

## ANNEX B

**From:** [redacted under s.38(1)(b)]  
**Sent:** 19 November 2020 12:15  
**To:** McLaren D (Douglas) <[Douglas.McLaren@gov.scot](mailto:Douglas.McLaren@gov.scot)>; [redacted under s.38(1)(b)]  
**Cc:** [redacted under s.38(1)(b)]  
**Subject:** COPFS pay coherence - industrial action (indicative ballot)  
**Sensitivity:** Confidential

Douglas, [redacted under s.38(1)(b)]

I hope you're well?

Following on from the information I shared below I now need to make you aware that COPFS FDA council yesterday voted to hold an indicative ballot on industrial action.

This is in relation to pay coherence - and specifically pay parity between COPFS and SG legal grades. FDA are still to contact us formally and I think details are still to be worked out on timings, but I understand that they will aim to have the outcome by 18 December. Assuming they get the numbers in favour - and that there is no movement on pay coherence in the meantime - they will then move to the statutory vote.

If you need any more information please do not hesitate to get in touch.

Many thanks  
[redacted under s.38(1)(b)]

[redacted under s.38(1)(b)]

M: [redacted under s.38(1)(b)]  
E: [redacted under s.38(1)(b)]

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**Attachment: Response to the Lord Advocate - Pay 2021-22 - Cabinet Note of 30 September 2020 (003)**

Lord Advocate

**PAY 2021-22**

1. [Redacted]
2. I recognise that pay coherence is a key issue for you and for COPFS, as per our discussion last month, and the particular industrial relations issues you face, having also heard directly from the FDA and the other Civil Service Trade Unions.
3. [Redacted]
4. [Redacted]
5. [Redacted]
6. [Redacted]

**KF**  
**19 October 2020**

**From:** Director of Budget and Public Spending  
<Directorofbudgetandpublicspending@gov.scot>

**Sent:** Mon 02/03/2020 12:16

**To:** Chief Executive of the Crown Office and Procurator Fiscal Service  
<PSCECA@copfs.gov.uk>; Director of Budget and Public Spending  
<Directorofbudgetandpublicspending@gov.scot>; Richards N (Nicola)  
<Nicola.Richards@gov.scot>

**Cc:** Chief Executive of the Crown Office and Procurator Fiscal Service  
<PSCECA@copfs.gov.uk>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>

**Subject:** RE: COPFS Pay: Next Steps

[redacted under s.38(1)(b)]

Thanks. Please be assured that we will respond as soon as we can. We have Stages 2 and 3 of the Budget Bill this week, but I recognise the importance of the industrial relations issues that are in scope.

Andrew

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**Andrew Watson** | Director of Budget and Public Spending | The Scottish Government  
Victoria Quay Edinburgh EH6 6QQ | [redacted under s.38(1)(b)] |  
[directorofbudgetandsustainability@gov.scot](mailto:directorofbudgetandsustainability@gov.scot)