

28 May 2025

To the Joint Trade Unions' Local Pay Representatives

Dear Colleagues,

Without prejudice

The University's negotiating team would like to thank the JTUs for the open and constructive discussions throughout the 2025/26 local pay negotiations.

This letter summarises our negotiations to date and sets out our full and final offer. While we are unable to afford your full claim, we believe our offer is a competitive, fair and sustainable pay deal for all Imperial's employees.

Summary of negotiation meetings

During our first meeting, you revised your pay claim from a 5.2% pay increase and a £2,000 lump sum to a 7.2% pay increase and a £2,000 lump sum, with a total cost of **£68.7 million**. During our second meeting, we requested further details on how this proposal could be considered affordable. At our third meeting, we explored the benefit changes you proposed, which included:

- an increase in annual leave from 25 days to 30 days
- carers' leave to be extended to two weeks' paid leave
- establishing a small working group with a view to exploring a move to a four-day working week without loss of pay for all staff.

At our third meeting, we declined the request to establish a four-day working week working group due to the complexity of our institution, as not all roles can accommodate a shorter working week, which could result in inequity among staff.

At our fourth meeting, we updated you on the University Management Board (UMB) discussion and presented a revised offer. We also listened to your views on this, and your members' concerns regarding workloads.

Throughout the meetings, we explained that Imperial is unable to match your pay claim. Your claim is not affordable to Imperial at this time. Our staff costs extend beyond just the annual pay award. For example, staff may receive a pay increase or a one-off payment through our annual Equity and Achievement Framework. The balance between the cost of the latter, which

allows targeted salary adjustments, and the cost of the annual pay award for all staff is one that UMB considers carefully. Additional increases to the staff cost next year come from automatic annual increments (approximately 50% of staff receive automatic annual increments, which represent around 1% of the university's pay bill) and the increased employer national insurance contributions that we need to fund. Taken as a whole, these staff cost increases are running higher than inflation. This is before we try to accommodate within the budget the growth in our workforce.

We acknowledge the concerns raised regarding workload and reaffirm our commitment to ensuring that the planned strategic growth in the Departments of Computing, Mathematics, and the Imperial College Business School is underpinned by the necessary resources and support.

Furthermore, we are committed to a thorough analysis of the results from the "Your Feedback on Your Workload" survey. This will be followed by a series of targeted focus groups, with the objective of formulating and presenting concrete actions. This initiative builds upon our existing commitment to implementing a Workload Allocation Model across all academic departments—an endeavour we continue to prioritise.

To ensure effective delivery, these commitments—including the initial analysis of the survey findings—will be reviewed and formally agreed at the July meeting of the University Management Board (UMB). Following this, they will be communicated to the wider community, accompanied by clear timelines.

Appendix A shows change in salaries for staff in post at 31 December 2023 and 31 December 2024. Those staff in lowest paid positions received the greatest increase of 10.7% compared to 5.7% for the highest earners. The increase in average salary across all staff was 7.2%.

Members of the University Management Board (UMB) have asked us to convey their appreciation for your engagement in this year's process. They have also asked us to reaffirm the Board's commitment to supporting our staff and delivering a sustainable pay award, despite ongoing financial and sector-wide challenges.

We remain in a strong position when compared to our competitors based on data provided by UCEA, Korn Ferry and Brightmine. Our [benchmark data](#) demonstrates that we consistently pay above the market median across all roles.

Imperial Total Remuneration Offer 2025/26

Our full and final offer for 2025/26 is as follows:

- A 2% across the board pay increase, effective from 1 August 2025. The estimated cost to the University is **£13.3m**. Please refer to the proposed pay scales in **Appendix B and C**.
- An expansion of Paternity Leave provision from two weeks to four weeks at full pay with effect from 1 August 2025.
- An increase in the number of university closure days to eight per annum to support staff wellbeing.

- A comprehensive review of the University's Special Leave provision, including carers' leave, benchmarked against the Russell Group. Any changes will be implemented ahead of next year's negotiations.

Consultation with union members

This offer is made without prejudice. At our meeting on 22 May 2025, we will agree on the approach to communicating this offer.

On behalf of the University negotiating team

Yours sincerely,



Kathryn Al-Shemmeri
Chief People Officer

*Cc: Audrey Fraser – Director of Employee Experience and Culture
Richard Craster – Dean of the Faculty of Natural Sciences
Peter Haynes – Vice Provost (Education & Student Experience)
Tony Lawrence – Chief Financial Officer
Tim Venables – Faculty Operating Officer, Faculty of Engineering
Lizzie Burrows – Chief Marketing and Recruitment Officer
Jane Hay – Deputy Chief Property Officer
Olivia Jacquest – Interim Reward Manager
Carey Southward – Head of Pensions and Benefits*

*CC: Staff side representatives
Tom Pike – UCU
Vijay Tymms – UCU
Amanda Sackur – UCU
Charlotte Kestner – UCU
Tanya Hunt – Unison
Boyanna Petrovich – Unison
Aurick Sahota, Unison Mike Jones – Unite
Antonio Mateiro – Unite
Ailsa Levy, Unite*

Appendix A – Banded salary increases for employees in post at 31 December 2023 and 31 December 2024

Rank of Staff in Post Dec 2023 and Dec 2024	Average FTE IC Basic Salaries Dec 2023	Average FTE Basic Salaries Dec 2024	Difference in Ave FTE Basic Salaries	% Difference in Average Basic Salaries
1-250	£ 171,893	£ 181,717	£ 9,824	5.7%
251-500	£ 115,521	£ 122,075	£ 6,554	5.7%
501-750	£ 98,239	£ 103,344	£ 5,105	5.2%
751-1000	£ 86,952	£ 92,187	£ 5,235	6.0%
1001-1250	£ 79,140	£ 84,137	£ 4,996	6.3%
1251-1500	£ 75,682	£ 79,692	£ 4,009	5.3%
1501-1750	£ 74,604	£ 78,697	£ 4,093	5.5%
1751-2000	£ 70,692	£ 76,128	£ 5,436	7.7%
2001-2250	£ 66,492	£ 70,963	£ 4,470	6.7%
2251-2500	£ 64,752	£ 68,695	£ 3,944	6.1%
2501-2750	£ 61,804	£ 66,151	£ 4,347	7.0%
2751-3000	£ 58,461	£ 63,333	£ 4,871	8.3%
3001-3250	£ 55,498	£ 60,215	£ 4,717	8.5%
3251-3500	£ 53,713	£ 56,908	£ 3,195	5.9%
3501-3750	£ 53,630	£ 57,075	£ 3,445	6.4%
3751-4000	£ 52,708	£ 55,993	£ 3,285	6.2%
4001-4250	£ 51,699	£ 56,209	£ 4,509	8.7%
4251-4500	£ 49,723	£ 54,706	£ 4,982	10.0%
4501-4750	£ 47,939	£ 52,638	£ 4,698	9.8%

4751-5000	£ 46,814	£ 51,636	£ 4,823	10.3%
5001-5250	£ 45,253	£ 49,829	£ 4,575	10.1%
5251-5500	£ 44,016	£ 48,611	£ 4,595	10.4%
5501-5750	£ 43,205	£ 46,705	£ 3,499	8.1%
5751-6000	£ 42,329	£ 45,360	£ 3,031	7.2%
6001-6250	£ 40,565	£ 44,588	£ 4,023	9.9%
6251-6500	£ 38,448	£ 42,251	£ 3,803	9.9%
6501-6750	£ 36,086	£ 39,395	£ 3,309	9.2%
6751-7000	£ 30,793	£ 33,563	£ 2,770	9.0%
7001-7095	£ 26,730	£ 29,602	£ 2,872	10.7%
Grand Total	£ 62,256	£ 66,739	£ 4,483	7.2%

Appendix B – 52 Point Scale – 1 August 2024 to 31 July 2025 and 1 August 2025 to 31 July 2026 uplift

Spine Point	Current Value	Value from 01 August 2025	Uplift from 01 August
52	£84,266	£85,951	2%
51	£81,931	£83,570	2%
50	£79,751	£81,346	2%
49	£77,703	£79,257	2%
48	£75,634	£77,146	2%
47	£73,644	£75,117	2%
46	£71,693	£73,127	2%
45	£69,799	£71,195	2%
44	£68,005	£69,365	2%
43	£66,232	£67,557	2%
42	£64,483	£65,773	2%
41	£62,856	£64,113	2%
40	£61,227	£62,452	2%
39	£59,658	£60,851	2%
38	£58,114	£59,276	2%
37	£56,652	£57,785	2%
36	£55,240	£56,345	2%
35	£53,840	£54,917	2%
34	£52,509	£53,559	2%
33	£51,220	£52,244	2%
32	£50,039	£51,040	2%
31	£48,865	£49,842	2%
30	£47,799	£48,755	2%
29	£46,744	£47,679	2%
28	£45,700	£46,614	2%
27	£44,722	£45,616	2%
26	£43,711	£44,585	2%
25	£42,792	£43,648	2%
24	£41,917	£42,755	2%
23	£41,032	£41,853	2%
22	£40,201	£41,005	2%
21	£39,379	£40,167	2%
20	£38,578	£39,350	2%
19	£37,853	£38,610	2%
18	£37,085	£37,827	2%
17	£36,381	£37,109	2%
16	£35,719	£36,433	2%
15	£35,058	£35,759	2%

14	£34,397	£35,085	2%
13	£33,810	£34,486	2%
12	£33,223	£33,887	2%
11	£32,657	£33,310	2%
10	£32,071	£32,712	2%
9	£31,548	£32,179	2%
8	£31,005	£31,625	2%
7	£30,504	£31,114	2%
6	£30,013	£30,613	2%
5	£29,586	£30,178	2%
4			
3	£29,129	£29,712	2%
2	£28,831	£29,408	2%
1	£28,627	£29,200	2%

Appendix C – 29 Point Scale – 1 August 2024 to 31 July 2025 and 1 August 2025 to 31 July 2026 uplift

Spine Point	Current Value	Value from 01 August 2025	Uplift from 01 August compared to 01 January
29	£78,576	£80,148	2%
28	£75,365	£76,872	2%
27	£72,287	£73,733	2%
26	£69,332	£70,719	2%
25	£66,510	£67,840	2%
24	£63,797	£65,073	2%
23	£61,208	£62,432	2%
22	£58,729	£59,904	2%
21	£56,345	£57,472	2%
20	£54,063	£55,144	2%
19	£51,885	£52,923	2%
18	£49,895	£50,893	2%
17	£48,056	£49,017	2%
16	£46,297	£47,223	2%
15	£44,616	£45,508	2%
14	£43,003	£43,863	2%