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Dear Convener

RESETTING NATIONAL COLLECTIVE BARGAINING IN THE COLLEGE SECTOR – LESSONS LEARNED EXERCISE

I write to provide you with a copy of the Strathesk Report: Resetting National Collective Bargaining In The College Sector – Lessons Learned Exercise and to put on record the Scottish Government's endorsement of the report's recommendations.

In 2021 we commissioned Strathesk Resolutions to take forward this exercise, with a view to identifying factors that have led to industrial disputes in the sector in recent years, and to create an environment for a more productive dialogue in future negotiations.

The recommendations that have been put forward in the report are designed to help restore confidence in the process for the future. Its focus centres on the contributory factors that have undermined national collective bargaining in the College sector in Scotland, primarily; trust and confidence; procedure, practice and tactics; behaviour, and information flows.

The Scottish Government's ambition for national collective bargaining has remained consistent since 2011. We want a modern, flexible, single workforce for the college sector, which rewards staff appropriately, meets the needs of students, and supports economic growth and prosperity for Scotland.

National collective bargaining is, and should remain, a joint voluntary arrangement between employers and trade unions with negotiations taking place against the backdrop of that ambition.

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With that, I make a commitment to engaging with both the employers and the trade unions to encourage that the recommendations are implemented, to ensure the continued success of collective bargaining in Scotland.

JAMIE HEPBURN

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