

LUCU Members Update January 2024

- **Lancaster University Finances – Happy 2024 for the VC whose salary has gone up 6.7%**
- **Grievances about Grievances**
- **Piloting Simitive Workload Models**
- **Bus Subsidies that haven't left the Depot yet – after a year!**
- **Lancaster UCU Palestine Working Group**
- **'Homeland of Olives' Palestinian Cultural Day 20 January 2024 12:00-17:00 LICA Building**
- **National 'Campus Voices for Palestine' 25 January 2024 18:30-20:00 online**
- **Lancaster Holocaust Memorial Day 27 January 2024**
- **National UCU Elections for General-Secretary – 25 January to 1 March 2024**
- **Lancaster UCU General Meeting**

Lancaster University Finances – Happy 2024 for the VC whose salary has gone up 6.7%

As usual, financial statements were released just before the holidays so you might have missed some key information when the VC starts 2024 off, pleading institutional poverty and calls for cuts:

1. Staff Costs as % Income have improved just marginally – despite all the talk of 'investing' in staff and 'highest FTEs ever', from 50% to 50.5%. Overall, the university has a target of 52%, but we think sector average is >55%, so judge for yourself.
2. The University has lost £.75M in UA92, but it did better than the £2M it lost last year.
3. Overall, the University still has a surplus, despite whatever they might say about 'challenging times' 'dire finances' of around **£36M**.
4. The University also holds cash (called unrestricted reserves, i.e. cash held in banks) of around **£52M**.
5. The number of people who earn above £100k has gone up to 91 from 71 (52 in 2018). This is a huge increase in 'senior' managers being employed to manage us, although this would include a small number of professors who have negotiated (or have been recruited) off the professorial bands.
6. **Finally, the icing on the cake: The VC's salary has gone up by 6.7% (double the 3% we were given), from £285k to £304k. Just his USS pension contributions, paid by the University, are approx. 1.5 times a G8 salary. Happy new year for the VC for sure, after all, he deserves for the sector-leading way he handled the cost of living crisis for staff and MAB!**

Grievances about Grievances

Co-presidents, Nils and Julie, and Unite and Unison met last week with POE to urgently find solutions to the ongoing problems with the grievance process. Solutions were identified around case management, here's to implementation.

Piloting Simitive Workload Models

After some prompting, unions were finally provided last week with a presentation by the Deputy VC and Director of Finance on the new system being piloted. Given the range of hours allocated to different tasks, principles will be communicated and a practical demo of the system will be given to. Unions' concerns about privacy, abuse by head of departments (hod selection process raised), separation from the PDR process were all raised by the unions.

Bus Subsidies that haven't left the Depot yet – after a year!

Still chasing for subsidised bus passes for colleagues employed on the worst paid, most insecure contracts.

Lancaster UCU Palestine Working Group

The recently former Lancaster UCU Palestine working group is a forum for branch members to plan and coordinate Palestine solidarity efforts at the university amidst the horrors of the current assault on Gaza and the West Bank. If you are interested in getting involved please contact Dr Toby Atkinson at t.atkinson@lancaster.ac.uk

‘Homeland of Olives’ Palestinian Cultural Day 20 January 2024 12:00-17:00 LICA Building

This is an event organised by students for students, staff and the wider community, including activities for children, to understand Palestinian culture and society and to show solidarity. For more information, please email Patrick Montague: p.montague@lancaster.ac.uk

National ‘Campus Voices for Palestine’ 25 January 2024 18:30-20:00 online

It is the duty of universities to defend academic freedom for their scholars and teachers, and the freedom of expression within the law for those in their campus communities. In the face of an unfolding genocide, the silencing of Palestine advocacy needs to be named and challenged, we need to defend the right of Palestinians to speak about their experiences. Supported by the British Committee for the Universities of Palestine (BRICUP) and the British Society for Middle Eastern Studies (BRISMES), the Campus Voices for Palestine event is hosted by the University and College London UCU branch on Thursday 25 January (18:30-20:00) Click here to register [Click here for more information](#).

Lancaster Holocaust Memorial Day 27 January 2024

UCU commemorates Holocaust Memorial Day on 27 January each year [UCU - Holocaust Memorial Day](#). Please see here for a range of events over a number of days in [Lancaster](#). For more information about the Holocaust Memorial Day Trust email Jude, j.rowley@lancaster.ac.uk

National UCU Elections for General-Secretary – 25 January to 1 March 2024

Elections for the general-secretary take place every five years. Given the levels of industrial action that we have had to take over the last five years for decent pay and conditions, this is the opportunity for every member to decide the leadership of the union for the next five years. Ballot papers will come through the post, please use them to vote from the following General-Secretary candidates (as well as candidates for the NEC and trustees). Each candidate will email members during the election period. UCU NW Region will hold **an online hustings with all candidates on 21 February 18:30** details will be sent to all members from UCU regional office.

Vicky Blake (University of Leeds)

Dr Jo Grady (UCU General Secretary, University of Sheffield)

Professor Ewan McGaughey (King’s College London)

Saira Weiner (Liverpool John Moores University)

Lancaster UCU General Meeting

A separate announcement will be sent, please look out for it and come!

**Wishing LUCU members a peaceful new year,
LUCU Exec**