

RSUA Commitments to Fair Pay for Part 1 Graduates

- 1. Employment:** Where the Practice is engaging a Part 1 graduate, she or he will be an employee of the practice and will be paid on a salaried basis. Graduates will **not** be engaged on a self-employed basis.
- 2. Basic Pay:** The Practice commits to paying Part 1 graduate employees a minimum of the Real Living Wage as set by the [Living Wage Foundation](#). As of 22 September 2022, the Real Living Wage is £10.90 per hour.
- 3. Overtime:** The Practice commits to not request or expect overtime on a routine basis from Part 1 Graduate employees and to fairly compensate employees when project-specific overtime is required and pre-approved by a Director.
- 4. Leave:** The Practice commits to providing Part 1 graduate employees with a minimum of [5.6 weeks](#) leave per annum on a pro rata basis.
- 5. Mentoring:** The Practice commits to giving Part 1 graduate employees reasonable opportunities to gain an adequate breadth and depth of experience from the range described in the [RIBA Professional Experience and Development Scheme](#) and to nominating an experienced architect to be personally responsible for the employee's work, and for supervising and guiding the employee's professional experience. This person is the Employment Mentor.

These commitments relate to Part 1 Graduates ie. those who have completed Part 1 and have not yet started Part 2.

Failure to Meet Commitments

RSUA is asking its student members to report any practice which is signed up to these commitments but fails to uphold them in reality. Students should contact RSUA Director, Ciarán Fox on 0772 500 9765 or ciaran@rsua.org.uk. All reports will be dealt with confidentially.

Model Contracts for Part 1 Students

RIBA previously provided model contracts for Part 1 students however these are currently under review. RIBA plan to issue new guidance on model contracts in the New Year. If you would like to speak to someone about this, please contact joanna.parry@riba.org.

Whilst this set of commitments is aimed at employers it is also important that graduate employees fully understand their commitments as set out in their contact.