

# HUMAN RESOURCES

## Item 10 The Lanarkshire Board – 26 March 18

### Update on Voluntary Severance Scheme

#### Background

As part of the business planning discussions with the Scottish Funding Council and as part of a range of deficit reduction measures, New College Lanarkshire opened a voluntary severance scheme to all staff in November 2017, with applications being accepted from 4 December 2017.

The scheme closed for applications on 12 January 2018. At the closure of the scheme, line managers were asked for written statements in relation to any applications received from their area and these were submitted by 26 January 2018. Managers were giving the option to recommend that the application be accepted, recommend that the application be declined or to indicate that the application required further discussion.

The College received 104 applications from staff across the College, split almost equally between teaching staff and support / management staff. Between the closure of the scheme and decisions being confirmed, five staff withdrew their application. All of this group were teaching staff.

Following initial review of the applications received, it was concluded that 61 applications could not be accepted. The reasons for rejection at this stage was either that the level of replacement required would not permit the required level of financial savings to be made, or the effect on the service could not be mitigated e.g. through reallocation or reorganisation of work.

This left 38 applications that remained under consideration for acceptance. Of these 31 had been recommended for acceptance and 7 were identified as requiring further discussion.

#### Further Discussion with SFC

At the initial consideration stage, to accept the 31 applications recommended for acceptance would have taken us beyond the level of funding originally agreed with SFC. A further meeting was held with SFC to discuss whether they would permit some flexibility to minimise the potential need to revisit VS at a future date.

In relation to the 7 applications subject to further discussion, almost all of these related to a particular contract that the College had bid for in relation to SDS funded activity. Rather than make decisions before future staffing needs were known, discussion took place with SFC to discuss additional flexibility to allow the College to address this group of staff once future contract details were known (in late March) without disadvantaging this group or the wider group recommended for acceptance at this initial stage.

SFC agreed on both counts. For their part, SFC also used these additional discussions to gain reassurance around the assessment that had taken place around the applications received – particularly in relation to curriculum fit and continued support for learning and teaching from August 2018. There was also discussion around the management applications received.

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Unfortunately, these additional discussions took the College beyond the anticipated date for notifying staff of the outcome of their applications and, although communication did take place, the delay was upsetting for some staff.

## **Current Position**

The current position is that 34 staff (29.59FTE) have been accepted for voluntary severance. This includes 19 teaching staff (15.97FTE) and 15 management and support staff (13.61FTE). There is one application that has not yet been resolved and discussion has taken place with the member of staff and their trade union representative on this. We expect to be able to resolve this application within the next four weeks.

Further information can be provided to the Board on request.

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March 2017