

From: Mackinnon J (Judith) <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>
Sent: 03 January 2019 16:34
To: Richards N (Nicola) <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>
Subject: FW: forgot to attach to previous email

From: Mackinnon J (Judith)
Sent: 27 December 2018 10:27
To: [Redacted] <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>; [Redacted] <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>; [Redacted] <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>; [Redacted] <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>; [Redacted] <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>
Cc: [Redacted] <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>; [Redacted] <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>

Subject: forgot to attach to previous email

19 Dec - Union feedback on Process against ministers

19 December 2017

12:19

Removal of harassment - should be wider to cover all potential complaints against ministers.

Specifically

Focus is more on the position of ministers rather than maintaining the **complainant (supporting them? How they are dealt with by the SG.** Will they be interviewed and appear before a deciding panel.

Feels is removing objectivity - not open and accountable.

Does this improve protection or maintain it?

Does this complement what we have in place? We do have a clear structure in place that people are familiar with - eg moving from calling it a grievance to "issue".

Query - re independent oversight - eg other UK devolved administration. Welsh Gov has asked for an external person to investigate.

Preamble - statement about us as an employer - in engagement with Ministers.

Need to enhance the role of the Perm Sec - prominence so that staff see they are protected.

Para 7 - staff wellbeing should be protected.

Either remove harassment reference from new policy or keep in and need to retain the Fairness at work.