

From: First Minister  
Sent: 05 February 2018 08:54:52  
To: Public Engagement Unit  
Subject: FW: Scottish Prison Officers and The Justice Minister  
[SEC=OFFICIAL]

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Office of the First Minister  
Scottish Government  
5TH floor/St Andrews House/Regent Road  
Edinburgh EH1 3DG  
Tel

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From: Sturgeon N (Nicola), MSP [mailto:Nicola.Sturgeon.msp@parliament.scot]  
Sent: 04 February 2018 13:45  
To: First Minister  
Subject: Fwd: Scottish Prison Officers and The Justice Minister [SEC=OFFICIAL]

Nicola Sturgeon MSP  
Glasgow Southside  
Constituency Office (constituent enquiries only)  
Govanhill Workspace  
Unit 3, 69 Dixon Road  
G42 8AT  
Tel:  
[nicola.sturgeon.msp@parliament.scot](mailto:nicola.sturgeon.msp@parliament.scot)<<mailto:nicola.sturgeon.msp@parliament.scot>>

All other enquiries to [nicola.sturgeon@snp.org](mailto:nicola.sturgeon@snp.org)<<mailto:nicola.sturgeon@snp.org>>

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From: <>  
Sent: Sunday, February 4, 2018 11:19:37 AM  
To: Sturgeon N (Nicola), MSP  
Cc: First Minister  
Subject: Scottish Prison Officers and The Justice Minister [SEC=OFFICIAL]

Ma'am,  
I am sending you a copy of an e-mail I sent to The Justice Minister regards his role with the current negotiations for Scottish Prison Officers to have their pay and conditions improved. This began over 3 years ago when the SPOA membership decided the time was right to ballot for industrial action for a substantial pay increase.

Mr Mathieson intervened and asked the SPOA membership to stop the ballot for industrial action and work with the SPS to find a mutually agreeable pay outcome. He assured the Prison Officers that if the SPS failed to deliver within the 2 year agreed period that he would "step in and get it sorted". However when we were told by our SPS executive that they could not do as the agreement had stated and complete this within the agreed period did Mr Mathieson keep his word and "get it sorted"? No he did not!

I did write to Mr Mathieson and I received a general e-mail which he sent to quite a few of my colleagues, a letter which addressed none of the questions or points my personal letter to him raised. I, like most of my colleagues, only agreed to the suspension of the ballot for strike because we believed the lies that Mr Mathieson fed to us. That he would insure that the SPS delivered to get our pay and conditions sorted within two years. I had up until that time been a strong SNP supporter and voter believing they had not only my best interests at heart but that of Scotland too. Mr Mathieson opened my eyes to the truth that like all other political parties the SNP are prepared to say and promise what they need to in order to get the job done, truth, honesty and integrity don't come into the equation!

They recent news that the Scottish Fire Service have been offered a 4 year pay deal amounting to 20% with no negotiation simply rubs salt into every Scottish Prison Officer's wounds. My reason for contacting yourself is simply to make you aware of my feelings which I think is a true reflection of every Scottish Prison Officer and also as Mr Mathieson has lied to us and has not even had the decency to respond to personal e-mails with a personal reply I have taken the decision, as I would had I been treated in this way by anyone, to go above his head to his Line Manager which is obviously you.

I apologise as I know you are a very busy person but your Justice Minister is failing you and the SNP by deceiving people in order to get things his way and this can have no other outcome than to harm the SNP as he is tarnishing the whole party with his behaviour.

I hope that I might get a response this time round from Mr Mathieson and although I seriously doubt it, it would be nice even at this late date, if he could step in and "GET IT SORTED" as he promised us over 3 years ago.

Mr Mathieson,

I wrote to you about a year ago when the two year agreement between the Scottish Prison Service and the SPOA came to an end and we were asked for more time with no resolution in sight. In my e-mail I asked you to keep the promise you made to the Scottish Prison Officers regarding getting our pay sorted if the SPS failed to do so. Not only did you fail to keep your word to get it sorted you failed to reply to my points instead choosing to send me a standard letter that quite a few of my colleagues also received from you. That made my difficult decision with regards to maintaining my support for the SNP a lot easier and I chose to remove my vote from the SNP who I had been a long supporter of, something I believe a lot of my colleagues also did no longer believing that you were acting in our best interests. Probably not something that will make a great deal of difference to you when you openly failed to deliver on your promises to the many staff within the SPS.

We are now over 3 years into that negotiation, which looks more like failing with each passing day and we are no closer to the better pay and conditions demand that started this whole process than we were three years ago! There is no mention of any

increase and the sole focus of the new exercise, PoPP, seems to be to cut costs and as many staff as possible!

My reason for contacting you again, and hopefully actually get a response that relates to my e-mail and is not simply a generic reply, is to relay my anger and outrage at the Fire Services 20% pay offer. Whilst I fully support my colleagues in the Fire Service and value the dangerous and valuable work they do as well as fully believe they are due their 20% increase. I am outraged that we have been working with the SPS, as you requested, for over 3 years and are still no closer to even knowing what sort of pay increase might be there and the Fire Service are out of the blue offered a 20% increase with no negotiation or input from their union, yes there are conditions around this opening offer but there will be conditions around any offer we get so why are we still waiting after so long? Why have you allowed the SPS to drag this out without taking the action you promised? Are you being kept updated on progress towards a conclusion or have you not given us a second thought since we agreed not to ballot for strike?

Will you now step in and make good the promise you made to every Scottish Prison Officer, we deserve at least the 20% the Fire Service have been offered and the SPS's time wasting tactics have saved the deserved pay increase we were preparing to ballot for industrial action over for over 3 years with still no end in sight?

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From:  
Sent: 24 September 2018 09:48:21  
To: Public Engagement Unit  
Subject: FW: SCOTTISH PRISON SERVICE

Attachments: SPS Announcement Sept 18.pdf

AO ?

MACCS case please for OR

Office of the First Minister  
Scottish Government  
5TH floor/St Andrews House/Regent Road  
Edinburgh EH1 3DG  
Tel

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From:

Sent: 22 September 2018 19:48  
To: First Minister <[firstminister@gov.scot](mailto:firstminister@gov.scot)<<mailto:firstminister@gov.scot>>>  
Subject: SCOTTISH PRISON SERVICE

Dear Ms Sturgeon

I would be most grateful if you could spare a minute or two of your day to read my email. I know you are a very busy woman but I would appreciate a personal reply.

As someone who has voted for you and continues to do so I am enquiring about what you are aware of what is happening within The Scottish Prison Service.

I am not totally sure of your stance on Scottish Prison's but I would like to make you aware of what is now happening.

I am sure you know that there is moves to "professionalise" the SPS, but it has got to the stage where it is now like a comedy of errors and agendas are being hidden in the announcement that the SPS is "delighted" to announce. I have attached this to my email. There is also a document of 17 pages long, which I am sure you would have available to you. I can forward this to you if required, and I would be delighted to do so.

I am a serving prison Officer of almost [redacted] and have seen a lot, as you can imagine, serving the Scottish Prison service. I served [redacted] and almost [redacted] where I am now situated.

I have also completed

so I am not naive in what the past, current and ongoing issues are within the Criminal Justice System.

I also have an ongoing issue with Police Scotland and the lack of communication to prison staff which I am dealing with - I diverse as that is an issue for another time.

However I have a high integrity and a strong sense of fairness and justice. What I see that has been ongoing for a right to be recognised as an Emergency Service, recognised for what we do in keeping those in custody, which is someone else's nightmare, as well as someone's family member is a fine balancing, or should I say juggling act.

We are now being asked to vote on a "pay rise" unfortunately it comes at a cost of cutting jobs, and working longer less family friendly hours that we do now. All this has been disguised in the "delighted to announce" smoke and mirrors letter issued to us on Thursday 20.9.18

I would be interested to hear what your thoughts are on this matter and if it is prudent for you to intervene. I am aware you have a Justice Minister but has any of this been passed on to you for knowledge and input?

Is it really fair for HQ and Scottish Government high heid yins to be looking at cutting staff at this time of higher NPS use, staff assaults, prisoner assaults, prisoners getting younger and more violent, convictions of organised crime gangs, staff getting older, staff sick rising (due to work related issues). The prisoners can see we are basically at breaking point and are taking advantage of this for their own agenda.

I look forward to your personal input and reply to my letter.

I would also like to say that I am open to discussing this with you further, or if you wish further information please do not hesitate to contact me.

With kind regards

22.9.18

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We are delighted to announce that we have successfully completed the design stage of the Prison Officer Professionalisation Programme (POPP), and a proposal has been developed which is fully endorsed by both the SPS and the Scottish National Committee of the POA(S) and has the support of the Scottish Government.

#### Our Journey

Almost 18 months ago the launch of the improvement initiative, POPP was announced. The scope of the programme was both ambitious and complex, including for the first time in well over 20 years an intention to fundamentally reform the Prison Officer role. Since then, through partnership working, the SPS and POA(S) have undertaken a root and branch re-design of the Prison Officer and First Line Manager roles including what gets done, how and by whom; and all informed by the findings of the organisational review report and the worked concept 'Shaping Our Future'.

#### The Enhanced Single-Tier Operating Structure

Throughout the Programme both SPS and POA(S) recognised that Prison Officers are uniquely placed to change the lives of those in their care and help reduce re-offending but that current operations and practices restrict what Prison Officers are able to achieve. The POPP proposal is therefore to create a single-tier justice professional which will see the amalgamation of the current C+ and D+ band Prison Officers into an enhanced Prison Officer role.

POPP will also see an enhancement of the First Line Manager role and introduce a new job title of Justice Manager. The Justice Manager will have particular responsibilities in leading, coaching and facilitating reflective practice with Prison Officers and empowering Prison Officers in their decision-making.

#### Working Arrangements

In the proposed operating model all Prison Officers will be required to contribute to case management in order to co-produce meaningful support plans and work with individuals to help them achieve identified personal goals, aimed at improving personal and social development. This will require Prison Officers to be skilled in motivational techniques including interviewing, challenging and engaging those in our care and have the knowledge and skills to support those in our care in planning and making decisions about taking opportunities and improving life chances.

#### Continuing Professional Development (CPD)

Prison Officers have always been subject to CPD - learning on the job and undertaking new training as required by the changing demands of their role and the complex needs of those they care for - but POPP proposes to formalise this and ensure it is appropriately recognised and maintained, as professional certification, comparable with practice in other professions.

As justice professionals, Prison Officers and Justice Managers will commit to maintaining their professional certification by undertaking any necessary training and CPD that is required of them, and which meets their development needs, improves their own professional practice, contributes to the learning of others, and supports the work of their establishment. In addition, all new Prison Officers will have to complete a Higher Education Diploma, a modular qualification which will replace the current Officer Foundation Programme.

#### Pay and Progression

These significant role changes will not only bring greater recognition and influence with the satisfaction of enabling others to change their lives, they will also be more rewarding in terms of pay as a consequence of the increased responsibility.

The proposal was founded on the clear understanding, as set out in the POPP Enabling Agreement, that the professionalisation and reform of the Prison Officer role could only be achieved if efficiencies were identified to enable reinvestment in the professionalisation of front line services. To realise those efficiencies a new Dynamic Day, complements and rosters will be introduced to all establishments and a new role of Custodial Security Officer will be created which will undertake some of the security roles currently undertaken by Operations Officers.

#### Next Steps

POPP began as an inspiring vision, it's now a detailed set of workable proposals for implementation. We have therefore arrived at the point at which POA(S) has always committed to fully consulting their eligible members through a ballot. If the outcome of that consultation is a 'Yes' vote, which we will communicate by 11 October, we will immediately move into the implementation stage of the Programme.

Further information available on Sharepoint

Information on the POPP suite of changes, including the full joint proposal, job descriptions, quality statements, salary points and an illustrator of salary progression in future years is available on Sharepoint at the following link.

Acting Chief Executive Chairperson  
Scottish Prison Service Prison Officer's Association (Scotland)