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Dear JTU Colleagues,

Without prejudice

The University's negotiating team would like to thank the Joint Trade Unions (JTU) for their engagement during the 2026/27 local pay negotiations. We also recognise the continued interest of colleagues across the university in this process.

Summary of negotiations

Throughout the negotiations, both parties have engaged constructively, and positions have evolved as discussions have progressed. At our most recent meeting, we confirmed that we were unable to meet your revised claim in full, including a 4.5% pay increase with a £2,000 minimum uplift and an increase in annual leave by three days.

The university has aligned with your proposal to increase maternity, adoption and shared parental leave from 18 to 26 weeks on full pay. Appendix A sets out the proposed approach to Shared Parental Leave where both parents are employed by the university.

There has also been alignment with the unions' revised position on carers' leave, with a proposed entitlement of 10 days per year, including five days paid. Options to enhance annual leave have been explored during discussions. Paternity/partner leave has also been considered and will remain under review.

Throughout the process, the University Management Board (UMB) has remained closely engaged, actively considering all views and representations. The Board has asked us to convey its appreciation for the constructive approach taken during these discussions and to reaffirm its commitment to supporting staff through this pay and benefits offer.

We are now setting out the university's full and final pay and benefits offer. We believe this represents a fair and balanced package for our colleagues at Imperial, designed to support them and to provide confidence in the value we place on their contribution.

The University Total Remuneration Offer 2026/27

Our full and final offer for 2026/27 is as follows:

Pay

As part of our commitment to colleagues, the University's full and final pay offer includes an additional investment of approximately £24.7 million. The offer provides a 3.5% pay increase, with a minimum uplift of £1,500. As a result, around 1,000 colleagues on spine points 1 to 24 would receive pay increases ranging from 5.14% to 3.51%, depending on their current salary point.

Please refer to the proposed pay scales in **Appendix B.**

Benefits

- Family leave: Enhance maternity, adoption and shared parental leave from 18 weeks to 26 weeks on full pay. **Appendix A** provides further detail on shared parental leave arrangements. An estimated increase of ~£2.1 million to the university family budget.

- Carers' leave: Increase entitlement from five days unpaid to 10 days per year, with five days paid. The estimated cost is between £300k and £500k. To be reviewed again within the next three years.

- Annual leave: During our discussions, and based on the data available to us, we were not able to reach a shared approach to costing additional annual leave. We appreciate how important this issue has been throughout, and while we have not been able to agree a methodology, both sides recognise that there are real and differing costs involved, whether through bringing in external support to maintain services or through the impact of reduced overall working days.

  Both sides also recognise how important it is for colleagues to feel that this offer is fair in the context of the wider sector, particularly in relation to our Russell Group peers. With this in mind, we are increasing annual leave by two days (from 25 to 27 days), bringing the total entitlement to 43 days when mandatory days are included.

- Paternity/partner leave: To remain under review as part of ongoing discussions.

Additional commitments

- We have a shared interest in exploring the potential for a future multi-year pay agreement. Ahead of the 2027–28 pay negotiations, we will work together to assess whether the circumstances are right to commence negotiations on a multi-year deal at that stage, or whether it would be more appropriate to pursue a single-year agreement, with consideration of a multi-year arrangement deferred until the 2028–29 pay round.

- At its meeting on Monday, UMB reviewed the recommendations put forward by the Pay Benchmarks Task and Finish Group. There was strong support for these recommendations, which will be communicated to the wider community later this month.

The university's pay offer represents an investment of approximately £24.7 million (3.5%), alongside further enhancements to family leave and carers' leave, and a reduction in the number of working days through increased paid annual leave. It also includes implementing the Pay Benchmark changes discussed at UMB and exploring a potential multi-year pay agreement.

This offer is made without prejudice. We look forward to discussing and agreeing a shared approach to its communication at our meeting, alongside your consultation with members on 9 July 2026.

Yours sincerely,

K. Al-Shemmeri

Kathryn Al-Shemmeri
Chief People Officer

CC: Anna Caffyn – Chief Financial Officer
Audrey Fraser – Director of Employee Experience and Culture
Carey Southward – Head of Pensions and Benefits
Chris Watkins – Faculty Chief Operating Officer of the Faculty of Medicine
Jane Hay – Deputy Chief Property Officer
Jason Riley – Vice-Dean (Education) of the Faculty of Engineering
Lizzie Burrows – Chief Marketing and Recruitment Officer
Richard Craster – Dean of the Faculty of Natural Sciences
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
Oliver Davis – Unison
Mike Jones – Unite
Antonio Mateiro – Unite
Ailsa Levvy – Unite
Ahlam Khamliche – Unite

Appendix A – Shared Parental Leave

To ensure equity across maternity, adoption and shared parental leave types (providing up to 26 weeks' paid leave), it is proposed that up to 24 weeks of full pay under shared parental leave can be shared between parents as they choose. This excludes the 2 weeks' compulsory maternity leave at full pay and 2 weeks' paternity leave at full pay. Where 4 weeks of paternity leave are taken by the partner, the shared parental leave entitlement at full pay would be reduced to 22 weeks, to be shared between the parents.

Appendix B – 3.5% with a £1,500 floor

Academic, Research and Teaching Salary Changes (based on above calculations)									
Spine Point	Existing	Proposed for 2026 / 2027	%age Increase of proposed on current	£ Increase of proposed on current					
Representative fixed salaries	£300,000	£310,500	3.50%	£10,500					
Representative fixed salaries	£250,000	£258,750	3.50%	£8,750					
Representative fixed salaries	£200,000	£207,000	3.50%	£7,000					
Representative fixed salaries	£150,000	£155,250	3.50%	£5,250					
Representative fixed salaries	£100,000	£103,500	3.50%	£3,500					
Representative fixed salaries	£90,000	£93,150	3.50%	£3,150					
Representative fixed salaries	£80,000	£82,800	3.50%	£2,800					
Principal Research Fellow / Professor/Teaching Fellow (Level 7)/Professor of Education	£94,829	£98,149	3.50%	£3,320	Fixed minimum				
Senior Research Fellow / Reader/ Teaching Fellow (Level 6)/ Reader/Associate Professor of Education	£82,969	£85,873	3.50%	£2,904	Fixed minimum				
29	£80,148	£82,954	3.50%	£2,806	Lecturer	Senior Lecturer	Advanced Research Fellow		Principal Teaching Fellow
28	£76,873	£79,564	3.50%	£2,691				Senior Teaching Fellow	
27	£73,732	£76,313	3.50%	£2,581					
26	£70,718	£73,194	3.50%	£2,476					
25	£67,840	£70,215	3.50%	£2,375					
24	£65,073	£67,351	3.50%	£2,278		Research Fellow			
23	£62,433	£64,619	3.50%	£2,186					
22	£59,904	£62,001	3.50%	£2,097				Teaching Fellow	
21	£57,472	£59,484	3.50%	£2,012	Research Associate 4				
20	£55,144	£57,075	3.50%	£1,931					
19	£52,922	£54,775	3.50%	£1,853					
18	£50,893	£52,675	3.50%	£1,782					
17	£49,017	£50,733	3.50%	£1,716				Assistant Teaching Fellow	
16	£47,223	£48,876	3.50%	£1,653	Research Assistan				
15	£45,509	£47,102	3.50%	£1,593					
14	£43,863	£45,399	3.50%	£1,536					

PTO Salary Changes (based on above calculations)

Spine Point	Existing 2025/26	Proposed for 2026 / 2027	% Increase of proposed on current	£ Increase of proposed on current	Level
Representative fixed salaries	£305,000	£315,675	3.50%	£10,675	
Representative fixed salaries	£255,000	£263,925	3.50%	£8,925	
Representative fixed salaries	£205,000	£212,175	3.50%	£7,175	
Representative fixed salaries	£155,000	£160,425	3.50%	£5,425	
Representative fixed salaries	£105,000	£108,675	3.50%	£3,675	
Representative fixed salaries	£95,000	£98,325	3.50%	£3,325	
Representative fixed salaries	£84,400	£87,354	3.50%	£2,954	
Representative fixed salaries	£73,850	£76,435	3.50%	£2,585	
52	£85,952	£88,961	3.50%	£3,009	
51	£83,570	£86,495	3.50%	£2,925	Level 6 minimum
50	£81,346	£84,194	3.50%	£2,848	
49	£79,257	£82,031	3.50%	£2,774	
48	£77,146	£79,847	3.50%	£2,701	
47	£75,117	£77,747	3.50%	£2,630	
46	£73,126	£75,686	3.50%	£2,560	Level 5
45	£71,195	£73,687	3.50%	£2,492	
44	£69,365	£71,793	3.50%	£2,428	
43	£67,557	£69,922	3.50%	£2,365	
42	£65,773	£68,076	3.50%	£2,303	
41	£64,113	£66,357	3.50%	£2,244	Level 4
40	£62,452	£64,638	3.50%	£2,186	
39	£60,851	£62,981	3.50%	£2,130	
38	£59,277	£61,352	3.50%	£2,075	
37	£57,785	£59,808	3.50%	£2,023	
36	£56,345	£58,318	3.50%	£1,973	
35	£54,917	£56,840	3.50%	£1,923	
34	£53,559	£55,434	3.50%	£1,875	
33	£52,245	£54,074	3.50%	£1,829	Level 3b
32	£51,040	£52,827	3.50%	£1,787	
31	£49,842	£51,587	3.50%	£1,745	
30	£48,755	£50,462	3.50%	£1,707	
29	£47,679	£49,348	3.50%	£1,669	

28	£46,614	£48,246	3.50%	£1,632	
27	£45,616	£47,213	3.50%	£1,597	
26	£44,585	£46,146	3.50%	£1,561	
25	£43,648	£45,176	3.50%	£1,528	Level 3a
24	£42,755	£44,255	3.51%	£1,500	
23	£41,853	£43,353	3.58%	£1,500	
22	£41,005	£42,505	3.66%	£1,500	
21	£40,166	£41,666	3.73%	£1,500	
20	£39,350	£40,850	3.81%	£1,500	
19	£38,610	£40,110	3.89%	£1,500	Level 2b
18	£37,827	£39,327	3.97%	£1,500	
17	£37,108	£38,608	4.04%	£1,500	
16	£36,434	£37,934	4.12%	£1,500	
15	£35,759	£37,259	4.19%	£1,500	Level 2a
14	£35,085	£36,585	4.28%	£1,500	
13	£34,487	£35,987	4.35%	£1,500	
12	£33,888	£35,388	4.43%	£1,500	
11	£33,310	£34,810	4.50%	£1,500	
10	£32,713	£34,213	4.59%	£1,500	
9	£32,179	£33,679	4.66%	£1,500	
8	£31,625	£33,125	4.74%	£1,500	Level 1b
7	£31,114	£32,614	4.82%	£1,500	
6	£30,613	£32,113	4.90%	£1,500	
5	£30,177	£31,677	4.97%	£1,500	
4		£1,500	#DIV/0!	£1,500	
3	£29,711	£31,211	5.05%	£1,500	
2	£29,407	£30,907	5.10%	£1,500	Level 1a
1	£29,199	£30,699	5.14%	£1,500	