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## SUMMARY

### **Summary of report 3/2016, relating to the University of Girona, personnel expenditure, year 2013**

*Barcelona, 6 April 2016*

The Public Audit Office for Catalonia has issued report 3/2016, relating to the University of Girona (UdG), personnel expenditure, financial year 2013, in accordance with its Annual Programme of Activities.

The report, which was presented by Board Member Mr Jordi Pons i Novell, was approved by the Audit Office Board at its meeting on 8 March 2016.

The audit included a review of legal and financial aspects relating to personnel expenditure by the UdG in the 2013 financial year. The report also contains other aspects relating to academic activities, the submission of accounts and the budget outturn.

Personnel expenses recorded in chapter 1 of the expenditure budget for year 2013 came to €59.98m. This represented 63.46% of recognised expenditures. In addition, some personnel expenditure items were also accounted for in chapters 2, 4 and 6 of the expenditure budget. Total personnel expenditure included in the budget for this financial year came to €62.87m. In the 2013-2014 academic year there were 11,345 students enrolled at the UdG; 3,101 new students joined and 2,035 graduated. In the 2013 financial year the UdG had 1,157 TRS (teaching and research staff) and 721 ASS (administration and services staff), as well as having administrative staff and research personnel hired for particular research projects.

In the Conclusions section of the report there is a summary of the main findings from the work carried out, of which the following can be highlighted:

- In 2013 the UdG had no official Schedule of Staff Positions (*Relació de llocs de treball*) for TRS and the expenditure budget only gave details of positions by categories and costs for staff groups (civil servant TRS, labour contract TRS, civil servant ASS and labour contract ASS), but no breakdowns for departments or their associated costs.
- The UdG's Statutes do not include any provisions regarding the procedures for and effects of seconding TRS to other research organisations, as envisaged in article 17 of the Science, Technology and Innovation Act (Act 14/2011).

- The UdG hired eighty-nine new associate lecturers and nine interim attached lecturers and made two interim appointments to civil service lecturing posts directly, in contravention of article 48.3 of the Spanish Universities Act (LOU – *Ley orgánica de universidades*), which lays down that staff appointments must be by a public competitive process.
- The UdG had no agreement to regulate entry conditions for each of the different categories of associate lecturer. This contravenes the collective bargaining agreement for labour contract TRS.
- The LOU stipulates that visiting lecturers shall be hired from among lecturers and researchers of high standing from other universities or research centres. The audit undertaken showed that in 2013 the UdG had a total of forty visiting lecturers. Four associate lecturers were hired as visiting lecturers and twenty-two lecturers ended their visiting lectureship contracts and were hired under other roles: associate lecturer, interim attached lecturer, assistant lecturer, reader or interim fully-accredited (titular) lecturer. In the opinion of the Audit Office, the use of the visiting lecturer role instead of other appointments because of budget or staff recruitment restrictions robs this role of meaning, constitutes a breach of article 54 of the LOU and creates a risk of these visiting lectureship contracts being declared unlawful by employment tribunals and/or courts of law.
- The UdG makes severance payments to associate lecturers when their contracts finalise even though, according to applicable regulations, these lecturers have no right to severance pay when the period stipulated in their employment contract ends. The Audit Office considers that the UdG should have waited for verdicts from the Employment Court (*Jutjat Social*) regarding any claims which might be lodged by lecturers, before paying them any amounts as severance pay, and then complied with whatever final judgement was handed down by the court.
- The formal agreement signed in 2008 between the UdG and the Catalan Health Institute envisaged that, within six months, the plan for linking teaching and healthcare positions for the following five years was to be drawn up. There is no evidence that this plan actually exists. In 2013 only one lecturer held one of these linked posts. For the twelve lecturers at the Department of Medical Science in full-time positions no information was available on their healthcare activities.
- The UdG's Agreement on the Teaching Commitment of Full-Time Teaching Staff includes some provisions which do not conform to relevant legislation.
- The analysis carried out on TRS teaching loads in the 2013-2014 academic year shows that for 24.10% of lecturers the teaching commitment assigned to them was above their teaching capacity as determined by the university, for 17.78% the assigned teaching commitment was the same as their capacity and for the remaining lecturers the assigned commitment was lower than their teaching capacity.

In the Conclusions section of the report various recommendations are also made which, in the view of the Audit Office, would help to improve the way the University of Girona is managed and correct some of the issues mentioned in the Findings section.

This summary is solely for information purposes. The audit report (in Catalan and Spanish) can be consulted at [www.sindicatura.cat](http://www.sindicatura.cat).