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UNIVERSITY OF
CAMBRIDGE

NOTICES

**Grace 4 of 24 July 2019 (governance of postgraduate and graduate student matters):
Notice of amendment***2 August 2019*

The Vice-Chancellor gives notice that he has received proposals for the amendment of Grace 4 of 24 July 2019 (*Reporter*, 6557, 2018–19, p. 863), signed by 44 members of the Regent House as noted in the Annex below.

The Grace at present reads as follows:

That the recommendations in paragraph 13 of the Joint Report of the Council and the General Board, dated 17 June and 5 June 2019, on the governance of matters for postgraduate and graduate students (*Reporter*, 6553, 2018–19, p. 726), as amended by the Council's Notice dated 22 July 2019 (*Reporter*, 6557, 2018–19, p. 841) be approved.

The amendments proposed are as follows:

The undersigned members of the Regent House request the following amendments to Grace 4 of 24 July 2019:

- (1) In Recommendations III and IV of the Report, that the text 'with effect from 1 October 2019' be replaced by 'with effect from 1 October 2020'.

This amendment has the effect of delaying the dissolution of the Board of Graduate Studies and the transfer of its duties to the new Postgraduate Committee by one year, until Michaelmas 2020.

- (2) In the proposed changes to Ordinances in Annex C, that the words 'graduate student', 'graduate registered student' or 'matriculated graduate registered student' be inserted in place of 'postgraduate student', 'postgraduate registered student' or 'matriculated postgraduate registered student', as appropriate, including the setting aside of the changes proposed in paragraphs 13, 21 and 36.

This amendment will mean Statutes and Ordinances remain consistent with established usage in Cambridge and amongst our main competitors for research student recruitment, and remove the need for extensive rewrites of Departmental and College literature and websites.

The Council will consider the proposed amendments at its meeting on 24 September 2019.

ANNEX

A. AL-TABBAA	A. J. FLEWITT	R. R. KERSWELL*
N. BAMPOS	C. F. FORSYTH	J. LASENBY
P. D. BARKER	H. L. FOX*	D. LIANG
C. Y. BARLOW	A. GANNON	J. R. LISTER*
J. D. BARROW*	R. GARCÍA-MAYORAL	J. J. MAGUIRE
I. BRILAKIS	G. F. GILMORE	W. P. NOLAN
W. J. BYRNE	W. R. GRAHAM	R. PADMAN
S. J. COWLEY*	S. D. GUEST	A. PHILPOTT
S. B. DALZIEL*	E. A. H. HALL	J. E. QUINN
M. S. DAVIES WYKES	C. A. HANIFF	S. A. T. REDFERN
A. C. DAVIS*	T. HASAN	S. RUSSELL
M. J. DIXON	M. M. HINES	S. J. SAVORY
S. J. EGMEN*	S. HOCHGREB	E. SHWAGERAUS
J. M. EVANS*	S. HOFMANN	B. D. SLOAN
R. A. FENNER	NEIL G. JONES	

* Names marked with an asterisk requested proposed amendment (1) only (change of effective date to 1 October 2020).

Grace 5 of 24 July 2019 (organisational structure of student representation on Faculty Boards and other bodies): Request for a ballot

2 August 2019

The Vice-Chancellor gives notice that he has received a request for a vote on Grace 5 of 24 July 2019 (*Reporter*, 6557, 2018–19, p. 863), signed by 36 members of the Regent House as noted in the Annex below.

The Grace reads as follows:

That the organisational structure of student representation on Faculty Boards and other bodies be amended as outlined in the General Board's Notice dated 22 July 2019 (*Reporter*, 6557, 2018–19, p. 846).

Notice of the ballot and timetable will be published in the *Reporter* on 25 September 2019.

ANNEX

B. C. ALLANACH	R. D. HAYWARD	A. I. PESCI
S. J. COWLEY	H. P. J. M. HENDRIKS	G. RANGWALA
A. J. CRISP	S. B. HOLDEN	O. RATH SPIVACK
D. E. A. CURTIS	S. J. JACKSON	S. E. SATCHELL
S. B. DALZIEL	M. C. JONES	S. J. SAVORY
N. DOREY	M. P. JUNIPER	H. SHEPHERD
J. M. EVANS	R. R. KERSWELL	P. J. SLOMAN
A. W. FREER	M. H. KRAMER	F. M. STAJANO
V. GIBSON	S. KUSUKAWA	D. TONG
R. E. GOLDSTEIN	M. D. S. LAZARUS	M. T. J. WEBBER
P. A. HAAS	J. R. LISTER	Sir GREGORY WINTER
S. K. HAIGH	A. D. MING	A. ZSÁK

University salaries and stipends

26 August 2019

The Universities and Colleges Employers Association (UCEA) has proposed a pay settlement from 1 August 2019. The settlement provides for a 1.8% increase to the stipends and salaries of non-clinical staff on all spine points, except spine points 11 to 28 where the increases will be as follows:

Points 11 to 15	3.65% increase	Point 23	2.14% increase
Point 16	3.56% increase	Point 24	2.03% increase
Point 17	3.55% increase	Point 25	1.97% increase
Point 18	3.53% increase	Point 26	1.92% increase
Point 19	3.45% increase	Point 27	1.87% increase
Point 20	3.33% increase	Point 28	1.82% increase
Point 21	2.86% increase	Point 29 and above	1.80% increase
Point 22	2.38% increase		

It should be noted that the New Joint Negotiating Committee for Higher Education Staff (New JNCHES) trade unions remain in dispute over the offer. However, UCEA has confirmed that the formal dispute resolution procedure set out in the New JNCHES agreement has been exhausted and has therefore advised that implementation of the pay settlement should proceed.

Ballots for industrial action by UCU run from 9 September until 30 October, meaning it seems unlikely there will be a resolution of the dispute in the near future. On this basis, and pending the outcome of further discussions at national level, the Council and the General Board have agreed that increases on the basis set out above should be made in all relevant stipends and salaries with effect from 1 August 2019, to ensure University staff receive the increase without further delay.

The stipends and salaries of certain University staff require the approval of the Regent House. The Council is accordingly submitting a Grace (Grace 1, p. 888) to the Regent House for the approval of an increase of 1.8% to 3.65% (as specified above) in these stipends and salaries. An updated Cambridge general stipend and salary scale, showing the proposed new stipends and salaries for each grade, is included in this Notice. This indicates the 50 points of the national single spine as well as those points, above and below, which are extensions to the spine in Cambridge. Changes will also be applied to associated payments directly linked to a single spine stipend/salary point.

Subject to the approval of this Grace, the corresponding increases will be implemented in the stipends of those offices which do not require the approval of the University as well as in the salaries of analogous unestablished staff.

It is expected that, if the Grace is approved, the increases will be paid to staff in the September 2019 payroll.

SCHEDULE

UNIVERSITY OF CAMBRIDGE: SINGLE SALARY SPINE AS AT 1 AUGUST 2019

Point on scale	Grades												Point on scale	Single spine salary				
	T	1	2	3	4	5	6	7	8	9	10	11		12		From 1 August 2018	From 1 August 2019	
														Band 1	Band 2	Band 3	Band 4	
100															*	100	£183,614	£186,919
99															*	99	£178,272	£181,481
98															*	98	£173,083	£176,198
97															*	97	£168,047	£171,071
96															*	96	£163,155	£166,092
95															*	95	£158,410	£161,261
94															*	94	£153,799	£156,568
93															*	93	£149,325	£152,013
92															*	92	£144,981	£147,591
91															*	91	£140,764	£143,298
90															*	90	£136,669	£139,129
89															*	89	£132,693	£135,082
88															*	88	£128,834	£131,153
87															*	87	£125,087	£127,338
86															*	86	£121,445	£123,631
85															*	85	£117,915	£120,038
84															*	84	£114,485	£116,546
83															*	83	£111,156	£113,157
82															*	82	£107,923	£109,865
81															*	81	£104,784	£106,670
80															*	80	£101,736	£103,567
79															*	79	£98,779	£100,557
78															*	78	£95,905	£97,631
77															*	77	£93,119	£94,795
76															*	76	£90,411	£92,038
75															*	75	£87,781	£89,362
74															*	74	£85,229	£86,763
73															*	73	£82,752	£84,241
72															*	72	£80,348	£81,794
71															*	71	£78,010	£79,414
70															*	70	£75,742	£77,105
69															*	69	£73,540	£74,864
68															*	68	£71,404	£72,689
67															*	67	£69,331	£70,579
66															*	66	£67,317	£68,529
65															*	65	£65,361	£66,538
64															*	64	£63,462	£64,604
63															*	63	£61,618	£62,727
62															*	62	£59,828	£60,905
61															*	61	£58,089	£59,135
60															*	60	£56,403	£57,418
59															*	59	£54,765	£55,751
58															*	58	£53,174	£54,131
57															*	57	£51,630	£52,559
56															*	56	£50,132	£51,034
55															*	55	£48,677	£49,553
54															*	54	£47,263	£48,114
53															*	53	£45,892	£46,718
52															*	52	£44,559	£45,361
51															*	51	£43,267	£44,046
50															*	50	£42,036	£42,793
49															*	49	£40,792	£41,526
48															*	48	£39,609	£40,322
47															*	47	£38,460	£39,152
46															*	46	£37,345	£38,017
45															*	45	£36,261	£36,914
44															*	44	£35,211	£35,845
43															*	43	£34,189	£34,804
42															*	42	£33,199	£33,797
41															*	41	£32,236	£32,816
40															*	40	£31,302	£31,865
39															*	39	£30,395	£30,942
38															*	38	£29,515	£30,046
37															*	37	£28,660	£29,176
36															*	36	£27,830	£28,331
35															*	35	£27,025	£27,511
34															*	34	£26,243	£26,715
33															*	33	£25,482	£25,941
32															*	32	£24,771	£25,217
31															*	31	£24,029	£24,461
30															*	30	£23,334	£23,754
29															*	29	£22,659	£23,067
28															*	28	£22,017	£22,417
27															*	27	£21,414	£21,814
26															*	26	£20,836	£21,236
25															*	25	£20,275	£20,675
24															*	24	£19,730	£20,130
23															*	23	£19,202	£19,612
22															*	22	£18,688	£19,133
21															*	21	£18,189	£18,709
20															*	20	£17,751	£18,342
19															*	19	£17,408	£18,009
18															*	18	£17,079	£17,682
17															*	17	£16,766	£17,361
16															*	16	£16,460	£17,046
15															*	15	£16,146	£16,736
14															*	14	£15,842	£16,420
13															*	13	£15,543	£16,111
12															*	12	£15,080	£15,630
11															*	11	£14,699	£15,236

Notes to the University of Cambridge Single Salary Spine

- Note 1: An asterisk (*) denotes a contribution point and progress through these is awarded on merit.
- Note 2: Grade T is for staff who are studying for an approved qualification or undergoing 'in-service' training. Points 1–10 of Grade T are no longer in use.
- Note 3: On 1 January 2010 the first contribution points of Grades 2, 3 and 4 became service points and on 1 January 2015 the first contribution points of Grades 1, 5 and 6 became service points.
- Note 4: University Lecturers (ULs) and University Senior Lecturers (USLs) will be appointed to Grades 9 and 10 respectively. ULs may progress through service points 1–9 of Grade 9. USLs may progress through service points 1–3 and contribution points 4–5 of Grade 10. Readers will only be appointed to point 2 in Grade 11 (point 63). Senior Research Associates will be appointed to Grade 9. Research Associates will be appointed to Grade 7 spine point 40 from 6 April 2017 and to spine point 41 from 1 October 2017. Research Assistants will be appointed to Grade 5. The contribution points in Grades 9 and 11 do not apply to ULs and Readers. They apply to academic-related staff. The professorial minimum will be point 68 in band 1 of Grade 12.
- Note 5: For academic staff (other than Professors and USLs) contribution will be recognised through the promotions procedure as now and not by use of contribution points. USLs will also have access to the Senior Academic Promotions procedure under which they may also be awarded contribution points 4–5 in Grade 10.
- Note 6: Academic-related professorial-equivalent staff will be appointed on the contribution bands of Grade 12 according to the HERA points boundaries for each level.
- Note 7: Specific arrangements will apply to progression in service-related points on some grades in compliance with the Memorandum of Understanding.
- Note 8: Incremental progression through the service-related points occurs on the incremental date which will normally be on the anniversary of appointment or 1 April, 1 July or 1 October respectively for staff engaged on terms and conditions for Manual, Clerical/Secretarial, and Technical Division appointments.
- Note 9: Direct employees of the University appointed to Grade 1 will not be paid below spine point 18, with effect from 1 November 2017.
- Note 10: Points 32 and 50 were aligned to the National Single Pay Spine for Higher Education Academic and Support Staff, as negotiated by the Universities and Colleges Employers Association on behalf of UK higher education employers, with effect from 1 January 2014.
- Note 11: Spine point 13 was removed from the National Spine and the University's Grade 1 with effect from 1 August 2016.
- Note 12: Staff on spine points 18–21 are eligible for the Cambridge Living Wage (CLW) supplement.

University Composition Fees*26 August 2019*

In the following Notice the Council proposes amendments to the fees for certain categories of students as set out in the table of fees attached to the regulations for University Composition Fees.

A. Home and EU Undergraduate regulated fees in 2020–21*Cost of an undergraduate education*

1. Ordinances provide that recommendations for the University Composition Fees to be charged to Home and EU undergraduate students be accompanied by an analysis of the cost of an undergraduate education agreed by the General Board and the Council following consultation with the Colleges (*Statutes and Ordinances*, p. 151; Grace 13 of 26 May 2011). The outcome of the agreed calculation for 2017–18 is an average cost per student of £21.1k (showing an increase over the 2016–17 calculation of £19.4k) as follows:

<i>2017–18</i>	<i>£k / UG FTE</i>
University expenditure	16.1
less: College fee	(4.5)
net University expenditure	11.6
plus: College expenditure	9.5
Total cost	21.1

Details of the analysis are provided on the Planning and Resources website.¹

Home and EU undergraduate students subject to the regulated maximum fee (Table 1 in the attached Schedule)

2. On 23 July 2019 the Minister of State for Universities, Science, Research and Innovation confirmed² that for the 2020–21 academic year, the maximum tuition fee caps will be maintained at 2019–20 academic year levels. The maximum tuition fee for full-time courses will remain £9,250 in 2020–21.

3. The Council therefore proposes that Home/EU students admitted on or after 1 September 2017 will be liable for a fee of £9,250 in 2020–21. The cap and fee may be increased for those students and for new entrants in future years.

¹ <https://www.prao.admin.cam.ac.uk/data-analysis-planning/cost-undergraduate-education>

² <https://www.parliament.uk/business/publications/written-questions-answers-statements/written-statement/Commons/2019-07-23/HCWS1793/>

4. Although on certain conditions the cap might also have been increased for continuing students starting before 1 September 2017, no increase was applied and the Council again proposes that Home/EU New Regime students admitted before 1 September 2017 be liable for a fee of £9,000 in 2020–21 and that the fee be similarly fixed for any remaining Old Regime students.

5. Table 1 in the Schedule sets out the fees subject to the cap, including the fee for the year abroad. Although a higher rate of fee is permitted for non-Erasmus students on work placements abroad, the Council has agreed for the present that the lower figure that applies to Erasmus students be charged to students on both work and study placements.

B. ELQ and postgraduate fees (Table 2)

Fees for ELQ students and certain other postgraduate courses in 2020–21

6. ELQ students on courses in Medical and Veterinary Sciences leading to the B.A. Degree, as defined in the Regulations, to the M.B. or B.Chir. Degrees, the Vet.M.B. Degree, on courses in Architecture, or the Postgraduate Certificate in Education are exempt from the ELQ policy and pay the regulated fees set out in Table 1.

7. Fees for the courses in Table 2 in the Schedule shall be as set out in the table.

8. Fees for the M.Phil. in Architecture and Urban Design are regulated and are in line with the regulated fees as described above.

The Council is accordingly submitting a Grace to the Regent House (Grace 2, p. 888) for the approval of the fees set out in the Schedule attached to this Notice.

SCHEDULE

Home/EU undergraduate and certain other fees in 2020–21

TABLE 1¹

<i>Qualification</i>	<i>Annual fee (£)</i>	
	Home	
	2020–21	
	Students who commenced on or after 1 September 2012 but before 1 September 2017	Students who commenced on or after 1 September 2017³
B. A. Degree:² <i>Courses leading to Tripos, Preliminary or Ordinary Examinations in</i>		
Group 1		
Anglo-Saxon, Norse and Celtic	9,000	9,250
Archaeology	9,000	9,250
Asian and Middle Eastern Studies	9,000	9,250
Classics	9,000	9,250
Economics	9,000	9,250
Education	9,000	9,250
English	9,000	9,250
History	9,000	9,250
History and Modern Languages	9,000	9,250
History and Politics	9,000	9,250
History of Art	9,000	9,250
Human, Social and Political Sciences	9,000	9,250
Land Economy	9,000	9,250
Law	9,000	9,250
Linguistics	9,000	9,250
Modern and Medieval Languages	9,000	9,250
Philosophy	9,000	9,250
Theology, Religion and Philosophy of Religion	9,000	9,250

¹ See Table 5 for fee rates for certain students taking equivalent or lower qualifications (ELQ). The Island rate has been abolished for students admitted on and after 1 September 2013.

² Students who have proceeded to the B.A. Degree but have been given leave to read for another Tripos ‘not for honours’ are deemed to be ELQ students for the purpose of their fee liability (see Table 5).

³ Fees are liable to change annually.

<i>Qualification</i>	<i>Annual fee (£)</i>	
	Home	
	2020–21	
	Students who commenced on or after 1 September 2012 but before 1 September 2017	Students who commenced on or after 1 September 2017³
Group 2		
Mathematics	9,000	9,250
Group 3		
Architecture	9,000	9,250
Geography	9,000	9,250
Music	9,000	9,250
Group 4		
Chemical Engineering	9,000	9,250
Computer Science	9,000	9,250
Engineering	9,000	9,250
Management Studies	9,000	9,250
Manufacturing Engineering	9,000	9,250
Natural Sciences	9,000	9,250
Psychological and Behavioural Sciences	9,000	9,250
Group 5A		
Medical and Veterinary Sciences (including for this purpose the Second M.B. and the Second Vet.M.B. Examinations)	9,000	9,250
Year Abroad⁴	1,350	1,385
B.Th. Degree	9,000	9,250
Medical and Veterinary Degrees: M.B., B.Chir. Degrees, Vet.M.B. Degree	9,000	9,250
M.Eng. Degree and M.Sci. Degree	9,000	9,250
M.Math. Degree	9,000	9,250

TABLE 2

<i>Qualification</i>	<i>Annual fee (£)</i>
	Home
	2020–21
Postgraduate Certificate in Education (P.G.C.E.)	9,250
M.Phil. Degree in Architecture and Urban Design	
Home/EU students for whom the Old Regime rate does not apply, Year 1	9,250
Home/EU students for whom the Old Regime rate does not apply, Year 2	4,625

³ Fees are liable to change annually.

⁴ The Year abroad fee applies to students undertaking a full year course of study abroad or working away (see Regulation 7 for the Law Tripos, Regulation 23 for the Asian and Middle Eastern Studies Tripos, Regulation 28 for the Modern and Medieval Languages Tripos, Regulation 23 for the Engineering Tripos). Home/EU undergraduate students on a year abroad under the Erasmus Scheme are liable for 15% tuition fee for students admitted in and after 2012. Overseas undergraduates will be charged 50% fee during their year abroad and Graduates will pay the full fee.

GRACES**Graces submitted to the Regent House on 28 August 2019**

The Council submits the following Graces to the Regent House. These Graces, unless they are withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 105) will be deemed to have been approved at 4 p.m. on Friday, 6 September 2019.

1. That (i) the stipends for all non-clinical University staff whose stipends are steps on the Cambridge general stipend and salary scale be increased as set out in the Schedule to the Council's Notice (on p. 883), and (ii) the stipends for non-clinical officers whose stipends are not steps on the general scale, except the stipend of the Deputy High Steward, be increased by 1.8% with effect from 1 August 2019, until further notice.
2. That the table of fees attached to the regulations for University Composition Fees (*Statutes and Ordinances*, p. 154) be amended for 2020–21 as set out in the Schedule to the Council's Notice dated 26 August 2019 (p. 885).

ACTA**Approval of Graces submitted to the Regent House on 17 July 2019**

The Graces submitted to the Regent House on 17 July 2019 (*Reporter*, 6556, 2018–19, p. 828) were approved at 4 p.m. on Friday, 26 July 2019.

Approval of Graces submitted to the Regent House on 24 July 2019

Of the Graces submitted to the Regent House on 24 July 2019 (*Reporter*, 6557, 2018–19, p. 863), an amendment was received on Grace 4 (see p. 882), a request for a ballot was received on Grace 5 (see p. 883), and Graces 1–3 and 6–11 were approved at 4 p.m. on Friday, 2 August 2018.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'