

From: Edinburgh College Freedom of Information

Sent: 07 March 2018 12:04

To: [REDACTED]

Subject: RE: Freedom of Information request - Staff Grades and Salary Conservation due to Merger/Restructure

Dear [REDACTED]

Our Ref: 004/18

Please accept our apologies for the delay in responding to your FOI request. The college was closed from Wednesday 28 February to Friday 2 March due to the severe weather conditions and we have responded at the earliest possible opportunity

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 31 January 2018. The College has considered your request as a request for information under section 1 of the Freedom of Information (Scotland) Act 2002 ("FOISA"):

004/18 (1): Please advise over the period (1 July 2014 to 31 January 2018) how many support staff have been placed on lower salary grades due to restructure, job evaluation or any other reason. For clarity, I would be grateful if you could supply figures broken down separately year on year for the following time periods (1 July 2014 to 31 July 2015, 1 August 15 to 31 July 2016 and 1 August 2016 to 31 January 2018)

	No of Support Staff
1 July 2014 – 31 July 2015	211*
1 August 2015 – 31 July 2016	0
1 August 2016 – 31 January 2018	4

*These changes were implemented in November 2015, however, they were backdated to 1 August 2014.

Please note that due to pay protection arrangements, pay awards and staff turnover, the actual salary has only reduced for 2 of these employees.

004/18 (2): Please advise over the period (1 July 2014 to 31 January 2018) how many lecturing staff have been placed on lower salary grades due to restructure, job evaluation or any other reason. For clarity, I would be grateful if you could supply figures broken down separately year on year for the following time periods (1 July 2014 to 31 July 2015, 1 August 15 to 31 July 2016 and 1 August 2016 to 31 January 2018)

	No of Lecturing Staff
1 July 2014 – 31 July 2015	0
1 August 2015 – 31 July 2016	0
1 August 2016 – 31 January 2018	0

004/18 (3): Please advise over the period (1 July 2014 to 31 January 2018) how many senior management staff earning over £70,000 have been placed on lower salary grades due to restructure, job evaluation or any other reason. For clarity, I would be grateful if you could supply figures broken down separately year on year for the following time periods (1 July 2014 to 31 July 2015, 1 August 15 to 31 July 2016 and 1 August 2016 to 31 January 2018)

	No of Senior Management Staff
1 July 2014 – 31 July 2015	0
1 August 2015 – 31 July 2016	0
1 August 2016 – 31 January 2018	0

004/18 (4): For each of the three areas above please advise how many staff were you able to assist to retain their old grade or above through re-training or remodelling of roles.

Support staff – 35 following an appeal process and a further 10 employees were subsequently regraded.

Lecturing and Senior Management – N/A

004/18 (5): For each of the three areas above please advise how many staff left the organisation.

Support staff – 37

Lecturing and Senior Management – N/A

004/18 (6): For each of the three areas above please advise how many of these staff were subsequently successful in applying for roles at grades the same as or higher than the grade they lost.

Support staff – 12

Lecturing and Senior Management – N/A

004/18 (7): For each of the three areas how much money has the College saved as a result of the downgrading. For clarity, I would be grateful if you could supply figures broken down separately year on year for the following time periods (1 July 2014 to 31 July 2015, 1 August 15 to 31 July 2016 and 1 August 2016 to 31 January 2018)

1 July 2014 – 31 July 2015	£0
1 August 2015 – 31 July 2016	£0
1 August 2016 – 31 January 2018	£46.50

004/18 (8): Please advise and attach as a copy any specific policy or procedure the College has to assist staff placed in this position exit detriment and regain their old grade.

Policy or procedure does not exist for this purpose as it was linked to the Job Evaluation scheme.

004/18 (9): How many staff covered in questions 1, 2 and 3 were subsequently downgraded again for any reason?

0

004/18 (10): How many staff had salaries being conserved as at 31 July 2014.

11 academic staff had conserved salaries as at 31 July 2014.

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

