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Head of Reward, Engagement & Policy

12 May 2022

### **To the Joint Trades Unions' Local Pay Representatives**

Dear Colleagues,

*Without prejudice*

Thank you for submitting the Joint Trades Unions' pay claim for 2022-23. We welcomed the opportunity on 29 April 2022, at our first local pay bargaining meeting to discuss your local pay claim. We would also like to take this opportunity to formally thank you for attending the Provost's Board meeting on Tuesday 26 April 2022 to present your claim.

We understand that the objective of your pay claim continues to be "*maintaining, at a minimum, the value of pay at Imperial since we left national pay bargaining in 2005*".

We acknowledge that the context of this year's award is very different from previous years, with inflation rising rapidly; the increased National Insurance contributions; rising energy prices and as well as other (cost of living) costs generally rising. We also agree with your assessment that these increased costs will "*hit the lower-paid far more acutely*". You shared with us that you had produced your own inflation forecast based on the Bank of England projections, because the London CPIH report reflects inflation in 2020 and which does not recognise the current level of inflation.

Since 2005, the cumulative percentage increase of the College pay award has been up to 40.1% (Appendix A). This is greater than the cumulative national pay award since 2005, when local pay bargaining was introduced: with national awards up to 35.7%, this is a difference in percentage terms of **4.4%**. We also recognise and acknowledge that this has not fully matched inflation.

We note that your pay claim predominately focuses on the impact of inflation on salary, whilst the Provost's Board considers the wider Total Remuneration Package (TRP) when reviewing the level of investment to be made in the pay award. We note you have included as part of your claim, a percentage uplift to be awarded to all staff to reflect the changes to the USS benefit structure. As a College, we have worked in partnership with yourself (our local UCU branch) to try and influence the outcome of the recent USS valuation, including producing a joint statement and, as we have shared, we, like you remain disappointed with the outcome, but intend to try and continue to influence the structure for the future.

The College's Total Remuneration Package (TRP) approach considers all elements of pay received by staff. Over the last year, the College has invested an average of 4% in salaries, please see the survivor analysis table at Appendix B. This includes the annual automatic increments that benefit circa 53% of staff. For eligible academic and research staff, this will be an average increase of 4.3%; for support staff, 2.5% on top of any across-the-board pay rise. The College also completes an annual review of staff salaries against internal benchmark data.

### **Affordability**

To support the production of your pay claim, you were provided with an overview of the College's finances on 30 March 2022. This overview pointed out why the operating surplus (£22.9 million in 2020/21) was a more appropriate figure to consider than the overall surplus (£161.7 million) in the context of the affordability of pay increases, as the latter includes volatile items like gains on investments within the College's Endowment.

The College also faces considerable financial pressure from inflation. The nature of the College's disciplines (STEM) mean it is particularly exposed to high energy prices and next year's utility costs will rise significantly.

You acknowledged it might be difficult for the College to cover the Unions' claim in its entirety without significant adjustment to College finances. However you were still of the view that this would be easier for the College as a collective to do this than it is for individuals (employees) to adjust household spending to cover costs due to inflation.

### **Cost of your pay claim**

Your headline claim is for an across-the-board increase of 12.9% (which includes 2% for loss in value of pension benefits for USS members), which would be a recurring cost of circa £66.6m (including £22m externally funded costs).

### **College Pay Offer 2022/23**

The Provost's Board appreciates the efforts that you make on an annual basis as part of this process to represent the best interests of staff. The Board have carefully considered your pay claim, which you presented at the April Board meeting, alongside the unprecedented economic circumstances we find ourselves in. With this in mind, our pay offer for 2022-23

equates to a recurring cost of circa £16.5m (including £5.8m externally funded costs). We have configured the offer recognising the greater impact of the current economic position on our lower-graded staff and we have capped the increase at the top end – please see the new proposed pay scale at Appendix C. This will mean an increase of 6.72% for the lowest spine point on the 52 point pay scale and an increase of 4.09% for the lowest spine point on the 29 point pay scale. As mentioned earlier in this letter, this is in addition to 53% of staff receiving an automatic incremental salary increase on top in October 2022.

This offer will be placed on the Local Pay Bargaining webpage after our second negotiating meeting on 17 May 2022.

Yours sincerely

Audrey Fraser on behalf of the College negotiating team

*Cc: Harbhajan Brar – Director of HR  
Richard Craster – Dean of the Faculty of Natural Sciences  
Tony Lawrence – Director of Finance  
Tim Venables – Faculty Operating Officer, Faculty of Engineering  
Lynne Cox – Director of Research Office  
Jane Neary – Director of Campus Services  
Lois Wiggins – HR Reward Manager  
Amy Morton – HR Group Senior Coordinator  
Iram Shah – HR Administrator (Reward, Engagement & Policy)*

*CC: Staff side representatives  
Tom Pike – UCU  
Vijay Tymms – UCU  
Amanda Sackur – UCU  
Tanya Hunt – Unison  
Tahreen Dwan – Unison  
Susan Parker – Unite  
Andrew Murray – Unite*

## Appendix A

### College increases in comparison to National

<b>Date of increase</b>	<b>Higher Education</b>	<b>Imperial College London</b>
1 August 2006	Higher of 3% or £515	Higher of 3% or £590
1 February 2007	1%	1.2%
1 August 2007	3%	Higher of 3% or £490
1 May 2008	Higher of 3% or £240	3%
1 October 2008	5%	5%
1 August 2009	0.5%	0.5%
1 August 2010	0.4%	0.5%
1 August 2011	£150 (0.5%)	Higher of 2% or £500
1 August 2012	1%	Higher of 1% or £800
1 August 2013	1%	2%
1 August 2014	2%	2%
1 August 2015	1% (with up to 2.65% on points 1 to 8)	Higher of 1% or £450
1 August 2016	1.1% (with up to 3.1% on points 1 to 7)	1.2% on first £61,000, 0.5% on above
1 August 2017	1.7% (with up to 2.4% on points 1 to 16)	2% on first £67,110, 0.5% on above (except SP1 which received 3%, and SP2 which got 2.5%)
1 August 2018	Higher of 2% and £425	Higher of 3% or £1,000 – subject to maximum increase of £3,000
1 August 2019	1.8% (with up to 3.65% on points 2 to 16)	5.3% to 1.5% (£1,080)
1 August 2020	0	1.6%
1 August 2021	1.5%	1.8%

## Appendix B

### Survivor Analysis: Compares the same group of employees

This table uses the conditions in the yellow box below. Employees need to be employed in the two time periods (July 2021 and February 2022). It ranks employees by their FTE salary in July 2021 and puts them into groups of 250 employees, with the highest salaries ranking 1-250. It compares this group of individuals' salaries against their salary in February 2022.

This table compares each group's average salary across the two periods mentioned. This is then shown as a percentage differential from their previous average salary.

In every ranked group, February 2022 saw a higher average salary – which is expected. Higher average salaries in February 2022 include incremental movements and increases as a result of the 2021 Pay Review exercise. It shows an average increase of 3.9% overall.

Survivor analysis is a useful way to understand the relative increase in basic salary pay for employees.

Survivors exclude:

Clinical or Nursing staff, Senior Research Investigators

This includes those who change grades

Rank of survivors in Jul 2021	Average FTE IC Basic Salaries Jul 2021	Average FTE Basic Salaries Feb 2022	Difference in Ave FTE Basic Salaries	Average of % difference of salary
1-250	£ 158,036	£ 162,270	£ 4,234	2.7%
251-500	£ 103,598	£ 106,562	£ 2,964	2.9%
501-750	£ 87,282	£ 89,661	£ 2,379	2.7%
751-1000	£ 76,351	£ 78,992	£ 2,641	3.5%
1001-1250	£ 69,989	£ 72,191	£ 2,202	3.1%
1251-1500	£ 67,464	£ 69,045	£ 1,581	2.3%
1501-1750	£ 63,918	£ 67,224	£ 3,307	5.2%
1751-2000	£ 60,352	£ 63,036	£ 2,684	4.4%
2001-2250	£ 58,435	£ 59,917	£ 1,483	2.5%
2251-2500	£ 55,801	£ 58,583	£ 2,782	5.0%
2501-2750	£ 52,933	£ 55,447	£ 2,514	4.7%
2751-3000	£ 50,177	£ 52,295	£ 2,118	4.2%
3001-3250	£ 48,416	£ 49,887	£ 1,471	3.0%
3251-3500	£ 47,897	£ 49,039	£ 1,142	2.4%
3501-3750	£ 46,855	£ 48,804	£ 1,949	4.2%
3751-4000	£ 45,954	£ 48,685	£ 2,731	5.9%
4001-4250	£ 44,452	£ 47,216	£ 2,764	6.2%
4251-4500	£ 42,997	£ 45,384	£ 2,387	5.6%
4501-4750	£ 42,558	£ 45,326	£ 2,768	6.5%
4751-5000	£ 41,077	£ 43,552	£ 2,475	6.0%
5001-5250	£ 40,141	£ 41,936	£ 1,795	4.5%
5251-5500	£ 39,117	£ 40,756	£ 1,639	4.2%
5501-5750	£ 38,040	£ 39,180	£ 1,140	3.0%
5751-6000	£ 37,079	£ 38,797	£ 1,718	4.6%
6001-6250	£ 35,131	£ 36,819	£ 1,688	4.8%
6251-6500	£ 33,177	£ 34,509	£ 1,333	4.0%
6501-6750	£ 30,498	£ 31,787	£ 1,289	4.2%
6751-7000	£ 24,025	£ 25,185	£ 1,160	4.8%
7001-7024	£ 21,563	£ 22,641	£ 1,078	5.0%
Grand Total	£ 54,948	£ 57,099	£ 2,151	3.9%

## Appendix C

### 52 point pay scale

Spine Point	Existing 2021/22	Proposed for 2022 / 2023	%age Increase of proposed on current	£ Increase of proposed on current
Representative fixed salaries	£300,000	£303,000	1.00%	£3,000
Representative fixed salaries	£250,000	£253,000	1.20%	£3,000
Representative fixed salaries	£200,000	£203,000	1.50%	£3,000
Representative fixed salaries	£150,000	£153,000	2.00%	£3,000
Representative fixed salaries	£100,000	£103,000	3.00%	£3,000
Representative fixed salaries	£90,000	£92,700	3.00%	£2,700
Representative fixed salaries	£80,000	£82,400	3.00%	£2,400
52	£74,049	£76,271	3.00%	£2,222
51	£71,971	£74,131	3.00%	£2,160
50	£70,032	£72,133	3.00%	£2,101
49	£68,210	£70,257	3.00%	£2,047
48	£66,369	£68,361	3.00%	£1,992
47	£64,599	£66,537	3.00%	£1,938
46	£62,863	£64,749	3.00%	£1,886
45	£61,179	£63,015	3.00%	£1,836
44	£59,582	£61,370	3.00%	£1,788
43	£58,005	£59,746	3.00%	£1,741
42	£56,449	£58,143	3.00%	£1,694
41	£55,001	£56,652	3.00%	£1,651
40	£53,552	£55,159	3.00%	£1,607
39	£52,156	£53,721	3.00%	£1,565
38	£50,783	£52,307	3.00%	£1,524
37	£49,482	£50,982	3.03%	£1,500
36	£48,226	£49,726	3.11%	£1,500
35	£46,980	£48,480	3.19%	£1,500
34	£45,796	£47,296	3.28%	£1,500
33	£44,624	£46,124	3.36%	£1,500
32	£43,516	£45,016	3.45%	£1,500
31	£42,377	£43,877	3.54%	£1,500
30	£41,344	£42,844	3.63%	£1,500
29	£40,321	£41,821	3.72%	£1,500
28	£39,309	£40,809	3.82%	£1,500
27	£38,360	£39,860	3.91%	£1,500
26	£37,380	£38,880	4.01%	£1,500
25	£36,489	£37,989	4.11%	£1,500
24	£35,641	£37,141	4.21%	£1,500
23	£34,783	£36,283	4.31%	£1,500
22	£33,977	£35,477	4.41%	£1,500
21	£33,180	£34,680	4.52%	£1,500
20	£32,404	£33,904	4.63%	£1,500
19	£31,701	£33,201	4.73%	£1,500
18	£30,956	£32,456	4.85%	£1,500
17	£30,273	£31,773	4.95%	£1,500
16	£29,632	£31,132	5.06%	£1,500
15	£28,991	£30,491	5.17%	£1,500
14	£28,350	£29,850	5.29%	£1,500
13	£27,781	£29,281	5.40%	£1,500
12	£27,212	£28,712	5.51%	£1,500
11	£26,663	£28,163	5.63%	£1,500
10	£26,095	£27,595	5.75%	£1,500
9	£25,588	£27,088	5.86%	£1,500
8	£25,061	£26,561	5.99%	£1,500
7	£24,575	£26,075	6.10%	£1,500
6	£24,099	£25,599	6.22%	£1,500
5	£23,685	£25,185	6.33%	£1,500
4	£23,261	£24,761	6.45%	£1,500
3	£22,909	£24,409	6.55%	£1,500
2	£22,610	£24,110	6.63%	£1,500
1	£22,309	£23,809	6.72%	£1,500

## 29 point pay scale

Spine Point	Existing	Proposed for 2019 / 2020	%age Increase of proposed on current	£ Increase of proposed on current
Representative fixed salaries	£300,000	£303,000	1.00%	£3,000
Representative fixed salaries	£250,000	£253,000	1.20%	£3,000
Representative fixed salaries	£200,000	£203,000	1.50%	£3,000
Representative fixed salaries	£150,000	£153,000	2.00%	£3,000
Representative fixed salaries	£100,000	£103,000	3.00%	£3,000
Representative fixed salaries	£90,000	£92,700	3.00%	£2,700
Principal Research Fellow / Professor/Teaching Fellow (Level 7)/Professor of Education	£81,791	£84,245	3.00%	£2,454
Senior Research Fellow / Reader/ Teaching Fellow (Level 6)/ Reader/Associate Professor of Education	£71,448	£73,592	3.00%	£2,144
29	£68,987	£71,057	3.00%	£2,070
28	£66,130	£68,114	3.00%	£1,984
27	£63,392	£65,294	3.00%	£1,902
26	£60,762	£62,585	3.00%	£1,823
25	£58,252	£60,000	3.00%	£1,748
24	£55,839	£57,515	3.00%	£1,676
23	£53,536	£55,143	3.00%	£1,607
22	£51,330	£52,870	3.00%	£1,540
21	£49,210	£50,710	3.05%	£1,500
20	£47,179	£48,679	3.18%	£1,500
19	£45,234	£46,734	3.32%	£1,500
18	£43,376	£44,876	3.46%	£1,500
17	£41,593	£43,093	3.61%	£1,500
16	£39,888	£41,388	3.76%	£1,500
15	£38,258	£39,758	3.92%	£1,500
14	£36,694	£38,194	4.09%	£1,500