

21 August 2017

[request-421629-10b9e398@whatdotheyknow.com](mailto:request-421629-10b9e398@whatdotheyknow.com)

Dear Jennifer,

**Your Information Request  
Freedom of Information (Scotland) Act 2002 ("FOISA")**

I refer to the email of 28<sup>th</sup> July 2017 in which you requested various information in relation to the College's Job Evaluation Scheme.

I have treated your request as a request for information under section 1 of FOISA. An application for information under section 1 of FOISA requires that a public authority releases all information held, subject to any applicable exemptions. Under FOISA, public authorities have twenty working days following the date of receipt of the request to respond to an applicant. The deadline for receipt of the response to your request is therefore Friday 25<sup>th</sup> August 2017.

I can confirm that the information you requested is held by the College. After considering your request I have decided that no exemptions apply and I am disclosing in full the information requested. Please find enclosed copies of the information requested.

**Right to request a review under FOISA**

You have a right under FOISA to request a review of this decision. If you wish to exercise this right, you must write to us to request a review within forty working days of receipt of this decision. Your request for a review must be in writing and you must specify your name and address for correspondence. You must also specify your reasons for requesting a review. Should you wish to request a review, please address your request to myself, West College Scotland, Clydebank Campus, Queens' Quay, Clydebank, G81 1BF, [david.gunn@wcs.ac.uk](mailto:david.gunn@wcs.ac.uk).

Your review will be undertaken by staff not involved in the original decision making process.

**Clydebank Campus**  
College Square, Queens' Quay  
Clydebank, G81 1BF

**Greenock Campus**  
Finnart Street  
Greenock, PA16 8HF

**Paisley Campus**  
Renfrew Road  
Paisley, PA3 4DR

## **Right to apply to the Scottish Information Commissioner under FOISA**

If you are dissatisfied with the outcome of a review, you have a right under section 47 of FOISA to apply to the Scottish Information Commissioner for a decision. If you wish to do so, you must apply online to the Commissioner within six months following the date of receipt of the review notice. The contact details are: [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal).

## **Complaints**

Should you have any complaints about the College's procedure in respect of handling your request, please contact Audrey Cumberland, Principal, West College Scotland, Paisley Campus, Renfrew Rd., Paisley, PA3 4DR. [audrey.cumberland@wcs.ac.uk](mailto:audrey.cumberland@wcs.ac.uk)

Yours sincerely

**David Gunn**  
**Director Organisational Development and HR**

## West College Scotland

### FOISA Response – August 2017

1. The agreed end dates and percentage amount of decrease in salary for those members of staff financially detrimental after the last job Evaluation scheme?
  - *The agreed end date for staff salary conservation following the job evaluation exercise carried out by the College was 15 June 2017*
  - *The job evaluation scheme was implemented with the involvement of the Trade Unions. After the end of the 3 year conservation period the average percentage amount of decrease in salary for those members of staff impacted after the job evaluation scheme was 7.52%*
  
2. Please advise the amount of members of support staff this will effect?
  - *The headcount of support members of staff affected was 47*
  
3. In real cash terms what savings to the employer's pension contributions were/are/will be achieved after the pay protection period agreed end(s) following the last College Job Evaluation.
  - *There were no pension contribution savings to the employer, as overall the implementation of the job evaluation scheme resulted in increased cost for the College.*
  
4. The average amount of all support staff salary decrease across the college once the pay protection period has ended
  - *With the full implementation of the job evaluation scheme at the end of the three year conservation period there was no decrease to the overall support staff salary cost, as full implementation of the scheme resulted in an increased cost to the College. As advised above for those staff impacted after the 3 year conservation period the average decrease in salary was 7.52%*