



EIS Report into Pay and Key Financial Data of Scottish Universities (2016)

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Key Findings

The EIS analysis of the latest Scottish University¹ financial accounts found that:

- total income for the Scottish HE sector rose in 2014-15 to £3.47bn, up from a total income of £3.21bn in the previous year.
- Scottish Universities made an operating surplus of £143m in 2014-15, up by almost 50% compared to the previous year. The operating surplus is an historic high.
- total “closing reserves” of Scottish Universities rose to £3,095m i.e. almost £3.1Bn – which the EIS believes is a record high.
- 55.8% of the sector’s combined income was from public sources. This finding contradicts the notion that Universities receive more than half their funding from private sources.
- Universities are systematically seeking to bear down on staff costs, with a view to it reaching a lower proportion of overall expenditure. The proportion of University expenditure spent on staff costs has continued to fall and at 2014-15 was 55.3%.
- Universities efforts on limit staff costs is focused on staff covered on New JNCHES pay negotiations and that Universities are increased the number of staff on senior pay levels – above £70k and on the £100k threshold.
- the pay of a long serving unpromoted lecturer² has fallen in real terms by around 17% in the last 5 years, whilst the pay of senior staff has increased in real terms.

¹ Universities include GSA, SRUC and the GSA in this report.

² Defined as on New JNCHES pay spine 41

- it supports the contention that staff pay universities is out of step with the pay of senior staff and Principals, and that pay inequality is worsening. The EIS believes that Principals should be ensuring that all staff enjoy broadly similar pay increases and that the sector rewards fairly all that work within it.

Section 1: University Income

The EIS analysis of the latest Scottish University financial accounts show that total income for the Scottish HE sector rose in 2014-15 to £3.47Bn, up from a total income of £3.21Bn in the previous year.

Universities draw their income from a variety of sources, and the mix of these sources is different for each University in Scotland. It is therefore unsurprising that the increase in income varies across the sector in Scotland. It is worth noting that three Universities (i.e. RGU, SRUC and University of Abertay) had a drop in income from 2013-14 to 2014-15.

Table 1

	HEI Income 2011-12 (£k)	HEI Income 2012-13 (£k)	HEI Income 2013-14 (£k)	HEI Income 2014-15 (£k)
Edinburgh Napier University	103,971	107,870	112,750	118,773
Glasgow Caledonian University	107,435	113,150	118,426	122,423
Glasgow School of Art	23,303	27,154	29,642	40,972
Heriot-Watt University	155,647	175,513	191,302	206,311
Queen Margaret University	34,346	34,843	34,968	38,633
Robert Gordon University	88,669	95,495	103,329	100,519
Royal Conservatoire of Scotland	16,543	16,818	18,142	19,475
SRUC	54,540	67,241	84,068	77,460
University of Aberdeen	215,287	222,196	234,921	239,824
University of Abertay	34,164	37,709	36,747	34,484
University of Dundee	223,316	226,573	243,087	253,812
University of Edinburgh	700,887	737,786	780,630	840,748
University of Glasgow	439,953	468,953	511,341	569,319
University of Highlands and Islands	43,199	48,308	50,031	90,349
University of St Andrews	170,242	183,898	193,880	212,406
University of Stirling	99,086	104,978	107,744	111,383
University of Strathclyde	224,965	241,601	254,377	290,263
University of the West of Scotland	91,017	97,466	101,526	104,251
Total (£k)	2,826,570	3,007,552	3,206,911	3,471,405

Section 2: University Income – Proportion of Public Funding

The EIS has identified and tracked four major sources of public funding for Scottish Universities; Scottish Funding Council, Scottish & EU student fees, UK Research Councils³ and UK & Scottish Government & EU funding. There are other sources of public funding within Universities but these are the largest and easiest to identify.

The EIS analysis of University accounts for 2014-15 show that Scottish Universities receive at least 53.8% of their funding from public sources.

Table 2.

Sources of income for HEIs (all figures in £k)

	Total Income 2014-15 (£k)	of which:	Funding Council Funding	Scottish & EU student fees.	Research Councils	UK, Scottish Govts & EU funding	Total Public Funding
Edinburgh Napier University	118,773		57,568	15,460	480	1,403	74,911
Glasgow Caledonian University	122,423		68,056	21,325	5,825		95,206
Glasgow School of Art	40,972		14,897	2,600	424	2,006	19,927
Heriot-Watt University	206,311		44,744	14,584	13,445	5,194	77,967
Queen Margaret University	38,633		14,885	7,547	196	2,137	24,765
Robert Gordon University	100,519		44,104	18,689	388	224	63,405
SRUC	77,460		21,707	3,063	1,091	1,635	27,496
University of Aberdeen	239,824		80,277	21,320	13,800	24,845	140,242
University of Abertay	34,484		20,751	6,589	122	591	28,053
University of Dundee	253,812		88,720	23,220	20,039	6,992	138,971
University of Edinburgh	840,748		203,615	24,576	109,579	44,212	381,982
University of Glasgow	569,319		165,458	38,293	54,918	37,075	295,744
University of Highlands & Islands	90,349		74,975	8,454	384	1,384	85,197
University of St Andrews	212,406		46,194	10,652	21,796	11,306	89,948
University of Stirling	111,383		41,280	17,766	3,112	5,702	67,860
University of Strathclyde	290,263		101,796	33,352	18,483	6,804	160,435
University of the West of Scotland	104,251		70,142	16,206	665	372	87,385
Total (£K)	3,471,405						1,871,044

³<http://www.rcuk.ac.uk/about/Aboutrcs/> "Research Councils UK (RCUK) are responsible for investing public money in research in the UK to advance knowledge and generate new ideas which lead to a productive economy, healthy society and contribute to a sustainable world."

In 2012-13 three Scottish Universities received less than 50% of their funding from the four public sources of income identified in the table above. In 2014-15 this figure had increased to five. Glasgow School of Art, University of Edinburgh, St Andrews and Heriot-Watt University receive less than 50% of their funding from the four public sources of income identified in the table above because they have a high amount of non-EU (i.e. international) student fee income. The EIS believes that the fifth HEI (the SRUC) has complex finances due to its public body status and may have other streams of public funding not identified above.

Section 3: University Closing Reserves

Table 3 below shows the Scottish Universities' closing reserves for 2014-15, the latest figures available – they are at a record high.

	Closing Reserves (£)
Edinburgh Napier University	38,632,000
Glasgow Caledonian University	157,901,000
Glasgow School of Art	30,401,000
Heriot-Watt University	53,281,000
Queen Margaret University	29,802,000
Robert Gordon University	155,278,000
Royal Conservatoire of Scotland	5,265,000
SRUC	8,194,000
University of Aberdeen	367,466,000
University of Abertay	14,446,000
University of Dundee	20,024,000
University of Edinburgh	1,502,491,000
University of Glasgow	433,110,000
University of Highlands & Islands	-674,000
University of St Andrews	110,617,000
University of Stirling	53,633
University of Strathclyde	155,471,000
University of the West of Scotland	13,884,000
Total	3,095,642,633

Closing reserves refer to the value of assets a HEI has and should not be understood to be cash reserves.

It is worth noting that the University of Edinburgh alone accounts for over half of all Scottish University closing reserves. Some Universities, such as UWS own little of their buildings, thus giving rise to low closing reserves.

Table 3.1 below sets out how Scottish University reserves have steadily increased in recent years, faster than the increase in property prices.

Table 3.1

	Reserves 2011-2012 (£)	Reserves 2012-13 (£)	Reserves 2013-14 (£)	Reserves 2014-15 (£)
Edinburgh Napier University	£27,966,000	£43,982,000	£33,383,000	£38,632,000
Glasgow Caledonian University	£136,754,000	£166,858,000	£162,217,000	£157,901,000
Glasgow School of Art	£8,453,000	£24,151,000	£17,191,000	£30,401,000
Heriot-Watt University	£27,967,000	£35,519,000	£42,003,000	£53,281,000
Queen Margaret University	£14,377,000	£27,490,000	£23,236,000	£29,802,000
Robert Gordon University	£151,426,000	£154,265,000	£157,379,000	£155,278,000
Royal Conservatoire of Scotland	£10,088,000	£12,136,000	£6,717,000	£5,265,000
SRUC	£7,306,000	£11,235,000	£11,383,000	£8,194,000
University of Aberdeen	£316,811,000	£334,600,000	£367,898,000	£367,466,000
University of Abertay	£21,943,000	£13,013,000	£2,443,000	£14,446,000
University of Dundee	£37,773,000	£40,523,000	£29,860,000	£20,024,000
University of Edinburgh	£1,227,037,000	£1,334,015,000	£1,338,470,000	£1,502,491,000
University of Glasgow	£285,718,000	£386,178,000	£401,497,000	£433,110,000
University of Highlands & Islands	-£2,100,000	£219,000	-£1,682,000	-£674,000
University of St Andrews	£69,460,000	£96,008,000	£93,046,000	£110,617,000
University of Stirling	£40,410,000	£47,837,000	£49,288,000	£53,633
University of Strathclyde	£108,057,000	£140,693	£138,617,000	£155,471,000
University of the West of Scotland	£8,231,000	£31,539,000	£18,111,000	£13,884,000
Totals	£2,497,677,000	£2,759,708,693	£2,891,057,000	£3,095,642,633

Section 4 University Expenditure

In line with rising incomes, expenditure rose across the HE sector in 2014-15 compared to the previous year.

Table 4

	Total Expenditure (2013-14) (£k)	Total Expenditure (2014-15) (£k)
Edinburgh Napier University	109,005	115,362
Glasgow Caledonian University	113,151	118,592
Glasgow School of Art	29,423	29,430
Heriot-Watt University	88,975	195,637
Queen Margaret University	35,505	41,377
Robert Gordon University	97,473	101,050
Royal Conservatoire of Scotland	18,013	19,204
SRUC (as SAC)	80,783	74,669
University of Aberdeen	236,942	242,906
University of Abertay	37,151	34,489
University of Dundee	244,874	248,502
University of Edinburgh	747,191	793,301
University of Glasgow	490,527	514,209
University of Highlands and Islands	48,935	88,165
University of St Andrews	188,968	201,920
University of Stirling	103,751	107,124
University of Strathclyde	248,014	273,350
University of the West of Scotland	95,906	104,264
Total	3,014,587	3,303,551

It is worth noting that spending in 2014-15 fell in two HEIs; SRUC and the University of Abertay.

Section 5: University Surpluses

All Scottish Universities except for the University of Aberdeen and Robert Gordon University made operating surpluses for 2014-15, with a sector record total of £143m in Scotland.

The 2014-15 HE sector surplus is a rise of almost 50% relative to the previous year's £98m and is in keeping with the HE sector's long term trend of generating operating surpluses.

Sector income for 2014-15 was £3.47bn and an operating surplus of £143m equates to a sector % operating surplus of 4.1%. Whilst this % figure would be within the Funding Council's expectations, the reality is that some individual universities are generating much higher % surpluses.

Table 5

	Operations Surplus 2014-15 (£)
Edinburgh Napier University	4,568,000
Glasgow Caledonian University	2,064,000
Glasgow School of Art	2,948
Heriot-Watt University	11,113,000
Queen Margaret University	1,332,000
Robert Gordon University	-741,000
Royal Conservatoire of Scotland	271,000
SRUC	2,538,000
University of Aberdeen	-1,951,000
University of Abertay	119,000
University of Dundee	3,962,000
University of Edinburgh	40,562,000
University of Glasgow	44,703,000
University of Highlands & Islands	2,184,000
University of St Andrews	12,321,000
University of Stirling	2,252,000
University of Strathclyde	15,497,000
University of the West of Scotland	2,394,000
Totals	143,190,948

Table 5.1

The Table below sets out the operating surpluses generated (or operating deficits in red) over recent years.

	Operations Surplus 2011-12 (£)	Operations Surplus 2012-13	Operations Surplus 2013-14	Operations Surplus 2014-15 (£)
Edinburgh Napier University	6,363,000	5,593,000	4,441,000	4,568,000
Glasgow Caledonian University	2,151,000	1,785,000	3,753,000	2,064,000
Glasgow School of Art	-138,000	281,000	191,000	2,948
Heriot-Watt University	5,114,000	2,569,000	12,110,000	11,113,000
Queen Margaret University	2,421,000	1,472,000	-4,254,000	1,332,000
Robert Gordon University	2,228,000	4,679,000	5,295,000	-741,000
Royal Conservatoire of Scotland	313,000	251,000	129,000	271,000
SRUC	-765,000	-1,541,000	2,167,000	2,538,000
University of Aberdeen	575,000	-534,000	3,289,000	-1,951,000
University of Abertay	1,852,000	603,000	-404,000	119,000
University of Dundee	6,756,000	3,186,000	-1,650,000	3,962,000
University of Edinburgh	41,119,000	37,453,000	30,400,000	40,562,000
University of Glasgow	9,845,000	11,060,000	19,712,000	44,703,000
University of Highlands & Islands	146,000	2,270,000	1,096,000	2,184,000
University of St Andrews	2,432,000	2,925,000	5,618,000	12,321,000
University of Stirling	3,529,000	4,648,000	3,721,000	2,252,000
University of Strathclyde	-2,470,000	6,593,000	7,323,000	15,497,000
University of the West of Scotland	3,246,000	7,684,000	5,620,000	2,394,000
Totals	84,717,000	90,977,000	98,557,000	143,190,948

Section 6: Staff Costs as a Proportion of University Expenditure

Several University leaders and indeed the Universities' Employers Association (UCEA) are on record as stating that staffing is the most important asset of any University.

Historically, spending on staff was the largest spending category at any University – and it remains so. However, the proportion spent on staff (set out as a % below) is falling.

	Total Expenditure on Staff (2014-15) (£K)	Total Expenditure (2014-15) (£k)	% spent on staff
Edinburgh Napier University	71,456	115,362	61.9%
Glasgow Caledonian University	77,484	118,592	65.3%
Glasgow School of Art	17,334	29,430	58.9%
Heriot-Watt University	95,399	195,637	48.8%
Queen Margaret University	22,231	41,377	53.7%
Robert Gordon University	57,283	101,050	56.7%
Royal Conservatoire of Scotland	13,929	19,204	72.5%
SRUC	42,001	74,669	56.2%
University of Aberdeen	142,812	242,906	58.8%
University of Abertay	23,340	34,489	67.7%
University of Dundee	138,766	248,502	55.8%
University of Edinburgh	445,252	793,301	56.1%
University of Glasgow	279,600	514,209	54.4%
University of Highlands and Islands	10,186	88,165	11.6%
University of St Andrews	111,848	201,920	55.4%
University of Stirling	64,910	107,124	60.6%
University of Strathclyde	145,395	273,350	53.2%
University of the West of Scotland	66,946	104,264	64.2%
Total	1,826,172	3,303,551	55.3%

(The UHI is an outlier since it does not employ most of the staff that delivers UHI degrees.)

A number of Universities have % staff spend between 60 and 70%, Heriot- Watt University spends less than 50% of its expenditure on staff. It is interesting that the Universities of Dundee, Aberdeen and Robert Gordon have % figures around the average of 55.3% - despite recently going through redundancies exercises.

Table 6.1 below shows how staff costs have fallen over the last six out of seven years (for which figures are available) as a proportion of expenditure across the whole sector.

Table 6.1

	% of expenditure spent on staff costs
2008-09	57.9
2009-10	57.1
2010-11	56.7
2011-12	56.3
2012-13	55.8
2013-14	60.7
2014-15	55.3

There are, in general, three ways in which Universities can reduce staff costs as a proportion of expenditure:

1. Increase expenditure – such as loans
2. Reduce the number of staff
3. Minimise all staff pay rises, or target some groups of staff for minimal raises in pay

The significant cuts in capital funding by the Scottish Government that followed the 2008 financial crisis have led to Universities bearing the burden of capital expenditure, both by borrowing more to fund investment and by generating larger surpluses to reinvest in capital projects.

If all staff “were in this together” then there may be some comfort to staff. However, as Sections 7, 8 and 9 of this report illustrate, Principals and senior staff – on the whole – have enjoyed significantly larger pay rises than the general academic staff. In other words the reduction in proportion of income spent on staffing has been borne by the general staff – whilst the senior staff continue to benefit from large rises in pay.

Section 7: Principals' Pay

Whilst considering the pay of Principals is simplistic, it remains an important factor to consider- see Table 7 below).

Table 7

	Principal Salary inc bonus 2014-15 (£pa)
Edinburgh Napier University	203,000
Glasgow Caledonian University	273,000
Glasgow School of Art	135,000
Heriot-Watt University	245,000
Queen Margaret University	199,000
Robert Gordon University	233,879
Royal Conservatoire of Scotland	129,000
SRUC	187,000
University of Aberdeen	272,000
University of Abertay	169,000
University of Dundee	261,000
University of Edinburgh	235,000
University of Glasgow	271,000
University of Highlands and Islands	182,000
University of St Andrews	254,000
University of Stirling	262,000
University of Strathclyde	343,000
University of the West of Scotland	224,000

Notes to 2014-15 data – quotes from the relevant Financial Report

<i>Edinburgh Napier University</i> Principal received £9,000 bonus
<i>Glasgow Caledonian University</i> Principal received performance related , payment in lieu of pension contributions and benefits in kind totalling £52,000
<i>Heriot-Watt University</i> Principal (to March 2015)received £20,000 bonus and £4,000 benefit in kind - Acting Principal (from March 2015) received £79,000 salary

Queen Margaret University Principal received £3,000 non-consolidated adjustment in respect of previous years and £2,000 benefit in kind
Robert Gordon University Principal received £2,469 benefit in kind
Royal Conservatoire of Scotland Principal received £5,000 benefit in kind - Previous Principal (to 31st August 2014) salary £10,000 and £2,000 pension contributions
University of Dundee - The Principal withdrew from the USS in 2011/12 in a reduction in his total emoluments. Court, at its meeting on 22 April 2014 agreed that provision should be made for payment to the Principal of an amount equivalent to his pension entitlement within the USS Scheme, net of the employer's National Insurance payment, in order to restore his overall remuneration package to a level comparable to that he had received in 2010/11. Taking this and the national pay awards applies to all staff from 2010/11 to 2014/15 into account, the Principal's overall remuneration package over that four year period has increased by a total of 6%
University of Edinburgh Principal received £3,000 in lieu of employer's pension contributions and £2,000 benefit in kind
University of St Andrews Principal received £4,000 benefit in kind
University of Stirling Principal received £1,000 benefit in kind and salary includes pension contributions in table above
University of Strathclyde - Included within the remuneration figures are amounts in respect of benefit in kind. The University's contributions to the Universities Superannuation Scheme in respect of the Principal's pension are paid at the same rates as for other staff. The Principal has ceased to pay contributions into the Universities Superannuation Scheme and the University's contributions to the pension scheme were paid to the Principal as a salary on an equivalent basis

Table 7.1

	Principal Salary in bonus 2011-12 (£pa)	Principal Salary inc bonus 2012-13 (£pa)	Principal Salary inc bonus 2013-14 (£pa)	Principal Salary inc bonus 2014-15 (£pa)
Edinburgh Napier University	207,000	246,000	190,000	203,000
Glasgow Caledonian University	236,000	263,000	266,000	273,000
Glasgow School of Art	127,000	128,000	123,000	135,000
Heriot-Watt University	162,000	203,000	205,000	245,000
Queen Margaret University	160,000	182,000	175,000	199,000
Robert Gordon University	220,000	222,760	224,992	233,879
Royal Conservatoire of Scotland	122,000	124,000	125,000	129,000
SRUC	195,000	216,000	290,000	187,000
University of Aberdeen	261,000	264,000	266,000	272,000
University of Abertay	245,000	164,000	165,000	169,000
University of Dundee	219,000	222,000	227,000	261,000
University of Edinburgh	227,000	227,000	227,000	235,000
University of Glasgow	250,000	258,000	263,000	271,000
University of Highlands and Islands	185,000	187,000	171,000	182,000
University of St Andrews	225,000	225,000	255,000	254,000
University of Stirling	192,000	203,000	249,000	262,000
University of Strathclyde	250,000	303,000	334,000	343,000
University of the West of Scotland	217,000	235,000	214,000	224,000
Total	3,700,000	3,872,760	3,969,992	4,077,879
Average Salary (£pa)	205,556	215,153	220,555	226,549

The average Principal's annual salary (including bonuses) has gone from £205,556 to £226,549 in three years – a % increase of 10.2% at a time when general staff (i.e. New JNCHES) pay uplifts went up less than 4%.

Over the last six years, the average Principal's salary has gone up from £195k to £226k, which is 16%. This is around the same amount as RPI has increased over the last six years – and therefore the pay of Principals has remained broadly flat in real terms whilst the staff that they control have had real terms cuts in pay of around 16%.

The EIS believes that Principals should be ensuring that all staff enjoy broadly similar pay increases and that the sector rewards fairly all that work within it.

Section 8: Senior Staff Pay

Senior pay is defined as £70k or above per annum (excluding employer pension contributions) by the Scottish Funding Council. These staff members are outside the direct scope of New JNCHES national pay negotiations – and therefore their pay is directly negotiated and agreed by their University.

Table 8

	Total number of staff on senior pay 2011-12	Total number of staff on senior pay 2012-13	Total number of staff on senior pay 2013-14	Total number of staff on senior pay 2014-15
Edinburgh Napier University	30	28	37	42
Glasgow Caledonian University	44	53	60	81
Glasgow School of Art	8	10	8	10
Heriot-Watt University	83	93	96	100
Queen Margaret University	6	8	7	7
Robert Gordon University	34	37	39	41
Royal Conservatoire of Scotland	2	3	2	1
SRUC	9	11	18	19
University of Aberdeen	176	180	121	206
University of Abertay	10	14	15	15
University of Dundee	160	161	161	172
University of Edinburgh	351	390	441	475
University of Glasgow	297	313	373	392
University of Highlands & Islands	5	6	11	11
University of St Andrews	120	136	134	141
University of Stirling	48	49	67	69
University of Strathclyde	148	144	159	178
University of the West of Scotland	16	22	31	37
Totals	1547	1658	1780	1997

As can be seen in Table 8 above, the number of staff with a salary of at least £70K per annum has increased significantly over the last four years, from 1547 to 1997. This

increase in senior staff pay cannot be explained by the effect of previous cost of living pay rises – it mainly comes from appointing increasing number of staff on high salaries.

Table 8.1

Table 8.1 below shows the increasing number of staff on £100k or above per annum. For most Post-92 Universities these persons will be senior managers and not academics. In the Pre-92 Universities the larger number of persons on £100k (or above) pa reflects the pay of leading academics and other academics that are paid on NHS pay scales for consultants.

	Total no of staff on £100K+ (2012-13)	Total no of staff on £100K+ (2013-14)	Total no of staff on £100K+ (2014-15)
Edinburgh Napier University	5	6	7
Glasgow Caledonian University	9	15	16
Glasgow School of Art	3	2	3
Heriot-Watt University	21	43	30
Queen Margaret University	2	2	2
Robert Gordon University	6	5	6
Royal Conservatoire of Scotland	1	1	1
SRUC	4	5	3
University of Aberdeen	57	69	71
University of Abertay	3	3	3
University of Dundee	86	82	82
University of Edinburgh	149	178	198
University of Glasgow	106	136	155
University of Highlands & Islands	2	2	5
University of St Andrews	29	29	30
University of Stirling	7	11	13
University of Strathclyde	24	28	36
University of the West of Scotland	3	5	4
Totals	517	622	665

These results mean that for overall staff costs to fall, the burden solely falls on New JNCHES covered staff – i.e. support staff and academics up to (but not including) professors. In fact, for there to be an overall reduction in overall staff costs (as a proportion of expenditure) the general staff “savings” need also to cancel out the increasing number of senior staff in Universities.

There is an increasing divide within Universities between staff and their managers/senior colleagues, where it is perceived senior staff look after themselves as a group – both financially and in their management decisions. These figures seem to support this former view.

Section 9: Academic Staff Pay (i.e. non-senior staff, covered by New JNCHES)

The EIS represents mostly lecturers and a small number of academic related staff.

For a long serving unpromoted lecturer on point 41 of the national salary scale, it possible to see how their pay has changed relative to inflation (as defined by RPI) as shown in Table 9 below.

Table 9

	RPI	Point 41 of New JNCHES Salary Scale (£)
Jul-09	213.4	41,188
Jul-10	223.6	41,323
Jul-11	234.7	41,489
Jul-12	242.1	41,639
Jul-13	249.7	42,055
Jul-14	256.0	42,476
Jul-15	258.6	43,325
% Change between July 2009-July 2015 relative to July 2009	21.2%	5.2%
Real Terms Pay Cut	-16.0%	

A percentage change of -16.0% shows that a lecturer on point 41 will have had a real terms pay cut of 16.0% over the six years between July 2009 and July 2015.

Income for the Scottish HE sector rose around 25% in cash terms for the same period, around 4% in real terms.

It is these real terms cuts to staff pay, at a time when income has gone up in real terms for Universities, which make it difficult to understand how Universities can afford to invest in capital projects and still pay their senior staff more.

The EIS believes that Universities are aware of what they are doing to staff pay, and will continue to operate a pay squeeze on non-senior staff for as long as possible. The EIS believes that only action by members can bring about change to this cynical policy.

End Note:

The information in this report includes information from the UHI, SRUC and RSC – although they (as employers) choose not to join other Scottish HEIs at New JNCHES pay negotiations. EIS members at those three HEIs should consider this briefing note for information only.

If you have any queries about this report, please email David Belsey, EIS, National Officer (F&HE); dbelsey@eis.org.uk