

UKRI PAY AWARD 2021 Main Grades

1. Introduction

- 1.1 In November 2020, the Chancellor announced as part of the Spending Review 2020 that there would be a temporary pause on pay rises for most public sector workforces in 2021/22 and this includes UKRI.
- 1.2 The [Civil Service Pay Guidance](#) for 20/21 confirms that performance pay, overtime, utilisation of existing allowances and pay rises from promotion will continue.
- 1.3 This pay award document provides details of the arrangements for 2021/22 offered by UKRI through the Joint National Consultative Committee (JNCC) to the UKRI Trade Unions.
- 1.4 UKRI have completed negotiations with the Trade Unions and a formal pay offer was submitted to them. This offer was made in the context of the 2021 public sector pay pause which has limited salary increases within public sector bodies only to those earning below £24k but has allowed payment of end of year bonuses.
- 1.5 Some UKRI Trade Unions balloted their member and they have rejected the UKRI 2021 Pay Offer. They are currently engaging on further industrial action.
- 1.6 UKRI accept the result of the ballot and respect the Trade Unions' wish to progress to the next stage. The Trade Unions have acknowledged UKRI management's wish not to withhold payment pending the outcome of this engagement. Consequently UKRI will move forward and implement the 2021 Pay Award and end of year bonuses in the November payroll.
- 1.7 Salary increases will be effective from the annual pay award date of 1 July 2021.
- 1.8 This pay award recognises that constituent organisations within UKRI have varying pay arrangements.

2. Summary

2.1. The elements of the pay award are:

- Eligible staff earning below a £24K full time equivalent (FTE) base salary will receive either an increase of £250 FTE subject to eligibility criteria set out below, or an increase to the National Minimum/ Living Wage Rate, whichever is greater.
- End of Year non-consolidated Performance Bonuses will be paid to all eligible UKRI employees. This will exclude those on Innovate UK terms and conditions due to the continuation of Innovate UK contractual PRP arrangements for the 2020/21 performance year.
- Payment of a small performance related non-consolidated bonus of £250 FTE to all staff who have received an 'achieved expectations' marking or equivalent level of performance.
- No structural changes will be made to pay ranges and scales in line with Cabinet Office guidance with the exception where salaries below £24k are directly linked to pay scale points in the STFC Apprentice and MRC pay scales, no increases will be made to existing levels of allowances and no new allowances will be introduced in line with Cabinet Office guidance.

3. Pay Award Details

Basic salary increase (consolidated increase)

- 3.1. Eligible staff earning below a £24,000 full time equivalent (FTE) base salary will receive either a £250 FTE increase or an increase to the National Minimum/ Living Wage Rate, whichever is greater.
- 3.2. This increase is applied to the salaries of those in UKRI and equivalent band/grades as at 30 June 2021 effective from 1 July 2021. This increase affects employees in Band A and the lower end of Band B or equivalent. **Table 1** details UKRI bands and equivalent bands/grades:

Table 1

UKRI Band*	Equivalent bands/ grades			
	MRC	NERC**	Research England**	Innovate UK
A	7	9		
B	6	8		
C	5	7	5 & 6	5
D	4	6	7	4
E	3	5	8	3
F	2a***	4	9	2
G	2b, 2s***	3	10 & 11	
H	1		12	1

*Including STFC, BBSRC, EPSRC, ESRC & AHRC

**moves to UKRI Band equivalents agreed in 2020 pay award implemented in Sept –Nov 2021

*** As in 2020 pay award

- 3.3. Additionally this increase has been applied to STFC Apprentices from 1 September 2021.
- 3.4. Those employees under formal unsatisfactory performance/attendance measures on 1 July 2021 will not qualify for the basic pay award.

4. Pay Ranges

- 4.1. No structural changes will be made to pay ranges and scales in line with Cabinet Office guidance with the exception where salaries below £24,000 FTE are directly linked to pay scale points in the STFC Apprentice and MRC Pay scales.
- 4.2. AEP, Pilots and Mariners pay scales will not be affected by the award.

5. Performance Bonuses (non-consolidated)

- 5.1. End of Year performance-related bonuses will be made to qualifying employees for the performance year 2020/21.
- 5.2. All employees within UKRI, excluding those on Innovate UK Terms and Conditions, have used a guided distribution of approximately 25% to be nominated for an end of year performance related payments based on their performance during the 2020/21 performance

year. Ratings of Exceeds Expectations are validated as part of the moderation process and other nominations through alternative local process (i.e. NERC Centres and MRC Institutes) are also verified to ensure fairness and equity in application of the End of Year performance related award.

- 5.3. Those under qualifying terms, whose performance was assessed as Exceeds Expectations (or nominated for an end of year bonus) in the 2020/21 performance year and who were in post on 30 June 2021 will receive a one-off, non-pensionable performance bonus. Full-time equivalent rates are set out in **Table 2** below: (for those on MRC terms see 5.6 below)

Table 2

UKRI Band and equivalent bands/grades (see Table 1 above)	Exceeds Expectations Bonus (FTE)
Band A	£500
Band B	£500
Band C	£600
Band D	£700
Band E	£800
Band F	£950
Band G	£1,050
Band H	£1,200

- 5.4. Employees on MRC Terms and Conditions have legacy End Year bonus arrangements that are based on 5% of the overlap between Zones A and B of their pay scale:
- 5.5. For staff in MRC Institutes (and excluding MRC Head Office staff) on MRC Terms and Conditions only, the bonus payment will reflect the alignment of settlement date to 1 July and a 15-month performance year 1 January 2020 to 31 March 2021.
- 5.6. The value of the bonus payment for employees on MRC Terms and Conditions is shown in **Table 3** below:

Table 3

MRC Band	MRC SAS Excellent Bonus	MRC SAS Outstanding Bonus	MRC SAS Excellent bonus (Institutes)	MRC SAS Outstanding bonus (Institutes)
Band 7	£900		£1,125	
Band 6	£1,100		£1,375	
Band 5	£1,200	£1,400	£1,500	£1,750
Band 4	£1,500	£1,750	£1,875	£2,188
Band 3	£2,000	£2,300	£2,500	£2,875
Band 2	£2,600	£3,200	£3,250	£4,000
Band 1	£3,450	£4,300	£4,313	£5,375

- 5.7. Employees on Innovate UK Terms and Conditions have bonus arrangements that have been managed separately to the annual pay award for the 2020/21 performance year.

Bonus for “Meets Expectations“ performance

- 5.8. In the light of the high number of staff who have put in significant discretionary effort over the past year, a smaller non-consolidated payment of £250 FTE will be made to all staff (including those in MRC) who are not in receipt of an end of year bonus detailed in Tables 2 or 3 and who were in post on 30 June 2021. Staff rated as “not met expectations” in the 20/21 performance year are excluded from this £250 FTE bonus payment.

6. Promotees (temporary promotions and substantive promotions)

- 6.1. Pay increases for employees promoted before the effective pay award date will be based on pay in the higher band.
- 6.2. Pay increases for employees promoted on or after the effective pay award date will be based on pay and band as at the effective pay award date. The subsequent pay on promotion increase will be reviewed and, where necessary, recalculated in light of the pay award (including, where appropriate, increasing post-promotion pay to the relevant band minima).
- 6.3. Where an individual is on temporary promotion on 1 July 2021 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 substantive pay at the substantive (lower) band on reversion from temporary promotion.

7. New Starters joining on or after the effective pay award date 1 July 2021 for all employees

- 7.1. New starters who joined on or after the effective pay award date will not be due any increase or payment as part of the 2021 pay award with the exception of:
- New starters who, if joining on a pay rate below the relevant minima, will have their pay increased to the minima from the date of joining; and
 - New starters, who joined on an MRC or STFC Apprentice pay scale pay point, will have their pay increased in line with any pay scale point increase from the date of joining.

8. Leavers

- 8.1. Leavers in post on the effective pay award date and leaving after the effective pay award date, and eligible for the award, will be eligible for the pay award from the effective pay award date until their end date (unless they were subject to formal unsatisfactory performance/ attendance measures).

9. Allowances

- 9.1. No increases to allowances are being made as part of this pay award.
- 9.2. Allowances that are normally increased in line with the basic pay award will not be increased.

Annex 1

2020 Pay Ranges

2020 Pay Scales	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
UKRI	Band A		Band B		Band C		Band D		Band E		Band F		Band G		Band H	
	£16,215	£18,975	£20,129	£25,160	£25,702	£32,129	£31,931	£39,915	£39,748	£50,790	£50,702	£64,786	£61,227	£76,925	£75,055	£95,902
MRC	Band 7		Band 6		Band 5		Band 4		Band 3		Band 2				Band 1	
	£17,219	£20,247	£20,234	£26,127	£25,798	£32,372	£32,005	£42,232	£40,016	£55,934	£52,877				£79,544	£77,453
Innovate UK	Band 6				Band 5		Band 4		Band 3		Band 2				Band 1	
	£16,215		£24,347		£25,702	£33,097	£31,931	£44,351	£39,748	£60,686	£51,917			£82,744	£82,742	£98,257

2021 Pay Ranges (2021 increases in orange)

2021 Pay Scales	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
UKRI	Band A		Band B		Band C		Band D		Band E		Band F		Band G		Band H	
	£16,215	£18,975	£20,129	£25,160	£25,702	£32,129	£31,931	£39,915	£39,748	£50,790	£50,702	£64,786	£61,227	£76,925	£75,055	£95,902
MRC	Band 7		Band 6		Band 5		Band 4		Band 3		Band 2				Band 1	
	£17,469	£20,497	£20,484	£26,127	£25,798	£32,372	£32,005	£42,232	£40,016	£55,934	£52,877				£79,544	£77,453
Innovate UK	Band 6				Band 5		Band 4		Band 3		Band 2				Band 1	
	£16,215			£24,347		£25,702	£33,097	£31,931	£44,351	£39,748	£60,686	£51,917			£82,744	£82,742

Annex 2: 2021 STFC Apprentice Pay Scales

STFC/ UKRI Apprentice Scales	Effective from 01/09/20	Effective from 01/09/21
Point 1	£11,675	£11,925
Point 2	£14,268	£14,518
Point 3	£16,358	£16,608
Point 4	£18,152	£18,402
Point 5	£20,128	£20,378
Point 6	£21,879	£22,129

Annex 3: NERC Antarctic Employment Pool Pay Scales - effective 1 July 2020 and 1 July 2021

Positions and Location	All AEP (except BCs) (B1A)	Winter Base Commanders (C7B)	Summer Only AEP Base Commander when applicable (C7A)
		KEP, Halley & Rothera	Rothera & Signy
		£47,477	£45,781
		£45,845	£44,214
		£44,281	£42,713
		£42,776	£41,264
Grade Maxima	£28,700	£41,324	£39,878
	£27,822	£39,938	£38,605
	£26,942	£38,578	£37,239
	£26,063	£37,226	£35,942
Entry Point	£25,179	£35,780	£34,644

Annex 4: NERC – BAS Mariner Pay Scales - effective 1 July 2020 & 2021

BAS Engineer Officer Payscale (1 July 2020 & 2021)

Positions and Location	Polar Chief Engineer C/E (A8)	2 Engineer 2/E (A7B)	3 Engineer 3/E (A4B)	4 Engineer 4/E (A3D)	Sci/Deck Engineer Deck Engineer (A6)	Electronics Officer ETO-R (C3)
Grade Maxima	£73,848	£55,534	£47,474	£37,135	£52,337	£51,271
Entry Point	£59,078	£45,891	£39,562	£33,759	£43,253	£41,646
Level 3	Ch Eng 111/2	Ch Eng 111/2	Ch Eng 111/2	2/Eng 111/2		OOW 111/1 or ETO CoC

Grade Maxima		£49,372	£42,463	£35,446
Entry Point		£41,144	£36,924	£31,649
Level 2		2 Eng 111/2 2/E (A7D)	2 Eng 111/2 3/E (A4D)	OOW 111/1 4/E (A3H)

Grade Maxima			£39,434
Entry Point			£34,286
Level 1			OOW 111/1 3/E (A4G)

BAS Deck Officer Payscale (1 July 2020 & 2021)

Positions and Location	Polar Master Master (A9)	Chief Officer C/O (A7A)	2nd Officer 2/O (A4A)	3rd Officer 3/O (A3A)
Grade Maxima	£78,490	£55,534	£47,474	£40,616
Entry Point	£63,298	£45,891	£39,562	£36,924
Level 3	Master 11/2	Master 11/2	Master 11/2	Master 11/2

Grade Maxima		£49,372	£42,463	£38,822
Entry Point		£41,144	£36,924	£33,759
Level 2		Chief Mate 11/2 C/O (A7C)	Chief Mate 11/2 2/O (A4C)	Chief Mate 11/2 3/O (A3C)

Grade Maxima			£39,434	£35,446
Entry Point			£34,286	£31,649
Level 1			OOW 11/2 2/O (A4E)	OOW 11/2 3/O (A3E)

BAS Ratings Payscale (1 July 2020 & 2021)

Positions and Location	Purser / Catering Officer (A1A)	Senior Steward 2nd Stwd (C6P)	CPO Scientific (C6A)	Launchman (C6G)
Grade Maxima	£49,141	£31,649	£35,869	£31,649
Entry Point	£40,616	£27,429	£29,539	£27,429

Positions and Location	Ch Cook (C6B) Head Chef	Steward (C6L)	CPO Deck (C6A)	Steward / Cook (C6Q)
Grade Maxima	£35,869	£29,254	£35,869	£29,580
Entry Point	£29,539	£24,792	£29,539	£25,500

Positions and Location	Cook/Chef (C6M)	Asst Steward	PO Deck / Engine (C6K)	Seaman 1A (C6E)	Seaman 1B Apprentice
Grade Maxima	£31,028	£23,831	£32,915	£30,594	£24,180
Entry Point	£26,891	£19,459	£27,429	£25,319	£22,656

Annex 5: NERC Pilot Pay Scales - effective 1 July 2020 & 2021

	a	b	c
First Officer	£31,326	£32,976	£34,624
Junior Captain	£53,255	£56,234	£59,212
Captain	£60,590	£63,778	£66,966
Senior Captain	£66,705	£70,412	£74,117
Master Captain	£75,786	£79,775	£83,763
Chief Pilot	£79,775	£86,813	£93,851
Head of Flight Operations	£86,763	£91,536	£96,306