

Paul

EIS-FELA request a meeting with you this week to discuss the main points of your latest briefing sent to all staff on Friday 3rd November and to discuss the deteriorating industrial relations and continued strike action. These are our main points of discussion:

We believe that your latest briefing shows a complete disregard for (or ignorance of) the impact of the measures you have taken to reduce the financial deficit accrued over the last two years.

You celebrate the reduction in the deficit as 'cuts done, moving on' which shows absolutely no concern for (or perhaps awareness of) the staff you have not yet 'cut' from your organisation. Currently there are some lecturers who have been selected for redundancy who have not been served their notices, and other lecturers who have lodged appeals against their redundancy notices. These lecturers are appealing against the unfair redundancy process and selection criteria which have led to cases of [discrimination](#) and bias. EIS-FELA branch officers consistently raised concerns at collective consultation about the process of compulsory redundancy and on the selection criteria which we believed to be flawed and unfair, but ELT disregarded our concerns and ploughed ahead anyway regardless of the human cost.

In your briefing you state that 25 colleagues 'volunteered to help reduce costs by reducing their hours'. These lecturers sacrificed a portion of their salaries to prevent compulsory redundancies that were enacted because under your leadership, City of Glasgow College had amassed an estimated £12-£14m financial deficit which we believe did not wholly arise from external factors and resulted from [internal spending decisions](#). When EIS-FELA submitted proposals for substantial savings to be achieved through a reduction in ELT and SMT salaries, you ridiculed these as an 'ill thought through wish list' and claimed that cutting top salaries [like yours](#) would 'be an act of economic self-harm' but you have absolutely no concern whatsoever about your lecturers taking a cut in their comparatively modest salaries.

You state that our 'students are suffering' but fail to address the key source of the detriment caused to students through your [authoritarian style of leadership](#) which shows a blatant disregard for the principles of Fair Work and collective bargaining and no duty of care towards staff. Put simply, EIS-FELA members would not have to resort to industrial action if you had enabled your management team to engage in meaningful consultation on organisational change. Instead, you unilaterally imposed a swathe of cuts to staff, courses, teaching time and learning support and removed yourself from all involvement in consultation with the recognised trade union, whilst retaining autocratic control and blocking any meaningful progress, like the spectre at the feast.

For many years you have made questionable spending decisions and prioritised commercial activities in pursuit of privatisation. You have established [City of Glasgow International Ltd](#) (CGI Ltd) as a private subsidiary company, but it is not clear exactly what the purpose of this company is or its financial relationship to the College. A recent FOI request showed that CGI Ltd had amassed approximately £647,000 in income [but it remains unclear how this income will be used to benefit the College](#). You have spent over [£1m on public relations](#) while

claiming to cut back on 'non-essential' spending and the College is [currently hiring agency staff as associate-trainers](#) to deliver a range of courses while staff are being made compulsory redundant. Your 'rightsizing' project is the first phase of an attempt to loosen the levers of public sector control by cutting FE and HE provision whilst simultaneously investing in commercial activities which are highly [questionable](#).

You claim to be a 'compassionate employer' whilst threatening your lecturing staff with disciplinary proceedings. You also claim to be a [Fair Work](#) employer but do not appear to have a grasp of the principles of Fair Work or a commitment to implement them. Your briefings continually target, threaten and ridicule EIS-FELA members and branch officers, which undermines any attempt to rebuild industrial relations and establish effective voice and respect for your staff. It has become apparent that under your leadership the College is failing, [industrial relations are disintegrating](#) and the reputation of the College as a public sector institution is being trashed.

With [industrial action set to continue](#) next week an immediate change in the direction of leadership is needed to avert further disruption and damage to the College.

EIS-FELA Branch Officers