JTU Response to 2019 second offer
2 July 2019

The Second Offers
We have been given inconsistent offers to consider, both as originally sent on 1/7/19 and as updated on 2/7/19 (see attached). We plot both the original and amended offers below as percentages, as well as the examples supplied in both offers for different pay levels:

The examples for both the original and updated second offers are the same, but they do not correspond to the percentages, floor or ceiling in either offer. In addition, the updated letter is in contradiction with the accompanying email.

Financial and Provost Board Oversight
We are concerned that such incorrect and inconsistent offers are being made to the JTU without, we assume, either validation or informed concurrence by College’s financial office or the Provost’s Board. Providing appropriate compensation should be regarded as critical for Imperial’s academic mission, and such a failure of oversight does not reflect well on management’s priorities.

Errors in the Background to the Second Offer
This failure of oversight is unfortunately not confined to the offer itself. There are numerous errors and misleading statements as well as a demonstrated inability to answer the points the JTU make in our original claim and our response to the first offer. Here is just a selection:

- No attempt has been made to address the failure of pay at Imperial to keep up with national CPIH, London CPIH or London CPIH, private rent. It is the shift in the relative indices, not their absolute values that needs to be addressed. Comparing the offer with a value of national CPIH for one month pointedly ignores the longer-term much larger erosion of staff pay with respect to the cost of living in London.
- No attempt has been made to address the increasing proportion of the total salary bill allocated to the highest paid, whether it be the top 5 positions (10.8% increase) top 250 (5.44% increase). The salary bill allocated to the rest of staff has increased by less than 2%. Management continue to make the error of trying to counter this by quoting individual’s salary increases, and this continues to be completely beside the point. Having failed to recognise the issue in the first place, management are now asserting that this is not the case for December 2017 to December 2018. This is a different period than reported in the 2018 financial statement, and no evidence has been provided to back this claim.
- The Benchmarking Working Group was established due to the recognised inadequacies of College’s current approach. Management’s response to recruitment and retention in this offer ignores these inadequacies, consisting instead of a series of misleading and contradictory statements.

Communication
It was agreed at the outset of these negotiations that no communications should be released until agreed between management and the JTU. This remains the case and we expect it to be honoured until such time as the JTU have been able to check the offer and respond to management.
Our claim
We see no reason to revise our claim in the light of the responses so far from management, including their statement that another offer will be made on Friday. We do however ask that further pay offers are fully reviewed and validated by the Finance Office and the Provost’s Board before they are sent to the JTU; we would appreciate some basic clarity on what is being offered.

Attachments
Original second offer: 1/7/2019

College Pay Offer 2019/20
The Board have reflected on your further representation and agreed the College offer should be increased to:

- 2.2% across the board, subject to:
  - £500 minimum payment
  - £1,375 maximum payment

The distribution of the award in this way will increase salaries as follows (excluding any additional incremental increases):

- Point 1 of the scale: 2.44% increase
- Point 2 of the scale: 2.41% increase
- Staff earning between £21,500 and £59,000: 2.5% increase
- Staff earning between £60,000 and £69,000: in range of 2.24% to 2.01% increase
- All staff earning between £70,000 and £100,000: in range of 1.95% to 1.37% increase
- Staff earning above £100,000: 1.37% increase, reducing to 0.46% by £300,000

Please note: 2.2% is 0.4% above February national CPIH

As part of the consideration of last year’s pay award, Provost’s Board agreed that the College Worker Rate should always match or be ahead of the voluntary London Living Wage. We are pleased to confirm that the current £10.60 per hour will increase by 2.44% to £10.85 per hour on 1 August 2019.

This offer and correspondence should be kept confidential to members of the pay bargaining committee until agreed otherwise.

Yours sincerely

Audrey Fraser
Dear Michael,

Thank you for your email below. Helen wrote to the unions on Friday afternoon making you aware that the offer would be provided Monday afternoon.

Having revisited the content of the offer, I would like to draw your attention to the following (incorrect) rounding:

- 2.2% across the board, subject to a: - this should read
- 2.25% across the board, subject to a:

- Staff earning between £21,500 and £35,000: 2.5% increase - this should read:
- Staff earning between £21,500 and £35,000: 2.25% increase

Please find attached an updated letter to reflect the above changes and cost of the offer.

To ensure the unions have sufficient time to consult with their membership before the next Povesti’s Board meeting on Monday 29 July 2019, we intend to make our final offer on Friday. If there is anything you would like us to consider, can you please forward this by Thursday. You can share the Friday 5 July offer immediately with your members and we will post it on the College webpages.

Please contact me if you have any questions or would like to arrange a meeting.

With kind regards,

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College Pay Offer 2019/20

The Board have reflected on your further representation and agreed the College offer should be increased to, the cost of this offer is £8.4m:

- 2.25% across the board, subject to a:
  - £50 minimum payment
  - £1,375 maximum payment

The distribution of the award in this way will increase salaries as follows (excluding any additional incremental increases):

- Point 1 of the scale: 2.44% increase
- Point 2 of the scale: 2.41% increase
- Point 3 of the scale: 2.37% increase
- Staff earning between £21,500 and £35,000: 2.5% increase
- Staff earning between £35,000 and £60,000: 2.24% increase
- Staff earning between £60,000 and £100,000: 2.01% increase
- Staff earning above £100,000: 1.37% increase, reducing to 0.46% by £300,000

Please note: 2.25% is 0.45% above February national CPRH

As part of the consideration of last year’s pay award, Povesti’s Board agreed that the College Worker Rate should always match or be ahead of the voluntary London Living Wage. We are pleased to confirm that the current £10.85 per hour will increase by 2.44% to £10.85 per hour on 1 August 2019.

This offer and correspondence should be kept confidential to members of the pay bargaining committee until agreed otherwise.

Yours sincerely

Audrey Fraser