

From: First Minister
Sent: 01 June 2018 17:36:56
To: Public Engagement Unit
Subject: FW: Compulsory Redundancy-[REDACTED]

MACCS case please for OR

[REDACTED]

Office of the First Minister

Scottish Government

5TH floor/St Andrews House/Regent Road

Edinburgh EH1 3DG

Tel [REDACTED]

All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

From: Sturgeon N (Nicola), MSP [mailto:Nicola.Sturgeon.msp@parliament.scot]
Sent: 01 June 2018 17:34
To: First Minister
Subject: Fwd: Compulsory Redundancy-[REDACTED]

Nicola Sturgeon MSP
Glasgow Southside
Constituency Office (constituent enquiries only)
Govanhill Workspace
Unit 3, 69 Dixon Road
G42 8AT
Tel: 0141 424 1174
nicola.sturgeon.msp@parliament.scot<<mailto:nicola.sturgeon.msp@parliament.scot>>

All other enquiries to nicola.sturgeon@snp.org<<mailto:nicola.sturgeon@snp.org>>

From [REDACTED]
Sent: Friday, June 1, 2018 4:11:04 PM
To: Sturgeon N (Nicola), MSP
Subject: RE: Compulsory Redundancy-[REDACTED]

Dear Nicola

I am a lecturer at [REDACTED] and I am writing to you to ask for your intervention in this matter which affects one of my colleagues, [REDACTED]

Senior management informed our EIS member on Friday 25 May, that he is to be made compulsorily redundant in July. [REDACTED] is a full time permanent lecturer who has taught at [REDACTED] for the last 6 years.

In doing this, management are seeking to tear up our 'Avoidance of redundancies' policy. [REDACTED] has a clean disciplinary record, but after the College lost its [REDACTED] courses, management refused to redeploy him to a role that will maintain his lecturer terms and conditions.

[REDACTED] has been flexible from the start, willing to deliver other subjects he is already qualified to teach, on any [REDACTED] campus. He has offered to deliver support staff hours while retraining, if deemed necessary by management.

All he asks is that his job as a lecturer continues.

Instead, management has refused to take up his offer, and now he has been invited by HR to apply for labouring and temp catering assistant jobs.

The College has informed [REDACTED] that they will not provide a hard copy reference for him to seek employment elsewhere, and they intend his job to come to an end in July.

This is not about money.

For a year [REDACTED] has been left unutilised, in the stressful position of being refused hours for teaching subjects he is qualified to deliver, or retraining for other lecturing duties. This is despite management being aware of the longterm ill health of [REDACTED] wife; he is the sole breadwinner for his family.

Management has refused to explain why [REDACTED] has been treated differently from a host of other [REDACTED] lecturers whose industry disappeared, or whose class numbers were down, yet who have been retrained and redeployed so that their lecturing career continued.

If this goes unchallenged, no lecturer's job at [REDACTED] would be safe. We need a strong response to encourage management to honour our policies and to step back from the brink, to ensure that [REDACTED]'s lecturing career continues at the College.

I urge you to challenge our Management.

Regards,

[REDACTED]

*

The Scottish Parliament: Making a positive difference to the lives of the people of
Scotland

Pàrlamaid na h-Alba: A' toirt deagh bhuidh air beatha sluagh na h-Alba

www.parliament.scot<<http://www.parliament.scot>> :

facebook.com/scottishparliament<<http://facebook.com/scottishparliament>> :

[twitter.com/scotparl](http://twitter.com/ScotParl)<<http://twitter.com/ScotParl>>

The information in this email may be confidential. If you think you have received this
email in error please delete it and do not share its contents.

*

This email has been scanned by the Symantec Email Security.cloud service.
For more information please visit <http://www.symanteccloud.com>

From: First Minister
Sent: 29 May 2018 08:43:08
To: Public Engagement Unit
Subject: FW: [REDACTED] - Permanent lecturer being made Redundant

MACCS case please for OR

[REDACTED]
Office of the First Minister
Scottish Government
5TH floor/St Andrews House/Regent Road
Edinburgh EH1 3DG
Tel [REDACTED]

All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

From: [REDACTED]
Sent: 28 May 2018 21:45
To: First Minister
Subject: [REDACTED] - Permanent lecturer being made Redundant

Dear First Minister

Can I, on behalf of [REDACTED] state our opposition to [REDACTED]'s management decision to give notice of (compulsory) redundancy to a full time permanent lecturer at [REDACTED]. This goes against the Scottish Government's pledge that, 'This Government will continue its commitment to the real Living Wage and maintain its position on 'no compulsory redundancy.'

We sincerely hope that the matter can be resolved by the management at [REDACTED] without the need for compulsory redundancy and that other options, such as retraining are implemented. Your support to ensure this happens would be greatly appreciated.

Regards

[REDACTED]
[REDACTED]

This email has been scanned by the Symantec Email Security.cloud service.
For more information please visit <http://www.symanteccloud.com>

Yours Sincerely



[<https://ipmcdn.avast.com/images/icons/icon-envelope-tick-round-orange-animated-no-repeat-v1.gif>]https://www.avast.com/sig-email?utm_medium=email&utm_source=link&utm_campaign=sig-email&utm_content=webmail

Virus-free. www.avast.comhttps://www.avast.com/sig-email?utm_medium=email&utm_source=link&utm_campaign=sig-email&utm_content=webmail

This email has been scanned by the Symantec Email Security.cloud service.
For more information please visit <http://www.symanteccloud.com>

-

From: First Minister
Sent: 22 January 2018 08:48:35
To: Public Engagement Unit
Subject: FW: ongoing contract issues,

Attachments: jslett020317.pdf

MACCS case please for OR

[REDACTED]
Office of the First Minister
Scottish Government
5TH floor/St Andrews House/Regent Road
Edinburgh EH1 3DG
Tel [REDACTED]

First Minister's preferences can be found at:
<http://intranet/InExec/AboutUs/Ministers/MinisterialPrivateOffices/OfficeOfTheFM>

All e-mails and attachments sent by a Ministerial Private Office to another official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the primary recipient. Private Offices do not keep official records of such e-mails or attachments.

From: [REDACTED]
Sent: 21 January 2018 17:45
To: First Minister
Subject: ongoing contract issues,

Dear Miss Sturgeon,

I am writing to you because of ongoing issues with my contract for teaching at a local [REDACTED]. I have previously written to Mr. Swinney about this, and have also discussed this with my own local MSP, my own MSP has been fantastic, however due to my union being involved their hands are tied, however Mr Swinney's response was to send my letter, which I have enclosed, to the pay unit, which is unfortunate because if the letter had been read, it would have been noted it was about social justice not pay, I will not repeat the story as outlined in my previous letter, however I would like your personal response to this ongoing travesty, which is taking its toll on not only myself, my health and my family, but also other colleagues, around 12 of us, who are in the same situation. I am devastated that in this day and age a public organisation can get away with blatantly ignoring legislation, I am now in my fifth academic term, with mounting debts, a failing personal life and health issues and everyone seems to be taking their time to do anything about it.. and the longer this takes the more debt and ill health I am subjected too. I do realise you have many priorities related to running our country, however I wonder where the socially just country and principles of fairness are, as from where I am now, no one seems to care.

I am hoping you find time to reply to this issue personally, and with your intervention, my employers, who were almost taken to court about this very same issue in the past, will realise once and for all that no one can flout legislation.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Ref: Contract Issues

Dear Mr Swinney

My name is [REDACTED] and I am currently employed with [REDACTED] on a temporary contract, and am now in my fifth year, as have a number of my colleagues.

I personally have consistently applied for permanent status as per the college protocols, as have my colleagues and consistently been turned down, with no actual reason given, with the assurance that we would have requests re-evaluated the following academic session. This consistently being the case, even though I and my colleagues have worked in some cases the equivalent of full time hrs. 21-24 teaching contact hours a week.

Initially I like my colleagues, understood the college policy, and accepted the continued employment on this basis, however, now into my fifth year on, with debt issues, and a falling marriage due to the stress, and my own failing health, I feel this needs to be addressed. I and my colleagues are in the process, with the support of our union the EIS, pursuing legal means, however this will take around 18 months to complete, and personally, I cannot wait this long. My debt issues are directly related to this process, I have viewed my credit statement, and all the debt incurred commenced when these issues started to come to a head. To allow you grasp how this has affected me, please allow me to enlighten you to the practice that has caused so much distress not only to me but to several of my colleagues as well.

Throughout the academic year, we get paid on an hourly rate; basically we only get paid for when we teach. This means that we only get paid in term time, which initially isn't an issue if you can access other employment, however, because we are not permanent staff, who also gets prep time, for lesson preparation, and marking, we have to often take work home at weekends to allow us to work the 21-24 hrs. teaching to make a living wage, the extra time actively prevents any of us from doing any extra work to make up financial shortfalls. College policy advises that temporary staff can apply for permanency after two years, it is however not guaranteed to be granted, and it is however a statutory right to be given full time status after four years, which none of my colleagues, or myself have been given, most of us are now in our fifth academic session.

Mr Swinney [REDACTED] some of that in a managerial role, I am now in the situation, primarily through the dubious processes employed by this college where I am poorer now than I was as a student. I have to borrow money from relatives to buy clothes for my daughter, I have a situation at home where I can barely afford to replace items

