



The Scottish Parliament
Pàrlamaid na h-Alba

Public Audit Committee

Dr Graeme Jackson
Chief Executive
Colleges Scotland

14 October 2024

Dear Dr Jackson

Scotland's colleges 2024

The Public Audit Committee heard evidence from the Auditor General for Scotland (AGS) [on his briefing, Scotland's colleges 2024](#) at its [meeting on 3 October 2024](#).

The briefing highlights that the need for a job evaluation process for support staff roles within the college sector was first identified in 2015/16, and that progress has been very slow. The briefing further states—

“College Employers Scotland is now developing a critical path and milestones for this work, and agreeing with the unions how they will work together to meet the milestones. Resolving this issue will allow support staff to have certainty over the grading of their role and provide colleges with more certainty on pay costs”.

During the evidence session, the Committee sought to establish an update on the progress that had been made in relation to the job evaluation process, in addition to the cost implications of this exercise. The AGS responded by stating that he expected the job evaluation exercise “to be resolved soon”.

In relation to the costs associated with the exercise, Audit Scotland highlighted—

“There could be potentially significant cost implications for colleges, because the issue goes back a number of years. That adds to the uncertainty for colleges, because they do not know how much they might have to pay or when”.

The Committee asks for a response to the following questions—

- **Why has it taken almost ten years to progress the job evaluation process, and what is the timeline for the resolution of this exercise?**
- **Will the job evaluation process include the provision of back pay, and if so, when will this be backdated to?**

Contact: Public Audit Committee, The Scottish Parliament, Edinburgh, EH99 1SP.
Email: publicaudit.committee@parliament.scot. We welcome calls through Relay UK and in BSL through Contact Scotland BSL.

- **What assessment has been made regarding the potential cost implications of the job evaluation process for colleges and how will any additional funding required be secured?**

You may wish to note that the Committee has also written to UNISON Scotland to seek further information in relation to the job evaluation process.

The Committee requests a response by **18 November 2024**.

Yours sincerely,

Richard Leonard MSP
Convener