27 March 2024

Dear ████████,

Freedom of Information request: FOI2024/00233

Thank you for your Freedom of Information request received on the 18 March in which you requested the following:

Your request:

I trust this email finds you well. Under the Freedom of Information Act, can you provide a response to the below questions?

1) What is the total number of staff currently employed by UK Research and Innovation. I would like figures for UK Research and Innovation only, i.e. not including headcount for the research councils or any subsidiaries of UK Research and Innovation.

2) Please provide details of pay bands within the organisation (e.g. Band 1 £15,000-£20,000, Band 2 £20,001 - @35,000 etc).

3) Within these pay bands are there any 'steps' or 'spine points'?

4) Aside from annual inflationary increases or public sector pay deals, is there a process for employees' remuneration to increase? For example, many public sector organisations automatically increase salary steps each year, or through promotions etc.

Our response:

I can confirm that UK Research and Innovation (UKRI) hold information relevant to your request. Please see the information below.

We note that you sent the same request to several research councils; please note that all research councils, Innovate UK and Research England have been brought together under UK Research and Innovation (UKRI) as of April 2018. As this is the case, information for UKRI will include information for all the Councils, Innovate UK and Research England and all your requests have been collated into a single request under UKRI.

1) What is the total number of staff currently employed by UK Research and Innovation. I would like figures for UK Research and Innovation only, i.e. not including headcount for the research councils or any subsidiaries of UK Research and Innovation.

You requested the total number of staff employed by UKRI as well as information for Biotechnology and Biological Sciences Research Council (BBSRC), Innovate UK and Science and Technology Facilities Council (STFC). The table below provides the number of employees broken down for all UKRI's Councils. The total number of employees within UKRI as at end February 2024 was 8,369 including 1,125 people employed within the Corporate Hub of UKRI which is a central function supporting the nine research councils.

Research Council	Number of Employees
AHRC	112
BBSRC	157
EPSRC	234
ESRC	205
Innovate UK	699
MRC	1,236
NERC	1,516
Research England	77
STFC	3,008
UKRI Corporate Hub	1,125
Grand Total	**8,369**

2) Please provide details of pay bands within the organisation (e.g., Band 1 £15,000-£20,000, Band 2 £20,001 - @35,000 etc).

There are three main pay scales within UKRI as detailed below. There are also specific pay frameworks that are exceptional to our standard pay system such as the apprentice and graduate schemes, pilots, mariners and staff remaining on legacy terms prior to the formation of UKRI. These are all detailed in Appendix R of UKRI's externally published Pay & Reward Policy[1] which will soon be updated to mirror the rates below following the 2023 Pay Award.

	Effective from 1 July 2023		
UKRI Main Scale	Min	SP	Max
Band A	£20,650	£22,126	£23,115
Band B	£23,328	£24,154	£26,946
Band C	£28,498	£29,922	£34,411
Band D	£34,905	£37,173	£42,749
Band E	£43,116	£47,076	£54,137
Band F	£54,043	£60,049	£69,056
Band G	£65,262	£72,513	£81,995
Band H	£80,001	£88,890	£102,222

	Effective from 1 July 2023		
UKRI S2	Min	SP	Max
Band A	£20,650	£21,000	£21,525
Band B	£25,596	£26,876	£29,715
Band C	£29,808	£31,878	£36,225
Band D	£39,375	£43,313	£49,245
Band E	£48,802	£53,682	£62,282
Band F	£59,461	£65,407	£75,972
Band G	£71,792	£78,971	£90,288
Band H	£88,094	£96,903	£104,291

	Effective from 1 July 2023		
UKRI S1	**Min**	**SP**	**Max**
Band A	£20,650	£21,000	£21,525
Band B	£26,784	£28,644	£31,080
Band C	£31,212	£33,380	£37,905
Band D	£42,840	£47,124	£53,445
Band E	£53,818	£59,199	£68,761
Band F	£62,178	£68,395	£79,420
Band G	£75,136	£82,649	£94,364
Band H	£88,094	£96,903	£104,291

3) Within these pay bands are there any 'steps' or 'spine points'?

These pay bands are formed of a minimum, standard pay point and a maximum. UKRI standard pay points remain as a legacy pay point in the scales. They are used for pay on appointment approval levels (pay on appointment policy is normally at the pay band minimum). There are no spine points or steps.

4) Aside from annual inflationary increases or public sector pay deals, is there a process for exmployees' remuneration to increase? For example, many public sector organisations automatically increase salary steps each year, or through promotions etc.

Aside from the annual public sector pay award cycle there are currently no processes for an employee to increase remuneration within their UKRI pay band. The organisations that now constitute UKRI were required by Civil Service pay policy to remove pay progression systems (where employees move up salary points) from their pay frameworks by 2015.

If you have any queries regarding our response or you are unhappy with the outcome of your request and wish to seek an internal review of the decision, please contact within the next 40 working days:

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 policy: https://www.ukri.org/about-us/policies-and-standards/complaints-policy/

Yours sincerely,

Information Governance
Information Rights Team
UK Research and Innovation
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