



Sue Webber MSP

12 May 2023

Dear Ms Webber

Compulsory Redundancies in City of Glasgow College

I am writing to you in your role as the Convenor of the Education, Children and Young People Committee to request an urgent discussion with the Committee in relation to the notice of compulsory redundancy that City of Glasgow College has provided to UNISON.

Until now, compulsory redundancies have been a red line for both employers and trade unions across the Further Education sector and this move by the College will not only have a devastating impact on the staff and students in Glasgow, but also on the rest of the sector as others feel emboldened to follow suit. It is UNISON's view that this move does not show the Scottish Government's flagship policy around Fair Work in a favourable light and actively casts doubt on the efforts of the sector to deliver Fair Work in the coming months and years.

Previously, critical funding and staffing issues of this type were addressed through local consultation and if required an agreed Voluntary Severance (VS) process however on this occasion the college has advised us that they have been denied funding by the Scottish Funding Council and the College's Arms Length Foundation (ALF) thus preventing them from offering a VS package. UNISON has made a request to the College as to the reason the ALF refused the bid for funding VS.

For many residents of Glasgow, College is an essential part of gaining the necessary skills to move into an employment field of their choosing, changing lives and boosting the economy. If we are to ensure the very best standards of education and training in Scotland we should be investing in our colleges, not standing by and watching them cut key staff. UNISON truly believes that the future standards of education, access to courses, and support on every aspect of the college experience is at risk due to these cuts which will significantly cut the workforce on both the lecturing and support staff side.

I have copied this letter to the three Glasgow MSPs who sit on the committee with you: Pam Duncan-Glancy, Bob Doris, and Bill Kidd.

I look forward to hearing from you.

Yours sincerely

JOHN MOONEY
REGIONAL ORGANISER
UNISON SCOTLAND FE/HE LEAD