Human Resources Group Statistical Summary 2007



BBSRC HUMAN RESOURCES – STATISTICAL SUMMARY 2007 17th Edition – Feb 2008 INDEX

Note: The change in structure with the formation of TOC, means that the 2007 figures for IFR and JIC are not directly comparable with previous years. A reminder to this effect is indicated with an asterisk beside those Institutes throughout the summary.

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Figures provided by Institute Human Resource Managers

Figures extracted from Delphi

ACRONYMS

INSTITUTES

RRes Rothamsted Research

IAH Institute for Animal Health

BI Babraham Institute

IFR Institute of Food Research

IGER Institute of Grassland and Environmental Research

JIC John Innes Centre

RI Roslin Institute

TOC The Operations Centre

BITS BBSRC Bioscience IT Services

BBSRC BBSRC Office

<u>OTHER</u>

AFRC Agricultural and Food Research Council

AWB Agricultural Wages Board

BRE Building Research Establishment

CCLRC Council for the Central Laboratory of the Research Councils (now part of the newly formed Science and Technology Facilities Council)

CSG Competitive Strategic Grant

DEFRA Department for Environment, Food and Rural Affairs

FR Forest Research

JBOS Joint Building and Office Services

JEGS Job Evaluation & Grading Support

JSS Joint Superannuation Service

NHM Natural History Museum

RBGK Royal Botanic Gardens, Kew

RBGE Royal Botanic Garden, Edinburgh

RCIAS Research Councils Internal Audit Service

SRI Silsoe Research Institute (now closed)

UKRO United Kingdom Research Office

6-PD Band 6, Postdoctoral Research Scientist

5-PD Band 5, Senior Postdoctoral Research Scientist

NOTE

1. The designation 'BBSRC' includes all staff employed at BBSRC – sponsored institutes, at BITS and BBSRC Office.

1. STAFFING

TOTAL BBSRC STAFF BY CATEGORY AND INSTITUTE 1 APRIL 2007

INSTITUTE	RRes	IAH	BI	*IFR	IGER	*JIC	RI	SRI	тос	BBSRC	SUB	**BBSRC	N	TOTAL O.	_ M/F	6	GRAND TOTAL
										BITS	TOTAL	OFFICE	М	F	М	F	M+F
SCIENCE	268	201	177	169	173	217	98	0	0	0	1303	0	737	566	57	43	1303
INFORMATION SCIENCE	12	1	0	0	6	2	4	0	16	0	41	0	15	26	37	63	41
ENGINEERING	22	5	16	0	14	0	4	0	32	0	93	3	95	1	99	1	96
SERVICES inc. AWBs	105	155	75	15	74	35	52	0	65	1	577	20	247	350	41	59	597
COMPUTING	16	2	6	0	8	0	7	0	16	35	90	6	78	18	81	19	96
POLICY & ADMINISTRATION	39	79	29	7	22	9	20	0	50	5	260	225	177	308	36	64	485
2007 GRAND TOTAL	462	443	303	191	297	263	185	0	179	41	2364	254	1349	1269	52	48	2618

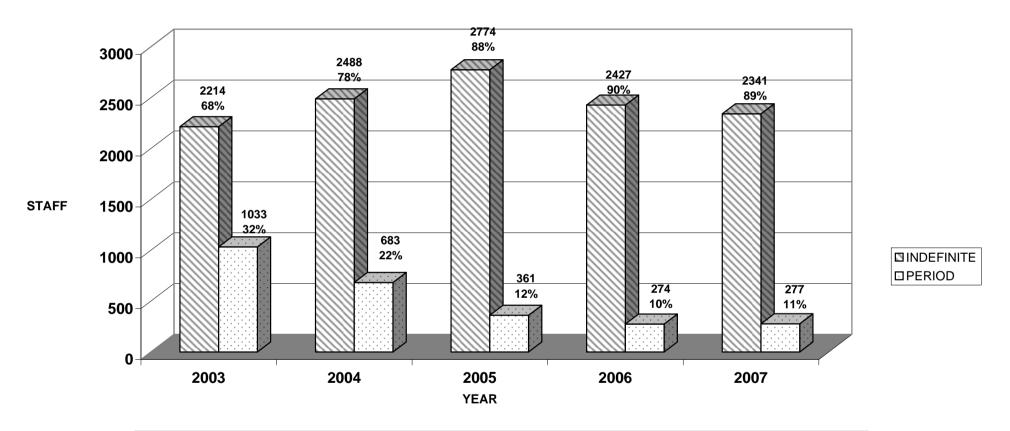
INSTITUTE	RRes	IAH	ВІ	*IFR	IGER	*JIC	RI	SRI	тос	BBSRC	SUB	BBSRC	N	TOTAI O.	_ M/F %	6	GRAND TOTAL
										BITS	TOTAL	OFFICE	М	F	М	F	M+F
2006 GRAND TOTAL	481	409	336	271	324	390	198	0	0	42	2451	250	1390	1311	51	49	2701
2005 GRAND TOTAL	530	508	362	275	330	474	227	141	0	40	2887	248	1638	1497	52	48	3135
2004 GRAND TOTAL	530	535	331	271	333	489	227	188	0	44	2948	**223	1681	1490	53	47	3171
2003 GRAND TOTAL	563	530	320	280	346	503	252	194	0	44	3032	**215	1747	1500	54	46	3247

^{**} Includes staff of the following joint Council services: JBOS, JSS, RCIAS, UKRO

Summary: Over the last five years the staff numbers have decreased from 3247 in 2003 to 2618 in 2007, a drop of 19%. The largest annual decrease (14%) occurred in 2006, the biggest single factor relevant to this was the closure of Silsoe which accounted for 5% of this drop.

BBSRC STAFF ON INDEFINITE & PERIOD CONTRACTS

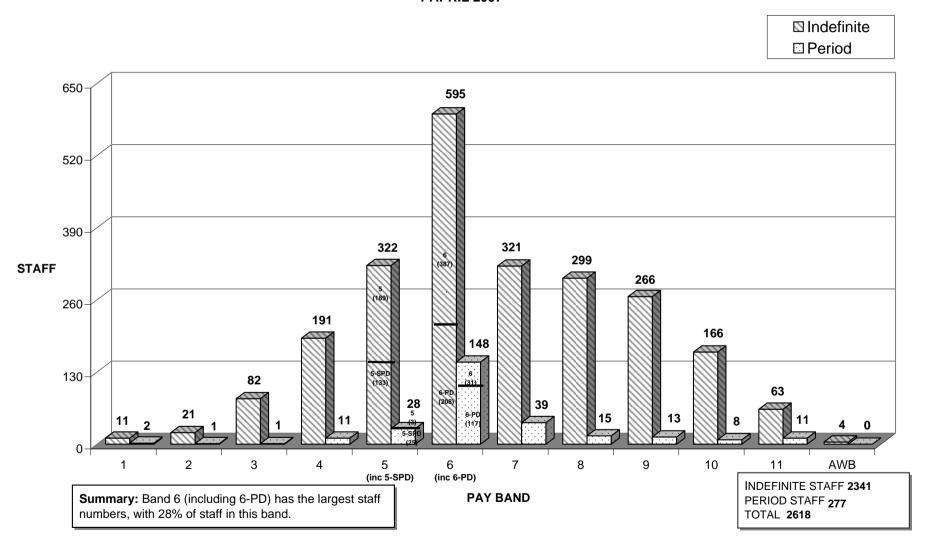
ALL CATEGORIES 2003 - 2007



Summary: The number of staff working on period contracts fell consistently (from 1033 to 274) between 2003 -2006, a decrease of 73%. In 2006/2007 however, there has been a marginal increase of 1%.

TOTAL BBSRC STAFF BY PAY BAND

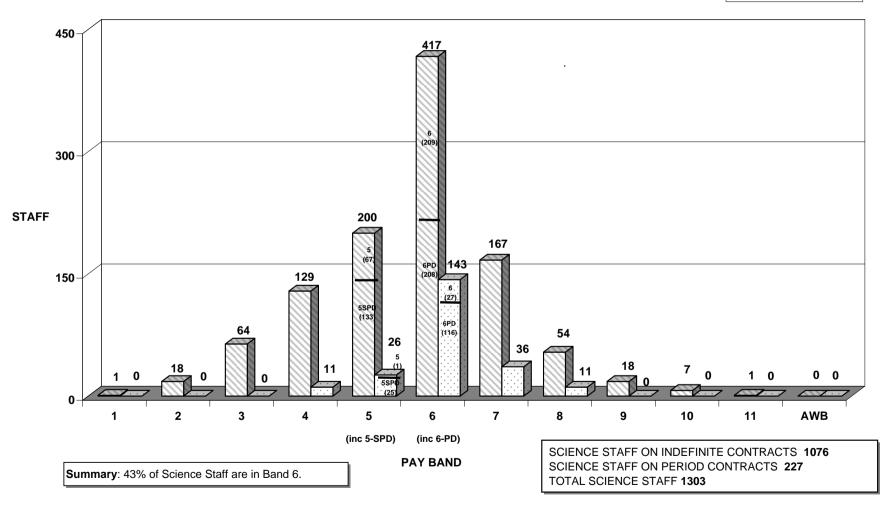
INDEFINITE & PERIOD CONTRACTS
1 APRIL 2007



SCIENCE CATEGORY

INDEFINITE & PERIOD CONTRACTS BY BAND 1 APRIL 2007

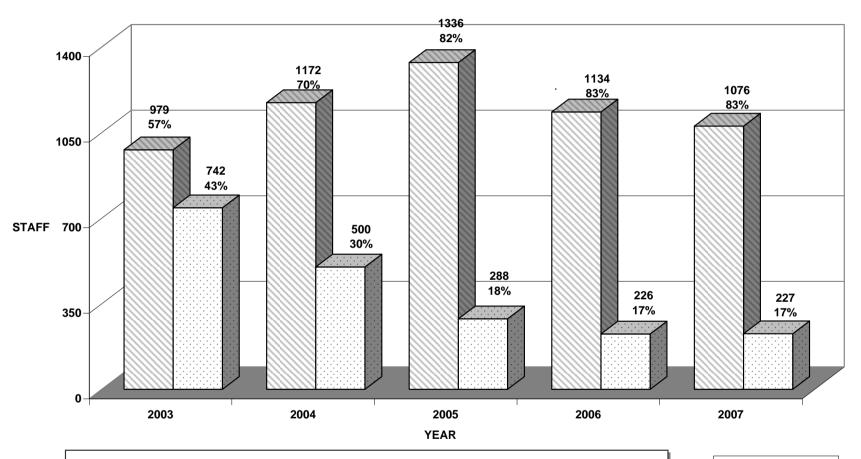




SCIENCE CATEGORY

INDEFINITE & PERIOD CONTRACTS BY YEAR

2003 - 2007



Summary: There has been a 24% decline in the number of science staff since 2003 which is slightly greater than 20% decline in the total number of staff. The proportion of the science staff on indefinite contracts over that period however, has increased from 57% to 83%.

□ INDEFINITE
□ PERIOD

BBSRC TOTAL STAFF (INDEFINITE CONTRACTS)

BY CATEGORY AND INSTITUTE 1ST APRIL 2007

INSTITUTE	RRes	IAH	ВІ	*IFR	IGER	*JIC	RI	SRI	тос	BBSRC BITS	SUB TOTAL	BBSRC OFFICE	GRAND TOTAL
SCIENCE	248	198	93	151	169	125	92	0	0	0	1076	0	1076
INFORMATION SCIENCE	12	1	0	0	6	2	3	0	16	0	40	0	40
ENGINEERING	22	5	16	0	14	0	4	0	32	0	93	3	96
SERVICES inc. AWBs	103	154	68	15	69	30	47	0	64	1	551	19	570
COMPUTING	16	2	5	0	8	0	6	0	16	35	88	6	94
POLICY & ADMINISTRATION	38	79	26	6	20	8	17	0	47	5	246	219	465
2007 GRAND TOTAL	439	439	208	172	286	165	169	0	175	41	2094	247	2341

INSTITUTE	RRes	IAH	ВІ	*IFR	IGER	*JIC	RI	SRI	тос	BBSRC BITS	SUB TOTAL	BBSRC OFFICE	GRAND TOTAL
2006 GRAND TOTAL	469	408	207	260	315	298	181	0	0	42	2180	247	2427
2005 GRAND TOTAL	511	505	212	264	324	338	206	141	0	39	2540	234	2774
2004 GRAND TOTAL	466	420	205	238	306	297	133	178	0	34	2277	211	2488
2003 GRAND TOTAL	419	311	200	196	282	288	128	164	0	31	2019	195	2214

Summary: Between 2003 and 2007 there was a 5% increase in the number of staff on indefinite contracts, from 2214 to 2341.

BBSRC TOTAL STAFF (PERIOD CONTRACTS)

BY CATEGORY AND INSTITUTE 1 APRIL 2007

INSTITUTE	RRes	IAH	ВІ	*IFR	IGER	*JIC	RI	SRI	тос	BBSRC BITS	SUB TOTAL	BBSRC OFFICE	GRAND TOTAL
SCIENCE	20	3	84	18	4	92	6	0	0	0	227	0	227
INFORMATION SCIENCE	0	0	0	0	0	0	1	0	0	0	1	0	1
ENGINEERING	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICES inc. AWBs	2	1	7	0	5	5	5	0	1	0	26	1	27
COMPUTING	0	0	1	0	0	0	1	0	0	0	2	0	2
POLICY & ADMINISTRATION	1	0	3	1	2	1	3	0	3	0	14	6	20
2007 GRAND TOTAL	23	4	95	19	11	98	16	0	4	0	270	7	277

INSTITUTE	RRes	IAH	ВІ	*IFR	IGER	*JIC	RI	SRI	тос	BBSRC BITS	SUB TOTAL	BBSRC OFFICE	GRAND TOTAL
2006 GRAND TOTAL	12	1	129	11	9	92	17	0	0	0	271	3	274
2005 GRAND TOTAL	19	3	150	11	6	136	21	0	0	1	347	14	361
2004 GRAND TOTAL	64	115	126	33	27	192	94	10	0	10	671	12	683
2003 GRAND TOTAL	144	219	120	84	64	215	124	30	0	13	1013	20	1033

Summary: Over the past five years there has been a 73 % decrease in the number of staff employed on period contracts, from 1033 to 277.

2. DIVERSITY - GENDER

BBSRC TOTAL STAFF

STAFF BY GENDER, CATEGORY & INSTITUTE 1 APRIL 2007

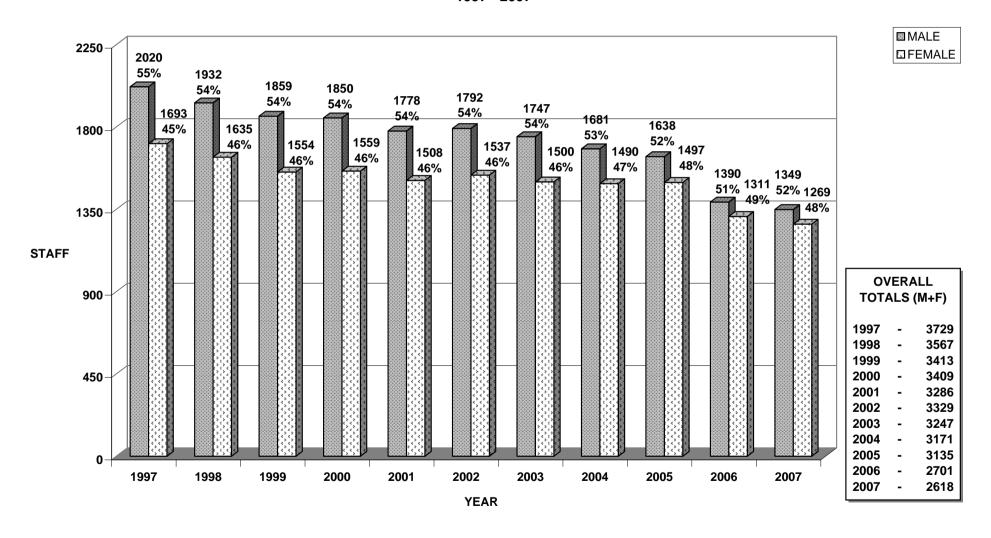
INSTITUTE		RRes	IAH	ВІ	*IFR	IGER	*JIC	RI	SRI	тос	BBSRC	SUB	BBSRC		L M+F	GRAND
											BITS	TOTAL	OFFICE	NO	%	TOTAL
	М	161	100	89	94	113	124	56	0	0	0	737	0	737	57	1303
SCIENCE	F	107	101	88	75	60	93	42	0	0	0	566	0	566	43	1303
	М	4	0	0	0	2	2	3	0	4	0	15	0	15	37	41
INFORMATION SCIENCE	F	8	1	0	0	4	0	1	0	12	0	26	0	26	63	41
	М	22	5	16	0	14	0	4	0	32	0	93	2	95	99	96
ENGINEERING	F	0	0	0	0	0	0	0	0	0	0	0	1	1	1	90
	М	46	67	19	1	44	6	17	0	34	0	234	13	247	41	597
SERVICES inc. AWBs	F	59	88	56	14	30	29	35	0	31	1	343	7	350	59	391
	М	14	2	6	0	8	0	6	0	12	26	74	4	78	81	96
COMPUTING	F	2	0	0	0	0	0	1	0	4	9	16	2	18	19	90
POLICY &	М	8	43	7	4	9	2	5	0	19	2	99	78	177	36	485
POLICY & ADMINISTRATION	F	31	36	22	3	13	7	15	0	31	3	161	147	308	64	400
	М	255	217	137	99	190	134	91	0	101	28	1252	97	1349	52	2649
2007 GRAND TOTAL	F	207	226	166	92	107	129	94	0	78	13	1112	157	1269	48	2618

INSTITUTE		RRes	IAH	BI	*IFR	IGER	*JIC	RI	SRI	тос	BBSRC BITS	SUB TOTAL	BBSRC	_	L M+F	GRAND
											ыю	IOIAL	OFFICE	NO	%	TOTAL
	M	268	203	144	135	207	208	98	0	0	28	1291	99	1390	51	2701
2006 GRAND TOTAL	F	213	206	192	136	117	182	100	0	0	14	1160	151	1311	49	2/01
	М	299	243	159	137	210	254	110	97	0	27	1536	102	1638	52	3135
2005 GRAND TOTAL	F	231	265	203	138	120	220	117	44	0	13	1351	146	1497	48	3133
	М	295	256	145	138	218	273	105	130	0	28	1588	93	1681	53	3171
2004 GRAND TOTAL	F	235	279	186	133	115	216	122	58	0	16	1360	130	1490	47	3171
	М	316	271	149	141	225	272	120	133	0	29	1656	91	1747	54	3247
2003 GRAND TOTAL	F	247	259	171	139	121	231	132	61	0	15	1376	124	1500	46	3241

Summary: The proportion of men and women has remained relatively constant over the past five years. However, when analysed by job category, there is a clear disparity between each area; Science and Services are fairly gender even; Information Science and Admin are female dominated; whereas Engineering and Computing stand out as primarily male.

TOTAL BBSRC EMPLOYMENT

(ALL CATEGORIES) - BY GENDER 1997 - 2007



TOTAL BBSRC STAFF ON INDEFINITE CONTRACTS

BY GENDER, CATEGORY & INSTITUTE 1 APRIL 2007

INSTITUTE		RRes	IAH	ВІ	*IFR	IGER	*JIC	RI	SRI	тос	BBSRC BITS	SUB TOTAL	BBSRC OFFICE	TOTA	AL M+F	GRAND TOTAL
														NO	%	TOTAL
SCIENCE	М	153	98	53	84	110	70	51	0	0	0	619	0	619	58	1076
SCIENCE	F	95	100	40	67	59	55	41	0	0	0	457	0	457	42	1076
INFORMATION SCIENCE	М	4	0	0	0	2	2	3	0	4	0	15	0	15	38	40
INFORMATION SCIENCE	F	8	1	0	0	4	0	0	0	12	0	25	0	25	63	40
ENGINEERING	М	22	5	16	0	14	0	4	0	32	0	93	2	95	99	96
ENGINEERING	F	0	0	0	0	0	0	0	0	0	0	0	1	1	1	90
SERVICES inc. AWBs	М	46	67	17	1	41	3	16	0	33	0	224	12	236	41	570
SERVICES IIIC. AWBS	F	57	87	51	14	28	27	31	0	31	1	327	7	334	59	3/0
COMPUTING	М	14	2	5	0	8	0	5	0	12	26	72	4	76	81	94
COMPOTING	F	2	0	0	0	0	0	1	0	4	9	16	2	18	19	94
POLICY &	М	8	43	6	3	8	2	4	0	18	2	94	74	168	36	465
ADMINISTRATION	F	30	36	20	3	12	6	13	0	29	3	152	145	297	64	403
2007 CDAND TOTAL	М	247	215	97	88	183	77	83	0	99	28	1117	92	1209	52	22.44
2007 GRAND TOTAL	F	192	224	111	84	103	88	86	0	76	13	977	155	1132	48	2341

INSTITUTE		RRes	IAH	BI	*IFR	IGER	*JIC	RI	SRI	TOC	BBSRC BITS	SUB TOTAL	BBSRC OFFICE	TOT	AL M+F	GRAND
														NO	%	TOTAL
2006 GRAND TOTAL	М	262	202	96	131	202	154	90	0	0	28	1165	98	1263	52	2427
2006 GRAND TOTAL	F	207	206	111	129	113	144	91	0	0	14	1015	149	1164	48	2421
2005 GRAND TOTAL	М	291	242	102	132	207	182	101	97	0	26	1380	96	1476	53	2774
2003 GRAND TOTAL	F	220	263	110	132	117	156	105	44	0	13	1160	138	1298	47	2114
2004 GRAND TOTAL	М	261	215	99	125	203	169	68	124	0	20	1284	87	1371	55	2488
2004 GRAND TOTAL	F	205	205	106	113	103	128	65	54	0	14	993	124	1117	45	2400
2003 GRAND TOTAL	М	226	177	98	115	191	165	66	118	0	22	1178	83	1261	59	2154
2003 GRAND TOTAL	F	133	134	102	81	91	123	62	46	0	9	781	112	893	41	2134

Summary: The proportion of men to women on indefinite contracts has broadly remained static over the last three years. In 2007, there were 4% more male employees than female employees on indefinte contracts.

TOTAL BBSRC EMPLOYMENT

BY GENDER AND BAND

2003 - 2007 APRIL 2007

PAY BAND		1	2	2	;	3	4	4	ţ	5		6	-	7	8	3	ģ	9	1	0	1	11	ΑV	VB	_	UB TAL	GRAND TOTAL
YEAR	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M+F
2007	12	1	19	3	73	10	150	52	234	116	384	359	144	216	130	184	107	172	70	104	13	61	4	0	1340	1278	2618
2006	10	1	19	3	74	13	168	51	241	115	397	362	151	232	123	179	103	168	83	119	15	68	6	0	1390	1311	2701
2005	11	1	21	3	84	12	211	48	280	137	462	401	182	276	138	200	121	201	103	141	16	77	9	0	1638	1497	3135
2004	10	1	19	3	87	9	208	47	283	129	483	388	185	286	144	195	119	204	116	149	18	79	9	0	1681	1490	3171
2003	8	1	22	2	88	10	203	44	291	123	504	371	200	290	148	187	132	227	115	157	21	88	15	0	1747	1500	3247

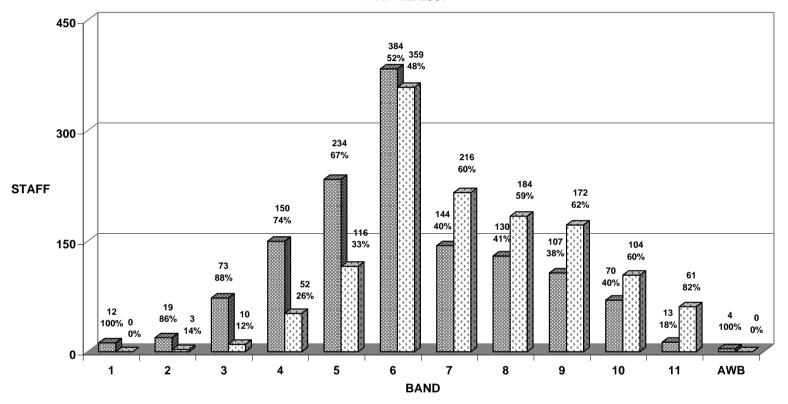
SCIENCE CATEGORY BY GENDER AND BAND 2003 - 2007 APRIL 2007

																			SL		GRAND
PAY BAND		1	2	2	,	3	4	1	,	5	(6	7	7	÷	8		9	TO	ΓAL	TOTAL
YEAR	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M+F
2007	1	0	16	2	57	7	109	31	153	73	281	279	82	121	28	37	9	9	736	559	1295
2006	0	0	14	2	60	9	125	29	158	77	295	284	85	140	26	39	8	9	771	589	1360
2005	0	0	19	3	72	10	165	26	186	94	350	322	98	180	29	42	10	18	929	695	1624
2004	0	0	16	3	69	9	165	29	202	94	361	315	96	200	32	53	10	18	951	721	1672
2003	2	0	15	2	72	10	162	28	209	89	389	300	112	209	34	58	10	20	1005	716	1721

TOTAL BBSRC EMPLOYMENT

BY GENDER AND BAND 1 APRIL 2007





Summary: There is a small proportion of female employees in bands 1 - 4 (20%). In bands 7 - 11, this trend is reversed as 61% of employees are female. In band 6 however, there is near parity between male and female employees.

MALE EMPLOYMENT 1340 FEMALE EMPLOYMENT 1278 TOTAL EMPLOYMENT 2618

BBSRC EMPLOYMENT INDEFINITE CONTRACTS BY CATEGORY & GENDER 2003 - 2007 AS OF APRIL

	SCIE	NCE		MATION NCE	ENGINI	EERING		CES INC WB	COMP	UTING	POLICY	& ADMIN	SUB 1	TOTAL	GRAND TOTAL
YEAR	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M+F
2007	619	457	15	25	95	1	236	334	76	18	168	297	1209	1132	2341
2006	664	470	18	33	112	3	252	345	78	25	139	288	1263	1164	2427
2005	797	539	21	40	142	3	299	402	83	24	134	290	1476	1298	2774
2004	715	457	19	41	141	1	291	338	69	24	136	256	1371	1117	2488
2003	646	333	18	35	144	0	276	313	70	24	123	232	1277	937	2214

PERIOD CONTRACTS BY CATEGORY & GENDER 2003 - 2007 AS OF APRIL

	SCIE	NCE	INFORM SCIE	MATION INCE	FNGINI	ERING		CES INC	COMP	UTING	POLICY	& ADMIN	SUR T	TOTAL	GRAND TOTAL
YEAR	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M+F
2007	118	109	0	1	0	0	11	16	2	0	9	11	140	137	277
2006	107	119	0	1	1	0	10	18	3	0	6	9	127	147	274
2005	132	156	2	2	1	0	14	19	3	1	10	21	162	199	361
2004	236	264	6	5	4	0	33	63	18	5	13	36	310	373	683
2003	359	383	6	12	6	0	57	102	20	7	22	59	470	563	1033

3. DIVERSITY – ETHNIC ORIGIN

BBSRC STAFF ETHNIC ORIGIN BY INSTITUTE AND GENDER 1 APRIL 2007

INICTITUTE	CENDED			ETHNI	C ORIGIN			TOTAL
INSTITUTE	GENDER	ASIAN	BLACK	MIXED	WHITE	OTHER	UNKNOWN	TOTAL
	M	4	2	2	234	12	1	255
RRes	F	7	2	2	182	11	3	207
	M	8	4	0	193	12	0	217
IAH	F	7	2	0	208	9	0	226
	М	3	0	1	128	5	0	137
BI	F	4	0	0	152	10	0	166
	M	3	0	1	94	1	0	99
IFR	F	3	1	1	85	2	0	92
	M	2	0	0	184	3	1	190
IGER	F	1	0	0	103	2	1	107
	M	8	0	1	113	12	0	134
JIC	F	2	0	1	120	6	0	129
	М	3	1	1	80	4	2	91
RI	F	0	0	0	93	0	1	94
	М	0	0	0	101	0	0	101
тос	F	0	0	0	78	0	0	78
	M	1	0	0	27	0	0	28
BITS	F	2	0	0	11	0	0	13
	M	1	1	0	94	1	0	97
BBSRC OFFICE	F	4	0	1	152	0	0	157
TOTAL DDCDC	MALE	33	8	6	1248	50	4	1349
TOTAL BBSRC	FEMALE	30	5	5	1184	40	5	1269
GRANI	D TOTAL	63	13	11	2432	90	9	2618

Summary: Ninety-three percent of employees are white, 2% Asian and 5% from remaining ethnic categories.

BBSRC STAFF ETHNIC ORIGIN BY SCIENCE & OTHER CATEGORIES AND CONTRACT TYPE 1 APRIL 2007

CATECORY	CONTRACT TYPE			ETHNIC	ORIGIN			TOTAL
CATEGORY	CONTRACT TYPE	ASIAN	BLACK	MIXED	WHITE	OTHER	UNKNOWN	TOTAL
	INDEFINITE	32	9	6	970	51	5	1073
SCIENCE	PERIOD	15	0	2	180	31	2	230
	INDEFINITE	16	4	3	1234	7	1	1265
OTHER CATEGORIES	PERIOD	0	0	0	48	1	1	50
TOTAL PREDC	INDEFINITE	48	13	9	2204	58	6	2338
TOTAL BBSRC	PERIOD	15	0	2	228	32	3	280

Summary: There is a higher proportion of Asian (32%), mixed race (25%) and 'other' (38%) scientists on period contracts than white (16%) and black scientists (0%).

BBSRC STAFF ETHNIC ORIGIN BY PAY BAND 1 APRIL 2007

DANID			ETHNIC	ORIGIN			TOTAL
BAND	ASIAN	BLACK	MIXED	WHITE	OTHER	UNKNOWN	TOTAL
1	0	0	0	13	0	0	13
2	0	0	0	22	0	0	22
3	1	0	0	81	1	0	83
4	2	0	1	196	3	0	202
5	2	0	1	187	2	0	192
5-SPD	11	2	1	135	9	0	158
6	8	1	3	395	10	1	418
6-PD	25	5	2	243	46	4	325
7	6	2	1	338	11	2	360
8	3	0	2	305	4	0	314
9	3	3	0	272	1	0	279
10	2	0	0	167	3	2	174
11	0	0	0	74	0	0	74
AWB	0	0	0	4	0	0	4
TOTAL BBSRC	63	13	11	2432	90	9	2618

4. DIVERSITY - DISABILITY

BBSRC STAFF DISABILITY

BY INSTITUTE 1 APRIL 2007

INSTITUTE		DISABILITY		TOTAL
INSTITUTE	YES	NO	UNKNOWN	TOTAL
RRes	9	443	10	462
IAH	9	434	0	443
BI	3	300	0	303
IFR	5	186	0	191
IGER	4	290	3	297
JIC	3	260	0	263
RI	0	185	0	185
тос	1	178	0	179
BITS	0	41	0	41
BBSRC OFFICE	11	243	0	254
TOTAL BBSRC	45	2560	13	2618

BBSRC STAFF DISABILITY

BY BAND 1 APRIL 2007

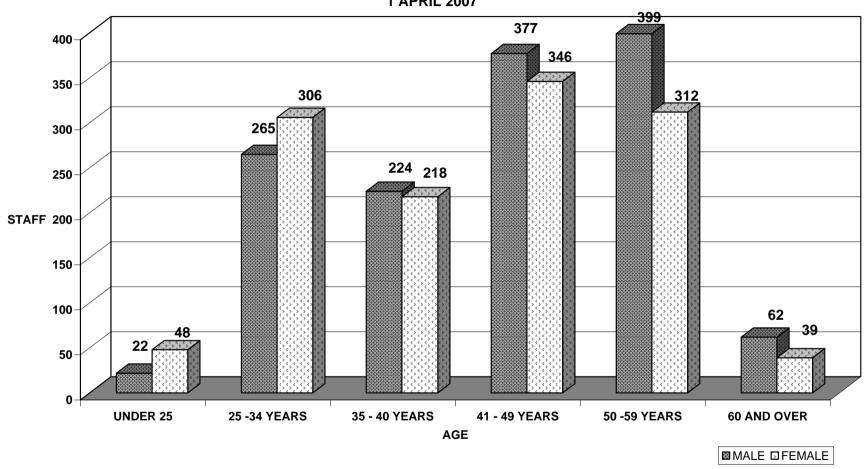
BAND		DISABILITY		TOTAL
BAND	YES	NO	UNKNOWN	TOTAL
1	0	13	0	13
2	1	21	0	22
3	1	82	0	83
4	2	200	0	202
5	5	187	0	192
5-SPD	2	156	0	158
6	8	408	2	418
6-PD	7	314	4	325
7	4	354	2	360
8	8	305	1	314
9	5	274	0	279
10	1	169	4	174
11	1	73	0	74
AWB	0	4	0	4
GRAND TOTAL	45	2560	13	2618

5. DIVERSITY - AGE

BBSRC STAFF AGE BY CATEGORY AND GENDER 1 APRIL 2007

INCTITUTE	CENIDER				AGE			TOTAL
INSTITUTE	GENDER	UNDER 25	25 -34 YEARS	35 – 40 YEARS	41 – 49 YEARS	50 -59 YEARS	60 AND OVER	TOTAL
	М	5	180	142	218	172	20	737
SCIENCE	F	15	167	132	164	86	2	566
	М	0	4	0	5	6	0	15
INFORMATION SCIENCE	F	0	7	2	5	12	0	26
	М	0	3	8	23	50	11	95
ENGINEERING	F	0	1	0	0	0	0	1
	М	9	31	33	70	81	23	247
SERVICES inc. AWBs	F	19	60	29	87	125	30	350
	М	4	18	17	15	22	2	78
COMPUTING	F	0	5	3	3	7	0	18
	М	4	29	24	46	68	6	177
POLICY & ADMINISTRATION	F	14	66	52	87	82	7	308
TOTAL BBSRC	MALE	22	265	224	377	399	62	1349
	FEMALE	48	306	218	346	312	39	1269
GRAND TOTAL		70	571	442	723	711	101	2618

BBSRC STAFF AGE BY GENDER 1 APRIL 2007



BBSRC STAFF AGE BY INSTITUTE AND GENDER 1 APRIL 2007

				AGE				
INSTITUTE	GENDER	UNDER 25	25 -34 YEARS	35 – 40 YEARS	41 – 49 YEARS	50 -59 YEARS	60 AND OVER	TOTAL
	M	1	50	37	68	90	9	255
RRes	F	3	44	31	62	62	5	207
	M	5	60	31	50	62	9	217
IAH	F	12	70	44	40	53	7	226
	M	6	34	16	36	33	12	137
BI	F	19	41	21	44	35	6	166
	M	0	13	27	35	20	4	99
IFR	F	1	22	24	23	18	4	92
	M	4	20	26	63	67	10	190
IGER	F	2	23	21	37	21	3	107
	M	0	39	36	32	26	1	134
JIC	F	2	28	21	42	32	4	129
	М	1	12	14	33	27	4	91
RI	F	1	13	16	32	26	6	94
	М	1	12	16	28	35	9	101
TOC	F	1	15	12	20	29	1	78
	М	1	7	4	5	9	2	28
BITS	F	0	1	3	2	6	1	13
	М	3	18	17	27	30	2	97
BBSRC OFFICE	F	7	49	25	44	30	2	157
TOTAL BBSRC	MALE	22	265	224	377	399	62	1349
TOTAL BOSKC	FEMALE	48	306	218	346	312	39	1269
GRAND 7	OTAL	70	571	442	723	711	101	2618

6. RECRUITMENT & PROMOTIONS

RECRUITMENT WITHIN THE BBSRC

BY GENDER FROM 2002/03 BY YEAR TO 2006/07

YEAR	MALE APPOINTED	FEMALE APPOINTED	TOTAL APPOINTED	TOTAL APPLICANTS	% MALES APPOINTED	% FEMALE APPOINTED	TOTAL % APPOINTED
2002/2003	182	229	411	4885	4%	5%	8%
2003/2004	127	171	298	4059	3%	4%	7%
2004/2005	124	175	299	3111	4%	6%	10%
2005/2006	102	125	227	2881	4%	4%	8%
2006/2007	129	158	287	2695	5%	6%	11%

Please Note:

Figures for 2003/2004 do not include BBSRC Office data.

Total applicants for 2004/05 does not include BBSRC Office. Appointed figures do contain BBSRC Office data.

STAFF PROMOTED/UPGRADED WITHIN THE BBSRC

BY INSTITUTE, CONTRACT TYPE & GENDER 1 APRIL 2006 - 31 MARCH 2007

INSTITUTE		RRes	IAH	ВІ	IFR	IGER	JIC	RI	тос	BITS	BBSRC OFFICE	TOTAL
	MALE	4	7	1	1	7	7	2	14	0	14	57
INDEFINITE	FEMALE	6	3	3	2	7	13	3	7	0	25	69
	MALE	0	0	4	1	0	0	0	0	0	0	5
PERIOD	FEMALE	0	0	2	0	0	1	1	0	0	0	4
TOTAL		10	10	10	4	14	21	6	21	0	39	135

STAFF PROMOTED-UPGRADED FROM BAND BY GENDER

BAND	3	4	5	5-SPD	6	6-PD	7	8	9	10	11	TOTAL
MALE	2	4	1	5	7	8	11	4	6	14	0	62
FEMALE	0	0	2	3	7	4	14	7	21	14	1	73
TOTAL	2	4	3	8	14	12	25	11	27	28	1	135

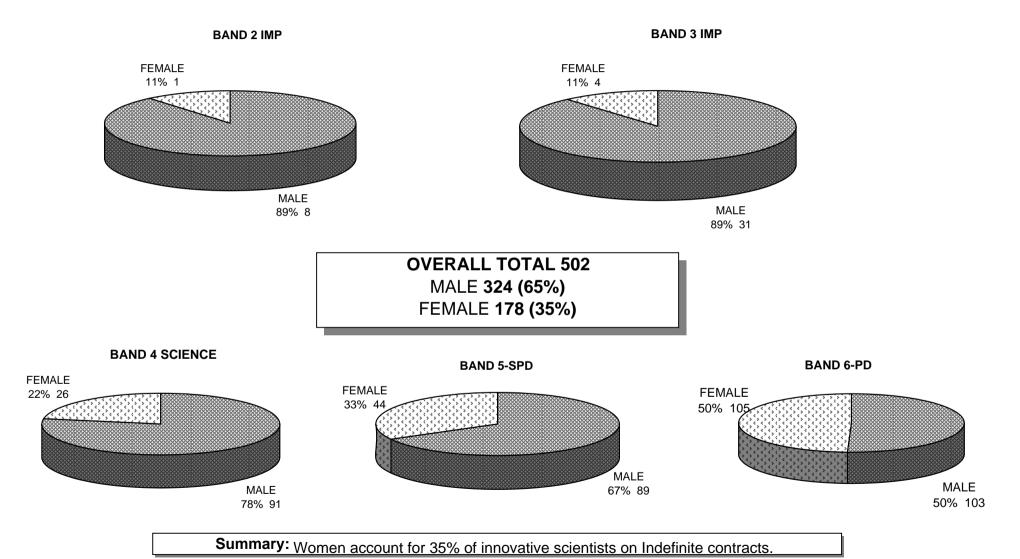
7. INNOVATIVE SCIENTIST PROMOTIONS

The criteria for innovative science research are:

- Research and innovative development work where the aims are usually broadly defined or only defined as an end product.
 Promotion on grounds of scientific merit only arises in areas where there are a high potential for original and creative thought, and where there is potential for the work to be performed at any one of a number of pay bands. A postholder, through individual effort and increased knowledge and experience may, over a period of time, raise the quality of the job.
- Subject to the stated aims, the job may be capable of being performed at a number of pay band levels, depending on the
 personal input of the postholder at a given time. It may be impractical to establish a fixed pattern of grading because the
 content of an individual job is not precisely circumscribed by its allocated tasks.

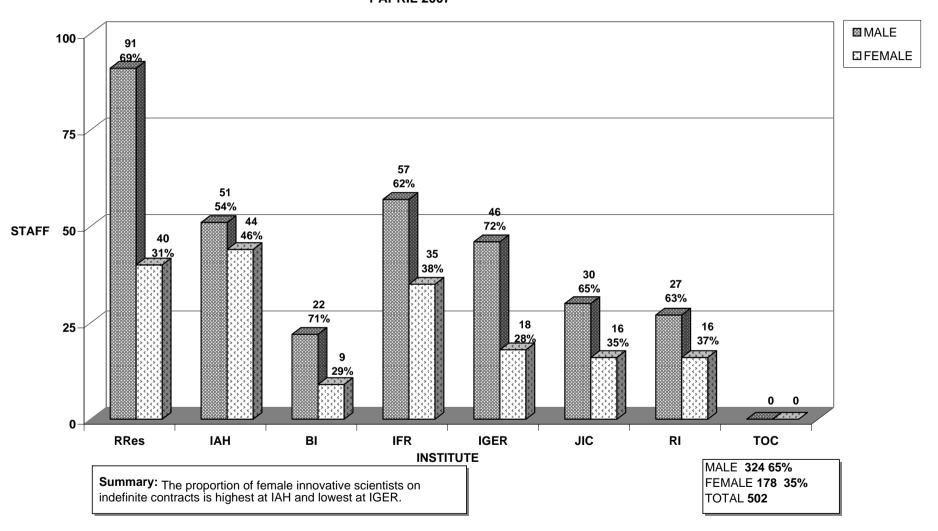
INNOVATIVE SCIENTISTS

BY GENDER & BAND: (INDEFINITE CONTRACTS) 1 APRIL 2007



INNOVATIVE SCIENTISTS

BY GENDER & INSTITUTE : (INDEFINITE CONTRACTS) 1 APRIL 2007



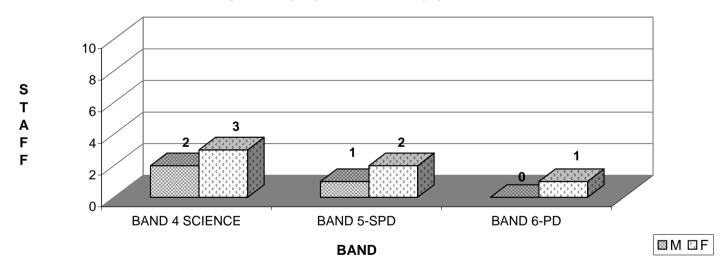
BBSRC INNOVATIVE SCIENCE PROMOTIONS

FROM 1 APRIL 2006 TO 31 MARCH 2007 BY GENDER

SUMMARY OF CASES CONSIDERED

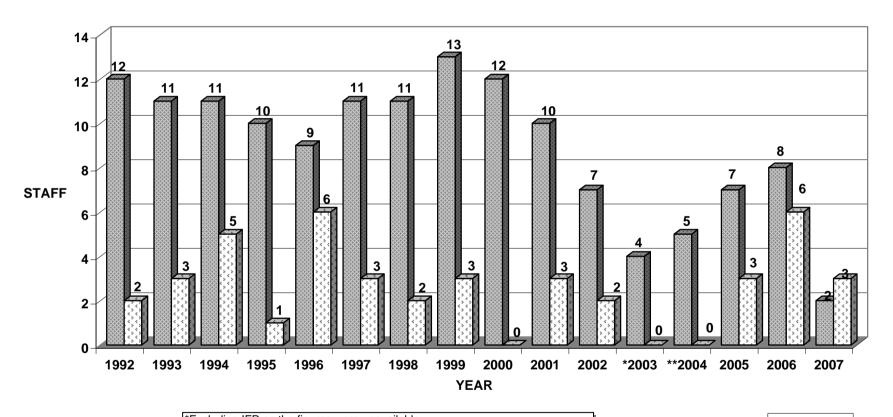
BAND PROMOTED TO	TOTAL PI	ROPOSED		AGAINST OMOTION	TOTAL PROMOTED			
	М	F	М	F	М	F		
BAND 4 SCIENCE	2	3	0	0	2	3		
BAND 5-SPD	1	2	0	0	1	2		
BAND 6-PD	0	1	0	0	0	1		
TOTALS	3	3 6		0	3	6		

TOTAL PROMOTED BY BAND & GENDER



BBSRC INNOVATIVE SCIENTISTS

PROMOTIONS 1992-2007 NUMBER PROMOTED TO BAND 4 - BY GENDER



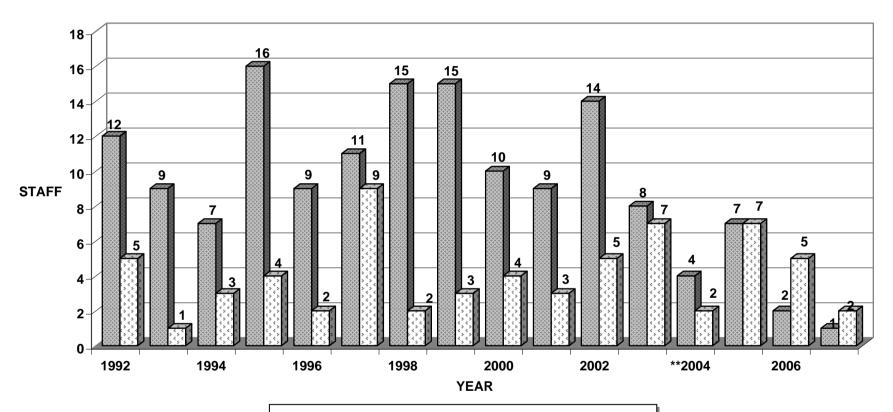
*Excluding IFR as the figures were unavailable.

■ MALE□ FEMALE

^{**}Excluding Babraham, IFR, RRes and SRI as the figures were unavailable.

BBSRC INNOVATIVE SCIENTISTS

PROMOTIONS 1992-2007 NUMBER PROMOTED TO BAND 5 & 5-SPD - BY GENDER



*Excluding IFR as the figures are unavailable.

MALE □ FEMALE

^{**}Excluding Babraham, IFR, RRes and SRI as the figures are unavailable.

^{*** 5-}SPD promotions only

8. INDIVIDUAL MERIT PROMOTIONS

RESEARCH COUNCILS INDIVIDUAL MERIT PROMOTION SCHEME NOMINATIONS AND HOLDERS BY GENDER AND AS A PROPORTION OF ELIGIBLE STAFF (Staffing figures as at 1 April 2007)

ORGANISATION	GENDER TOTAL	NUMBER OF STAFF AT BAND 4	NOMINATIONS TO IM3 2006-07	NOMINATIONS AS % OF ELIGIBLE STAFF	IM3 HOLDERS	NUMBER OF STAFF AT BAND 3	NOMINATIONS TO IM2 2006-07	NOMINATIONS AS % OF ELIGIBLE STAFF	IM2 HOLDERS
BBSRC	M	172	4	2%	33	79	2	3%	10
	F	56	1	2%	5	10	0	0	2
	Total	228	5	2%	38	89	2	2%	12
	F/M	25%	20%		13%	11%	-	-	17%
NERC	M	236	3	1%	17	19	-	-	6
	F	28	0	0	2	2	-	-	-
	Total	264	3	1%	19	21	-	-	6
	F/M	11%	-		11%	10%	-	-	
STFC	M	165	7	4%	22	34	-	-	7
	F	15	0	0	1	8	-	-	-
	Total	180	7	4%	23	42	-	-	7
	F/M	8%	-		4%	19%	-	-	
MRPs	M	65	-	-	5	19	-	-	-
	F	21	-	-	-	1	-	-	-
	Total	86	-	-	5	20	-	-	-
	F/M	24%	-	-		5%	-	-	-
NHM	M	32	1	3%	6	9	1	11%	3
	F	3	0	0	1	2	0	0	-
	Total	35	1	3%	7	11	1	9%	3
	F/M	9%	-		14%	18%		-	
RBGE	M	13	1	8%	2	1	-	-	-
	F	1	-	0	-	1	-	-	-
	Total	14	1	7%	2	2	-	-	-
	F/M	7%	-			50%	-	-	-
FR	M	14	-	-	-	5	-	-	-
	F	4	-	-	-	-	-	-	-
	Total	18	-	-	-	5	-	-	-
	F/M	22%	-	-	-		-	-	-

RESEARCH COUNCILS' INDIVIDUAL MERIT PROMOTION SCHEME

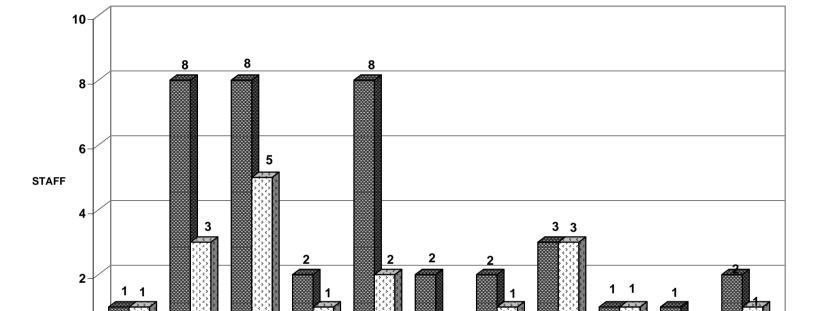
NUMBER & PERCENTAGE OF BBSRC IMP HOLDERS BY INSTITUTE FROM JULY 2003 TO JULY 2007

	IMP BBSRC	1 JULY 2003	IMP BBSRC	1 JULY 2004	IMP BBSRC	1 JULY 2005	IMP BBSRC	1 JULY 2006	IMP BBSRC	1 JULY 2007
INSTITUTE	Number of IMP Holders	% of IMP Holders								
RRes	9	16%	9	16%	9	16%	8	15%	7	14%
IAH	5	9%	5	9%	6	11%	5	9%	7	14%
BABRAHAM	12	22%	14	25%	15	26%	16	30%	13	25%
IFR	2	4%	2	4%	2	4%	2	4%	1	2%
IGER	0	0%	0	0%	0	0%	0	0%	0	0%
JIC	23	42%	21	38%	22	39%	20	37%	21	41%
RI	4	7%	4	7%	3	5%	3	6%	2	4%
TOTAL	55	100%	55	100%	57	100%	54	100%	51	100%

9. PERSONAL MERIT PROMOTION SCHEME

PERSONAL MERIT PROMOTIONS: NOMINATIONS AND PROMOTIONS

BBSRC & HRI (WARWICK) 1997 - 2007



SUCCESFUL

⊠ NOMINATED

Summary: The overall success rate for nominations from 1997 to 2007 is 47%.

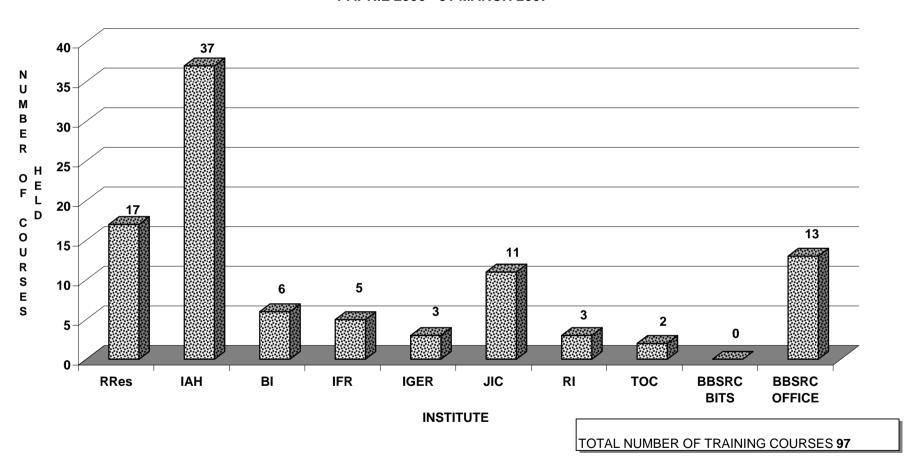
YEAR

10. TRAINING

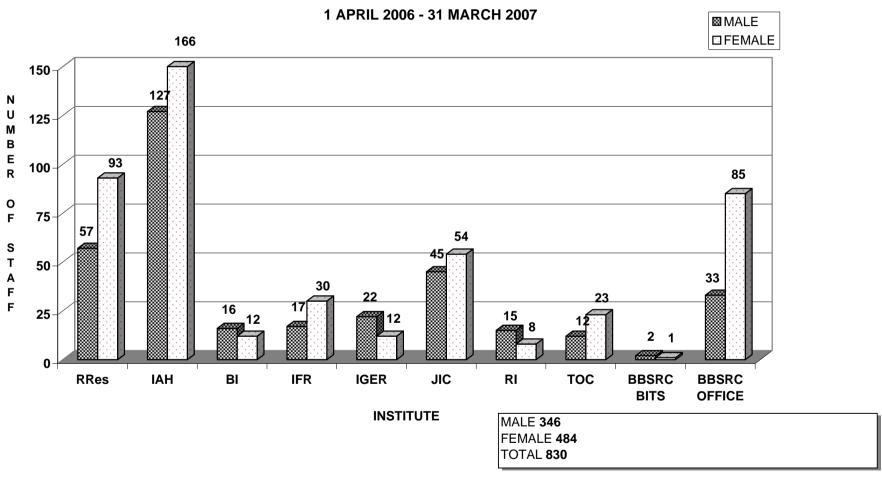
NON-VOCATIONAL TRAINING FOR STAFF NUMBER OF COURSES HELD 1 APRIL 2006 - 31 MARCH 2007

COURSE	NUMBER OF COURSES HELD
Career Development	3
Change Management	1
Coaching and Mentoring Skills	2
Communication Skills	3
Conduct, Capability, Discipline & Grievance	9
Effective Recruitment & Selection	3
Effective Selection Interviewing	3
Effective Writing	2
Introducing Management	4
Introducing Project Management	4
JEGS	10
Leading Change	1
Managing Conflict	1
Managing People	1
Managing Performance	2
Marketing Yourself	3
Negotiating Skills	1
Personal Effectiveness	5
PPDR Job Holders	2
PPDR Line Managers	11
Presentation Skills	7
Questioning & Listening Skills	6
Team Building	1
Technical Writing	5
Time Management	1
Your Obligations & Responsibilities Under Employment Law	6
Grand Total	97

NON-VOCATIONAL TRAINING FOR STAFF 1 APRIL 2006 - 31 MARCH 2007

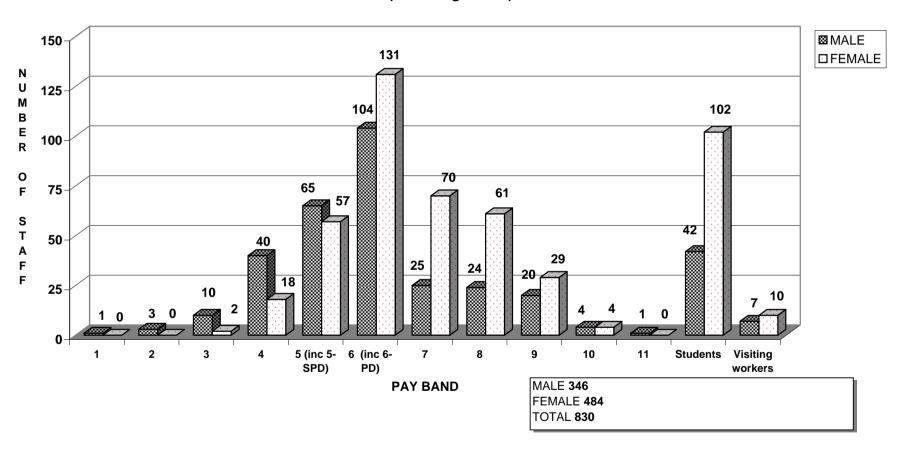


BBSRC STAFF TRAINED BY INSTITUTE & GENDER



BBSRC STAFF TRAINED BY GENDER & PAY BAND

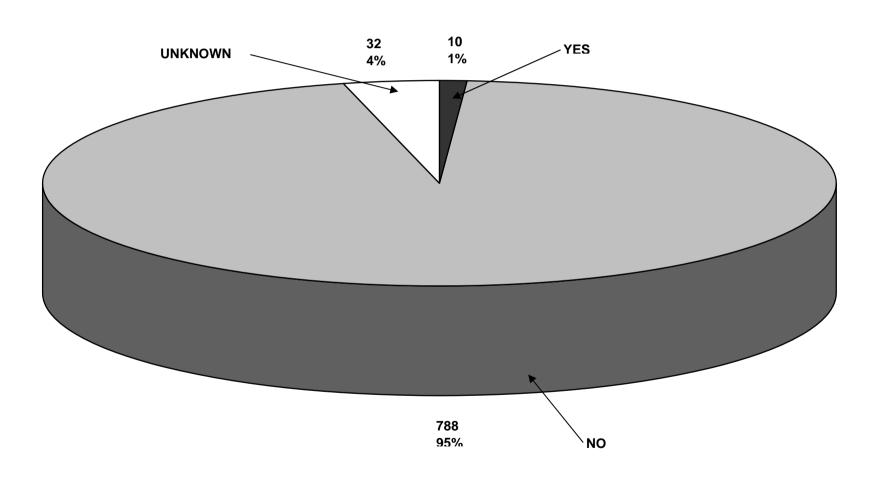
1 APRIL 2006 - 31 MARCH 2007 (excluding others)



BSRC TRAINING TEAM

BBSRC STAFF WHO CONSIDERED THEMSELVES TO HAVE A DISABILITY AS DEFINED IN THE

DISABILITY DISCRIMINATION ACT 1995



BBSRC TRAINING TEAM BBSRC STAFF TRAINED BY INSTITUTE AND ETHNIC ORIGIN 1 APRIL 2006 TO 31 MARCH 2007

			ETHNIC	ORIGIN			
INSTITUTE	ASIAN	BLACK	CHINESE OR OTHER ETHNIC GROUP	MIXED	WHITE BRITISH	WHITE OTHER	TOTAL
ВІ	1	0	1	0	22	3	27
RRES	3	0	8	1	64	34	110
IAH	15	3	18	0	234	19	289
IFR	1	0	0	0	22	2	25
IGER	0	0	0	0	29	5	34
JIC	4	0	7	1	70	15	97
RI	1	0	1	3	5		10
тос	0	1	0	0	15	1	17
BITS	0	0	0	0	3		3
BBSRC OFFICE	4	0	0	0	102	2	108
TOTAL	29	4	35	5	566	81	720

Percentage of ethnicity unknown - 13%

11. MERIT AWARDS

BBSRC MERIT AWARDS FOR 2006

AWARDS BY GENDER & INSTITUTE NUMBERVER & GENDER & INSTITUTE NUMBER & GENDER & GENDER & INSTITUTE NUMBER & GENDER & GENDER

	NO	NUMBER (EMPLOYE MINATED ERIT AWA	ES FOR	EMI	NUMBER (PLOYEES EIVED A N AWARD	WHO MERIT	% OI	MERIT AWARDED AS A % OF NUMBERS OF EMPLOYEES			AVERAGE LIDATED S		AVERAGE NON- CONSOLIDATED SALARY			
INSTITUTE	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	
ві	49	48	97	49	48	97	36%	29%	32%	£1,871	£846	£1,405	£2,002	£1,285	£1,631	
RRes	56	40	96	56	40	96	22%	19%	21%	£750	£679	£697	£625	£562	£600	
IAH	16	22	38	16	22	38	7%	10%	9%	£0	£0	£0	£2,531	£1,707	£2,033	
IFR	8	15	23	8	15	23	8%	16%	12%	£1,795	£810	£1,402	£1,553	£808	£1,004	
IGER	37	37	74	37	37	74	19%	35%	25%	£665	£720	£688	£909	£705	£805	
лс	26	44	70	26	42	68	19%	33%	26%	£973	£568	£751	£566	£403	£432	
RI	13	15	28	13	15	28	14%	16%	15%	£721	£0	£721	£830	£707	£762	
BITS	9	0	9	9	0	9	32%	0%	22%	£0	£0	£0	£700	£0	£700	
BBSRC	25	32	57	25	32	57	26%	20%	22%	£1,068	£740	£885	£1,379	£926	£1,153	
тос	25	28	53	24	28	52	24%	36%	29%	£506	£649	£560	£705	£608	£638	
TOTAL	264	281	545	263	279	542	19%	22%	21%	£1,016	£673	£842	£1,195	£894	£1,038	

BBSRC MERIT AWARDS FOR 2006

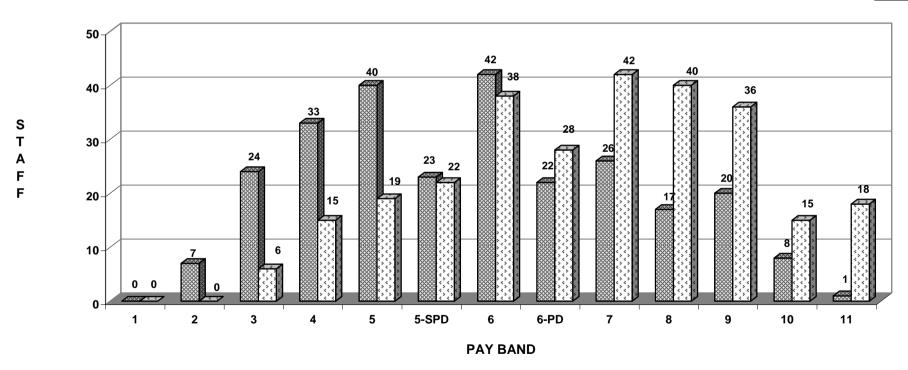
AWARDS BY GENDER & PAY BAND

NUMBER OF

GENDER	BAND 1	BAND 2	BAND 3	BAND 4	BAND 5	BAND 5- SPD	BAND 6	BAND 6- PD	BAND 7	BAND 8	BAND 9	BAND 10	BAND 11	TOTAL
MALE	0	7	24	33	40	23	42	22	26	17	20	8	1	263
FEMALE	0	0	6	15	19	22	38	28	42	40	36	15	18	279
TOTAL	0	7	30	48	59	45	80	50	68	57	56	23	19	542
AS % OF														
TOTAL	0.0%	1.3%	5.5%	8.9%	10.9%	8.3%	14.8%	9.2%	12.5%	10.5%	10.3%	4.2%	3.5%	

GENDER AND PAY BAND

⊠ MALE □ FEMALE



12. HEALTH AND SAFETY

INJURIES, DISEASES AND DANGEROUS OCCURRENCES AT BBSRC INSTITUTES REPORTABLE UNDER THE RIDDOR^a REGULATIONS 1 APRIL 2006 – 31 MARCH 2007

Reportable incident category ^b	Type of Accident													Total			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
Major injury or condition	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
An injury to an employee or self-employed person which prevented them doing their normal work for more than 3 days	1	-	-	-	3	4	-	-	-		-	-	-	1	-	2	11
An injury to a member of the public which meant they had to be taken from the scene of the accident to a hospital for treatment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dangerous occurrence	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-
Total incidents except occupational disease	1	-	-	-	3	4	-	-	-	-	2	-	-	1	-	2	13
Occupational disease									1	1	1					1	1
Overall total	1	-	-	-	3	4	-	-	-	-	2	-	-	1	-	2	14

Type of incident:

1	Contact with	moving	machinery	or material being machine	ed

- 2 Hit by a moving, flying or falling object
- 3 Hit by a moving vehicle
- 4 Hit something fixed or stationary
- 5 Injured while handling, lifting or carrying
- 6 Slipped, tripped or fell on the same level
- 7 Fell from a height
- 8 Trapped by something collapsing

- 9 Drowned or asphyxiated
- 10 Exposed to, or in contact with, a harmful substance
- 11 Exposed to fire/hear/extreme cold or other physical agent
- 12 Exposed to an explosion
- 13 Contact with electricity or electrical discharge
- 14 Injured by an animal
- 15 Physically assaulted by a person
- 16 Another kind of accident

Summary: Listed on the following pages are details of each of the above RIDDOR incidents. As can be seen, most are relatively minor occurrences, often caused by carelessness or a disregard of procedures. BBSRC is looking at measures to reduce the number of incidents.

^a Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR 1995)

^b Defined as in RIDDOR 1995

A) MAJOR INCIDENT 2006/07

There were no major incidents in 2006/07.

B) OVER THREE-DAY INJURY 2006/07

Contact with moving machinery or material being machined

Abrasion to left shin

The Injured Person (IP) was driving a mower, when they stopped to pick up an object. The ignition was still running. The individual leaned over and accidentally touched the drive pedal, which caused the mover to go backwards and they injured their left shin. Unfortunately the skin became infected delaying the IPs return to work. On return the IP was advised of safety protocols with the mower, including always turning off the ignition when stopping (even for short periods of time).

Injured while handling, lifting or carrying

Back injury

The IP was using a crowbar to lever wooden boards when the board he was working on sprang away from the structure causing the individual to wrench his back. The individual did not call a first aider for assistance but went home. His condition deteriorated and he saw his GP. On return to work the IP has been evaluated and instructed in the proper procedure.

Lower back strain

IP injured their lower back when moving chairs. Upon return to work he aggravated the same injury whilst putting down a jug of coffee. The IP was referred to the Occupational Health Adviser with a view to physiotherapy being provided.

• Torn muscle in left leg

IP was injured while dosing a group of sheep. He was leaning over a Ewe to administrate a dose into their mouth when he felt a sharp pain in his left leg. He was unable to walk and was taken to A&E where his leg was strapped up.

Slipped tripped or fell on the same level

Contusion/crush to the left shoulder

The IP slipped and fell on a wet floor, no warning signs had been left by contract cleaners. The cleaning company were immediately contacted and systems are in place to ensure that this does not occur again.

Bruising and concussion to the Head and Back

The IP slipped over on black ice when crossing the main access road. The IP fell backwards and suffered minor concussion. Gritting of main paths and roads had taken place but not where the accident had taken place. A review of gritting procedure has taken place and staff have been asked to look out for black ice.

Fracture to Wrist

The IP was walking on a stone walkway which was covered in algae growth, as it was near a pond, when she slipped and fractured her wrist. Since the accident, the stones have been pressure hosed and the gardener instructed to keep the area clear of algae.

Sprain right arm, leg and back; knocked head

The IP ran across the calf unit to try and catch an escaping animal, when they slipped and fell backwards injuring their arm, leg and head. To prevent a reoccurrence the procedures have been reviewed and amended, staff have been reminded of the revised procedures and the need to keep gates closed. The unit flooring (concrete) will be reviewed to see if there are any possibilities of improving grip.

Injured by an Animal

• Injury to soft tissue in right leg

The IP was moving animals when one turned and pinned his leg against a wall. Upon his return to work, the risk assessment was reviewed with his line manager.

Another kind of accident

Back Injury

The IP squatted down to clean a toilet when he felt his back click and could not get up. He visited his GP who noted swelling around the discs in the lower back and signed him off for a week. He is currently seeing occupational health for monitoring purposes

Torn Tendon

The IP was stepping down from the bottom tread of a ladder (which was 9cm from the ground) when they experienced pain in the back of the left foot. The IP was treated by a doctor in A&E and the injury was diagnosed as a torn tendon and full leg plaster applied. The step ladder was in good condition; the IP was wearing rubber soled work shoes and had received training. However, on return to work, the IP was given additional training and monitored.

C) OCCUPATIONAL DISEASE

Carpel Tunnel Syndrome

The IP was working on a remote site and was part of a research team who were carrying out simulated grazing. Shears were provided for the staff, however one pair was faulty. Rather than go back to the institute the IP decided to carry out the process using a technique called pluck sampling. This technique is not suitable for large areas. The IP injured her wrists and it was later diagnosed by a doctor as Carpel Tunnel Syndrome.

D) DANGEROUS OCCURRENCES

Explosion/Fire

The fire occurred in the Boiler House. The automatic firing sequence had locked due to a fault and this caused a reduction in steam pressure. The resulting fire was attended by 4 fire engines

Release/Escape of Class 3 Biological Agents

A mechanical failure in a high security Animal Unit resulted in the loss of negative pressure and a number of individuals being potentially exposed to Class 3 pathogen *Mycobacterium bovis*. An internal investigation indicated that the design of the building was at fault.

13. EXIT DATA

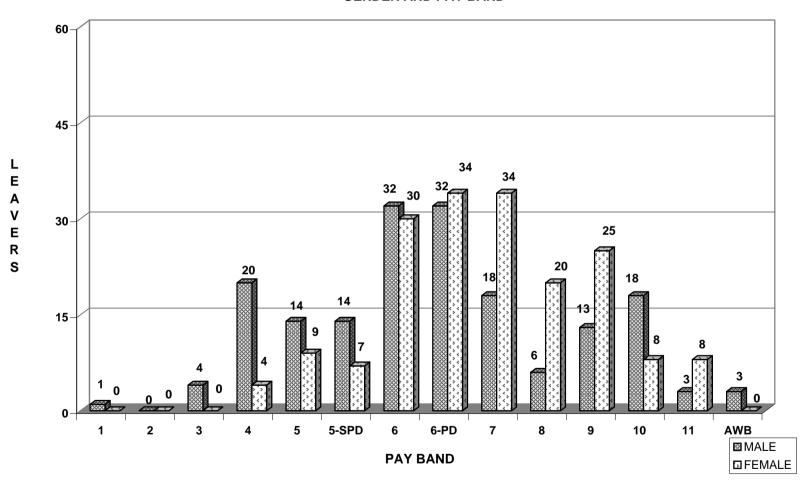
TURNOVER OF BBSRC EMPLOYEES BY INSTITUTE AND GENDER

From April 2002 to March 2007

	LEFT B	R OF STAI BETWEEN AND 31/03/0	01/04/02	II II			LEFT F	NUMBER OF STAFF WHO LEFT BETWEEN 01/04/04 AND 31/03/05			CR OF STAI BETWEEN AND 31/03/0	01/04/05	NUMBER OF STAFF WHO LEFT BETWEEN 01/04/06 AND 31/03/07		
INSTITUTE	MALE	FEMALE	TOTAL	MALE	MALE FEMALE TOTAL			FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
RRes	20	18	38	18	19	37	21	31	52	27	24	51	21	32	53
IAH	18	35	53	29	19	48	19	24	43	70	73	143	3	2	5
BI	22	28	50	22	27	49	25	34	59	25	33	58	31	55	86
*IFR	12	12	24	7	15	22	9	11	20	5	14	19	16	10	26
IGER	8	12	20	19	17	36	17	11	28	8	7	15	26	17	43
*JIC	43	47	90	31	37	68	44	29	73	50	34	84	20	24	44
RI	24	25	49	24	25	49	7	13	20	11	23	34	18	10	28
SRI	7	7	14	8	8	16	20	16	36	0	0	0	0	0	0
BITS	2	3	5	1	1	2	1	3	4	2	1	3	2	1	3
BBSRC	5	20	25	13	25	38	12	16	28	14	19	33	17	19	36
TOC	0	0	0	0	0	0	0	0	0	0	0	0	14	19	33
TOTAL	161	207	368	172	193	365	175	188	363	212	228	440	168	189	357

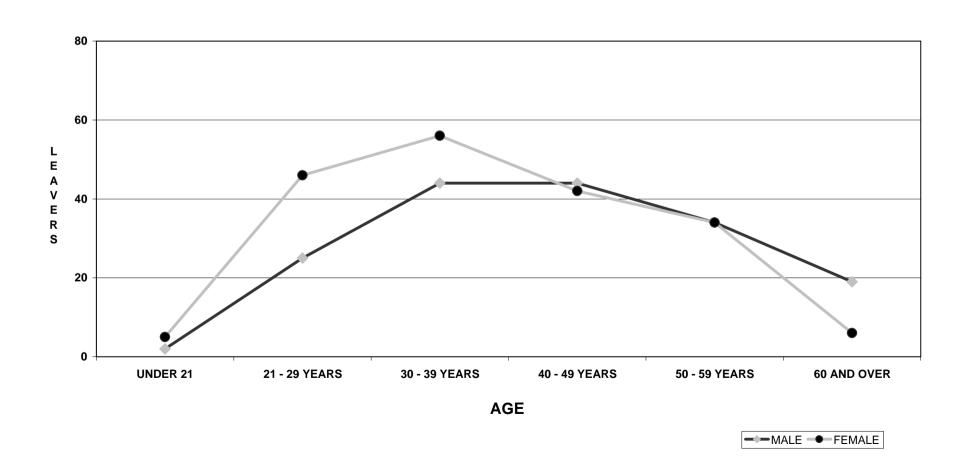
BBSRC EXIT DATA 2007 TURNOVER OF BBSRC EMPLOYEES BY GENDER AND PAY BAND

GENDER AND PAY BAND



TURNOVER BY GENDER AND AGE

				AGI					
INSTITUTE	GENDER	UNDER 21	21 - 29 YEARS	30 - 39 YEARS	40 - 49 YEARS	50 - 59 YEARS	60 AND OVER	TOTAL	AVERAGE AGE
TOTAL	MALE	2	25	44	44	34	19	168	43
BBSRC	FEMALE	5	46	56	42	34	6	189	38
GRAND	TOTAL	7	71	100	86	68	25	357	41



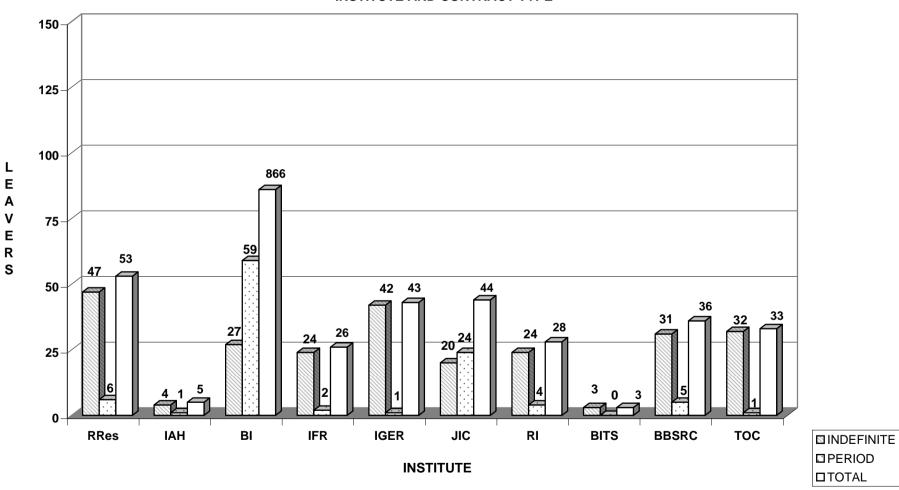
TURNOVER OF BBSRC EMPLOYEES BY ETHNIC ORIGIN AND GENDER FROM 01 APRIL 06 TO 31 MARCH 07

ETHNIC ORIGIN	WHITE	MIXED	ASIAN	BLACK	CHINESE	OTHER	TOTAL
MALE	155	0	3	1	2	7	168
FEMALE	174	2	1	2	2	8	189
GRAND TOTAL	329	2	4	3	4	15	357

SUMMARY: There is a higher number of female than male leavers. This is high when 48% of the workforce is female.

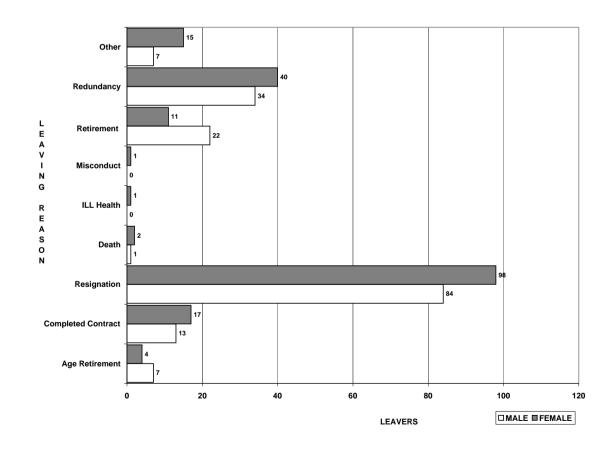
BBSRC EMPLOYEES WHO LEFT BY INSTITUTE AND CONTRACT TYPE BETWEEN 01/04/06 AND 31/03/07

INSTITUTE AND CONTRACT TYPE



BBSRC EXIT DATA 2007
BBSRC EMPLOYEES WHO LEFT BY REASON FOR LEAVING AND GENDER BETWEEN 01/04/06 AND 31/03/07

MAIN REASON	Age Retirement	Completed Contract	Resignation	Death	ILL Health	Misconduct	Retirement	Redundancy	Other	TOTAL
MALE	7	13	84	1	0	0	22	34	7	168
FEMALE	4	17	98	2	1	1	11	40	15	189
GRAND TOTAL	11	30	182	3	1	1	33	74	22	357



14. POST LOSSES (INCLUDING REDUNDANCIES)

AFRC/BBSRC POST LOSSES

1 April 1987 - 31 March 2007

	87/88	88/89	89/90	90/91	91/92	92/93	93/94	94/95	95/96	96/97	97/98	98/99	99/00	00/01	01/02	02/03	03/04	04/05	05/06	06/07	TOTAL
Compulsory Redundancies	68	91	182	301	118	80	108	120	192	152	36	69	92	26	53	63	55	44	289	0	2124
Other (inc. Wastage)	87	48	50	83	92	9	22	31	59	34	33	87	52	101	96	120	101	210	140	294	1749
Grand Total	*155	139	232	**384	210	89	130	151	251	186	69	156	144	127	149	183	156	254	429	294	3873

Notes:

^{*} Excludes 160 permanent posts transferred to UNILEVER (sale of Plant Breeding Institute) and Cranfield (transfer to Soil Survey and Land Resources Centre).

** Excludes 580 permanent posts transferred to Horticulture Research Institute (HRI) from 1 April, but includes the loss of 56 posts from HRI in 1990/91.