

16 June 2017



Buchanan House
58 Port Dundas Road
G4 0HF



Following the meeting with the ScotRail HR team in November 2016, it was agreed that a formal notification would be issued to yourselves of any changes to ScotRail Directorates. Following some very recent changes to the team, we are now in a position to inform you officially of two changes to Directorates.

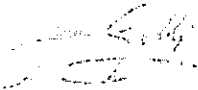
Phil Verster left the ScotRail business earlier in the year and has now been replaced by Alex Hynes, as Managing Director.

In addition, Cathy Craig, Commercial Director, left the business on the 15th June and has temporarily been replaced by Mark Powles.

Finally, as you will be aware I took up my role since the last meet, commencing with the business on 12th December 2016.

If you have any questions about these changes, please do not hesitate to call me.

Yours sincerely



John Gillies
HR Director

Dodds G (Graham)

Subject: FW: New HR Director

From:

Sent: 17 November 2016 16:07

To:

Subject: New HR Director

Paul/Donald,

I'm sorry you didn't get to know officially of my arrival here but I would like to confirm that John Gillies will take over as HR Director on 12 December 2016. Here is his profile:



John initially **joined Strathclyde Police on 1 May 2006.**

Prior to being appointed Director of Human Resources on 29 June 2009, John covered the **role of Head of Organisational Development (HR).**

John was **appointed as Director of People and Development (P&D)** for Police Scotland on 24th February 2014.

John previously joined Strathclyde Police from Allied Domecq Spirits & Wine Ltd., a multi-national spirits and wine company.

John spent nine years with Allied Domecq and in that time operated across a variety of HR and organisational change roles.

As Director of P&D, John Gillies holds accountability for a portfolio of activity which encompasses: **recruitment; resource management; training leadership and development; people management service delivery; reward and policy development; health, safety and wellbeing; and equality and diversity.**

He is also positioned as the primary Police Scotland interface with the Scottish Police Authority on matters involving Police Scotland People and Development

John graduated from Glasgow Caledonian University in 1992 with a Bachelor of Arts Degree in Social Sciences and then went on to graduate with a Post Graduate Diploma in HR Management in 1993.

John also progressed to Chartered Fellowship of the Institute of Personnel and Development in 2007.

Kind regards,

2 May 2018



New directors to join ScotRail Alliance executive team

I am delighted to announce the appointment of two new directors who will be joining the ScotRail Alliance executive team. Lesley Kane joins us as Commercial Director on 4 June 2018, and David Simpson as Operations Director in early July 2018.

Lesley joins us from Air Transat, a Canadian leisure airline, where she set up the UK commercial operation and led the development of sales and marketing. Much of her career has been with Ryanair championing the customer, and more recently as head of sales and marketing, Europe.

Lesley brings first-hand experience of building commercial operations from the ground up both in her current role and at Ryanair where she was responsible for developing corporate sales across 30 European markets through multiple B2B (business to business) and B2C (business to consumer) channels.

David Simpson has more than 30 years' experience of delivering results across the rail industry, leading and managing change in Network Rail, freight and passenger businesses.

David will be known to many of you from his time at Network Rail, Scotland, and more recently as Safety and Operations Director for Caledonian Sleeper where he supported the team in achieving above target growth and high levels of customer satisfaction. David brings a strong focus to improving performance and customer service, and building relationships between industry partners, stakeholders and government.

I am really pleased to be able to announce the appointments of Lesley and David to the ScotRail Alliance executive team. They both have extensive track records in delivering for customers across air and rail travel, and will make valuable contributions to our business. I am sure you will all join me in welcoming Lesley and David to the team as we build the best railway Scotland has ever had.

Best wishes,

Angus



Angus Thom
Chief Operating Officer
ScotRail Alliance

abellio

NetworkRail

Dodds G (Graham)

From: [REDACTED]
Sent: 03 September 2018 09:06
To: [REDACTED]
Cc: Sam Price; Janice Howitt; Jacqueline Hepburn
Subject: HR Director

Good morning,

I am writing to advise of a change of director within HR. The current HR director, John Gillies, is leaving the business during September 2018.

Until a replacement director is identified the two current "Heads of", Janice Howitt and Jacqui Hepburn, will be covering the role in the interim.

I will advise once a new director is in post.

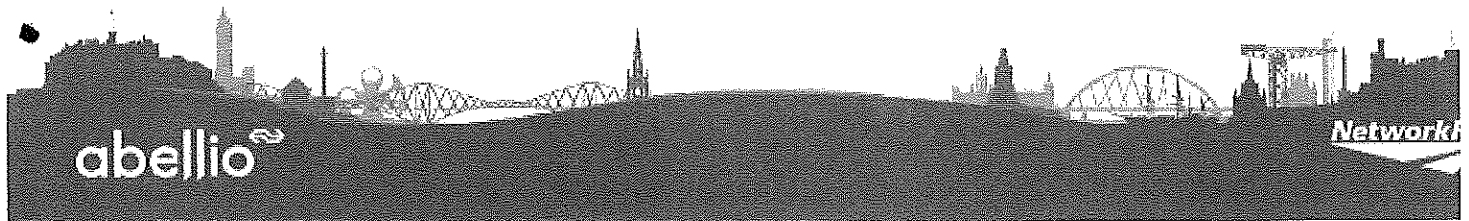
Best wishes,

Nic

Classified as INTERNAL

[REDACTED]
[REDACTED]
[REDACTED]

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