



[REDACTED]

6 December 2023

Dear [REDACTED],

Freedom of Information request: FOI2023/00891

Thank you for your Freedom of Information request received on the 10 November in which you requested the following:

Your request:

I am writing from the Labour Research Department, an independent trade union-based research organisation and information provider, which maintains a database of collective agreements for various unions. We request the following information under the Freedom of Information Act.

1. *The name of unions which are signatories to your main collective agreement covering pay and conditions*
2. *The number of employees covered by the agreement*
3. *A list of pay grades and current pay rates. Please indicate any agreed equivalence between the grade names used within the list and the following civil service grades:*
 1. *Administrative Assistant (AA)*
 2. *Administrative Officer (AO)*
 3. *Executive Officer (EO)*
 4. *Higher Executive Officer (HEO)*
 5. *Senior Executive Officer (SEO)*
 6. *Grade 7*
 7. *Grade 6*
4. *A copy of your latest pay settlement. Please also provide the following information on how any pay increase has been applied:*
 - a) *Is the paybill increase based on pay guidance set by the Treasury?*
 - b) *Have there been any changes to the pay scales? If so, what were the changes?*
 - c) *Were performance-related bonuses paid? If so, what were the arrangements for performance-related bonuses?*
 - d) *Were any other non-consolidated payments made? If so, what were the arrangements for these payments?*

Our response

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

1) The name of unions which are signatories to your main collective agreement covering pay and conditions

UKRI has a recognition agreement with 8 trade unions – these are:

- British Medical Association (BMA)
- FDA
- Prospect
- Public and Commercial Services (PCS)
- Unite the Union (Unite)
- University and College Union (UCU)
- Nautilus International
- The Rail, Maritime and Transport Union (RMT)

Additionally, the Independent Pilots Association (IPA) is recognised for a small group of employees.

2) The number of employees covered by the agreement

7,779 UKRI employees are covered by this agreement.

3) A list of pay grades and current pay rates. Please indicate any agreed equivalence between the grade names used within the list and the following civil service grades:

- 1) Administrative Assistant (AA) - UKRI Band A, MRC Band 7
 - 2) Administrative Officer (AO) - UKRI Band B, MRC Band 6
 - 3) Executive Officer (EO) - UKRI Band C, MRC Band 5, IUK Band 5
 - 4) Higher Executive Officer (HEO) - UKRI Band D, MRC Band 4, IUK Band 4
 - 5) Senior Executive Officer (SEO) - UKRI Band E, MRC Band 3, IUK Band 3
 - 6) Grade 7 - UKRI Band F, MRC Band 2, IUK Band 3 & 2
 - 7) Grade 6 - UKRI Band F & G, MRC Band 2, IUK Band 2
- UKRI Band H, MRC Band H, IUK Band 1 – sit above Grade 6 but below SCS Grades.

UKRI Pay Scales - Effective 1 July 2022

Effective from 1 July 2022			
UKRI Main Scale	Min	Standard Pay *	Max
Band A	£19,600	£20,000	£20,500
Band B	£21,600	£22,578	£25,663
Band C	£26,216	£28,497	£32,772
Band D	£32,570	£35,403	£40,713
Band E	£40,543	£45,049	£51,806
Band F	£51,716	£57,463	£66,082
Band G	£62,452	£69,390	£78,464
Band H	£76,556	£85,062	£97,820

Increase from 2021 Scales	
Min	Max
20.9%	8.0%
7.3%	2.0%
2.0%	2.0%
2.0%	2.0%
2.0%	2.0%
2.0%	2.0%
2.0%	2.0%
2.0%	2.0%

Effective from 1 July 2022			
UKRI S2	UKRI STEM 2 Min	Standard Pay *	UKRI STEM 2 Max
Band A	£19,600	£20,000	£20,500
Band B	£23,700	£25,596	£28,300
Band C	£27,600	£30,360	£34,500
Band D	£37,500	£41,250	£46,900
Band E	£46,700	£51,370	£59,600
Band F	£56,900	£62,590	£72,700
Band G	£68,700	£75,570	£86,400
Band H	£84,300	£92,730	£99,800

S2 Increase from 2021 Scales	
Min	Max
20.9%	8.0%
17.7%	12.5%
7.4%	7.4%
17.4%	17.5%
17.5%	17.3%
12.2%	12.2%
12.2%	12.3%
12.3%	4.1%

Effective from 1 July 2022			
UKRI S1	UKRI STEM 1 Min	Standard Pay *	UKRI STEM 1 Max
Band A	£19,600	£20,000	£20,500
Band B	£24,800	£27,280	£29,600
Band C	£28,900	£31,790	£36,100
Band D	£40,800	£44,880	£50,900
Band E	£51,500	£56,650	£65,800
Band F	£59,500	£65,450	£76,000
Band G	£71,900	£79,090	£90,300
Band H	£84,300	£92,730	£99,800

S1 Increase from 2021 Scales	
Min	Max
20.9%	8.0%
23.2%	17.6%
12.4%	12.4%
27.8%	27.5%
29.6%	29.6%
17.4%	17.3%
17.4%	17.4%
12.3%	4.1%

Summary MRC Pay Scales

Effective from 1 July 2022									
MRC Main Scale		A Zone min	A Zone Max		B Zone min	B Zone Max		S Zone min	Max
Band 7	MRC-7a	£19,600	£19,600	MRC-7b	£19,600	£20,580	MRC-7s	£20,580	£21,609
Band 6	MRC-6a	£21,584	£22,671	MRC-6b	£22,671	£25,971	MRC-6s	£23,854	£27,227
Band 5	MRC-5a	£26,898	£28,601	MRC-5b	£28,601	£32,462	MRC-5s	£30,532	£33,472
Band 4	MRC-4a	£33,105	£36,243	MRC-4b	£36,243	£41,869	MRC-4s	£39,056	£43,332
Band 3	MRC-3a	£41,116	£47,743	MRC-3b	£47,743	£54,370	MRC-3s	£51,057	£57,053
Band 2	MRC-2a	£53,935	£66,655	MRC-2b	£66,655	£78,697	MRC-2s	£71,171	£81,135
Band 1	MRC-1a	£79,002	£89,050	MRC-1b	£89,050	£99,999	MRC-1s	£95,081	£99,999

Increase from 2021 Scales			
A zone min	B zone min	S zone min	Max
12.2%	6.7%	7.0%	5.4%
5.4%	5.1%	4.8%	4.2%
4.3%	4.0%	3.7%	3.4%
3.4%	3.1%	2.9%	2.6%
2.7%	2.4%	2.2%	2.0%
2.0%	2.0%	2.0%	2.0%
2.0%	2.0%	2.0%	0.0%

Effective from 1 July 2022									
MRC S2		A Zone min	A Zone Max		B Zone min	B Zone Max		S Zone min	Max
Band 7	MRC-7a-S2	£19,600	£19,600	MRC-7b-S2	£19,600	£20,580	MRC-7s-S2	£20,580	£21,609
Band 6	MRC-6a-S2	£23,700	£24,850	MRC-6b-S2	£24,850	£26,100	MRC-6s-S2	£26,100	£28,300
Band 5	MRC-5a-S2	£27,600	£29,325	MRC-5b-S2	£29,325	£32,462	MRC-5s-S2	£31,050	£34,500
Band 4	MRC-4a-S2	£37,500	£39,850	MRC-4b-S2	£39,850	£41,869	MRC-4s-S2	£42,200	£46,900
Band 3	MRC-3a-S2	£46,700	£49,925	MRC-3b-S2	£49,925	£54,370	MRC-3s-S2	£53,150	£59,600
Band 2	MRC-2a-S2	£56,900	£68,700	MRC-2b-S2	£68,700	£80,000	MRC-2s-S2	£71,650	£86,400
Band 1	MRC-1a-S2	£84,300	£89,050	MRC-1b-S2	£89,050	£99,999	MRC-1s-S2	£95,081	£99,999

S2 Increase from 2021 Scales			
A zone min	B zone min	S zone min	Max
12.2%	6.7%	7.0%	5.4%
15.7%	15.2%	14.7%	8.3%
7.0%	6.6%	5.5%	6.6%
17.2%	13.4%	11.2%	11.1%
16.7%	7.0%	6.4%	6.6%
7.6%	5.1%	2.7%	8.6%
8.8%	2.0%	2.0%	0.0%

Effective from 1 July 2022									
MRC S1		A Zone min	A Zone Max		B Zone min	B Zone Max		S Zone min	Max
Band 7	MRC-7a-S1	£19,600	£19,600	MRC-7b-S1	£19,600	£20,580	MRC-7s-S1	£20,580	£21,609
Band 6	MRC-6a-S1	£24,800	£26,000	MRC-6b-S1	£26,000	£27,300	MRC-6s-S1	£27,200	£29,600
Band 5	MRC-5a-S1	£28,900	£30,700	MRC-5b-S1	£30,700	£32,500	MRC-5s-S1	£32,500	£36,100
Band 4	MRC-4a-S1	£40,800	£43,325	MRC-4b-S1	£43,325	£45,850	MRC-4s-S1	£45,850	£50,900
Band 3	MRC-3a-S1	£51,500	£55,075	MRC-3b-S1	£55,075	£60,500	MRC-3s-S1	£58,650	£65,800
Band 2	MRC-2a-S1	£59,500	£71,900	MRC-2b-S1	£71,900	£82,000	MRC-2s-S1	£74,900	£90,300
Band 1	MRC-1a-S1	£84,300	£89,050	MRC-1b-S1	£89,050	£99,999	MRC-1s-S1	£95,081	£99,999

S1 Increase from 2021 Scales			
A zone min	B zone min	S zone min	Max
12.2%	6.7%	7.0%	5.4%
21.1%	20.5%	19.5%	13.3%
12.0%	11.6%	10.4%	11.5%
27.5%	23.3%	20.8%	20.5%
28.7%	18.1%	17.4%	17.6%
12.5%	10.0%	7.3%	13.5%
8.8%	2.0%	2.0%	0.0%

Innovate UK		
5	£26,216	£33,759
4	£32,570	£45,238
3	£40,543	£61,900
2	£52,955	£84,399
1	£84,397	£99,999

4) A copy of your latest pay settlement. Please also provide the following information on how any pay increase has been applied:

The 2022-2023 pay award was paid in October 2023 salaries. Information on the 2022/23 pay offer is provided below:

- Basic salary increase of the greater of 2% of salary or an underpinning amount of £1,100 (FTE) for all employees. Cost to pay bill 2.85% (amounting to 2% of the pay bill plus 0.85% for the additional targeted underpinning).
- 45% of roles were in scope for additional increases to new STEM role pay scales. These were for STEM based research facing roles within the laboratories, centres and institutes of STFC, MRC and NERC (head office roles were not in scope). Cost to pay bill 2.23%. Movement to these new scales was processed in the following way:

After the main pay award was applied (£1,100 or 2%) any Recruitment and Retention Allowance/ Specialist Allowance (RRA/SA) amount up to £5,000 was consolidated into salary. If, following any RRA/SA consolidation, the resulting salary was below the relevant new pay band minimum then a further increase to the pay band minimum was applied. If, following any RRA/SA consolidation, the resulting salary was above the relevant new pay band minimum then no further increase was applied.

- In summary, the additional pay scales (S1 and S2) apply to the following roles – the allocation of roles to these scales was underpinned by pay benchmarking:
 - New S1 Scales apply to Engineers (except building engineers), technicians qualified in a technical discipline and specialist/scarce skilled scientific computing roles.
 - New S2 Scales apply to Building Engineers at scientific sites, scientists, laboratory technicians, other technicians and other specialist scientific computing roles.

a) Is the paybill increase based on pay guidance set by the Treasury?

Yes, the organisation is bound by the Civil Service Pay Guidance and the Senior Civil Service Pay Guidance.

b) Have there been any changes to the pay scales? If so, what were the changes?

Yes, the pay points have been increased by the agreed amounts and 2 new sets of pay scales have been introduced for specialist research delivery roles.

c) Were performance-related bonuses paid? If so, what were the arrangements for performance-related bonuses?

Yes, performance related pay was made for the 2022-2023 year. These are non-consolidated payments and are pro-rated for part time colleagues. The amounts are shown in the table below. UKRI follow the governments expectation that 25% of colleagues will be considered at the 'exceeds' level.

Band	Exceeds Expectations End Year Bonus
Band A	£700
Band B	£700
Band C	£720
Band D	£790
Band E	£860
Band F	£1,000
Band G	£1,100
Band H	£1,300
Mariner	£860
Pilot	£1,100
Meets Expectations award	£340

Some other areas of the business have legacy PRP arrangements in place. For colleagues on legacy MRC terms, they received:

MRC SAS		
2021	Excellent bonus	Outstanding bonus
MRC-7	£980	£980
MRC-6	£1,130	£1,130
MRC-5	£1,340	£1,430
MRC-4 & MRC-PD	£1,660	£1,800
MRC-3	£2,060	£2,390
MRC-2	£2,700	£3,300
MRC-1	£3,900	£4,450
Meets Expectations award	£340	

Employees on legacy Innovate UK pay terms receive PRP payments. The maximum available is a defined percentage of their salary in line with their individual contractual terms. The awards paid are based on individual and organisational achievement.

Other bonuses paid are “In Year Award” bonuses paid at lower rates twice yearly and “Instant Awards” paid as cash or vouchers at a rate of £100.

Total Bonus “pot” for delegated grades is 1.83% of the pay bill with 70% targeted to end of year awards. Total Bonus “pot” for SCS equivalent grades is 3.3% of the pay bill in line with the Senior Civil Service Pay Guidance.

d) Were any other non-consolidated payments made? If so, what were the arrangements for these payments?

A one-off payment of FTE £1,500 was made in June to all those in delegated grades following permission given by Government to the Civil Service for these payments.

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
foi@ukri.org | dataprotection@ukri.org