

## Transition Board – Shetland Merger Project

<b>Committee</b>	<b>HR and Remuneration Sub-committee</b>
<b>Subject</b>	Transfer of staff from Shetland College and Train Shetland to SUHI
<b>Action requested</b>	<input type="checkbox"/> For information only <input checked="" type="checkbox"/> For discussion <input type="checkbox"/> For recommendation <input checked="" type="checkbox"/> For approval
<b>Brief summary of the paper</b>	The sub-committee is asked to approve the appointment of Shetland College and Train Shetland staff on temporary contracts to substantive contracts on transfer to Shetland UHI.
<b>Resource implications</b> [if yes, please provide detail]	No <a href="#">Click here to enter text.</a>
<b>Risk implications</b> [if yes, please provide detail]	Yes Further loss of staff due to uncertainty over the nature of their contracts.
<b>Date paper prepared</b>	20-Jun-21
<b>Date of committee meeting</b>	24-Jun-21
<b>Author</b>	Jane Lewis
<b>Equality and diversity</b>	No
<b>Status</b>	Confidential
<b>Freedom of Information</b> Can this paper be included in 'open' business?*	Yes
<b>Status following the meeting</b>	

## **Context**

The Transition Board has identified loss of staff as a potential risk to the merger. Indeed there have been staff losses as a result of the uncertainty of the process. It is Shetland Islands Council policy to appoint staff to temporary contracts in such a merger situation. As the process has been protracted this has had a profound effect on the staff appointed to the College and Train Shetland. In January it was estimated that 60% of support staff members and 17% of Lecturers were on temporary contracts. At that time it was agreed these contracts be extended to July 2022 to provide certainty for staff for the coming academic year. In respect of 'temporary' appointments, Lecturing staff become substantive after 2 years in post and support staff after 4 years in post.

HR advice has been sought as to the advisability of transferring staff immediately to substantive contracts on their transfer to Shetland UHI. The view is that when we restructure the nature of the contract will not materially affect that process. It is the view of Senior Staff that this would be a positive action to provide staff with some immediate certainty and value their important contributions to the new College.

**The committee is invited to discuss this proposal**

**The committee is asked to approve the appointment of temporary transferring staff to substantive contracts on transfer to Shetland UHI.**