



[REDACTED]

24 August 2026

Dear [REDACTED]

Freedom of Information request: FOI2026/00629

Thank you for your Freedom of Information request received on the 24 July in which you requested the following:

Your request:

I am writing to request information regarding the most recently implemented employee pay award within your organisation.

Please provide the following information:

- 1) The percentage pay increase that was implemented for employees under the latest pay award.*
- 2) If different percentage increases were applied to different grades, pay bands, or employee groups, please provide the percentage increase applicable to each.*
- 3) The date on which the pay award was formally implemented.*
- 4) If the pay award was backdated, please provide:
The effective date from which the pay increase was backdated.
The date on which the backdated payment was made to employees.*

If any of the requested information is already publicly available, I would be grateful if you could provide a link or direct me to the relevant publication.

Our response

I can confirm that UK Research and Innovation (UKRI) does hold information relevant to your request. This relates to the 2025 pay award, which was the most recently implemented pay award within the organisation. Please see the information below.

Questions 1 and 2:

- 1) "The percentage pay increase that was implemented for employees under the latest pay award"
- 2) "If different percentage increases were applied to different grades, pay bands, or employee groups, please provide the percentage increase applicable to each"

UKRI Band A-H and equivalent

The pay award was applied for each individual as the highest of each of the following:

- fixed amount based on 3.25% of the median salary in that band
- 3% of their individual salary
- new band minimum

Table 1: Fixed Amount Awards

Scale	UKRI Band	MRC Band	IUK Band	Award amount
Main	A	7	N/A	£754
	B	6		£811
	C	5		£977
	D	4	4	£1,197
	E	3	3	£1,478
	F	2a	2	£1,853
	G	2b & 2s		£2,238
	H	1	1	£2,828
STEM 2	A	7	N/A	£754
	B	6		£879
	C	5		£1,022
	D	4		£1,350
	E	3		£1,673
	F	2a		£2,039
	G	2b & 2s		£2,462
	H	1		£3,136
STEM 1	A	7	N/A	£754
	B	6		£918
	C	5		£1,083
	D	4		£1,469
	E	3		£1,845
	F	2a		£2,132
	G	2b & 2s		£2,576
	H	1		£3,021

Senior awards (Band X and Y)

The senior award is applied as directed by the [Senior Civil Service Pay remit guidance¹](#).

Mariners

The mariner pay scales were revised so all employees moved to the new pay point for their grade. This resulted in an increase of at least 5%.

Pilots

Pilot pay points were increased by 3.25%.

Question 3: “The date on which the pay award was formally implemented”

UKRI instructed the processing of the UKRI A-H, Mariner and Pilot Pay Award on the 24th October 2025.

UKRI instructed the processing of the Senior Pay Award on the 26th September 2025.

Question 4: “If the pay award was backdated, please provide”

- **“The effective date from which the pay increase was backdated”**
The pay award for Band A-H, Mariners and Pilots was backdated to the settlement date of 1st July 2025.
The Senior Pay Award was backdated to the settlement date of 1st April 2025.

¹ <https://www.gov.uk/government/publications/guidance-on-the-senior-civil-service-pay-award-202526/guidance-on-the-senior-civil-service-pay-award-202526-html>

- “The date on which the backdated payment was made to employees”
For Employees in Band A-H and equivalent backdated pay was received in November 2025 pay.
For Senior Pay Awards backdated pay was received in October 2025 pay.

Your rights

If you have any queries regarding our response please do let us know. If you are dissatisfied with the handling of your request, you have the right to ask for an internal review, explaining which elements of this decision you disagree with and why. Internal review requests should be submitted within 40 working days of the date of our response and should be addressed to:

Head of Information Governance
Email: foi@ukri.org

Please quote the reference number above in any future communications.

If you are still not content with the outcome of the internal review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at: www.ico.org.uk.

If you wish to raise a complaint regarding the service you have received or the conduct of any UKRI staff in relation to your request, please see [UKRI's complaints procedure](#)².

Yours sincerely,

Information Governance
Information Rights Team
UK Research and Innovation
foi@ukri.org | dataprotection@ukri.org

² <https://www.ukri.org/who-we-are/contact-us/make-a-complaint/#skipnav-target>