Annual Staffing Data 2023/24 reporting year

Data now includes variable hours employees without FTE, unless explicitely stated. This effects headcount figures.

Staff in post headcount and FTE summaries - staff in post as at 31 July

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- Table 2:
 Full time equivalent (FTE) by staff group and grade group
- Table 3: Headcount of full time, part time and variable hours staff by year
- Table 4: Headcount of full time, part time and variable hours staff by year, expressed as a percentage
- Table 5: Headcount by division and staff group
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Notes

- The source of the data is PeopleXD unless otherwise stated in table or figure captions.
- Data include employees on fixed-hours Chancellor, Masters and Scholars contracts and variable hours employees, unless explicitly stated.
- Figures do not include casual workers, Temporary Staffing Service workers, agency workers, or Personal Services Companies.
- Oxford Institute for Population Ageing is included in the Social Sciences division in these tables and figures.
- · Full Time Equivalents (FTE) are rounded to one decimal place.

Data Definitions

Headcount - a count of unique contracts of employment

Staff group – a grouping of contracts by role type, defined by the Staff Classification Guide available via the website: <u>https://hrsystems.admin.ox.ac.uk/staff-classification-page</u>

Grade group – a grouping of contracts by both grade and role.

- · Academic: contracts on academic staff classification code AC.
- Research: contracts on staff classification code AP or AR.
- Academic-related: contracts in grades 6+ and not on staff classification codes AC, AP, or AR.
- Support: contracts in grades 1-5 and not on staff classification codes AC, AP, or AR



Staff in post headcount and FTE

Table 1: Headcount by staff group and grade group (staff in post as at 31 July 2023 & 2024 compared)

| | | Headcount | | Change | | % Change in Use | leevet |
|-----------------------------------------|------------------|-----------|--------|--------|------|--------------------------|--------|
| Staff Group | Grade Group | 2023 | 2024 | 2023 | 2024 | % Change in Head 2023 | 2024 |
| Academic | Academic | 2,084 | 2,089 | 49 | 5 | 2.4% | 0.2% |
| Research | Research | 5,030 | 5,181 | 77 | 151 | 1.6% | 3.0% |
| Teaching & Research Support | Academic | | 1 | 0 | 1 | | |
| | Academic-related | 1,399 | 1,461 | 98 | 62 | 7.5% | 4.4% |
| | Support Staff | 13 | 15 | 5 | 2 | 62.5% | 15.4% |
| Professional, Administrative & Clerical | Academic-related | 2,875 | 3,171 | 256 | 296 | 9.8% | 10.3% |
| | Support Staff | 1,398 | 1,340 | 12 | -58 | 0.9% | -4.1% |
| Finance - Professional & Support | Academic-related | 348 | 372 | 19 | 24 | 5.8% | 6.9% |
| | Support Staff | 215 | 224 | -5 | 9 | -2.3% | 4.2% |
| Computing - Professional & Support | Academic-related | 759 | 774 | 17 | 15 | 2.3% | 2.0% |
| | Support Staff | 85 | 85 | -7 | 0 | -7.6% | 0.0% |
| Library - Professional & Support | Academic-related | 189 | 189 | 6 | 0 | 3.3% | 0.0% |
| | Support Staff | 323 | 317 | 9 | -6 | 2.9% | -1.9% |
| Museum - Professional & Support | Academic-related | 80 | 84 | -1 | 4 | -1.2% | 5.0% |
| | Support Staff | 218 | 163 | 21 | -55 | 10.7% | -25.2% |
| Technical & Crafts | Academic-related | 164 | 166 | 24 | 2 | 17.1% | 1.2% |
| | Support Staff | 447 | 435 | -20 | -12 | -4.3% | -2.7% |
| Ancillary | Academic-related | 33 | 30 | 9 | -3 | 37.5% | -9.1% |
| | Support Staff | 691 | 808 | -31 | 117 | -4.3% | 16.9% |
| Grand Total | | 16,351 | 16,905 | 538 | 554 | 3.4% | 3.4% |

Figure 1: Change in headcount by staff group at 31 July 2024 compared to previous year, expressed as a percentage.



Staff in post headcount and FTE

Figure 2: Headcount by staff group as a percentage of the total headcount (staff in post as at 31 July 2024)



Figure 3: Headcount of all part time staff by staff group, expressed as a percentage of all part time staff (staff in post as at 31 July 2024)



Figure 4: Headcount by staff group showing proportion of variable hours, part time and full time staff in the group (staff in post as at 31 July 2024)



Staff in post headcount and FTE Page 3 Table 2: Full time equivalent (FTE) by staff group and grade group (as at 31 July 2023 & 2024) FTE Change FTE % Change in FTE Staff Group Grade Group 2023 2024 2023 2024 2023 2024 Academic Academic 1,987.4 1,987.2 38.4 -0.1 2.0% 0.0% Research Research 4,506.6 4,653.4 64.8 146.8 1.5% 3.3% **Teaching & Research Support** Academic 1.0 0.0 1.0 Academic-related 1,046.6 1,141.5 94.0 94.9 9.9% 9.1% Support Staff 10.6 12.4 5.2 1.8 95.6% 17.4% 2,531.3 2,812.3 235.5 281.0 10.3% 11.1% Professional, Administrative & Clerical Academic-related Support Staff 1,062.3 1,037.1 -1.1 -25.2 -0.1% -2.4% **Computing - Professional & Support** Academic-related 724.4 730.7 24.8 6.3 3.5% 0.9% 77.6 -9.2% Support Staff 78.8 -7.9 -1.2 -1.6% Finance - Professional & Support Academic-related 336.7 355.6 18.3 18.9 5.7% 5.6% Support Staff 194.8 199.6 -3.7 4.8 -1.9% 2.5% 155.4 4.9 -2.0 3.2% -1.3% Library - Professional & Support Academic-related 157.4 Support Staff 197.9 192.0 12.5 -5.9 6.7% -3.0% Museum - Professional & Support Academic-related 72.1 75.2 0.3 3.1 0.4% 4.3% Support Staff 64.2 50.7 2.8 -13.5 4.6% -21.0% **Technical & Crafts** 152.4 155.7 25.2 3.2 19.8% 2.1% Academic-related Support Staff 380.7 378.8 -12.4 -1.9 -3.2% -0.5% Ancillary Academic-related 31.8 24.9 8.4 -6.9 36.0% -21.6% 7.4% Support Staff 499.6 536.7 25.1 37.1 5.3%

14,035.5

Figure 5: Full time equivalent (FTE) by staff group (as at 31 July 2024)

Grand Total



14,577.7

534.9

542.2

4.0%

3.9%

Staff in post headcount and FTE

Table 3: Headcount of full time, part time and variable hours staff by year (staff in post as at 31 July)

Table 4: Headcount of full time, part time and variable hours staff by year, expressed as a percentage (staff in post as at 31 July)

| | | 2022 | | | 2023 | | 2024 | | | 2022 | | | 2023 | | | 2024 | | | |
|------------------|--------------|--------------|-------------------|--------------|--------------|-------------------|--------------|--------------|-------------------|------------------|--------------|--------------|-------------------|--------------|--------------|-------------------|--------------|--------------|-------------------|
| Grade Group | Full Time | Part Time | Variable Hours | Full Time | Part Time | Variable Hours | Full Time | Part Time | Variable Hours | Grade Group | Full Time | Part Time | Variable Hours | Full Time | Part Time | Variable Hours | Full Time | Part Time | Variable Hours |
| Academic | 1,850 | 182 | 3 | 1,881 | 201 | 2 | 1,878 | 210 | 2 | Academic | 90.9% | 8.9% | 0.1% | 90.3% | 9.6% | 0.1% | 89.9% | 10.0% | 0.1% |
| Research | 4,017 | 816 | 120 | 4,086 | 836 | 108 | 4,220 | 867 | 94 | Research | 81.1% | 16.5% | 2.4% | 81.2% | 16.6% | 2.1% | 81.5% | 16.7% | 1.8% |
| Academic-related | 3,880 | 1,213 | 326 | 4,260 | 1,250 | 337 | 4,638 | 1,334 | 275 | Academic-related | 71.6% | 22.4% | 6.0% | 72.9% | 21.4% | 5.8% | 74.2% | 21.4% | 4.4% |
| Support Staff | 1,904 | 979 | 523 | 1,932 | 974 | 484 | 1,969 | 968 | 450 | Support Staff | 55.9% | 28.7% | 15.4% | 57.0% | 28.7% | 14.3% | 58.1% | 28.6% | 13.3% |
| Grand Total | 11,651 | 3,190 | 972 | 12,159 | 3,261 | 931 | 12,705 | 3,379 | 821 | Grand Total | 73.7% | 20.2% | 6.1% | 74.4% | 19.9% | 5.7% | 75.2% | 20.0% | 4.9% |

Table 5: Headcount by division and staff group (staff in post as at 31 July 2024)

| Division | Academic | Research | Teaching & Research Support | Professional, Administrative & Clerical | Computing - Professional & Support | Finance - Professional & Support | Library - Professional & Support | Museum - Professional & Support | Technical & Crafts | Ancillary | Grand Total |
|----------------------------------------|----------|----------|--------------------------------|-----------------------------------------------|------------------------------------------|----------------------------------------|----------------------------------------|---------------------------------------|--------------------|-----------|-------------|
| Medical Sciences | 322 | 3,104 | 873 | 1,195 | 269 | 185 | | | 349 | 72 | 6,369 |
| Social Sciences | 597 | 571 | 203 | 784 | 66 | 75 | 1 | | 21 | 56 | 2,374 |
| Maths, Physical & Life Sciences | 573 | 1,294 | 163 | 504 | 105 | 91 | 3 | 1 | 177 | 66 | 2,977 |
| Humanities | 548 | 178 | 108 | 246 | 29 | 21 | 1 | 1 | 4 | 16 | 1,152 |
| Continuing Education | 20 | 3 | 45 | 129 | 10 | 7 | | | 3 | 34 | 251 |
| Gardens, Libraries & Museums | 29 | 29 | 1 | 238 | 48 | 14 | 500 | 230 | 19 | 241 | 1,349 |
| University Administration and Services | | 2 | 84 | 1,415 | 332 | 203 | 1 | 15 | 28 | 353 | 2,433 |
| Grand Total | 2,089 | 5,181 | 1,477 | 4,511 | 859 | 596 | 506 | 247 | 601 | 838 | 16,905 |

Table 6: Full time equivalent (FTE) by division and staff group (staff in post as at 31 July 2024)

| Division | Academic | Research | Teaching & Research Support | Professional, Administrative & Clerical | Computing - Professional & Support | Finance - Professional & Support | Library - Professional & Support | Museum - Professional & Support | Technical & Crafts | Ancillary | Grand Total |
|----------------------------------------|----------|----------|--------------------------------|-----------------------------------------------|------------------------------------------|----------------------------------------|----------------------------------------|---------------------------------------|--------------------|-----------|-------------|
| Medical Sciences | 290.0 | 2,800.8 | 767.0 | 1,026.6 | 256.8 | 172.6 | | | 302.8 | 63.1 | 5,679.7 |
| Social Sciences | 571.5 | 458.2 | 122.4 | 705.8 | 60.1 | 68.2 | 0.6 | | 15.2 | 47.2 | 2,049.2 |
| Maths, Physical & Life Sciences | 551.5 | 1,214.3 | 145.4 | 439.4 | 103.1 | 83.8 | 1.5 | 0.8 | 167.6 | 56.8 | 2,764.2 |
| Humanities | 528.7 | 155.1 | 53.8 | 195.0 | 24.7 | 19.3 | 0.2 | 0.5 | 3.0 | 7.4 | 987.7 |
| Continuing Education | 18.7 | 2.0 | 24.9 | 107.3 | 9.8 | 7.0 | | | 2.3 | 20.1 | 192.0 |
| Gardens, Libraries & Museums | 26.8 | 22.5 | 1.0 | 187.6 | 43.8 | 13.2 | 344.5 | 124.5 | 16.9 | 126.0 | 906.8 |
| University Administration and Services | | 0.4 | 40.3 | 1,187.8 | 310.0 | 191.2 | 0.6 | 0.0 | 26.5 | 241.1 | 1,998.0 |
| Grand Total | 1,987.2 | 4,653.4 | 1,154.9 | 3,849.4 | 808.3 | 555.2 | 347.4 | 125.8 | 534.4 | 561.6 | 14,577.7 |

Staff in post headcount and FTE

Figure 6: Headcount by division (staff in post as at 31 July each year)



Figure 7: Full time equivalent (FTE) by division (as at 31 July each year)

| . , | | |
|----------|--------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2023 | | 5,492.9 |
| 2024 | | 5,679.7 |
| 2023 | 1,973.6 | |
| 2024 | 2,049.2 | |
| 2023 | 2,650.6 | |
| 2024 | 2,764.2 | |
| 2023 | 976.4 | |
| 2024 | 987.7 | |
| 2023 | 179.9 | |
| 2024 | 192.0 | |
| 2023 | 906.2 | |
| 2024 | 906.8 | |
| ces 2023 | 1,855.8 | |
| 2024 | 1,998.0 | |
| | 2024 2023 2024 2023 2024 2023 2024 2023 2024 2023 2024 2023 2024 2023 2024 2023 2024 | 2024 2023 2024 2024 2024 2023 2024 2023 2024 2023 2024 2023 2024 2023 2024 2023 2024 2023 2024 2023 2024 2023 179.9 2024 192.0 2023 2024 192.0 2023 2024 192.0 2023 2024 192.0 2023 2024 192.0 2023 2024 192.0 2024 192.0 2024 192.0 2024 192.0 2024 192.0 2024 192.0 2024 192.0 |

| | | Staff in post headcount and FTE | Paç |
|------------------------|-----------------------------------------|--------------------------------------------------------------------------------------|-------|
| igure 8a: Heado | count by division and staff grou | p shown as a percentage of all staff in the division (staff in post as 31 July 2024) | |
| Medical Sciences | Academic | 5.1% | |
| | Research | | 48.7% |
| | Teaching & Research Support | 13.7% | |
| | Professional, Administrative & Clerical | 18.8% | |
| | Computing - Professional & Support | 4.2% | |
| | Finance - Professional & Support | 2.9% | |
| | Technical & Crafts | 5.5% | |
| | Ancillary | 1.1% | |
| ocial Sciences | Academic | 25.1% | |
| | Research | 24.1% | |
| | Teaching & Research Support | 8.6% | |
| | Professional, Administrative & Clerical | 33.0% | |
| | Computing - Professional & Support | 2.8% | |
| | Finance - Professional & Support | 3.2% | |
| | Library - Professional & Support | 0.0% | |
| | Technical & Crafts | 0.9% | |
| | Ancillary | 2.4% | |
| Maths, Physical & Life | Academic | 19.2% | |
| Sciences | Research | 43.5% | |
| | Teaching & Research Support | 5.5% | |
| | Professional, Administrative & Clerical | 16.9% | |
| | Computing - Professional & Support | 3.5% | |
| | Finance - Professional & Support | 3.1% | |
| | Library - Professional & Support | 0.1% | |
| | Museum - Professional & Support | 0.0% | |
| | Technical & Crafts | 5.9% | |
| | Ancillary | 2.2% | |
| lumanities | Academic | | 47.6% |
| | Research | 15.5% | |
| | Teaching & Research Support | 9.4% | |
| | Professional, Administrative & Clerical | 21.4% | |
| | Computing - Professional & Support | 2.5% | |
| | Finance - Professional & Support | 1.8% | |
| | Library - Professional & Support | 0.1% | |
| | Museum - Professional & Support | 0.1% | |
| | Technical & Crafts | 0.3% | |
| | Ancillary | 1.4% | |



Staff in post nationality

Figure 9: Headcount by nationality group (staff in post as at 31 July 2024)



Table 7: Top five 'Other' nationalities (31 July 2024)

| | Headcount | % of 'Other' group |
|---------------|-----------|--------------------|
| China | 435 | 15.4% |
| United States | 419 | 14.8% |
| India | 317 | 11.2% |
| Australia | 173 | 6.1% |
| Canada | 157 | 5.5% |

Figure 10: Nationality group shown as a percentage of total divisional headcount (staff in post as at 31 July 2024)



Figure 11: Nationality group shown as a percentage of total grade group headcount (staff in post as at 31 July 2024)



Staff in post funding

Table 8: Headcount for full time and part time staff (excluding variable hours) by staff group, grade group and majority source of funding for basic salary (as at 31 July 2024)

| | | Headcou | nt | % of Headc | ount | Headcount | % of Headcount |
|------------------------------------|------------------|-------------------|-------------------|-------------------|-------------------|-----------|----------------|
| Staff Group | Grade Group | University funded | Externally funded | University funded | Externally funded | Total | Total |
| Academic | Academic | 1,713 | 374 | 82.1% | 17.9% | 2,087 | 100.0% |
| Research | Research | 872 | 4,215 | 17.1% | 82.9% | 5,087 | 100.0% |
| Teaching & Research Support | Academic | 1 | | 100.0% | | 1 | 100.0% |
| | Academic-related | 477 | 826 | 36.6% | 63.4% | 1,303 | 100.0% |
| | Support | 5 | 9 | 35.7% | 64.3% | 14 | 100.0% |
| Professional, Administrative & | Academic-related | 2,536 | 529 | 82.7% | 17.3% | 3,065 | 100.0% |
| Clerical | Support | 972 | 249 | 79.6% | 20.4% | 1,221 | 100.0% |
| Finance - Professional & Support | Academic-related | 352 | 19 | 94.9% | 5.1% | 371 | 100.0% |
| | Support | 215 | 8 | 96.4% | 3.6% | 223 | 100.0% |
| Computing - Professional & Support | Academic-related | 575 | 195 | 74.7% | 25.3% | 770 | 100.0% |
| | Support | 74 | 9 | 89.2% | 10.8% | 83 | 100.0% |
| Library - Professional & Support | Academic-related | 165 | 21 | 88.7% | 11.3% | 186 | 100.0% |
| | Support | 283 | 9 | 96.9% | 3.1% | 292 | 100.0% |
| Museum - Professional & Support | Academic-related | 74 | 10 | 88.1% | 11.9% | 84 | 100.0% |
| | Support | 67 | 2 | 97.1% | 2.9% | 69 | 100.0% |
| Technical & Crafts | Academic-related | 131 | 33 | 79.9% | 20.1% | 164 | 100.0% |
| | Support | 280 | 129 | 68.5% | 31.5% | 409 | 100.0% |
| Ancillary | Academic-related | 24 | 5 | 82.8% | 17.2% | 29 | 100.0% |
| | Support | 612 | 14 | 97.8% | 2.2% | 626 | 100.0% |
| Grand Total | | 9,428 | 6,656 | 58.6% | 41.4% | 16,084 | 100.0% |

Comparison of all staff as at 31 July

| | University funded | Externally funded | Self-funding | Missing Data | University funded | Externally funded | Self-funding | Missing Data | Total | Total |
|------|-------------------|-------------------|--------------|--------------|-------------------|-------------------|--------------|--------------|--------|--------|
| 2020 | 8,455 | 6,181 | 24 | 7 | 57.6% | 42.1% | 0.2% | 0.0% | 14,667 | 100.0% |
| 2021 | 8,225 | 6,308 | 39 | | 56.4% | 43.3% | 0.3% | | 14,572 | 100.0% |
| 2022 | 8,406 | 6,408 | 27 | | 56.6% | 43.2% | 0.2% | | 14,841 | 100.0% |
| 2023 | 8,741 | 6,679 | | | 56.7% | 43.3% | | | 15,420 | 100.0% |
| 2024 | 9,428 | 6,656 | | | 58.6% | 41.4% | | | 16,084 | 100.0% |

Note 1: Majority source of funding for basic salary categories are based on the following items defined by the Higher Education Statistics Agency (HESA):

(1) Source of basic salary <u>https://www.hesa.ac.uk/collection/c23025/a/SOBS</u>
 (2) Proportion of basic salary charged against general income <u>https://www.hesa.ac.uk/collection/c23025/a/PSCAG</u>

Note 2: University funded posts are defined as those which receive 50% or more funding from the University.

Staff in post funding

Figure 12: Majority source of funding for basic salary by staff group for full time and part time staff (excluding variable hours) (staff in post as at 31 July 2024)



Note 1: Majority source of funding for basic salary categories are based on the following items defined by the Higher Education Statistics Agency (HESA):

(1) Source of basic salary https://www.hesa.ac.uk/collection/c23025/a/SOBS

(2) Proportion of basic salary charged against general income https://www.hesa.ac.uk/collection/c23025/a/PSCAG

Note 2: University funded posts are defined as those which receive 50% or more funding from the University.

University funded

Externally funded

Headcount by funding source and year

Figure 13: Headcount by funding source and year (excluding variable hours)





0% 10% 20% 30% 40% 50%

0% 10% 20% 30% 40% 50%

0% 10% 20% 30% 40% 50%

0% 10% 20% 30% 40% 50%

0% 10% 20% 30% 40% 50%

Staff in post age profile





Staff in post sex profile

Figure 16: Headcount profile by age band and sex (staff in post as at 31 July 2024)

Figure 17: FTE profile by sex and staff group (as at 31 July 2024)





Staff in post sex profile

Page 15

Figure 18: FTE profile by sex, staff group and grade group excluding Academic & Research staff (as at 31 July 2024)



Male

| | | Staff in post sex profile | Page 10 |
|-----------------------------|----------------------------|------------------------------------------|-------------|
| Figure 19: | Sex profile of academic st | aff by division (FTE as at 31 July 2024) | Male Female |
| Medical | Professor | 86.8% | 13.2% |
| Sciences | Reader | 82.8% | 17.2% |
| | Associate Professor | 59.4% | 40.6% |
| | Departmental Lecturer | 40.0% | 60.0% |
| Social | Professor | 67.0% | 33.0% |
| Sciences | Associate Professor | 57.5% | 42.5% |
| | Departmental Lecturer | 48.9% | 51.1% |
| Maths, | Professor | 80.3% | 19.7% |
| Physical & Life Sciences | Reader | 66.7% | 33.3% |
| | Associate Professor | 80.9% | 19.1% |
| | Departmental Lecturer | 71.8% | 28.2% |
| Humanities | Professor | 66.4% | 33.6% |
| | Reader | 50.0% | 50.0% |
| | Associate Professor | 57.7% | 42.3% |
| | Departmental Lecturer | 60.4% | 39.6% |
| Continuing | Associate Professor | 51.9% | 48.1% |
| Education | Departmental Lecturer | 59.3% | 40.7% |

Table 9: Sex profile of academic staff by division (FTE as at 31 July 2024)

| | Professor | | | | | Rea | der | | | Associate | Professor | | Departmental Lecturer | | | |
|---------------------------------|-----------|-------|-------|-------|------|-------|------|-------|-------|-----------|-----------|-------|-----------------------|-------|-------|-------|
| | Fema | ale | Male | • | Fema | ale | Male | e | Fema | le | Male | | Fema | le | Male | |
| | FTE | % FTE | FTE | % FTE | FTE | % FTE | FTE | % FTE | FTE | % FTE | FTE | % FTE | FTE | % FTE | FTE | % FTE |
| Medical Sciences | 8.0 | 13.2% | 52.8 | 86.8% | 4.0 | 17.2% | 19.3 | 82.8% | 42.1 | 40.6% | 61.5 | 59.4% | 9.3 | 60.0% | 6.2 | 40.0% |
| Social Sciences | 19.0 | 33.0% | 38.5 | 67.0% | | | | | 116.5 | 42.5% | 157.4 | 57.5% | 54.5 | 51.1% | 52.2 | 48.9% |
| Maths, Physical & Life Sciences | 11.8 | 19.7% | 48.1 | 80.3% | 1.0 | 33.3% | 2.0 | 66.7% | 73.9 | 19.1% | 312.4 | 80.9% | 14.9 | 28.2% | 38.0 | 71.8% |
| Humanities | 19.2 | 33.6% | 37.9 | 66.4% | 2.0 | 50.0% | 2.0 | 50.0% | 68.3 | 42.3% | 93.3 | 57.7% | 31.7 | 39.6% | 48.3 | 60.4% |
| Continuing Education | | | | | | | | | 8.9 | 48.1% | 9.6 | 51.9% | 9.4 | 40.7% | 13.6 | 59.3% |
| Grand Total | 58.0 | 24.6% | 177.3 | 75.4% | 7.0 | 23.1% | 23.3 | 76.9% | 309.7 | 32.8% | 634.2 | 67.2% | 119.8 | 43.1% | 158.2 | 56.9% |

Note 1: Royal Society Professors (grade D94) are included in the Professor group in this dashboard, although employees on this grade may be on research only contracts. Note 2: The Professor group includes Statutory Professors and Titular Professors. The Reader group includes grades A10. The Associate Professor group includes joint appointment holders (grades beginning with '3') and Clinical Associate Professors A62 and A82. Departmental Lecturers include appointments marked with the job title 'Departmental Lecturer' in PeopleXD and Clinical Lecturer A67 and A68.



Table 10: Sex profile of clinical and non-clinical academic staff (FTE as at 31 July 2024)

| | | Profe | ssor | | | Rea | der | | | Associate I | Professor | | Departmental Lecturer | | | |
|--------------|-------|-------|-------|-------|-------|-------|------|-------|-------|-------------|-----------|-------|-----------------------|-------|-------|--------|
| | Femal | le | Male | | Femal | e | Male | • | Fema | le | Male | | Femal | e | Male | • |
| | FTE | % FTE | FTE | % FTE | FTE | % FTE | FTE | % FTE | FTE | % FTE | FTE | % FTE | FTE | % FTE | FTE | % FTE |
| Clinical | 1.0 | 3.4% | 28.7 | 96.6% | 4.0 | 17.9% | 18.3 | 82.1% | 10.3 | 56.0% | 8.1 | 44.0% | | | 0.5 | 100.0% |
| Non-clinical | 57.0 | 27.7% | 148.6 | 72.3% | 3.0 | 37.5% | 5.0 | 62.5% | 299.4 | 32.3% | 626.1 | 67.7% | 119.8 | 43.2% | 157.7 | 56.8% |
| Grand Total | 58.0 | 24.6% | 177.3 | 75.4% | 7.0 | 23.1% | 23.3 | 76.9% | 309.7 | 32.8% | 634.2 | 67.2% | 119.8 | 43.1% | 158.2 | 56.9% |

Note 1: Royal Society Professors (grade D94) are included in the Professor group in this dashboard, although employees on this grade may be on research only contracts.

Note 2: The Professor group includes Statutory Professors and Titular Professors. The Reader group includes grades A10. The Associate Professor group includes joint appointment holders (grades beginning with '3') and Clinical Associate Professors A62 and A82. Departmental Lecturers include appointments marked with the job title 'Departmental Lecturer' in PeopleXD and Clinical Lecturer A67 and A68.

| | | | Staff in post sex profile | | | Page | | | |
|---------------------------|------------|---------------------------------------|-----------------------------------|-------|-------|--------|--|--|--|
| igure 21: Se | ex profile | by staff group for three academic yea | ars (FTE as at 31 July each year) | | Male | Female | | | |
| cademic - | 2022 | | 81.9% | | | 18.1% | | | |
| Clinical | 2023 | | 78.0% | | 22.0% | | | | |
| | 2024 | | 74.8% | | 25 | 5.2% | | | |
| Academic - | 2022 | | 66.1% | | 33.9% | | | | |
| Non-clinical | 2023 | | 65.0% | | 35.0% | | | | |
| | 2024 | | 64.2% | | 35.8% | | | | |
| Research - | 2022 | 55.0% | | | 45.0% | | | | |
| Clinical | 2023 | 57.0 | % | | 43.0% | | | | |
| | 2024 | 55.8% | 0 | | 44.2% | | | | |
| Research - | 2022 | 54.2% | | | 45.8% | | | | |
| Non-clinical | 2023 | 53.5% | | 4 | 46.5% | | | | |
| | 2024 | 52.2% | | 47 | 7.8% | | | | |
| Teaching & | 2022 | 33.4% | | 66.6% | | | | | |
| Research Suppor | t 2023 | 33.1% | | 66.9% | | | | | |
| | 2024 | 35.2% | | 64.8% | | | | | |
| Professional, | 2022 | 26.1% | | 73.9% | | | | | |
| Administrative & Clerical | 2023 | 26.7% | | 73.3% | | | | | |
| | 2024 | 27.2% | | 72.8% | | | | | |
| Finance - | 2022 | 32.6% | | 67.4% | | | | | |
| Professional & Support | 2023 | 33.4% | | 66.6% | | | | | |
| | 2024 | 34.7% | | 65.3% | | | | | |
| Computing - | 2022 | | 75.8% | | 2 | 24.2% | | | |
| Professional & Support | 2023 | | 75.5% | | 2 | 4.5% | | | |
| - appell | 2024 | | 76.4% | | | 23.6% | | | |
| Library - | 2022 | 34.3% | | 65.7% | | | | | |
| Professional & Support | 2023 | 35.0% | | 65.0% | | | | | |
| | 2024 | 33.7% | | 66.3% | | | | | |
| Museum - | 2022 | 32.2% | | 67.8% | | | | | |
| Professional & Support | 2023 | 30.8% | | 69.2% | | | | | |
| | 2024 | 26.1% | | 73.9% | | | | | |
| Fechnical & | 2022 | 58. | 4% | | 41.6% | | | | |
| Crafts | 2023 | 57.1 | % | 42.9% | | | | | |
| | 2024 | 58. | 5% | 41.5% | | | | | |
| Ancillary | 2022 | | 66.9% | 33.1% | | | | | |
| | 2023 | | 64.4% | 35.6% | | | | | |
| | 2024 | | 61.8% | 38.2% | | | | | |

Note: Academic and research contracts are split between clinical and non-clinical based on the grade of the appointment in PeopleXD.



Note: 'BME' is an acronym for 'black and minority ethnic'.

Staff in post ethnicity profile

Figure 23: Percentage of all University staff shown across BME ethnicity groups and grade group (FTE as at 31 July 2024)



Note 1: 'BME' is an acronym for 'black and minority ethnic'.

Note 2: This figure shows details of those staff declaring BME ethnicity. Staff declaring White or Unknown ethnicity are excluded from this analysis. Percentage show the percentage of all University staff in each BME sub-group.

Staff in post disability profile

| All staff | | | | | | | | | | | |
|-----------|--|---------------|---------------------|--|--|--|--|--|--|--|--|
| Unkno | | No Disability | Declared Disability | | | | | | | | |
| 17.5 | | 76.0% | 6.8% | | | | | | | | |

Figure 24: Declared disability profile by staff group (FTE as at 31 July 2024)

| 0 | | • • • • | . , |
|---------------|-----------------------------------------|---------|-------|
| Declared | Academic | 3.9% | |
| Disability | Research | 5.2% | |
| | Teaching & Research Support | 6.5% | |
| | Professional, Administrative & Clerical | 8.9% | |
| | Computing - Professional & Support | 7.0% | |
| | Finance - Professional & Support | 8.4% | |
| | Library - Professional & Support | 10.5% | |
| | Museum - Professional & Support | 8.2% | |
| | Technical & Crafts | 13.2% | |
| | Ancillary | 7.1% | |
| No Disability | Academic | | 75.0% |
| | Research | | 73.5% |
| | Teaching & Research Support | | 78.9% |
| | Professional, Administrative & Clerical | | 77.5% |
| | Computing - Professional & Support | | 80.5% |
| | Finance - Professional & Support | | 78.3% |
| | Library - Professional & Support | | 84.3% |
| | Museum - Professional & Support | | 81.4% |
| | Technical & Crafts | | 69.8% |
| | Ancillary | | 74.2% |
| Unknown | Academic | 21.0% | |
| | Research | 21.3% | |
| | Teaching & Research Support | 14.6% | |
| | Professional, Administrative & Clerical | 13.6% | |
| | Computing - Professional & Support | 12.5% | |
| | Finance - Professional & Support | 13.3% | |
| | Library - Professional & Support | 5.1% | |
| | Museum - Professional & Support | 10.4% | |
| | Technical & Crafts | 17.0% | |
| | Ancillary | 18.7% | |

Figure 25: Declared disability and sex profile by staff group (FTE as at 31 July 2024)

Male

| | | 00.00/ | 07.00/ | | |
|------------------------|-----------------------------------------|--------|------------|--|--|
| Declared Disability | Academic | 62.2% | 37.8% | | |
| Disability | Research | 45.8% | 54.2% | | |
| | Teaching & Research Support | 30.4% | 69.6% | | |
| | Professional, Administrative & Clerical | 25.3% | 74.7% | | |
| | Computing - Professional & Support | 66.4% | 33.6% | | |
| | Finance - Professional & Support | 25.4% | 74.6% | | |
| | Library - Professional & Support | 31.6% | 68.4% | | |
| | Museum - Professional & Support | 27.0% | 73.0% | | |
| | Technical & Crafts | 56.2% | 43.8% | | |
| | Ancillary | 40.3% | 59.7% | | |
| No Disability | Academic | 66.6% | 33.4% | | |
| | Research | 51.7% | 48.3% | | |
| | Teaching & Research Support | 34.7% | 65.3% | | |
| | Professional, Administrative & Clerical | 26.3% | 73.7% | | |
| | Computing - Professional & Support | 76.3 | 3% 23.7% | | |
| | Finance - Professional & Support | 34.4% | 65.6% | | |
| | Library - Professional & Support | 34.3% | 65.7% | | |
| | Museum - Professional & Support | 24.6% | 75.4% | | |
| | Technical & Crafts | 59.9% | 40.1% | | |
| | Ancillary | 65.4% | 34.6% | | |
| Unknown | Academic | 59.2% | 40.8% | | |
| | Research | 56.9% | 43.1% | | |
| | Teaching & Research Support | 40.0% | 60.0% | | |
| | Professional, Administrative & Clerical | 33.4% | 66.6% | | |
| | Computing - Professional & Support | 82 | 2.8% 17.2% | | |
| | Finance - Professional & Support | 41.9% | 58.1% | | |
| | Library - Professional & Support | 28.4% | 71.6% | | |
| | Museum - Professional & Support | 36.6% | 63.4% | | |
| | Technical & Crafts | 54.5% | 45.5% | | |
| | Ancillary | 55.6% | 44.4% | | |

Page 21

Female

| Leavers and turnover | | | | | | | | | | | | | | Page 22 | | |
|------------------------------------------------------------------------------------------------|-------|-------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|--|
| ble 11: Turnover of staff on permanent/open-ended contracts for 12 months to 31 July each year | | | | | | | | | | | | | | | | |
| Staff Group | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Academic | 4.3% | 5.1% | 5.5% | 4.4% | 3.3% | 4.6% | 3.9% | 4.4% | 4.6% | 2.6% | 3.4% | 3.4% | 3.8% | 4.5% | 3.6% | |
| Research | 6.6% | 8.4% | 5.7% | 5.2% | 5.8% | 5.7% | 5.3% | 7.0% | 5.9% | 4.6% | 4.0% | 5.2% | 6.0% | 7.0% | 6.2% | |
| Teaching & Research Support | 2.0% | 6.8% | 6.7% | 8.9% | 7.6% | 9.5% | 5.5% | 8.2% | 7.2% | 5.8% | 7.2% | 4.4% | 8.9% | 5.9% | 8.9% | |
| Professional, Administrative & Clerical | 11.3% | 11.6% | 9.6% | 10.1% | 11.5% | 10.6% | 11.1% | 13.2% | 11.5% | 10.9% | 8.0% | 7.1% | 11.5% | 11.5% | 9.5% | |
| Finance - Professional & Support | 4.2% | 9.1% | 4.0% | 6.6% | 8.2% | 12.7% | 8.1% | 9.3% | 7.9% | 6.9% | 8.0% | 5.5% | 8.0% | 9.9% | 10.6% | |
| Computing - Professional & Support | 5.9% | 7.6% | 4.6% | 8.0% | 8.5% | 9.9% | 8.4% | 7.4% | 7.9% | 7.2% | 8.7% | 4.8% | 7.7% | 7.9% | 6.8% | |
| Library - Professional & Support | 7.7% | 10.2% | 9.3% | 7.2% | 12.7% | 11.8% | 14.1% | 11.5% | 13.1% | 9.1% | 10.9% | 9.0% | 8.4% | 9.2% | 10.0% | |
| Museum - Professional & Support | 13.2% | 11.0% | 8.2% | 8.3% | 12.6% | 13.8% | 10.3% | 20.9% | 13.6% | 12.4% | 11.1% | 7.1% | 10.0% | 13.3% | 7.7% | |
| Technical & Crafts | 8.7% | 12.5% | 7.1% | 6.3% | 7.0% | 10.8% | 6.9% | 10.3% | 8.7% | 9.1% | 7.0% | 7.8% | 12.5% | 10.3% | 9.4% | |
| Ancillary | 11.1% | 17.2% | 8.3% | 10.7% | 15.7% | 12.7% | 16.7% | 15.8% | 16.5% | 12.3% | 11.6% | 11.9% | 17.0% | 15.2% | 15.2% | |
| Grand Total | 7.6% | 9.4% | 7.1% | 7.4% | 8.8% | 9.2% | 8.9% | 10.0% | 9.3% | 7.9% | 7.2% | 6.3% | 9.0% | 9.2% | 8.2% | |

Note 1: Permanent/Open-ended employees are defined as employees with fixed hours and variable hours working patterns, not on fixed term contracts. Note 2: Turnover is expressed as a percentage and is calculated as: (Leavers in the period 01-AUG to 31-JUL / Staff in post on 1-AUG) * 100

Table 12: Reason for leaving by staff group - all contract types (to 31 July 2024)

| | | Academic | Research | Teaching & Research Support | Professional, Administrative & Clerical | Finance - Professional & Support | Computing - Professional & Support | Library - Professional & Support | - Museum Professional & Support | Technical & Crafts | Ancillary |
|-----------------|--------------------------------------|----------|----------|--------------------------------|-----------------------------------------------|----------------------------------------|------------------------------------------|----------------------------------------|---------------------------------------|--------------------|-----------|
| Voluntary | Career Reasons | 34.8% | 39.4% | 27.6% | 35.5% | 37.2% | 52.1% | 50.0% | 54.5% | 42.9% | 42.9% |
| | Early Retirement | 3.2% | 0.2% | 0.7% | 1.6% | 1.2% | 1.4% | 1.5% | 6.1% | 3.1% | 0.8% |
| | Further study | | 4.5% | 6.1% | 2.5% | 1.2% | 1.4% | 2.9% | | 7.1% | 2.3% |
| | III health retirement | 0.6% | 0.3% | | 0.6% | | | | 6.1% | | 1.5% |
| | ISAP | | | | 0.8% | | | | | 1.0% | 0.8% |
| | Normal retirement | 22.6% | 1.7% | 3.4% | 7.4% | 8.1% | 16.9% | 7.4% | 3.0% | 5.1% | 5.3% |
| | Pay/Conditions | | 0.8% | 0.3% | 2.2% | 1.2% | 5.6% | 1.5% | | 1.0% | 1.5% |
| | Personal / Family reasons | 3.2% | 4.2% | 4.4% | 17.4% | 29.1% | 12.7% | 19.1% | 12.1% | 11.2% | 20.3% |
| | Resignation during probation | 0.6% | 0.6% | 0.3% | 3.3% | 2.3% | | | | 2.0% | 1.5% |
| | Voluntary severance | | 0.7% | 1.0% | 2.5% | 3.5% | 1.4% | | | 5.1% | |
| | Total | 65.2% | 52.3% | 44.0% | 73.8% | 83.7% | 91.5% | 82.4% | 81.8% | 78.6% | 76.7% |
| Involuntary | Dismissal during probation | | | | 0.3% | 1.2% | | | | | 0.8% |
| | Dismissal: capability / conduct | 0.6% | 0.2% | | 0.8% | | | | | | 1.5% |
| | Fixed term contract end / redundancy | 27.1% | 42.6% | 49.1% | 19.0% | 10.5% | 4.2% | 14.7% | 15.2% | 19.4% | 10.5% |
| | Retirement (EJRA) | 1.3% | 1.9% | 0.7% | | | 1.4% | | | | |
| | Sabbatical Externally Paid | 0.6% | | | | | | | | | |
| | TUPE | | 0.5% | | | | | | | | 0.8% |
| | Total | 29.7% | 45.2% | 49.8% | 20.1% | 11.6% | 5.6% | 14.7% | 15.2% | 19.4% | 13.5% |
| Other/Not Known | Other - including No Data | 5.2% | 2.6% | 6.1% | 6.1% | 4.7% | 2.8% | 2.9% | 3.0% | 2.0% | 9.8% |
| | Total | 5.2% | 2.6% | 6.1% | 6.1% | 4.7% | 2.8% | 2.9% | 3.0% | 2.0% | 9.8% |
| Grand Total | | 155 | 1,171 | 293 | 637 | 86 | 71 | 68 | 33 | 98 | 133 |

Note: 'ISAP' is an acronym for 'individual severance package'.

| | | | | eavers | and tu | Irnover | - | | | | | Page 2 | | | |
|-----------------|--------------------------------------|----------|------------|--------|--------|---------|--------|-------------|-------|-------|-------|--------|--|--|--|
| | son for leaving by sex - all empl | loyees (| to 31 July | | | | _ | Male Female | | | | | | | |
| Voluntary | Career Reasons | | 44.3% | | | | | | 55. | 7% | | | | | |
| | Early Retirement | | | | | | | | 53 | 3.6% | | | | | |
| | Further study | | 26.7% |) | | | | 73.39 | % | | | | | | |
| | III health retirement | | | 41.7% | | | | | 58.3% | % | | | | | |
| | ISAP | | | 42.9% | | | | | 57.1 | % | | | | | |
| | Normal retirement | | | | 55.0% | | | | | 45.0% | | | | | |
| | Pay/Conditions | | | 45.5% | | | | 54.5% | | | | | | | |
| | Personal / Family reasons | | 30.0 | 0% | | | | 70.0% | | | | | | | |
| | Resignation during probation | | 3 | 33.3% | | | | 66.7% | | | | | | | |
| | Voluntary severance | | | 44.4% | | | | 55.6% | | | | | | | |
| Involuntary | Dismissal during probation | | | | | 75.0% | | | | | 25.0% | | | | |
| | Dismissal: capability / conduct | | | 50.0 | 0% | | | | | 50.0% | | | | | |
| | Fixed term contract end / redundancy | | | 47.9 | % | | | | Ę | 52.1% | | | | | |
| | Retirement (EJRA) | | | | 59.3% | | | | | 40.7% | | | | | |
| | Sabbatical Externally Paid | | | | | | 100.0% | | | | | | | | |
| | TUPE | | | | | 71.4% | 28.6% | | | | | | | | |
| Other/Not Known | Other - including No Data | | | 42.0% | | | 58.0% | | | | | | | | |
| | | 0% | 10% | 20% | 30% | 40% | 50% | 60% | 70% | 80% | 90% | 100% | | | |

Note: Figures are for employees with fixed hours working patterns including those on Fixed Term contracts, and with a Variable Hours working pattern.



Note 1: Distinction titles of Professor are awarded via Recognition of Distinction exercises or via the Senior Appointments Panel.

Note 2: Individuals holding the distinction title of Professor are identified by the presence of 'Titular Professor' entries in the Academic Title field of PeopleXD.

Note 3: The most recent Recognition of Distinction exercise was held in 2024. However, as the data was not in PeopleXD as of 31 July these awards are not included in the figures above for 2024.

Note 4: Bars are labelled with headcount and the size of the bars corresponds to the percentage distribution of titles across legal sex.

Professorial distinction titles

These tables show the number of University employees that applied for and were awarded distinction titles of Professor in each Recognition of Distinction exercise. It **does not** show the total number of employees with a distinction title of Professor that were in employment in any given year.

Figure 28a: Applications for Recognition of Distinction by sex (University employees) by year



Figure 28b: Titles awarded in the Recognition of Distinction by sex (University employees) by year

Female



Figure 29: Titles awarded in the Recognition of Distinction by sex and academic division (University employees)

| Male | Medical Sciences | 2020 | | | | 15 | | | | | 9 | | | | | |
|--------------------------------------------------------------|---------------------------------|------|------|-----|------|------|-----|------|------|-------|------|------|----------|--|--|--|
| | | 2021 | | | | 26 | | | | | 17 | | | | | |
| | | | 16 | | | | | | | 8 | | | | | | |
| Source: Recognition of | | | 18 | | | | | | | 10 | | | | | | |
| Distinction applications and | | 2024 | | | | 18 | | | | | 14 | | | | | |
| outcomes held by the Senior | Social Sciences | 2020 | | | | 12 | | | | | 10 | | | | | |
| Appointments Team in | | 2021 | | | 13 | | | | | 17 | | | | | | |
| Personnel Services combined with sex | | 2022 | | | 9 | | | | | 10 | | | | | | |
| information from PeopleXD. | | 2023 | | | | 5 | | | | | 4 | | | | | |
| | | 2024 | | | | | 11 | | | | | 3 | | | | |
| | Maths, Physical & Life Sciences | 2020 | | | | | 15 | | | | | 4 | | | | |
| | _ | 2021 | 11 | | | | | | | 8 | | | | | | |
| | | 2022 | | 16 | | | | | | | | | | | | |
| The latest figures are for the exercise that concluded in | | 2023 | 20 | | | | | | 6 | | | | | | | |
| autumn 2024. | | 2024 | | | | | | 13 | | | | | 1 | | | |
| | Humanities | 2020 | | | | 11 | | | 7 | | | | | | | |
| | | 2021 | | | | 13 | | | 8 | | | | | | | |
| | | 2022 | 8 | | | | | | 4 | | | | | | | |
| | | 2023 | | | | 7 | | | | | 5 | | | | | |
| | | 2024 | | | | 5 | | | | 5 | | | | | | |
| | Continuing Education | 2022 | | | | | | | | | | | 1 | | | |
| | | 2023 | | | | | | | | | | | 2 | | | |
| | | 2024 | | | 1 | | | | | 2 | | | | | | |
| | Gardens, Libraries and Museums | | | | | | | | | | | | 1 | | | |
| | UAS | 2024 | | | | | | | | | | | 1 | | | |
| | | | 0% | 10% | 20% | 30% | 40% | 50% | 60% | 70% | 80% | 90% | 100% | | | |
| | | | 0.00 | | 2070 | 0070 | | 0070 | 0070 | . 070 | 0070 | 0070 | . 50 / 0 | | | |