Dear Audrey,

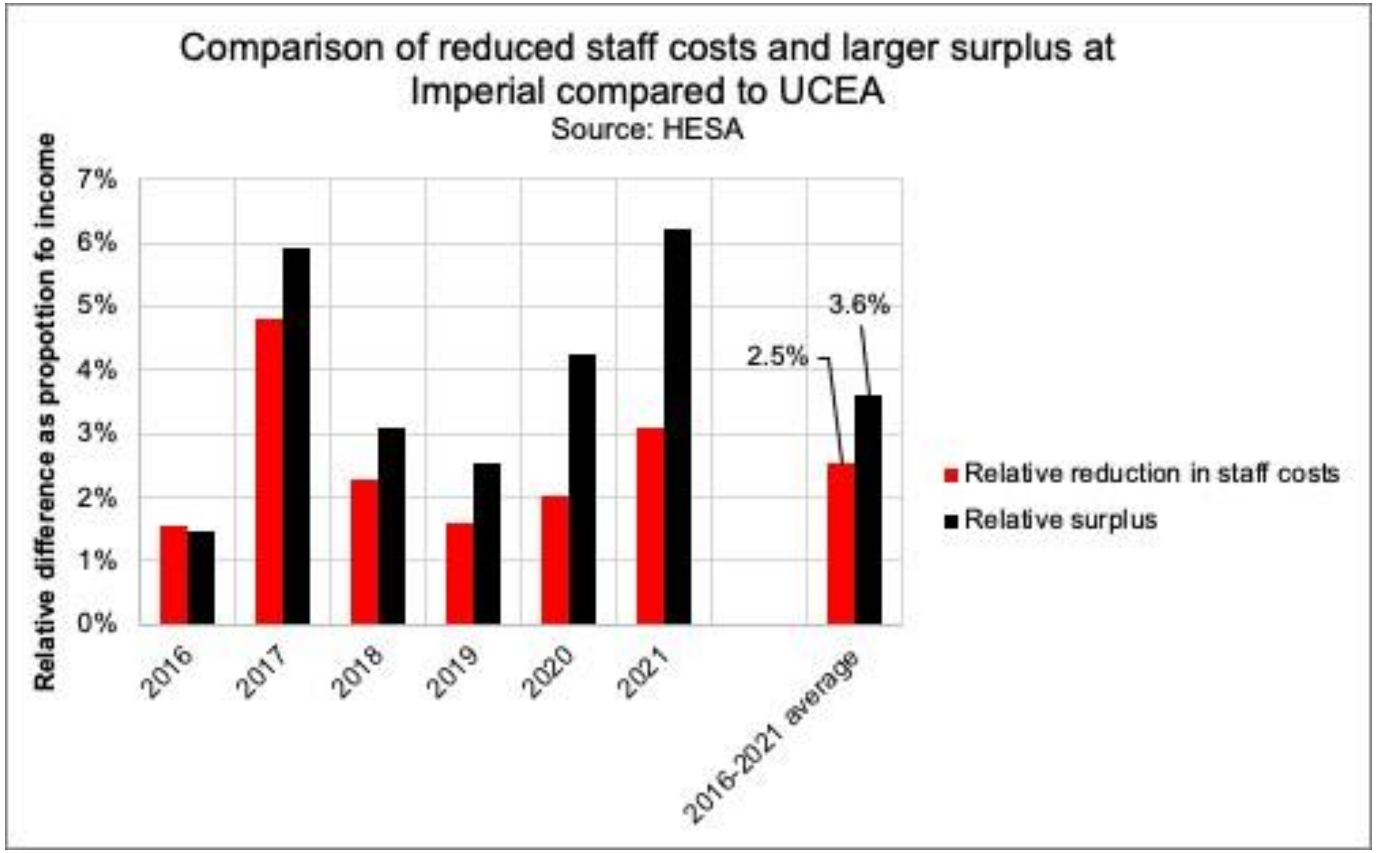
Updated national rates of inflation were released very recently. Their effects continue to have a serious impact on staff at Imperial. Far from falling as was widely predicted last year, national CPI rates (i.e. without taking housing into account) rose to 10.4% in February and fell only marginally to 10.1% in March. As we know from work commissioned by Imperial, London CPIH rates have consistently outstripped national figures meaning that prices are rising faster for members of staff at Imperial than the national headline rate suggests. Food – which takes up a much larger proportion of the income of lower-paid staff – has a national inflation rate of 19.1%. This is a crisis, one which calls for drastic action.

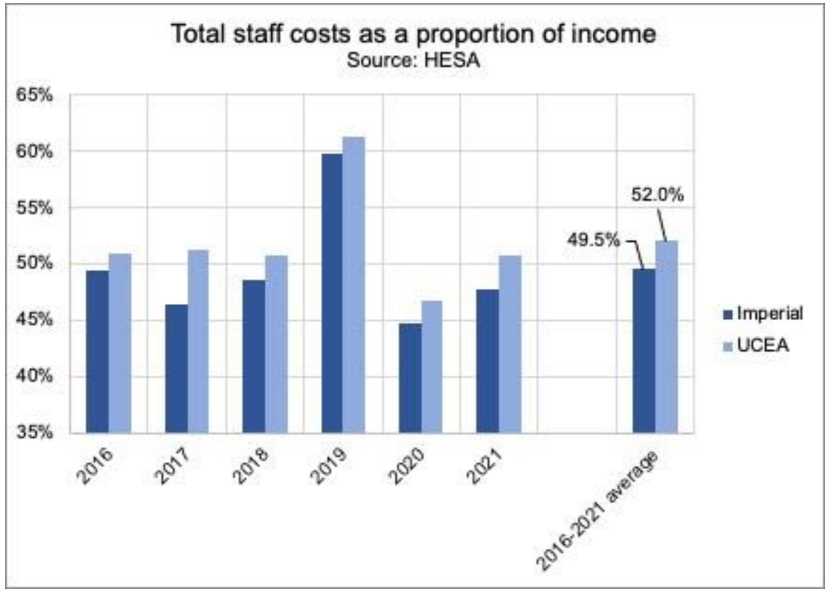
The graphs below demonstrate that Imperial could easily afford an increase in pay to protect staff. The first shows a comparison of Imperial's lower staff costs (laid out in the top right-hand table) compared to the average of UCEA members against Imperial's higher-than-average surpluses (shown in the lower right-hand table). Imperial staff cost on average 2.5% less of total income than staff at other UCEA institutions. Imperial spends around 49.5% of income, on average, on staff; to bring the College up to the same level as UCEA would require a pay rise of 5.1%. The relative lower costs of staff at Imperial translates directly into the excess surplus Imperial makes each year compared to other UCEA members. Clearly the major driver of the larger surpluses Imperial enjoys is the lower staff cost as a proportion of income.

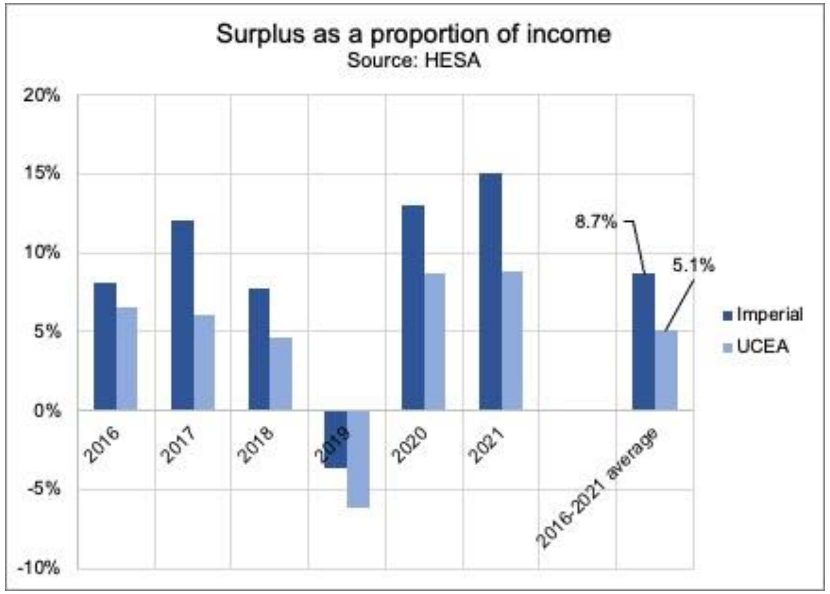
We look forward to discussing these, and our formal response sent to you on Tuesday 18 April when we meet tomorrow.

Best wishes,

Amanda on behalf of Imperial JTU 20/4/2023


Comparison of reduced staff costs and larger surplus at Imperial compared to UCEA
Source: HESA
Relative difference as proportion fo income
7%
6%
5%
4%
3%
2%
1%
0%
2016
2017
2018
2019
2020
2021
2016-2021 average
2.5%
3.6%
Relative reduction in staff costs
Relative surplus


Total staff costs as a proportion of income
Source: HESA
65%
60%
55%
50%
45%
40%
35%
2016
2017
2018
2019
2020
2021
2016-2021 average
49.5%
52.0%
Imperial
UCEA


Surplus as a proportion of income
Source: HESA
20%
15%
10%
5%
0%
-5%
-10%
2016
2017
2018
2019
2020
2021
2016-2021 average
8.7%
5.1%
Imperial
UCEA