



LOC Committee rate benchmarking – September 2024

Overview

In March 2021, LOCSU undertook a benchmarking exercise on LOC committee rates. During recent LOC treasurer sessions, LOCSU were requested to repeat this benchmarking exercise.

Benchmarking Process

All LOCs were invited to contribute to the benchmarking exercise and responses were received from 45 LOCs which is 62% of LOCs.

Results

- Just over 50% of LOCs who responded pay all their officers the same rates.
- Some LOCs pay an honorarium to their officers with Chairs (33%) and Treasurers (36%) being the most popular role to receive an honorarium.
- For those LOCs who pay an honorarium it appears from the responses received that additional payments are made in addition at a comparable rate to LOCs who do not pay an honorarium.
- Day rate averages out at £372-£378 and hourly rates at £58-67 with most LOCs capping the hourly rate at their half day or day rate.

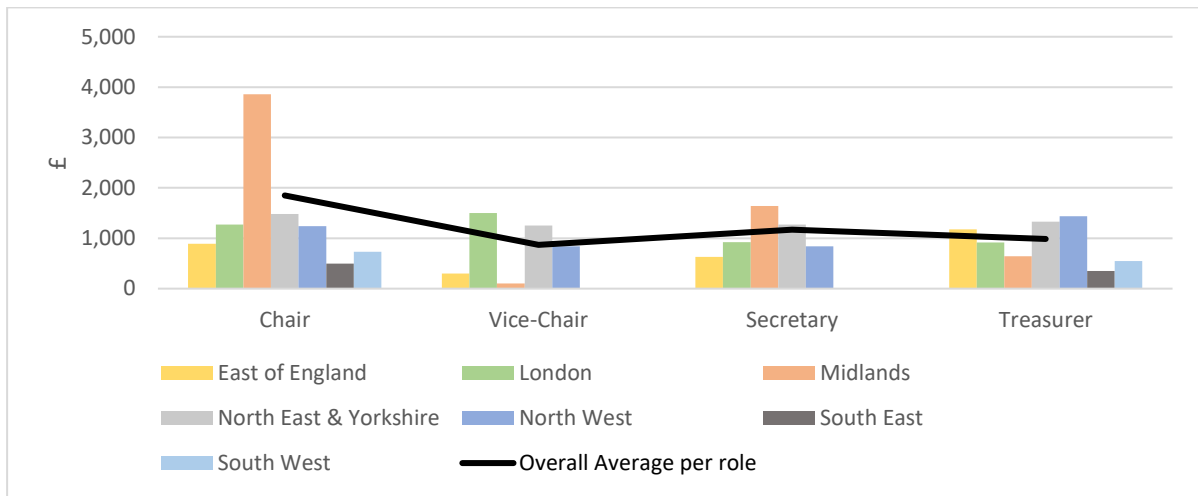
Roles

- 8 responses (18%) have an Administrator
- 1 response (2%) has a Business Manager
- 5 additional roles were mentioned
 - CPD officer
 - Bookkeeper
 - Business manager
 - Technical advisor engagement officer
 - Committee minute taker

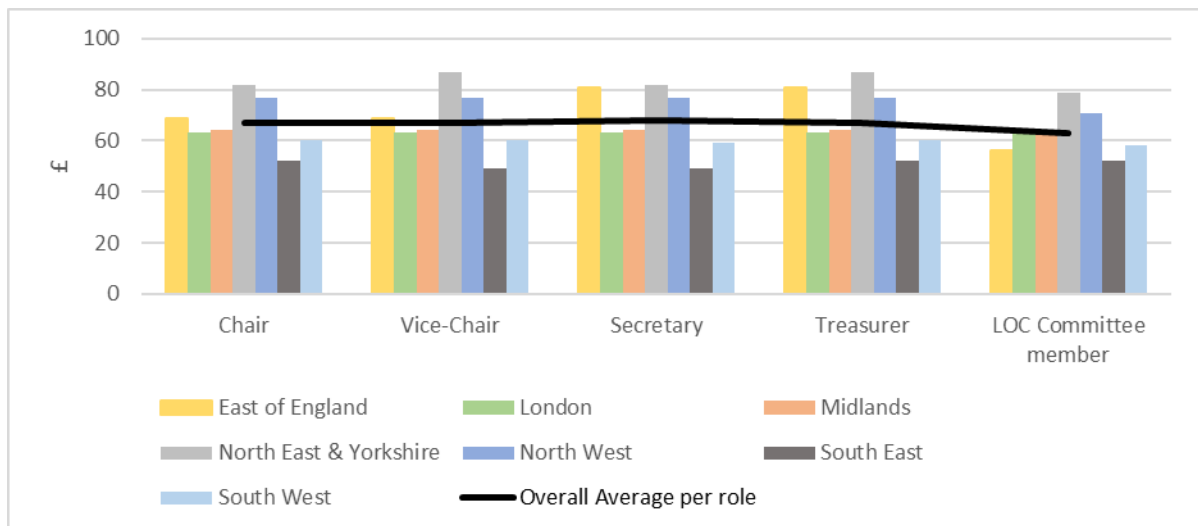
Regional Variation

There is some regional variation for the main committee roles as shown in the graphs below with the solid line showing the overall average for each role.

Average honoraria payments by region



Average hourly rates by region



Appendix - Data by role

Chair

	Honorarium (per annum)	Day Rate	Evening Rate	Hourly Rate	Committee Meetings	Comments
Responses	15	31	16	33	23	
Range	£100 - £12,000	£70 - £550	£50 - £120	£40 - £100	£50 - £240	
Average	1,850	£372	£62	£67	£96	Hourly rate often capped at day rate or half day rate
Most common response	£2,000	£400	£60	£65	£120	

Vice-Chair

	Honorarium (per annum)	Day Rate	Evening Rate	Hourly Rate	Committee Meetings	Comments
Responses	7	29	16	31	20	
Range	£100 - £1,500	£70 - £550	£50 - £120	£40 - £100	£50 - £240	
Average	£869	£376	£61	£67	£99	Hourly rate often capped at day rate or half day rate
Most common response	£1,500	£400	£50	£80	£120	

Secretary

	Honorarium (per annum)	Day Rate	Evening Rate	Hourly Rate	Committee Meetings	Comments
Responses	11	28	18	32	22	
Range	£100 - £4,015	£70 - £550	£20 - £120	£20 - £100	£50 - £240	
Average	£1,171	£378	£58	£65	£95	Hourly rate often capped at day rate or half day rate
Most common response	£870	£400	£60	£80	£120	

Treasurer

	Honorarium (per annum)	Day Rate	Evening Rate	Hourly Rate	Committee Meetings	Comments
Responses	16	29	16	31	21	
Range	£100 - £2,400	£70 - £550	£50 - £120	£40 - £100	£50 - £240	
Average	£985	£372	£62	£67	£97	Hourly rate often capped at day rate or half day rate
Most common response	£1,500	£400	£60	£80	£120	

Committee Members

	Day Rate	Evening Rate	Hourly Rate	Committee Meetings	Comments
Responses	29	15	30	22	
Range	£70 - 550	£50 - £120	£40 - £100	£50 - £160	
Average	£316	£60	£64	£91	Hourly rate often capped at day rate or half day rate
Most common response	£400	£60	£65	£120	

Administrator

	Day Rate	Evening Rate	Hourly Rate	Committee Meetings	Comments
Responses	1	2	1	6	
Range	£300	£20 - £350	£20	£15 - £450	
Average	£300	£185	£20	£29	
Most common response	£300	£185	£20	£28	

Additional roles:

CPD officer: £2,000 per annum.

Bookkeeper: £1,600 per annum.

Business manager: £25 - £48 per hour.

Technical advisor engagement officer: £30 per hour .

Committee minute taker: £50 per meeting.

Additional work rates:

Admin/ Clerical Work: £40 - £55 per hour.

EeRS work: £50 per hour.

Additional Comments

- Some LOCs noted that rates were last set in 2022, a few have recently put up rates after a review.
- Pre-approved travel & accommodation is reimbursed in line with the LOCs expense policy.
- Not all LOCs pay travel expenses for committee meetings.
- Noted that remuneration has to be realistic.