

Mr Paul Martin MSP
Convener
Public Audit Committee
Room T 3.60
The Scottish Parliament
Edinburgh
EH99 1SP

13 November 2015

Dear Convenor

Auditor General for Scotland (AGS) Section 22 report: 'The 2013/14 audit of Coatbridge College: Governance of severance arrangements'

I refer to your letter of 2 November 2015 in which you ask me to provide the Committee with details of voluntary severance payments made by Coatbridge College, broken down into payments made before and after 31 October 2013, and to whom these payments were made. This information is provided in the attached appendix.

My report notes that 33 staff left the college under voluntary severance, at a total cost of £1.7 million (paragraph 4 of report). The appendix shows that only the former Principal received a voluntary severance payment before 31 October 2013, with the other 32 members of staff receiving payments after that date. I have provided a detailed breakdown of the payments made to the seven individuals highlighted in my report. The appendix groups information about payments to other members of staff who left the college under voluntary severance, in order to avoid releasing personal information about them.

I hope the Committee finds this information useful.

Yours sincerely

Caroline Gardner
Auditor General for Scotland

Appendix: Voluntary severance payments in Coatbridge College

| Voluntary severance payments before 31 October 2013 | | | | | | | | | | |
|---|---------------------------------------|----------------------------------|------------------|-------------|---------------------------|-----------------------|----------------------|-----------------------|------------------------|-----------------------|
| Job title | Date of leaving | Months' sev due under NCL scheme | Months' sev paid | Vol sev pay | Mandator y pension strain | Pay in lieu of notice | Accrued annual leave | Total cost of release | Total claimed from SFC | Total paid by college |
| Principal | 31/10/2013 | 13 | 24 | £238,266 | | £59,573 | £6,416 | £304,254 | £129,074 | £175,180 |
| | | | | | | | | | | |
| Voluntary severance payments after 31 October 2013 | | | | | | | | | | |
| Job title | Date of leaving | Months' sev due under NCL scheme | Months' sev paid | Vol sev pay | Mandator y pension strain | Pay in lieu of notice | Accrued annual leave | Total cost of release | Total claimed from SFC | Total paid by college |
| Member of staff in Principal's office | 31/01/2014 | 9 | 9 | £27,750 | £22,184 | £9,249 | £3,700 | £62,884 | £49,934 | £12,949 |
| 11 staff | Various dates from 9/12/13 to 31/1/14 | | 9-13 | | | | | £301,765 | | |
| Director of Human Resources | 31/03/2014 | 12 | 12 | £60,351 | | £5,029 | £6,267 | £71,647 | £60,351 | £11,296 |
| Faculty Director | 31/03/2014 | 13 | 13 | £71,919 | | £5,532 | £6,384 | £83,835 | £71,919 | £11,916 |
| Faculty Director | 31/03/2014 | 12 | 14 | £80,328 | | £5,860 | £5,420 | £91,608 | £80,328 | £11,280 |
| Acting Principal | 31/03/2014 | 13 | 13 | £104,000 | | £8,676 | £7,447 | £120,123 | £104,000 | £16,123 |
| Director of Finance & Estates | 31/03/2014 | 9 | 13 | £89,328 | | £20,614 | £5,550 | £115,493 | £89,328 | £26,164 |
| 5 staff | 31/03/2014 | | 9-13 | | | | | £131,300 | | |
| | | | | | | | | | | |
| 10 staff | Various dates from 30/4/14 to 30/6/14 | | 9-13 | | | | | £421,035 | | |
| | | | | | | | | | | |
| Total | | | | | | | | Total cost of release | Total claimed from SFC | Total paid by college |
| 33 staff | | | | | | | | £1,703,944 | £1,306,000 | £397,944 |