



The
University
Of
Sheffield.

Department
Of
Human
Resources.

Summary Staff Statistics

1st August 2006 – 31st July 2007

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, gender and working commitment, with all percentages based on total disclosed information. Comparisons are made and key trends identified where helpful.

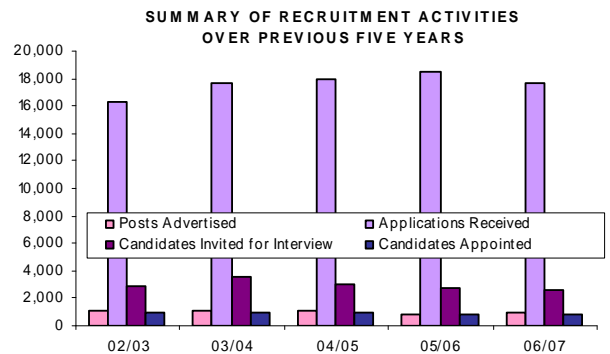
The data in this reports shows that 53% (3,038) of University staff are women, while women represent 30% (330) of the academic staff. 4% (192) of staff have a declared disability. The proportion of University staff of minority ethnic origin is 8% (398), increased from 6% (258) in 2001 – 02.

In the area of recruitment, the number of minority ethnic origin (MEO) applicants has been maintained. 14% (107) of all new staff appointed during 2006-07 were of minority ethnic origin, which exceeds the MEO proportion of the working age population for the city of Sheffield of 5% and for England and Wales of 6%, (2001 Census). 29% (14) of staff promoted to Senior Lecturer in 2006 were women, a decrease from 43% (20) in 2005 and 32% (14) in 2004.

1.1 STAFF RECRUITMENT AND SELECTION

- n 908 posts were advertised this year, a 7% increase from the previous year.
- n 17,681 applications were received, equating to a 5% decrease from the previous year, with the average number of applicants per post being 19, compared to 22 applicants per post in the previous year.
- n 15% of all applicants were invited for interviews, consistent with the previous year.
- n 4% of all applicants and 30% of candidates invited for interview were appointed to posts.
- n The number of candidates appointed to posts has decreased by 4%, compared with the previous year.
- n Women applicants had a higher success rate than men in being invited for interview (16% compared to 14%) but the men interviewed were more likely to be appointed (success rate of 31% compared to 28%).
- n 31% (5,224) of applications were from people of minority ethnic origin, consistent with the previous year,.

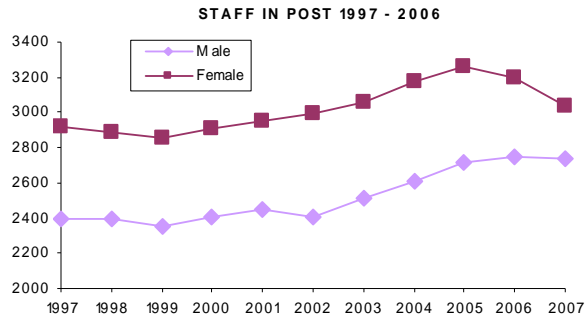
	02/03	03/04	04/05	05/06	06/07
Posts Advertised	1058	1089	1065	847	908
Applications Received	16254	17665	17885	18540	17681
Candidates Invited for Interview	2849	3530	3036	2759	2628
Candidates Appointed	905	1186	1025	814	782



1.2 CURRENT STAFF

- n In total there are 5,773 staff at the University, down from 5,951 in 2005/06 but a 7% increase over the past 5 years.
- n 53% (3,038) of staff are women; decreased from 54% (3,198) in 2005/06.
- n 30% (330) of academic staff are women, decreased from 32% (378) in 2005/06 and 33% (391) in 2004/05.
- n The rate of increase in the number of research staff was 2% for the second year in succession, compared to 24% over the past 5 years.
- n The age profile of the organisation has remained stable over the past 5 years.
- n 26% (1,494) of all staff work on a part-time basis, of which 84% (1,256) are female; this proportion has remained stable over the past 5 years.
- n 4% (192) of current staff have a declared disability.
- n The proportion of staff of minority ethnic origin (MEO) is currently 8% (398), increased from 6% (258) in 2001-02, (MEO proportion of working age population for Sheffield is 5% and for England and Wales is 6% - 2001 Census).

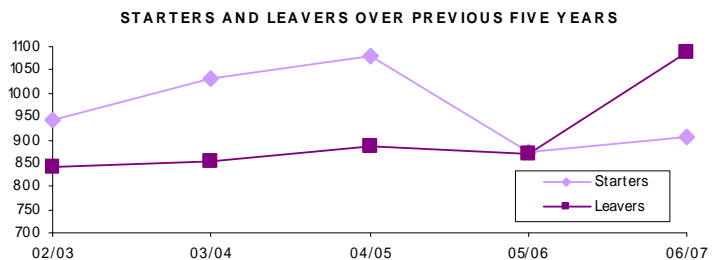
	Male	Female	Total
1998	2398	2892	5290
1999	2354	2856	5210
2000	2402	2907	5309
2001	2444	2951	5395
2002	2407	2999	5406
2003	2510	3059	5569
2004	2608	3176	5784
2005	2720	3263	5983
2006	2753	3198	5951
2007	2735	3038	5773



1.3 STARTERS AND LEAVERS

- n The number of leavers, 1089, exceeded the number of starters, 908, by 181 this year, (total current staff = 5,773).
- n Staff turnover rose to 19% during 06/07, having been stable at 15% since 02/03.
- n Staff turnover was highest in the Teaching Only, 56%, and Clinical Research, 39%, staff groups, and within the Faculties of Medicine, 29%, and Law, 21%. The 2006/07 staff turnover figures reflect the TUPE transfer of nursing staff, which was effective from 1st September 2006, e.g. 68 of the 118 Teaching Only leavers were nursing staff.
- n 31% (285) of all starters were part-time, compared with 26% (1,494) of all current staff.
- n 15% (96) of all starters, for whom ethnicity was known, were of minority ethnic origin, compared with 8% (398) of current staff.

	02/03	03/04	04/05	05/06	06/07
Starters	943	1031	1080	874	908
Leavers	841	852	886	870	1089
Variance	102	179	194	4	-181

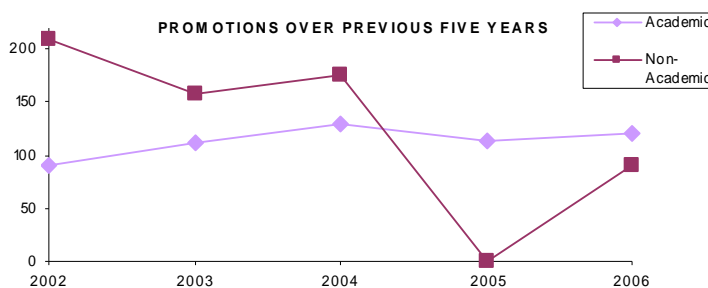


1.4 STAFF PROMOTIONS

- n The 2006 figures detailed below 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.

- n The figures relate to promotions which are effective from 1 January 2007 and are based on the eligible staffing pool, as at 1 September 2006, from which the promotions are drawn.
- n The Academic Promotions Committee, the Readerships & Personal Chairs Committee and Promotion Panels of the HRM Committee, acting under delegated authority, agreed the promotions.
- n 48% (101) of those promoted were women.
- n Staff of minority ethnic origin (MEO) represented 5% (10) of those promoted during the year.
- n The proportion of those promoted with a declared disability was 5% (10).
- n 45.5% (20) of staff who were unsuccessful for promotion appealed against the decision. 40% (8) of staff had a successful appeal and were promoted with effect from 1 January 2007.

	2002	2003	2004	2005	2006
Academic	91	112	130	114	121
Non-Academic	209	158	175	0	91
Total	300	270	305	114	212



* Please note - for the promotion statistics in this section, "Academic" includes Clinical and Non-Clinical Academic staff as well as Research staff.

1.5 STAFF DEVELOPMENT

- n **Support for managers:** 2005/06 saw the development of the Support for Managers framework. In 2006/07 this framework was supplemented by a number of new courses as part of central programmes provision. Figure 1 below shows the breakdown of participants by staff category. In all, 29 sessions were run specifically for managers with 309 participants. The framework was also cited in the IIP report for Central Services (2006) as "excellent".
- n **Central programmes:** 11 new courses were introduced in 2006/07 aimed at managers across the organisation based on the Support for Managers framework. In total, 144 personal and management development sessions were run on central programmes with 825 participants attending. Figure 2 shows the breakdown of participants per staff category. Overall, this represents a decrease in provision from 2005/06. This is due to a reduction in the number of SRDS sessions run.
- n **Tailored provision:** There has been a significant increase in the number of tailored sessions provided across the University from 28 in 2005/06 to 48 in 2006/07. These sessions range in length, content and nature from skills development to strategic planning events.
- n **Organisational support:** Supporting the implementation of the Staff Review and Development Scheme (SRDS) continued to be a major focus for staff development. After

carrying out a light-touch review, modifications were made to the process and paperwork. In all, 10 skills sessions were delivered.

Staff Development have also been able to support other organisational initiatives including Customer Relations, Diversity and the Women's Network through the provision courses via central programmes, Figure 3 shows more specific detail of the support provided in this area.

Figure 1:

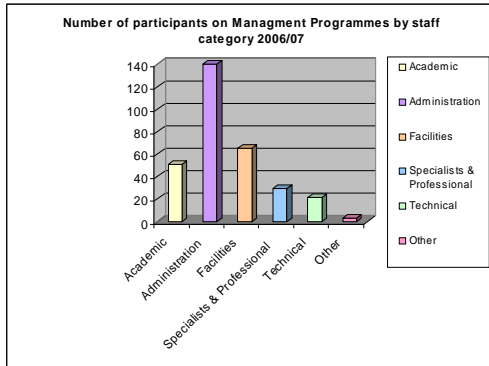


Figure 2:

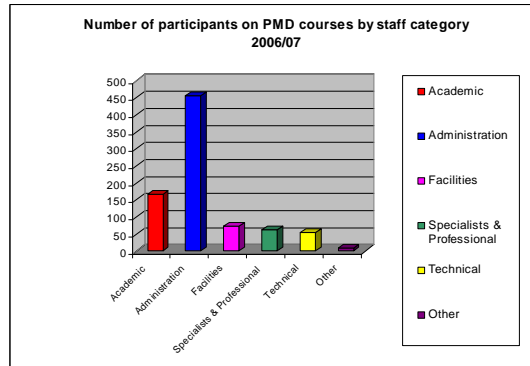


Figure 3: Breakdown of support provided for Organisational initiatives.

Course	No. Sessions	No. Participants	% of total participants on all PMD programmes
Diversity	5	53	6%
Women's Network	4	37	4%
Building Customer Relations	9	175	21%
SRDS	10	121	15%
Total	28	386	46%

1.6 STATISTICS AT A GLANCE

	02/03	03/04	04/05	05/06	06/07
Posts advertised	1,058	1,089	1,065	847	908
Applications received	16,254	17,665	17,885	18,540	17,681
Invited for interview	2,849	3,530	3,036	2,759	2,628
Candidates appointed	905	1,186	1,025	814	782
Total no. of staff	5,569	5,784	5,983	5,951	5,773
Total staff - % women	55 %	55 %	55 %	54 %	53 %
SETM* staff - % women	46 %	47 %	47 %	46 %	44 %
Academic staff - % women	30 %	32 %	33 %	32 %	30 %
SETM academic staff - % women	26 %	27 %	27 %	27 %	22 %
% of current staff 40 years old and over	56 %	56 %	56 %	57 %	56 %
% of current staff working part-time	26 %	27 %	26 %	26 %	26 %
% of current staff with a declared disability	5 %	5 %	4 %	4 %	4 %
% of current staff of minority ethnic origin	6 %	7 %	7 %	8 %	8 %
Starters minus leavers	102	179	194	4	-181
Staff turnover (%)	15 %	15 %	15 %	15 %	19 %
No. of new applications for work permits	65	121	114	97	111
Promotions - % of total pool promoted	8 %	7 %	7 %	7%	4%

*SETM includes the Faculties of Engineering, Medicine and Pure Science.