



**RESOLUTION
OF THE COUNCIL
OF VILNIUS UNIVERSITY**

**ON THE AMENDMENT TO RESOLUTION OF THE COUNCIL OF VILNIUS
UNIVERSITY NO. T-2018-2-2 OF 14 FEBRUARY 2018 “ON THE APPROVAL OF THE
DESCRIPTION OF THE REMUNERATION PROCEDURE FOR VILNIUS UNIVERSITY
EMPLOYEES”**

In accordance with Article 38(1)(21) of the Statute of Vilnius University, taking into account Proposal from the Rector of Vilnius University No. RTK-25 of 21 April 2021 “On the Amendment to Resolution of the Council of Vilnius University No. T-2018-2-2 of 14 February 2018 “On the Approval of the Description of the Remuneration Procedure for Vilnius University Employees””, with the aim to ensure the attraction and maintenance of competent non-academic staff and their competitive remuneration as well as taking into account additional appropriations from the State budget allocated to Vilnius University to increase the remuneration of research assistants and assistant professors from 1 January 2021, with the aim of fair allocation thereof, the Council of Vilnius University (hereinafter the ‘Council’) hereby decides:

1. To amend Resolution of the Council of Vilnius University No. T-2018-2-2 of 14 February 2018 “On the Approval of the Description of the Remuneration Procedure for Vilnius University Employees” (as subsequently amended):

1.1. To amend Item 2(3)(7) and recast it as follows:

“2.3.7. for lecturers not holding a doctoral degree or a qualification degree equivalent to it – 0.5.”.

1.2. To amend the Official Salary Range Sizes of Non-Academic Employees of Vilnius University (hereinafter the ‘Official Salary Range Sizes’) approved by the aforementioned Resolution and recast them (attached).

2. To determine that the transition period basic official salary range sizes indicated in the Official Salary Range Sizes approved by Item 1(2) of this Resolution that are set taking into account particularly rapid growth of remuneration in the Lithuanian labour market over the past years, with the aim of ensuring the sustainability of the organisation and keeping in line with the Vilnius University Revenue and Expenditure Estimate for 2021, approved by Resolution of the Council No. TPN-1 of 27 January 2021 “On the Approval of Vilnius University Revenue and Expenditure Estimate for 2021 and the Description of the Procedure for the Structure and Formation of Vilnius University Budget for the Year 2021”, are applied temporarily, until further decision of the Council.

3. To determine that the following provisions are complied with in the application of the Official Salary Range Sizes approved by Item 1(2) of this Resolution:

3.1. The remuneration of non-academic employees of Vilnius University may only be increased in line with financial discipline and without exceeding the remuneration fund of the unit.

3.2. The order of review of official salaries shall be decided by the heads of the units of Vilnius University, taking into account which gaps are the largest between the official salaries of non-academic employees and those set for them according to the Official Salary Range Sizes, as well as assessing the critical importance of the employee’s activities on meeting the objectives of the unit,

individual activity results of the employee, and their competency.

3.3. During the review of salaries, the salary of a non-academic employee may only be increased by no more than 20 per cent at once.

4. To determine that:

4.1. from 1 May 2021 until further decision of the Council, the amount of the basic monthly salary equal to EUR 2,480 shall be applied when setting the official salary of assistant professors, researchers, teaching assistants, junior researchers and a doctoral degree or an equivalent qualification degree holding lecturers;

4.2. the official salary coefficient for lecturers not holding a doctoral degree or an equivalent qualification degree, established in Item 1(1) of this Resolution and the Official Salary Range Sizes approved by Item 1(2) of this Resolution, shall be applied from 1 May 2021;

4.3. taking into account Resolution of the Council of Vilnius University No. TPN-25 of 22 December 2020 “On the Temporary Remuneration Procedure for Employees of Šiauliai Academy of Vilnius University”, the provisions of this Resolution shall not be applied to the employees of Šiauliai Academy of Vilnius University.

5. Taking into account that additional appropriations from the State budget for remuneration were increased on 1 January 2021, to assign the Rector of Vilnius University to give out bonuses to all assistant professors, researchers, teaching assistants, research assistants and lecturers for the period of January–April 2021.