

**From:** Edinburgh College Freedom of Information

**Sent:** 04 July 2019 15:32

**To:** [REDACTED]

**Subject:** RE: Internal review of Freedom of Information request - scope of NRPA

Dear [REDACTED]

**Our Ref:** 021/19

An internal review has been undertaken on the response provided to your FOI request.

Your email dated 09 June 2019 stated you were dissatisfied with the College's response to **021/19 (2)** as you believed the College had not fully answered this question. You requested that the College explain the process for staff outwith the NRPA.

The review was satisfied that the original response provided documentation to explain how the College determines which staff are outwith the scope of the NRPA. However, under our duty to provide advice and assistance, the review found that further explanatory information should be provided.

The NRPA states: "This Agreement hereby confirms that the Colleges and Unions will negotiate the Agreed Terms and Conditions of Service of Defined Staff employed by the Colleges through the NJNC".

Defined Staff under the NJNC means: "Staff employed by the Colleges that are currently employed on contracts of employment negotiated through collective bargaining".

The NJNC RPA is available online:

<https://njncscotlandscollges.ac.uk/njnc/communications/632-nrpa-final-may-2015/file>

The Unison RPA provided in our first response on 27 May 2019 outlines staff whose contracts are not covered by collective bargaining:

### "3.1 Staff Representation

The Board of Governors of the College recognises Unison as the sole representatives of the Corporate Staff of the College for collective consultation and bargaining. Roles within the Executive Team and Leadership Team are not covered by this agreement."

The Leadership Team is the Senior Management Team. Curriculum Managers and Middle Managers are part of the Management Team.

Please note, all managers at Edinburgh College are on personal contracts (this includes support Middle Managers, Curriculum Managers and above) which are not negotiated through collective bargaining.

These staff will have their salaries reviewed when the pay outcome from the NRPA is known and a paper will be presented to the Remuneration Committee.

If you are still dissatisfied, you may ask the Scottish Information Commissioner to intervene.

The Commissioner's online appeal service is available from their website:  
[www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal)

The online appeal service is available 24/7 and offers you real time help and advice about your appeal.

You must appeal to the Commissioner within six months of receiving the review decision.

You also have the right to appeal to the Court of Session on a point of law following a decision of the Commissioner.

Kind regards

FOI Team