

Intercollegiate re-charge rates for supervisions 2022-23

The Bursars' Committee is reminded that, at its last meeting, it agreed to defer consideration of the intercollegiate re-charge rates for supervisions until the meeting on 16 June 2022.

Its Business Committee, at a meeting on 9 June 2022, noted that the convention would be to increase the rates by the national scale inflationary index from the previous year (which was 1.5%), but that it would be appropriate to take heed of the change from a long-term low-inflation environment.

In its discussion, it noted:

- the setting of the intercollegiate re-charge rates for supervisions was a discrete matter from the amounts that Colleges paid individuals for providing supervisions, though clearly one affected the other.
- Colleges have a number of individual arrangements for both the procurement and payment of supervisions:
 - Many Colleges required Fellows to provide supervisions as part of their duties as a Fellow (for which they may or may not receive payment).
 - Some Colleges employed College Teaching Officers (Fellows) or other senior member posts not necessarily attracting a Fellowship, for which they were paid a salary (with the provision of supervisions as part of their duties).
 - Colleges entered into arrangements with each other to share supervision resources, with financial exchanges for such services governed by the intercollegiate re-charge rates for supervisions.
 - Colleges then recruited individuals to provide their services of supervisions for payment, which included drawing on a wide range of people, including their own staff and Fellows, University employees (University Teaching Officers, unestablished early career researchers), postdoctoral students and private individuals. Some Colleges used the intercollegiate re-charge rates for supervisions for such work, while others paid some individuals enhanced rates.
- the indexation of the intercollegiate re-charge rates for supervisions to the national scale inflationary index from the previous year was a long-established practice (over 40 years as far as can be ascertained). Its origins are unknown, but are thought to be linked to the practice that a majority of Colleges (at least historically) linked their academic salaries to the national scale.
- there were no statutory reasons why this indexation rate should continue, though it was felt to be a transparent mechanism.

The Business Committee considered a number of alternative models for implementation for 2022-23, including:

- implementing the 1.5% increase.
- implementing a 3% increase, the national scale inflationary rate for 2022-23.
- implementing a 1.5% uplift on last year's rate for supervision sizes 3 & 4+, but lifting smaller-size supervisions to eliminate the "kink" in the straight line requested by UCU representatives in discussions in 2018 and 2019.
- adding a 1.5% uplift on last year's rate for the supervision size of 4+, and then identifying a straight-line slope to target an overall nominal cost of a 1.5% increase overall.
- adopting an "hourly rate" model, as proposed by representatives of the #justiceforsupervisors campaign.

The Committee was not convinced that models based on a straight-line graph or an hourly rate were relevant to its discussions, and re-iterated that the intercollegiate re-charge rates for supervisions had not in the past been based on any hourly calculations. After some discussion, the Committee agreed:

- a) not to proceed with any of the proposed models.
- b) to recommend to the Bursars' Committee the continuation of indexing the intercollegiate supervision recharge rates to the agreed UCEA-UCU negotiated national spine increase for academic staff pay, but to bring forward the indexation to the current year's percentage increase (rather than the previous model of using the previous year's agreed increase).
- c) in adopting this for 2022-23, the Committee recognised and agreed that the uplift for 2022-23 should therefore, exceptionally, include the national increases for both 2021-22 (1.5%) and 2022-23 (3%).

It noted that this proposal retained the link to other academic pay increases in the higher education sector and acknowledged the current high inflation environment. Consequently, the proposed rates would be:

| Supervision size | 2021-22 levels | % increase on 2021-22 levels | 2022-23 Proposed rates |
|-------------------------|-----------------------|-------------------------------------|-------------------------------|
| 1 | £31.17 | 4.545% | £32.59 |
| 2 | £36.83 | 4.545% | £38.50 |
| 3 | £42.50 | 4.545% | £44.43 |
| 4+ | £45.01 | 4.545% | £47.06 |

It further agreed that Colleges would be reminded that these were the intercollegiate re-charge rates for supervisions (i.e. the rates used between Colleges when their employed staff or Fellows offered their supervision services for other Colleges) and that they otherwise remained free to set payment rates for supervisions independently.

Dr M Russell
23 June 2022

The Bursars' Committee approved the proposed rates at its meeting on 6 July 2022, where it also recommended that this paper be published on the webpage for the Undergraduate Supervision System Task and Finish Group.