



UK Research and Innovation 2024 Pay Award applicable to NERC BGS for FOI2025/00017

UKRI PAY OFFER 2024 INDEX

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1. Introduction

- 1.1. These arrangements are effective from the annual pay award date of 1 July 2024.
- 1.2. These arrangements are applicable to all UKRI employees including those in the nine councils excluding senior staff (Band X and Y) and NERC Mariners and Pilots which have separate pay bargaining arrangements.
- 1.3. The 2024/25 pay remit approved by DSIT consists of an **average** of 5% in line with Civil Service Pay Guidance limits. The distribution of the average award varies as set out below.

2. 2024 Pay Award Details

2.1. Basic salary increase

- 2.1.1. All employees in scope as set out in 1.2. above will receive a minimum increase of 3.7% to their consolidated basic pay.
- 2.1.2. This minimum increase is applicable to all UKRI employees in post on 30 June 2024.

2.1.3. In addition, for those on UKRI pay arrangements where there is no opportunity to move from a pay position at the bottom of the pay band, those on UKRI (Bands A to H) will be placed on better of a 3.7% increase or an underpin rate of their 2023 band minimum plus 5.5% detailed in 3.1 and 3.2 below.

- Those currently on the UKRI and IUK 2023 band minima will receive an overall increase of 3.7% + 1.8%.
- Those above the UKRI and IUK 2023 band minima will receive a salary increase which results in the better of a 3.7% increase or 2023 band minimum plus 5.5%

2.1.4. Increases to minima, maxima and scale points are detailed in section 3. Where a new salary remains below the minima of revised pay scale rates, then a further increase to the new minima will be awarded. This may be the case for those currently on or near the minima of Band A and the main scale Band B where the minima are to be increased by 7%.

2.2. Exclusions

Employees under formal performance, conduct or attendance measures on 1 July 2024 will not receive the pay award until such date that their performance/ conduct/attendance is marked as satisfactory. However, if their salary is below the new band minima, they will receive an increase to meet the new band minima.

3. Revised Pay Scales

3.1. UKRI Main Pay Scale

3.1.1. Minima, SP and maxima for the UKRI main scale will increase by 5% apart from main scale Band A and B minima that will increase by 7%. Details are set out in Table 2 below.

3.1.2. UKRI student rates for those joining UKRI on fixed term contracts e.g vacation students/ interns and year in industry students are linked to the minima of UKRI Bands A and B and will therefore also increase by the UKRI scale increases.

Table 2: UKRI Main Pay Scale

UKRI Main Scale	Effective from 1 July 2024			Increase			2024 underpin of at least 2023 min plus 5.5%
	Min	SP	Max	Min	SP	Max	
Band A	£22,096	£23,232	£24,271	7%	5%	5%	£22,096
Band B	£24,961	£25,362	£28,293	7%	5%	5%	£24,961
Band C	£29,923	£31,418	£36,131	5%	5%	5%	£30,065
Band D	£36,650	£39,032	£44,886	5%	5%	5%	£36,825
Band E	£45,272	£49,430	£56,844	5%	5%	5%	£45,487
Band F	£56,745	£63,051	£72,509	5%	5%	5%	£57,015
Band G	£68,525	£76,139	£86,095	5%	5%	5%	£68,851
Band H	£84,001	£93,335	£107,333	5%	5%	5%	£84,401

3.2. UKRI S1 and S2 Pay Scales

3.2.1. Applicable to those in scope of S1 and S2 pay scales as set out in the UKRI Pay Policy. Minima, SP and maxima for the UKRI S1 and S2 scales will increase by 5% apart from Band A minima that will increase by 7%. Details are set out in Table 3 below.

Table 3: UKRI S1 and S2 Pay scales

UKRI STEM 2				Increase			Underpin for 2024 Award
Effective from 1 July 2024				Min	SP	Max	
UKRI S2	Min	SP	Max				
Band A S2	£22,096	£23,232	£24,271	7%	5%	5%	£22,096
Band B S2	£26,876	£28,220	£31,201	5%	5%	5%	£27,004
Band C S2	£31,298	£33,472	£38,036	5%	5%	5%	£31,447
Band D S2	£41,344	£45,479	£51,707	5%	5%	5%	£41,541
Band E S2	£51,242	£56,366	£65,396	5%	5%	5%	£51,486
Band F S2	£62,434	£68,677	£79,771	5%	5%	5%	£62,731
Band G S2	£75,382	£82,920	£94,802	5%	5%	5%	£75,741
Band H S2	£92,499	£101,748	£109,506	5%	5%	5%	£92,939

UKRI STEM 1				Increase			Underpin for 2024 Award
Effective from 1 July 2024				Min	SP	Max	
UKRI S1	Min	SP	Max				
Band A S1	£22,096	£23,232	£24,271	7%	5%	5%	£22,096
Band B S1	£28,123	£30,076	£32,634	5%	5%	5%	£28,257
Band C S1	£32,773	£35,049	£39,800	5%	5%	5%	£32,929
Band D S1	£44,982	£49,480	£56,117	5%	5%	5%	£45,196
Band E S1	£56,509	£62,159	£72,199	5%	5%	5%	£56,778
Band F S1	£65,287	£71,815	£83,391	5%	5%	5%	£65,598
Band G S1	£78,893	£86,781	£99,082	5%	5%	5%	£79,268
Band H S1	£92,499	£101,748	£109,506	5%	5%	5%	£92,939

3.3. Apprentice Pay Scale

- 3.3.1. The UKRI apprentice scale is proposed to increase by 5% aside from point 2 and point 3 that will increase by 9.8% and 6% respectively, effective from 1 July 2024. These further increases are to help salaries keep up with cost-of-living pressures and the National Living Wage increases, ensure competitiveness with other apprentice schemes, and to enable the harmonisation of pay arrangements for all apprentice schemes across UKRI.
- 3.3.2. Currently, a few UKRI apprenticeships are on pay arrangements based upon UKRI pay bands. In these cases, apprentices paid using the main pay scales will remain on them and will receive the main scale increase detailed in 3.1.3.
- 3.3.3. Where L2 to L6 apprenticeships are currently on arrangements based upon UKRI pay bands, new starters to these apprenticeships from 1 January 2025 will join on harmonised UKRI apprentice scales and pay arrangements.
- 3.3.4. Starting pay arrangements for Level 7 apprentices will continue to align to 2024 Band C SP.

Table 7: Apprentice Pay Scale

UKRI Apprentice Pay

Apprentice Point	2024/25	Increase	
Point 1	£18,900	5.0%	
Point 2*	£22,011	9.0%	To align with NLW
Point 3*	£23,186	6.8%	Halfway between Point 2 and Point 4
Point 4	£24,360	5.0%	
Point 5	£25,305	5.0%	
Point 6	£26,312	5.0%	

L2 & L3 Apprenticeships to start on point 1.
L4, L5 & L6 Apprenticeships to start on point 3.

4. Promotees (temporary promotions and substantive promotions)

- 4.1. For employees promoted before 1 July 2024, pay increases will be based on the band and pay on 30 June 2024.
- 4.2. For promotions on or after 1 July 2024, pay increases will be based on the band and pay as of 30 June 2024 until the promotion date. The promotion increase will be recalculated according to policy, using the higher salary from the 2024 pay award, including adjustments to new band minima if applicable.
- 4.3. For temporary promotions, depending on the date of promotion either section 5.1 or 5.2 will apply and upon reversion to the substantive band, the 2024 pay increase will be applied to the substantive salary.

5. New Starters

- 5.1. Those who started from 1st July are not eligible for the 2024 pay award. However, a change to pay scales as a result of the 2024 pay award will result in pay changes for new starters within the following circumstances:
 - 5.1.1. New starters who joined on UKRI terms (main, S1 or S2 scales) on a pay rate below the new 2024 pay scale minimum who will have their pay increased to the new UKRI band minima, from the date of joining.
 - 5.1.2. New starters who joined on a UKRI Apprentice pay scale pay point will have their pay increased in line with the pay scale point increase from the date of joining.
- 5.2. New starters not included in any of the above circumstances will not receive a further increase to their starting pay as a result of the 2024 pay award.

6. Leavers

- 6.1. Employees in post on the 30 June 2024 and leaving after the 1 July 2024 will be eligible for the pay award from 1 July 2024 until their end date unless they were subject to formal unsatisfactory performance/ conduct/ attendance measures.

7. Allowances

- 7.1. Allowances that are calculated as a percentage of base salary will go up in line with base salaries.
- 7.2. Allowances that are calculated as a percentage of a pay scale point will increase where the pay point is increased. These allowances are calculated using the UKRI main pay scale rates.
- 7.3. Allowances that are normally increased in line with the basic pay award will be increased by 5% except for First Aid/ Mental First Aid allowances that were increased significantly in 2020 due to harmonisation.
- 7.4. Allowance increases will be effective from 1 July 2024 for all employees and any backdated payments will be made in the month of the pay award implementation.
- 7.5. List of Allowance rates and increases is given in Annex A.

8. 2023/24 End of Year Bonus Awards

- 8.1. 2024/25 UKRI End of Year non-consolidated performance bonuses have been paid to all eligible UKRI employees in October 2024 as detailed in Table 9 below.
- 8.2. 2023/24 UKRI End of Year Exceed Expectations bonuses will be paid to those who have been nominated for an Exceeds Expectations bonus which has been confirmed by their local moderation panel for payment.
- 8.3. An Achieves Expectations bonus of £350 will be payable to all employees who were in post on 30 June 2024 who have not been awarded an exceeds expectations bonus excluding:
 - Employees who are on formal unsatisfactory performance/ conduct/ attendance measures.
 - All new starters since 1 July 2024

Table 9: UKRI End of Year Exceeds Expectations Award for 2023/24 performance.

Band	Exceeds Expectations Award
Band A	£900
Band B	£900
Band C	£910
Band D	£980
Band E	£1,050
Band F	£1,190
Band G	£1,290
Band H	£1,490
	Achieves Expectations Award
All Bands	£350

UKRI awards are prorated for part time workers based upon their full time equivalent as at 1 July 2024.

Annex A: UKRI Allowances effective from 1 July 2024 – applicable to NERC BGS

Location Allowances	Pensionable	Payable per	2024 Value	Increase
Inner London allowance - harmonised with central London supplement to one allowance	Yes	year	£5,385	
Intermediate London allowance	Yes	year	£2,113	5%

On-Call Allowances	Pensionable	Payable per	2024 Value	Increase
On call (weekdays)	No	day	£23.45	5%
On call (weekends, bank holidays, privilege days)	No	day	£46.89	5%
Call out (general)	No	incident	£23.45	5%
Call out (between midnight-5:30am, Xmas, Boxing day or New Years day)	No	incident	£35.17	5%
On Call: Available Supplement - annual	No	year	£1,820	5%
Standby (weekdays) (NERC only)	Yes	day	£17.99	5%
Standby (weekends and privilege days) (NERC only)	Yes	day	£51.56	5%
Standby (public and bank holidays) (NERC only)	Yes	day	£64.60	5%

Environment/skills Allowances	Pensionable	Payable per	2024 Value	Increase
Shipboard working (BGS 4-9)	40%	day	£163	5%
Shipboard working (BGS 1-3)	40%	day	£26.04	5%
Seagoing on passage allowance	Yes	day	£19.07	5%
Diving allowance	No	day	£59.61	5%

Emergency Management	Pensionable	Payable per	2024 Value	Increase
First Aider Allowance	No	year	£400	0%
Mental Health First Aider Allowance	No	year	£400	0%