

UK Research and Innovation 2023 Pay Award applicable to NERC BGS for FOI2025/00017

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1. Introduction

- 1.1. These arrangements are effective from the annual pay award date of 1 July 2023.
- 1.2. These arrangements are applicable to all UKRI employees in the 9 councils excluding senior staff (Band X and Y) and NERC Mariners and Pilots which have separate pay bargaining arrangements.
- 1.3. The 2023/24 pay remit approved by DSIT consists of an average individual increase of 4.5% plus a further 0.5% targeted at the lower paid totalling an average of 5% in line within Civil Service Pay Guidance limits.

2. 2023 Pay Award Details

2.1. Basic salary increase (consolidated increase) – Effective from 1 July 2023

- 2.1.1. Employees will receive increases to their consolidated basic pay, underpinned with a guaranteed minimum increase as set out in Table 1 below.
- 2.1.2. This increase is applicable to all UKRI employees in post on 30th June 2023 on the following pay arrangements:
 - UKRI (Bands A to H) (Includes those in UKRI Corporate Hub, STFC, BBSRC, EPSRC, ESRC, AHRC, RE, NERC & IUK)
- 2.1.3. Increases to minima and maxima and scale points with some higher increases to lower pay scale points are detailed in section 4 below. Where a new salary is below the minima of revised pay scale rates, then a further increase to the new minima will be awarded.

- 2.1.4. UKRI apprentice pay scale points will be increased by greater than 5% to help salaries keep up with cost of living pressures, competitiveness with other apprentice schemes and National Minimum/Living Wage increases. Apprentice salaries will increase in line with the pay scale points set out in Section 4.
- 2.1.5. The basic salary increase will result in anyone earning less than £40,000 FTE receiving an increase of at least 5% and anyone earning over £40,000 FTE receiving an increase of at least 4.5%.

Table 1: UKRI 2023 Base Pay increases

UKRI	1. Increase to base pay	2. Guaranteed minimum underpin increase to base pay (FTE)	3. Additional increase to new band minimum if higher	Maximum % Increase due to underpin and move to new scale minima	Minimum % increase
Band A	5.00%	£1,050	Applicable to some at the bottom of the scales in these bands see section 3 for new scale ranges	5.40%	5%
Band B	5.00%	£1,200		8.00%	5%
Band C	5.00%	£1,600		8.70%	5%
Band D	5.00%	£1,800		7.80%	5%
Band E	4.50%	£2,000		4.64%	4.50%
Band F	4.50%	-	-	4.50%	4.50%
Band G	4.50%	-	-	4.50%	4.50%
Band H	4.50%	-	-	4.50%	4.50%

3. Revised Pay Scales

3.1. UKRI Main Pay Scales (See 3.2 for UKRI S1 and S1 scales)

- 3.1.1. UKRI 2022/23 main scale pay band minima increases for UKRI main scales will be 4.5% for Bands F, G & H, 8.7% for Band C, 8% for Band B and 5.4% for Band A. The main scale percentage increases to minima at Band C to E are slightly higher than those for S1 and S2 grades. Standard Pay (SP) and maxima pay points will be increased by 4.5% (Band E to H) or 5% (Bands B to D). Band A SP and Max points have been increased by 10.6% and 12.8% to take into account current and future rises in the National Minimum Wage. Details are set out in Table 2 below.
- 3.1.2. Where the pay band minima/pay point rates are higher than a salary after application of the higher of the basic salary percentage increase or underpin detailed in 3.1 above, then a further uplift to these new rates will be applied.
- 3.1.3. UKRI Standard Pay points remain as a legacy pay point in the scales. However, their main current use is in pay on appointment approvals. Pay on appointment is normally at the pay band minimum. Any pay on appointment above the Standard Pay point is by exception and requires a robust case to be made and approved by senior management.
- 3.1.4. UKRI student rates 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 Scales - Effective 1 July 2023

UKRI

Effective from 1 July 2022				Effective from 1 July 2023				Increase			
UKRI Main Scale	Min	SP	Max	UKRI Main Scale	Min	SP	Max	UKRI Main Scale	Min	SP	Max
Band A	£19,600	£20,000	£20,500	Band A	£20,650	£22,126	£23,115	Band A	5.4%	10.6%	12.8%
Band B	£21,600	£23,004	£25,663	Band B	£23,328	£24,154	£26,946	Band B	8.0%	5.0%	5.0%
Band C	£26,216	£28,497	£32,772	Band C	£28,498	£29,922	£34,411	Band C	8.7%	5.0%	5.0%
Band D	£32,570	£35,403	£40,713	Band D	£34,905	£37,173	£42,749	Band D	7.2%	5.0%	5.0%
Band E	£40,543	£45,049	£51,806	Band E	£43,116	£47,076	£54,137	Band E	6.3%	4.5%	4.5%
Band F	£51,716	£57,463	£66,082	Band F	£54,043	£60,049	£69,056	Band F	4.5%	4.5%	4.5%
Band G	£62,452	£69,390	£78,464	Band G	£65,262	£72,513	£81,995	Band G	4.5%	4.5%	4.5%
Band H	£76,556	£85,062	£97,820	Band H	£80,001	£88,890	£102,222	Band H	4.5%	4.5%	4.5%

3.2. UKRI S1 and S2 Pay Scales (applicable to those in scope of S1 and S2 pay scales as set out in the UKRI Pay Policy)

3.2.1. UKRI S1 and S2 scales will increase by 5% (Bands A to D) and 4.5% (Band E to H) except for the minima at Bands B and C which will increase by 8% to provide differentiation with band A which increased significantly in 2022. Details are set out in Table 3 below.

Table 3: UKRI S2 and S1 scales - Effective from 1 July 2023

Effective from 1 July 2022				Effective from 1 July 2023				Increase			
UKRI S2	Min	SP	Max	UKRI S2	Min	SP	Max	UKRI S2	Min	SP	Max
Band A	£19,600	£20,000	£20,500	Band A	£20,650	£21,000	£21,525	Band A	5.4%	5.0%	5.0%
Band B	£23,700	£25,596	£28,300	Band B	£25,596	£26,876	£29,715	Band B	8.0%	5.0%	5.0%
Band C	£27,600	£30,360	£34,500	Band C	£29,808	£31,878	£36,225	Band C	8.0%	5.0%	5.0%
Band D	£37,500	£41,250	£46,900	Band D	£39,375	£43,313	£49,245	Band D	5.0%	5.0%	5.0%
Band E	£46,700	£51,370	£59,600	Band E	£48,802	£53,682	£62,282	Band E	4.5%	4.5%	4.5%
Band F	£56,900	£62,590	£72,700	Band F	£59,461	£65,407	£75,972	Band F	4.5%	4.5%	4.5%
Band G	£68,700	£75,570	£86,400	Band G	£71,792	£78,971	£90,288	Band G	4.5%	4.5%	4.5%
Band H	£84,300	£92,730	£99,800	Band H	£88,094	£96,903	£104,291	Band H	4.5%	4.5%	4.5%

Effective from 1 July 2022				Effective from 1 July 2023				Increase			
UKRI S1	Min	SP	Max	UKRI S1	Min	SP	Max	UKRI S1	Min	SP	Max
Band A	£19,600	£20,000	£20,500	Band A	£20,650	£21,000	£21,525	Band A	5.4%	5.0%	5.0%
Band B	£24,800	£27,280	£29,600	Band B	£26,784	£28,644	£31,080	Band B	8.0%	5.0%	5.0%
Band C	£28,900	£31,790	£36,100	Band C	£31,212	£33,380	£37,905	Band C	8.0%	5.0%	5.0%
Band D	£40,800	£44,880	£50,900	Band D	£42,840	£47,124	£53,445	Band D	5.0%	5.0%	5.0%
Band E	£51,500	£56,650	£65,800	Band E	£53,818	£59,199	£68,761	Band E	4.5%	4.5%	4.5%
Band F	£59,500	£65,450	£76,000	Band F	£62,178	£68,395	£79,420	Band F	4.5%	4.5%	4.5%
Band G	£71,900	£79,090	£90,300	Band G	£75,136	£82,649	£94,364	Band G	4.5%	4.5%	4.5%
Band H	£84,300	£92,730	£99,800	Band H	£88,094	£96,903	£104,291	Band H	4.5%	4.5%	4.5%

3.3. Apprentice Pay Scales

3.3.1. Apprentice scales will increase by more than 5% to help salaries keep up with cost of living pressures, competitiveness with other apprentice schemes and National Minimum/Living Wage increases.

Table 7: UKRI Apprentice Pay Scales - Effective from 1 July 2023

	2022/23	2023/24	Increase
Point 1	£15,000	£18,000	20.0%
Point 2	£18,300	£20,200	10.4%
Point 3	£19,600	£21,700	10.7%
Point 4	£20,400	£23,200	13.7%
Point 5	£21,478	£24,100	12.2%
Point 6	£23,229	£25,059	7.9%

4. Promotees (temporary promotions and substantive promotions)

- 4.1. Pay increases for employees promoted before the effective pay award date of 1 July 2023 will be based on pay in the higher band.
- 4.2. Pay increases for employees promoted on or after 1 July 2023 will be based on the band and new pay as at 1 July 2023 for the period from 1 July 2023 to the day before the date of promotion. The pay on promotion increase will be recalculated in line with pay on promotion policy, using the higher salary resulting from the 2023 pay award (including, where appropriate, increasing post-promotion pay to the relevant new band minima).
- 4.3. Where an individual is on temporary promotion on 1 July 2023 the pay increase at the temporary (higher band) will be applied to the salary in the temporary (higher) band. The pay increase at the lower band will be applied to the pay at the substantive (lower) band on reversion from temporary promotion.

5. New Starters joining on or after the effective pay award date 1 July 2023 for all employees

- 5.1. New starters who joined on or after the effective pay award date will not be due any increase or payment as part of the 2023 pay award with the exception of:
 - 5.1.1. New starters who joined on UKRI terms on a pay rate below the relevant 2023 UKRI pay band minima will have their pay increased to the relevant UKRI 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.

6. Leavers

- 6.1. Leavers in post on the effective pay award date and leaving after the effective pay award date will be eligible for the pay award from 1 July 2023 until their end date (unless they were subject to formal unsatisfactory performance/ 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 UKRI pay scale point within a pay scale will increase where the pay point is increased. These allowances will be calculated using the main UKRI pay scale rates.
- 7.3. Allowances that are normally increased in line with the basic pay award will be increased by 5% with the exception of first aid allowances that were increased significantly in 2020 due to harmonisation.
- 7.4. Allowance increases will be effective from 1 July 2023 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. 2022/23 End of Year Bonuses

- 8.1.1. 2022/23 UKRI End of Year non-consolidated Performance Bonuses will be paid to all eligible UKRI employees in November 2023 as detailed in Table 9 below.
- 8.1.2. 2022/23 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.
- 8.1.3. An Achieves Expectations bonus of £340 will be payable to all employees who were in post on 30 June 2023* who have not been awarded an exceeds expectations bonus and who are not on formal unsatisfactory performance/attendance measures. *Excludes new starters from 1 July 2023.

Table 9: UKRI End of Year Exceeds Expectations Bonuses for 2022/23 performance

UKRI Exceeds Expectations Bonuses		
Band	2022/23 Exceeds Expectations Bonus (FTE)	Bonus as a % of main grade min
Band A	£700	3.6%
Band B	£700	3.2%
Band C	£720	2.7%
Band D	£790	2.4%
Band E	£860	2.1%
Band F	£1,000	1.9%
Band G	£1,100	1.8%
Band H	£1,300	1.7%
Achieves Expectations Bonus		£340

Annex A: UKRI Allowances Effective from 1 July 2023 – Applicable to NERC BGS

	UKRI ALLOWANCES	2022/23 Rates from 1 July 2022		2023/24 Rates from 1 July 2023	
		Effective from 01-Jul-22		Effective from 01-Jul-23	
	Description				
Emergency	First Aider Allowance - UKRI	£15.78		£16.10	2.00%
	Mental Health First Aid Allowance - UKRI	£400.00		£400.00	0.00%
Environment / Skills	Shipboard Working Allowance BGS	£1,500		£1,500	0.00%
	Shipboard Working Allowance BGS (Band G-H)	£147.65		£155.00	5.00%
	Seagoing Allowance: On Passage Rate	£23.62		£24.80	5.00%
	Diving Allowance	£17.30		£18.16	5.00%
On-Call	On Call: Weekdays	£114.00		£120.00	5.30%
	On Call: Weekends and Bank Holidays/Priv	£21.27		£22.33	5.00%
	On Call: Available Supplement - annual	£2,552		£2,680	5.00%
	On Call: Regular - annual	£1,650		£1,733	5.00%
	Standby: Weekdays	£1,650		£1,733	5.00%
	Standby: Weekends and Privilege Holidays	£16.32		£17.13	5.00%
	Standby: Public & Bank Holidays	£46.77		£49.11	5.00%
Location	Inner London Allowance	£1,865		£1,958	5.00%
	Central London Supplement	£2,275		£2,275	0.00%