

JMcK/AS

5 March 2018

Mr John Gallacher

Response sent by email to:

Request-461407-a9f2a317@whatdotheyknow.com

Dear Mr Gallacher

I am writing further to your email of 31 January 2018 and your request for information under the Freedom of Information (Scotland) Act 2002. I am sorry for the delay in responding to you. The College was affected by the severe weather and was closed early on Wednesday 28 February 2018 and closed completely on Thursday and Friday 1 and 2 March 2018.

- Q1. 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)**
- Q2. 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)**
- Q3. 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)**

Ayr Campus
Dam Park
Ayr, KA8 0EU
T 01292 265184
E enquiries@ayrshire.ac.uk

Kilmarnock Campus
Hill Street
Kilmarnock, KA1 3HY
T 01563 523501
E enquiries@ayrshire.ac.uk

Kilwinning Campus
Lauchlan Way
Kilwinning, KA13 6DE
T 01294 559000
E enquiries@ayrshire.ac.uk

Number of Staff Placed on Salary Conservation

	01.07.2014 – 31.07.2015	01.08.2015 – 31.07.2016	01.08.2016 – 31.01.2018
Service Staff	16	1	1
Lecturing Staff	17	0	0
Senior Management	0	0	0

Q4. 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.

	01.07.2014 – 31.07.2015	01.08.2015 – 31.07.2016	01.08.2016 – 31.01.2018
Service Staff	0	0	0
Lecturing Staff	0	0	0
Senior Management	0	0	0

Q5. For each of the three areas above please advise how many staff left the organisation.

	01.07.2014 – 31.07.2015	01.08.2015 – 31.07.2016	01.08.2016 – 31.01.2018
Service Staff	0	14	0
Lecturing Staff	0	0	0
Senior Management	0	0	0

Q6. 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.

	01.07.2014 – 31.07.2015	01.08.2015 – 31.07.2016	01.08.2016 – 31.01.2018
Service Staff	0	0	0
Lecturing Staff	3	0	0
Senior Management	0	0	0

Q7. 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)

This information is not available.

Q8. 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.

Ayrshire College do not have a re-deployment policy.

Q9. How many staff covered in questions 1, 2 and 3 were subsequently downgraded again for any reason?

	01.07.2014 – 31.07.2015	01.08.2015 – 31.07.2016	01.08.2016 – 31.01.2018
Service Staff	0	0	0
Lecturing Staff	0	0	0
Senior Management	0	0	0

Q10. How many staff had salaries being conserved as at 31 July 2014?

	31.07.2014
Service Staff	21
Lecturing Staff	0
Senior Management	0

If you are unhappy with our response to your FOI request, the FOI Act gives you the right to complain. If you wish to complain, the issues you raise will initially be considered by staff not involved in the handling of your original request through an internal review. You will receive a substantive response as soon as possible. We aim to complete internal reviews within 20 working days of receipt.

In exceptional circumstances it may take longer than 20 working days to complete an internal review; in such cases, we will notify you in writing. Complaints or requests for internal review should be submitted no more than two months after we sent a substantive reply to your original request.

Requests for internal reviews should be addressed to:

Allyson Sharp
Information and Customer Relations Advisor
Ayrshire College
Kilmarnock Campus
18-21 Hill Street
Kilmarnock
KA1 3HY

Email: allyson.sharp@ayrshire.ac.uk

If you are dissatisfied with the College's response to your internal review, you will have a further right of appeal to the Scottish Information Commissioner. You can contact the Information Commissioner by writing to:

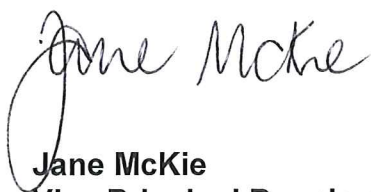
Office of the Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
KY16 9DS
01334 464613
01334 464611

Email: enquiries@itspublicknowledge.info

You can now make Freedom of Information (FOI) appeals online, using the new online appeal service – click at the link below:

www.itspublicknowledge.info/Appeal

Yours sincerely



Jane McKie
Vice Principal People and Skills