Guide to the spreadsheets

Column A – basic annual salary band

Column B – average annual salary in each band

Column C – number of staff in each salary band (FTEs)

Column D – labour cost to the university in each salary band, including employer’s pension contribution of 33%

**Column E – proposed percentage pay loss for each salary band**

Column F – basic annual salary after the pay loss

Column G – after pay loss, the labour cost to the university in each salary band

**Column H – savings from pay loss in each salary band**

Column I – salary loss per staff

Column J – original earning per day

Column K – furlough days per staff

Two key columns are E and H

Line 36 in Column H shows the projected amount of savings from staff from high-income earners

Line 53 in Column H shows the projected amount of savings from staff from low- and middle-income earners

Table 1 is based on data from the university

* number of staff and pay over 100K from the 2019 university financial statement
* number of staff and pay between 65-99K from July 2018 data obtained through the Freedom of Information request

Table 2 is estimated from various sources, including median income for academic and professional and support staff.

The proposal suggests the VC takes a 30% pay loss, and those over 100K between 20-27.5%.