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Audrey Fraser
Deputy HR Director (Strategic Partnering
& Reward)

28 April 2023

To the Joint Trade Unions' Local Pay Representatives – FULL AND FINAL OFFER

Dear Colleagues,

Without prejudice

Thank you for your written responses to the College offer which we received on 17 and 21 April 2023 and discussed at our meeting on 21 April 2023.

You confirmed, based on membership feedback, that you would not be recommending the 4 April pay offer to your members. You shared your concerns about the current level of inflation and the impact that this is having on your members.

We fully acknowledge and understand that these are challenging times for all staff and also our students, and we agreed to review and seek to improve the College pay offer. We also shared that given the current continuing level of economic uncertainty, any revised offer would only be for the 2023/24 pay award.

We explained that the impact of the current challenging times on our lowest paid staff was the reason for making a manual adjustment to spine points one to three of our first pay offer, which aligned with your pay claim.

You explained your analysis of the College's surplus compared to the average surplus of other Higher Education Institutions (HEIs) within UCEA's remit and you drew a conclusion that the College had greater scope to protect staff incomes by offering a higher award. In response to this, we explained that many of the College's core disciplines in science, technology, engineering and medicine have higher associated costs that mean that the College operates very differently to the typical HEIs. We shared one example, which is that

some of our costs to run our laboratories have doubled in the last year due to the current economic situation.

Each year we discuss the factors that are considered when the College is allocating money to pay. Your pay claim solely focusses on inflation, and we understand the reasoning behind this. However, the College takes into account the overall [Total Remuneration Package](#). As shared at our meeting and in our first pay offer letter, the cost of annual automatic increments received, by circa 50% of staff, represents approximately 1% of the College's pay bill. Whilst we acknowledge this is not necessarily new money, it is still features in our budgets.

You asked that we consider postponing the 2023 [Equity and Achievement Pay Review](#) exercise and reallocate the money for the exercise to the pay award. The Equity and Achievement Pay Review is an important process to address equal pay and internal benchmarking disparities, as well as to recognise exceptional achievement and contribution across all grades of staff, and it is our intention to continue with our 2023 Pay Review exercise.

College Full and Final Pay Offer 2023/24

The negotiating team on behalf of the University Management Board are fully committed to providing sustainable financial support for our staff during these difficult times and we have therefore carefully considered your further representations.

You reiterated your request that the College bring forward any pay offer for 2023/24 to May 2023. We have carefully considered your request, and we are prepared to move the timeline forward to May, **on the proviso** that you end the current 2022/23 pay dispute and formally recommend that your members accept the 2023/24 offer. If however you do not recommend that your members accept the pay offer and we remain in dispute, the College may decide not to bring forward the timeline to May.

Our increased **full and final** offer for 2023/24 is set out below.

The approximate cost of this is £36.2m which includes advancing circa £6m to be implemented for the period May to July 2023, subject to the terms outlined above.

In practice, this revised offer means we will be giving all staff a £2,500 uplift to base pay pro-rated from 1 May 2023 until 31 July 2023 (£2,550 for spine point 1), with the remainder of the 2023/24 award (where applicable) being paid from 1 August 2023. This also ensures that our lowest to middle paid staff start to receive their uplift early as you requested. Please see proposed interim pay scale for 1 May to 31 July at **Appendix A**.

This final offer provides a 5.8% mean average increase. With the additional interim payment from May, the offer provides an overall mean average increase of 7.1%.

Proposed 2023/24 Pay Scales

1 August 2023/24

- 5.5% pay increase across the board, subject to a:
 - £2,500 minimum payment
 - £5,000 maximum payment
- The distribution of the award in this way (excluding any incremental increases) for the 52-point pay scale for the Professional, Technical and Operational job families means that from **1 August 2023** there will be a greater increase to salaries for the lower to middle paid staff, who may be more affected by inflation and rising costs:
 - Staff earning between £24,205 and £27,595: 10.5% to 9.1% increase
 - Staff earning between £28,163 to £35,477: 8.9% to 7.0% increase
 - Staff earning £36,283 and £45,016: 6.9% to 5.6% increase
 - Staff earning between £46,124 and £90,900: 5.5% increase
 - Staff earning above £100,000: 5% increase reducing to 1.7% increase by £300,000
- The 29-point pay scales for the Academic, Research and Learning & Teaching job families will increase by between 6.5% and 5.5%.

Please see proposed pay scale at **Appendix B**.

Our offer is made on a without prejudice basis, and we have arranged to meet with you on 19 May 2023 to hear the outcome. We will post this letter on the College webpages later today.

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
Peter Haynes – Vice Provost (Education & Student Experience)
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
Olivia Anderson – Reward & Policy Adviser*

*CC: Staff side representatives
Tom Pike – UCU
Vijay Tymms – UCU
Amanda Sackur – UCU
Tanya Hunt – Unison
Boyanna Petrovich – Unison
Susan Parker – Unite
Andrew Murray – Unite
Ahlam Khamliche – Unite*

Appendix A

1 May to 31 July 2023 pro-rated 52 point pay scale for the Professional, Technical, Operational and Learning job families

Spine Point	Existing 2022/23	1 May to 31 July 2023 (pro-rated)		
		Proposed for 1 May-31 Jul 2023	%age Increase of proposed	£ Increase of proposed
Representative fixed salaries	£300,000	£302,500	0.8%	£2,500
Representative fixed salaries	£250,000	£252,500	1.0%	£2,500
Representative fixed salaries	£200,000	£202,500	1.3%	£2,500
Representative fixed salaries	£150,000	£152,500	1.7%	£2,500
Representative fixed salaries	£100,000	£102,500	2.5%	£2,500
Representative fixed salaries	£90,000	£92,500	2.8%	£2,500
Representative fixed salaries	£80,000	£82,500	3.1%	£2,500
Representative fixed salaries	£70,000	£72,500	3.6%	£2,500
52	£76,493	£78,993	3.3%	£2,500
51	£74,347	£76,847	3.4%	£2,500
50	£72,344	£74,844	3.5%	£2,500
49	£70,461	£72,961	3.5%	£2,500
48	£68,560	£71,060	3.6%	£2,500
47	£66,731	£69,231	3.7%	£2,500
46	£64,938	£67,438	3.8%	£2,500
45	£63,198	£65,698	4.0%	£2,500
44	£61,549	£64,049	4.1%	£2,500
43	£59,920	£62,420	4.2%	£2,500
42	£58,312	£60,812	4.3%	£2,500
41	£56,817	£59,317	4.4%	£2,500
40	£55,320	£57,820	4.5%	£2,500
39	£53,878	£56,378	4.6%	£2,500
38	£52,459	£54,959	4.8%	£2,500
37	£51,115	£53,615	4.9%	£2,500
36	£49,818	£52,318	5.0%	£2,500
35	£48,531	£51,031	5.2%	£2,500
34	£47,308	£49,808	5.3%	£2,500
33	£46,124	£48,624	5.4%	£2,500
32	£45,016	£47,516	5.6%	£2,500
31	£43,877	£46,377	5.7%	£2,500
30	£42,844	£45,344	5.8%	£2,500
29	£41,821	£44,321	6.0%	£2,500
28	£40,809	£43,309	6.1%	£2,500
27	£39,860	£42,360	6.3%	£2,500
26	£38,880	£41,380	6.4%	£2,500
25	£37,989	£40,489	6.6%	£2,500
24	£37,141	£39,641	6.7%	£2,500
23	£36,283	£38,783	6.9%	£2,500
22	£35,477	£37,977	7.0%	£2,500
21	£34,680	£37,180	7.2%	£2,500
20	£33,904	£36,404	7.4%	£2,500
19	£33,201	£35,701	7.5%	£2,500
18	£32,456	£34,956	7.7%	£2,500
17	£31,773	£34,273	7.9%	£2,500
16	£31,132	£33,632	8.0%	£2,500
15	£30,491	£32,991	8.2%	£2,500
14	£29,850	£32,350	8.4%	£2,500
13	£29,281	£31,781	8.5%	£2,500
12	£28,712	£31,212	8.7%	£2,500
11	£28,163	£30,663	8.9%	£2,500
10	£27,595	£30,095	9.1%	£2,500
9	£27,088	£29,588	9.2%	£2,500
8	£26,561	£29,061	9.4%	£2,500
7	£26,075	£28,575	9.6%	£2,500
6	£25,599	£28,099	9.8%	£2,500
5	£25,185	£27,685	9.9%	£2,500
4	£24,761	£27,261	10.1%	£2,500
3	£24,742	£27,242	10.1%	£2,500
2	£24,453	£26,953	10.2%	£2,500
1	£24,205	£26,755	10.5%	£2,550

1 May to 31 July 2023 pro-rated 29 point pay scale for the Academic, Research and Teaching job families

Spine Point	Existing 2022/23	Proposed for 1 May-31 Jul 2023	%age Increase of proposed	£ Increase of proposed
Principal Research Fellow / Professor/Teaching Fellow (Level 7)/Professor of Education	£84,491	£86,991	3.0%	£2,500
Teaching Fellow (Level 6)/ Reader/Associate Professor of Education	£73,806	£76,306	3.4%	£2,500
29	£71,264	£73,764	3.5%	£2,500
28	£68,313	£70,813	3.7%	£2,500
27	£65,484	£67,984	3.8%	£2,500
26	£62,768	£65,268	4.0%	£2,500
25	£60,175	£62,675	4.2%	£2,500
24	£57,682	£60,182	4.3%	£2,500
23	£55,303	£57,803	4.5%	£2,500
22	£53,024	£55,524	4.7%	£2,500
21	£50,834	£53,334	4.9%	£2,500
20	£48,736	£51,236	5.1%	£2,500
19	£46,734	£49,234	5.3%	£2,500
18	£44,876	£47,376	5.6%	£2,500
17	£43,093	£45,593	5.8%	£2,500
16	£41,388	£43,888	6.0%	£2,500
15	£39,758	£42,258	6.3%	£2,500
14	£38,194	£40,694	6.5%	£2,500

Appendix B

1 August 2023/24 52 point pay scale for the Professional, Technical, Operational and Learning job families

01 August 2023				
Spine Point	Existing 2022/23	Proposed for 2023 / on proposed 2024	£ Increase / on proposed current salaries	%age Increase (spine point) on proposed on current points
Representative fixed salaries	£300,000	£305,000	£5,000	1.7%
Representative fixed salaries	£250,000	£255,000	£5,000	2.0%
Representative fixed salaries	£200,000	£205,000	£5,000	2.5%
Representative fixed salaries	£150,000	£155,000	£5,000	3.3%
Representative fixed salaries	£100,000	£105,000	£5,000	5.0%
Representative fixed salaries	£90,000	£94,950	£4,950	5.5%
Representative fixed salaries	£80,000	£84,400	£4,400	5.5%
Representative fixed salaries	£70,000	£73,850	£3,850	5.5%
52	£76,493	£80,701	£4,208	5.5%
51	£74,347	£78,437	£4,090	5.5%
50	£72,344	£76,323	£3,979	5.5%
49	£70,461	£74,337	£3,876	5.5%
48	£68,560	£72,331	£3,771	5.5%
47	£66,731	£70,402	£3,671	5.5%
46	£64,938	£68,510	£3,572	5.5%
45	£63,198	£66,674	£3,476	5.5%
44	£61,549	£64,935	£3,386	5.5%
43	£59,920	£63,216	£3,296	5.5%
42	£58,312	£61,520	£3,208	5.5%
41	£56,817	£59,942	£3,125	5.5%
40	£55,320	£58,363	£3,043	5.5%
39	£53,878	£56,842	£2,964	5.5%
38	£52,459	£55,345	£2,886	5.5%
37	£51,115	£53,927	£2,812	5.5%
36	£49,818	£52,558	£2,740	5.5%
35	£48,531	£51,201	£2,670	5.5%
34	£47,308	£49,910	£2,602	5.5%
33	£46,124	£48,661	£2,537	5.5%
32	£45,016	£47,516	£2,500	5.6%
31	£43,877	£46,377	£2,500	5.7%
30	£42,844	£45,344	£2,500	5.8%
29	£41,821	£44,321	£2,500	6.0%
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12	£28,712	£31,212	£2,500	8.7%
11	£28,163	£30,663	£2,500	8.9%
10	£27,595	£30,095	£2,500	9.1%
9	£27,088	£29,588	£2,500	9.2%
8	£26,561	£29,061	£2,500	9.4%
7	£26,075	£28,575	£2,500	9.6%
6	£25,599	£28,099	£2,500	9.8%
5	£25,185	£27,685	£2,500	9.9%
4	£24,761	£27,261	£2,500	10.1%
3	£24,742	£27,242	£2,500	10.1%
2	£24,453	£26,953	£2,500	10.2%
1	£24,205	£26,755	£2,550	10.5%

1 August 2023/24 29 point pay scale for the Academic, Research and Teaching job families

01 August 2023				
Spine Point	Existing 2022/23	Proposed for 2023 / 2024	£ Increase on proposed current salaries	%age Increase (spine point) on proposed on current points
Principal Research Fellow / Professor/Teaching Fellow (Level 7)/Professor of Education	£84,491	£89,139	£4,648	5.5%
Teaching Fellow (Level 6)/ Reader/Associate Professor of Education	£73,806	£77,866	£4,060	5.5%
29	£71,264	£75,184	£3,920	5.5%
28	£68,313	£72,071	£3,758	5.5%
27	£65,484	£69,086	£3,602	5.5%
26	£62,768	£66,221	£3,453	5.5%
25	£60,175	£63,485	£3,310	5.5%
24	£57,682	£60,855	£3,173	5.5%
23	£55,303	£58,345	£3,042	5.5%
22	£53,024	£55,941	£2,917	5.5%
21	£50,834	£53,630	£2,796	5.5%
20	£48,736	£51,417	£2,681	5.5%
19	£46,734	£49,305	£2,571	5.5%
18	£44,876	£47,376	£2,500	5.6%
17	£43,093	£45,593	£2,500	5.8%
16	£41,388	£43,888	£2,500	6.0%
15	£39,758	£42,258	£2,500	6.3%
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