

21st February 2018

John Gallacher

via e-mail at: request-461805-0d9c9455@whatdotheyknow.com

Dear John

Freedom of Information - Request for Information

I refer to your request which was received on 1st February 2018. The information you requested is as follows:

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)**

None.

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)**

None.

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)**

None.

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.

N/A

5. For each of the three areas above please advise how many staff left the organisation.

None.

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.

N/A

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)

N/A

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.

The College Redundancy Policy and Procedure is currently not active due to the Scottish Government's 'no compulsory redundancy' priority within the Public Pay Sector legislation.

9. How many staff covered in questions 1, 2 and 3 were subsequently downgraded again for any reason?

None.

10. How many staff had salaries being conserved as at 31 July 2014?

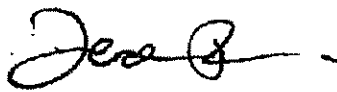
None

This information is supplied for your use. The College has no objection if you wish to share this information, including making copies for others, provided that the information is not used in an inappropriate context.

Please note that if you are not satisfied with this response you have the right to request a formal review of the decision I have made. If you wish to request a formal review you should do so by writing to this office by 18th April 2018.

Please let me know if I can be of further assistance.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Derek Duncan', followed by a horizontal line.

Derek Duncan
Freedom of Information Office