

**From:** Hynd JS (James) <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>

**Sent:** 08 February 2019 14:37

**To:** Hynd JS (James) <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>

**Subject:** EMAIL 8 FW: Personal and private: handling of sexual harassment complaints against former ministers: [Redacted - Lawyer 1] to J Hynd 24 Nov 2017

James

James Hynd  
Head of Cabinet, Parliament and Governance Division  
[Redacted]  
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**From:** Richards N (Nicola)  
**Sent:** 10 November 2017 10:00  
**To:** Hynd JS (James); [Redacted - Lawyer 1]  
**Cc:** Sinclair MA (Murray); [Redacted - Private Secretary 2]; Mackinnon J (Judith)  
**Subject:** RE: Personal and private: handling of sexual harassment complaints against former ministers: [Redacted - Lawyer 1] to N Richards 9 Nov 2017

Thanks James

Great work, I think this looks very sensible now and is in line with what I took Perm Sec through last night.

I would be content for this to go forward.

Perm Sec indicated yesterday that she would appreciate some thoughts on possible nominated officers. I mentioned the name you suggested yesterday and she could see the merits of someone who is slightly apart whilst still within the organisation (for the reasons [Redacted - Lawyer 1] set out yesterday). Her thoughts were someone who's accountability sits apart to some degree and possibly some sort of legal / professional background which would afford them some understanding of issues and process.

We can have a think separately. These names may not be needed today but it would be good to have some proposals if possible.

Nicky

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Attachment of this document below

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