



**Imperial College Union
Appointment and Remuneration Committee**

Tuesday 13 February 2018

AGENDA ITEM NO.	
TITLE	Temporary Student Staff Hourly Rate Review and new Competency Framework
AUTHOR	Malcolm Martin
EXECUTIVE SUMMARY	<p>The top tier of the National Living Wage (NLW) is increasing from £7.50 to £7.83 p/h with effective from 1 April 2018. We currently pay this rate, plus a rolled up annual leave entitlement, to all temporary student staff regardless of age. The attached rates therefore need to reviewed and approved ahead of the April uplift.</p> <p>You will note that we are reducing the number of categories of student staff pay rates from 8 to 4. In order to underpin this move, a working group comprising the Duty President (Finance and Services) and other key managers, has carefully considered a simple competency framework to give a clear rational as to what category is payable for the various types of work undertaken.</p> <p>Once the competency framework has been agreed by Leadership, the student skills matrix and role description template will be published on the Union website.</p>
PURPOSE	<p>The Union continues to pay the top tier NLW to all temporary students at a rate lower than the College's temporary pay framework in recognition that the economic reality of a student is different to that of other workers. By paying a lower framework, the Union is able to offer more opportunities to a greater number of students and can continue to offer a reduced pricing regime at its various commercial outlets.</p> <p>By approving the new rates the Union is continuing with this strategy.</p>
DECISION/ACTION REQUIRED	<p>A decision is needed on the new hourly rates effective 1 April.</p> <p>Committee members are asked to note the new student staff competency framework which will be discussed at the next Leadership meeting.</p>