



The Scottish Parliament
Pàrlamaid na h-Alba

John Swinney MSP
Deputy First Minister
Scottish Parliament
Edinburgh
EH99 1SP

27 June 2019

Dear John,

Working Conditions in the Further Education Sector

I am writing to you following Patrick's question to the First Minister regarding the treatment of staff at Glasgow Kelvin College.

As you will now be aware, management at Glasgow Kelvin College has, with almost no advance notice, terminated the contracts of temporary lecturing staff and stated its intention to then rehire staff after the summer. Due to the short notice of this decision, staff have not been given adequate time to plan around these changes. This means that not only are college lecturers facing sudden unemployment, but those still at the college responsible for the next academic year's curriculum now face significant uncertainty over what courses can actually be delivered.

This decision by college management will have a serious impact on staff and students at the college. Many staff have already lost confidence in college management and a number will likely leave the sector as a result of this experience, meaning a loss of skills and expertise. This is particularly acute in areas such as additional support for learning and will undermine the delivery of further education. This also means that the college cannot guarantee it will deliver courses it is currently advertising for the next academic year, as it will not know what staff will reapply. Students who have accepted offers on courses in good faith may be left with those courses being cut without time for them to apply elsewhere. Those lecturers who do reapply will have faced a summer without pay and a disruption to the 2-years of continuous employment which would otherwise have qualified them for a permanent contract.

Ross Greer MSP for the West of Scotland
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Regardless of the financial situation of the college, which I am sure we will discuss in the near future, I hope you will agree that this is no way to treat lecturing staff. I would therefore request that you immediately investigate this situation and how, despite a national agreement on permanence and clear best practice on consultation with staff, this has been allowed to happen. A review of college management practices appears to be required.

Kind regards

Best Wishes,

A handwritten signature in blue ink, appearing to read 'Ross Greer', with a long, sweeping underline.

Ross Greer MSP

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