



NEWS UPDATE

Statutory Ballot: Vote YES!

University bosses aren't tightening their own belts!

As University lecturers are being forced to ballot for industrial action to pursue their first real terms pay rise in nine years, university management argue that there is no money and the sector cannot afford more than the 2% offered.

However, the strength of this argument was lost last week with the publication of data on Vice Chancellors' (VC) pay by the Office for Students (OfS). Scandals over VC pay and the subsequent calls for pay restraint have clearly had little impact and done nothing to embarrass bosses into tightening their own belts!

The data from the OfS shows that:

- the average pay for university bosses (excluding benefits such as accommodation and pension pots) rose by **3.5%** in one year, from **£245,000 to £253,000**. (well in excess of public sector pay policy);
- more than 100 institutions have continued to offer pay rises to senior staff, despite heavy criticism of their existing salaries;
- senior university managers have received greater pay benefits than frontline staff, with more than 60% of the universities surveyed, increasing the number of staff being paid over £100,000 in 2017/18;
- Overall, there has been a 15% increase in senior staff, earning over £100,000 per annum;
- the average pay differential between the top earning member of staff and the median basic salary at each institution was 7.3% in 2017/18.

Whilst the data gathered by the OfS relates to England, the figures published in Scottish University accounts reflect a troubling trend and demonstrate the substantial increases which continue to be awarded to senior members of staff in Scotland.

Compare and contrast this with the position of frontline university lecturers who have experienced a real terms pay cut of nearly **20%** since 2009. At the same time, their workloads have become increasingly stressful and unmanageable.

University Lecturers do their job because they care about making a difference for their students. They should be paid fairly for what they do and their pay should keep up with the rising cost of living. Strike action is a last resort, in a situation where the employers are no longer negotiating with us.

It's for these reasons that the EIS-ULA Executive is urging members to vote YES in the statutory ballot and to #CallTimeOnMoreForLess.

Join with your local branch on **Wednesday, 20th February for our Day of Action** and take a stance in stopping this huge disparity in pay from continuing.

Time is running out – make sure you Vote YES! Vote Now!

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