Field Description	Field Abbreviation	Field Length	Field Type	Field Version
Source of basic salary	**XSOBS01**	**2**	**Char**	**2.3.1**

VALID ENTRIES

01	Wholly general financed by the higher education provider
02	Partly financed by the higher education provider
03	NHS/General Medical or General Dental practice or Department of Health
07	UK central government bodies and local authorities
08	UK industry, commerce and public corporations
10	EU government bodies
11	EU other
12	Other overseas sources
15	Other sources
51	Biotechnology & Biological Sciences Research Council (BBSRC)
52	Medical Research Council (MRC)
53	Natural Environmental Research Council (NERC)
54	Engineering & Physical Sciences Research Council (EPSRC)
55	Economic & Social Research Council (ESRC)
57	Arts & Humanities Research Council (AHRC)
58	Science & Technology Facilities Council (STFC)
59	Research council - not specified
63	Cancer Research UK
64	Wellcome Trust
65	Other Association of Medical Research Charities (AMRC) charity
66	Other charitable foundation
95	Multiple sources of salary
$$	Not applicable/Not known

ADDITIONAL INFORMATION

The Staff record Source of basic salary (Contract.SOBS) may be returned up to three times for a contact, where a contract has multiple sources of funding.

Source of basic salary must be submitted in the HESA Staff record when Terms of employment (Contract.TERMS) are returned as 1 'Open-ended/Permanent' or 2 'Fixed-term', enforcable by validation. Staff returned as 3 'Atypical' do not require a source of basic salary to be submitted (it may, however, be returned optionally).

Within this field $$ 'Not applicable/Not known' will include records where Source of basic salary (Contract.SOBS) is null, returned when Terms of employment (Contract.TERMS) is 'Atypical' (i.e. Not applicable for Contract.SOBS and XSOBS01), or exceptionally when a null Source of basic salary (Contract.SOBS) is returned from Staff with 'Open-ended/Permanent' or 'Fixed-term' Terms of employment (Contract.TERMS) if validation is not enforced for any reason (i.e. Not known for Contract.SOBS and XSOBS01).

Analysts will generally use this derived field excluding staff with Atypical contracts.

For the purposes of analysis, this field derives these (up to three) sources of basic salary for a contract into a single field.

Source of basic salary indicates whether contract salaries are paid wholly or in part from funds other than general

higher education provider (HEP) funds. Whether income can be regarded as general HEP funds or not depends on the distinction between general and specific income as defined in the Statement of recommended practice: accounting for further and higher education (SORP), published by Universities UK (www.universitiesuk.ac.uk/Publications/Documents/SORP_2007.pdf). Specific income is that which can only be applied to a specific purpose or activity so designated by the grantor or donor.

'Wholly general financed by the higher education provider' staff contracts are those paid wholly from general higher education provider funds.

'Partly general financed by the higher education provider' contracts are those paid partly from general higher education provider funds.

'Multiple sources of salary' includes staff returned with multiple sources of basic salary, where these sources do not include either 'Wholly general financed by the higher education provider' or 'Partly general financed by the higher education provider'.

Note to developers: Business rules are in place to prevent more than one identical occurrence of SOBS and prevent another occurence SOBS when one occurence is coded '01'. However this specification has been created to deal with data should either rule be switched.

DEPENDENT FIELDS

None

TECHNICAL SPECIFICATION

The technical specification is to be completed top down, as follows:

1. If any of Contract.SOBS1, SOBS2 or SOBS3 are coded 01, then return 01 as XSOBS01.

2. Else if any of Contract.SOBS1, SOBS2 or SOBS3 are coded 02 (with code 01 not already returned by previous row), then return 02 as XSOBS01.

3. Else if only one of Contract.SOBS1, SOBS2 or SOBS3 is not null, or where the value in any of SOBS1, SOBS2 or SOBS3 are identical (with code 01 or 02 not already returned by previous rows), then return SOBS value as XSOBS01.

4. Else if any two of Contract.SOBS1, SOBS2 or SOBS3 are not null, and not identical (with code 01, 02 or any valid entry code up to and including 66, not already returned by previous rows), then return 95 as XSOBS01.

5. Otherwise, where Contract.SOBS1, SOBS2 **and** SOBS3 are null, then return $$ as XSOBS01.

(The full technical specification (expansion of steps 1-5) is continued overleaf for completeness)

Technical specification (Complete top down)

Step	Contract.SOBS1 (CHAR 2)	Contract.SOBS2 (CHAR 2)	Contract.SOBS3 (CHAR 2)	XSOBS01
1.	01			01
		01		01
			01	01
2.	02			02
		02		02
			02	02
3.	03	null or 03	null or 03	03
	null or 03	03	null or 03	03
	null or 03	null or 03	03	03
	07	null or 07	null or 07	07
	null or 07	07	null or 07	07
	null or 07	null or 07	07	07
	08	null or 08	null or 08	08
	null or 08	08	null or 08	08
	null or 08	null or 08	08	08
	10	null or 10	null or 10	10
	null or 10	10	null or 10	10
	null or 10	null or 10	10	10
	11	null or 11	null or 11	11
	null or 11	11	null or 11	11
	null or 11	null or 11	11	11
	12	null or 12	null or 12	12
	null or 12	12	null or 12	12
	null or 12	null or 12	12	12
	15	null or 15	null or 15	15
	null or 15	15	null or 15	15
	null or 15	null or 15	15	15
	51	null or 51	null or 51	51
	null or 51	51	null or 51	51
	null or 51	null or 51	51	51
	52	null or 52	null or 52	52
	null or 52	52	null or 52	52
	null or 52	null or 52	52	52
	53	null or 53	null or 53	53
	null or 53	53	null or 53	53
	null or 53	null or 53	53	53
	54	null or 54	null or 54	54

Step	Contract.SOBS1 (CHAR 2)	Contract.SOBS2 (CHAR 2)	Contract.SOBS3 (CHAR 2)	XSOBS01
	null or 54	54	null or 54	54
	null or 54	null or 54	54	54
	55	null or 55	null or 55	55
	null or 55	55	null or 55	55
	null or 55	null or 55	55	55
	57	null or 57	null or 57	57
	null or 57	57	null or 57	57
	null or 57	null or 57	57	57
	58	null or 58	null or 58	58
	null or 58	58	null or 58	58
	null or 58	null or 58	58	58
	59	null or 59	null or 59	59
	null or 59	59	null or 59	59
	null or 59	null or 59	59	59
	63	null or 63	null or 63	63
	null or 63	63	null or 63	63
	null or 63	null or 63	63	63
	64	null or 64	null or 64	64
	null or 64	64	null or 64	64
	null or 64	null or 64	64	64
	65	null or 65	null or 65	65
	null or 65	65	null or 65	65
	null or 65	null or 65	65	65
	66	null or 66	null or 66	66
	null or 66	66	null or 66	66
	null or 66	null or 66	66	66
4.	03, 07, 08, 10, 11, 12, 15, 51, 52, 53, 54, 55, 57, 58, 59, 63, 64, 65, 66	One of 03, 07, 08, 10, 11, 12, 15, 51, 52, 53, 54, 55, 57, 58, 59, 63, 64, 65, 66 **and** does not = SOBS1		95
	03, 07, 08, 10, 11, 12, 15, 51, 52, 53, 54, 55, 57, 58, 59, 63, 64, 65, 66		One of 03, 07, 08, 10, 11, 12, 15, 51, 52, 53, 54, 55, 57, 58, 59, 63, 64, 65, 66 **and** does not = SOBS1	95
		03, 07, 08, 10, 11, 12, 15, 51, 52, 53, 54, 55, 57, 58, 59, 63, 64, 65, 66	One of 03, 07, 08, 10, 11, 12, 15, 51, 52, 53, 54, 55, 57, 58, 59, 63, 64, 65, 66 **and** does not = SOBS2	95
5.	null	null	null	$$