



**UK Research
and Innovation**

Recruitment & retention



Turnover (%) - STEM Specialists in Grades A to H only - April 2020 to March 2022

	All STEM	Engineering	Computing	Science	Technician
Overall	11.9%	7.3%	7.2%	16.8%	11.3%
Band H	11.4%	0.0%	33.3%	12.0%	0.0%
Band G	8.9%	7.1%	3.1%	12.1%	0.0%
Band F	4.8%	5.1%	2.5%	5.4%	8.3%
Band E	5.9%	4.9%	5.1%	7.3%	5.6%
Band D	16.7%	13.0%	11.7%	24.1%	8.1%
Band C	14.9%	4.3%	8.7%	34.8%	11.3%
Band B	14.4%		4.2%	11.6%	18.0%
Band A	162.5%	0.0%	100.0%	357.1%	108.3%
MRC	26.6%	0.0%	27.3%	31.3%	19.2%
NERC	10.5%	5.8%	9.6%	11.8%	6.8%
STFC	7.5%	7.6%	5.8%	9.2%	7.4%



Turnover (%) - STEM Specialists in Grades A to H only - April 2020 to March 2022

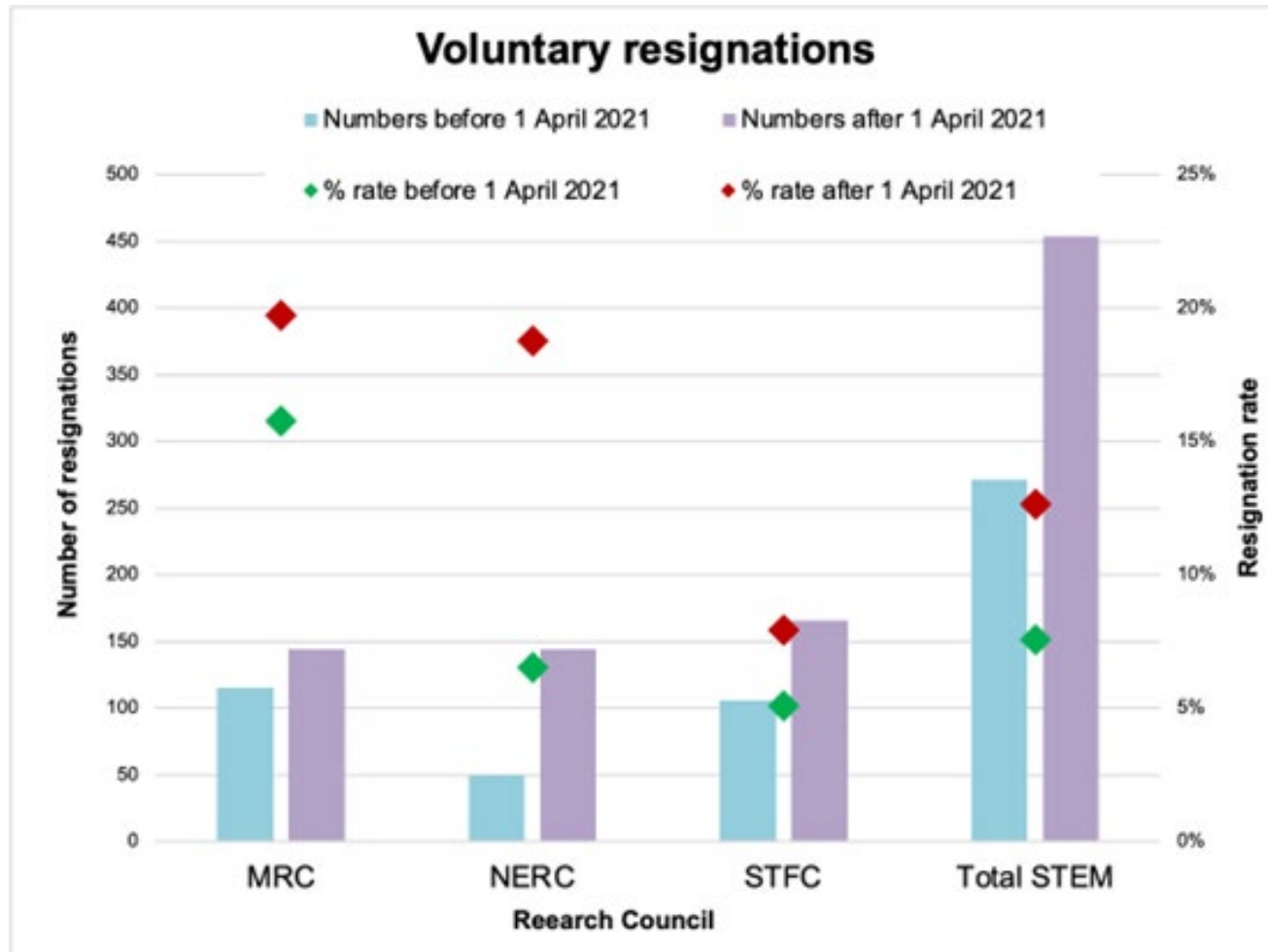
	All IT/ Digital	Business and Systems Analysis	Cyber Security	Data Management	End User Support	Engineering All	Engineering Design	Engineering Electrical	Engineering Facilities/ Building
Overall	26.3%	5.3%	0.0%	6.9%	5.0%	10.1%	8.7%	5.8%	18.3%
Band H		0.0%		16.7%		0.0%		0.0%	
Band G	0.0%	16.7%		4.5%	8.3%	0.0%	0.0%	8.3%	20.0%
Band F	6.3%	0.0%	0.0%	1.2%	0.0%	4.4%	4.2%	4.4%	16.7%
Band E	21.4%	1.4%	0.0%	4.7%	3.3%	8.1%	7.9%	2.4%	4.2%
Band D	44.4%	10.7%	0.0%	14.0%	4.8%	7.0%	14.6%	10.6%	11.9%
Band C	31.8%	0.0%	0.0%	22.2%	4.3%	15.0%	6.3%	4.3%	13.3%
Band B	9.1%	16.7%		0.0%	0.0%	16.2%		50.0%	83.3%
Band A						28.6%	0.0%	0.0%	450.0%
MRC	275.0%			11.5%	0.0%	50.0%	0.0%	6.3%	71.4%
NERC	10.0%	12.5%	0.0%	9.6%	9.3%	3.6%	0.0%	10.0%	15.6%
STFC	7.6%	5.2%	0.0%	5.7%	3.4%	6.4%	9.0%	5.4%	6.7%



Turnover (%) - STEM Specialists in Grades A to H only - April 2020 to March 2022

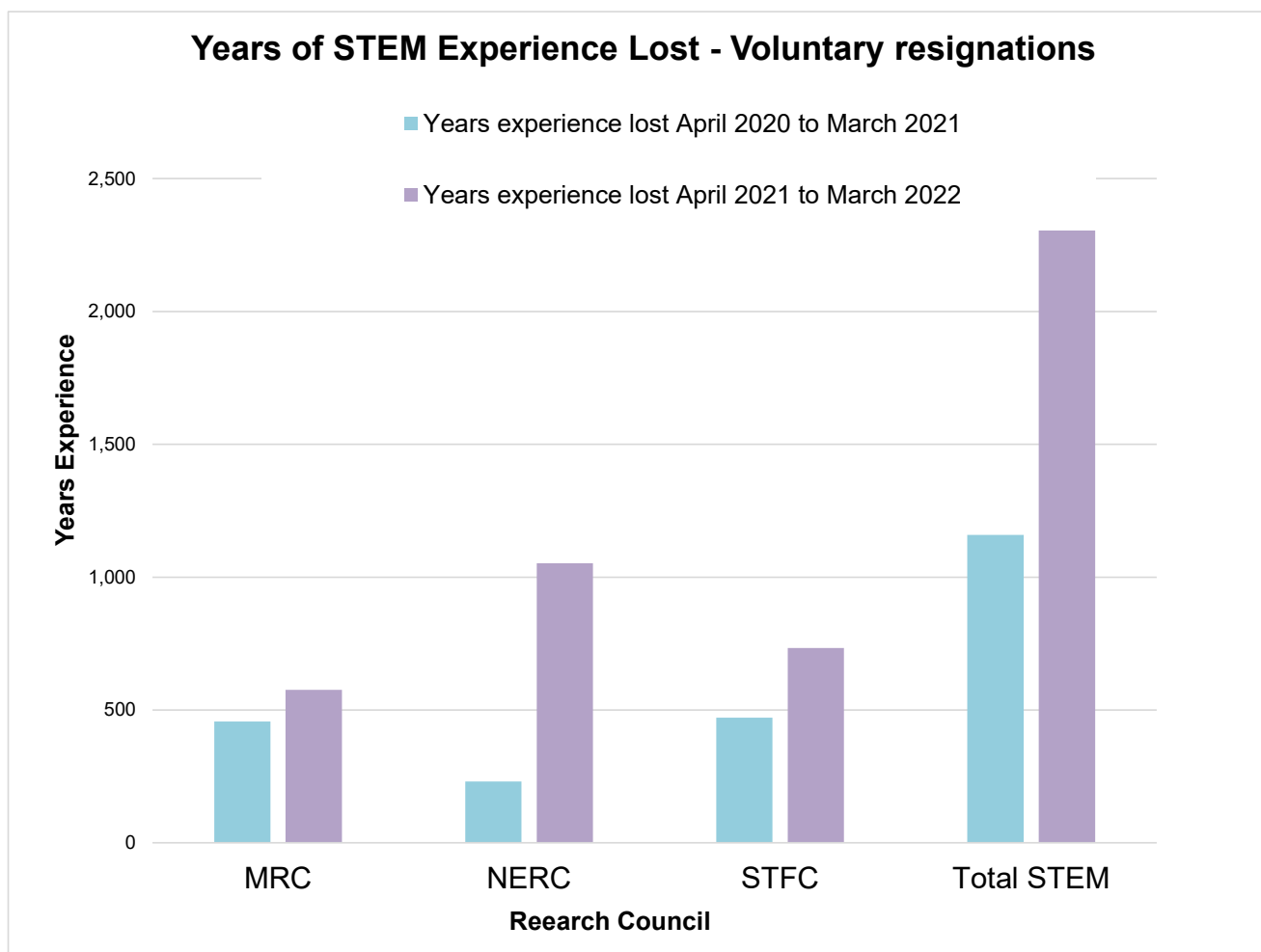
	Engineering Mechanical	Enterprise Information Architecture	Infrastructure	IT Operations	Project Management	R&D All	Software Development and Implementation	Software Engineering
Overall	11.8%	0.0%	5.3%	6.3%	12.0%	17.5%	0.0%	8.0%
Band H					0.0%	13.1%		
Band G	0.0%	0.0%	0.0%	0.0%	8.3%	12.8%		0.0%
Band F	7.1%	0.0%	25.0%	0.0%	6.9%	5.3%	0.0%	7.7%
Band E	8.8%	0.0%	6.3%	0.0%	9.7%	7.8%		7.7%
Band D	13.7%		0.0%	33.3%	43.8%	26.2%	0.0%	11.6%
Band C	13.3%		0.0%	0.0%	16.7%	26.0%		5.1%
Band B	0.0%					14.8%		0.0%
Band A	0.0%					416.7%		
MRC	14.3%		0.0%		0.0%	35.6%		0.0%
NERC	5.0%		12.5%	50.0%	19.2%	11.3%		0.0%
STFC	12.1%	0.0%	4.5%	3.6%	10.8%	8.4%	0.0%	8.3%

Voluntary resignations





STEM Experience Lost





Success rate of recruitment campaigns - STEM Specialists, Grades A to H only - April 2020 to March 2022

	All STEM	Engineering	Computing	Science	Technician
Overall	67.8%	58.4%	55.5%	86.7%	70.8%
Band H	0.0%			0.0%	
Band G	81.8%	100.0%	62.5%	90.0%	100.0%
Band F	67.5%	66.7%	50.0%	90.0%	66.7%
Band E	71.6%	53.2%	56.8%	91.0%	90.5%
Band D	59.6%	55.7%	42.6%	78.2%	66.7%
Band C	65.2%	55.6%	64.0%	78.3%	66.7%
Band B	88.1%	70.0%	100.0%	100.0%	66.7%
Band A	100.0%	100.0%	100.0%		
MRC	96.5%		100.0%	97.6%	92.6%
NERC	75.5%		87.5%	76.3%	57.1%
STFC	62.2%	58.4%	54.1%	81.6%	65.6%



Success rate of recruitment campaigns - STEM Specialists, Grades A to H only - April 2020 to March 2022

	All IT/ Digital	Business and Systems Analysis	Cyber Security	Data Management	End User Support	Engineering All	Engineering Design	Engineering Electrical	Engineering Facilities/ Building
Overall	50.0%	56.7%		67.1%	71.4%	72.6%	87.5%	57.0%	33.3%
Band H									
Band G		100.0%		100.0%				100.0%	100.0%
Band F	50.0%	0.0%		100.0%	66.7%	90.9%	100.0%	66.7%	25.0%
Band E		61.5%		61.3%	80.0%	69.2%	66.7%	62.1%	40.0%
Band D	50.0%	66.7%		57.9%	66.7%	63.3%	100.0%	60.9%	0.0%
Band C		20.0%		62.5%	66.7%	69.6%		38.9%	42.9%
Band B		100.0%		100.0%	100.0%	100.0%		40.0%	
Band A				100.0%				100.0%	
MRC				100.0%	100.0%	100.0%			
NERC		50.0%		100.0%	100.0%	60.0%			50.0%
STFC	50.0%	57.1%		62.3%	58.3%	72.7%	87.5%	57.0%	31.6%



Success rate of recruitment campaigns - STEM Specialists, Grades A to H only - April 2020 to March 2022

	Engineering Mechanical	Enterprise Information Architecture	Infrastructure	IT Operations	Project Management	R&D All	Software Development and Implementation	Software Engineering
Overall	55.4%	16.7%	33.3%	36.4%	63.6%	86.8%		53.3%
Band H						0.0%		
Band G		50.0%	50.0%	0.0%		90.9%		
Band F	42.9%	0.0%		50.0%	66.7%	90.0%		25.0%
Band E	50.0%		50.0%	66.7%	50.0%	91.2%		54.8%
Band D	52.5%		0.0%	0.0%		80.0%		37.0%
Band C	69.6%		50.0%		100.0%	81.8%		83.3%
Band B	50.0%			100.0%		94.4%		100.0%
Band A								100.0%
MRC	0.0%		100.0%			97.1%		
NERC			100.0%		100.0%	75.7%		
STFC	56.0%		20.0%	50.0%	60.0%	80.6%		52.8%



Success rate of recruitment campaigns - STEM Specialists, Grades A to H only - April 2021 to March 2022

	All STEM	Engineering	Computing	Science	Technician
Overall	54.4%	48.1%	46.3%	75.3%	51.7%
Band H	0.0%			0.0%	
Band G	75.0%	100.0%	50.0%	75.0%	
Band F	63.2%	63.6%	33.3%	80.0%	
Band E	48.4%	30.0%	42.9%	76.2%	80.0%
Band D	45.8%	40.5%	34.1%	68.0%	50.0%
Band C	54.9%	53.1%	64.7%	61.5%	45.0%
Band B	86.1%	66.7%	100.0%	100.0%	60.0%
Band A	100.0%	100.0%			
MRC					
NERC	66.7%		80.0%	65.0%	50.0%
STFC	53.5%	48.1%	44.7%	78.3%	51.8%



Success rate of recruitment campaigns - STEM Specialists, Grades A to H only - April 2020 to March 2022

	All IT/ Digital	Business and Systems Analysis	Cyber Security	Data Management	End User Support	Engineering All	Engineering Design	Engineering Electrical	Engineering Facilities/ Building
Overall	33.3%	50.0%		61.1%	50.0%	64.8%	100.0%	49.1%	25.0%
Band H									
Band G		100.0%		100.0%					100.0%
Band F		0.0%		100.0%	0.0%	85.7%	100.0%	66.7%	33.3%
Band E		60.0%		50.0%	50.0%	62.5%		42.9%	33.3%
Band D	33.3%	66.7%		58.3%	50.0%	44.4%		64.3%	0.0%
Band C		0.0%		75.0%	60.0%	66.7%		37.5%	20.0%
Band B				100.0%		100.0%		40.0%	
Band A								100.0%	
MRC									
NERC		50.0%		100.0%	100.0%	100.0%			0.0%
STFC	33.3%	50.0%		58.8%	44.4%	64.2%	100.0%	49.1%	26.7%

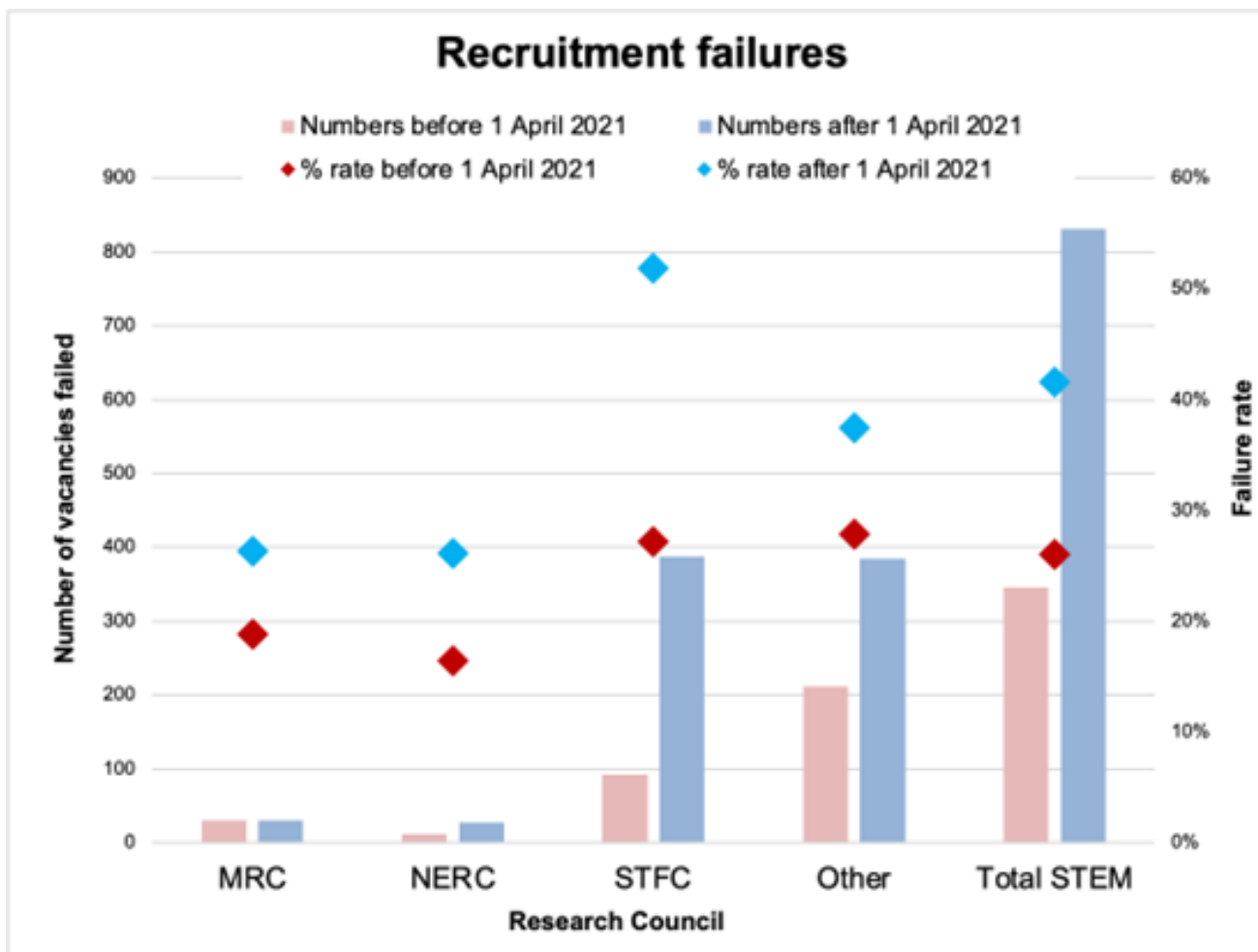


Success rate of recruitment campaigns - STEM Specialists, Grades A to H only - April 2020 to March 2022

	Engineering Mechanical	Enterprise Information Architecture	Infrastructure	IT Operations	Project Management	R&D All	Software Development and Implementation	Software Engineering
Overall	38.9%		16.7%	100.0%	57.1%	73.3%		35.9%
Band H						0.0%		
Band G			0.0%			75.0%		
Band F	25.0%				75.0%	77.8%		0.0%
Band E	12.5%				0.0%	76.2%		25.0%
Band D	38.5%		0.0%			65.4%		18.8%
Band C	57.1%		100.0%		100.0%	61.5%		80.0%
Band B	50.0%			100.0%		93.8%		100.0%
Band A								
MRC								
NERC					100.0%	63.2%		
STFC	38.9%		16.7%	100.0%	50.0%	76.1%		35.9%



STEM recruitment failures



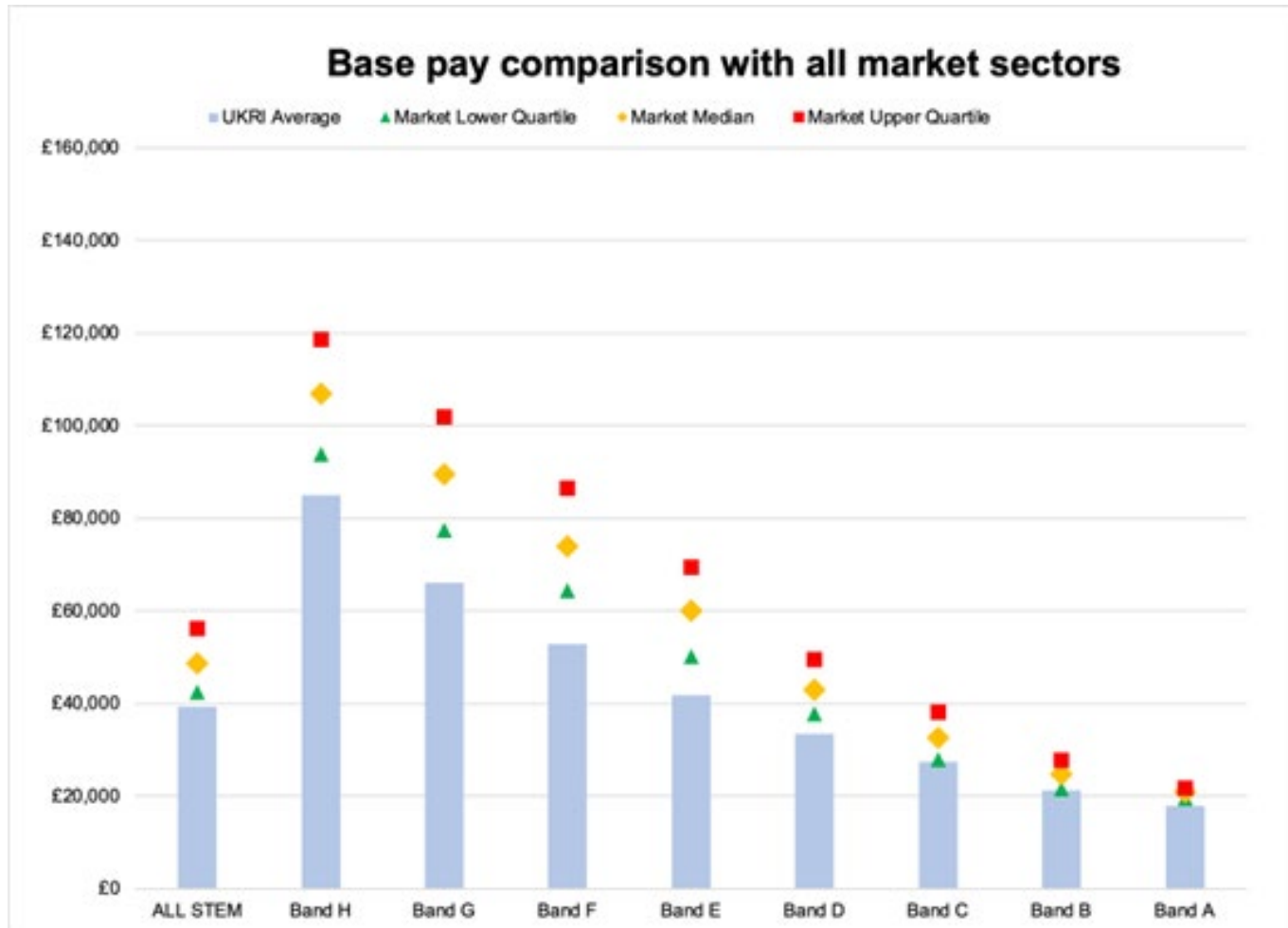


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Salary benchmarking

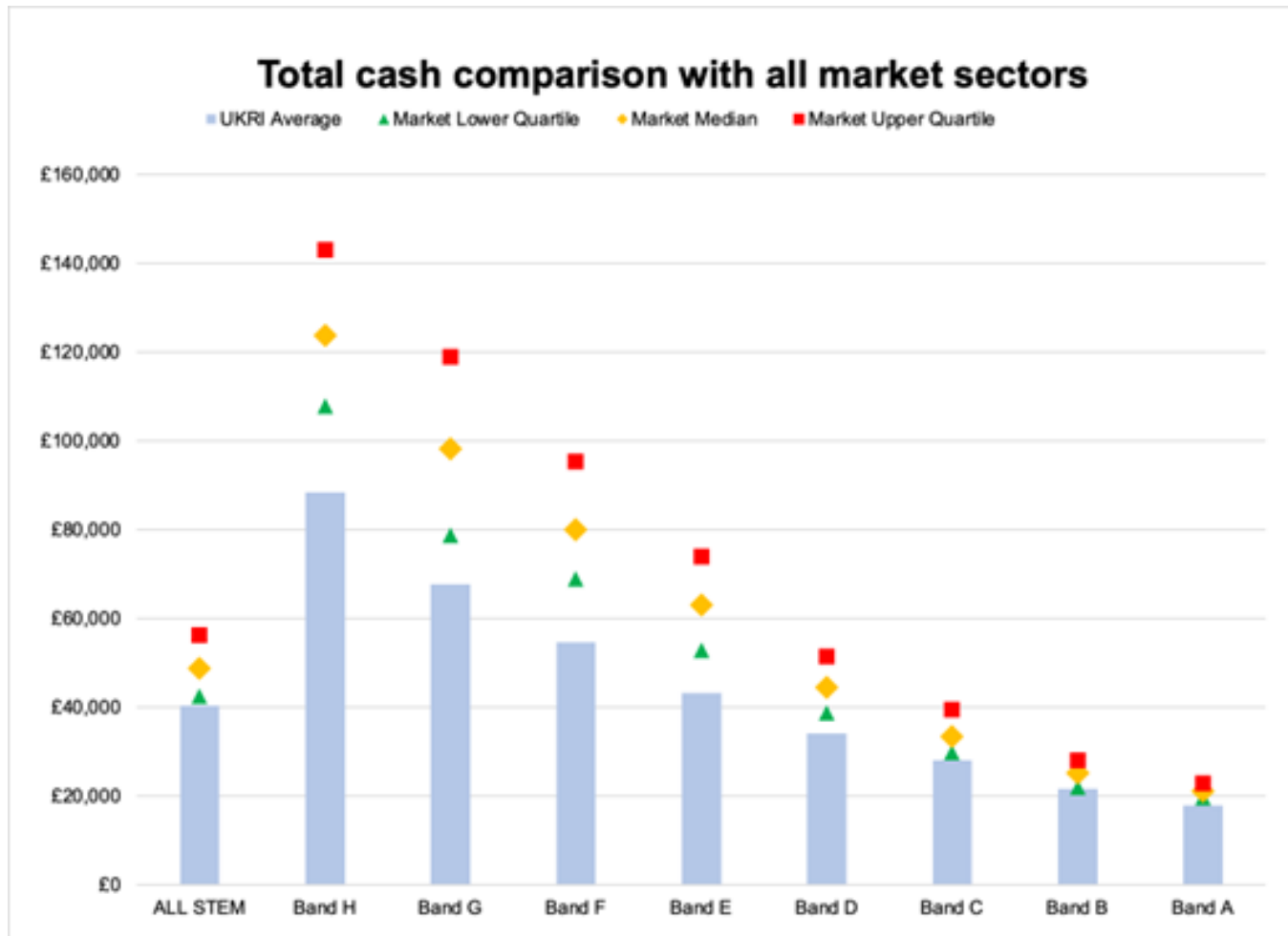


UKRI Market position – by grade



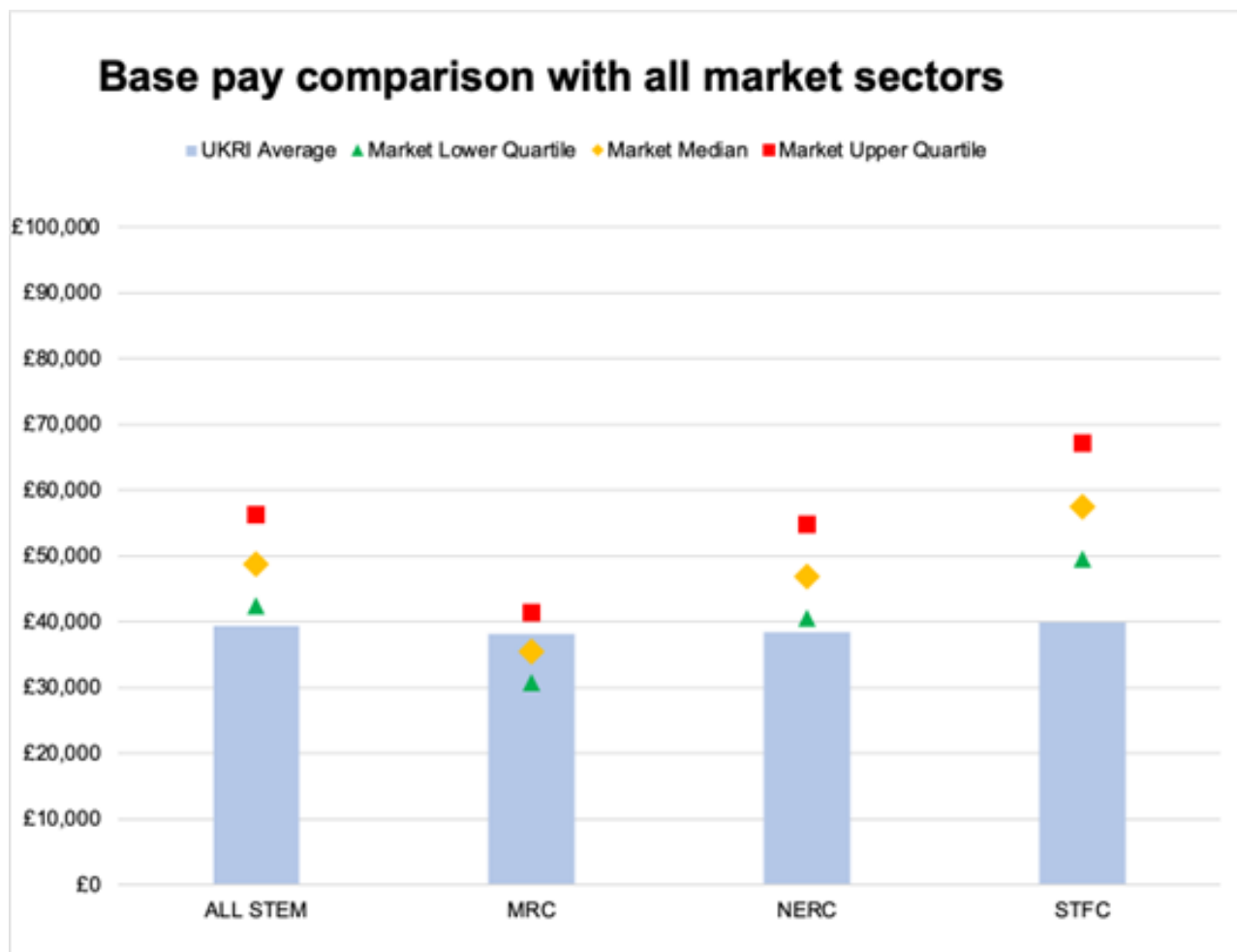


UKRI Market position – by grade



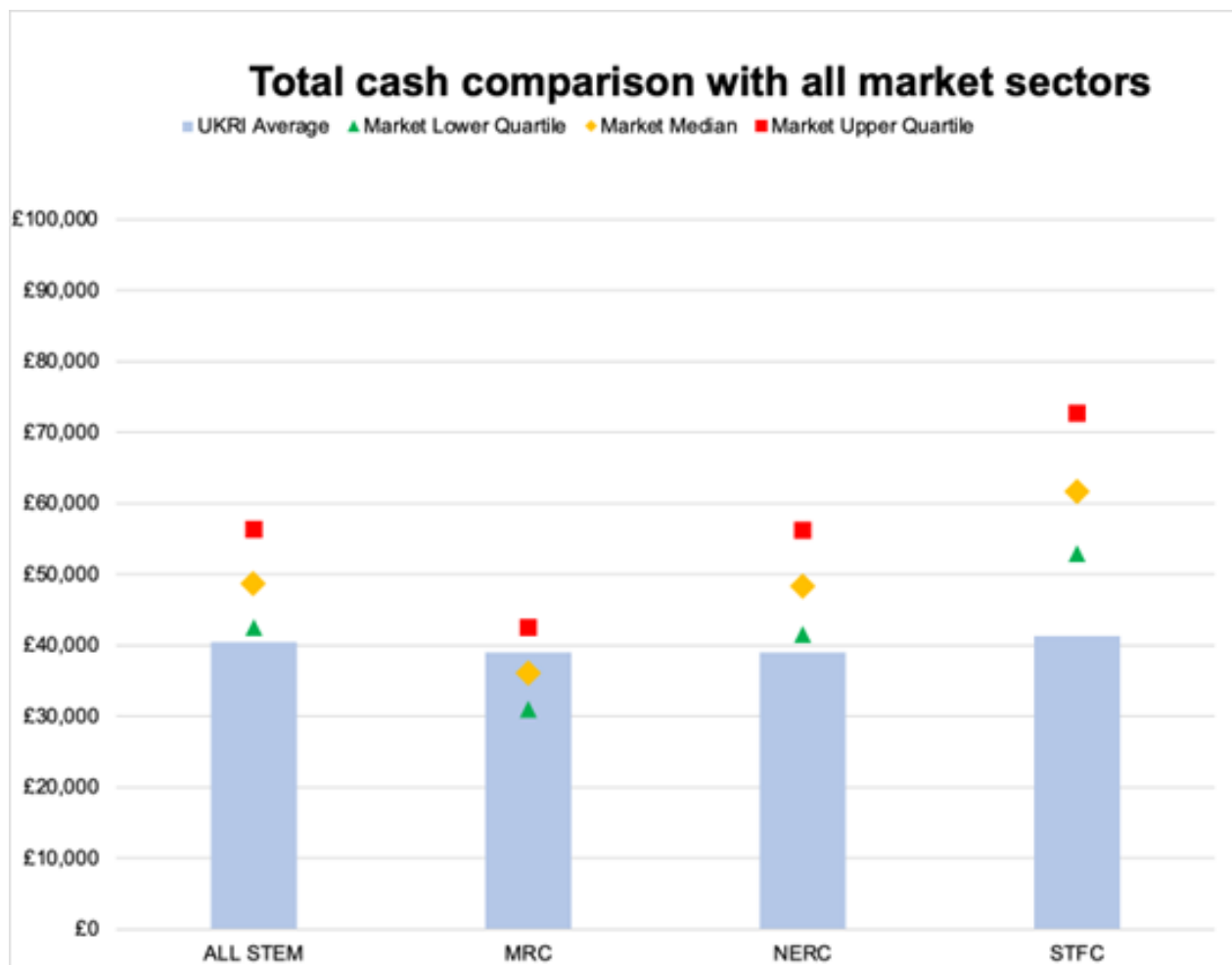


UKRI Market position – by council



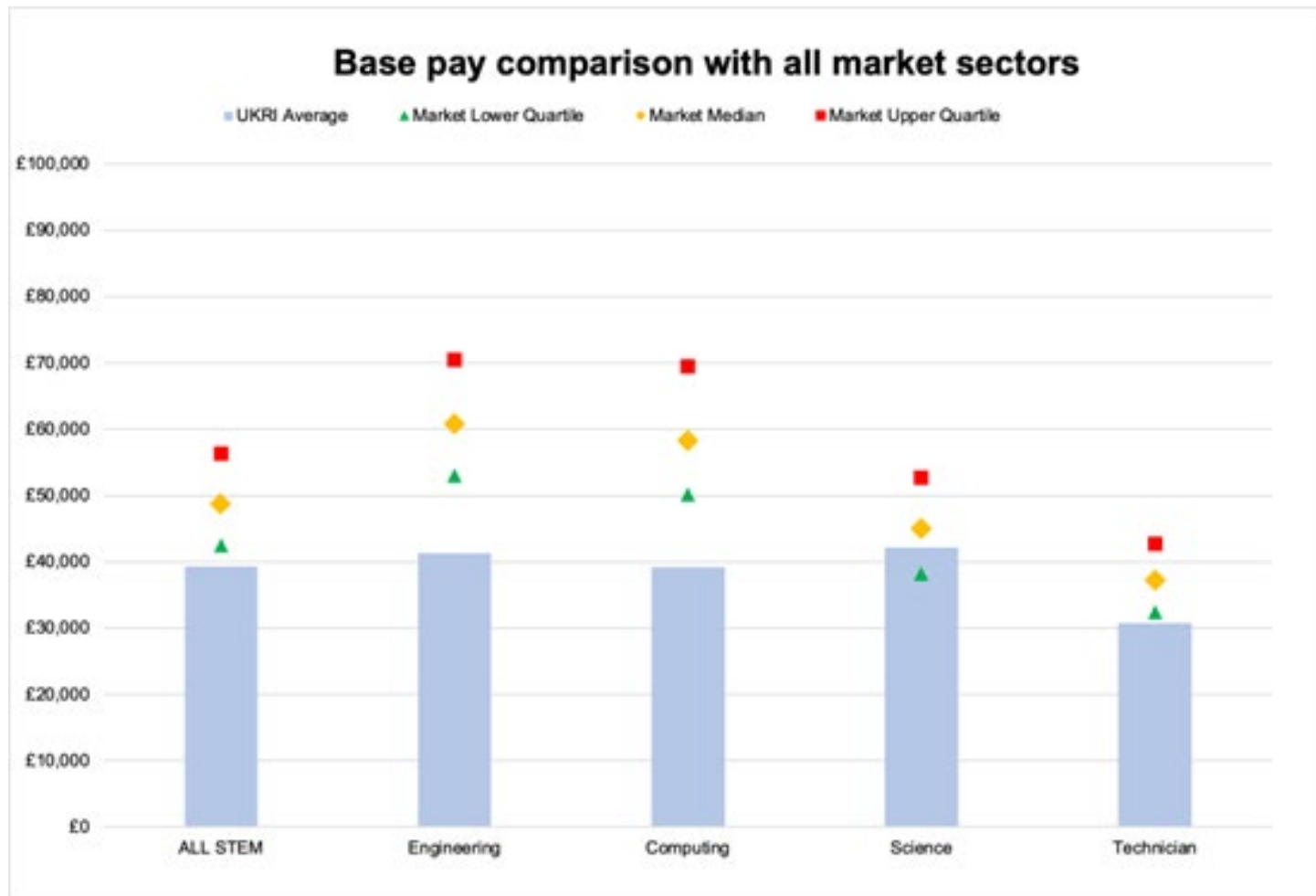


UKRI Market position – by council



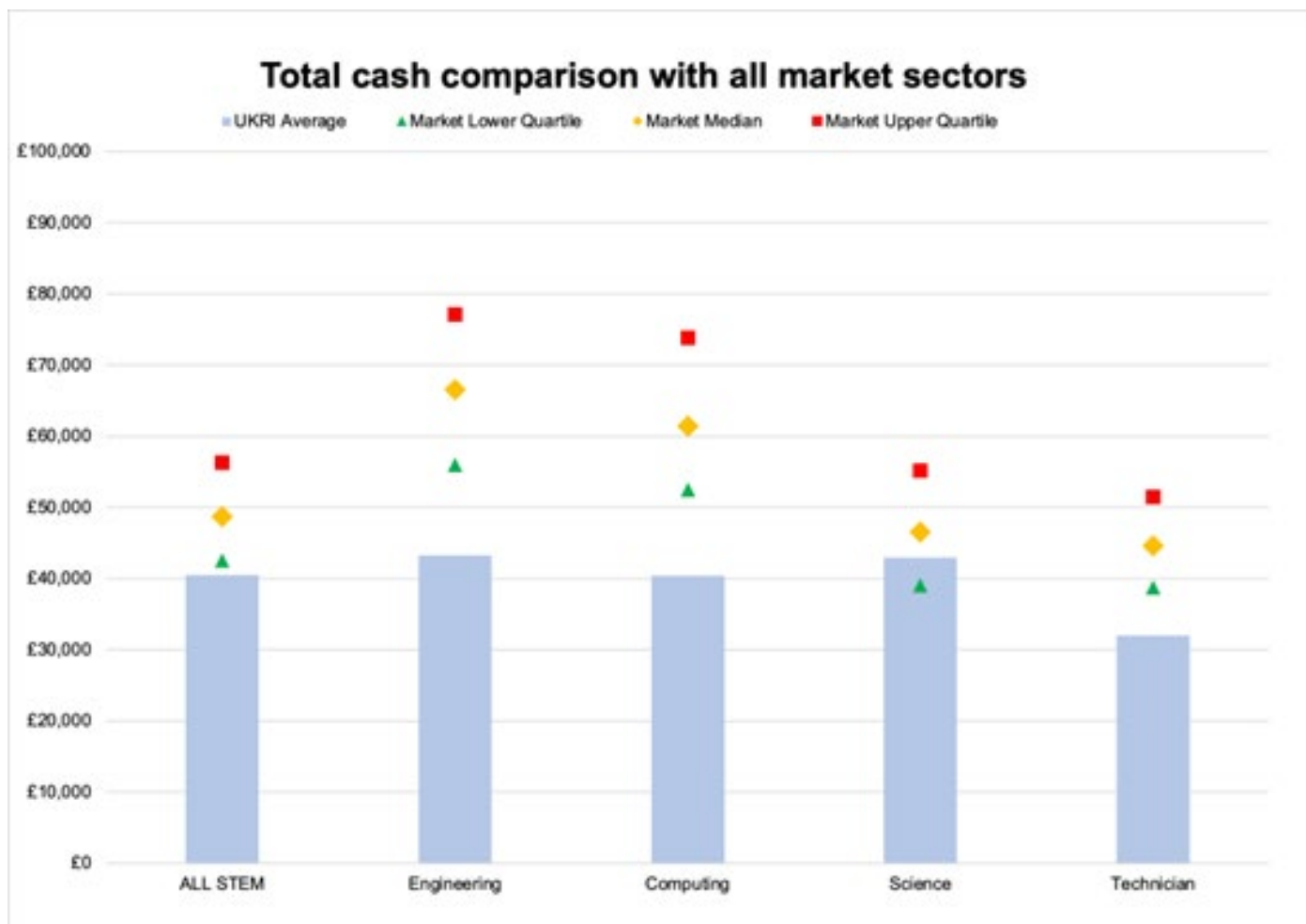


UKRI Market position – by specialism





UKRI Market position – by specialism



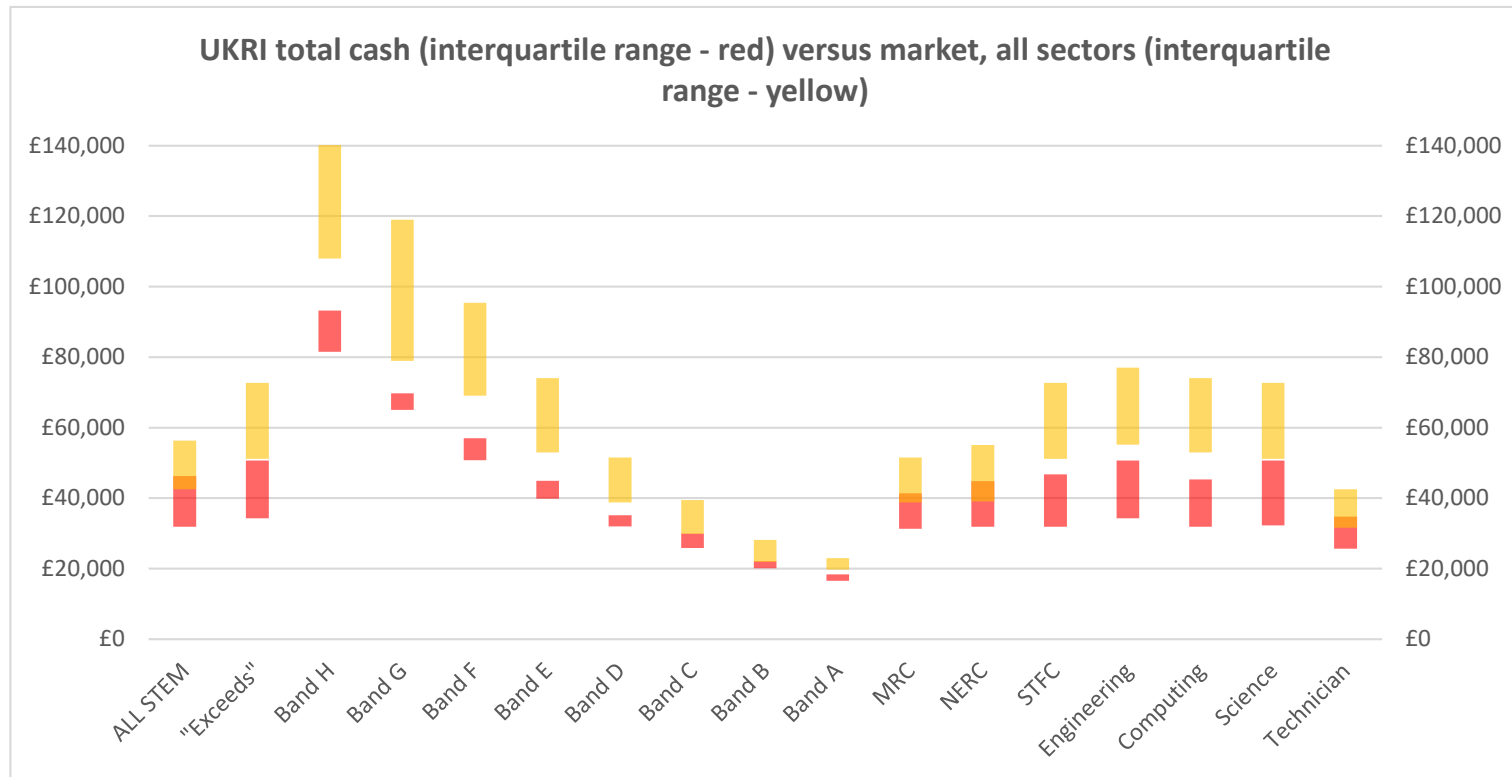


STEM Specialists

	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
ALL STEM	£31,931	£37,601	£46,261	£42,501	£48,678	£56,286	77.24%
"Exceeds"	£34,247	£41,496	£50,702	£51,159	£61,701	£72,708	67.25%
Band H	£81,506	£87,304	£93,217	£107,989	£123,867	£143,147	70.48%
Band G	£65,000	£66,925	£69,775	£78,897	£98,360	£119,001	68.04%
Band F	£50,740	£54,702	£57,002	£69,065	£80,000	£95,402	68.38%
Band E	£39,818	£42,717	£44,877	£52,967	£63,156	£74,054	67.64%
Band D	£32,005	£33,248	£35,143	£38,775	£44,561	£51,500	74.61%
Band C	£25,827	£27,751	£29,938	£29,916	£33,500	£39,450	82.84%
Band B	£20,129	£20,708	£22,170	£21,945	£25,201	£28,118	82.17%
Band A	£16,597	£18,305	£18,392	£19,769	£21,109	£22,962	86.71%
MRC	£31,362	£35,143	£41,373	£38,775	£44,561	£51,500	78.86%
NERC	£31,931	£34,851	£44,817	£39,039	£46,508	£55,111	74.94%
STFC	£31,931	£39,748	£46,791	£51,159	£61,701	£72,708	64.42%
Engineering	£34,247	£42,748	£50,702	£55,162	£66,088	£77,050	64.68%
Computing	£31,931	£39,748	£45,330	£52,967	£63,156	£74,048	62.94%
Science	£32,302	£39,818	£50,702	£51,159	£61,701	£72,708	64.53%
Technician	£25,702	£29,501	£34,753	£31,635	£36,138	£42,549	81.63%



STEM Specialists



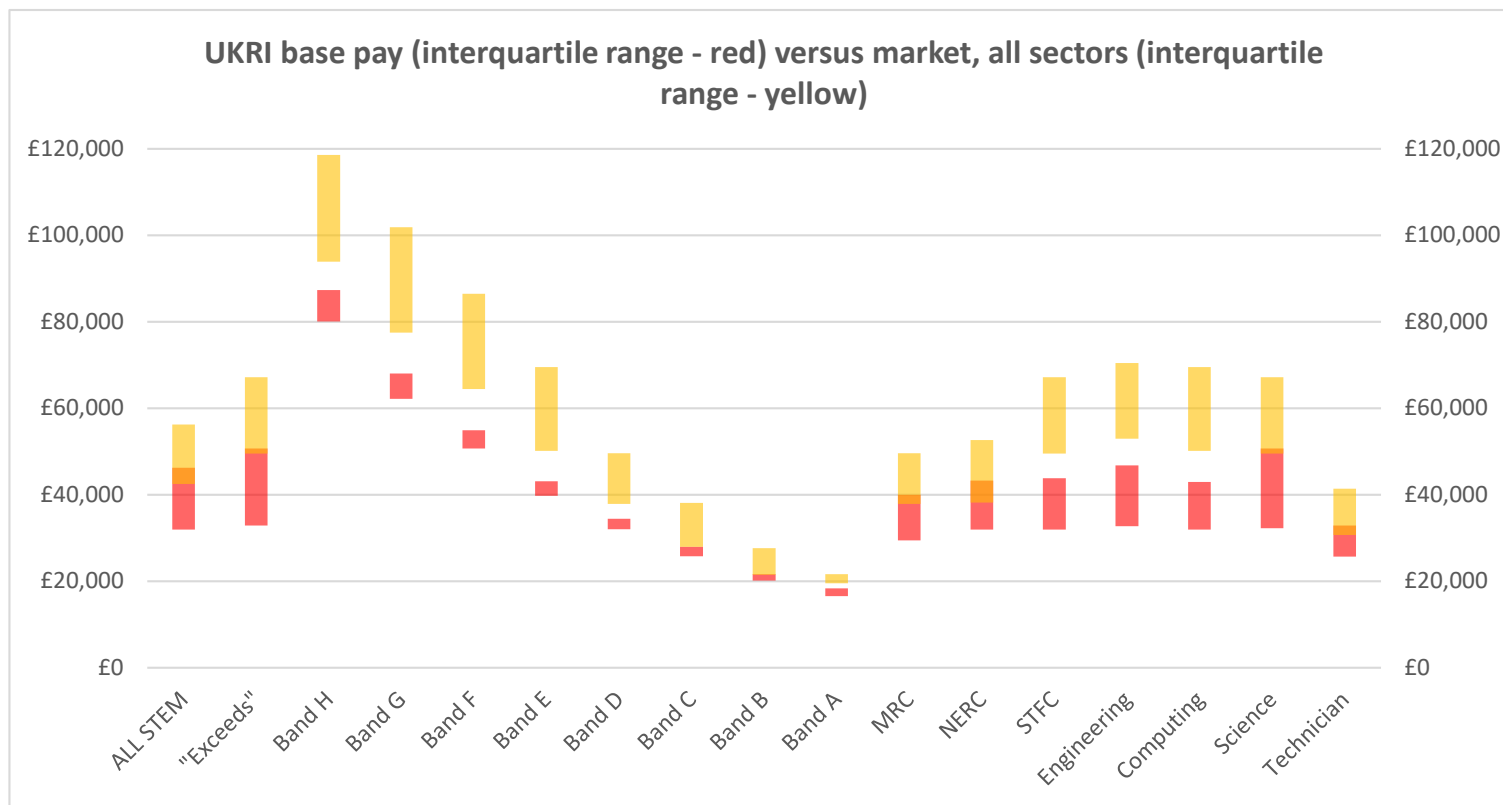


STEM Specialists

	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
ALL STEM	£31,931	£35,441	£46,261	£42,501	£48,678	£56,286	72.81%
"Exceeds"	£32,863	£39,818	£50,702	£49,560	£57,468	£67,211	69.29%
Band H	£80,058	£84,294	£87,304	£93,930	£106,934	£118,585	78.83%
Band G	£62,213	£65,441	£68,035	£77,466	£89,495	£101,857	73.12%
Band F	£50,702	£52,001	£54,960	£64,416	£73,975	£86,478	70.30%
Band E	£39,769	£40,877	£43,167	£50,153	£60,000	£69,500	68.13%
Band D	£32,005	£32,717	£34,427	£37,876	£43,016	£49,581	76.06%
Band C	£25,827	£27,457	£27,938	£28,002	£32,816	£38,094	83.67%
Band B	£20,129	£20,504	£21,679	£21,518	£24,813	£27,700	82.63%
Band A	£16,597	£18,305	£18,392	£19,534	£20,890	£21,674	87.62%
MRC	£29,432	£34,196	£40,016	£37,876	£43,016	£49,581	79.50%
NERC	£31,931	£34,415	£43,293	£38,186	£45,000	£52,677	76.48%
STFC	£31,931	£39,748	£43,860	£49,560	£57,468	£67,211	69.17%
Engineering	£32,717	£40,500	£46,778	£53,000	£60,530	£70,494	66.91%
Computing	£31,931	£39,748	£42,989	£50,153	£60,000	£69,500	66.25%
Science	£32,302	£39,769	£50,702	£49,560	£57,468	£67,211	69.20%
Technician	£25,702	£27,938	£32,891	£30,732	£35,510	£41,431	78.68%

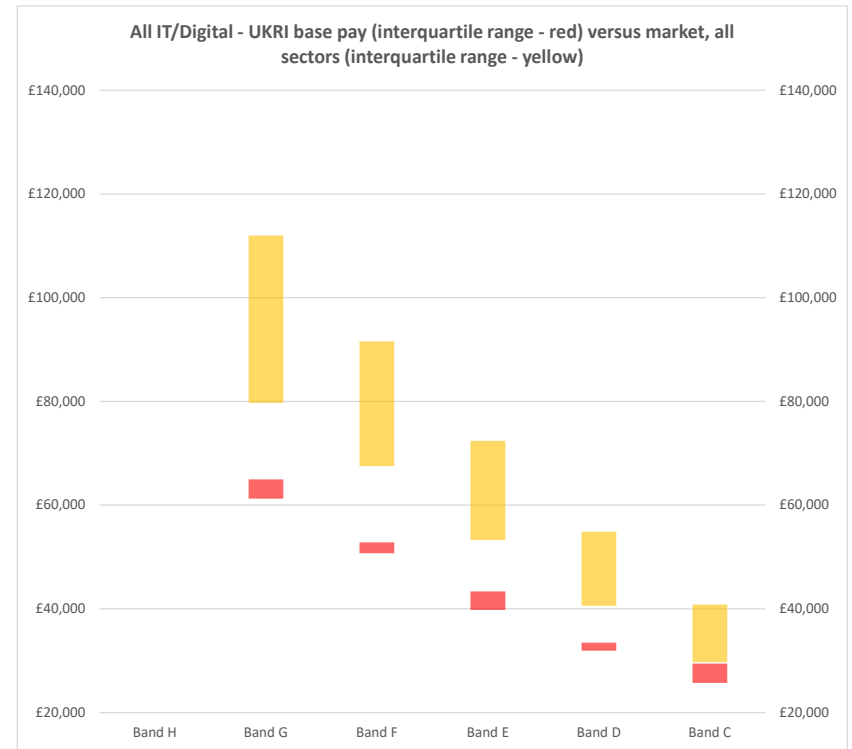
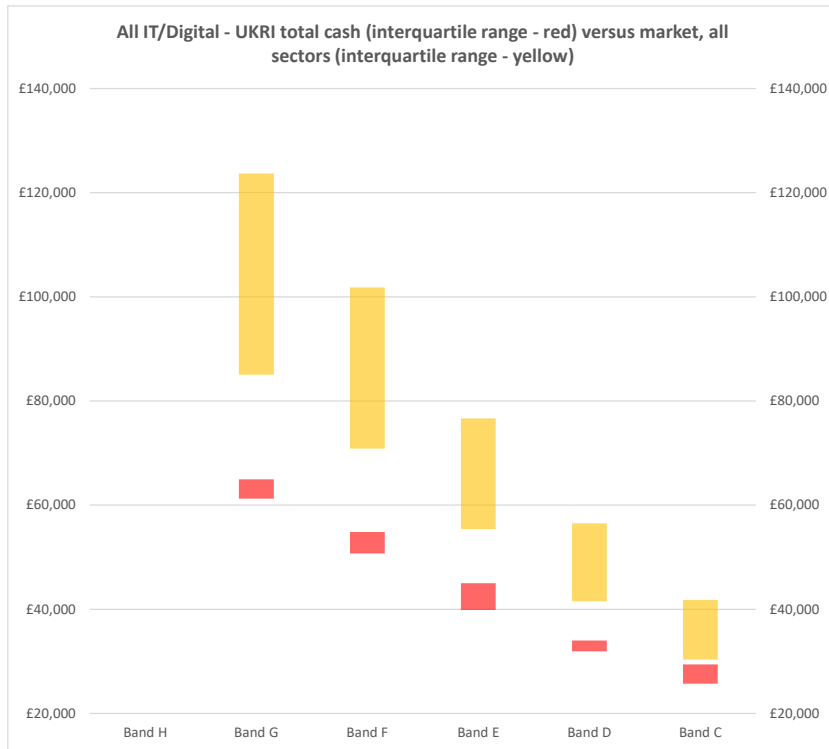


STEM Specialists



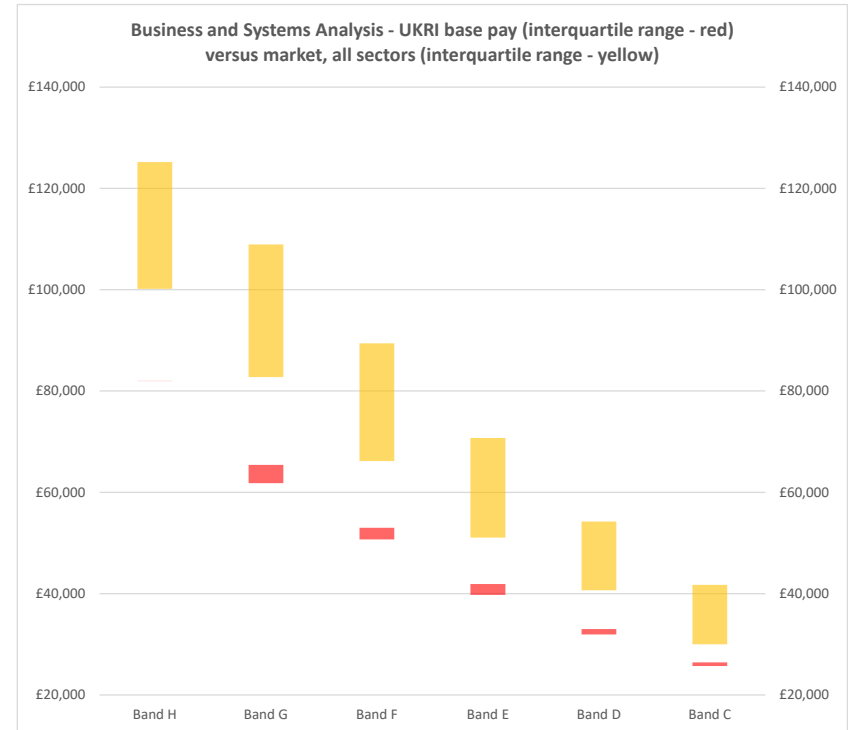
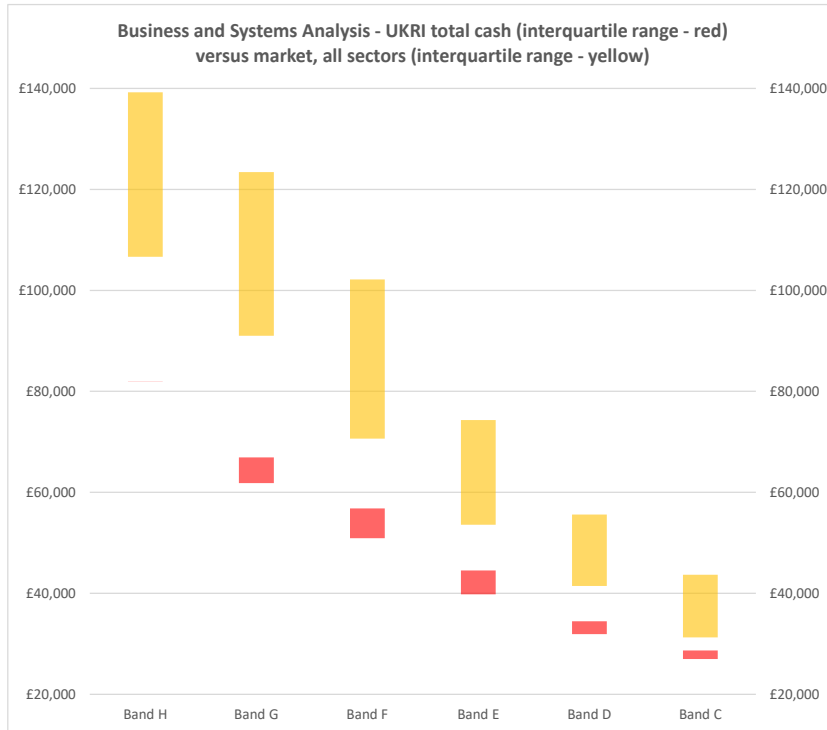


	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£61,262	£63,098	£64,942	£85,046	£102,914	£123,678	61.31%
Band F	£50,702	£51,501	£54,852	£70,864	£86,000	£101,795	59.88%
Band E	£39,861	£41,318	£45,000	£55,378	£65,941	£76,650	62.66%
Band D	£31,931	£32,500	£34,000	£41,547	£48,365	£56,521	67.20%
Band C	£25,702	£25,827	£29,438	£30,363	£35,518	£41,818	72.72%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£61,262	£63,098	£64,942	£79,730	£94,980	£111,988	66.43%
Band F	£50,702	£50,720	£52,818	£67,546	£79,523	£91,599	63.78%
Band E	£39,818	£40,278	£43,376	£53,288	£62,500	£72,394	64.44%
Band D	£31,931	£32,032	£33,459	£40,595	£47,000	£54,864	68.15%
Band C	£25,702	£25,827	£29,438	£29,726	£34,580	£40,824	74.69%





	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H	£81,945	£81,945	£81,945	£106,648	£126,250	£139,252	64.91%
Band G	£61,824	£62,201	£66,928	£91,007	£105,801	£123,436	58.79%
Band F	£50,920	£55,244	£56,832	£70,634	£89,116	£102,170	61.99%
Band E	£39,794	£42,269	£44,517	£53,584	£63,156	£74,337	66.93%
Band D	£31,931	£32,717	£34,483	£41,475	£48,056	£55,585	68.08%
Band C	£26,987	£28,272	£28,691	£31,282	£36,304	£43,694	77.88%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H	£81,945	£81,945	£81,945	£100,159	£109,350	£125,200	74.94%
Band G	£61,824	£62,201	£65,428	£82,740	£94,863	£108,916	65.57%
Band F	£50,702	£52,190	£53,009	£66,185	£76,449	£89,414	68.27%
Band E	£39,759	£40,705	£41,891	£51,051	£60,530	£70,735	67.25%
Band D	£31,931	£32,601	£33,018	£40,659	£45,992	£54,217	70.88%
Band C	£25,702	£25,702	£26,406	£30,000	£35,000	£41,743	73.43%



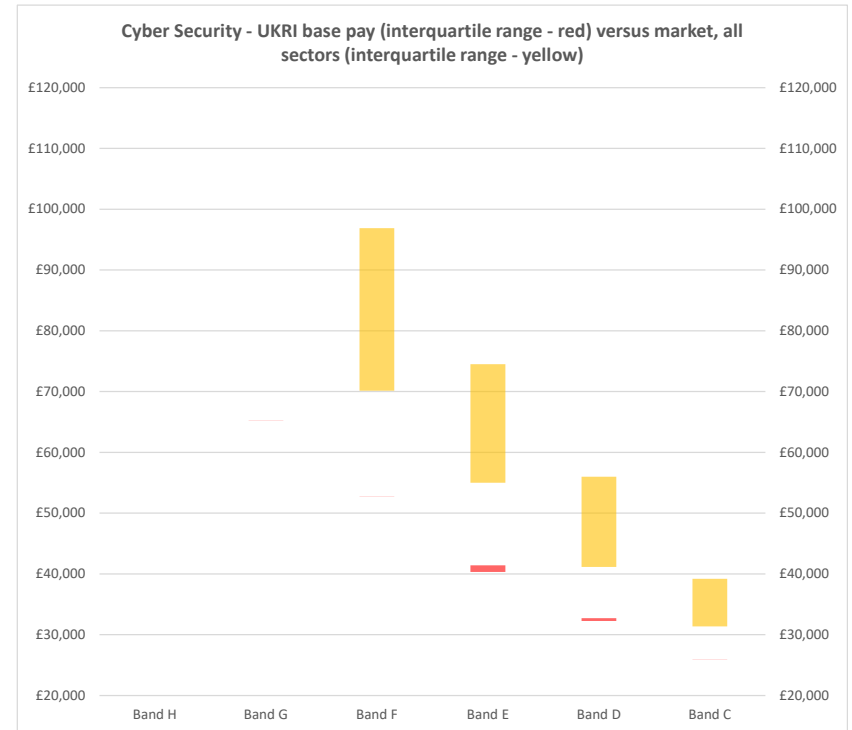
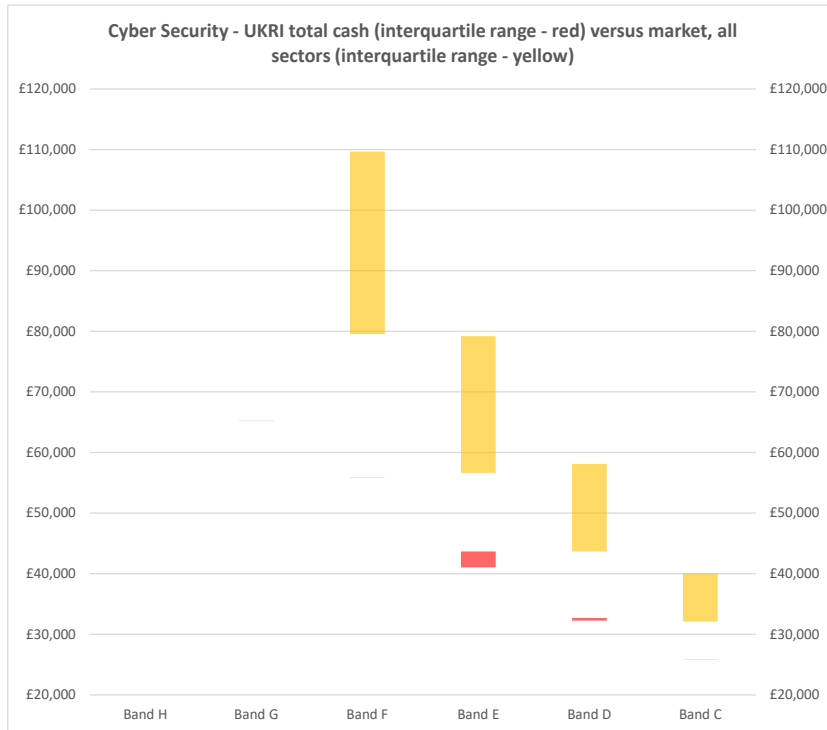


Cyber Security

	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£65,201	£65,201	£65,201				
Band F	£55,780	£55,780	£55,780	£79,547	£94,195	£109,662	59.22%
Band E	£41,048	£42,349	£43,649	£56,646	£67,050	£79,196	63.16%
Band D	£32,254	£32,476	£32,698	£43,660	£50,323	£58,120	64.54%
Band C	£25,827	£25,827	£25,827	£32,085	£36,038	£40,049	71.67%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£65,201	£65,201	£65,201				
Band F	£52,780	£52,780	£52,780	£70,125	£86,563	£96,890	60.97%
Band E	£40,298	£40,849	£41,399	£55,000	£63,224	£74,512	64.61%
Band D	£32,254	£32,476	£32,698	£41,127	£47,380	£56,000	68.54%
Band C	£25,827	£25,827	£25,827	£31,362	£35,578	£39,198	72.59%



Cyber Security



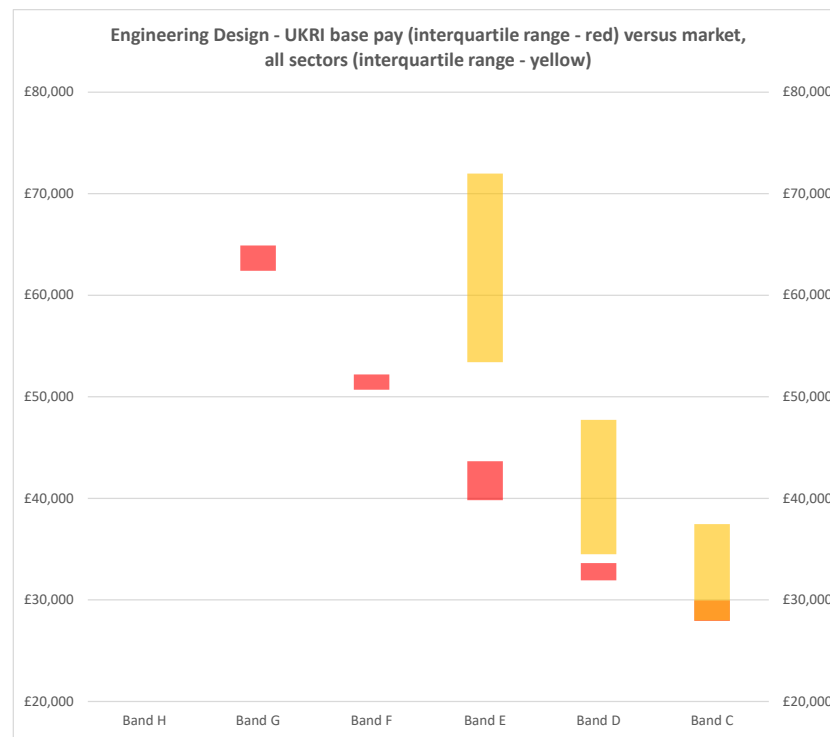
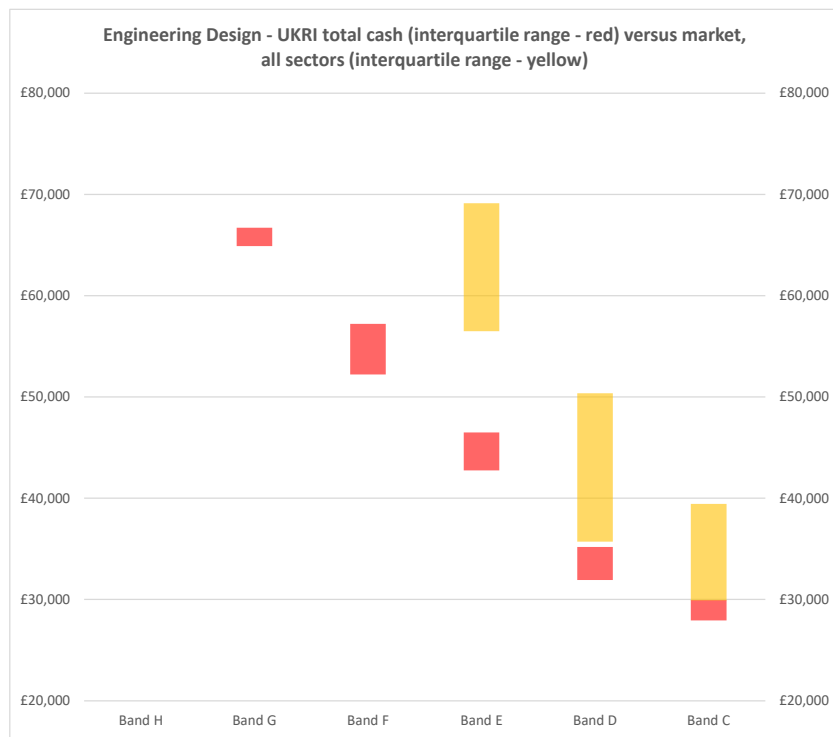


Engineering Design

	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£64,902	£66,210	£66,719				
Band F	£52,214	£56,046	£57,210				
Band E	£42,753	£43,566	£46,486	£56,493	£60,000	£69,117	72.61%
Band D	£31,931	£33,076	£35,183	£35,707	£42,409	£50,370	77.99%
Band C	£27,938	£29,938	£29,938	£29,916	£33,500	£39,450	89.37%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£62,410	£63,593	£64,902				
Band F	£50,702	£51,907	£52,209				
Band E	£39,818	£42,831	£43,661	£53,398	£59,940	£71,970	71.46%
Band D	£31,931	£32,005	£33,624	£34,500	£42,409	£47,722	75.47%
Band C	£27,938	£29,938	£29,938	£27,974	£32,617	£37,460	91.79%



Engineering Design

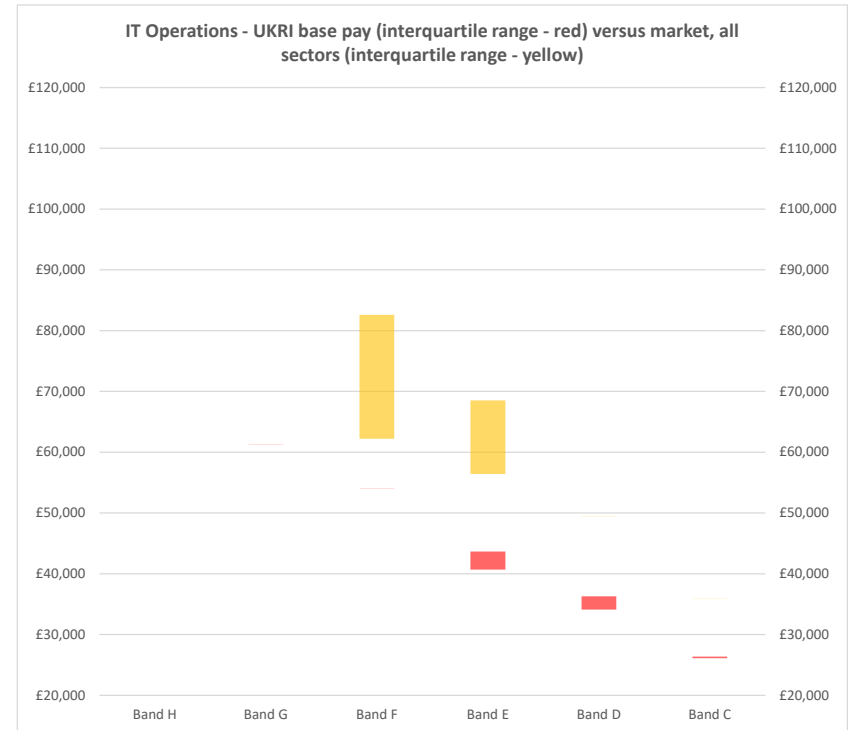
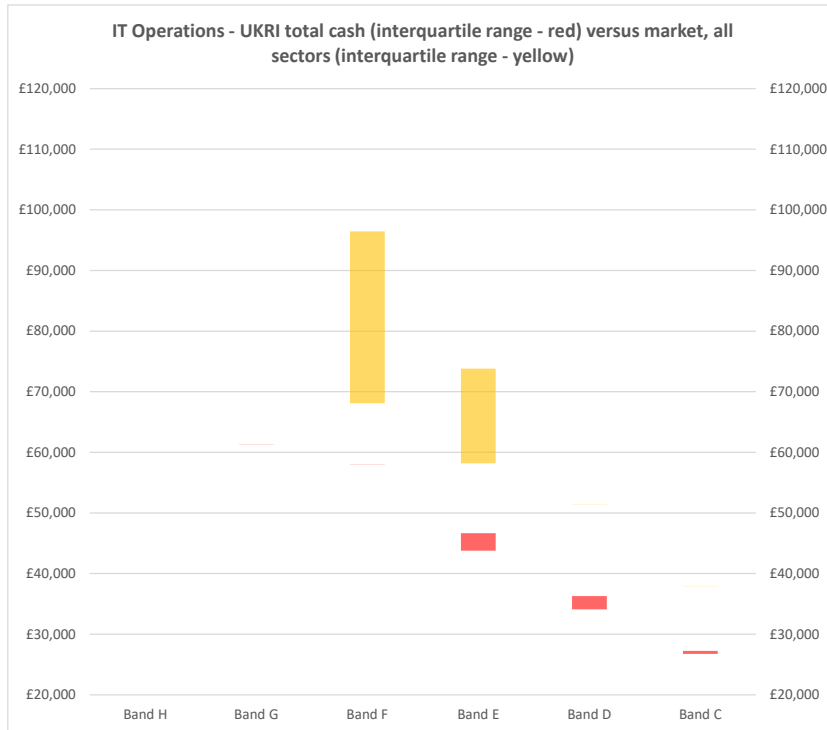




	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£61,227	£61,227	£61,227				
Band F	£58,006	£58,006	£58,006	£68,101	£81,621	£96,434	71.07%
Band E	£43,768	£44,868	£46,666	£58,175	£68,421	£73,816	65.58%
Band D	£34,096	£36,260	£36,298		£51,381		70.57%
Band C	£26,741	£26,993	£27,246		£37,830		71.35%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£61,227	£61,227	£61,227				
Band F	£54,006	£54,006	£54,006	£62,216	£73,959	£82,610	73.02%
Band E	£40,701	£42,090	£43,666	£56,413	£62,353	£68,527	67.50%
Band D	£34,096	£36,260	£36,298		£49,431		73.35%
Band C	£26,121	£26,243	£26,366		£35,972		72.95%



IT Operations



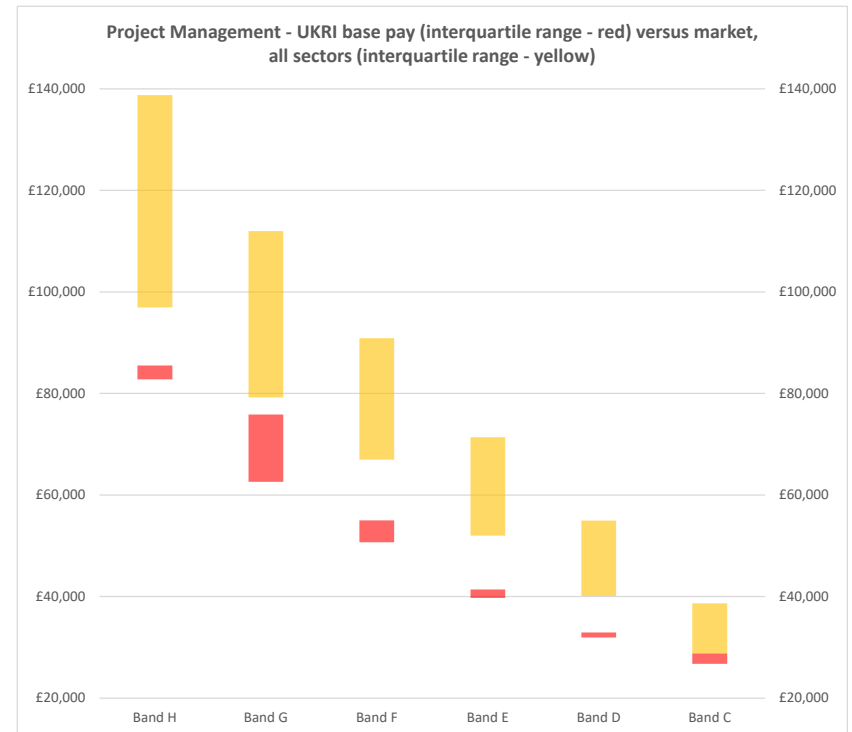
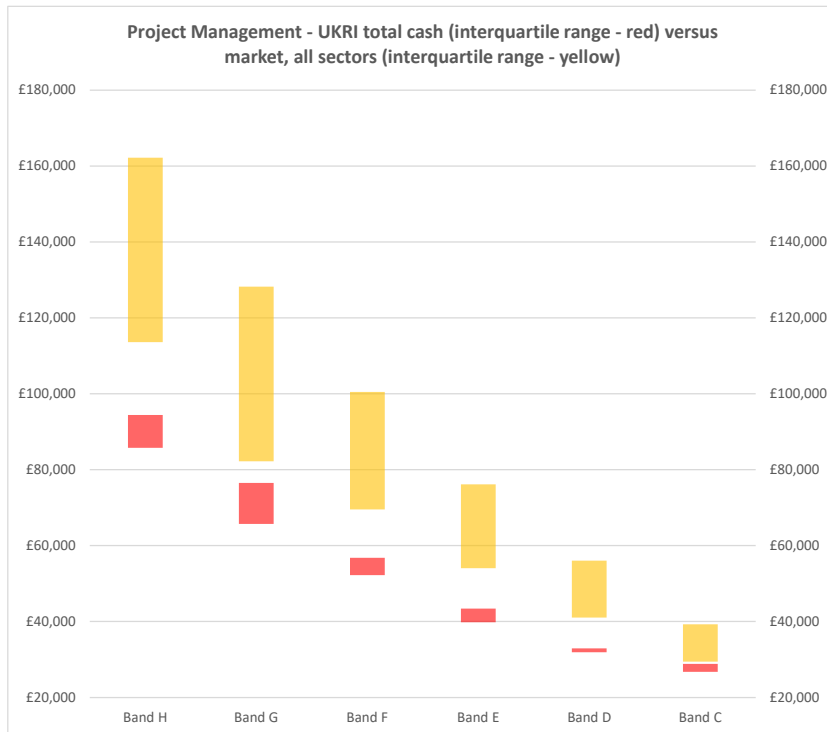


Project Management

	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H	£85,737	£90,081	£94,425	£113,618	£132,298	£162,164	68.09%
Band G	£65,711	£71,450	£76,528	£82,197	£101,483	£128,228	70.41%
Band F	£52,235	£54,702	£56,800	£69,545	£83,672	£100,469	65.38%
Band E	£39,818	£41,500	£43,394	£54,059	£64,855	£76,158	63.99%
Band D	£31,931	£32,428	£32,942	£41,035	£47,509	£56,018	68.26%
Band C	£26,768	£27,709	£28,824	£29,451	£33,373	£39,258	83.03%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H	£82,770	£84,147	£85,523	£96,930	£114,746	£138,744	73.33%
Band G	£62,603	£70,109	£75,858	£79,220	£93,021	£111,968	75.37%
Band F	£50,702	£52,001	£55,001	£66,949	£77,080	£90,898	67.46%
Band E	£39,748	£39,818	£41,381	£52,000	£61,196	£71,386	65.07%
Band D	£31,931	£32,428	£32,942	£40,120	£46,350	£54,985	69.96%
Band C	£26,768	£27,709	£28,824	£28,790	£32,816	£38,659	84.44%



Project Management



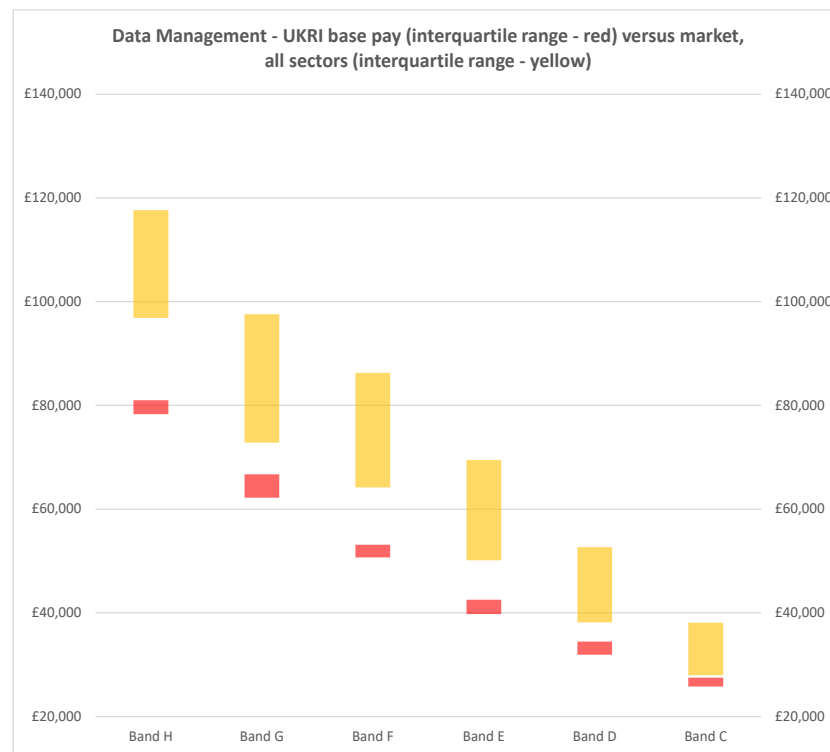
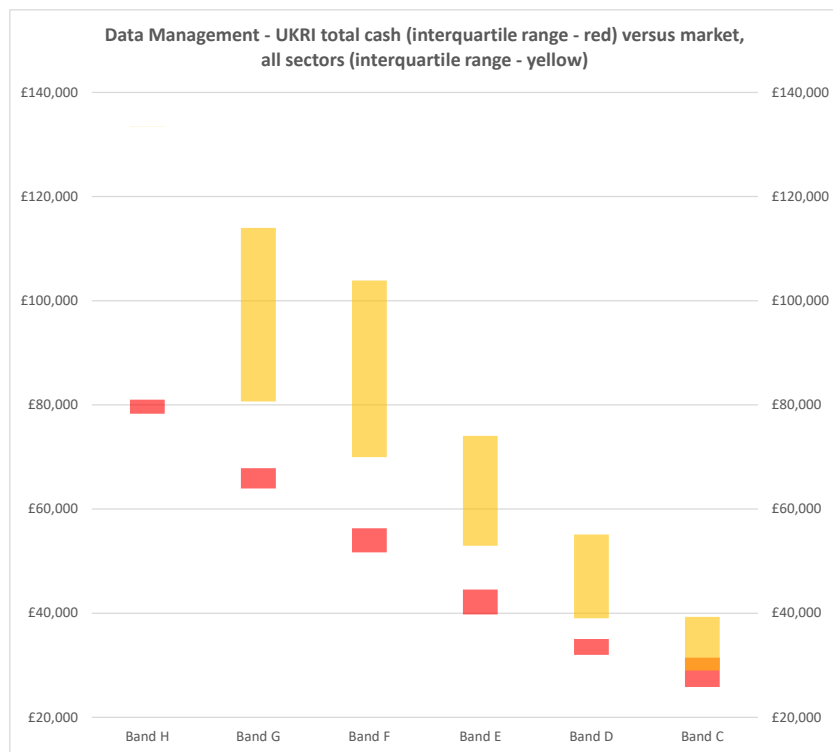


Data Management

	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H	£78,289	£80,058	£81,002		£133,444		59.99%
Band G	£63,948	£66,307	£67,852	£80,673	£95,839	£113,991	69.19%
Band F	£51,702	£54,308	£56,308	£69,955	£83,218	£103,871	65.26%
Band E	£39,769	£42,698	£44,529	£52,967	£63,583	£74,054	67.15%
Band D	£32,018	£33,594	£35,070	£39,039	£46,508	£55,111	72.23%
Band C	£25,827	£26,448	£31,479	£28,993	£32,992	£39,312	80.16%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H	£78,289	£80,058	£81,002	£96,874	£109,471	£117,638	73.13%
Band G	£62,211	£66,210	£66,695	£72,805	£87,444	£97,566	75.72%
Band F	£50,702	£51,803	£53,162	£64,196	£74,428	£86,267	69.60%
Band E	£39,769	£40,877	£42,536	£50,153	£60,000	£69,500	68.13%
Band D	£31,950	£33,085	£34,491	£38,186	£45,000	£52,677	73.52%
Band C	£25,827	£26,448	£27,501	£28,002	£32,000	£38,094	82.65%



Data Management



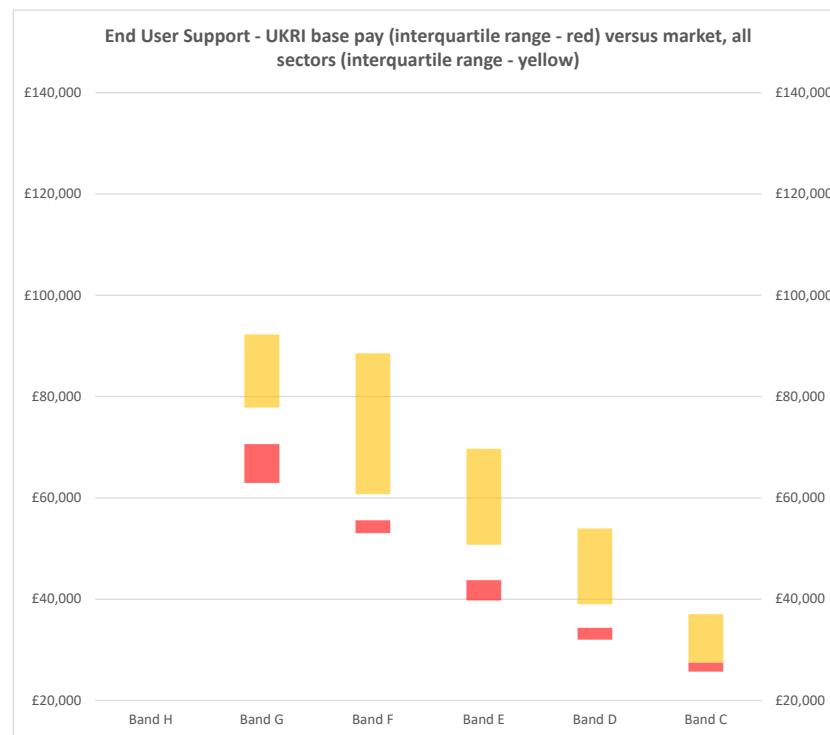
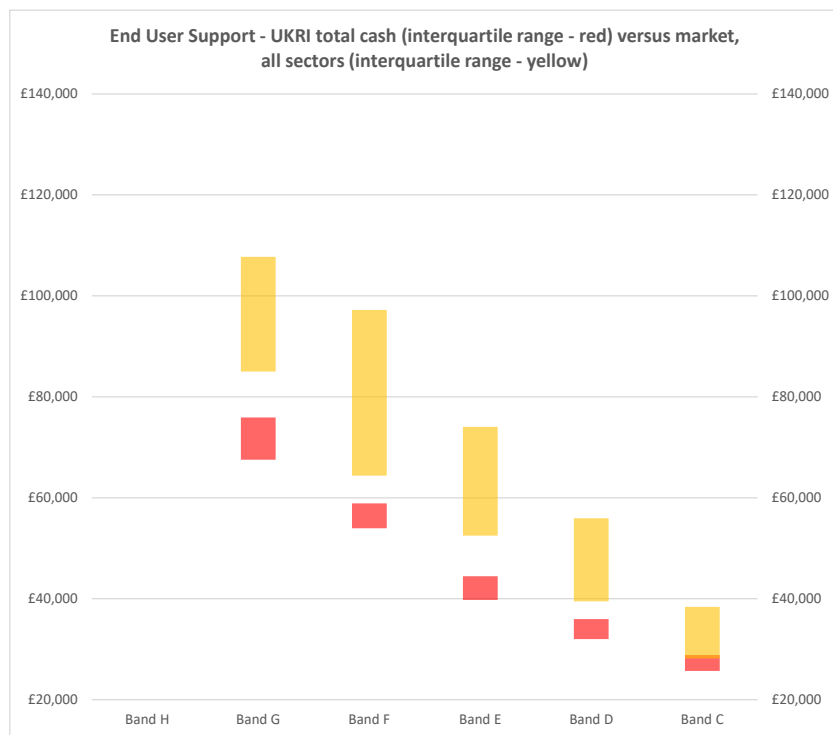


End User Support

	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£67,557	£68,902	£75,919	£85,000	£92,582	£107,738	74.42%
Band F	£53,967	£56,113	£58,898	£64,400	£80,480	£97,196	69.72%
Band E	£39,769	£42,095	£44,462	£52,510	£61,407	£74,041	68.55%
Band D	£32,005	£32,620	£35,990	£39,502	£46,655	£55,947	69.92%
Band C	£25,702	£26,018	£28,859	£28,191	£32,757	£38,408	79.43%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£62,962	£68,902	£70,603	£77,822	£85,541	£92,288	80.55%
Band F	£53,026	£54,502	£55,585	£60,748	£72,876	£88,552	74.79%
Band E	£39,769	£39,818	£43,768	£50,755	£58,293	£69,709	68.31%
Band D	£32,005	£32,032	£34,362	£38,987	£45,224	£53,967	70.83%
Band C	£25,702	£26,018	£27,501	£27,529	£31,857	£37,053	81.67%



End User Support



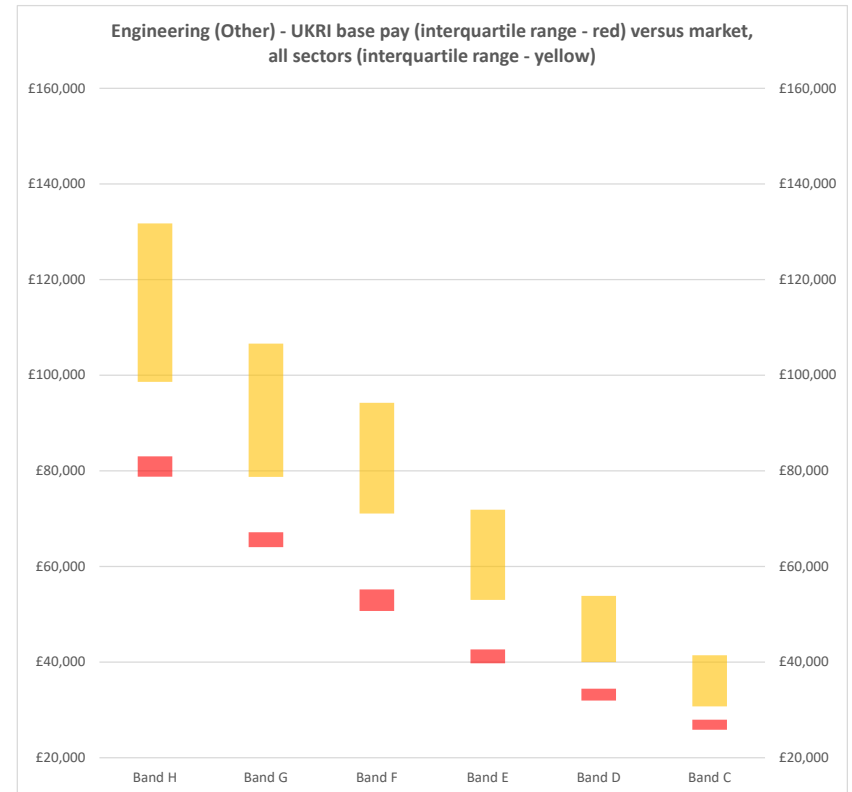
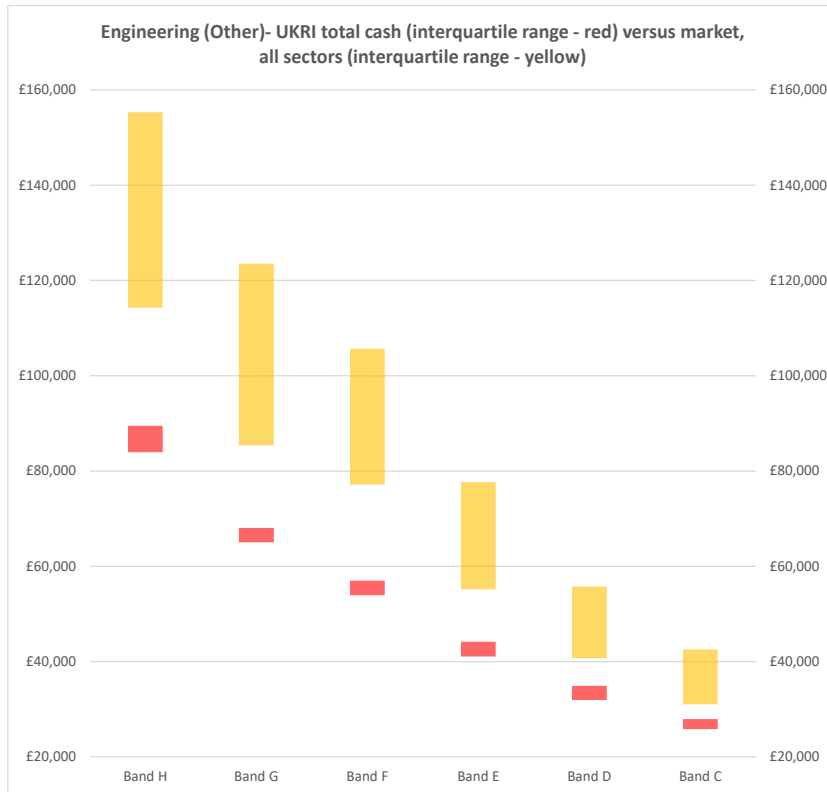


Engineering (Other)

	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H	£83,935	£85,371	£89,475	£114,271	£132,900	£155,321	64.24%
Band G	£65,046	£67,077	£68,046	£85,422	£103,209	£123,559	64.99%
Band F	£53,952	£55,295	£56,988	£77,119	£90,569	£105,660	61.05%
Band E	£41,057	£42,748	£44,166	£55,162	£66,540	£77,652	64.24%
Band D	£31,931	£33,066	£34,926	£40,725	£48,292	£55,761	68.47%
Band C	£25,827	£27,556	£27,938	£31,048	£36,138	£42,549	76.25%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H	£78,778	£82,500	£83,040	£98,613	£113,824	£131,741	72.48%
Band G	£64,040	£66,319	£67,160	£78,722	£90,000	£106,617	73.69%
Band F	£50,702	£51,921	£55,174	£71,065	£81,503	£94,211	63.70%
Band E	£39,748	£40,701	£42,627	£53,016	£62,487	£71,853	65.14%
Band D	£31,931	£32,157	£34,421	£40,000	£46,223	£53,832	69.57%
Band C	£25,827	£27,390	£27,938	£30,732	£35,510	£41,431	77.13%



Engineering (Other)



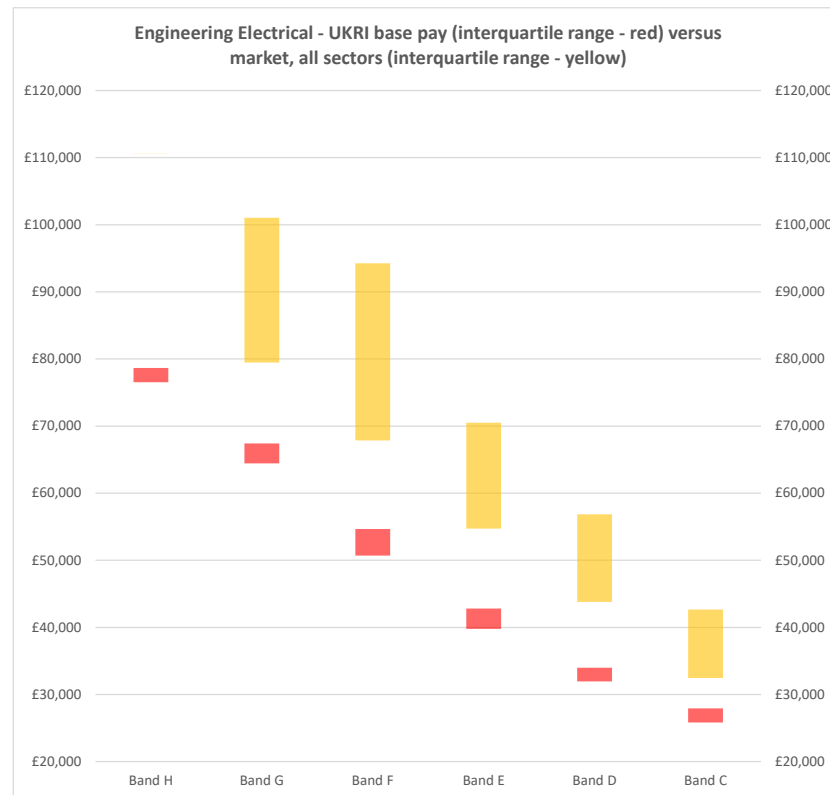


Engineering Electrical

	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H	£76,511	£77,582	£78,652		£110,594		70.15%
Band G	£66,609	£68,223	£69,907	£89,607	£100,538	£109,798	67.86%
Band F	£52,294	£56,001	£59,103	£76,443	£86,014	£100,491	65.11%
Band E	£40,550	£44,182	£46,770	£58,195	£67,490	£77,050	65.46%
Band D	£31,931	£34,000	£35,032	£45,304	£51,121	£59,513	66.51%
Band C	£27,532	£27,938	£29,938	£32,853	£38,090	£42,133	73.35%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H	£76,511	£77,582	£78,652		£110,600		70.15%
Band G	£64,444	£65,499	£67,408	£79,459	£87,613	£101,035	74.76%
Band F	£50,702	£52,081	£54,665	£67,869	£76,853	£94,251	67.77%
Band E	£39,769	£40,940	£42,797	£54,725	£61,622	£70,494	66.44%
Band D	£31,931	£32,032	£34,000	£43,783	£48,719	£56,848	65.75%
Band C	£25,827	£27,532	£27,938	£32,445	£37,242	£42,664	73.93%



Engineering Electrical



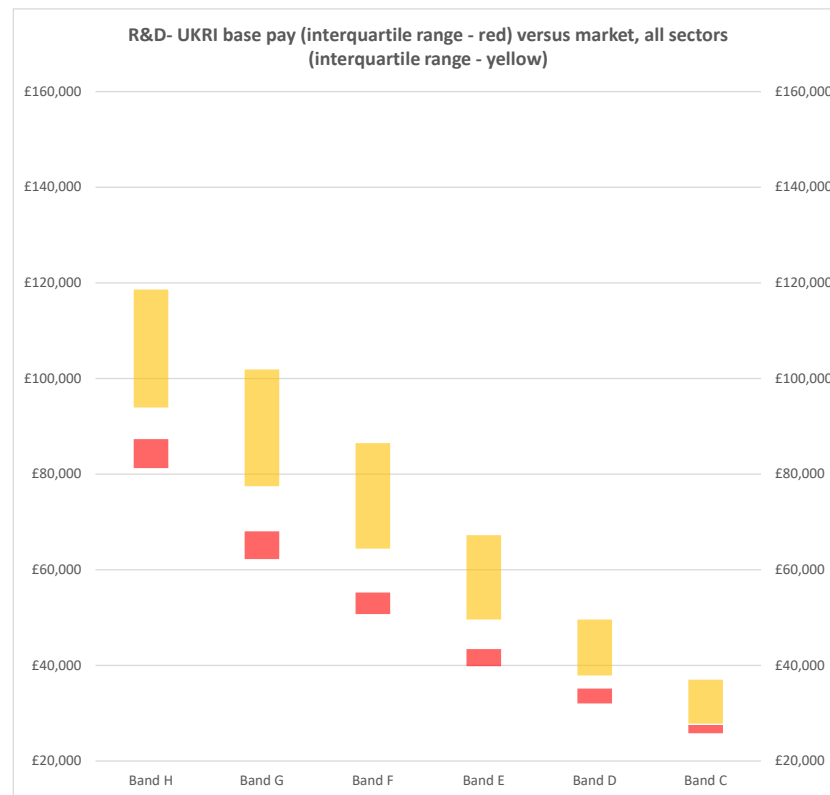
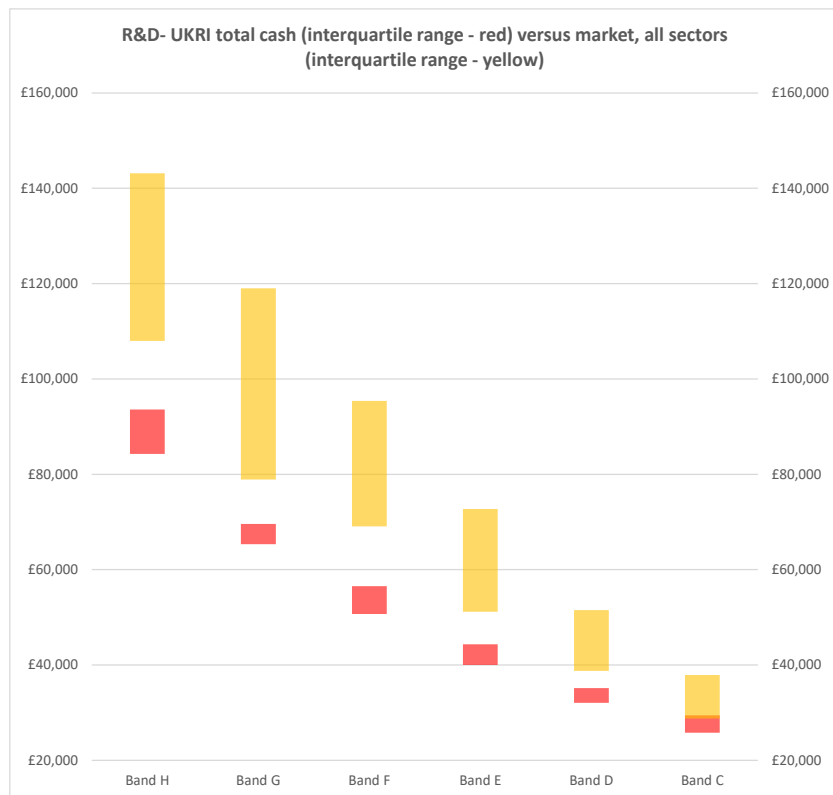


Scientific R&D

	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H	£84,294	£87,304	£93,615	£107,989	£123,867	£143,147	70.48%
Band G	£65,348	£67,227	£69,611	£78,897	£98,360	£119,001	68.35%
Band F	£50,702	£54,246	£56,551	£69,065	£80,000	£95,402	67.81%
Band E	£40,016	£42,300	£44,332	£51,159	£61,701	£72,708	68.56%
Band D	£32,057	£33,248	£35,143	£38,775	£44,561	£51,500	74.61%
Band C	£25,813	£27,501	£29,432	£28,755	£32,824	£37,904	83.78%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H	£81,223	£87,304	£87,304	£93,930	£106,934	£118,585	81.64%
Band G	£62,225	£65,441	£68,041	£77,466	£89,495	£101,857	73.12%
Band F	£50,702	£52,046	£55,231	£64,416	£73,975	£86,478	70.36%
Band E	£39,818	£41,122	£43,398	£49,560	£57,468	£67,211	71.56%
Band D	£32,032	£33,100	£35,143	£37,876	£43,016	£49,581	76.95%
Band C	£25,798	£27,501	£27,501	£27,819	£32,112	£36,970	85.64%



Scientific R&D

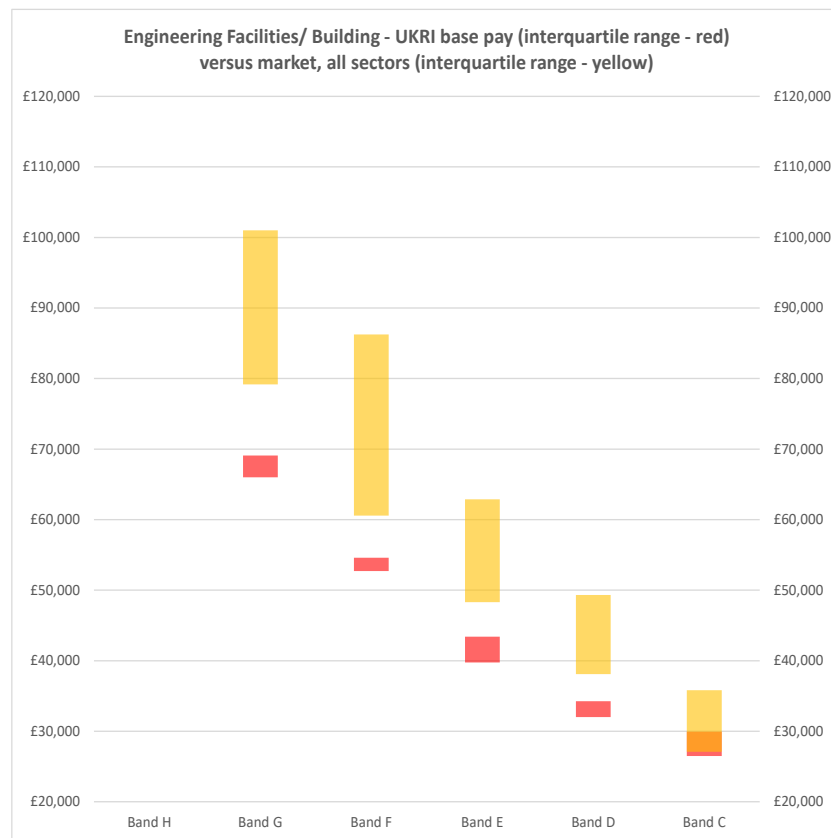
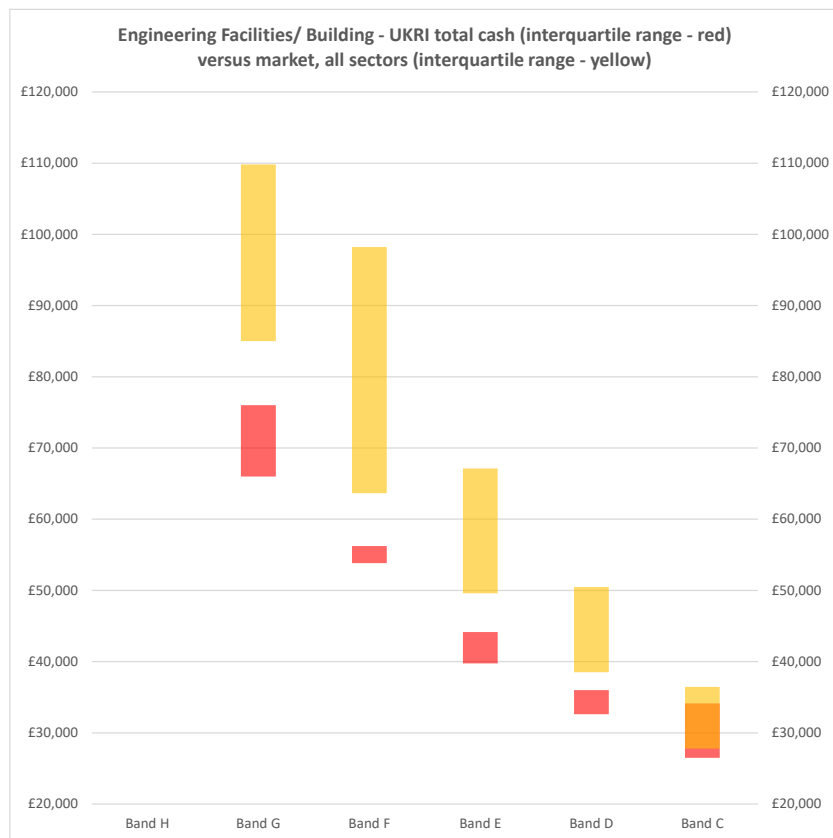




	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£66,000	£66,695	£76,010	£85,000	£95,632	£109,810	69.74%
Band F	£53,825	£55,104	£56,228	£63,656	£75,480	£98,209	73.00%
Band E	£39,748	£41,639	£44,166	£49,601	£55,998	£67,121	74.36%
Band D	£32,608	£34,159	£36,000	£38,520	£45,000	£50,462	75.91%
Band C	£26,500	£29,938	£34,145	£27,795	£31,542	£36,438	94.91%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£66,000	£66,695	£69,100	£79,163	£87,162	£100,997	76.52%
Band F	£52,711	£53,501	£54,600	£60,556	£68,070	£86,259	78.60%
Band E	£39,748	£40,361	£43,392	£48,305	£54,990	£62,877	73.40%
Band D	£32,005	£32,920	£34,247	£38,099	£43,808	£49,323	75.15%
Band C	£26,500	£27,877	£29,938	£27,100	£31,208	£35,802	89.33%



Engineering Facilities/ Building



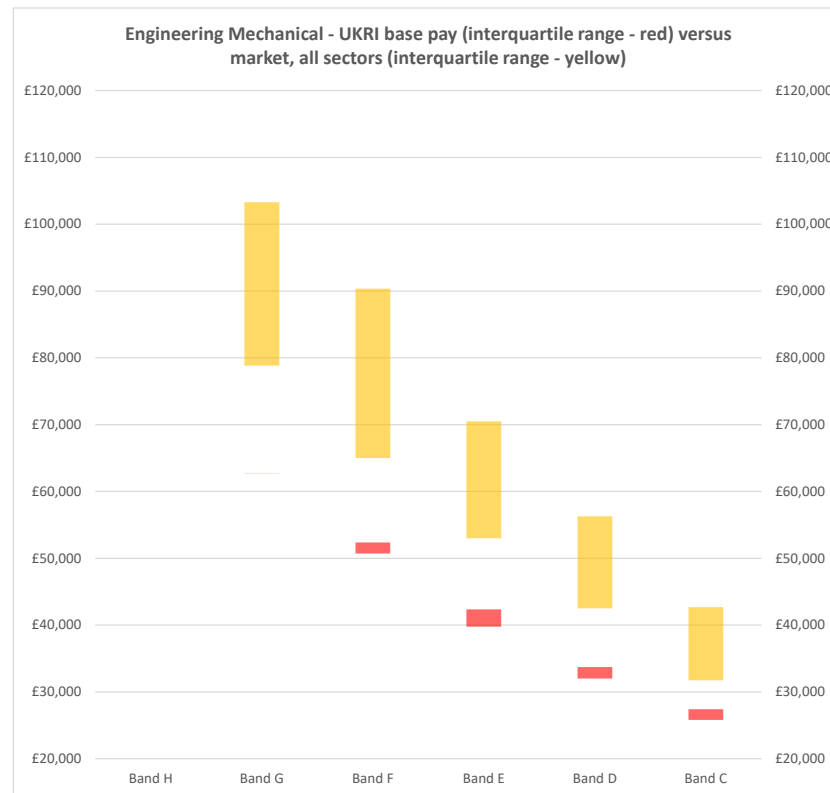
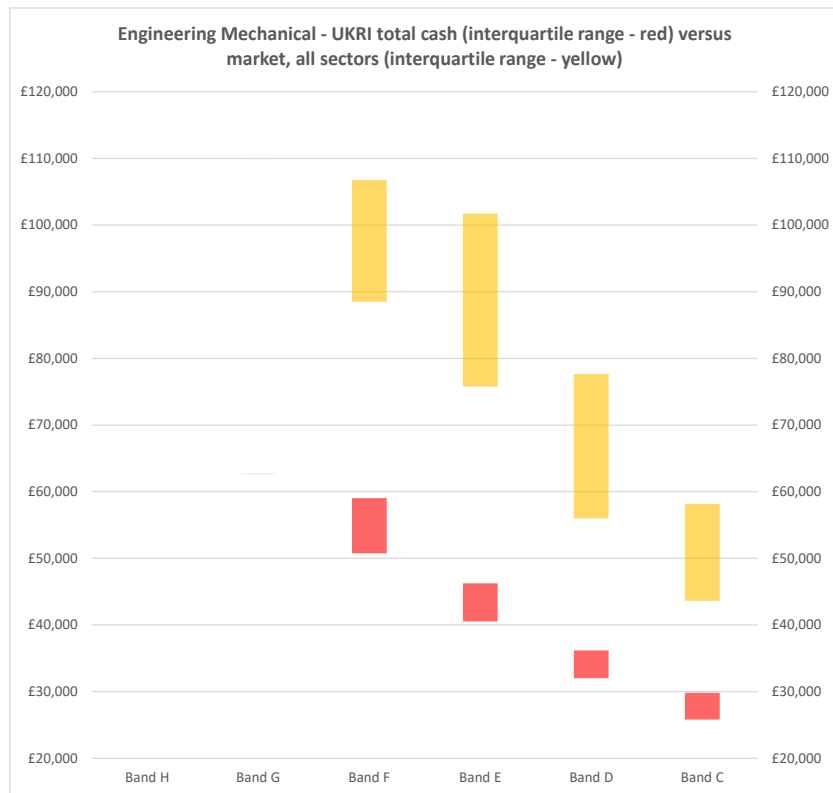


Engineering Mechanical

	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£62,633	£62,633	£62,633		£110,600		56.63%
Band F	£50,739	£53,252	£59,039	£88,509	£97,885	£106,779	54.40%
Band E	£40,526	£43,177	£46,261	£75,780	£90,565	£101,748	47.68%
Band D	£32,032	£34,247	£36,168	£56,009	£66,088	£77,678	51.82%
Band C	£25,798	£27,938	£29,810	£43,622	£50,738	£58,170	55.06%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£62,633	£62,633	£62,633	£78,830	£88,417	£103,289	70.84%
Band F	£50,702	£51,438	£52,370	£65,000	£75,384	£90,336	68.23%
Band E	£39,769	£41,073	£42,356	£53,000	£60,780	£70,506	67.58%
Band D	£32,005	£32,717	£33,709	£42,501	£48,678	£56,286	67.21%
Band C	£25,798	£26,448	£27,402	£31,735	£36,220	£42,669	73.02%



Engineering Mechanical



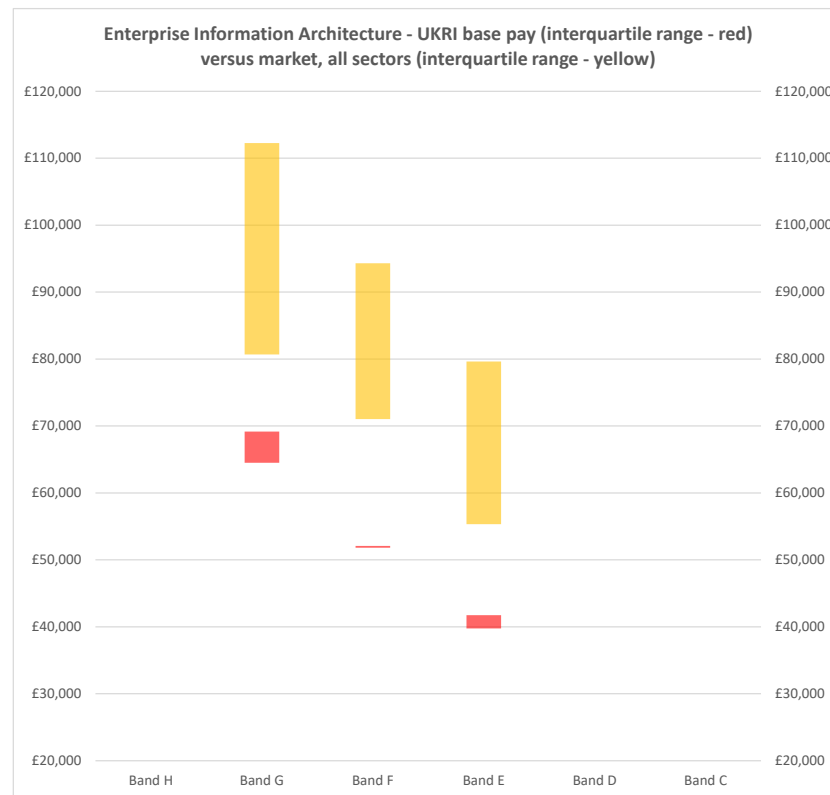
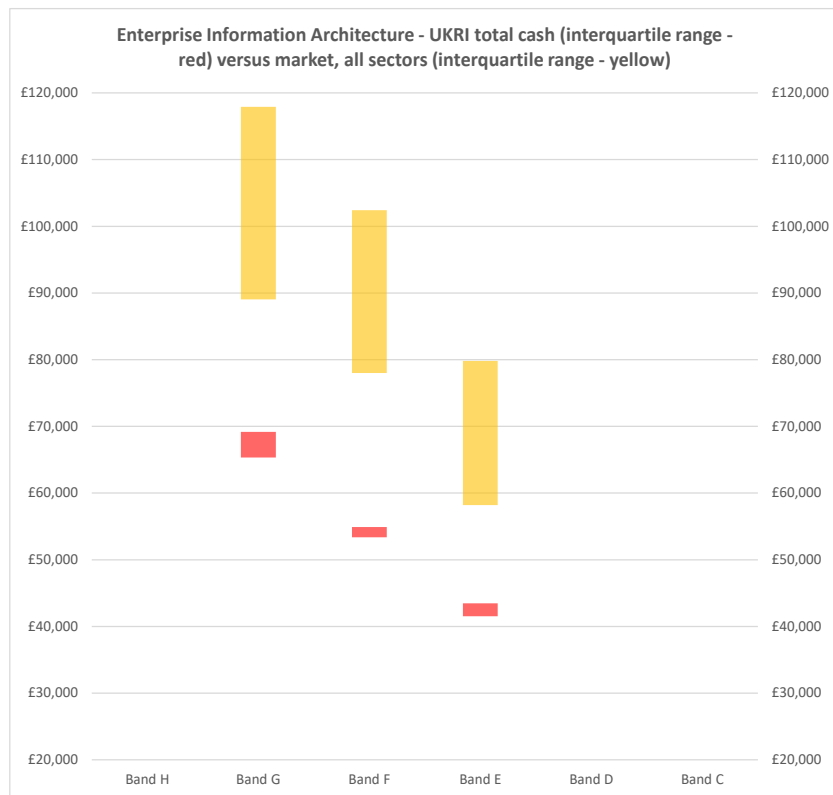


Enterprise Information Architecture

	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£65,318	£66,502	£69,183	£89,031	£98,894	£117,905	67.25%
Band F	£53,383	£54,685	£54,904	£78,010	£88,354	£102,423	61.89%
Band E	£41,519	£43,269	£43,485	£58,212	£66,741	£79,815	64.83%
Band D							
Band C							
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£64,517	£65,865	£69,183	£80,681	£90,151	£112,276	73.06%
Band F	£51,806	£52,081	£52,081	£71,028	£82,002	£94,321	63.51%
Band E	£39,769	£39,769	£41,735	£55,325	£64,728	£79,647	61.44%
Band D							
Band C							



Enterprise Information Architecture

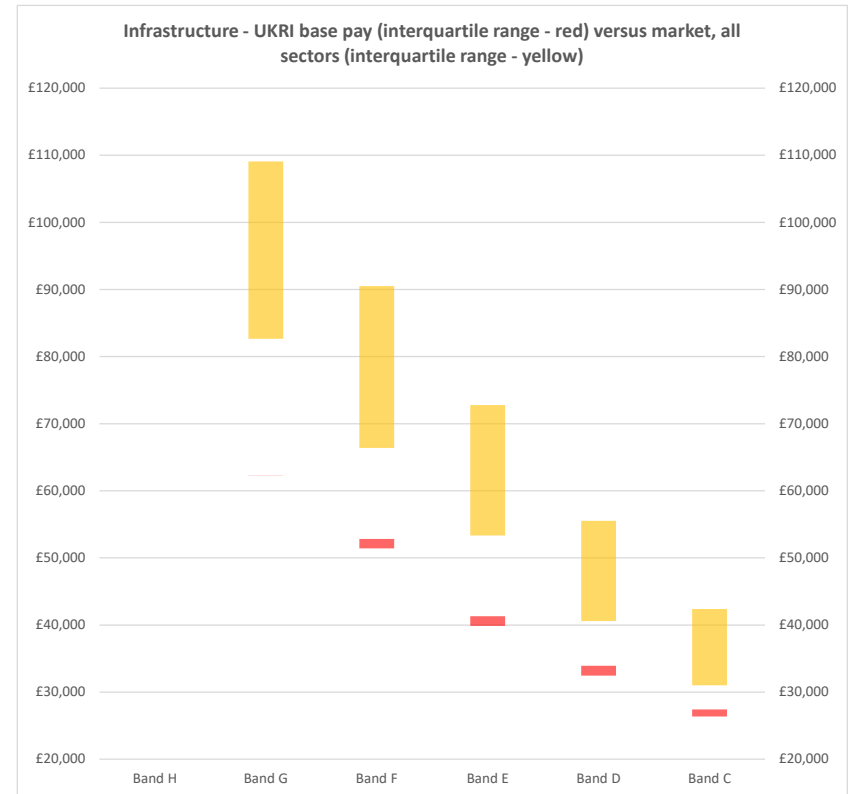
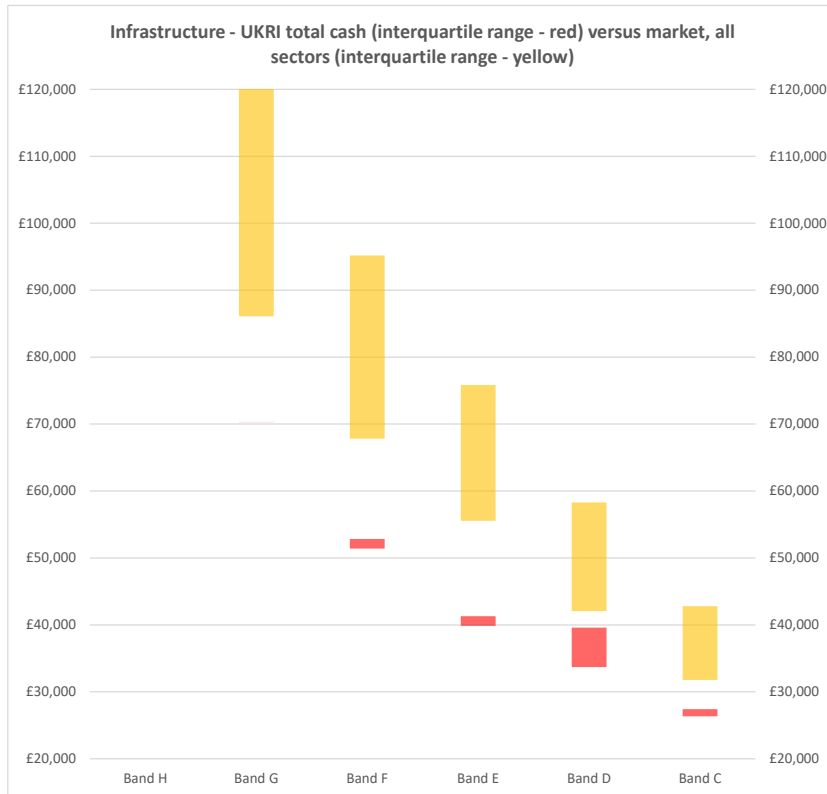




	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£70,285	£70,285	£70,285	£86,094	£101,428	£121,058	69.30%
Band F	£51,409	£52,116	£52,823	£67,815	£82,355	£95,178	63.28%
Band E	£39,858	£40,987	£41,311	£55,540	£65,991	£75,836	62.11%
Band D	£33,693	£35,802	£39,598	£42,063	£48,984	£58,304	73.09%
Band C	£26,355	£26,883	£27,410	£31,771	£37,162	£42,782	72.34%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£62,285	£62,285	£62,285	£82,650	£93,000	£109,062	66.97%
Band F	£51,409	£52,116	£52,823	£66,384	£76,072	£90,511	68.51%
Band E	£39,858	£40,987	£41,311	£53,335	£63,000	£72,770	65.06%
Band D	£32,457	£33,039	£33,936	£40,584	£46,725	£55,512	70.71%
Band C	£26,355	£26,883	£27,410	£31,006	£36,283	£42,378	74.09%



Infrastructure



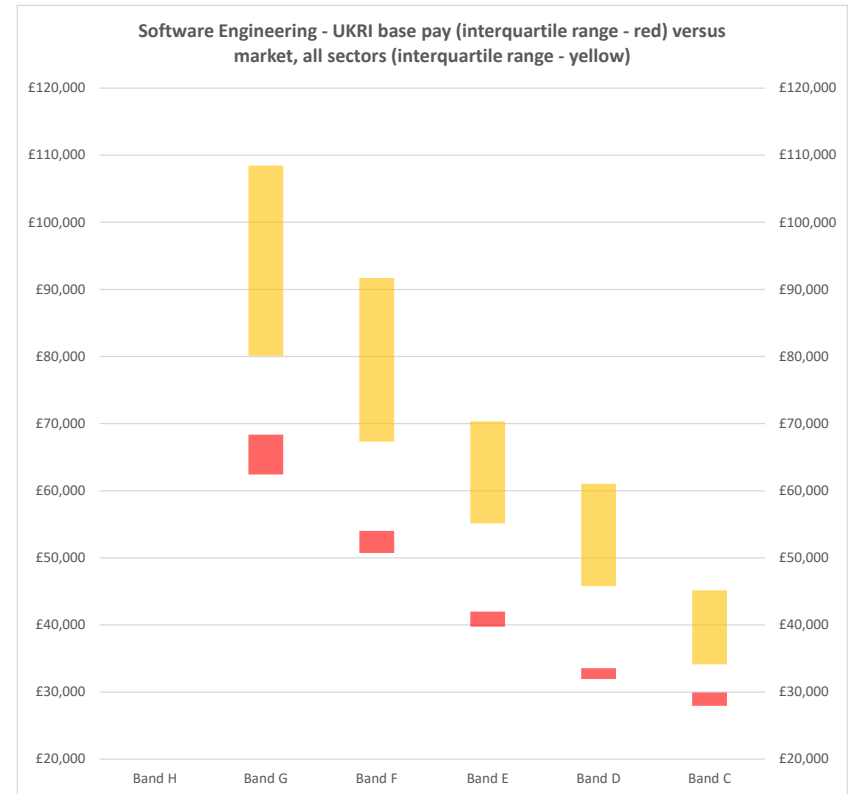
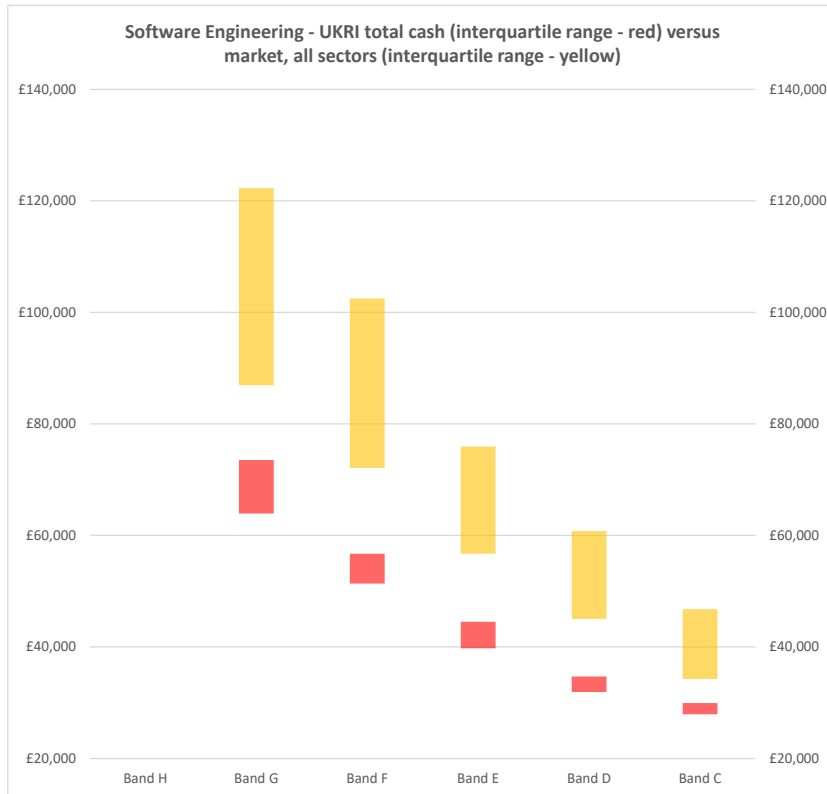


Software Engineering

	UKRI Total Cash			Total cash: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£63,929	£66,584	£73,524	£86,917	£103,866	£122,259	64.11%
Band F	£51,360	£54,017	£56,706	£72,094	£87,620	£102,497	61.65%
Band E	£39,748	£41,748	£44,515	£56,701	£67,051	£75,936	62.26%
Band D	£31,931	£32,005	£34,709	£45,041	£53,967	£60,790	59.30%
Band C	£27,938	£28,798	£29,938	£34,275	£38,151	£46,789	75.48%
	UKRI Base Pay			Base pay: market benchmark – all sectors			UKRI median vs market median
	Lower quartile	Median	Upper quartile	Lower quartile	Median	Upper quartile	
Band H							
Band G	£62,429	£63,584	£68,367	£80,104	£94,019	£108,440	67.63%
Band F	£50,702	£50,702	£54,006	£67,305	£79,894	£91,697	63.46%
Band E	£39,748	£39,769	£41,995	£55,118	£61,745	£70,327	64.41%
Band D	£31,931	£32,005	£33,565	£45,774	£52,378	£61,038	61.10%
Band C	£27,938	£27,938	£29,938	£34,116	£39,194	£45,156	71.28%

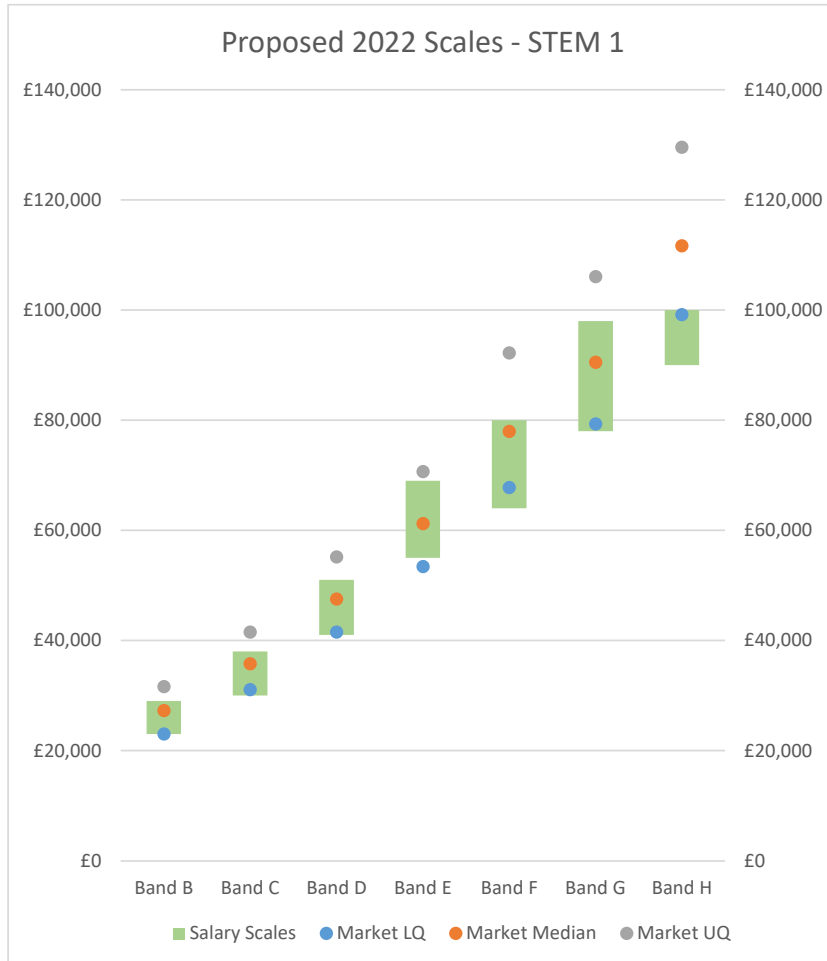


Software Engineering





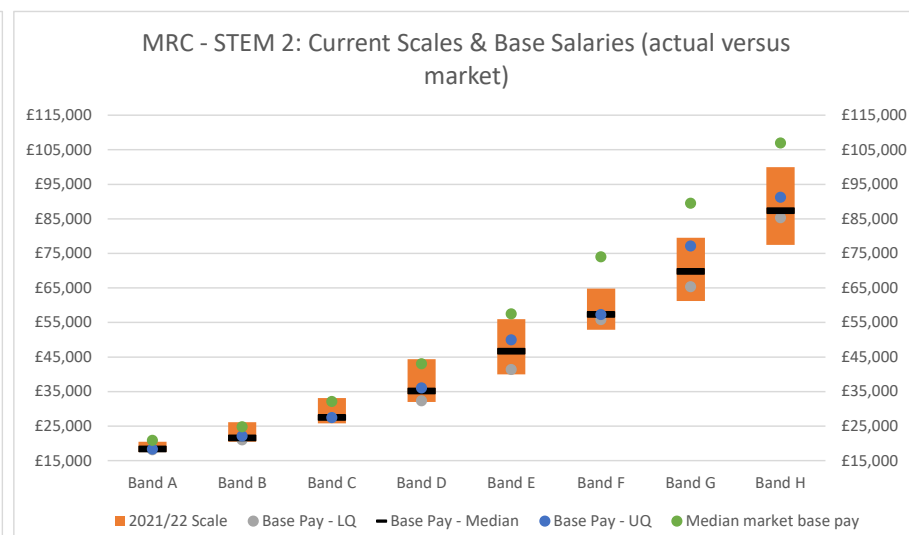
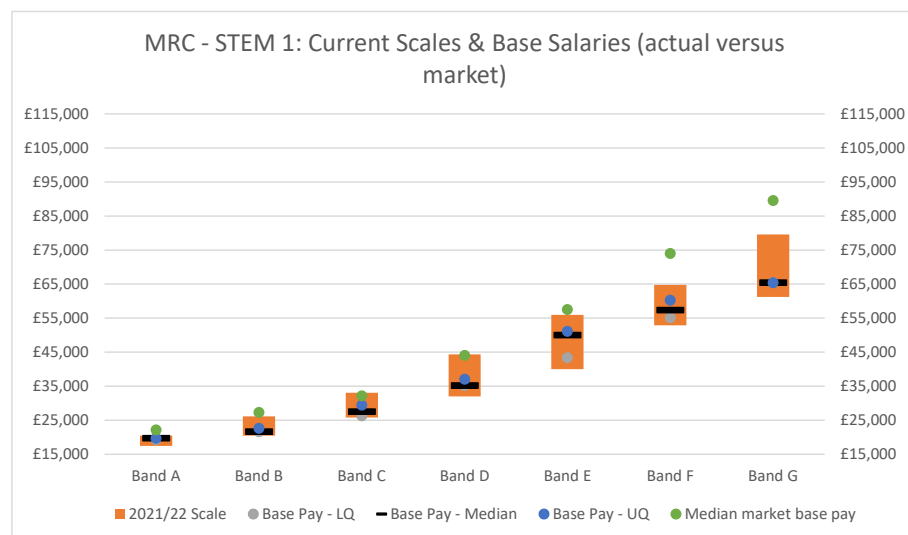
Proposed Scales vs Market





MRC: Current Salaries vs Market

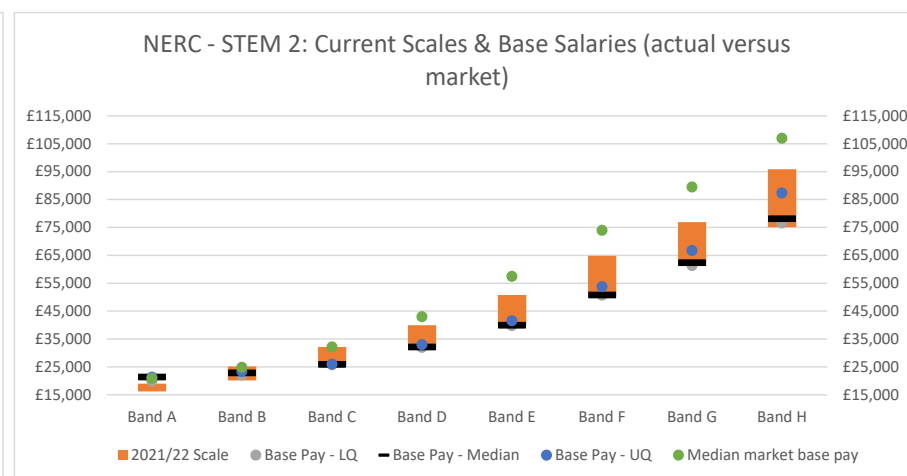
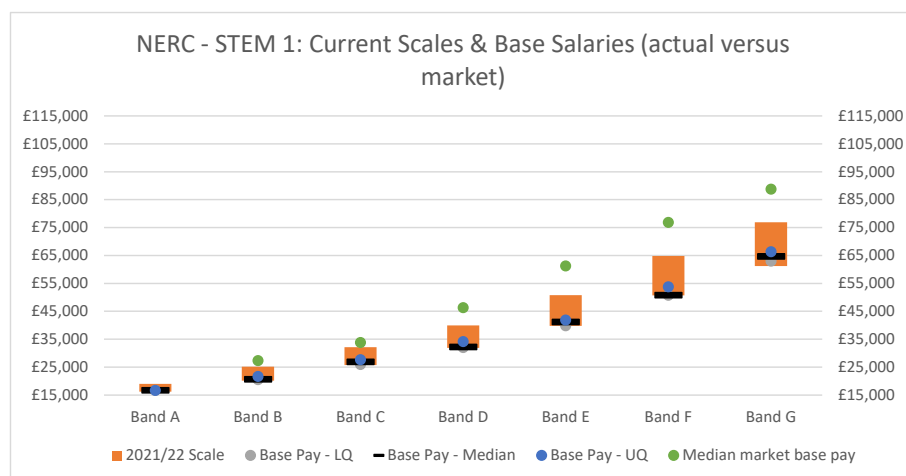
MRC	2021/22 Scale Min	2021/22 Scale Max	STEM 1				STEM 2			
			Base Pay - LQ	Base Pay - Median	Base Pay - UQ	Median market base salary	Base Pay - LQ	Base Pay - Median	Base Pay - UQ	Median market base salary
Band A	£17,469	£20,497	£19,234	£19,658	£19,658	£22,105	£18,159	£18,373	£18,373	£20,890
Band B	£20,484	£26,127	£21,571	£21,571	£22,606	£27,291	£21,018	£21,571	£22,163	£24,813
Band C	£25,798	£33,097	£26,237	£27,501	£29,432	£32,112	£27,501	£27,501	£27,501	£32,112
Band D	£32,005	£44,351	£35,143	£35,143	£37,018	£44,008	£32,302	£35,143	£36,081	£43,016
Band E	£40,016	£55,934	£43,330	£49,957	£51,061	£57,468	£41,398	£46,643	£49,957	£57,468
Band F	£52,877		£55,091	£57,305	£60,257	£73,975	£55,830	£57,305	£57,305	£73,975
Band G		£79,544	£65,348	£65,348	£65,348	£89,495	£65,348	£69,775	£77,154	£89,495
Band H	£77,453	£99,999					£85,335	£87,304	£91,247	£106,934





NERC: Current Salaries vs Market

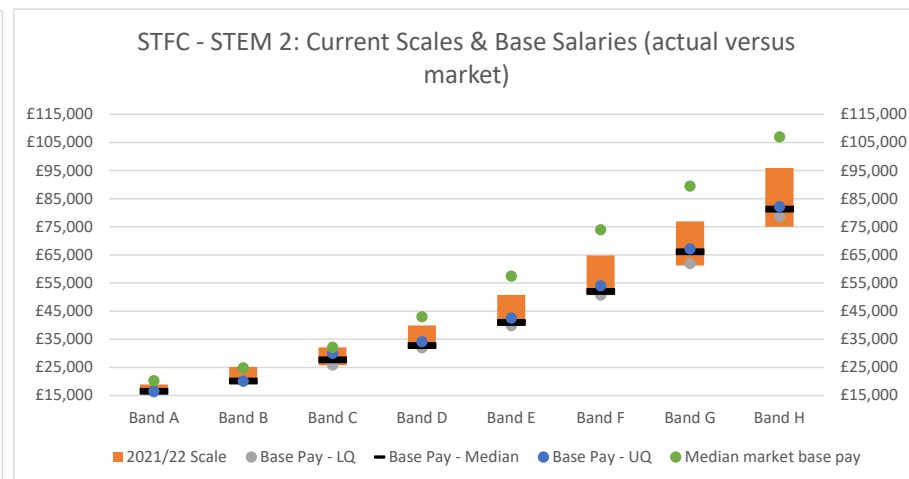
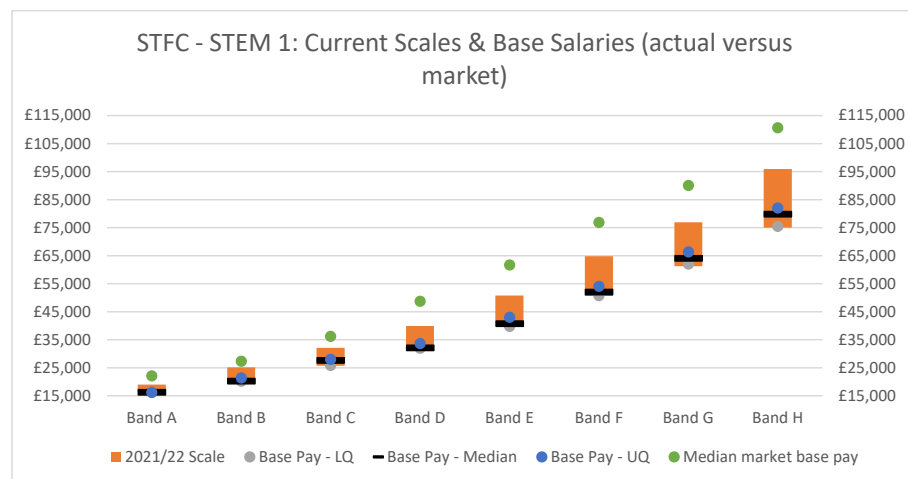
NERC	2021/22 Scale Min	2021/22 Scale Max	STEM 1				STEM 2			
			Base Pay - LQ	Base Pay - Median	Base Pay - UQ	Median market base salary	Base Pay - LQ	Base Pay - Median	Base Pay - UQ	Median market base salary
Band A	£16,215	£18,975	£16,597	£16,597	£16,597	#NUM!	£19,788	£21,260	£21,260	£20,890
Band B	£20,129	£25,160	£20,458	£20,596	£21,622	£27,291	£22,062	£22,795	£23,329	£24,813
Band C	£25,702	£32,129	£25,875	£26,785	£27,610	£33,811	£25,702	£25,827	£26,018	£32,112
Band D	£31,931	£39,915	£32,005	£32,151	£34,111	£46,223	£32,005	£32,032	£32,924	£43,016
Band E	£39,748	£50,790	£39,769	£41,117	£41,860	£61,196	£39,769	£39,818	£41,496	£57,468
Band F	£50,702	£64,786	£50,702	£50,702	£53,770	£76,853	£50,702	£50,732	£53,770	£73,975
Band G	£61,227	£76,925	£62,920	£64,614	£66,307	£88,722	£61,264	£62,255	£66,741	£89,495
Band H	£75,055	£95,902					£76,531	£78,006	£87,328	£106,934





STFC: Current Salaries vs Market

STFC	2021/22 Scale Min	2021/22 Scale Max	STEM 1				STEM 2			
			Base Pay - LQ	Base Pay - Median	Base Pay - UQ	Median market base pay	Base Pay - LQ	Base Pay - Median	Base Pay - UQ	Median market base pay
Band A	£16,215	£18,975	£16,215	£16,215	£16,215	£22,105	£16,311	£16,406	£16,502	£20,251
Band B	£20,129	£25,160	£20,129	£20,129	£21,370	£27,291	£20,129	£20,129	£20,129	£24,813
Band C	£25,702	£32,129	£25,827	£27,532	£27,938	£36,220	£25,805	£27,610	£29,938	£32,112
Band D	£31,931	£39,915	£31,931	£32,032	£33,573	£48,678	£31,931	£32,717	£34,159	£43,016
Band E	£39,748	£50,790	£39,748	£40,705	£42,965	£61,622	£39,818	£40,919	£42,500	£57,468
Band F	£50,702	£64,786	£50,702	£51,921	£54,025	£76,853	£50,702	£51,950	£54,046	£73,975
Band G	£61,227	£76,925	£62,012	£63,961	£66,319	£90,000	£61,876	£66,105	£67,163	£89,495
Band H	£75,055	£95,902	£75,440	£79,723	£81,945	£110,600	£78,683	£81,223	£82,181	£106,934





Civil Service Responsibility Level	Median Salaries of Civil Servants*				UKRI	UKRI Median FTE Salary	UKRI Difference to Median of Civil Servants			
	England	England excluding London	Scotland	All Civil Servants			England	England excludin g London	Scotland	All Civil Servants
Grade 6	£67,320	£66,610	£71,550	£67,720	Band G	£63,368	-6%	-5%	-11%	-6%
Grade 7	£54,540	£53,360	£55,210	£54,680	Band F	£50,702	-7%	-5%	-8%	-7%
Senior Executive Officer	£40,580	£40,180	£43,000	£40,600	Band E	£39,818	-2%	-1%	-7%	-2%
Higher Executive Officer	£33,370	£33,080	£33,370	£33,370	Band D	£32,005	-4%	-3%	-4%	-4%
Executive Officer	£27,570	£27,570	£27,570	£27,570	Band C	£25,798	-6%	-6%	-6%	-6%
Administrative Officer	£21,680	£21,300	£21,280	£21,680	Band B	£20,484	-6%	-4%	-4%	-6%
Administrative Assistant	£20,890	£20,480	£21,050	£20,890	Band A	£19,048	-9%	-7%	-10%	-9%

*<https://www.gov.uk/government/statistics/civil-service-median-salary-by-region-and-responsibility-level-2022>