

John Gallacher
request-589022-0cb95a63@whatdotheyknow.com

31 July 2019

Our Ref: 305

Dear Mr Gallacher

Freedom of Information (Scotland) Act 2002 – Request for Information

Thank you for your email/letter which was received by Borders College on 12 July 2019, requesting information about:

1. How many staff do you have who are not on permanent contracts (please break down by support staff, lecturers, and staff earning over £70k)?
2. Please provide a breakdown of how many of these staff have now been employed for over one year (again broken down by support staff, lecturers and staff earning over £70k).
3. Please provide a breakdown of how many of these staff have now been employed for over two years (again broken down by support staff, lecturers and staff earning over £70k).
4. How many support staff (from question 1) are on time limited contracts due to project based funding, or sickness or maternity cover?
5. How many (Support) staff (from question 3) have been transferred to permanent (contracts) since the 19th of October 2018?
6. Please give reasons (and breakdown of numbers by reason) why support staff not affected by question 4 and employed for over 2 years have not yet been made permanent?
7. Please give reasons (and breakdown of numbers by reason) why support staff not affected by question 4 and employed for over 1 year have not yet been made permanent?
8. Have you supplied a list, of Support Staff not affected by question 4 to the local Trade Union Stewards?
9. In relation to questions 7 & 8 was this discussed at a formal meeting with support staff Trade Unions (e.g. JNC)?
10. If so please supply the minute of meetings since October 2018 relating to (see also STS Circular 05/18)?
11. How many staff on temporary (change temporary to “not on permanent”) contracts have had contracts ended since October 2018 (please break down by support staff, lecturers and staff earning over £70k).
12. If you have staff affected by your answers to questions 6 & 7 can you detail your plan to address in relation to circular STS 05/18?



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Borders College
Hawick Campus
Buccleuch Road
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TD9 0EH

Borders College Response

The information you have requested is shown below:

1. 12 Support staff
53 lecturers
0 over £70k
2. 3 support staff
34 lecturers
3. 1 support staff
21 lecturers (evening class staff who have been on payroll longer but may only work 8 weeks per year)
4. 2 lecturers
4 support staff
5. None
6. Although on payroll from 2016 only works a few weeks per year and does not have continuous service as only employed intermittently during the session
7. As 6.
8. Yes
9. Discussed directly with UNISON rep at a one to one informal meeting as we have joint LJCNC meetings with EIS
10. See 9
11. None
12. Will be addressed if and when staff member returns for session 19/20.

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<http://www.ipo.gov.uk/copy.htm>

Your right to seek a review

If you are dissatisfied with the way in which the College has dealt with your request, you have the right to require us to review our actions and decisions. To request a review, please contact the Vice Principal (Finance and Corporate Services), Borders College, Scottish Borders Campus, Nether Road, Galashiels, TD1 3HE or e-mail: foi@borderscollege.ac.uk within 40 working days. The review will be conducted by another member of the Executive Team. Please provide your name, contact address/email and your reason for requesting a review. Your request must be in a recordable format (letter, email, audio tape, etc). You will receive a full response within 20 working days of its receipt.

If you are dissatisfied with how we have handled your request for review you may ask the Scottish Information Commissioner to review our decision. You must submit your complaint to the Commissioner within six months of receiving the response to review letter. The Commissioner's Office may be contacted as follows:

Online Appeal Service:

Website: www.itspublicknowledge.info/Appeal

By post:

The Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS

Telephone: 01334 464610

Fax: 01334 464611

E-mail: enquiries@itspublicknowledge.info

An appeal, on a point of law, to the Court of Session may be made against a decision by the Commissioner.

Further information

For further information on our Freedom of Information procedures please refer to

http://www.borderscollege.ac.uk/downloads/freedom_of_information_procedureoctober2018.pdf

All complaints regarding requests for information will be handled in accordance with this procedure.

Yours sincerely



Mrs Hazel Robertson
Vice Principal Finance and Corporate Resources