

Memo to: Financial/Human Resource/Research Administrators and Leaders  
 From: Ibad Cheema  
 Manager, Finance and Administration

Re: Benefit Recovery Rates for Fiscal 2022-2023

This is to notify you of the benefit recovery rates effective May 1, 2022 for employment related payments administered by Human Resources.

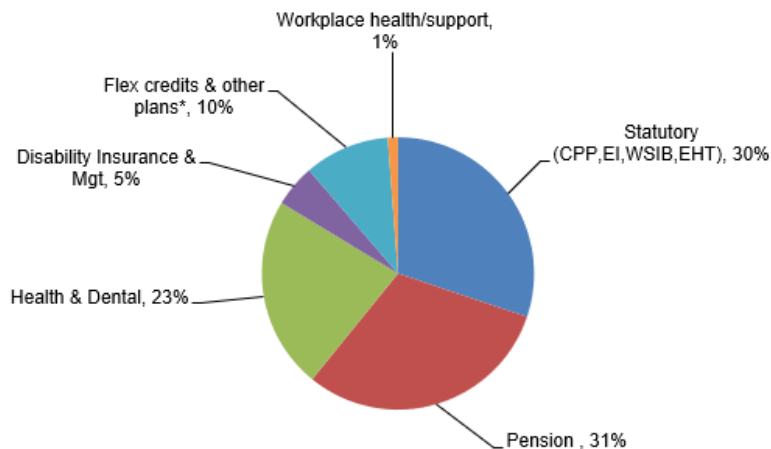
- **Full Time** appointments; the recovery rate remains at **27.5% of full time earnings**.
- **Part Time and contract** appointments; the recovery rate remains at **13% of employment earnings**.

With respect to Full Time Clinical Faculty appointments, the statutory/pension recovery rate will remain at 13% of employment earnings. Other benefit premiums for each faculty member are billed as incurred, on a monthly basis, to Clinical Departments.

The Vice-President and/or Provost confirm these recovery rates and approve adjustments as needed after the review of our budget projections each fiscal year. These rates will be effective for all pay periods beginning May 1, 2022.

The following graph illustrates the breakdown of recovery rate by program for full time employees:

**Distribution of FT Employee Expenses by Benefit Programs**



-Based on projected costs for fiscal year 2022/23  
 \*Other plans" inclusions vary according to employee group and services agreement

With regard to the part time and contract recovery rate, this primarily supports the costs of statutory benefits and pension contributions. The actual cost for part time employment benefits vary depending on the earnings level for the calendar year, membership in the pension plans and access to other benefits provided through collective agreements (e.g. maternity leave top up, educational assistance). On average, the expenses are about 13% of all part time earnings paid through Western payroll.

Please send any inquiries in this matter to the Human Resource Communication Centre at x82194  
 Or [hrhelp@uwo.ca](mailto:hrhelp@uwo.ca)