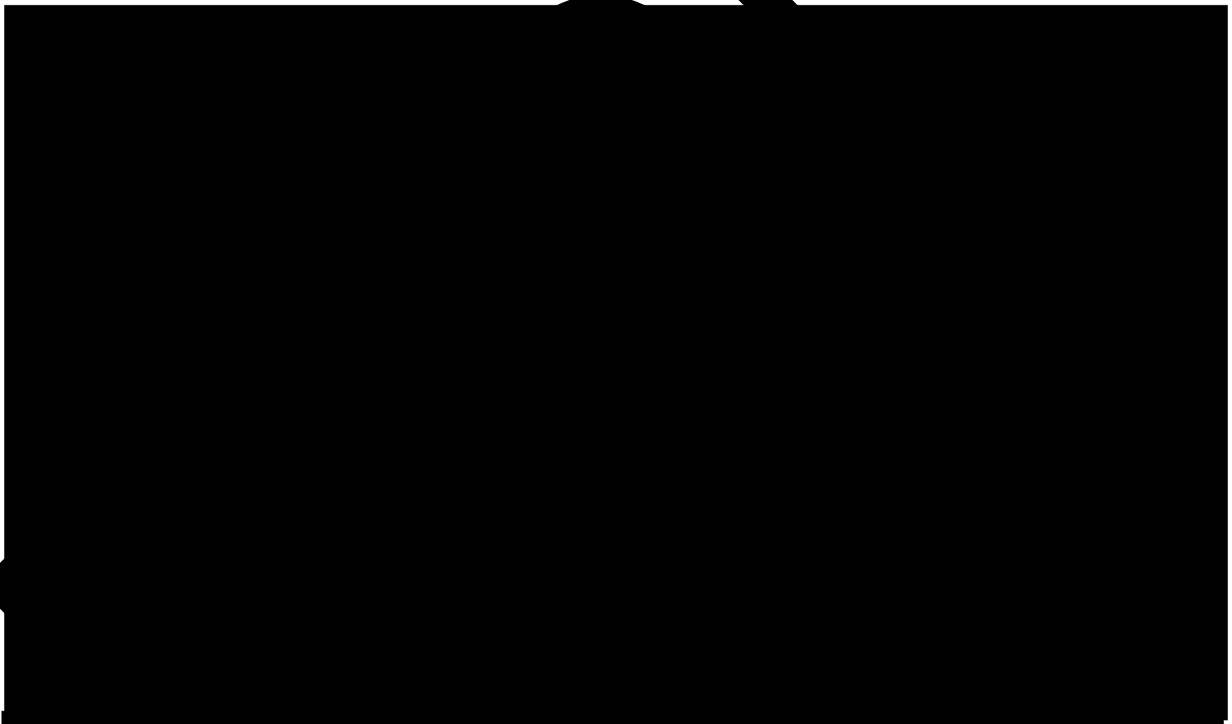


I wrote to all staff on this issue last week and I again want to offer reassurance that if you raise an issue, you will be supported and the matter will be properly investigated. There are processes and [support in place](#) for reporting any concerns or misconduct. It is important that we talk sensibly and responsibly about this as an organisation – please talk to me or any other member of the senior leadership team directly.

People Survey – thank you

The People Survey 2017 closed last Tuesday and I'm delighted that our response rate is the highest it's been since 2014. 78% (5,058) of Scottish Government core staff members completed the survey – a 5% increase on last year's response rate.

I realise that this may mean the survey results are more critical, but I want to hear everyone's experience – good and bad – of working here. A high completion rate is vital if we are to make genuine, meaningful and consistent improvement. And views expressed in the survey also inform how we create a positive, inclusive culture and a responsive, open and capable organisation. The team will now undertake detailed analysis but I want to thank those of you who took the time to complete the survey - your views will shape the future of the organisation.



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