



The Scottish Parliament  
Pàrlamaid na h-Alba

**Public Audit Committee**  
**Convener: Paul Martin MSP**

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19 November 2015

Dear Mr Howells

**AUDITOR GENERAL FOR SCOTLAND (AGS) SECTION 22 REPORT: “[THE 2013/14 AUDIT OF COATBRIDGE COLLEGE: GOVERNANCE OF SEVERANCE ARRANGEMENTS](#)”**

At its meeting on 18 November 2015, the Public Audit Committee considered your submission of 12 November 2015. The Official Report of the meeting will be available by 6pm on 19 November 2015 on the Committee’s webpage: [www.scottish.parliament.uk/publicaudit](http://www.scottish.parliament.uk/publicaudit)

The Committee agreed that the Scottish Funding Council response did not provide all the information that you had undertaken to provide. I understand that Mr Kemp has since spoken to my clerk and I would confirm that the Committee is seeking the following information as a matter of urgency:

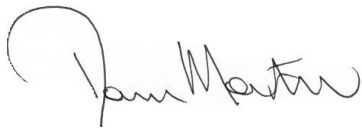
Details of the severance packages received by every college principal who has left as a result of merger, disaggregated to provide the same level of detail as the Annex to the Auditor General’s letter to me of 13 November 2013 (attached for information) together with the business cases that supported any scheme or package that exceeded the SFC guidance.

Our normal practice is to publish relevant evidence that is sent to us on our website and we may also include it in the hard copy of any committee report. **Therefore, if**

**any of the evidence is to be treated as confidential please contact the Clerk before you submit your evidence.** Further information on the publication of written submissions is contained in the policy on the treatment of written evidence by committees which is available at: <http://www.scottish.parliament.uk/help/31037.aspx>

I would be grateful for a response to this letter as soon as possible to assist the Committee in its ongoing consideration of this report. Should you have any queries, please contact the clerk to the committee on 85390 or [pa.committee@scottish.parliament.uk](mailto:pa.committee@scottish.parliament.uk).

Yours sincerely

A handwritten signature in black ink, appearing to read 'Paul Martin', with a large, stylized initial 'P'.

**Paul Martin MSP  
Convener**

Appendix: Voluntary severance payments in Coatbridge College: provided by Audit Scotland to the Public Audit Committee on 13 November 2015:

[http://www.scottish.parliament.uk/S4\\_PublicAuditCommittee/General%20Documents/Letter from AGS to PAC 13.11.2015.pdf](http://www.scottish.parliament.uk/S4_PublicAuditCommittee/General%20Documents/Letter%20from%20AGS%20to%20PAC%2013.11.2015.pdf)

Voluntary severance payments before 31 October 2013										
Job title	Date of leaving	Months' sev due under NCL scheme	Months' sev paid	Vol sev pay	Mandatory 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	Mandatory 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										
33 staff								£1,703,944	£1,306,000	£397,944