

From: Edinburgh College Freedom of Information

Sent: 07 August 2017 16:50

To: [REDACTED]

Subject: RE: Freedom of Information request - Job Evaluation Staffing Costs

Dear [REDACTED]

Our Ref: 048/16/17

As of 1 October 2012, Edinburgh's Telford College, Jewel & Esk College and Stevenson College merged to create a single college called Edinburgh College.

We refer to your request for information dated 10 July 2017. The College has considered your request as a request for information under section 1 of the Freedom of Information (Scotland) Act 2002 ("FOISA"):

048/16/17 (1) Please advise what reductions to the overall annual salary bill occurred once any pay protection period ended for staff following the implementation of any or all Job Evaluation exercises undertaken by your college since the merger.

Please note, any reduction is implemented over a 2 phase process:

- With effect 1 April 2017, 50% of the difference between previous salary and the top of the pay band in which the role was evaluated.
- With effect 30th September 2018, the remaining reduction to the top of the pay band in which the role was evaluated.

In April 2017, the overall annual salary bill reduced by £488 and this will be followed by a further £488 in September 2018. Please note, this figure is subject to any changes from nationally agreed pay awards or national job evaluation.

048/16/17 (2) Please break this down into grades/levels as per the college grading structure for each academic year.

We have read this question as asking for the changes to individual salary scales for staff due to job evaluation. Due to the small numbers of staff involved, this information is exempt under Section 38 of the FOI(S) Act 2002 as individuals could be identified by this information alongside other information that could be available, and this would therefore risk disclosure of individuals' personal data.

Edinburgh College is subject to the provisions of the Freedom of Information (Scotland) Act (FOISA) 2002. If you are dissatisfied with this response, you may ask the college to review this decision. To do this, please contact the Head of Corporate Development at the postal address below or e-mail the Head of Corporate Development at governance@edinburghcollege.ac.uk describing your original request and explaining your grounds for dissatisfaction. (Please include in your review request, your name and home address for correspondence).

You have 40 working days from receipt of this letter to submit a review request to:

Head of Corporate Development

4th Floor
Edinburgh College (Milton Road Campus)
24 Milton Road East
Edinburgh
EH15 2PP

When the review process has been completed and 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

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.

Regards
FOI Team