for further details).

28. When we consider professional and support staff we consider four key function areas; managers and professionals, technicians, support administrators, and other professional and support roles. The function area of 'Other' professional and support roles includes those staff employed in, for example, catering, maintenance, retail and so on. Since it is possible for a staff member to have more than one function within an institution, we have taken 'primary professional/support function' to mean the function in which they spend the most time (according to FTE)³.

29. In this section of the report we examine the three-year period from 2003-04 to 2005-06 for the three categories of staff above⁴. The HESA staff record has only collected information on professional and support staff since 2003-04 and this is the first opportunity to generate the appropriate time series. However, there is evidence that a large part of the observed changes in the numbers of these staff is due to improvements in their identification and classification. Any conclusions relating to year-on-year changes in professional and support staff should therefore be drawn with caution.

Overall staff numbers

All staff

30. In Table 2 we look at the total numbers of staff in English higher education institutions. Table 2 shows that across all English HEIs there has been a rise of 3 per cent in the number of staff between 2004-05 and 2005-06. This follows a rise of the same proportion between 2003-04 and 2004-05.

31. In this report, as in its two immediate predecessors, we look separately at staff with academic roles and staff with professional and support roles. Table 2 shows that the number of staff falling into both categories has further increased in 2005-06 to 7,740 and now accounts for 3 per cent of all staff. There is evidence to suggest that this may be due to differences and improvements in the way data concerning functions of staff have been returned in the period examined.

³ In cases where an equal amount of time is devoted to two or more different functions, we have chosen the primary function according to the order in which they are listed in Table 3.

⁴ Where appropriate we present information on staff occupying an academic role in consideration of the 11-year period from 1995-96 through to 2005-06.

Table 2 Staff in English HEIs by role

Role	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
Academic role only	121,723	44%	130,010	46%	132,414	45%
Professional/support and academic roles	2,904	1%	6,385	2%	7,740	3%
Professional/support role only	150,497	55%	148,240	52%	152,279	52%
Total with academic roles	124,627	N/A	136,395	N/A	140,154	N/A
Total with professional/support roles	153,401	N/A	154,625	N/A	160,019	N/A
Total	275,124	100%	284,635	100%	292,433	100%

Notes: The 'Total with academic roles' and 'Total with professional/support roles' headcounts overlap by the headcount of staff with professional/support and academic roles. Pop A.

Academic staff

32. Table 3 gives the breakdown of staff with academic roles. It shows that the total number of staff with academic roles has increased by 3 per cent from 2004-05, to over 140,000 in 2005-06.

Table 3 Staff in English HEIs with academic roles

Staff type	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
Academics	73,311	59%	74,718	55%	78,417	56%
Assistant academics	26,165	21%	27,149	20%	26,303	19%
Low activity (total FTE less than 40%)	4,421	4%	4,519	3%	4,691	3%
Very low activity and inactive contracts	20,730	17%	30,009	22%	30,743	22%
Total	124,627	100%	136,395	100%	140,154	100%

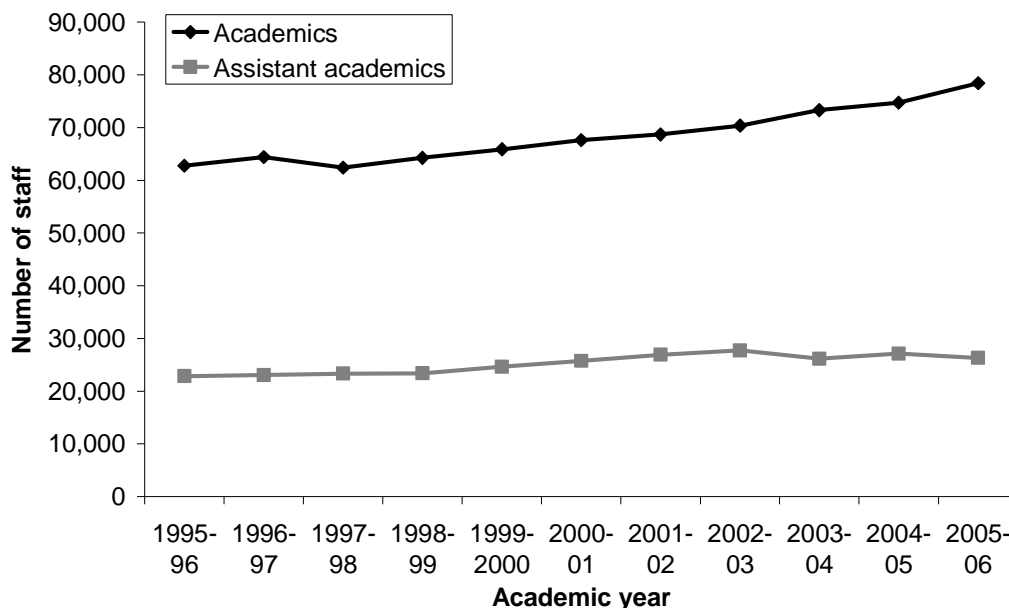
Notes: Contracts equating to an FTE of less than 25 per cent have been excluded from all categories except for 'very low activity and inactive contracts'. 'Inactive contracts' refers to staff with a professional/support contract active on 1 December and an academic contract at some point over the academic year, but not active on 1 December of that academic year. Pop B. Relates to Table 6 of HEFCE 2006/31.

33. Table 3 shows that the growth in the number of staff with academic roles between 2004-05 and 2005-06 follows a substantial increase between 2003-04 and 2004-05. Much of the earlier increase is accounted for by the large increase in numbers of very low activity staff. Numbers of such staff appear to have stabilised in 2005-06 at around 31,000 and it is likely that the increase in 2004-05 was due to differences in the way data were returned by institutions. The 2004-05 academic year was the second time data were collected for this group of staff and so the data for 2004-05 and 2005-06 are likely to be more detailed and accurate than the data returned in 2003-04.

34. The 2006 update of staff employed at HEFCE-funded HEIs reported that numbers of academic staff had been rising continuously since 1997-98 while numbers of Assistant academic staff had stabilised (HEFCE 2006/31, paragraph 24). Figure 1 confirms that these trends continue when we consider 2005-06 data. The number of academic staff

has continued to rise and now approaches 80,000. The number of Assistant academic staff remains relatively stable.

Figure 1 Numbers of academic and assistant academic staff in English HEIs



Notes: Relates to Figure 1 of HEFCE 2006/31. Pop C.

35. When considering staff occupying an academic role we are able to assign them to both a grade and a subject area in which they are active⁵. Later stages of this report present information on academic staff split by these attributes and here we examine them in their own right to provide context for their later use.

Academic staff numbers by grade

36. The profile of staff with academic roles is shown in Table 4 and Figure 2, split by grade.

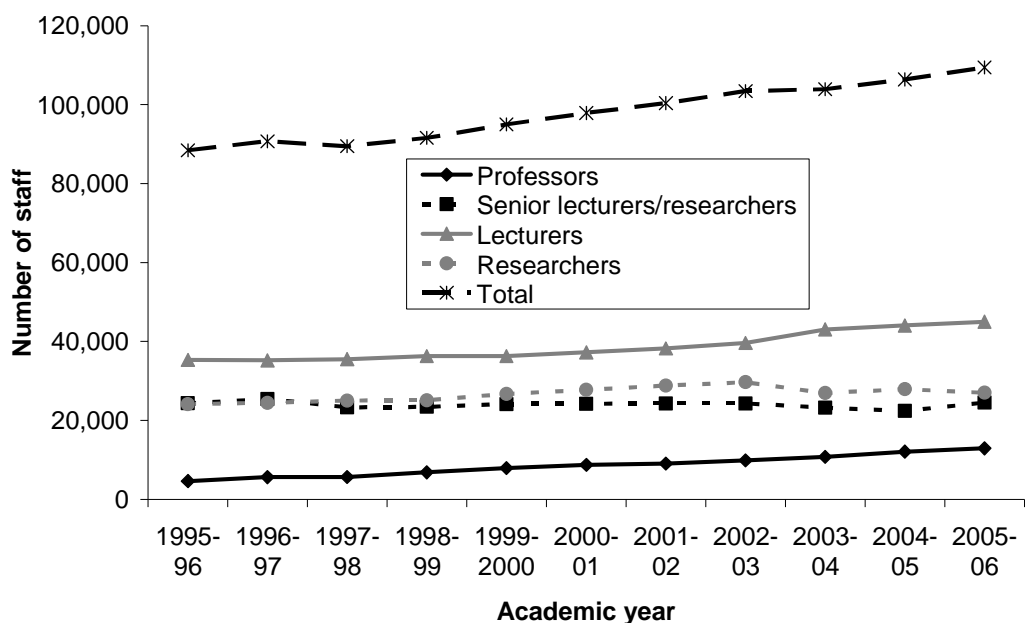
Table 4 Staff in English HEIs with academic roles by grade

Grade	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
Professors	10,747	10%	12,072	11%	12,897	12%
Senior lecturers/researchers	23,197	22%	22,395	21%	24,491	22%
Lecturers	43,036	41%	44,023	41%	45,001	41%
Researchers	26,917	26%	27,896	26%	27,022	25%
Total	103,897	100%	106,386	100%	109,411	100%

Notes: Pop B*.

⁵ See Annex A for discussion of grade allocation. Subject area defined by the subject of the staff's highest qualification.

Figure 2 Staff in English HEIs with academic roles by grade



Notes: Pop B*.

37. Table 4 and Figure 2 show that there has been a steady increase in the numbers of professors and lecturers across the 11-year period. For researchers and senior lecturers the story is more mixed with numbers of varying between 20,000 and 25,000 across the period for these two grades of staff.

Academic staff numbers by subject area

38. Table 5 shows the changes in numbers of academic staff by the subject area of their highest qualification since 2003-04. Most subject areas have continued to experience growth in numbers, with 'Creative arts/design' having the largest increase in numbers at 15 per cent.

39. The subject areas of 'Unknown and combined subjects' and 'Veterinary sciences/agriculture/related subjects' are the only two to show a decline in numbers, although analysis suggests that this decline is slowing. For example, although Unknown and combined subjects staff numbers have declined by 4 per cent between 2003-04 and 2005-06, this subject area saw staff numbers decline by 3 per cent between 2003-04 and 2004-05. The decline between 2004-05 and 2005-06 is less at only 1 per cent.

Table 5 Academic staff by subject area

Subject area				% change 2003-04 to 2005-06
	2003-04	2004-05	2005-06	
Biological sciences	14,277	14,751	15,402	8%
Business/administrative studies	4,961	5,261	5,423	9%
Computer science/librarianship/info science	4,583	4,714	4,800	5%
Creative arts/design	4,642	5,018	5,351	15%
Education	4,600	4,919	5,108	11%
Engineering/technology/building/architecture	8,227	8,308	8,359	2%
Humanities	4,820	4,966	5,239	9%
Languages	5,434	5,543	5,741	6%
Law	2,252	2,259	2,323	3%
Mathematical sciences	3,106	3,178	3,243	4%
Medicine and Dentistry	3,892	3,917	4,210	8%
Physical sciences	9,688	9,870	10,202	5%
Social/political/economic studies	9,979	10,376	10,623	6%
Subjects allied to medicine	8,442	8,806	9,019	7%
Unknown and combined subjects	14,011	13,538	13,402	-4%
Veterinary sciences/agriculture/related subjects	983	962	966	-2%
Total	103,897	106,386	109,411	5%

Notes: Pop B*.

Professional and support staff

40. The number of professional and support staff in English HEIs are shown in Table 6, split by their primary function. The number of such staff has risen by 3 per cent between 2004-05 and 2005-06.

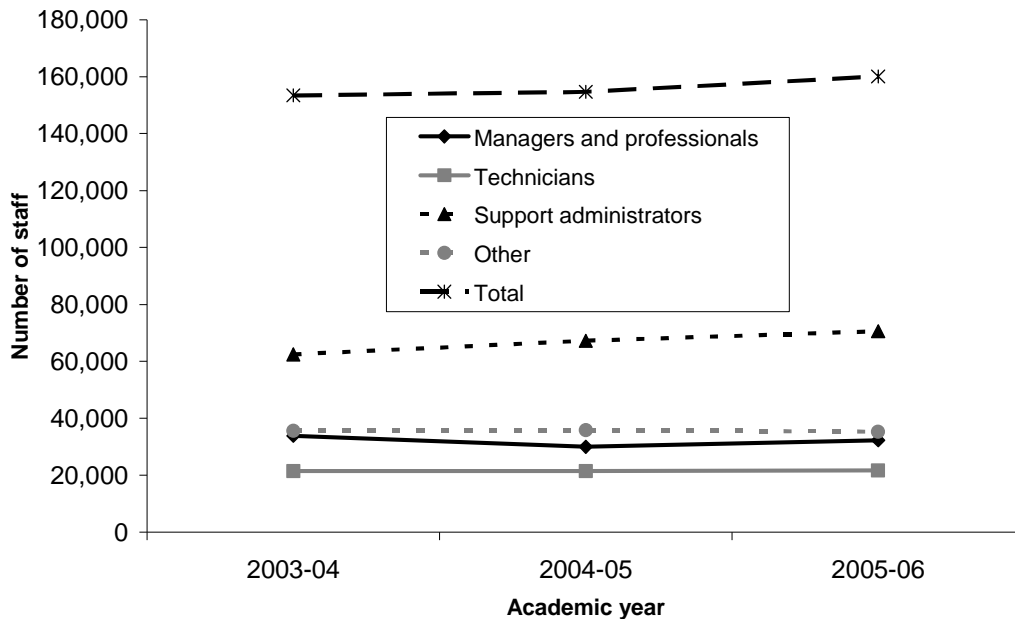
41. Following a fall between 2003-04 and 2004-05, the proportion of managers and professionals rose by one percentage point between 2004-05 and 2005-06. Figure 3 shows that there has been continued growth in the proportion of support administrators. As mentioned earlier, these variations may be due to differences in the way data were returned by HEIs in the different years. It is anticipated that data returned in the more recent collections have a greater level of accuracy.

Table 6 Professional and support staff in English HEIs by primary function

Primary professional/support function	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
Managers and professionals	33,827	22%	30,006	19%	32,344	20%
Technicians	21,464	14%	21,549	14%	21,702	14%
Support administrators	62,469	41%	67,234	43%	70,617	44%
Other	35,641	23%	35,836	23%	35,356	22%
Total	153,401	100%	154,625	100%	160,019	100%

Notes: Pop F. Relates to Table 20 of HEFCE 2006/31.

Figure 3 Professional and support staff in English HEIs by primary function



Notes: Pop F.

Staff numbers by type of institution

42. As in previous reports, we have used institutional data to classify each English higher education institution as one of the following⁶:

- a. Research-orientated university (37 institutions).
- b. Other university (38 institutions).
- c. General college or specialist HEI (56 institutions).

43. In this section we look at the numbers of staff in English HEIs, split by the type of institution.

All staff

44. Table 7 shows that 53 per cent of all staff in English HEIs in 2005-06 were employed at research-orientated universities. The distribution of staff employed at other universities remains consistent in each year and accounts for the smallest proportion of staff (16 per cent).

45. Table 8 shows that the distribution of institutions by total staff FTE remains similar to the distribution seen in 2004-05. The majority of institutions have less than 2,500 but 10 institutions have more than 5,000.

⁶ The categorisation of institution is the same as used in HEFCE 2005/23 and HEFCE 2006/31. It is based upon placing all institutions in order of the amount of research funding received in 2002-03, and the top half of institutions were classified as 'research-orientated'.

46. The median FTE for English institutions has increased by 6 per cent from 1,389 in 2004-05 to 1,467 in 2005-06. This is in excess of the 3 per cent growth in staff numbers in the sector from 2004-05 to 2005-06.

Table 7 Staff in English HEIs by role and type of institution

Type of institution	Role	2003-04		2004-05		2005-06	
		Number of staff	%	Number of staff	%	Number of staff	%
Research-orientated universities	Academic role only	63,457	23%	68,446	24%	69,789	24%
	Professional/support and academic roles	1,355	0%	3,916	1%	4,872	2%
	Professional/support role only	84,071	31%	78,830	28%	79,873	27%
	Total in research-orientated universities	148,883	54%	151,192	53%	154,534	53%
Other universities	Academic role only	20,239	7%	20,322	7%	20,108	7%
	Professional/support and academic roles	401	0%	919	0%	1,018	0%
	Professional/support role only	23,414	9%	24,282	9%	26,104	9%
	Total in other universities	44,054	16%	45,523	16%	47,230	16%
General colleges/specialist HEIs	Academic role only	38,027	14%	41,242	14%	42,517	15%
	Professional/support and academic roles	1,148	0%	1,550	1%	1,850	1%
	Professional/support role only	43,012	16%	45,128	16%	46,302	16%
	Total in general colleges/specialist HEIs	82,187	30%	87,920	31%	90,669	31%
Total		275,124	100%	284,635	100%	292,433	100%

Notes: Pop A.

Table 8 Numbers and total FTE of staff in English HEIs, 2005-06

Type of institution	Number	Number of staff			Total staff FTE		
		Median	Max	Min	Median	Max	Min
Research-orientated universities	37	3,211	10,936	862	2,545	7,285	747
Other universities	38	2,476	4,134	800	1,730	3,168	691
General colleges / specialist HEIs	55	566	9,612	84	413	8,565	69
Total	130	1,959	10,936	84	1,467	8,565	69

Notes: The maximum and minimum numbers of staff and FTEs respectively do not necessarily relate to the same institution. Pop A. Equivalent to Table 5 of HEFCE 2006/31.

Academic staff

47. Table 9 shows the numbers of staff with academic roles, split by their grade and type of institution. It shows few changes in the distribution between 2004-05 and 2005-06. The majority of staff occupying an academic role are employed at a research-orientated university and this proportion remains the same as 2004-05 at 54 per cent.

Table 9 Staff in English HEIs with academic roles by grade and type of institution

Type of institution	Grade	2003-04		2004-05		2005-06	
		Number	%	Number	%	Number	%
Research-orientated universities	Professors Senior lecturers/researchers	6,786	7%	7,756	7%	8,406	8%
	Lecturers	14,161	14%	12,879	12%	14,290	13%
	Researchers	14,757	14%	14,161	13%	14,715	13%
	Researchers	21,446	21%	22,400	21%	21,362	20%
	Total in research-orientated universities	57,150	55%	57,196	54%	58,773	54%
Other universities	Professors Senior lecturers/researchers	2,434	2%	2,598	2%	2,749	3%
	Lecturers	5,924	6%	6,422	6%	6,845	6%
	Researchers	20,848	20%	21,810	21%	22,211	20%
	Researchers	2,285	2%	2,139	2%	2,291	2%
	Total in other universities	31,491	30%	32,969	31%	34,096	31%
General colleges / specialist HEIs	Professors Senior lecturers/researchers	1,527	1%	1,718	2%	1,742	2%
	Lecturers	3,112	3%	3,094	3%	3,356	3%
	Researchers	7,431	7%	8,052	8%	8,075	7%
	Researchers	3,186	3%	3,357	3%	3,369	3%
	Total in general colleges/specialist HEIs	15,256	15%	16,221	15%	16,542	15%
Total		103,897	100%	106,386	100%	109,411	100%

Notes: Pop B*.

48. Table 9 also shows that the proportions of professors and senior lecturers/researchers employed at a research-orientated university, and the proportion of professors employed at other universities have all increased by one percentage point. The proportions of lecturers at each of the three types of institution have all decreased by one percentage point.

49. The distribution of institutions by academic staff numbers and FTE is shown in Table 10. It shows that the distribution remains broadly equivalent to that observed in 2004-05 in terms of both staff numbers and FTE.

Table 10 Numbers and academic FTE of staff in English HEIs with academic roles, 2005-06

Type of institution	Number	Number of staff			Total staff FTE		
		Median	Max	Min	Median	Max	Min
Research-orientated universities	37	1,488	7,763	383	1,119	3,787	335
Other universities	38	1,162	2,041	368	840	1,413	315
General colleges / specialist HEIs	55	239	4,034	35	151	3,629	29
Total	130	904	7,763	35	625	3,787	29

Notes: The maximum and minimum numbers of staff and FTEs respectively do not necessarily relate to the same institution. Pop B. Relates to Table 7 of HEFCE 2006/31.

50. Table 10 shows that the median number of academic staff has increased to 904, from 901 in 2004-05, while the median FTE has increased from 616 to 625. Most institutions have less than 1,200 total FTE academic staff, although there are now 13 institutions with more than 2,000 (compared to 10 in 2004-05).

Professional and support staff

51. The numbers of professional and support staff are shown in Table 11, split by their primary function and type of institution. Once again the distribution of staff in 2005-06 remains similar to that of the previous year.

Table 11 Professional and support staff in English HEIs by primary function and type of institution

Type of institution	Primary professional/support function	2003-04		2004-05		2005-06	
		Number of staff	%	Number of staff	%	Number of staff	%
Research-orientated universities	Managers and professionals	21,221	14%	16,322	11%	17,551	11%
	Technicians	13,074	9%	13,006	8%	12,920	8%
	Support administrators	30,875	20%	33,259	22%	34,359	21%
	Other	20,256	13%	20,159	13%	19,915	12%
	Total in research-orientated universities	85,426	56%	82,746	54%	84,745	53%
Other universities	Managers and professionals	4,758	3%	5,103	3%	5,711	4%
	Technicians	3,088	2%	3,236	2%	3,344	2%
	Support administrators	10,582	7%	11,332	7%	12,716	8%
	Other	5,387	4%	5,530	4%	5,351	3%
	Total in other universities	23,815	16%	25,201	16%	27,122	17%
General colleges / specialist HEIs	Managers and professionals	7,848	5%	8,581	6%	9,082	6%
	Technicians	5,302	3%	5,307	3%	5,438	3%
	Support administrators	21,012	14%	22,643	15%	23,542	15%
	Other	9,998	7%	10,147	7%	10,090	6%
	Total in general colleges/specialist HEIs	44,160	29%	46,678	30%	48,152	30%
Total		153,401	100%	154,625	100%	160,019	100%

Notes: Pop F. The reduction in managers and professionals at research-orientated institutions between 2003-04 and 2004-05 is accounting for because of a change in reporting procedures at a particular HEI.

52. Table 12 shows the distribution of institutions by professional and support staff numbers and FTE. The distribution is similar to that of 2004-05.

Table 12 Numbers and professional/support FTE of professional and support staff in English HEIs

Type of institution	Number	Number of staff			Total staff FTE		
		Median	Max	Min	Median	Max	Min
Research-orientated universities	37	2,023	6,167	480	1,397	3,958	414
Other universities	38	1,258	2,133	432	939	1,788	376
General colleges / specialist HEIs	55	289	5,745	52	216	5,072	45
Total	130	1,011	6,167	52	815	5,072	45

Notes: The maximum and minimum numbers of staff and FTE respectively do not necessarily relate to the same institution. Pop F.

Staff and employment attributes

53. In the following sections we examine trends and profiles of the workforce according to a variety of attributes. We look at the three categories of staff in terms of the following seven characteristics:

- a. Activity.
- b. Age.
- c. Disability.
- d. Ethnicity.
- e. Sex.
- f. Nationality.
- g. Salary.

54. When we consider the overall numbers of staff it is appropriate to first look at all staff in order to provide some context. In terms of these trends and profiles however, we look first at academic staff, followed by professional and support staff. Our analysis of all staff will come last, providing an opportunity to compare and contrast trends and profiles identified in academic and professional and support staff.

Activity profile of the workforce

55. This section of the report focuses on the activity profile of the workforce and the basis on which staff are employed; permanent or non-permanent contracts, low activity (those with a total FTE of less than 40 per cent), full-time or part-time.

Academic staff

56. Table 13 shows the proportion of academic staff split by their grade who are full-time. It shows that the proportions for all grades of staff are relatively stable across the three years.

Table 13 Academic staff by full-time employment

Grade	2003-04		2004-05		2005-06	
	Number of staff	% full-time	Number of staff	% full-time	Number of staff	% full-time
Professors	10,747	92%	12,072	93%	12,897	92%
Senior lecturers/researchers	23,197	91%	22,395	90%	24,491	89%
Lecturers	43,036	74%	44,023	74%	45,001	73%
Researchers	26,917	83%	27,896	86%	27,022	86%
Total	103,897	82%	106,386	83%	109,411	82%

Notes: Pop B*.

57. The proportion of academic staff who are low activity⁷ is shown in Table 14. It shows that there has been a slight increase in the proportion of higher grades (professor or senior lecturer) who hold low-activity contracts (ie working the equivalent of two or less days a week) with the proportions in the lower grades remaining relatively stable.

Table 14 Proportion of academic staff that is low activity

Grade	2003-04		2004-05		2005-06	
	Number of staff	% low activity	Number of staff	% low activity	Number of staff	% low activity
Professors	10,747	1.9%	12,072	2.0%	12,897	2.4%
Senior lecturers and researchers	23,197	1.6%	22,395	1.8%	24,491	1.9%
Lecturers	43,036	7.2%	44,023	7.1%	45,001	7.1%
Researchers	26,917	2.8%	27,896	2.7%	27,022	2.7%
Total	103,897	4.3%	106,386	4.2%	109,411	4.3%

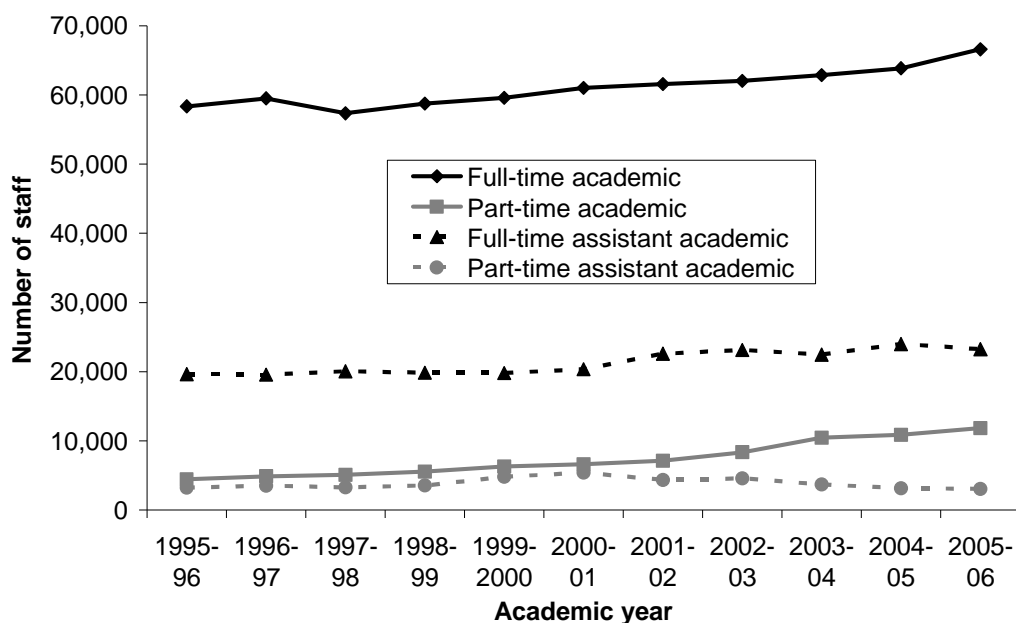
Notes: Pop B*.

58. It is possible or even likely that low-activity staff will have individual and unusual profiles in terms of their mode of employment, contract terms and so on. For this reason, given that the number and proportions of such staff are small, we have excluded them from the analysis presented in the following tables.

59. Figure 4 shows how the numbers of full-time and part-time academic and assistant academic staff has varied over the 11-year period studied. The only group of staff that has seen a decline in recent years are those on part-time contracts at assistant academic grades.

⁷ In other words, those staff that are returned on a contract of less than 40 per cent FTE.

Figure 4 Numbers of full-time and part-time academic and assistant academic staff



Notes: Pop C.

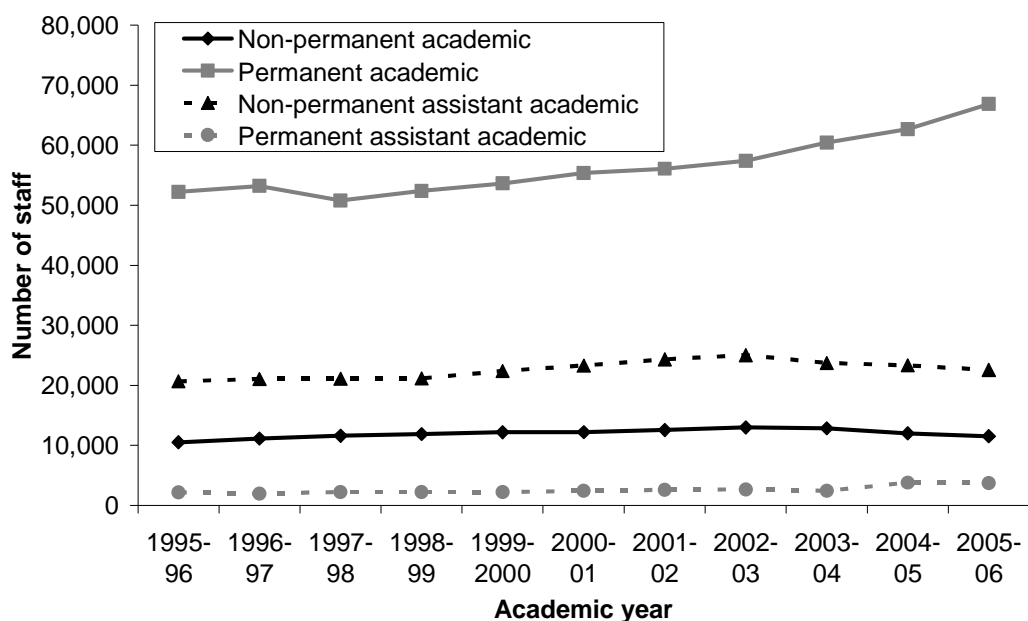
60. Table 15 shows the trends in staff holding permanent and non-permanent contracts between 2003-04 and 2005-06. Figure 5 provides an extended time series of these trends for 1995-96 through to 2005-06. The series shows that there has been a recent decline in the numbers of staff (for both academic and assistant-academic) who are holding non-permanent contracts with institutions.

Table 15 Numbers and FTE of academic and assistant academic staff by type of contract

Grade	Contract	2003-04		2004-05		2005-06	
		Number (%)	FTE (%)	Number (%)	FTE (%)	Number (%)	FTE (%)
Academic	Non-permanent	12,841 13%	10,673 12%	12,032 12%	9,862 11%	11,533 11%	9,318 10%
	Permanent	60,470 61%	57,187 63%	62,686 62%	59,160 64%	66,884 64%	62,850 66%
Assistant Academic	Non-permanent	23,725 24%	20,822 23%	23,349 23%	20,525 22%	22,573 22%	19,711 21%
	Permanent	2,440 2%	2,225 2%	3,800 4%	3,554 4%	3,730 4%	3,453 4%
Total		99,476 100%	90,906 100%	101,867 100%	93,101 100%	104,720 100%	95,331 100%

Notes: The FTE figures are obtained by summing academic contracts over all staff included in this table. Pop C. Relates to Table 8 of HEFCE 2006/31.

Figure 5 Numbers of academic staff by grade and type of contract



Notes: Relates to Figure 4 of HEFCE 2006/31. Pop C.

61. Table 16 shows that the proportions of staff on permanent contracts are high among academic staff (ie those on lecturer grades or above). These proportions are seen to increase each year, and in 2005-06 ranged from 81 per cent for lecturers to 93 per cent for professors.

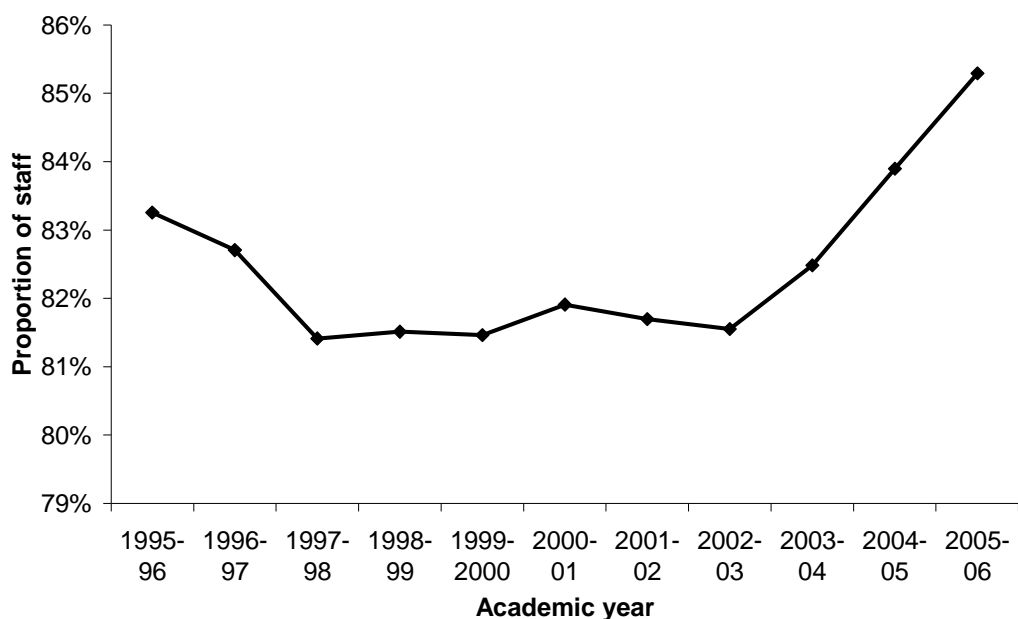
Table 16 Academic staff by type of contract

Grade	2003-04		2004-05		2005-06	
	Number of staff	% on permanent contracts	Number of staff	% on permanent contracts	Number of staff	% on permanent contracts
Professors	10,540	90%	11,827	93%	12,589	93%
Senior lecturers /researchers	22,816	86%	21,984	88%	24,019	89%
Lecturers	39,955	78%	40,907	79%	41,809	81%
Researchers	26,165	9%	27,149	14%	26,303	14%
Total	99,476	63%	101,867	65%	104,720	67%

Notes: Pop C.

62. Figure 6 shows that the overall proportion of academic staff that hold a permanent contract has increased by one percentage point between 2004-05 and 2005-06, to 85 per cent in 2005-06.

Figure 6 Proportion of academic staff that are permanent



Notes: Relates to Figure 2 of HEFCE 2006/31. Pop C.

63. Following an increase of five percentage points between 2003-04 and 2004-05, Table 16 shows that the proportion of researchers (or assistant academic staff) that hold a permanent contract remained at 14 per cent in 2005-06. Clearly this proportion is substantially lower than observed for academic staff and suggests that the profiles and distributions of assistant academic and academic staff are very different.

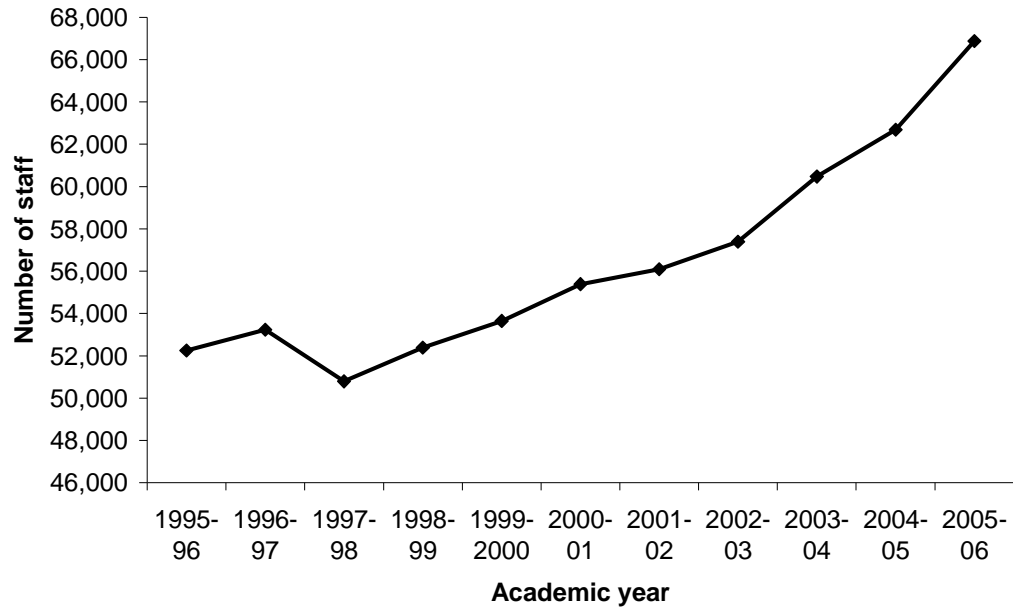
64. Due to the nature of non-permanent contracts it is possible or even likely that these staff will have different profiles to permanent staff, with non-permanent staff displaying more atypical attributes and characteristics.

65. For these reasons, further analysis of academic staff by this report is based on a re-defined population. Unless otherwise stated, this document now presents information on academic staff holding a permanent contract of at least 40 per cent FTE when it considers staff occupying an academic role. This population is similar to that used in HEFCE 2006/31⁸ and enables us to update the results found in this report to include 2005-06.

66. Figure 7 shows that the number of permanent academic staff continues to rise and is approaching 70,000.

⁸ The population of permanent academic staff used in HEFCE 2006/31 excluded medicine and dentistry staff. These staff are included in the results presented in this update.

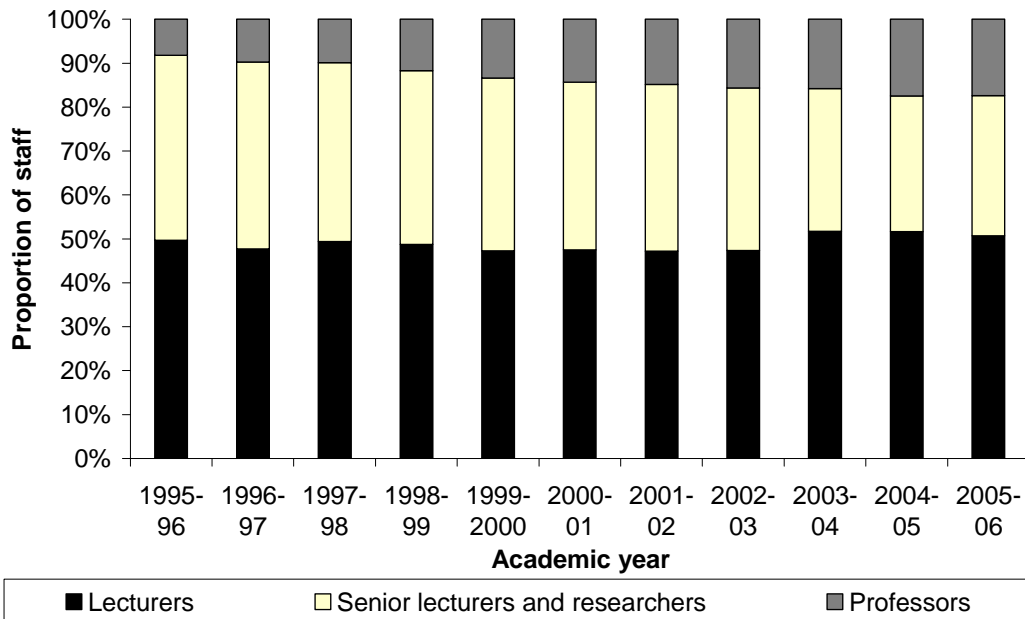
Figure 7 Numbers of permanent academic staff, 1995-96 to 2005-06



Notes: Relates to Figure 4 of HEFCE 2006/31. Pop D.

67. Figure 8 shows the proportion of permanent academic staff split by grade. It shows that there has been a steadily increasing proportion of professors in the permanent academic staff from 1995-96 through to 2005-06.

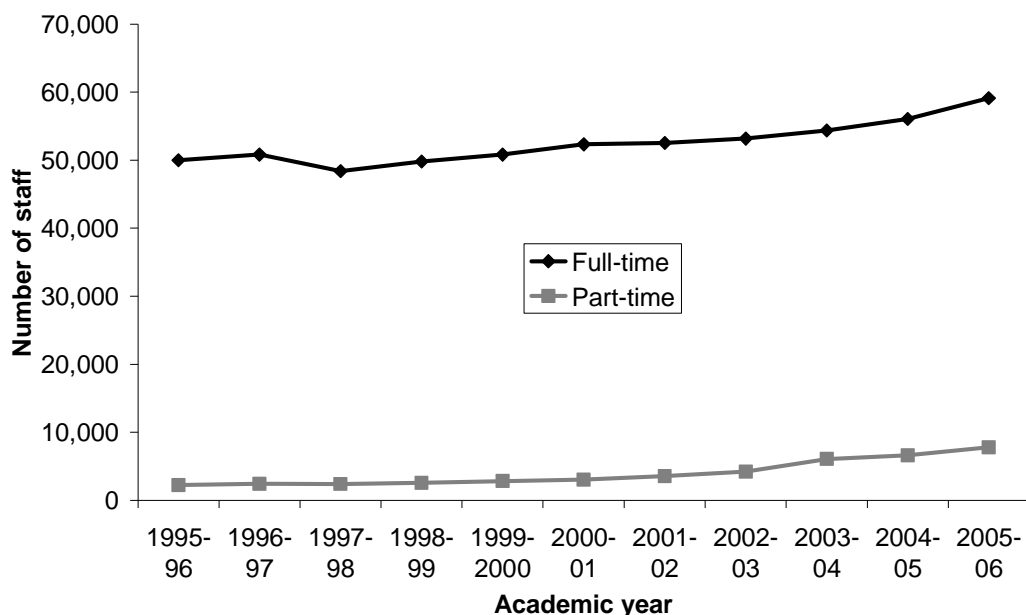
Figure 8 Grade distribution of permanent academic staff



Notes: Relates to Figure 7 of HEFCE 2006/31. Pop D.

68. Figure 9 shows that the numbers of full-time and part-time permanent academic staff have both been steadily increasing since 2000-01.

Figure 9 Numbers of full-time and part-time permanent academic staff



Notes: Relates to Figure 5 of HEFCE 2006/31. Pop D.

Professional and support staff

69. Table 17 shows the profile of professional and support staff split by mode of employment. It shows that the profile in 2005-06 remained broadly similar to that observed in 2004-05, with 64 per cent of staff being employed full-time.

Table 17 Professional and support staff by mode of employment

Mode of employment	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
Full-time	96,091	63%	99,539	64%	102,103	64%
Part-time	36,310	24%	36,649	24%	37,543	23%
Low activity	21,000	14%	18,437	12%	20,373	13%
Total	153,401	100%	154,625	100%	160,019	100%

70. In Table 18 and Table 19 we look at the proportions of professional and support staff that are full-time and low activity respectively, within each primary function group.

71. Table 18 shows that 'Technicians' remains the group of professional and support staff with the highest proportion working full-time. This figure has fallen one percentage point from 83 per cent in 2004-05 to 82 per cent in 2005-06.

72. Rates of full-time working among the 'Managers and professionals' group are difficult to interpret and further illustrate the differences in the HESA returns of professional and support staff data since 2003-04.

Table 18 Proportion of professional and support staff that is full-time

Primary professional/support function	2003-04		2004-05		2005-06	
	Number of staff	% full-time	Number of staff	% full-time	Number of staff	% full-time
Managers and professionals	33,827	69%	30,006	82%	32,344	78%
Technicians	21,464	83%	21,549	83%	21,702	82%
Support administrators	62,469	63%	67,234	62%	70,617	61%
Other	35,641	44%	35,836	44%	35,356	45%
Total	153,401	63%	154,625	64%	160,019	64%

Notes: Pop F. Relates to Table 21 of HEFCE 2006/31.

73. Table 19 shows that in 2005-06 13 per cent of professional and support staff were returned with a total FTE of less than 40 per cent and are therefore classified as low activity. The highest proportion of such staff exists within the 'Other' group, at 19 per cent, compared with the lowest at 5 per cent for technicians.

Table 19 Professional and support staff by low activity employment

Primary professional/support function	2003-04		2004-05		2005-06	
	Number of staff	% who are low activity	Number of staff	% who are low activity	Number of staff	% who are low activity
Managers and professionals	33,827	20%	30,006	6%	32,344	10%
Technicians	21,464	4%	21,549	4%	21,702	5%
Support administrators	62,469	10%	67,234	13%	70,617	13%
Other	35,641	20%	35,836	20%	35,356	19%
Total	153,401	14%	154,625	12%	160,019	13%

Notes: Pop F.

74. Unless otherwise stated, further analysis of professional and support staff excludes low activity staff.

75. The proportions of professional and support staff on permanent contracts are shown in Table 20 split by primary function. It shows that the highest proportion is found in the Other group, at 93 per cent in 2005-06. The proportion of Technicians on permanent contracts remains the lowest but continues to increase, to 79 per cent in 2005-06.

Table 20 Professional and support staff by type of contract

Primary professional/support function	2003-04		2004-05		2005-06	
	Number of staff	% on permanent contracts	Number of staff	% on permanent contracts	Number of staff	% on permanent contracts
Managers and professionals	27,093	80%	28,246	81%	29,181	83%
Technicians	20,672	75%	20,628	76%	20,699	79%
Support administrators	56,099	82%	58,765	81%	61,207	83%
Other	28,537	93%	28,549	92%	28,559	93%
Total	132,401	83%	136,188	83%	139,646	84%

Notes: Low-activity staff excluded. Pop G. Relates to Table 22 of HEFCE 2006/31.

All staff

76. Table 21 shows that the majority of staff in English HEIs in 2005-06 are employed on a full-time basis (65 per cent). The number of low-activity staff has increased in excess of the growth in staff numbers in the sector, rising 4 per cent between 2004-05 and 2005-06.

Table 21 Staff employed in English HEIs by mode of employment

Mode of employment	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
Full-time	180,675	66%	186,031	65%	190,213	65%
Part-time	36,310	13%	36,649	13%	37,543	13%
Low activity	58,139	21%	61,955	22%	64,677	22%
Total	275,124	100%	284,635	100%	292,433	100%

Notes: Pop A.

77. The proportions of staff on permanent contracts are shown in Table 22, split by mode of employment. It shows that staff employed on a part-time basis have the highest rates of permanent working; in 2005-06 80 per cent of part-time staff held permanent contracts. The proportions are significantly lower for low-activity staff.

Table 22 Proportion of staff on permanent contracts by mode of employment

Mode of employment	% on permanent contracts		
	2003-04	2004-05	2005-06
Full-time	76%	76%	78%
Part-time	79%	77%	80%
Low activity	37%	35%	38%
Total	68%	68%	69%

Notes: Pop A.

78. We also consider the proportions of staff on permanent contracts, split by the type of higher education institution. This information is shown in Table 23. We see that research-orientated universities have a below average rate of permanent working; 66 per

cent of staff in such HEIs in 2005-06 held permanent contracts, whilst the average proportion was 69 per cent.

Table 23 Proportion of staff on permanent contracts by type of institution

Type of institution	% on permanent contracts		
	2003-04	2004-05	2005-06
Research-orientated universities	64%	64%	66%
Other universities	77%	75%	76%
General colleges / specialist HEIs	66%	66%	68%
Total	68%	68%	69%

Notes: Pop A.

Age profile of the workforce

79. The 2002 report 'Academic staff: trends and projections' (HEFCE 2002/43) sought to determine whether the age profile of academic staff was such that an increasing number would be reaching retirement age. At the time the UK academic labour force had a high proportion of staff aged over 50, and it was the proportion of staff falling into this age group that was of interest. This age group remained the focus of the 2005 report 'Staff employed at HEFCE-funded HEIs: Trends, profiles and projections' (HEFCE 2005/23) and its update HEFCE 2006/31.

80. Although HEFCE 2002/43 identified an increase in the proportion of staff aged over 50 between 1995-96 and 2000-01, the later reports showed that in 2003-04 and 2004-05 this proportion remained about the same as in 2000-01. Analysis for this report has shown that in general the age profile remains broadly similar to that seen in 2004-05, which in turn were similar to those of 2003-04. While the change in the proportion of staff aged over 50 has been found to be minimal, changes in the proportion of staff aged over 60 are felt to be of greater interest and, as such, it is this proportion that is discussed in the following paragraphs.

Academic staff

81. Table 24 shows the trend in age of academic staff between 2003-04 and 2005-06. It shows that there is relative stability at a sector level in the proportions of staff at different age brackets.

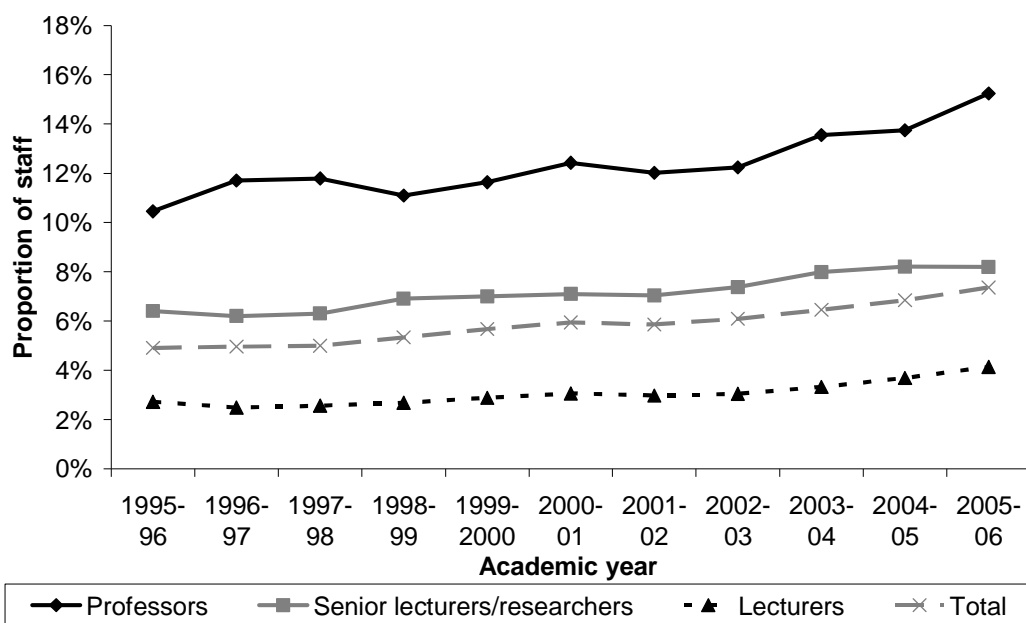
Table 24 Permanent academic staff by age

Age Group	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
Below 30	1,224	2%	1,359	2%	1,451	2%
30 to 39	13,208	22%	13,418	21%	14,227	21%
40 to 49	20,825	34%	21,813	35%	23,668	35%
50 to 59	21,309	35%	21,806	35%	22,610	34%
60 and over	3,904	6%	4,290	7%	4,928	7%
Total	60,470	100%	62,686	100%	66,884	100%

Notes: Pop D.

82. Figure 10 shows the trend in the proportion of staff aged 60 or over by academic grade. It shows that there has been a rise in the proportion of professors aged 60 and over since 2002-03, to around 15 per cent. A similar rise is also seen in the proportion of lecturers who are aged 60 or over but the actual proportion of staff is at a much lower level (2 to 4 per cent).

Figure 10 Proportion of permanent academic staff aged 60 and over by grade



Notes: Relates to Figure 9 of HEFCE 2006/31. Pop D.

83. Table 25 shows the proportion of academic staff aged 60 or over split by the subject of the staff highest qualification for 2003-04 to 2005-06. It shows that those holding mathematical sciences qualifications have the highest level of staff aged 60 or over at 12 per cent in 2005-06.

Table 25 Proportion of permanent academic staff aged 60 and over by subject area

Subject area	2003-04		2004-05		2005-06	
	Number of staff	% 60 and over	Number of staff	% 60 and over	Number of staff	% 60 and over
Biological sciences	5,874	6%	6,215	7%	6,793	7%
Business/administrative studies	3,850	5%	4,115	5%	4,296	6%
Computer science/librarianship/info science	3,039	3%	3,110	4%	3,283	4%
Creative arts/design	3,593	5%	3,780	6%	4,080	6%
Education	3,529	4%	3,856	5%	4,114	6%
Engineering/technology/building/architecture	4,882	7%	4,885	8%	5,041	8%
Humanities	3,302	9%	3,440	9%	3,692	9%
Languages	3,945	8%	4,044	9%	4,346	9%
Law	1,867	4%	1,863	5%	1,955	6%
Mathematical sciences	1,966	11%	2,001	12%	2,083	12%
Medicine and Dentistry	1,761	9%	1,771	9%	2,005	9%
Physical sciences	4,687	11%	4,757	10%	5,081	10%
Social/political/economic studies	6,826	6%	7,145	7%	7,546	8%
Subjects allied to medicine	5,149	3%	5,507	3%	5,808	4%
Unknown and combined subjects	5,652	7%	5,630	7%	6,174	7%
Veterinary sciences/agriculture/related subjects	548	7%	567	6%	587	7%
Total	60,470	6%	62,686	7%	66,884	7%

Notes: Relates to Table 11 of HEFCE 2006/31. Pop D.

Professional and support staff

84. The age profile of professional and support staff remains broadly similar to that seen in 2004-05 and Other remains the group with the oldest age profile.

85. Table 26 shows the mean and median ages for staff within each primary function. The lowest median age is found among support administrators, at 40. It also shows the proportion of staff in each primary function group who are aged 60 or over. Analysis has shown that these proportions are relatively constant from 2003-04 to 2005-06. The highest proportion is in the category Other at 13 per cent. Technicians and Managers and professionals are the groups with the lowest proportion, both at 4 per cent.

Table 26 Professional and support staff by age, 2005-06

Primary professional/support function	Number of staff	Number with known age	Mean age (years)	Median age (years)	% aged 60 or over
Managers and professionals	29,181	29,176	43	43	4%
Technicians	20,699	20,693	42	42	6%
Support administrators	61,207	61,192	40	40	4%
Other	28,559	28,551	46	47	13%
Total	139,646	139,612	42	42	6%

Notes: Low-activity staff excluded. Pop G. Relates to Table 23 of HEFCE 2006/31.

All staff

86. The age profile of staff in English HEIs is shown in Table 27. It shows that the profile remains consistent from 2003-04 to 2005-06 and that the majority of staff fall between the ages of 30 and 60. In each year the mean and median ages are 43.

Table 27 Staff in English HEIs by age

Age group	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
Below 30	42,806	16%	44,728	16%	46,887	16%
30 to 39	71,483	26%	73,472	26%	74,981	26%
40 to 49	71,912	26%	74,784	26%	77,175	26%
50 to 59	68,979	25%	70,847	25%	71,914	25%
60 and over	17,731	6%	19,656	7%	20,934	7%
Total with known age	272,911	100%	283,487	100%	291,891	100%
Age unknown	2,213		1,148		542	
Total	275,124		284,635		292,433	

Notes: Pop A.

87. From Table 27 we see that in 2005-06 7 per cent of staff in English HEIs are aged 60 or over and in Table 28 we look at the proportions of staff aged 60 or over by mode of employment. It shows that the highest proportions exist among low-activity staff; 12 per cent in 2005-06.

Table 28 Proportion of staff aged 60 or over by mode of employment

Mode of employment	% aged 60 or over		
	2003-04	2004-05	2005-06
Full-time	5%	5%	5%
Part-time	9%	9%	9%
Low activity	11%	12%	12%
Total	6%	7%	7%

Notes: Pop A.

Disability profile of the workforce

88. In terms of their disability status, staff are returned on the HESA staff record in one of three ways:

- a. Not known to be disabled.
- b. Declared disabled.
- c. Information not provided.

A staff's disability status is recorded on the basis of the staff member's own self-assessment.

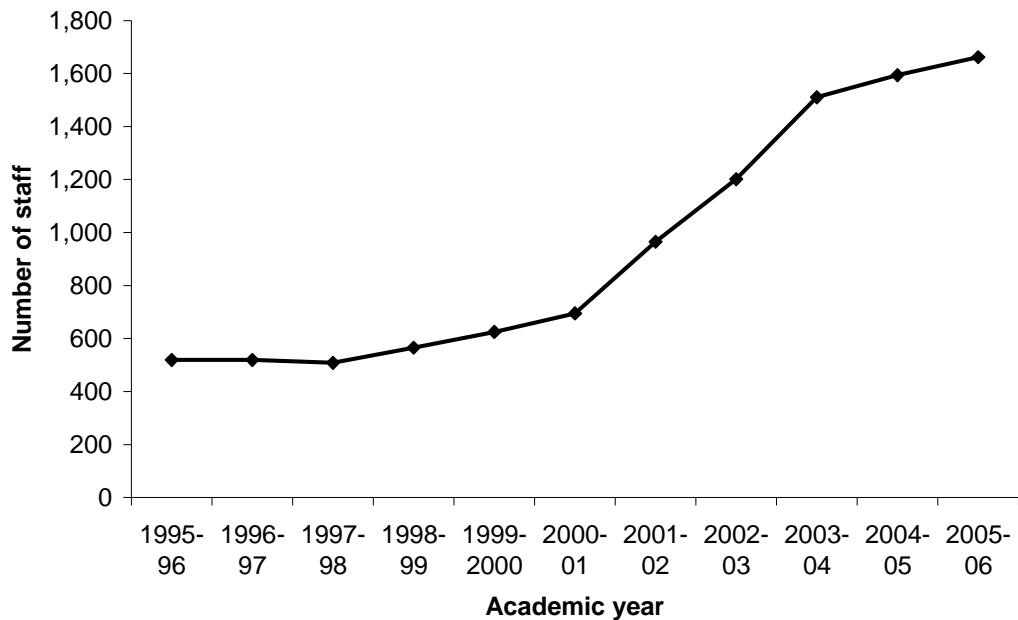
89. In this section of the report we look at the number of staff returned in each status, with a focus on the proportion of staff declared disabled. Percentages are shown to one decimal place because of the small numbers of staff returned in this manner.

90. This information has not been analysed in previous reports.

Academic staff

91. Figure 11 shows the trend in the number of permanent academic that are declared disabled. It shows a rapid increase in the number of staff reported as declared disabled between 2000-01 and 2003-04. It is unclear whether this is due to improved reporting methods or an actual increase in the number of declared disabled staff in the sector during this period.

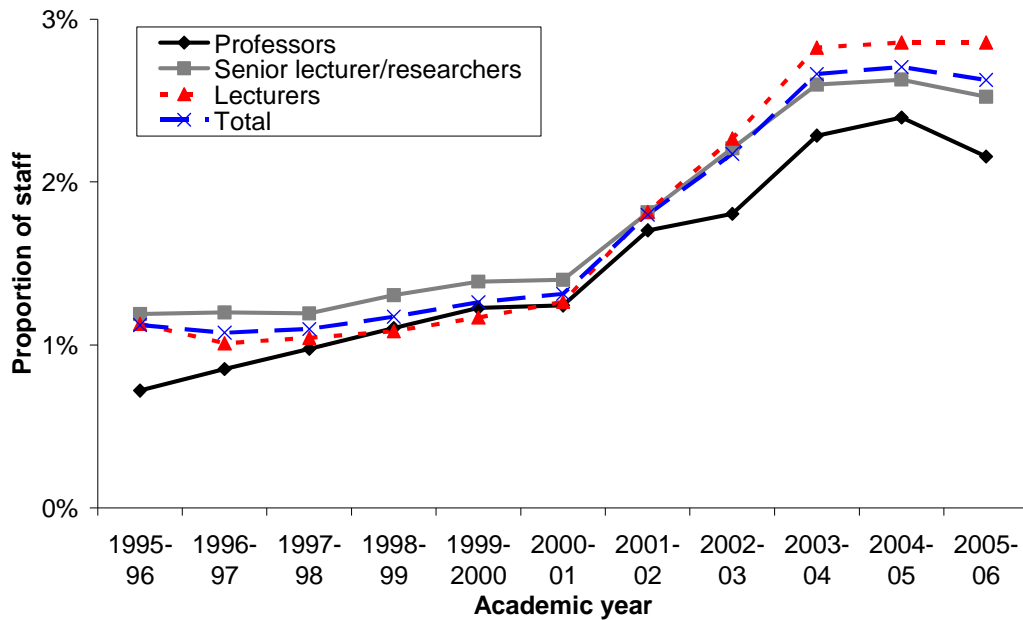
Figure 11 Number of permanent academic staff declared disabled



Notes: Pop D.

92. Figure 12 shows the proportion of permanent academic staff declared disabled, split by grade. It shows that there are broadly similar proportions of staff who are declared disabled in each of the grades and that the pattern of change between 1995-96 and 2005-06 is similar for each grade of academic staff.

Figure 12 Proportion of permanent academic staff that are declared disabled by grade



Notes: Proportions declared disabled are the proportion of the total number of staff with known disability status. Pop D.

93. Table 29 shows the proportion of permanent academic staff declared disabled, split by the subject area of their highest qualification for 2003-04 to 2005-06. It shows that all the subject areas have between around 1.5 per cent and 3.5 per cent of staff who have a declared disability.

Table 29 Permanent academic staff by disability status and subject area

Grade	2003-04		2004-05		2005-06	
	Number of staff	% declared disabled	Number of staff	% declared disabled	Number of staff	% declared disabled
Biological sciences	5,553	2.4%	5,825	2.4%	6,431	2.4%
Business/administrative studies	3,647	3.0%	3,923	3.0%	4,092	3.1%
Computer science/librarianship/info science	2,897	2.3%	2,984	2.6%	3,148	2.6%
Creative arts/design	3,169	2.5%	3,578	2.6%	3,854	2.5%
Education	3,201	3.0%	3,576	2.9%	3,812	3.2%
Engineering	4,704	2.1%	4,691	2.2%	4,856	2.0%
Humanities	3,061	3.2%	3,219	3.0%	3,478	3.2%
Languages	3,700	2.3%	3,828	2.4%	4,122	2.3%
Law	1,760	3.1%	1,758	3.0%	1,861	3.5%
Mathematical sciences	1,870	2.7%	1,908	2.7%	1,987	2.3%
Medicine and Dentistry	1,714	2.0%	1,670	2.3%	1,910	2.0%
Physical sciences	4,428	2.2%	4,473	2.2%	4,796	1.9%
Social/political/economic studies	6,437	3.0%	6,768	3.3%	7,150	3.0%
Subjects allied to medicine	4,911	3.5%	5,243	3.3%	5,567	3.1%
Unknown and combined subjects	5,146	2.5%	4,944	2.7%	5,670	2.5%
Veterinary sciences/agriculture/related subjects	495	2.2%	522	1.5%	548	1.5%
Total with known disability status	56,693	2.7%	58,910	2.7%	63,282	2.6%
Not known/not given	3,777		3,776		3,602	
Total	60,470		62,686		66,884	

Notes: Proportions declared disabled are the proportion of the total number of staff with known disability status. Pop D

Professional and support staff

94. In 2003-04 there were 3,540 professional and support staff with a declared disability which rose to around 3,748 in 2005-06 (3,730 in 2004-05). However, the continued rise in numbers is not reflected in the proportions of professional and support staff that are declared disabled. These proportions are shown in Table 30, split by primary function. We see that in each year this proportion is highest among Technicians. The group with the lowest proportion is that of Managers and professionals.

Table 30 Professional and support staff by disability status

Primary professional/support function	2003-04		2004-05		2005-06	
	Number of staff	% declared disabled	Number of staff	% declared disabled	Number of staff	% declared disabled
Managers and professionals	25,300	2.5%	25,721	2.7%	27,626	2.5%
Technicians	18,711	3.6%	18,406	3.7%	18,954	3.6%
Support administrators	51,760	2.8%	54,092	2.9%	56,921	2.8%
Other	24,872	3.2%	25,455	3.2%	25,709	3.0%
Total with known disability status	120,643	2.9%	123,674	3.0%	129,210	2.9%
Not known/not given	11,758		12,514		10,436	
Total	132,401		136,188		139,646	

Notes: Low-activity staff excluded. Pop G.

All staff

95. Table 31 shows the numbers and proportions of staff in English HEIs that are declared disabled for the period 2003-04 through to 2005-06.

Table 31 Proportions of staff declared disabled

Academic year	Number of staff	Number with known disability status	Number with declared disability	% with declared disability
2003-04	275,124	247,139	6,404	2.6%
2004-05	284,635	255,722	6,783	2.7%
2005-06	292,433	267,762	6,941	2.6%

Notes: Pop A.

96. For 2005-06 we see a further rise in the number of staff returned with a declared disability, to 6,941. However, this continued rise is not reflected when we consider the proportions of staff returned in this manner. Following a rise in 2004-05 to 2.65 per cent, this figure then returns to the 2003-04 figure of 2.59 per cent in 2005-06.

97. Table 32 shows the proportion of staff declared disabled, split by mode of employment. In 2005-06 this proportion ranges from 2.4 per cent among low-activity staff to 2.9 per cent among those working part-time.

Table 32 Proportion of staff with declared disability, by mode of employment

Mode of employment	% with declared disability		
	2003-04	2004-05	2005-06
Full-time	2.6%	2.7%	2.6%
Part-time	2.9%	3.0%	2.9%
Low activity	2.2%	2.2%	2.4%
Total	2.6%	2.7%	2.6%

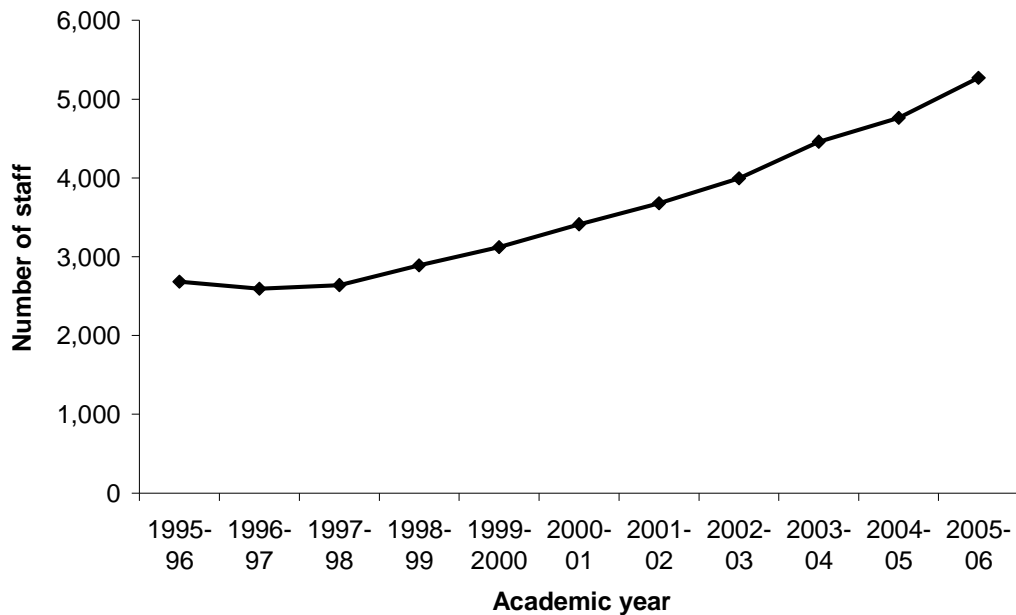
Notes: Pop A.

Ethnicity profile of the workforce

Academic staff

98. Figure 13 shows the trend in the number of permanent academic staff from a non-white ethnic background between 1995-96 and 2005-06. It shows that since 1997-98 there has been a steady increase in the number of staff from a non-white ethnic background.

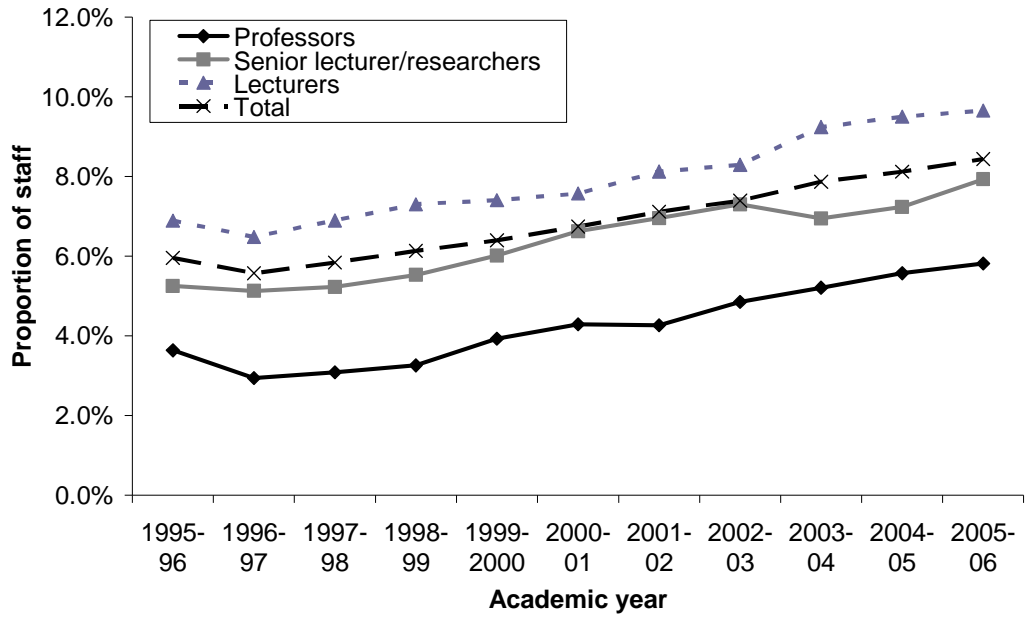
Figure 13 Number of permanent academic staff from a non-white ethnic background



Notes: Pop D

99. Figure 14 shows the proportion of permanent academic staff from a non-white ethnic background split by grade for the 11-year period between 1995-96 and 2005-06. It shows that there has been an increase in the proportion from a non-white ethnic background at all levels of academic grade across the period. It also shows that the lowest proportion of staff from a non-white ethnic background is at the professional grade.

Figure 14 Proportion of permanent academic staff from a non-white ethnic background by grade



Notes: Proportions that are non-white are the proportion of the total number of staff with known ethnic background. Pop D.

100. Table 33 shows the proportion of permanent academic who are from a non-white ethnic background, split by the subject of the highest qualification of the staff member. It shows that engineering, computer science, medicine and dentistry, and business studies have the highest levels of staff from a non-white ethnic background.

Table 33 Permanent academic staff by ethnic background and subject area

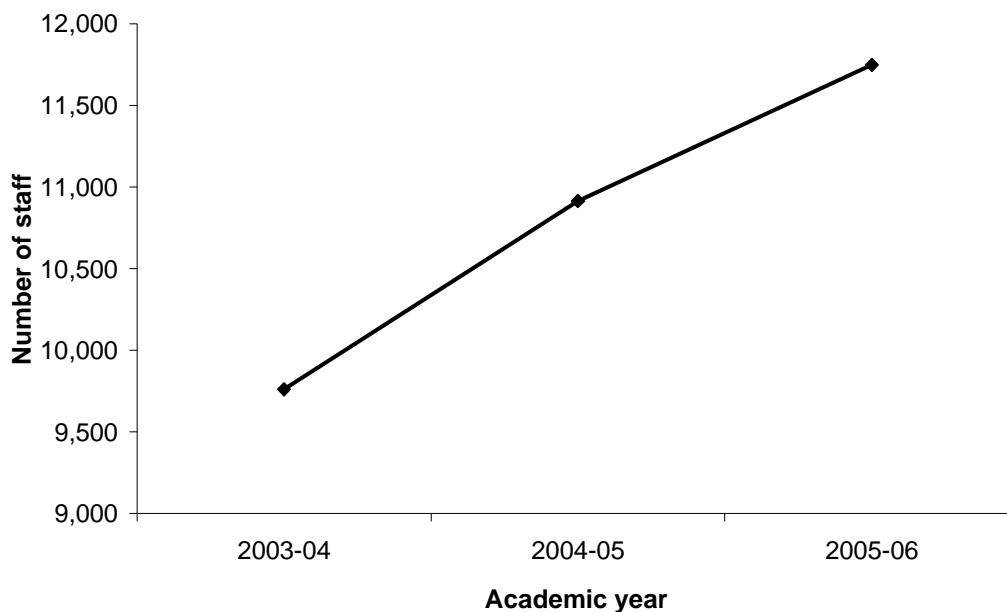
Grade	2003-04		2004-05		2005-06	
	Number of staff	% non-white ethnic group	Number of staff	% non-white ethnic group	Number of staff	% non-white ethnic group
Biological sciences	5,551	5.2%	5,885	5.3%	6,433	5.8%
Business/administrative studies	3,695	10.3%	3,948	11.0%	4,102	11.5%
Computer science/librarianship/info science	2,878	11.9%	2,948	11.8%	3,116	12.1%
Creative arts/design	3,347	4.0%	3,544	4.2%	3,824	4.1%
Education	3,417	4.4%	3,708	4.6%	3,935	5.0%
Engineering	4,603	15.0%	4,618	15.8%	4,740	16.9%
Humanities	3,058	4.3%	3,180	4.8%	3,422	5.3%
Languages	3,648	5.6%	3,749	6.0%	3,998	5.8%
Law	1,727	7.8%	1,730	8.8%	1,819	9.2%
Mathematical sciences	1,831	6.2%	1,874	7.8%	1,946	8.0%
Medicine and Dentistry	1,605	10.0%	1,624	10.3%	1,833	11.3%
Physical sciences	4,348	4.9%	4,403	5.2%	4,671	5.4%
Social/political/economic studies	6,400	8.5%	6,702	8.6%	7,064	8.8%
Subjects allied to medicine	4,920	8.8%	5,258	8.9%	5,551	9.3%
Unknown and combined subjects	5,121	10.0%	4,918	9.7%	5,424	9.7%
Veterinary sciences/agriculture related subjects	528	3.8%	542	4.2%	566	5.1%
Total with known ethnic background	56,677	7.9%	58,631	8.1%	62,444	8.4%
Not known/not given	3,793		4,055		4,440	
Total	60,470		62,686		66,884	

Notes: Proportions that are non-white are the proportion of the total number of staff with known ethnic background. Pop D.

Professional and support staff

101. Figure 15 and Table 34 show that the number of professional and support staff whose ethnic background is returned as being non-white continued to rise steadily between 2003-04 and 2005-06. In 2005-06 11,749 were returned as being from a non-white ethnic background; a rise of 8 per cent on 2004-05.

Figure 15 Number of professional and support staff from a non-white ethnic background



Notes: Low-activity staff excluded. Pop G.

102. Table 34 shows the proportions of professional and support staff from a non-white ethnic background, with the highest proportion in 2005-06 being Technicians and 'Other', both at around 10 per cent. Managers and professionals is the group with the highest proportion of white staff, at 93 per cent.

Table 34 Professional and support staff by ethnicity

Primary professional/support function	2003-04		2004-05		2005-06	
	Number of staff	% non-white ethnic group	Number of staff	% non-white ethnic group	Number of staff	% non-white ethnic group
Managers and professionals	25,486	6.2%	26,741	6.4%	27,659	6.7%
Technicians	18,324	9.2%	18,525	9.7%	18,600	10.0%
Support administrators	52,700	8.1%	55,459	8.9%	57,656	9.5%
Other	25,029	8.8%	25,264	9.7%	25,332	10.2%
Total with known ethnicity	121,539	8.0%	125,989	8.7%	129,247	9.1%
Not known/not given	10,862		10,199		10,399	
Total	132,401		136,188		139,646	

Notes: Low-activity staff excluded. Pop G. Relates to Table 25 of HEFCE 2006/31.

All staff

103. The ethnicity profile of staff in English HEIs is shown in Table 35 and in 2005-06 remains broadly similar to that seen in 2004-05.

Table 35 Staff in English HEIs by ethnicity

Ethnicity	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
Asian/Asian British	9,342	3.8%	10,170	4.0%	10,896	4.1%
Black/Black British	5,383	2.2%	5,828	2.3%	6,135	2.3%
Chinese	4,388	1.8%	4,795	1.9%	5,115	1.9%
Mixed and other ethnic backgrounds	4,869	2.0%	5,344	2.1%	5,732	2.2%
White	220,468	90.2%	229,439	89.8%	235,387	89.4%
Total with known ethnicity	244,450	100%	255,576	100%	263,265	100%
Not known/not given	30,674		29,059		29,168	
Total	275,124		284,635		292,433	

Notes: Pop A.

104. We see from Table 35 that the numbers of staff from non-white ethnic groups have continued to rise. Between 2004-05 and 2005-06 the number of staff from a white ethnic background increased in line with the 3 per cent growth in staff numbers in the sector. However, the rise in numbers is larger for each of the other ethnic groups; the number of 'Black/Black British' staff has increased by 5 per cent whilst numbers for all other ethnic backgrounds increased 7 per cent.

105. Table 36 further illustrates the growth in the proportion of staff from non-white ethnic backgrounds. These proportions are shown split by mode of employment. We see that the part-time staff category has the lowest proportion from non-white ethnic backgrounds.

Table 36 Proportion of staff from a non-white ethnic background, by mode of employment

Mode of employment	% from non-white ethnic group		
	2003-04	2004-05	2005-06
Full-time	10%	10%	11%
Part-time	8%	9%	9%
Low activity	11%	11%	12%
Total	10%	10%	11%

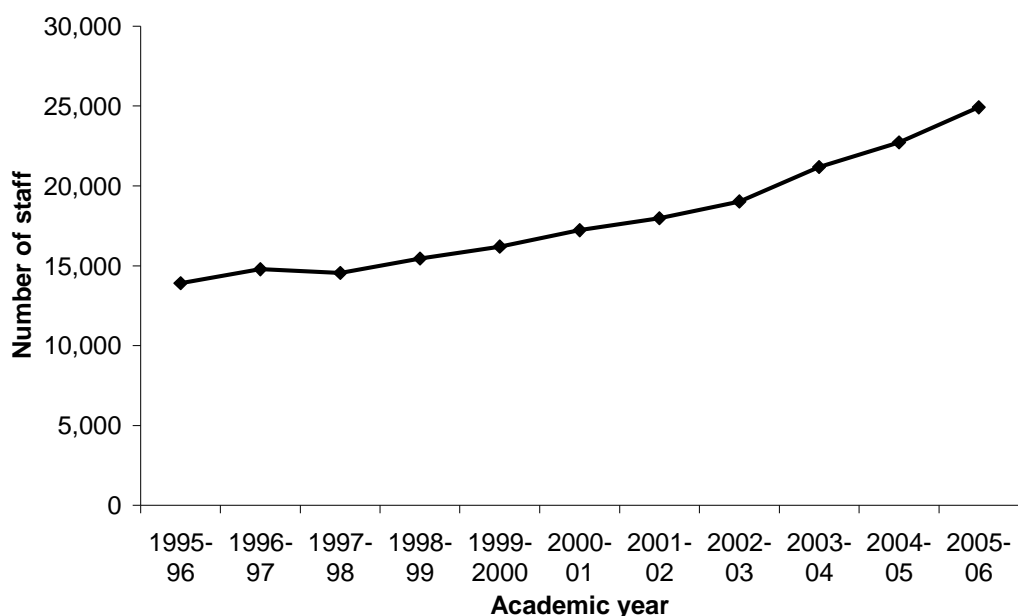
Notes: Pop A.

Sex profile of the workforce

Academic staff

106. Figure 16 shows the trend in the number of female permanent academic staff between 1995-96 and 2005-06. It shows a steady increase in the number of female staff between 1997-98 and 2005-06.

Figure 16 Number of female permanent academic staff

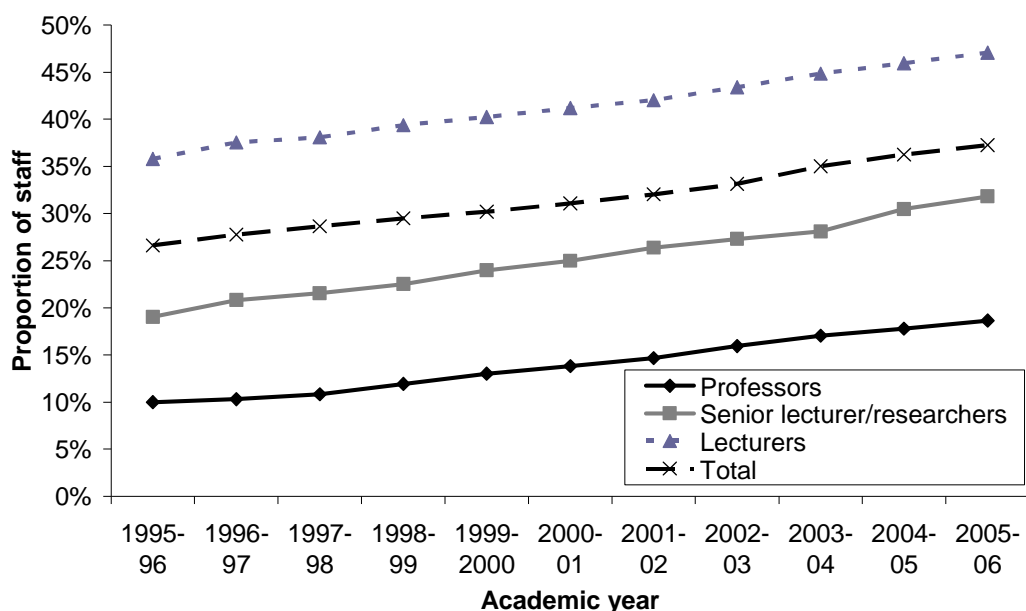


Notes: Pop D.

107. Figure 17 shows how the proportion of women in the permanent academic staff varies by grade for the period 1995-96 through to 2005-06. It shows that for all grades there is a consistent increase in the proportions of staff who are female. The highest proportion of women is seen in the lecturers category, where levels rose to around 45 per cent in 2005-06.

108. Table 37 shows the proportion of women in the permanent academic staff, split by the staff member's subject of highest qualification. It shows that education and subjects allied to medicine have the highest proportions of female staff when comparing across subjects, and their proportions are continuing to increase.

Figure 17 Proportion of permanent academic staff that are women by grade



Notes: Pop D.

Table 37 Permanent academic staff by sex and subject area

Grade	2003-04		2004-05		2005-06	
	Number of staff	% female	Number of staff	% female	Number of staff	% female
Biological sciences	5,874	33%	6,215	35%	6,793	36%
Business/administrative studies	3,850	35%	4,115	36%	4,296	37%
Computer science/librarianship	3,039	29%	3,110	28%	3,283	28%
Creative arts/design	3,593	38%	3,780	38%	4,080	39%
Education	3,529	56%	3,856	57%	4,114	58%
Engineering	4,882	11%	4,885	12%	5,041	13%
Humanities	3,302	30%	3,440	32%	3,692	33%
Languages	3,945	48%	4,044	50%	4,346	51%
Law	1,867	42%	1,863	44%	1,955	45%
Mathematical sciences	1,966	17%	2,001	18%	2,083	20%
Medicine and Dentistry	1,761	22%	1,771	22%	2,005	24%
Physical sciences	4,687	14%	4,757	15%	5,081	16%
Social/political/economic studies	6,826	37%	7,145	38%	7,546	39%
Subjects allied to medicine	5,149	60%	5,507	62%	5,808	62%
Unknown and combined subjects	5,652	40%	5,630	40%	6,174	41%
Veterinary sciences/agriculture/related subjects	548	29%	567	32%	587	35%
Total	60,470	35%	62,686	36%	66,884	37%

Notes: Pop D.

Professional and support staff

109. The number of female professional and support staff has increased between 2003-04 and 2005-06. In 2005-06 the number of women increased by 3 per cent from 2004-05 to 85,970. The equivalent number of male staff is 53,676.

110. The proportion of professional and support staff who are women is shown in Table 38 by the different primary function groups. We see that in 2005-06 62 per cent of professional and support staff are women. The highest proportion of women employed in the sector remains in the Support administrators group; it fell from 82 per cent in 2004-05 to 81 per cent in 2005-06. The lowest proportion is again in the Technicians group and has risen by one percentage point, to 33 per cent in 2005-06.

Table 38 Professional and support staff by sex

Primary professional/support function	2003-04		2004-05		2005-06	
	Number of staff	% female	Number of staff	% female	Number of staff	% female
Managers and professionals	27,093	52%	28,246	53%	29,181	53%
Technicians	20,672	33%	20,628	32%	20,699	33%
Support administrators	56,099	83%	58,765	82%	61,207	81%
Other	28,537	50%	28,549	49%	28,559	49%
Total	132,401	62%	136,188	62%	139,646	62%

Notes: Low-activity staff excluded. Pop G. Relates to Table 24 of HEFCE 2006/31.

All staff

111. Table 39 shows the number of staff in English HEIs split by sex. It shows that the number of women has been rising steadily over the three-year period and accounted for 53 per cent of all staff in 2005-06.

Table 39 Staff in English HEIs by sex

Sex	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
Female	144,027	52%	150,042	53%	154,928	53%
Male	131,097	48%	134,593	47%	137,505	47%
Total	275,124	100%	284,635	100%	292,433	100%

Notes: Pop A.

112. The proportion of staff who are female is shown in Table 40 split by mode of employment. These proportions remain relatively constant throughout the three-year period. Staff working part-time have the highest proportion of women, at 83 per cent in 2005-06. Full-time staff have the lowest proportion of women at 46 per cent.

Table 40 Proportion of female staff by mode of employment

Mode of employment	% female		
	2003-04	2004-05	2005-06
Full-time	45%	46%	46%
Part-time	84%	83%	83%
Low activity	56%	56%	56%
Total	52%	53%	53%

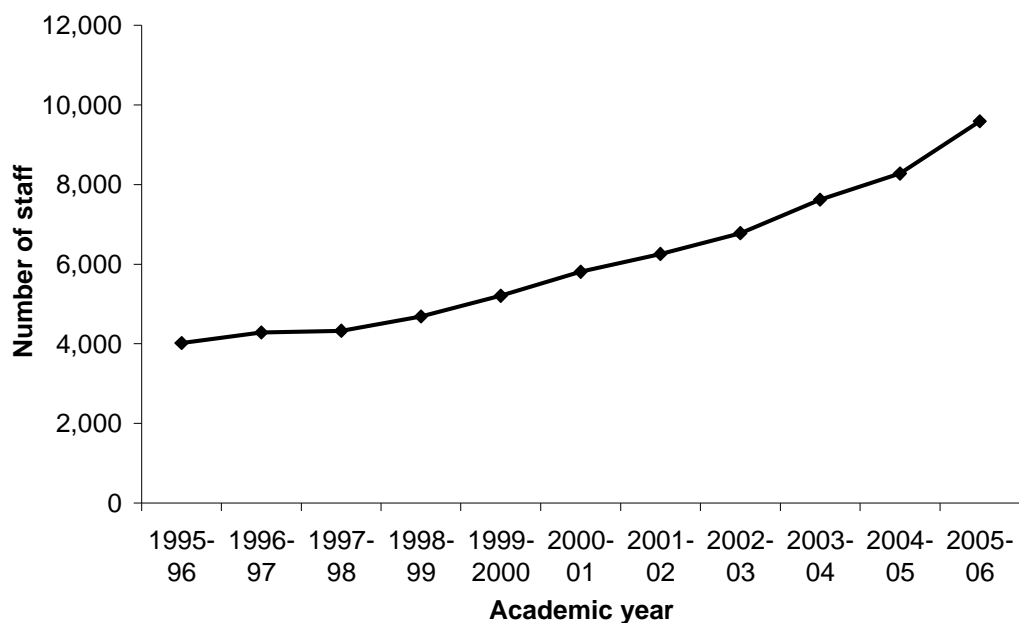
Notes: Pop A.

Nationality profile of the workforce

Academic staff

113. Figure 18 shows the trend in the number of permanent academic staff who are non-UK nationals between 1995-96 and 2005-06. Between 1997-98 and 2005-06 there has been a rise from 4,000 to around 10,000 non-UK staff across the sector.

Figure 18 Number of permanent academic staff who are non-UK nationals



Notes: Pop D.

114. Table 41 shows the breakdown of the different nationalities of the permanent academic staff in 2003-04, 2004-05 and 2005-06. It shows that after UK nationals, those from Western Europe and Scandinavia form the largest group of staff.

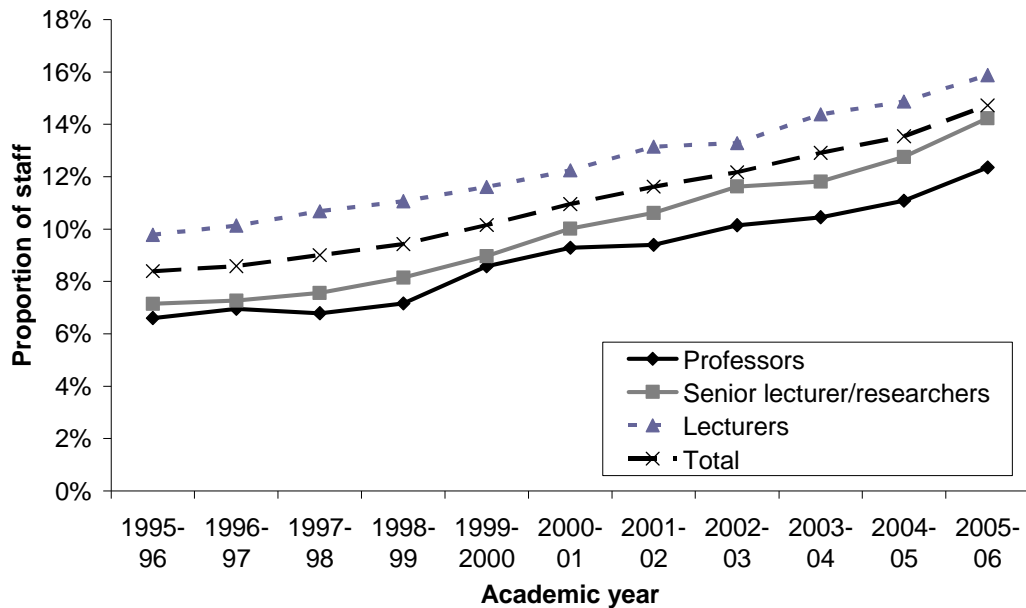
Table 41 Permanent academic staff by nationality

Nationality	2003-04	2004-05	2005-06	% change 2003-04 to 2005-06
Australia, US, Canada, New Zealand	1,911	1,966	2,203	15%
China, Japan and East Asia	533	608	713	34%
Eastern and Central Europe	810	901	1,080	33%
Middle East and Central Asia	689	715	807	17%
Other non-European nationality	618	670	755	22%
UK	51,399	52,840	55,529	8%
Western Europe and Scandinavia	3,059	3,416	4,032	32%
Unknown	1,451	1,570	1,765	N/A
Total	60,470	62,686	66,884	11%

Notes: Pop D. Relates to Table 14 of HEFCE 2006/31.

115. Figure 19 shows the trend in the proportion of non-UK nationals between 1995-96 and 2005-06, split by grade. It shows that there have been increases for all grades in the proportion of staff who are non-UK nationals in the period.

Figure 19 Proportion of permanent academic staff that are non-UK nationals by grade



Notes: Pop D.

116. Table 42 shows the proportion of non-UK national permanent academic staff split by the subject of their highest qualification in 2003-04, 2004-05 and 2005-06. It shows that Education has the lowest proportion of staff from a non-UK nationality (5 per cent in 2005-06). In all single subject areas, there was an increase in the proportion of non-UK nationals between 2003-04 and 2005-06.

Table 42 Permanent academic staff by nationality and subject area

Grade	2003-04		2004-05		2005-06	
	Number of staff	% of non-UK nationality	Number of staff	% of non-UK nationality	Number of staff	% of non-UK nationality
Biological sciences	5,805	10%	6,133	11%	6,707	13%
Business/administrative studies	3,753	11%	4,029	13%	4,197	14%
Computer science/librarianship	2,948	16%	3,038	17%	3,208	18%
Creative arts/design	3,459	7%	3,641	7%	3,927	8%
Education	3,452	4%	3,766	5%	3,983	5%
Engineering	4,784	15%	4,790	16%	4,948	17%
Humanities	3,261	14%	3,398	15%	3,645	16%
Languages	3,878	19%	3,977	20%	4,281	21%
Law	1,794	14%	1,809	14%	1,891	15%
Mathematical sciences	1,951	15%	1,986	17%	2,062	19%
Medicine and Dentistry	1,747	10%	1,760	11%	1,982	12%
Physical sciences	4,629	11%	4,711	12%	5,016	14%
Social/political/economic studies	6,662	14%	6,998	16%	7,372	18%
Subjects allied to medicine	5,076	8%	5,426	8%	5,727	9%
Unknown and combined subjects	5,277	25%	5,091	20%	5,593	21%
Veterinary sciences/agriculture	543	7%	563	10%	580	12%
Total with known nationality	59,019	13%	61,116	14%	65,119	15%
Not known/not given	1,451		1,570		1,765	
Total	60,470		62,686		66,884	

Notes: Proportions of non-UK nationals are the proportion of the total number of staff with known nationality. Pop D.

Professional and support staff

117. The nationality profile of professional and support staff in English HEIs is shown in Table 43. It shows that the highest proportion of non-UK nationals is found in the Other group, whilst Managers and professionals have the lowest proportion.

Table 43 Professional and support staff by nationality

Primary professional/support function	2003-04		2004-05		2005-06	
	Number of staff	% who are non-UK nationals	Number of staff	% who are non-UK nationals	Number of staff	% who are non-UK nationals
Managers and professionals	25,353	6%	27,060	6%	28,261	6%
Technicians	17,947	6%	18,480	6%	18,960	7%
Support administrators	50,851	6%	54,335	6%	57,499	7%
Other	24,308	7%	24,871	8%	25,838	9%
Total with known nationality	118,459	6%	124,746	7%	130,558	7%
Nationality not known/not given	13,942		11,442		9,088	
Total	132,401		136,188		139,646	

Notes: Low activity staff excluded. Pop G.

118. In Table 43 we see that the proportion of staff who are non-UK nationals has continued to increase throughout the three-year period. Table 44 shows the growth in the numbers of non-UK national professional and support staff split by the primary function group. This growth is greatest among Support administrators; between 2004-05 and 2005-06 this number has increased by 15 per cent from 3,388 to 3,893.

Table 44 Numbers of non-UK national professional and support staff by primary function

Primary professional/support function	Number of non-UK nationals			% change 2003-04 to 2005-06	% change 2004-05 to 2005-06
	2003-04	2004-05	2005-06		
Managers and professionals	1,430	1,633	1,805	26%	11%
Technicians	1,049	1,168	1,265	21%	8%
Support administrators	2,837	3,388	3,893	37%	15%
Other	1,755	1,988	2,261	29%	14%
Total with known nationality	7,071	8,177	9,224	30%	13%

Notes: Low activity staff excluded. Pop G.

All staff

119. Table 45 details the nationality profile of staff in English HEIs. It shows that in 2005-06 it remains broadly similar to that seen in the previous years. The proportion of non-UK nationals has risen by one percentage point, to 14 per cent. The largest percentage change in numbers is seen among staff from Eastern and Central Europe; numbers increased by 16 per cent from 2004-05 to 2005-06.

Table 45 Staff in English HEIs by nationality

Nationality	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
Australia, US, Canada, New Zealand	4,974	2%	5,343	2%	5,848	2%
China, Japan and East Asia	4,241	2%	4,665	2%	5,054	2%
Eastern and Central Europe	3,580	1%	3,989	2%	4,643	2%
Middle East and Central Asia	2,989	1%	3,328	1%	3,688	1%
Other non-European nationality	3,452	1%	3,752	1%	4,135	2%
UK	213,099	87%	225,255	87%	232,483	86%
Western Europe and Scandinavia	12,243	5%	13,412	5%	14,798	5%
Total with known nationality	244,578	100%	259,744	100%	270,649	100%
Nationality not known/not given	30,546		24,891		21,784	
Total	275,124		284,635		292,433	

Notes: Pop A.

120. The continued growth in the proportion of non-UK national staff is further illustrated in Table 46. When split by mode of employment we see that the lowest proportion of non-UK nationals is found among part-time staff, at 8 per cent in 2005-06. For low-activity staff, where the proportion is highest, the figure is more than twice as much, at 17 per cent.

Table 46 Proportion of staff who are non-UK nationals by mode of employment

Mode of employment	% who are non-UK nationals		
	2003-04	2004-05	2005-06
Full-time	13%	14%	14%
Part-time	7%	8%	8%
Low activity	16%	16%	17%
Total	13%	13%	14%

Notes: Pop A.

121. Table 47 shows the proportion of staff who are non-UK nationals, by the type of HEI. It shows that this proportion is highest at research-orientated universities and has increased by one percentage point each year during the three-year period. The rate of increase is slower in terms of other types of institution, and the proportion of non-UK nationals is lowest at other universities.

Table 47 Proportion of staff who are non-UK nationals by type of institution

Type of institution	% who are non-UK nationals		
	2003-04	2004-05	2005-06
Research-orientated universities	15%	16%	17%
Other universities	8%	9%	9%
General colleges/specialist HEIs	13%	13%	13%
Total	13%	13%	14%

Notes: Pop A.

Salary profile of the workforce

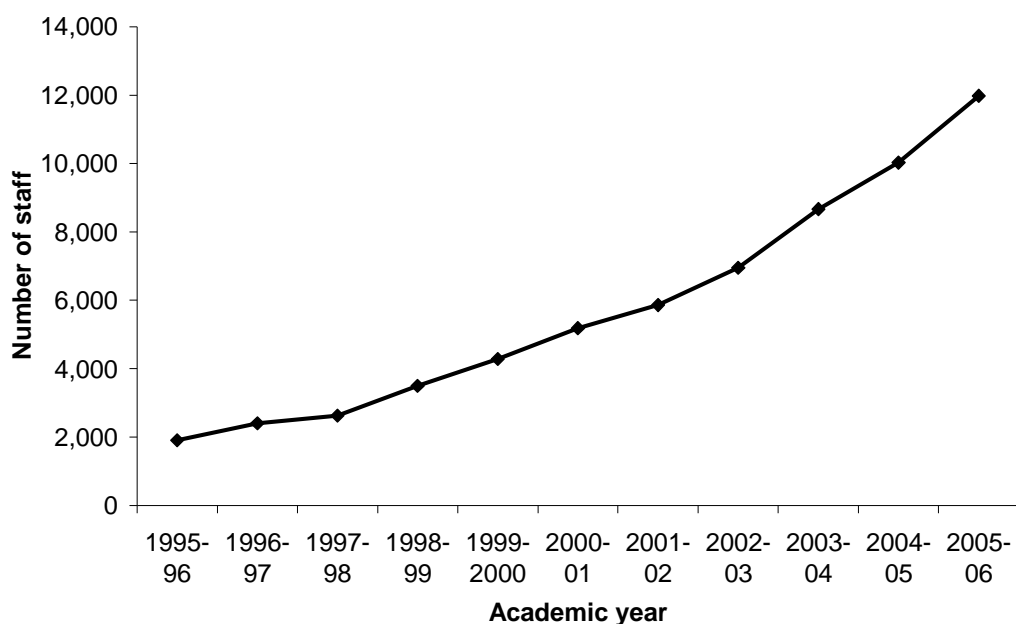
122. The salaries of permanent academic staff have been considered in previous analyses of staff employed at HEFCE-funded HEIs. In this section of the report we extend our analysis to that of all three categories of staff, providing for the first time information on the salaries of professional and support staff.

123. Earlier reports have looked at the proportions of permanent academic staff earning a salary greater than £50,000. However, analysis has shown considerable differences between academic, and professional and support staff, salaries, with the latter being, in general, far lower. For this reason we use different thresholds when we consider the different categories of staff. Analysis has shown that for academic staff £50,000 remains the most appropriate threshold. For professional and support staff we use £35,000 whereas for all staff £30,000 is the most suitable.

Academic staff

124. The number of permanent academic staff earning a salary greater than £50,000 is given in Figure 20. It shows that in 1995-96 there were around 2,000 staff who were earning over £50,000 and that number had increased to around 12,000 in 2005-06.

Figure 20 Number of permanent academic staff earning more than £50,000



Notes: Pop D.

125. Table 48 shows the proportion of staff earning more than £50,000 in 2003-4, 2004-05 and 2005-06, split by the subject of their highest qualification. It shows that in all subject areas, apart from medicine and dentistry, there has been an increasing proportion of staff earning more than £50,000 in the period 2003-04 to 2005-06.

Table 48 Permanent academic staff by salary and subject area

Subject	2003-04		2004-05		2005-06	
	Number of staff	% earning £50,000+	Number of staff	% earning £50,000+	Number of staff	% earning £50,000+
Biological sciences	5,866	18%	6,192	20%	6,777	22%
Business/administrative studies	3,835	10%	4,088	12%	4,269	14%
Computer science/librarianship/info science	3,034	6%	3,101	8%	3,276	9%
Creative arts/design	3,571	3%	3,753	4%	4,036	6%
Education	3,501	4%	3,827	5%	4,066	6%
Engineering	4,871	14%	4,873	16%	5,028	18%
Humanities	3,296	13%	3,432	15%	3,686	18%
Languages	3,921	10%	4,019	12%	4,323	15%
Law	1,864	13%	1,858	14%	1,949	16%
Mathematical sciences	1,963	18%	1,997	22%	2,080	26%
Medicine and Dentistry	1,760	83%	1,768	82%	2,003	80%
Physical sciences	4,683	19%	4,753	22%	5,074	26%
Social/political/economic studies	6,810	14%	7,121	17%	7,521	19%
Subjects allied to medicine	5,135	11%	5,492	12%	5,794	13%
Unknown and combined subjects	5,445	14%	5,470	14%	5,983	15%
Veterinary sciences/agriculture/related subjects	548	12%	566	12%	587	14%
Total with known salary	60,103	14%	62,310	16%	66,452	18%
Not known/not given	367		376		432	
Total	60,470		62,686		66,884	

Notes: Relates to Table 17 of HEFCE 2006/31. Proportions earning greater than £50,000 are the proportion of the total number of staff with known salary. Pop D.

126. Table 49 provides the median salary of permanent academic staff in 2003-04, 2004-05 and 2005-06 split by grade. It shows that all grades have seen an increase in median salaries with professors and lecturers seeing the largest increases of just under 10 per cent between 2003-04 and 2005-06.

Table 49 Median salary of permanent academic staff by grade

Grade	Median salary			% change 2003-04 to 2005-06	% change 2004-05 to 2005-06
	2003-04	2004-05	2005-06		
Professors	£54,930	£57,700	£59,670	9%	3%
Senior lecturers/researchers	£41,530	£42,040	£42,920	3%	2%
Lecturers	£32,770	£34,910	£35,550	8%	2%
Total	£37,820	£38,600	£39,250	4%	2%

Notes: Median salary rounded to the nearest £10. Pop D.

127. Table 50 shows the median salary for men and women in 2005-06, split by the subject area of their highest qualification. The proportion of staff earning over £50,000 in each category is also reported. The table shows that for both men and women those staff

whose subject of highest qualification is medicine have the greatest median salaries with men earning around £79,000 and women earning around £69,000. The table also shows that the range of median salaries across subject areas is smaller for women than men.

Table 50 Salaries of permanent academic staff by subject area and sex

Subject area	Median salary			% earning £50,000+	
	Total	Male	Female	Male	Female
Biological sciences	£42,370	£44,330	£37,640	28%	12%
Business/administrative studies	£37,640	£38,770	£37,520	17%	8%
Computer science/librarianship/info science	£37,520	£37,640	£37,520	11%	5%
Creative arts/design	£37,520	£37,520	£36,960	8%	3%
Education	£37,520	£37,640	£37,520	9%	4%
Engineering/technology/building/architecture	£41,130	£42,370	£37,640	20%	7%
Humanities	£40,290	£42,450	£37,640	22%	9%
Languages	£37,640	£40,290	£37,520	20%	9%
Law	£37,640	£40,290	£37,520	22%	8%
Mathematical sciences	£43,640	£44,330	£38,770	30%	10%
Medicine and Dentistry	£78,880	£78,880	£69,300	85%	62%
Physical sciences	£43,850	£44,820	£38,770	28%	13%
Social/political/economic studies	£40,290	£43,320	£37,640	24%	11%
Subjects allied to medicine	£37,640	£40,290	£37,520	23%	7%
Unknown and combined subjects	£37,640	£38,690	£36,960	19%	8%
Veterinary sciences/agriculture/related subjects	£37,710	£39,910	£36,390	18%	5%
Total	£38,770	£41,290	£37,520	23%	9%

Notes: Includes only staff with known salaries. Median salary has been rounded to the nearest £10.

Relates to Table 18 of HEFCE 2006/31. Pop D.

Professional and support staff

128. The salary profile of professional and support staff is shown in Table 51. It shows significant changes in the salaries of professional and support staff between 2003-04 and 2005-06.

129. Table 51 shows that the proportion of professional and support staff earning more than £35,000 increased by two percentage points between 2004-05 and 2005-06, to 12.1 per cent. Table 52, which shows the median salaries of professional and support staff by primary function, reveals that the median salary has increased by seven percentage points during this time, to £20,110. The extent to which promotion may contribute to these increases is not known, but analysis suggests that the main cause is the awarding of pay increases.

130. The increase in the proportion of staff earning salaries greater than £35,000 is substantial for all primary function groups. It is largest among Technicians, where the proportion increases by a third, from 4.9 per cent in 2004-05 to 6.5 per cent in 2005-06. Table 52 shows that the median salary for this group has increased by 6 per cent, to £22,930.

131. Table 51 also shows considerable variation between the four primary function groups in terms of salary. The large proportion of Managers and professionals with salaries higher than £35,000 indicates that this group has substantially larger salaries than all other professional and support staff. Table 52 shows that the median salary of this group of staff is £10,000 higher than that of any other primary function group, at £33,960 in 2005-06.

Table 51 Professional and support staff by salary

Primary professional/support function	2003-04		2004-05		2005-06	
	Number of staff	% salaries £35,000 +	Number of staff	% salaries £35,000 +	Number of staff	% salaries £35,000 +
Managers and professionals	26,667	30.7%	27,746	38.9%	28,673	45.8%
Technicians	20,410	2.7%	20,301	4.9%	20,387	6.5%
Support administrators	55,383	1.4%	57,519	2.6%	60,103	3.3%
Other	26,745	0.2%	26,652	0.4%	26,862	0.3%
Total with known salary	129,205	7.4%	132,218	10.1%	136,025	12.1%
Salary not known/not given	3,196		3,970		3,621	
Total	132,401		136,188		139,646	

Notes: Low-activity staff excluded. Pop G.

Table 52 Median salary of professional and support staff by primary function

Primary professional/support function	Median salary			% change 2003-04 to 2005-06	% change 2004-05 to 2005-06
	2003-04	2004-05	2005-06		
Managers and professionals	£30,050	£31,340	£33,960	13%	8%
Technicians	£20,840	£21,580	£22,930	10%	6%
Support administrators	£17,250	£18,000	£18,970	10%	5%
Other	£12,890	£13,340	£13,600	6%	2%
All primary/support staff	£18,090	£18,800	£20,110	11%	7%

Notes: Low activity staff excluded. Pop G.

132. The lowest salaries of professional and support staff are in the primary function of Other, where, in 2005-06, 0.3 per cent of staff earned salaries greater than £35,000. Their median salary for 2005-06 of £13,600 has experienced the smallest percentage change from 2004-05, of two percentage points.

All staff

133. The salary profile of all staff in English higher education institutions is shown in Table 53. We see that the vast majority of staff earn salaries of between £10,000 and £50,000.

Table 53 Staff in English HEIs by salary

Salary band	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
£10,000 and below	16,668	7%	2,441	1%	1,973	1%
£10,001 to £20,000	88,298	34%	93,010	36%	79,137	30%
£20,001 to £30,000	69,705	27%	75,266	29%	79,185	30%
£30,001 to £40,000	49,201	19%	54,233	21%	63,633	24%
£40,001 to £50,000	19,978	8%	21,647	8%	26,914	10%
£50,001 to £60,000	5,871	2%	6,401	2%	7,538	3%
£60,001 to £70,000	2,533	1%	2,936	1%	3,554	1%
£70,001 and above	3,941	2%	4,735	2%	5,737	2%
Total with known salary	256,195	100%	260,669	100%	267,671	100%
Salary not known	18,929		23,966		24,762	
Total	275,124		284,635		292,433	

Notes: Pop A.

134. Table 53 shows that the number of staff in the salary band of '£30,001 to £40,000' is steadily increasing. Indeed the proportion of staff earning salaries greater than £30,000 increased by eight percentage points between 2003-04 and 2005-06, to reach 40 per cent. This is shown in Table 54, which gives this proportion along with the median salary. We see that during this period the median salary has risen by almost £3,500, to £26,360 in 2005-06.

Table 54 Salary information for staff in English HEIs, 2003-04 through 2005-06

Academic year	Number of staff	Number with known salary	Median salary	% salaries greater than £30,000
2003-04	275,124	256,195	£22,980	32%
2004-05	284,635	260,669	£24,440	35%
2005-06	292,433	267,671	£26,360	40%

Notes: Pop A.

135. When we consider the proportion of staff earning salaries greater than £30,000, split by mode of employment in Table 55, we see a significant increase for all modes.

136. In contrast to other modes of employment, for low-activity staff the increase in this proportion is largest between 2003-04 and 2004-05, rising seven percentage points, from 22 per cent to 29 per cent. Between 2004-05 and 2005-06 the proportion further increased to 34 per cent.

137. Full-time staff show the larger increase in the proportion earning salaries greater than £30,000 between 2004-05 and 2005-06; the proportion increased by six percentage points following a smaller increase of 1 per cent between 2003-04 and 2004-05. Table 55 shows a similar pattern for part-time staff, although the overall increase is less substantial.

Table 55 Proportion of staff earning salaries greater than £30,000 by mode of employment

Mode of employment	% earning salaries greater than £30,000		
	2003-04	2004-05	2005-06
Full-time	40%	41%	47%
Part-time	5%	7%	10%
Low activity	22%	29%	34%
Total	32%	35%	40%

Notes: Pop A.

138. Table 56 shows the proportion of staff earning a salary greater than £30,000, split by the type of institution. It shows that in other universities this proportion has been increasing at a steadier rate than in other types of institution; the proportion rose by two percentage points between 2003-04 and 2004-05 and then a further four percentage points between 2004-05 and 2005-06.

139. Research-orientated universities have experienced the largest increase in the proportion of staff earning salaries greater than £30,000; between 2003-04 and 2005-06 this rose by ten percentage points, to 41 per cent. The majority of this increase occurred between 2004-05 and 2005-06.

Table 56 Proportion of staff earning salaries greater than £30,000 by type of institution

Type of institution	% earning salaries greater than £30,000		
	2003-04	2004-05	2005-06
Research-orientated universities	31%	33%	41%
Other universities	34%	36%	40%
General colleges/specialist HEIs	32%	36%	39%
Total	32%	35%	40%

Notes: Pop A.

Annex A

Classification of academic staff with reference to historical grades Professors, Senior lecturers and researchers, Lecturers and Researchers

1. Analysis of staff data requires the ability to classify academic staff with reference to the historical grades: professor, senior lecturer/researcher, lecturer or researcher. The method we have previously used to generate these classifications is based on grade information. However, a significant increase in the proportions of staff at higher grades has become particularly evident in the past few years and the 2005-06 HESA new individualised staff records revealed an expected substantial rise in the use of locally determined grades for academic staff between 2004-05 and 2005-06.

2. The issues identified with grade information have prompted us to develop a new method of staff classification based on salary information returned in the HESA staff data collections. A stable subset of staff has been used to calculate salary band constraints that enable us to classify academic staff effectively in 2005-06. To obtain classifications for earlier years we apply similar bands to earlier salary data. However, in determining these earlier salary bands the inflation experienced each year in academic salaries must be considered.

3. The rate of inflation in academic salaries has been calculated for each year between 1994-95 and 2005-06. Analysis has shown variation in both salary bands and inflation rates according to the classification of staff and type of institution. Tables A1, A2 and A3 show the yearly variation in inflation rates for each classification of staff in each type of institution.

Table A1 Inflation in professors' salaries by institution type, 1994-95 to 2005-06

Academic year	Pre - 1992 HEIs	Post- 1992 HEIs	British HEIs
1994-95 to 1995-96	2.5%	2.4%	2.7%
1995-96 to 1996-97	5.9%	7.4%	5.9%
1996-97 to 1997-98	3.2%	3.6%	3.4%
1997-98 to 1998-99	5.4%	6.8%	5.3%
1998-99 to 1999-2000	4.6%	4.7%	5.2%
1999-2000 to 2000-01	4.1%	4.6%	4.0%
2000-01 to 2001-02	3.6%	4.3%	3.6%
2001-02 to 2002-03	3.8%	5.2%	5.0%
2002-03 to 2003-04	3.4%	4.4%	5.2%
2003-04 to 2004-05	4.0%	4.6%	3.1%
2004-05 to 2005-06	4.0%	4.0%	4.8%
Total increase 1998-99 to 2005-06	27.5%	31.8%	30.9%

Table A2 Inflation in senior lecturers and researchers' salaries by institution type, 1994-95 to 2005-06

Academic year	Pre-1992 HEIs	Post-1992 HEIs	British HEIs
1994-95 to 1995-96	2.7%	3.0%	2.8%
1995-96 to 1996-97	5.9%	5.4%	5.9%
1996-97 to 1997-98	3.9%	4.8%	3.4%
1997-98 to 1998-99	5.3%	6.0%	5.4%
1998-99 to 1999-2000	5.5%	5.8%	5.6%
1999-2000 to 2000-01	5.5%	5.4%	4.9%
2000-01 to 2001-02	4.2%	4.7%	4.2%
2001-02 to 2002-03	5.6%	5.7%	5.7%
2002-03 to 2003-04	4.2%	4.1%	3.8%
2003-04 to 2004-05	3.8%	5.3%	5.3%
2004-05 to 2005-06	5.6%	5.4%	5.4%
Total increase 1998-99 to 2005-06	34.4%	36.4%	34.9%

Table A3 Inflation in lecturers and researchers salaries by institution type, 1994-95 to 2005-06

Academic year	Pre-1992 HEIs	Post-1992 HEIs	British HEIs
1994-95 to 1995-96	3.5%	2.7%	3.8%
1995-96 to 1996-97	5.9%	5.9%	5.9%
1996-97 to 1997-98	4.5%	5.5%	3.8%
1997-98 to 1998-99	5.4%	6.5%	6.1%
1998-99 to 1999-2000	6.0%	6.3%	6.5%
1999-2000 to 2000-01	5.7%	5.9%	4.6%
2000-01 to 2001-02	4.8%	5.0%	4.9%
2001-02 to 2002-03	5.2%	6.2%	5.6%
2002-03 to 2003-04	5.1%	5.0%	4.8%
2003-04 to 2004-05	4.7%	5.5%	5.6%
2004-05 to 2005-06	5.8%	5.6%	5.2%
Total increase 1998-99 to 2005-06	37.3%	39.5%	37.2%

4. In the earliest years of staff data collection the reliability of salary information is somewhat questionable and extreme behaviour is seen in terms of inflation rates. For this reason our analysis and use of inflation rates is based on the period from 1998-99 to 2005-06 where data quality and accuracy is better.

5. In determining the salary bands that enable the classification of academic staff for years prior to 2005-06 we work backwards and calculate the amount by which each band is reduced in each year according to the inflation experienced in academic salaries. Given the inflation rates shown in the tables above and the nature of the salary band constraints, the year-on-year changes to the salary bands are calculated using an overall rate of inflation for each classification of staff in each type of institution. These overall rates are shown in Table A4 and are an average taken over 1998-99 to 2005-06.

Table A4 Overall rates of inflation for each classification of staff in each type of institution

Classification of staff	Type of institution	Average rate of inflation
Professors	Pre-1992	3.9%
	Post-1992	4.5%
	British	4.4%
Senior lecturers and researchers	Pre-1992	4.9%
	Post-1992	5.2%
	British	5.0%
Lecturers and researchers	Pre-1992	5.3%
	Post-1992	5.6%
	British	5.3%

6. The rates of inflation shown in Table A4 have been used to determine salary band constraints for each year from 1994-95 through to 2005-06. These constraints have then been applied to salary data contained in the HESA individualised staff records to identify the classification of individual members of academic staff in each year.

Annex B

Overview of UK staff numbers

Table B1 Numbers of staff in English HEIs compared with the rest of the UK

	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
English HEIs	275,124	82%	284,635	82%	292,433	82%
Scottish, Welsh and Northern Irish HEIs	59,079	18%	61,671	18%	62,957	18%
Total	334,203	100%	346,306	100%	355,390	100%

Notes: Equivalent to Table 2 of HEFCE 2006/31.

Table B2 Total FTE of staff in English HEIs compared with the rest of the UK

	2003-04		2004-05		2005-06	
	FTE	%	FTE	%	FTE	%
English HEIs	214,365	81%	221,288	81%	226,220	81%
Scottish, Welsh and Northern Irish HEIs	48,844	19%	50,634	19%	51,403	19%
Total	263,208	100%	271,922	100%	277,623	100%

Notes: The FTE figures are obtained by summing all contracts over all staff included in this table.

Equivalent to Table 2 of HEFCE 2006/31.

Table B3 Numbers of academic staff in English HEIs compared with the rest of the UK

	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
English HEIs	124,627	83%	136,395	84%	140,154	84%
Scottish, Welsh and Northern Irish HEIs	25,642	17%	26,830	16%	27,519	16%
Total	150,269	100%	163,225	100%	167,673	100%

Notes: Equivalent to Table 3 of HEFCE 2006/31.

Table B4 Total FTE of academic staff in English HEIs compared with the rest of the UK

	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
English HEIs	95,058	82%	99,238	82%	101,423	82%
Scottish, Welsh and Northern Irish HEIs	21,324	18%	21,888	18%	22,478	18%
Total	116,381	100%	121,126	100%	123,901	100%

Notes: The FTE figures are obtained by summing all contracts over all staff included in this table.

Equivalent to Table 3 of HEFCE 2006/31.

Table B5 Numbers of professional and support staff in English HEIs compared with the rest of the UK

	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
English HEIs	153,401	82%	154,625	81%	160,019	82%
Scottish, Welsh and Northern Irish HEIs	33,772	18%	35,425	19%	36,061	18%
Total	187,173	100%	190,050	100%	196,080	100%

Table B6 Total FTE of professional and support staff in English HEIs compared with the rest of the UK

	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
English HEIs	119,307	81%	122,050	81%	124,797	81%
Scottish, Welsh and Northern Irish HEIs	27,520	19%	28,746	19%	28,926	19%
Total	146,827	100%	150,796	100%	153,722	100%

Notes: The FTE figures are obtained by summing all contracts over all staff included in this table.