

**Imperial College Union  
Finance, Audit & Risk Committee / 22 March 2023**

**Casual Worker Pay Review**

Author(s): Ashley Cory (Associate Director of Support Services)

Purpose: To propose the uplift of Casual Worker pay rates in line with an increase in the London Living Wage.

Decision(s): To approve the revised pay rates effective from 1 April 2023.

**1. Current Context**

In March 2021, the Board of Trustees set out an ambition to improve our pay rates for Casual Workers and bring them in line with the London Living Wage. This has been the case since July 2021, when our casual rates of pay were significantly increased to meet College rates of pay. Our rates of pay have been updated annually from 1 April each year.

ICU maintains this ambition to keep casual worker pay rates above the National Living Wage, and in line with London Living Wage. As such, this paper proposes an increase in casual rates of pay to reflect increases in the London Living Wage announced last September.

**2. Pay Rates**

The table below illustrates the current and proposed rates (including holiday pay):

<b>Worker Category</b>	<b>Current Rate</b>	<b>Proposed Rate</b>	<b>Increase</b>
Category 1	11.55	11.95	3.5%
Category 2	12.26	12.69	3.5%
Category 3	13.81	14.29	3.5%
Category 4	15.52	16.06	3.5%

This reflects a 3.5% increase to take our category 1 rate of pay from our previous rate of pay to the current London Living Wage. It also includes a corresponding 3.5% increase to the higher category rates of pay.

**3. Recommendation**

Trustees are recommended to approve the proposed rates effective from 1 April 2023.