

Joint Imperial College Trade Unions Pay Claim 2018

Prepared jointly by Unite, Unison and UCU at Imperial for Management, 14/5/2018

Summary

Cost of Living

Taking into account the cost of housing, the rate of inflation in London appears now to be much higher than elsewhere in Britain, approaching twice that of the rest of the country. In the past seven years, the cost of living in London has risen twice as fast as pay settlements at Imperial College.

In real terms, that means that wages at Imperial have fallen in real terms. Even ignoring the cost of housing, pay has fallen in buying power by 13%.

Affordability

Imperial continues to make significant operating surpluses every year. It is investing eye-watering sums in buildings, mostly drawn from internal surpluses.

The latest accounts show that while management spoke about trying to protect the pay of the lowest-paid, substantially more than half the increase in staff costs went to 111 people paid more than £160,000.

Gender Pay Gap

Imperial's pay gap remains substantial, with far fewer women in the highest pay brackets.

Workload

Staff report intensification of workloads and many – if not most – are working well over their contracted hours for free, thus in effect making substantial donations to Imperial College.

Our claim:

- **7.5% or £3000 (whichever is the highest) as an installment towards the shortfall in Imperial College pay settlements compared to the cost of living in London**
- **The same increase applied to the College Worker rate with a commitment to pay at least the London Living Wage at all times.**
- **A commitment to close the gender pay gap by 2020.**
- **Action on workloads to ensure that members of staff at Imperial do not routinely work beyond their contracted hours and to harmonise contractual hours at 35 / week.**
- **Agreement with the joint trade unions to reduce the use of fixed-term contracts and to convert existing contracts to open-ended ones.**