



Department
Of
Human
Resources.

Summary Staff Statistics

1 August 2010 – 31 July 2011

The data set out in this Summary relates to current University staff, those who have left the University and all those making an application to join the University during the reporting period. The data has been evaluated according to a number of factors including age, disability, ethnicity and gender, with all percentages based on total disclosed information. Comparisons are made and key trends identified where helpful.

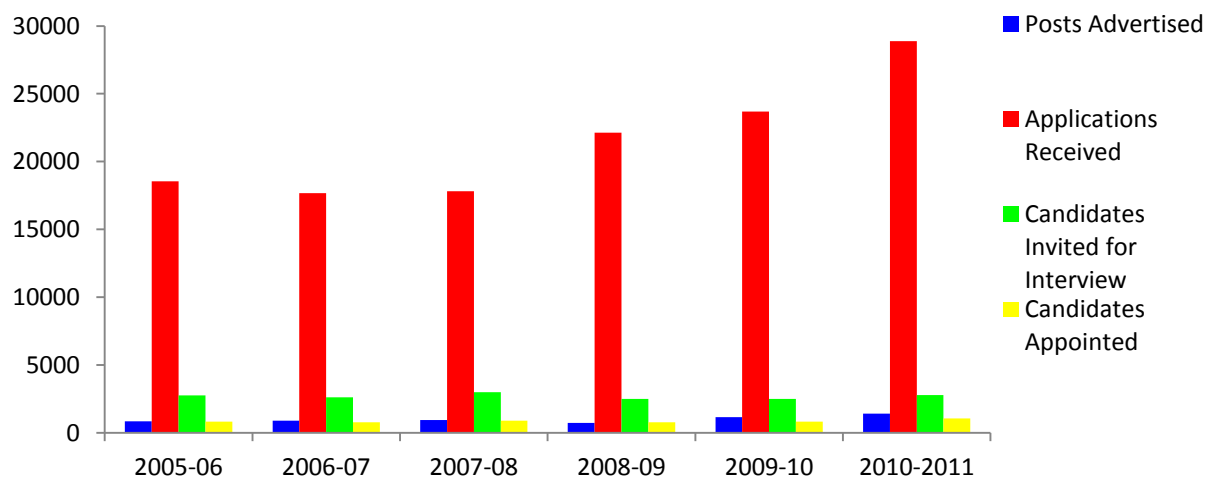
The data in this reports shows that total Head Count has risen to 5691 from 5533 in 2009-10. 52% (2950) of University staff are women, while women represent 31% (366) of the academic staff. 3.6% (162) of staff have a declared disability. The proportion of University staff of minority ethnic origin is 8.4% (394).

1.1 STAFF RECRUITMENT AND SELECTION

- 1,408 vacancies were approved for recruitment.
- 28,882 applications were received, 22% more than the previous year. This is the first reporting period where all vacancies have been recruited to solely using the University's e-Recruitment system.
- 9.6% of all applicants were shortlisted, down from 11% the previous year.
- 3.6% of all applicants and 37.6% of candidates shortlisted were appointed to posts. This is an increase of 4.6% in the conversion rate of shortlisting to appointments from the previous year.
- The number of candidates appointed to posts was 1052 – an increase of 28.8% on the previous year.

	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
Posts Approved	847	908	946	738	1,164	1,408
Applications Received	18,540	17,681	17,806	22,136	23,687	28,882
Candidates Invited for Interview	2,759	2,628	2,985	2,500	2,499	2,795
Candidates Appointed	814	782	904	788	817	1,052

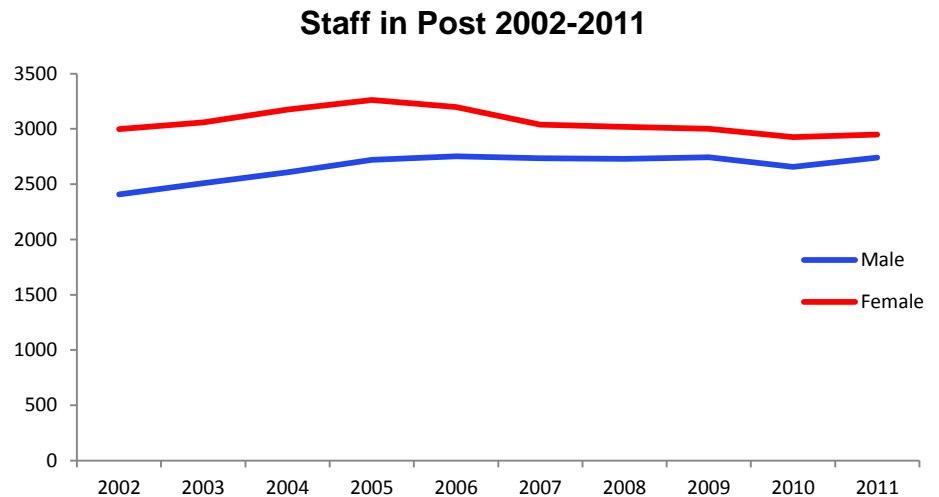
Summary of Recruitment Activity 2005 to 2011



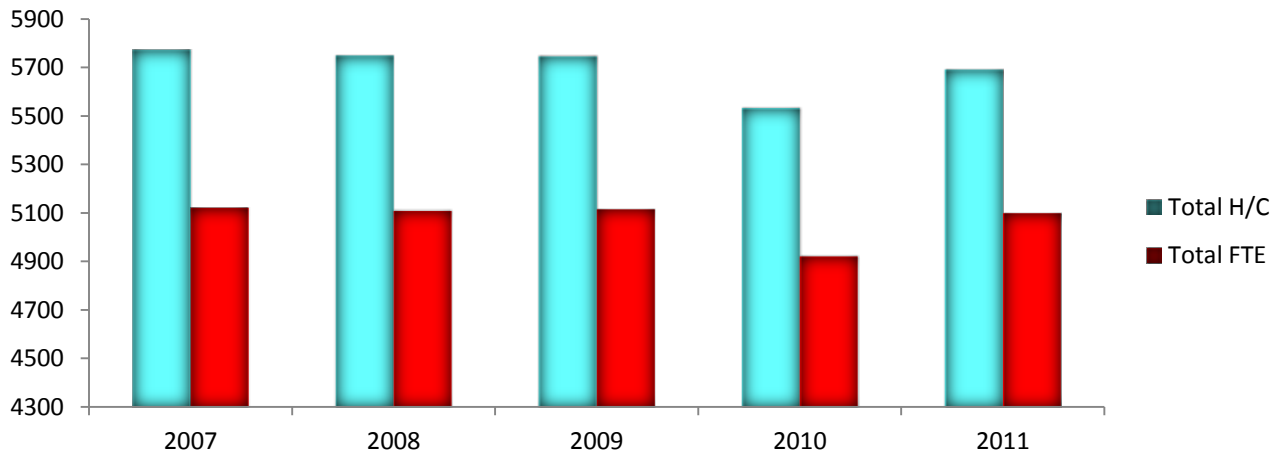
1.2 CURRENT STAFF

- In total there are 5,691 staff at the University, compared to 5,533 in 2009-10.
- 52% (2,950) of staff are women; the same proportion as the previous year.
- 31% (366) of academic staff are women; an increase of 1% on 2009-10.
- The age profile of the organisation has remained stable over the past seven years.
- 3.6% (162) of staff have a declared disability, an increase of 0.3%.
- The proportion of staff of minority ethnic origin (MEO) is currently 8.4% (394), down from 9.0% in 2009-10 (MEO proportion of working age population for Sheffield is 5% and for England and Wales is 6% - 2001 Census).
- Staff turnover decreased to 13% by headcount from 19% in 2009-10 (11% by FTE, 18% 2009-10)

	Male	Female	Total
2002	2,407	2,999	5,406
2003	2,510	3,059	5,569
2004	2,608	3,176	5,784
2005	2,720	3,263	5,983
2006	2,753	3,198	5,951
2007	2,735	3,038	5,773
2008	2,729	3,020	5,749
2009	2,745	3,001	5,746
2010	2,646	2,887	5,533
2011	2,741	2,950	5,691



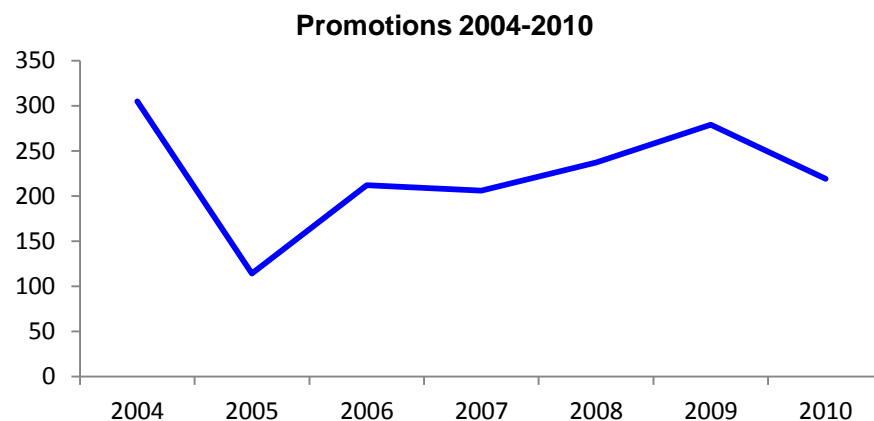
Total Staff Headcount and FTE 2007-2011



1.3 STAFF PROMOTIONS

- The figures contained in this report represent promotions for staff on the University of Sheffield Grading Scheme on Grades 1 to 9, (including promotion to Senior Lecturer, Senior University Teacher, Senior Research Fellow), conferment of the title of Reader and promotion to Personal Chair/Professorial Equivalent.
- The figures relate to promotions which are effective from 1 January 2011 and are based on the eligible staffing pool, as at 1 September 2010, from which the promotions are drawn.
- The Academic Promotions Committee, the Readerships and Personal Chairs Committee and the Promotions Panels of the HRM Committee, acting under delegated authority, agreed the promotions.
- 219 staff were promoted, compared with 279 in 2009-10.
- 81% of all promotion cases were successful.
- 45.7% (100) of those promoted were women.
- Staff of minority ethnic origin represented 5% (11) of those promoted during the year.
- The proportion of those promoted with a declared disability was 1.8% (4).

Year	Promotions
2004	305
2005	114
2006	212
2007	206
2008	237
2009	279
2010	219



1.4 STAFF DEVELOPMENT

- There were 654 participants in 47 sessions delivered as part of the Staff Development Programme. This equates to 405 individual members of staff, as some attended more than one session.
- Staff Development tailored provision: Approximately 400 participants in 28 sessions from 15 Departments. Sessions were delivered on a wide range of topics, with key themes being leadership, communication and SRDS.
- Useful Guides library: In July 2011, a library of useful guides was launched. These are supplied by an external company, Pansophix. The library comprises 25 different guides on a range of topics. In the first month, the total downloads across all the titles available was 316.

1.5 STATISTICS AT A GLANCE

	04/05	05/06	06/07	07/08	08/09	09/10	10/11
Posts Approved	1,065	847	908	946	738	950	1,408
Applications Received	17,885	18,540	17,681	17,806	22,136	23,687	28,882
Invited for Interview	3,036	2,759	2,628	2,985	2,500	2,499	2,795
Candidates Appointed	1,025	814	782	904	788	817	1,052
Total No of Staff	5,983	5,951	5,773	5,749	5,746	5,533	5,691
Total staff - % Women	55%	54%	53%	53%	52%	52%	52%
% Current Staff Working Part-Time	26%	26%	26%	26%	25%	26%	26%
% Current Staff aged under 50 years	73%	73%	73%	73%	73%	72%	71%
% Current Staff with a Declared Disability	4%	4%	4%	4%	4%	3%	4%
% Current Staff of Minority Ethnic Origin	7%	8%	8%	7%	8%	9%	8%
Staff Turnover	15%	15%	19%	15%	15%	19%	13%
Promotions - % of Current Staff Promoted	5.3%	1.9%	3.6%	3.6%	4.1%	5.0%	3.6%