

Document 1

From: Redacted <Redacted@gov.scot>
Sent: 02 August 2022 09:30
To: McLaren D (Douglas) <Douglas.McLaren@gov.scot>
Cc: Redacted <Redacted@gov.scot>
Subject: FW: Briefing for meeting with COSLA on LG Pay 3 August 2022 (A39919047)

Morning Dougie

We are pulling together a briefing for DFM's meeting with COSLA tomorrow.

At the start the President is going to invite DFM to provide the strategic context for SG Redacted.

If at all possible, I'd be grateful if you could review this before 1pm today. The ERDM link is below.

Redacted

Many thanks

Redacted

From: Leaver E (Ellen) <Ellen.Leaver@gov.scot>
Sent: 02 August 2022 08:37
To: Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>
Cc: Redacted <Redacted@gov.scot>
Subject: RE: Briefing for meeting with COSLA on LG Pay 3 August 2022 (A39919047)

Thanks Redacted

In good shape, I've added some comments. Look forward to seeing final draft at 1.30.

Redacted

E

Ellen Leaver | Deputy Director, Local Government and Analytical Services | Scottish Government | LL: 0131 Redacted | Mob: Redacted
I am now working from VQ by default Mon-Thurs (WfH on Fri), please feel free to consider In Person meetings if suitable.

From: Redacted <Redacted@gov.scot>
Sent: 01 August 2022 21:46
To: Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted@gov.scot>
Subject: Briefing for meeting with COSLA on LG Pay 3 August 2022 (A39919047)

Click on the link to open 'Briefing for meeting with COSLA on LG Pay 3 August 2022' - Redacted

Hi both

Here is a starter for ten for the briefing for LG Pay meeting. PO guidance is very clear that this is the template we should use for meetings for DFM.

I was planning to work further on this first thing tomorrow morning and try to get wider contributions.

Thanks

Redacted

From: Redacted

Sent: 15 August 2022 16:23

To: Redacted <Redacted @gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; Stafford A (Alyson) <Alyson.Stafford@gov.scot>; Director of Budget and Public Spending <Directorofbudgetandpublicspending@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>

Cc: McCaig C (Callum) <Callum.McCaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>

Subject: RE: Urgent request from DFM - reserves - note by 1700 tomorrow please

For completion, and with thanks to Redacted, please find below advice to Paul's 2 points.

Statistics on final audited accounts for councils show that as at 31 March 2021 Councils held a total of £2,293 million of general fund reserve balances, of which £1,704 million (74%) were designated as earmarked reserves and £589 million (26%) were designated as non-earmarked reserves, although these aggregates hide wide disparities across the country. At an individual authority level earmarked reserves range from 12% to 100%.

The Local Finance Returns do not provide further analysis of earmarked reserves, however, having reviewed a number of local authority annual accounts, earmarked reserves include an essential contingency, which is a proportion of estimated net revenue expenditure required to meet unanticipated obligations along with amounts which are required to be earmarked for specific purposes such as:

- Council Tax Income to be used for Affordable Housing – this relates to additional income generated from reducing discounts on second homes and long-term empty properties. Local authorities are required to spend this additional income on affordable housing and therefore such amounts are earmarked until they are deployed.
- Scottish Government Grants for specific expenditure which has not yet been incurred, such as additional funding to increase teacher numbers and pupil support assistants, Social Care workforce Uplift, Teacher Induction Scheme.

Provisional and budget figures for general fund reserve balances are also available for 2021-22 and 2022-23 but it is not possible to disaggregate between earmarked and non-earmarked reserves for those years. These figures show that Councils estimated general fund reserve balances of £1,960 million by 31 March 2023. However, these figures reflect councils' budget estimates prior to the start of the financial year and it is plausible that the position may have deteriorated in the intervening period given the feedback from COSLA with a 160% increase in the costs of gas (£100 million) cited as an example of specific cost pressure.

Redacted

We are not aware of any specific precedent for the use of earmarked reserves.

Redacted

From: Johnston P (Paul) <Paul.Johnston@gov.scot>
Sent: 14 August 2022 22:30
To: Redacted <Redacted@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; Stafford A (Alyson) <Alyson.Stafford@gov.scot>; Director of Budget and Public Spending <Directorofbudgetandpublicspending@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>
Cc: McCaig C (Callum) <Callum.Mccaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>
Subject: RE: Urgent request from DFM - reserves - note by 1700 tomorrow please

Redacted

I think recent audit reports have this material – I am sure we can provide it in the morning.

Local government will say that many of the reserves are already allocated for specific purposes and cannot be deployed to support pay costs. It would be good if we could get some clarity on (1) the extent to which they have unallocated reserves and (2) any precedent for the use of reserves to address the sort of issues that LG face at present.

We have already made the point that they could examine the use of reserves for exceptional costs (such as higher fuel bills) thus freeing up resources for pay.

Paul

Paul Johnston
Director General Communities
Scottish Government

Redacted

From: Redacted <Redacted@gov.scot>
Sent: 14 August 2022 21:28
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; Stafford A (Alyson) <Alyson.Stafford@gov.scot>; Director of Budget and Public Spending <Directorofbudgetandpublicspending@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>
Cc: McCaig C (Callum) <Callum.Mccaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>
Subject: RE: Urgent request from DFM - reserves - note by 1700 tomorrow please

Redacted,

Please inform the DFM that we will incorporate this information into future lines where appropriate.

Would local government colleagues have information on how much local authorities currently hold in reserve?

Thanks.

Redacted

Document 2

From: Redacted <Redacted@gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 14 August 2022 15:24

To: Chief Financial Officer <cfo@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; Stafford A (Alyson) <Alyson.Stafford@gov.scot>; Director of Budget and Public Spending <Directorofbudgetandpublicspending@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>

Cc: McCaig C (Callum) <Callum.McCaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Redacted <Redacted@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>

Subject: RE: Urgent request from DFM - reserves - note by 1700 tomorrow please

Hi Redacted

DFM said that this is very helpful and asked me to pass on his thanks to you for preparing this today. DFM said that several Local Government leaders have been demanding that the SG use its reserves to give them more money for a pay offer. DFM commented that this note demonstrates we are using our reserves to the full to support 22/23 Budget. Redacted

Indeed in DFM's future correspondence with COSLA he would like this position expressly set out.

I'm copying Local Government colleagues, Robert Taylor and Paul Johnston for awareness.

Thanks again

Redacted

Redacted (*she/her*)

Private Secretary/DFM

Redacted

From: Chief Financial Officer <cfo@gov.scot>

Sent: 14 August 2022 13:23

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; Stafford A (Alyson) <Alyson.Stafford@gov.scot>; Director of Budget and Public Spending <Directorofbudgetandpublicspending@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>

Hi Redacted

DFM asked for information on any Reserves that SG holds and whether any of these are built in to the 2022-23 budget.

At the 31st March 2022 funding of £650 million was transferred to the Scotland Reserve, £421 million of this was Resource funding. All of the £650 million is being utilised to support 2022-23, and is reflected in the latest 2022-23 Resource, Capital and FT position.

[Note that the Reserve cap is £700 million therefore £50 million headroom has been actively preserved to accommodate any year-end audit adjustments.]

Much of the carried forward funding was anticipated within the 2022-23 Scottish Budget; £324 million was anticipated within the initial 2022-23 Budget, and £120 million was announced by the Cabinet Secretary of Finance and Economy to support Local Government 2022-23 costs at stage 1 of the Budget Bill process. Overall the targeted Scotland Reserve carry forward in the 2022-23 Budget Bill was £511 million.

The remaining £139 million of the £650 million in the Scotland Reserve will be disclosed to Parliament as part of the Autumn Budget Revision process but as noted above is already factored in to the latest 2022-23 position. The £139 million is made up of:

- £89 million Resource;
- £65 million Capital; and
- (£15) million FTs (an additional underspend of £195 million emerged however £210 million of FTs were repaid to HM Treasury therefore the net position was £15 million less than that built in to the 2022-23 Budget. This was active management of the Scotland Reserve to create more space to carry forward more Resource and Capital where it was clear future year pressures existed).

1.1

The table below summarises the Scotland Reserve movements, the lines highlighted show the 2021-22 Reserve position:

	Resource £million	Capital £million	FT £million	Fiscal Total £million
Evolution of Scotland Reserve in 2021-22				
2020-21 opening balance (confirmed)	(47)	-	(135)	(182)
2020-21 withdrawals (confirmed)	-	-	-	-
2020-21 underspend (Final Outturn)	(358)	(7)	(61)	(426)
Balance in Reserve following 2020-21 Final Outturn	(405)	(7)	(197)	(608)
Planned Use of Available Scotland Reserve in 2021-22				
2021-22 Scottish Budget commitments after Amendments	192	-	200	392
Late March 2021	168	-	-	168
Following Provisional Outturn in June 2021	61	8	3	72

Following Final Outturn in December 2021	(16)	(1)	(6)	(24)
Estimated drawdown to support 2021-22	405	7	197	608
Provisional Reserve Balance on SBR Basis	-	-	-	-
Provisional Outturn Underspend (2021-22)	(421)	(183)	(256)	(860)
Repayment of Financial Transactions to HM Treasury			210	210
Provisional Scotland Reserve Position (2021-22)	(421)	(183)	(46)	(650)
2022-23 Budget Bill targeted carry forward balance	332	118	61	511
Reserve draw down planned for 2022-23 ABR	89	65	(15)	139
Balance available	-	-	-	-

Background

- The Scotland Reserve provides the Scottish Government with a limited facility to manage the smoothing of all types of spending, assist the management of tax volatility and determine the timing of expenditure.
- The Reserve is split between Fiscal Resource and Fiscal Capital and is capped in aggregate at £700 million.
- In normal times, annual drawdowns from the Reserve are limited to £250 million for Fiscal Resource and £100 million for Fiscal Capital (including Financial Transactions) in any given year.
- However, in the event of a 'Scotland-specific economic shock', this cap on draw down does not apply.

Scotland Specific Economic shock

- The Scottish Fiscal Commission's January 2021 forecasts triggered the technical requirements for a 'Scotland-specific economic shock' occurring in 2021-22. *Note: the SFC made it clear that this does not mean that they expect economic performance to be weaker in Scotland, but rather it was caused primarily by the timing of the Scottish Funding Council's forecasts and OBR forecasts.*
- Thus as the 'Scotland-specific economic shock' provision was met, there is currently no drawdown limit on the reserve for the financial year 2021-22 and two subsequent financial years.

I hope that this provides sufficient detail for DFM however please do let me know if you would like anything further.

Regards
Jackie

From: Redacted <Redacted@gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery
Sent: 13 August 2022 20:00
To: Chief Financial Officer <cfo@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid

Recovery <DFMCSCR@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; Stafford A (Alyson) <Alyson.Stafford@gov.scot>; Director of Budget and Public Spending <Directorofbudgetandpublicspending@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; McAllister JM (Jackie) <Jackie.Mcallister2@gov.scot>
Cc: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>
Subject: RE: Urgent request from DFM - reserves - note by 1700 tomorrow please

Thank you for picking this up Jackie – appreciated

Redacted

Redacted (*she/her*)
Private Secretary/DFM
Redacted

From: Chief Financial Officer <cfo@gov.scot>
Sent: 13 August 2022 19:57
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; Stafford A (Alyson) <Alyson.Stafford@gov.scot>; Director of Budget and Public Spending <Directorofbudgetandpublicspending@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; McAllister JM (Jackie) <Jackie.Mcallister2@gov.scot>
Cc: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>
Subject: RE: Urgent request from DFM - reserves - note by 1700 tomorrow please

Redacted

Sent with BlackBerry Work
(www.blackberry.com)

From: Redacted <Redacted @gov.scot> on behalf of: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Date: Saturday, 13 Aug 2022, 7:37 pm
To: DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>, Stafford A (Alyson) <Alyson.Stafford@gov.scot>, Director of Budget and Public Spending <Directorofbudgetandpublicspending@gov.scot>, Chief Financial Officer <cfo@gov.scot>, Watson AA (Andrew) <Andrew.Watson@gov.scot>, McAllister JM (Jackie) <Jackie.Mcallister2@gov.scot>
Cc: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>, McCaig C (Callum) <Callum.Mccaig@gov.scot>, Dobson L (Leanne) <Leanne.Dobson@gov.scot>
Subject: Urgent request from DFM - reserves - note by 1700 tomorrow please

Colleagues

DFM has been in touch this evening to ask for a note from Finance about any Reserves SG holds and whether any of these are built in to the 22/23 budget.

DFM would be very grateful for sight of this information tomorrow and to that end, grateful if a note could be provided by 1700 tomorrow.

Apologies to disturb your weekend – grateful if you could please confirm that this has been picked up.

Many thanks

Redacted

Redacted (she/her) | Private Secretary to Deputy First Minister of Scotland and Cabinet Secretary for Covid Recovery - John Swinney MSP | Scottish Government | St Andrew's House | Edinburgh | EH1 3DG | Tel: Redacted | E: DFMCSCR@gov.scot

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Document 3

From: Redacted <Redacted@gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 29 July 2022 12:25

To: Redacted Redacted@gov.scot; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>

Cc: DG Communities <DGCommunities@gov.scot>; Redacted <Redacted@gov.scot>; McLaren D (Douglas) Douglas.McLaren@gov.scot; Redacted Redacted@gov.scot; Redacted Redacted@gov.scot

Subject: RE: COSLA meeting next week - LG pay

Hi Redacted,

Thanks for confirming.

I have now sent on the diary invite with the Teams link, request for briefing and official support. Grateful if the Teams link can be shared with COSLA.

Many thanks,

Redacted (he/him)

Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

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From: Redacted <Redacted @gov.scot>

Sent: 29 July 2022 10:41

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>

Cc: DG Communities <DGCommunities@gov.scot>; Redacted <Redacted @gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>

Subject: RE: COSLA meeting next week - LG pay

Hi POs

I've had confirmation that COSLA Leadership can accommodate the meeting as requested. Please can you send the diary invite to the following officials and we will confirm in the briefing which officials will be in attendance.

Paul Johnston
Ellen Leaver
Redacted

I will forward on the teams link to COSLA.

Many thanks

Redacted
Redacted

From: Redacted <Redacted @gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 28 July 2022 12:10

To: Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Redacted <Redacted @gov.scot>; DG Communities <DGCommunities@gov.scot>; Redacted <Redacted @gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>

Cc: Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Subject: RE: COSLA meeting next week - LG pay

Hi Redacted,

Thanks for sending those on.

Redacted, grateful if you can check if 16:30 – 17:15 on Wednesday 3rd August works for COLSA Leadership.

Many thanks,

Redacted (he/him)
Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot

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From: Redacted <Redacted@gov.scot> On Behalf Of Minister for Social Security and Local Government

Sent: 28 July 2022 11:52

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Redacted <Redacted@gov.scot>; DG Communities <DGCommunities@gov.scot>; Redacted <Redacted@gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>

Cc: Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>

Subject: RE: COSLA meeting next week - LG pay

Hi Redacted,

Many thanks for this.

Mr Macpherson would be available for the later slot at 16:30 – 17:15.

Kind regards,

Redacted

Redacted (she/her)

Assistant Private Secretary to Ben Macpherson MSP, Minister for Social Security and Local Government

Email: MinisterSSLG@gov.scot

Please see Mr Macpherson's preferences which may be of assistance to you.

All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

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From: Redacted <Redacted@gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 28 July 2022 10:46

To: Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Redacted <Redacted@gov.scot>; DG Communities <DGCommunities@gov.scot>; Redacted <Redacted@gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>

Cc: Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Subject: RE: COSLA meeting next week - LG pay

Hi Redacted

Thanks for following up.

Bringing in officials and DG Communities PO on arrangements to meet with COSLA Leadership on LG Pay.

DFM is available next Wednesday 3rd August 14:00 – 14:45 or 16:30 – 17:15.
Grateful if this time can be checked with Ministers diaries before going to COSLA for times.

Many thanks,

Redacted (he/him)

Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

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From: Redacted <Redacted @gov.scot> On Behalf Of Minister for Social Security and Local Government
Sent: 28 July 2022 10:28
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Cc: Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>
Subject: COSLA meeting next week - LG pay

Hi DFMPO,

You'll know that on this morning's XSG pay coordination meeting that DFM asked that a ministerial meeting be put in next week for him to meet with COSLA to discuss the LG pay negotiations. Ms Robison and Mr Macpherson are keen to be part of this meeting if the DFM is content for them to join.

Thanks,
Redacted

Redacted (she/her)

Private Secretary to Ben Macpherson MSP, Minister for Social Security and Local Government
Email: MinisterSSLG@gov.scot

Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot
Document 4

From: Redacted <Redacted @gov.scot>

Sent: 24 August 2022 10:14

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: First Minister <firstminister@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'donnell2@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Director of Environment & Forestry <director.enfor@gov.scot>; Carmichael K (Katriona) <Katriona.Carmichael@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>

Subject: RE: Urgent FM Request - COSLA meeting with Trade Unions today

POs

The briefing for the COSLA meeting at 11:30 does not require any further updates, however I have attached a one page addition on LG finance.

Please note that Mr MacPherson would also like to raise the Councillor remuneration review at the end of this meeting, specifically if this is the right time to appoint members for the review group. We have informed COSLA that this will be raised.

Redacted

Redacted

From: Redacted <Redacted @gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 23 August 2022 22:08

To: Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted @gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: First Minister <firstminister@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'donnell2@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Director of Environment & Forestry <director.enfor@gov.scot>; Carmichael K (Katriona) <Katriona.Carmichael@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing

& Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>
Subject: RE: Urgent FM Request - COSLA meeting with Trade Unions today

Ellen,

Please see attached correspondence received this evening from COSLA and the SJC Joint Trade Unions.

Grateful if you could provide advice and any necessary updates to DFM's briefing for tomorrow's COSLA meeting.

Kind regards,
Redacted

Redacted (she/her)
Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG
T: Redacted | M: Redacted | E: DFMCS@gov.scot

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From: Leaver E (Ellen) <Ellen.Leaver@gov.scot>

Sent: 23 August 2022 18:23

To: First Minister <firstminister@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCS@gov.scot>

Cc: Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcCorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.McCaig@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'donnell2@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; White D (Donna) <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Director of Environment & Forestry <director.enfor@gov.scot>; Carmichael K (Katriona) <Katriona.Carmichael@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>; Redacted <Redacted@gov.scot>
Subject: RE: Urgent FM Request - COSLA meeting with Trade Unions today

Redacted - copy as above.

Redacted

Ellen Leaver | Deputy Director, Local Government and Analytical Services | Scottish Government | LL:
Redacted | Mob: Redacted
I am now working from VQ by default Mon-Thurs (WfH on Fri), please feel free to consider In Person meetings if suitable.

From: Redacted

Sent: 23 August 2022 14:49

To: First Minister <firstminister@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>

Cc: Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'Donnell2@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Subject: RE: Urgent FM Request - COSLA meeting with Trade Unions today

Redacted we are also clarifying a point of the outcome so far with COSLA and will confirm shortly. Can you hold off sharing the below with Misnitters until we have this clarification please.

Many thanks

Redacted

Redacted

From: Redacted

Sent: 23 August 2022 14:44

To: First Minister <firstminister@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>

Cc: Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'Donnell2@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Subject: RE: Urgent FM Request - COSLA meeting with Trade Unions today

Redacted

COSLA and the Trade Unions have been meeting since this morning and have just concluded.

While COSLA Officers ultimately expect a rejection of the offer, they expect the unions to consider it and to suspend action while consulting their members.

This suggests that the trade unions will likely consult members but advise them to reject the offer. We understand that Trade Unions are of the view that in the current cost of living crisis they need a higher pay rise, and that it should at least match the offer of a £1925 flat rate rise made to council staff in England.

We continue to engage COSLA Officers and will keep you up to date.

Redacted

Redacted

From: Redacted <Redacted@gov.scot> On Behalf Of First Minister

Sent: 23 August 2022 11:34

To: Johnston P (Paul) <Paul.Johnston@gov.scot>

Cc: Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.McCaig@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; First Minister <firstminister@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'donnell2@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Donna.White@gov.scot>; Redacted <Redacted@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Subject: Urgent FM Request - COSLA meeting with Trade Unions today
Importance: High

Good Morning,

I would be grateful if a read out on the outcome of COSLA's meeting with trade unions today be sent to FM as soon as possible.

Many thanks,

Redacted

Deputy Private Secretary to the First Minister

Office of the First Minister

5th Floor | St Andrews House | Regent Road | Edinburgh | EH1 3DG | Redacted | Redacted



Office of the First Minister of Scotland
FirstMinister.gov.scot
Prìomh Mhinistear na h-Alba

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- The overall 2022-23 local government settlement funding package of almost £12.7 billion represents an increase of £1.1 billion or 9.2 per cent in cash terms, or 6.3 per cent in real terms compared with 2021-22.
- Included in this total funding was an additional £120 million of general support for 2022-23 which was added at Stage 2 of the Scottish Budget Bill which was been baselines as part of the Resource Spending Review.
- The Scottish Fiscal Commission confirmed the overall Scottish Budget fell by 5.2 per cent in real terms between 2021-22 and 2022-23 with a further 1 per cent real-terms reduction forecast sustained until 2025-26.
- Scotland's settlements from Westminster have suffered a decade of austerity, from 2010-11, with average real terms cuts of over 5 per cent. This equates to a loss of £18 billion over that period.
- The Scottish Government is committed to protecting the Health Budget which has a direct impact on all other areas of the Scottish Budget. Despite this, local authority revenue funding is £2.2 billion or 22.9 per cent higher in cash terms in 2022-23 than it was in 2013-14.
- The Scottish Government is also providing an extra £140 million of funding on a recurring basis to support a higher pay award for council staff.

RESOURCE AND CAPITAL SPENDING REVIEWS

- The indicative figures outlined in the Resource Spending Review maintain the Local Government revenue budget at current levels for the next three years with an additional £100 million being added in 2026-27.
- However, it's important to note that the Resource Spending Review sets out high level financial plans for the period 2023-24 to 2026-27 and decisions about future local government settlements will be taken through the annual Scottish Budget process, in consultation with COSLA.
- The outcome of the revised Capital Spending Review has confirmed the local government allocations notified to COSLA on 4 February last year which will see an increase by £34.5 million, or 7.1% over the period 2023-26.
- The Spending Review confirmed our intention to work with COSLA and SOLACE over the coming months to agree a New Deal for Local Government in Scotland.
- This reflects a desire on both sides to re-set the relationship - to balance greater flexibility over local financial arrangements with clearer accountability for delivering national priorities. This will also explore greater scope for discretionary local revenue-raising, such as the Visitor Levy and the newly created Workplace Parking Levy.

From the COSLA Spokesperson for Resources, Councillor Katie Hagmann
 23 August 2022
 Mr John Swinney MSP
 First Minister of Scotland
 Ms Shona Robison MSP
 Cabinet Secretary for Social Justice, Housing and Local Government
 The Scottish Government
 St Andrew's House
 Regent Road

Edinburgh

EH1 3DG

By email: DFMCSCR@gov.scot ; cabSecSJHLG@gov.scot

cc: Sean Neill DirectorforLocalGovernment&Communities@gov.scot Ellen Leaver
ellen.leaver@gov.scot

Dear Deputy First Minister and Cabinet Secretary,

I am writing to you both following our most recent discussions on pay with our SJC Trade Unions where they continue to express their disappointment in not being able to meet with you both, prior to ongoing pay negotiations with ourselves.

There is an outstanding request to the Cabinet Secretary for Finance and Economy, and now yourselves, to seek an urgent face to face meeting, together with our Trade Union colleagues. In seeking these talks, I would reiterate Leaders' strong concerns at the plans outlined for Local Government funding for the remainder of the Scottish Parliamentary term. The RSR sets out what is a 7% real terms cut to funding, in contrast to a 4.7% real terms increase in Scottish Government funding over the same period. For Local Government, this cut comes on top of the significant real terms reductions in councils' core funding since 2013/14. I would stress that Local Government has been at the forefront of leading reform due to the financial constraints placed on us and we are in a position where further reform will have a direct impact on staff numbers and ultimately our ability to maintain essential services. Whilst Local Government has made a firm offer to the SJC today, there are significant pressures on Local Government services and there remains a need for this meeting to take place.

I look forward to an early response.

Yours sincerely,

Councillor Katie Hagmann

COSLA Spokesperson for Resources

To: Mr John Swinney MSP, First Minister of Scotland

Ms Shona Robison MSP, Cabinet Secretary for Social Justice, Housing & Local Govt

c.c.: Katie Hagmann, COSLA Resources Spokesperson

Simon Cameron, COSLA SJC Joint Secretary

23rd August 2022

-- via e-mail --

Dear Deputy First Minister and Cabinet Secretary,

We are writing to you both following our most recent discussions on pay with COSLA where we were unable to reach any agreement on the basis of the cost constraints presented.

Both parties did agree however that there is an urgent need for a face to face meeting with you and COSLA representatives to discuss the challenges the local government settlement presents for the vital workers we represent. We understand you are due to meet the COSLA Resources spokesperson tomorrow which might provide an opportunity to discuss this.

In seeking these talks, we would reiterate our strong concerns at the plans outlined for Local Government funding for the remainder of the Scottish Parliamentary term. The RSR sets out what is a 7% real terms cut to funding, in contrast to a 4.7% real terms increase in Scottish Government funding over the same period. For Local Government, this cut comes on top of the significant real terms reductions in councils' core funding since 2013/14.

These cuts have already had an adverse impact on the local government workforce which can be seen through the staffing shortages that exist in many essential occupation groups. We are now told that the continued financial constraints will have a direct impact on staff numbers and ultimately the ability to maintain essential services.

Whilst COSLA made a revised offer today we are a long way off reaching an agreement we could put to our members and there remains a need for this meeting to take place at the earliest possible opportunity.

We look forward to an early response.

Best wishes,

Johanna Baxter Wendy Dunsmore Keir Greenaway

SJC Joint Secretary SJC Joint Secretary SJC Joint Secretary
UNISON UNITE GMB

Document 5

From: Leaver E (Ellen) <Ellen.Leaver@gov.scot>

Sent: 25 August 2022 08:46

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: First Minister <firstminister@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'donnell2@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>; Redacted <Redacted @gov.scot>
Subject: for clearance: Notes of COSLA and TU meetings - 24 August 2022

Redacted

Please find attached for DFM and Ministerial clearance records of both meetings yesterday on LG pay.

Given the importance, and for awareness of colleagues in copy, I've sought to capture all the key points raised particularly in the Unions meeting.

As explained to DFM yesterday we are continuing engagement with COSLA around the package of flexibilities to support the offer, we'll raise SSSC fees also. I'm aware from previous discussions that COSLA consider the cost of paying SSSC fees for relevant LG workers to be something like £2.2m, Redacted

We'll explore this with the sponsor team and provide advice as part of advice on the wider package of flexibilities.

Ellen

Ellen Leaver | Deputy Director, Local Government and Analytical Services | Scottish Government | LL: Redacted | Mob: Redacted

I am now working from VQ by default Mon-Thurs (WfH on Fri), please feel free to consider In Person meetings if suitable.

From: Redacted <Redacted @gov.scot>

Sent: 24 August 2022 10:14

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: First Minister <firstminister@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>;

DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.McCaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'donnell2@gov.scot>; Johnston S (Stuart) (LG) <Stuart.Johnston@gov.scot>; Storrie I (Ian) <Ian.Storrie@gov.scot>; White D (Donna) <Donna.White@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Director of Environment & Forestry <director.enfor@gov.scot>; Carmichael K (Katriona) <Katriona.Carmichael@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>
Subject: RE: Urgent FM Request - COSLA meeting with Trade Unions today

POs

The briefing for the COSLA meeting at 11:30 does not require any further updates, however I have attached a one page addition on LG finance.

Please note that Mr MacPherson would also like to raise the Councillor remuneration review at the end of this meeting, specifically if this is the right time to appoint members for the review group. We have informed COSLA that this will be raised.

Redacted
Redacted

From: Redacted <Redacted@gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery
Sent: 23 August 2022 22:08
To: Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Cc: First Minister <firstminister@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.McCaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'donnell2@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Director of Environment & Forestry <director.enfor@gov.scot>; Carmichael K (Katriona) <Katriona.Carmichael@gov.scot>; Redacted <Redacted@gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>
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Ellen,

Please see attached correspondence received this evening from COSLA and the SJC Joint Trade Unions.

Grateful if you could provide advice and any necessary updates to DFM's briefing for tomorrow's COSLA meeting.

Kind regards,
Redacted

Redacted (she/her)

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

T: Redacted | M: Redacted | E: DFMCSQR@gov.scot

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Sent: 23 August 2022 18:23

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Cc: Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.McCaig@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'donnell2@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Director of Environment & Forestry <director.enfor@gov.scot>; Carmichael K (Katriona) <Katriona.Carmichael@gov.scot>; Redacted Redacted @gov.scot>; Redacted <Redacted@gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>; Redacted <Redacted@gov.scot>

Subject: RE: Urgent FM Request - COSLA meeting with Trade Unions today

Redacted - copy as above.

COSLA met trade unions this afternoon, details of the offer COSLA have made are included below. Please note while we expect this to become public over the course of the next several hours, and the unions are already quoted on the BBC in general terms, the specific details of the offer are, it is not yet to my knowledge in the public domain.

The outcome of the meeting was that all three Scottish Joint Committee Trade Unions (Unite, Unison, GMB) agreed to consider the offer in their committees. Key messages coming from the unions in the meeting were:

- that the offer falls short of the level of offer in England and Wales (£1925 flat rate increase), and Unison in particular have since publicly said this is insufficient;
- there is however a concern, particularly in Unison, that middle earners have historically been squeezed in previous differentiated deals;
- the overall sense from COSLA Officers is that the Unions will be minded to reject the offer;
- Unite and GMB are meeting in their committees today, and Unison's committee is meeting tomorrow, to consider whether or not to put the offer to their membership.

COSLA have called on the unions to suspend action and put the offer to their membership. Officers' sense is that even if the unions did decide to put the offer to their members, they would maintain the current planned action while doing so. Officers also said that they had heard of STUC plans for a potential mass day of action around the 6th September which would go beyond the local government workforce.

In addition to the above, both COSLA and the Trade Unions today agreed to each write to Scottish Ministers again seeking a meeting jointly. We discussed with COSLA officers the purpose of such a meeting, and the risks attached principally the risk of being seen to intervene in a bilateral pay negotiation. We will provide further advice when the details of the letters have been received, it is possible following our discussion that COSLA influence the framing of the meeting such as to focus more specifically on cost of living for example.

DFMPO - briefing for tomorrow's meeting with COSLA will follow shortly.

Ellen Leaver

BACKGROUND - COSLA's revised offer (please protect until in the public domain):

- The offer is for an undifferentiated 5% with a £10.50 underpin and smoothing at Spinal Column Points 19-22.
- This means that lowest paid 12% of our workforce will get more than a 5% increase and those on the Scottish Local Government Living Wage will see a 7.36% increase.
- We see it important to ensure that our lowest paid, as union colleagues have reminded us, are protected as far as we can from the cost of living crisis and the 7.36% increase, raising the minimum hourly rate in the SJC workforce to £10.50, seeks to address this.
- We listened the points you made about the pressures on employees across the whole of our pay structure, which would include early years workers in schools, social workers, and technical and professional grades, and the undifferentiated offer is made to address these.
- We heard your comments about the expectation of workforce that the offer will be for 5% and note the concerns voiced by unions about the difficulties caused by last year's differentiated offer.

I am now working from VQ by default Mon-Thurs (WfH on Fri), please feel free to consider In Person meetings if suitable.

From: Redacted

Sent: 23 August 2022 14:49

To: First Minister <firstminister@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>

Cc: Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'Donnell2@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Subject: RE: Urgent FM Request - COSLA meeting with Trade Unions today

Redacted, we are also clarifying a point of the outcome so far with COSLA and will confirm shortly. Can you hold off sharing the below with Misneters until we have this clarification please.

Many thanks

Redacted

Redacted

From: Redacted

Sent: 23 August 2022 14:44

To: First Minister <firstminister@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>

Cc: Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'Donnell2@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Subject: RE: Urgent FM Request - COSLA meeting with Trade Unions today

Redacted,

COSLA and the Trade Unions have been meeting since this morning and have just concluded.

While COSLA Officers ultimately expect a rejection of the offer, they expect the unions to consider it and to suspend action while consulting their members.

This suggests that the trade unions will likely consult members but advise them to reject the offer. We understand that Trade Unions are of the view that in the current cost of living crisis they need a higher pay rise, and that it should at least match the offer of a £1925 flat rate rise made to council staff in England.

We continue to engage COSLA Officers and will keep you up to date.

Redacted
Redacted

From: Redacted <Redacted@gov.scot> On Behalf Of First Minister
Sent: 23 August 2022 11:34
To: Johnston P (Paul) <Paul.Johnston@gov.scot>
Cc: Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; First Minister <firstminister@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'donnell2@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Donna.White@gov.scot>; Redacted <Redacted@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Subject: Urgent FM Request - COSLA meeting with Trade Unions today
Importance: High

Good Morning,

I would be grateful if a read out on the outcome of COSLA's meeting with trade unions today be sent to FM as soon as possible.

Many thanks,

Redacted
Deputy Private Secretary to the First Minister
Office of the First Minister
5th Floor | St Andrews House | Regent Road | Edinburgh | EH1 3DG | Redacted | Redacted



Office of the First Minister of Scotland
FirstMinister.gov.scot
Prìomh Mhinistear na h-Alba

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What	Meeting with Trade Unions to discuss local government pay and the challenges facing local government.
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When	Wednesday 24 August, 17:45 – 18:45 [continued to 19.45]
Where	St Andrews House, 4W.01
External Attendees	Johanna Baxter – UNISON (JB) Mark Baxter – UNISON (MB) Wendy Dunsmore – UNITE (WD) Brian Robertson – UNITE (BR) Keir Greenaway – GMB (KG) Tom Carr Pollock – GMB (TCP)
SG Attendees	Deputy First Minister and Cabinet Secretary for Covid Recovery Minister for Social Security and Local Government Sean Neill, Director Local Government and Housing Ellen Leaver, Deputy Director for Local Government and Analytical Services Colin McAllister, Special Advisor

DFM welcomed everyone to the meeting and thanked them for attending in person on short notice. Introductions took place.

DFM set the context of the difficult situation being faced at present and his understanding for the concerns of union members given household pressures at present. He noted that the SG is taking a range of measures to try to help. In the context of current inflation he recognises the desire for fair pay, however there are also limitations on the SG. He'd like to hear from the Unions and discuss the issues.

Issues raised and discussed in the meeting:

Joint meeting with TUs, COSLA and SG

Redacted

Size of Envelope for a Pay Offer

The overall size of the envelope within which a pay offer can be made was discussed throughout the meeting.

Redacted

DFM further explained the SG financial position, that all budget is allocated, that there is not an unallocated reserve it has entirely been used to support current budget, and that by law he cannot revisit the tax position in year. We also do not have borrowing powers for day to day expenditure, we're using capital borrowing to max already. He said that his understanding is that at UKG level departments are being told to afford pay within their existing budgets. Therefore he has no confidence in further consequentials.

DFM continued that in order to offer LG the £140m we are having to make plans to find that money within the rest of the budget. Meanwhile we are also considering how we use the Scottish Budget to the maximum to support all households through the cost of living crisis. We have been clear with COSLA that we are open to flexibilities including on ring fencing to support them to find the envelope needed.

Redacted

Construction of a Pay Offer

Redacted

Willingness to Pause Strikes while Negotiations Take Place

Redacted

DFM asked throughout the meeting what it would take for Unions to suspend action while negotiations took place.

How do we move forward

Redacted

DFM queried the means of us creating the right environment here.

DFM asked whether strikes would be taken off the table if he offered to broker. BR and others said no. There needs to be a tangible outcome.

SG Engagement with LG TUs

Redacted

BM committed to liaising with them over engagement with the union membership as part of his responsibility for local government relationships.

What	Meeting with COSLA Presidential Team and Resources Spokesperson to discuss local government pay
When	Wednesday 24 August, 11:30-12:30
Where	Hybrid - 4W.01, SAH and MS Teams for Cllr Heddle
External Attendees	Cllr Shona Morrison, President (SM) Cllr Steven Heddle, Vice President Cllr Katie Hagmann, Resources Spokesperson Sally Loudon, Chief Executive, COSLA (SL) Simon Cameron, Chief Officer – Workforce and Corporate Policy Team (SC) Mirren Kelly, Chief Officer – Local Government Finance (MK)
SG Attendees	Deputy First Minister and Cabinet Secretary for Covid Recovery Minister for Social Security and Local Government (BM) Paul Johnston, Director General Communities Sean Neill, Director Local Government and Housing Ellen Leaver, Deputy Director for Local Government and Analytical Services (EL)

The DFM welcomed everyone to the meeting, in particular noting that it is beneficial to be able to meet largely in person and that he is hopeful to meet Cllr Heddle in person soon. The DFM also confirmed his intention to meet with the Trade Unions at their request this evening.

Cllr Morrison also expressed her gratitude for the meeting taking place in person and said that there had been considerable progress since the preceding week with Leaders having agreed a mandate for a 5% offer, and for further discussions with SG on flexibilities to support that offer.

She invited Cllr Hagmann to set out a summary of the current state of play. The following points were offered as an update:

Redacted

Cllr Hagmann also raised concern about the intended meeting with TUs and emphasised that COSLA want this to be a joint meeting, as LG are the employer.

DFM explained his concern about a joint meeting becoming a tripartite negotiation. He emphasised that he will set out clearly financial limitations facing SG as he had done for COSLA. However, he said that the issues which need to be resolved are to be resolved in the SJC.

Redacted

DFM acknowledged the position and referred to what he has already said in regards the SG financial position and the constraints on the SG to act in year. He also emphasised his continued concern about the risk of negative consequentials. There is no reserve and in that context £140m is the maximum contribution we can make.

He also highlighted that a priority is to support households directly during this crisis, and noted that a number of LAs had been announcing local support packages. Redacted

Cllr Hagmann confirmed that Leaders are meeting on Friday, that they will regroup and consider next steps. But that there is no headroom to support the offer, so there needs to be a discussion about flexibilities. They will need a suite of measures as all LAs are in different positions.

There are some things which will help, such as the flexibility already provided on service concessions, and they will look at reserves. But LAs are also concerned about winter pressures and the role of reserves in supporting those. Other areas they'd like to explore are IJB funding and reserves, a delay to the capital accounting review, and other areas for flexibility. Redacted

DFM said he was happy to explore all of this, but asked whether this was to get to 5% or north of 5%.

Redacted

DFM noted that delaying the capital accounting review will not contribute financially, which SL acknowledged but said it would distract Directors of Finance when they need to focus on this crisis. DFM said that officials should get a mechanism set up to consider flexibilities and that he is prepared to look at the Capital Accounting Review. He asked what it might take to get a deal with the unions over the line.

Redacted

DFM, Cllr Morrison and Cllr Heddle discussed the importance finding flexibilities, with DFM noting that it is not just flexibilities contributing but also reserves – especially if considering a one off non-consolidated payment. Redacted. SL offered to share the latest reserves position.

Cllr Heddle said that it would be helpful to leave the meeting with a commitment to jointly explore a suite of flexibilities which will provide a solution for local government which supports the £140m needed to deliver a pay offer now and future year sustainability.

DFM agreed broadly but said he was not prepared to agree put a figure in which quantifies what LG need. However, the precise language could be agreed offline. He agreed that officials should test the possible around flexibilities and then bring that to political level.

BM raised in AOB a question about whether COSLA wished to progress with the advertising of SLARC appointments in the current climate. He asked EL to explain the implications of a delay for timetables. COSLA said they would consider and revert the following day.

Meeting concluded.

Document 6

From: Redacted <Redacted @gov.scot>

Sent: 23 August 2022 19:26

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities <DGCommunities@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>;

Communications Social Justice, Housing & Local Government

<CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Communications DFM & Covid Recovery <CommunicationsDFM&CovidRecovery@gov.scot>; McCaig C (Callum)

<Callum.McCaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>; Huyton H (Harry)

<Harry.Huyton@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>

Subject: RE: Correspondence from the Deputy First Minister - Briefing for COSLA meeting 24 August 11:30

Hi POs,

Please find attached the briefing for tomorrow's meeting with COSLA.

Redacted
Redacted

From: Redacted <Redacted @gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery
Sent: 23 August 2022 16:43
To: Redacted <Redacted @gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>
Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities <DGCommunities@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Communications DFM & Covid Recovery <CommunicationsDFM&CovidRecovery@gov.scot>; McCaig C (Callum) <Callum.McCaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>; Huyton H (Harry) <Harry.Huyton@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Subject: RE: Correspondence from the Deputy First Minister

Hi Redacted,

Thanks for this update on the briefing for the COSLA meeting tomorrow.

Happy for this to come up to Private Office after the 5PM meeting.

Many thanks,

Redacted (he/him)
Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



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From: Redacted <Redacted @gov.scot>
Sent: 23 August 2022 16:35

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>
Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities <DGCommunities@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Stuart.Johnston@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Communications DFM & Covid Recovery <CommunicationsDFM&CovidRecovery@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>; Huyton H (Harry) <Harry.Huyton@gov.scot>
Subject: RE: Correspondence from the Deputy First Minister

Hi Redacted,

We have our meeting with COSLA (officer level) at 5pm this afternoon. I will send up briefing as soon as possible after the meeting but will likely be after 6pm.

Redacted
Redacted

From: Redacted <Redacted @gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery
Sent: 22 August 2022 16:04
To: Redacted <Redacted @gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>
Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities <DGCommunities@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Communications DFM & Covid Recovery <CommunicationsDFM&CovidRecovery@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>; Huyton H (Harry) <Harry.Huyton@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Subject: RE: Correspondence from the Deputy First Minister

Good afternoon all,

COSLA have confirmed 11:30 – 12:30 on Wednesday 24th August at St Andrews House. I will firm this up in DFM's diary. Grateful for a note of which colleagues will provide official support for the meeting in person and for briefing to be with Private Office by 4PM on Tuesday 23rd August.

Cllrs Morrison, Cllr Heddle, Cllr Hagmann will attend supported by Sally Loudon, Simon Cameron and Mirren Kelly.

Many thanks,

Redacted (he/him)
Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot

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From: Redacted <Redacted@gov.scot>

Sent: 22 August 2022 13:57

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities <DGCommunities@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Communications DFM & Covid Recovery <CommunicationsDFM&CovidRecovery@gov.scot>; McCaig C (Callum) <Callum.McCaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>; Huyton H (Harry) <Harry.Huyton@gov.scot>

Subject: RE: Correspondence from the Deputy First Minister

Thanks Redacted, the officials meeting will take place at 5pm tomorrow. I will get briefing up as soon as possible after that meeting

Redacted
Redacted

From: Redacted <Redacted@gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 22 August 2022 11:45

To: Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; Redacted <Redacted@gov.scot>

Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities <DGCommunities@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Communications DFM & Covid Recovery <CommunicationsDFM&CovidRecovery@gov.scot>; McCaig C (Callum) <Callum.McCaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>; Huyton H (Harry) <Harry.Huyton@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Subject: RE: Correspondence from the Deputy First Minister

Hi all,

DFM PO have offered 11:30 – 12:30 on Wednesday for the discussion with COSLA. Will let you know if / when time is confirmed.

Many thanks,

Redacted (he/him)

Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



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From: Redacted <Redacted @gov.scot> On Behalf Of Minister for Social Security and Local Government

Sent: 22 August 2022 11:41

To: Redacted <Redacted @gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities <DGCommunities@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Communications DFM & Covid Recovery <CommunicationsDFM&CovidRecovery@gov.scot>; McCaig C (Callum) <Callum.McCaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>; Huyton H (Harry) <Harry.Huyton@gov.scot>

Subject: RE: Correspondence from the Deputy First Minister

Just adding in Harry who's the SpAd cover for LG this week. Grateful if we can use this copy list going forward.

Thanks,
Redacted

Redacted (she/her)

Private Secretary to Ben Macpherson MSP, Minister for Social Security and Local Government
Email: MinisterSSLG@gov.scot

Please see Mr Macpherson's preferences which may be of assistance to you.

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From: Redacted <Redacted @gov.scot>

Sent: 22 August 2022 11:37

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities <DGCommunities@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Johnston S (Stuart) (LG) <Stuart.Johnston@gov.scot>; Storrie I (Ian) <Ian.Storrie@gov.scot>; Stitt B (Bill) <Bill.Stitt@gov.scot>; Communications Finance & Economy

<CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Communications DFM & Covid Recovery <CommunicationsDFM&CovidRecovery@gov.scot>; McCaig C (Callum)

<Callum.Mccaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>

Subject: RE: Correspondence from the Deputy First Minister

Hi Redacted, COSLA officers have their negotiations with TUs tomorrow therefore it is likely to be Wednesday that we meet with them.

Redacted

Redacted

From: Redacted <Redacted @gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 22 August 2022 11:24

To: Redacted <Redacted @gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities <DGCommunities@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>;

Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>;

Communications Social Justice, Housing & Local Government

<CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Communications DFM & Covid Recovery <CommunicationsDFM&CovidRecovery@gov.scot>; McCaig C (Callum)

<Callum.Mccaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>

Subject: RE: Correspondence from the Deputy First Minister

Hi Redacted,

DFM had offered an in person meeting on Thursday afternoon which we have since been informed doesn't work for Cllrs Morrison, Heddle and Hagmann, Private Office are going to engage with Redacted to try find another slot. Once this has been agreed we will come back to this chain to let colleagues know.

Grateful if you could keep PO updated on the officials meeting.

Thanks,

Redacted

Redacted

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney MSP

The Scottish Government

St Andrew's House | Regent Road | Edinburgh | EH1 3DG

T: Redacted | M: Redacted | Email: DFMCSCR@gov.scot

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From: Redacted <Redacted @gov.scot>

Sent: 22 August 2022 11:19

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>;

DG Communities <DGCommunities@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>;

Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>;

Communications Social Justice, Housing & Local Government

<CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>; Communications DFM & Covid

Recovery <CommunicationsDFM&CovidRecovery@gov.scot>; McCaig C (Callum)

<Callum.McCaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>

Subject: RE: Correspondence from the Deputy First Minister

Hi Redacted,

Officials are keen to meet with COSLA officers in advance of the DFM meeting with COSLA. I would propose we meet officers tomorrow and if diaries allow set up a ministerial meeting on Thursday. Can you confirm if this is feasible? I believe Cab Sec is off this week so cc Fran also.

Redacted

Redacted

From: Redacted <Redacted @gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 19 August 2022 18:19

To: simonc@cosla.gov.uk; simonc@cosla.gov.uk; sarah@cosla.gov.uk;

sally@cosla.gov.uk; Redacted@cosla.gov.uk

Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>;

DG Communities <DGCommunities@gov.scot>; Shona Morrison <shona.morrison@moray.gov.uk>;

Katie Hagmann <Katie.Hagmann@dumgal.gov.uk>; Steven Heddle <steven.heddle@orkney.gov.uk>;

Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted @gov.scot>; Johnston P (Paul)

<Paul.Johnston@gov.scot>

Subject: Correspondence from the Deputy First Minister

Dear Councillor Katie Hagmann,

Please find attached correspondence from the Deputy First Minister.

All good wishes,

Redacted

Redacted (he/him) | Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

Redacted | Redacted | DFMCSR@gov.scot

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What	Meeting with COSLA Presidential Team and Resources Spokesperson to discuss local government pay
When	Wednesday 24 August, 11:30-12:30
Where	Hybrid - 4W.01, SAH and MS Teams for Cllr Heddle
Who	Cllr Shona Morrison, President Cllr Steven Heddle, Vice President Cllr Katie Hagmann, Resources Spokesperson Sally Loudon, Chief Executive, COSLA Simon Cameron, Chief Officer – Workforce and Corporate Policy Team
Why	To discuss the request from COSLA Leaders' to fund the enhanced offer of 5% for local government pay.
Where did this engagement originate from?	This meeting is taking place following the meeting of COSLA Leaders on Friday 19 August which resulted in COSLA making a 5% offer to the Trade Unions, with a £10.50ph pay floor.
Recent SG engagement	A meeting took place with COSLA's Resources Spokesperson and you on Wednesday 17 August.
Are there any sensitivities?	Redacted
Key messages	As outlined below.
Comms Activity	Existing media lines.
Official support	Paul Johnston, Director General Communities Sean Neill, Director Local Government and Housing Ellen Leaver, Deputy Director for Local Government and Analytical Services
Agenda	<ol style="list-style-type: none"> 1. Welcome 2. Discussion of COSLA Leaders' requests 3. Agreement on handling of expected request for a Joint meeting with Trade Unions
Main objective	<ul style="list-style-type: none"> • Set a positive tone for the first face to face meeting between Ministers and new COSLA Presidential Team and Cllr Hagmann • To agree, in principal, the 3 asks of Leaders to fund the 5% offer and authorise officials to work together on the detail and practicalities • To reach agreement on handling an expected request for a joint meeting with TUs and COSLA <p>Key lines to take and a summary of some of the risks involved in COSLA's ask are included below.</p> <p>Further to the meeting we propose that officials work with COSLA Officers to develop deliverable options and agree the outline of a proposal which can be considered alongside more detailed advice.</p> <p>Redacted</p>

SUGGESTED LINES AND POSITION

Welcome

- Appreciate the time made by all to attend in person, noting Cllr Heddle unable to make the meeting at short notice given his location but hope there is a chance to meet in person soon
- We have made some positive steps forward in the last week which I hope we can continue to build on
- It really brings home how important it is that we have an open and positive relationship to support each other in navigating the challenges in hand

COSLA Leaders' requests

- I am grateful Leaders met on Friday and were able to make a revised offer to the Trade unions based on the 5% envelope, but consisting of as much as 7.36% for those on the lowest pay
- I recognise this offer was made on the assurance that immediate discussions take place on the 3 requests made by Leaders to reach the 5%: namely delay to the Capital Accounting Review; Use of IJB reserves; and flexibilities for Councils over the coming years.
- I appreciate in the context of realising options for this financial year there is a need for pace, and that even for planning ahead to the sustainability in future years we cannot delay.

1. Capital Accounting Review

- Whilst there are some reputational and financial risks associated with pausing the review, I can at this time, agree in principle to looking at an appropriate timetable to pause the review and would ask that officials take forward a discussion to understand the benefits and risks.
- On that basis I will consider fully.

Redacted

2. IJB Reserves

- My officials are in dialogue with Health colleagues on consideration of the use of IJB reserves, or alternative means of realising flexibilities in directed funding to IJBs.
- We recognise there may be some challenges to this, however we are committed to doing what we can to make the most of all available options.

Redacted

3. Funding flexibilities

Redacted

- We are committed to working with Local Government to agree flexibilities which support councils to make difficult prioritisation decisions.
- However there would need to at a minimum be based on some agreed principles to this way of working, along with a timeframe and any constraints.
- We have many “Joint” priorities which we have agreed to deliver and which reflect our shared commitment to the people of Scotland, therefore there may need to be agreement to pausing of certain programmes and shared consideration of the impact on local areas and services over time.
- There is immediate further work to be undertaken on the practicalities of agreeing a process for agreement of or set of principles to guide flexibilities which I should be passed to officials to work through.
- We should reconvene on the basis of that work to consider a proposal.

Meeting with Trade Unions

Redacted

- LG Pay is not a tripartite negotiation to which the Scottish Government is a party, and we should not set a precedent that it could become so.
- There are other forums available to the Trade Unions to speak about the wider cost of living crisis with Scottish Ministers. For example the FM meets with them regularly
- We would welcome views from COSLA about the handling of this ask.
- It might be better, and reduce associated risks, were it to be deferred until the conclusion of pay negotiations if the purpose might more widely be focused on moving forward together to tackle cost of living concerns which will persist over some time.

Document 7

From: Redacted <Redacted @gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 25 August 2022 09:47

To: Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Redacted <Redacted @gov.scot>; Johnston P (Paul)

<Paul.Johnston@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>
Cc: First Minister <firstminister@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'donnell2@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>
Subject: RE: Meeting with COSLA and TU - Thursday 25th August

Hi Ellen,

Thanks for sending those over – PO have reached out to both parties.

In terms of briefing, unless there have been any material changes overnight or you expect any changes in the morning PO will just use the briefing from yesterday and can just update the front page once we know attendees.

Thanks,

Redacted

Redacted

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney MSP

The Scottish Government

St Andrew's House | Regent Road | Edinburgh | EH1 3DG

T: Redacted | M: Redacted | Email: DFMCSR@gov.scot

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From: Leaver E (Ellen) <Ellen.Leaver@gov.scot>

Sent: 25 August 2022 09:14

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Redacted <Redacted @gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: First Minister <firstminister@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'donnell2@gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>; Redacted <Redacted @gov.scot>;

Redacted < Redacted @gov.scot>; Redacted < Redacted @gov.scot>; Redacted < Redacted @gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>
Subject: RE: Meeting with COSLA and TU - Thursday 25th August

Redacted

I suggest for COSLA you contact Redacted Redacted @cosla.gov.uk and be clear you are seeking only the President and Sally.
For the Unions I suggest contacting Johanna Baxter and explaining clearly your desired cast list J.Baxter@unison.co.uk

Can you let us know if DFM would like any briefing provided for this afternoon?

Ellen

Ellen Leaver | Deputy Director, Local Government and Analytical Services | Scottish Government | LL: Redacted | Mob: Redacted

I am now working from VQ by default Mon-Thurs (WfH on Fri), please feel free to consider In Person meetings if suitable.

From: Redacted < Redacted @gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 25 August 2022 09:10

To: Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Keates H (Hannah) <Hannah.Keates@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; First Minister <firstminister@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Chief Financial Officer <cfo@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; McCaig C (Callum) <Callum.McCaig@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Watson AA (Andrew) <Andrew.Watson@gov.scot>; Rogers S (Shirley) <Shirley.Rogers@gov.scot>; O'Donnell (Sarah) <Sarah.O'donnell2@gov.scot>; Redacted < Redacted @gov.scot>; Redacted < Redacted @gov.scot>; Redacted < Redacted @gov.scot>; Redacted < Redacted @gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Communications Finance & Economy <CommunicationsFinance&Economy@gov.scot>; Communications Social Justice, Housing & Local Government <CommunicationsSocialJusticeHousing&LocalGovt@gov.scot>

Subject: Meeting with COSLA and TU - Thursday 25th August

Colleagues,

DFM would like to invite COSLA and the Tus to meet with him face to face at SAH from 2.30-3.30 this afternoon. DFM has outlined that he does not want a vast cast list – ideally one from each TU plus the COSLA President and Chief Executive
Redacted

From Scottish Government, DFM would like Mr MacPherson, Paul and Colin in attendance.

DFM has specified that the meeting should be briefed as SG hosting discussions to encourage a resolution to the dispute.

Ellen/ Redacted – could you advise who PO should contact in the first instance from COSLA and the TU's set up this meeting, given DFM's preferred cast list?

Many thanks,
Redacted

Redacted
Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG
T: Redacted | M: Redacted | E: DFMCSCR@gov.scot

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Document 8

From: Redacted
Sent: 30 August 2022 16:05
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Cc: McAllister C (Colin) <Colin.McAllister@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; DG Communities <DGCommunities@gov.scot>
Subject: RE: DFM meetings Tuesday TUs/COSLA - Urgent

DFMPO

Please find attached briefing for DFM's meeting with COSLA this evening on LG pay.

If you require any further information please don't hesitate to get in touch.

Thanks

Redacted
Redacted | Team Leader | Local Government Policy and Relationships Team | Scottish Government | 3-G North: Victoria Quay | Edinburgh | EH6 6QQ | Redacted | Work: Redacted | Redacted |

From: Redacted
Sent: 30 August 2022 11:59
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Cc: McAllister C (Colin) <Colin.McAllister@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>; McCaig C (Callum) <Callum.Mccaig@gov.scot>; Higgins K (Kate)

<Kate.Higgins@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; DG Communities <DGCommunities@gov.scot>
Subject: RE: DFM meetings Tuesday TUs/COSLA - Urgent

DFMPO

Please find attached briefing for DFM's meeting with the SJC trade unions this afternoon.

If you require any further information please don't hesitate to get in touch.

Thanks

Redacted

Redacted | Team Leader | Local Government Policy and Relationships Team | Scottish Government |
3-G North: Victoria Quay | Edinburgh | EH6 6QQ | Redacted | Work: Redacted | Redacted |

From: Redacted

Sent: 30 August 2022 10:25

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Cc: McAllister C (Colin) <Colin.McAllister@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>;
Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>;
Neill S (Sean) <Sean.Neill@gov.scot>; Minister for Social Security and Local Government
<MinisterSSLG@gov.scot>; McCaig C (Callum) <Callum.McCaig@gov.scot>; Higgins K (Kate)
<Kate.Higgins@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted@gov.scot>;
Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>
Subject: RE: DFM meetings Tuesday TUs/COSLA - Urgent

DFMPO

Please find attached a spreadsheet which sets out the forthcoming strikes to take place in each council area along with the dates. The councils highlighted in yellow are where all three trade unions secured a mandate so this is where we are likely to see the most disruption.

Redacted

We'll get the briefings for the meetings with the trade unions and COSLA submitted as soon as possible.

Thanks

Redacted

Redacted | Team Leader | Local Government Policy and Relationships Team | Scottish Government |
3-G North: Victoria Quay | Edinburgh | EH6 6QQ | Redacted | Work: Redacted | Redacted |

From: Redacted <Redacted@gov.scot> On Behalf Of Director for Local Government and Housing

Sent: 30 August 2022 09:35

To: Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>;
Redacted <Redacted@gov.scot>

Subject: DFM meetings Tuesday TUs/COSLA - Urgent

Apologies – another ask from Colin re. forthcoming strike days being asked by DFM. I think I saw Ellen already asking for this.

Thanks, Redacted

From: McAllister C (Colin) <Colin.McAllister@gov.scot>
Sent: 30 August 2022 09:33
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>; DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>
Cc: McCaig C (Callum) <Callum.Mccaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>
Subject: RE: DFM meetings Tuesday TUs/COSLA - Urgent

DFM has also just asked for a note of forthcoming strike dates to be sent to him asap.

Regards

Colin McAllister
Redacted
Redacted



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From: McAllister C (Colin)
Sent: 30 August 2022 09:18
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>; DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>
Cc: McCaig C (Callum) <Callum.Mccaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>
Subject: RE: DFM meetings Tuesday TUs/COSLA - Urgent

Redacted

Thanks

Regards

Colin McAllister
Redacted
Redacted



Scottish Ministers, Special advisers and the Permanent Secretary to the Scottish Government are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot.

From: Redacted <Redacted@gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 30 August 2022 07:59

To: Johnston P (Paul) <Paul.Johnston@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: McCaig C (Callum) <Callum.Mccaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>

Subject: RE: DFM meetings Tuesday TUs/COSLA - Urgent

Thanks very much Paul – I'm on it now.

Many thanks

Redacted

Redacted (*she/her*)

Private Secretary/DFM

Redacted

From: Johnston P (Paul) <Paul.Johnston@gov.scot>

Sent: 30 August 2022 07:54

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Neill S (Sean) <Sean.Neill@gov.scot>; McAllister C (Colin) <Colin.McAllister@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: McCaig C (Callum) <Callum.Mccaig@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>

Subject: RE: DFM meetings Tuesday TUs/COSLA - Urgent

All noted - thanks Redacted.

I suggest an email from the DFM's account to those you contacted last week simply saying that the Deputy First Minister would like to meet with them, in person, at St Andrew's House today.

I can attend both meetings.

Redacted

Paul

Sent with BlackBerry Work
(www.blackberry.com)

From: Redacted <Redacted@gov.scot> on behalf of: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Date: Tuesday, 30 Aug 2022, 7:40 am
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>, Johnston P (Paul) <Paul.Johnston@gov.scot>, DG Communities <DGCommunities@gov.scot>, Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>, Neill S (Sean) <Sean.Neill@gov.scot>, McAllister C (Colin) <Colin.McAllister@gov.scot>, Minister for Social Security and Local Government <MinisterSSLG@gov.scot>
Cc: McCaig C (Callum) <Callum.McCaig@gov.scot>, Higgins K (Kate) <Kate.Higgins@gov.scot>
Subject: DFM meetings Tuesday TUs/COSLA - Urgent

Morning Paul

This just in from DFM:

Can you ask the 3 Unions to come to meet me at 12.30. I will need Mr MacPherson, Paul, Sean and Colin with me. I will see the Unions up to 1.30 when I will leave for the Finance meeting.

I will see COSLA at 5.

Redacted

Thanks.

I'm copying relevant others so that time can be held in diaries.

Paul/Sean – can I take your steer about how to get in touch with TUs/COSLA please? I'm happy to do so but is there anything in particular I should say? Or if your teams are in touch already is it best that they reach out? Let me know what is best please.

CC. Callum and Kate for info.

Many thanks

Redacted

Redacted (*she/her*)
Private Secretary/DFM
Redacted

From: Redacted <Redacted@gov.scot> On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery
Sent: 29 August 2022 23:39
To: Johnston P (Paul) <Paul.Johnston@gov.scot>; DG Communities <DGCommunities@gov.scot>
Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>
Subject: RE: Meetings on Tuesday

Hi Paul

Thanks for this. I will check in with DFM and hopefully respond first thing.

Redacted

From: "Johnston P (Paul)" <Paul.Johnston@gov.scot>
Sent: 29 Aug 2022 22:53
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; DG Communities <DGCommunities@gov.scot>
Cc: Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>
Subject: Meetings on Tuesday

DFM and DGC teams

DFM and I spoke earlier this evening about the fact that he might want a meeting with the local government unions at around 11:30 tomorrow, and then with COSLA later in the day.

We spoke at about 8:30 this evening, and I don't know if he has reached a conclusion on what he'd like.

In any event, grateful if Sean and I could be alerted to any meetings, and if my team could ensure they have priority over the other meetings already in the calendar.

Thanks

Paul

What	Meeting with COSLA Presidential Team and Resources Spokesperson to discuss local government pay
When	Tuesday 30 August, 17:00 - 18:00
Where	Hybrid - SAH and MS Teams for Cllrs Morrison and Heddle
Who	Cllr Shona Morrison, President Cllr Steven Heddle, Vice President Cllr Katie Hagmann, Resources Spokesperson Sally Loudon, Chief Executive, COSLA Simon Cameron, Chief Officer – Workforce and Corporate Policy Team
Why	To follow up on the negotiations over the weekend and the decision by the unions to reject/recommend rejection of the new COSLA offer.
Where did this engagement originate from?	This meeting is taking place following the revised mandate provided by COSLA Leaders and subsequent rejection by LG unions of COSLA's latest pay offer.
Recent SG engagement	You held a meeting with COSLA and the trade unions on Thursday 25 August. Officials have also been involved in negotiations over the weekend.
Are there any sensitivities?	Redacted
Key messages	As outlined below.
Comms Activity	Existing media lines.
Official support	Paul Johnston, Director General, Communities Sean Neill, Director Local Government and Housing

Agenda	<p>4. Welcome</p> <p>5. Discussion on Unions rejection of latest offer and reasons for this</p> <p>6. Discuss possible solutions and way forward</p>
Main objective	<ul style="list-style-type: none"> • Reaffirm SG's commitment to supporting COSLA to reach a settlement with the trade unions • To discuss possible solutions to the impasse • To reach agreement on a proposal on how to move forward <p>Following the meeting we propose that officials continue work with COSLA officers to develop deliverable options and proposals to support a resolution</p> <p><u>COSLA</u></p> <p>We have asked COSLA for costing of various possible solutions, including offering a flat-rate across all bands, but they are unwilling to provide the figures at this stage.</p> <p>We do not have any details of staff by banding within local government and it is therefore difficult to do any calculations ourselves.</p>

Annex A	Welcome lines and position	Page 4
Annex B	Summary of Unions response to latest COSLA offer	Page 5
Annex C	Summary of Mandate and Proposed Strike Action	Page 6
Annex D	Local Government Pay Lines	Page 7
Annex E	Local Government Funding Lines	Page 8
Annex F	COSLA note to LAs about what the deal means in practice	Page 10
Annex G	DFM letter to COSLA on SG budget and reserves position	Page 12
Annex H	COSLA latest press release on LG pay	Page 15

ANNEX A

SUGGESTED LINES AND POSITION

Welcome

- Appreciate the time made by all to attend the meeting at short notice
- I appreciate the significant work and effort that has gone into these negotiations including calling a Special Leaders meeting on Saturday

- It is disappointing that the unions are rejecting the latest COSLA offer when we had all worked so hard to put an improved offer on the table which supported those on the lowest income
- We must respect the trade unions position and explore what options we now have to find a solution and stop further strike action

Union rejection of offer

- The trade unions' concerns with the latest offer appear to be down to the size of the current consolidated wage rise and they want a flat rate increase, rather than one based on a percentage of current wage.
- I am keen to explore what might be done to find a solution that the unions can recommend to their members within the financial constraints we are all facing.

SUMMARY OF UNIONS RESPONSES TO LATEST COSLA OFFER

UNISON

- Will consult local government members on revised offer.
- That consultation will be with a Committee recommendation that members reject the offer.
- The current and planned industrial action that has already been notified to the local authorities will continue in the meantime.

Welcome the removal of SSSC fees, the additional day's annual leave for all staff, the uplifting of allowances in line with the percentage increase and sign off reforms to the SJC constitution by the November this year.

Recommending rejection as the envelope is not big enough to provide a decent, consolidated, increase for the majority of members.

GMB

- To ballot members but are recommending reject.
- Industrial action will continue as planned

Any offer needs to be based around a flat-rate as per the joint union claim. Anything other than a flat rate offer is not credible and not acceptable.

Unite

- Reject outright the new offer – will not consult members.
- Industrial action will continue as planned

Rejecting as the offer will not be consolidated into salaries, it is non-recurring and it fails to recognise that the cost of living is projected to increase for all workers.

The structure of the offer continues to disproportionately and unfairly effect the lowest paid with the majority of those being women. In real terms it leaves the lowest paid workers no better-off and a significant proportion of the offer does not enhance overtime, allowances or pensions.

SUMMARY OF MANDATE AND PROPOSED STRIKE ACTION

Mandate			Bin Strikes			School & Nursery
UNISON	Unite	GMB	24-Aug	26-Aug	6-13 Sept	6-9 Sept
	Aberdeen City	Aberdeen City	Aberdeen		Aberdeen City	
Aberdeenshire	Aberdeenshire			Aberdeenshire	Aberdeenshire	Aberdeenshire
	Angus	Angus	Angus		Angus	Angus
	Argyll and Bute					
Clackmannanshire	Clackmannanshire			Clackmannanshire	Clackmannanshire	Clackmannanshire
	Comhairle nan Eilean Siar					
	Dumfries and Galloway				Dumfries and Galloway	
	Dundee City	Dundee	Dundee		Dundee	Dundee City
	East Ayrshire	East Ayrshire	East Ayrshire		East Ayrshire	
	East Dunbartonshire	East Dunbartonshire			East Dunbartonshire	East Dunbartonshire
	East Lothian	East Lothian			East Lothian	
East Renfrewshire Council	East Renfrewshire		East Renfrewshire		East Renfrewshire	East Renfrewshire
	Edinburgh				Edinburgh	
	Falkirk	Falkirk	Falkirk		Falkirk	
	Fife				Fife	
City of Glasgow	Glasgow City	Glasgow	Glasgow		Glasgow	Glasgow City
	Highland	Highland	Highland		Highland	
Inverclyde	Inverclyde	Inverclyde	Inverclyde		Inverclyde	Inverclyde
		Midlothian		Midlothian	Midlothian	
	North Ayrshire				North Ayrshire	
North Lanarkshire	North Lanarkshire	North Lanarkshire		North Lanarkshire	North Lanarkshire	North Lanarkshire
Orkney Islands	Orkney	Orkney		Orkney	Orkney	Orkney
		Perth and Kinross		Perth and Kinross	Perth and Kinross	
	Renfrewshire					
	South Ayrshire	South Ayrshire	South Ayrshire		South Ayrshire	
South Lanarkshire Council	South Lanarkshire	South Lanarkshire	South Lanarkshire		South Lanarkshire	South Lanarkshire
Stirling Council				Stirling	Stirling	Stirling
	West Lothian	West Lothian	West Lothian		West Lothian	

LOCAL GOVERNMENT PAY

Council staff play a crucial role in our communities and are integral to recovering from the pandemic in Scotland.

- The latest pay offer to local government workers is backed by a further £200m of funding from the Scottish Government over this year and next – in addition to the £140 million of additional funding already announced.
- I understand the pressures local government workers face which is why we have exhausted all options in the last few days to make more funding available to support those on lowest incomes.
- No deal is perfect and I wish we could go further but this deal does offer significant increases for those on low pay.
- The local government pay negotiations are entirely devolved to local authorities and COSLA.

Local government is the only sector to receive additional funding from the Scottish Government to help address pay pressures for 2022/23. All other sectors are having to make savings to live within existing budgets.

- The Scottish Government have already fully committed our Budget.
- We have no capacity to borrow to meet pay pressures and are not permitted under the relevant statutory arrangements to revisit tax policies in year.
- Notwithstanding the financial impact on our fully committed budget, the Scottish Government have dug deep and demonstrated our commitment to local government.

2022-23 LOCAL GOVERNMENT FINANCE SETTLEMENT

- The overall 2022-23 local government settlement funding package of almost £12.7 billion represents an increase of £1.1 billion or 9.2 per cent in cash terms, or 6.3 per cent in real terms compared with 2021-22.
- Included in this total funding was an additional £120 million of general support for 2022-23 which was added at Stage 2 of the Scottish Budget Bill which was been baselines as part of the Resource Spending Review.
- The Scottish Fiscal Commission confirmed the overall Scottish Budget fell by 5.2 per cent in real terms between 2021-22 and 2022-23 with a further 1 per cent real-terms reduction forecast sustained until 2025-26.
- Scotland's settlements from Westminster have suffered a decade of austerity, from 2010-11, with average real terms cuts of over 5 per cent. This equates to a loss of £18 billion over that period.
- The Scottish Government is committed to protecting the Health Budget which has a direct impact on all other areas of the Scottish Budget. Despite this, local authority revenue funding is £2.2 billion or 22.9 per cent higher in cash terms in 2022-23 than it was in 2013-14.
- The Scottish Government is also providing an extra £140 million of funding on a recurring basis to support a higher pay award for council staff.

RESOURCE AND CAPITAL SPENDING REVIEWS

- The indicative figures outlined in the Resource Spending Review maintain the Local Government revenue budget at current levels for the next three years with an additional £100 million being added in 2026-27.
- However, it is important to note that the Resource Spending Review sets out high level financial plans for the period 2023-24 to 2026-27 and decisions about future local government settlements will be taken through the annual Scottish Budget process, in consultation with COSLA.
- The outcome of the revised Capital Spending Review has confirmed the local government allocations notified to COSLA on 4 February last year which will see an increase by £34.5 million, or 7.1% over the period 2023-26.
- The Spending Review confirmed our intention to work with COSLA and SOLACE over the coming months to agree a New Deal for Local Government in Scotland.
- This reflects a desire on both sides to re-set the relationship - to balance greater flexibility over local financial arrangements with clearer accountability for delivering national priorities. This will also explore greater scope for discretionary local revenue-raising, such as the Visitor Levy and the newly created Workplace Parking Levy.

1. Scottish Local Government Pay Update

As COSLA remains in dialogue with all bargaining groups, a short, factual overview of the offers made to each group is provided below.

29 August 2022

2. The offer made by COSLA:

The following offer is made to the SJC workforce in recognition of the vital part they play in delivering essential local services. It demonstrates Council Leaders' commitment to valuing our colleagues at all levels.

3. The offer to the Local Government workers is:

- An increase in the Scottish Local Government Living Wage (SLGLW) hourly rate to £10.50 (7.36%) with gradually reducing percentage uplifts applied at Spinal Column Points (SCP) 19 – 22 so that there is a smooth transition to the offer made to the rest of the workforce.
- An undifferentiated 5% increase at all other SCP
- An additional non-recurring cost of living payment bringing the total in-year increase in pay for those on the SLGLW and SCP 19-24 to £2000. This reaches 18% of our workforce. It is based on a 37-hour working week. This is in excess of the £1925 uplift requested by the SJC unions and in response to the cost-of-living crisis.
- An additional non-recurring cost of living payment bringing the total in-year increase in pay to a minimum uplift for our whole SJC workforce of £1925, based on a 37-hour working week. This is in response to the £1925 uplift requested by the SJC workforce and in recognition of the cost-of-living crisis.
- Addressing union concerns about the ongoing impact of inflation, there is an agreement that the non-recurring payments also apply in 2022/23.
- An additional day's leave.
- As requested by the SJC unions in their pay claim, an uplift of nationally agreed allowances by 5%.
- As requested by the SJC unions in their pay claim, payment of SSSC fees where required for work.

4. The offer to Craft workers is:

- An increase in the Scottish Local Government Living Wage hourly rate to £10.50 with smoothing applied to any pay points with hourly rates between £9.91 and £10.34.
- An undifferentiated 5% increase at all other pay points.
- An additional non-recurring cost of living payment bringing the total in-year increase in pay for those with an hourly rate of £10.63 or less to £2000. It is based on a 37-hour working week.
- An additional non-recurring cost of living payment bringing the total in-year increase in pay to a minimum uplift for our whole Craft workforce of £1925, based on a 37-hour working week.
- An additional day's leave.

This will affect staff in these two groups in the following way

5. Pay Offer	7.86% Increase (SLGLW)	5% uplift	Cost of Living payment to bring in-year increase to £2000	Cost of Living payment to bring in-year increase to £1925
6. Proportion of Workforce	10%	88%	18%	68%

7. The offer to Teachers is for:

- A 5% increase at all grades

8. Why is a 37-hour week used to describe the value of the SJC pay offers?

- Councils have a range of full-time working week lengths with 37-hour, 36-hour, and 35-hour weeks being the most common.
- 46% of our FTE (Full-Time Equivalent) workforce work a 37-hour week. This is the largest group that share the same working week length.
- The SJC pay scales give hourly rates rather than annual salaries.
- The length of the working week does not matter for percentage uplifts.
- When a flat rate increase is worked out the impact on annual salary depends on the length of the working week. In this paper we have worked out the increase for a 37-hour week worker because it represents the largest group with the same working week length.
- As an hourly rate a £2000 salary uplift would be around the same as an increase of £1.03

ANNEX G

DFM letter to COSLA on SG budget and reserves position

18 August 2022

Dear Councillor Hagmann,

Thank you for the meeting on 17 August with yourself, Councillor Morrison and Councillor Heddle to discuss the current pay position.

At the meeting I set out the current challenging Scottish Government budget position, with the 2022-23 Scottish Budget fully committed against a backdrop of inflationary pressures and the cost crisis. Indeed, the Scottish Fiscal Commission has highlighted the overall 2022-23 Scottish Budget is 2.6% lower than last year in cash terms primarily because of reduced Covid-19 funding and falling capital funding from the UK Government.

We are all experiencing unprecedented pressures on public finances, which have been further exacerbated with the increase in inflation and the situation in Ukraine. Nevertheless, the Scottish Government has made difficult decisions across our public service provision to offer the financial contribution of £140 million in recurring funding to local authorities in order to support a revised pay offer.

All areas of the public sector will have to make challenging savings to live within existing budgets. The UK Government has not provided further funding for these pressures, with last year's UK Spending Review not taking account of the levels of pay uplift now proposed or the wider effects of inflation.

Turning to fiscal powers, the Scottish Government has limited borrowing powers, and is not permitted under the relevant statutory arrangements to revisit sufficiently significant revenue raising policies, such as income tax, in-year.

A number of comments have been made stating the Scottish Government should utilise the funding in its reserves. I do not recognise the numbers being discussed, as the Scottish Government has used reserves in full to deliver the 2022-23 budget. Indeed, the additional £120 million provided to local government at stage 2 of the 2022-23 budget was delivered through the use of the Scotland reserve. Given that, and now the offer of a further £140 million to support a pay deal, any suggestion that we have not fully utilised all avenues open to us to provide additional funding to councils is wholly unfounded. I would again encourage all councils to consider the use of reserves for other short term cost pressures so as to redirect resources to the pay offer.

Throughout our discussions I have sought to work collaboratively while providing full transparency around our financial position, as part of this I have set out the reserve position in detail in Annex A. I would also note, much like borrowing, the Scottish Government has very limited reserve powers (with the ability to only hold £700 million in reserve, which is under 2% of the full Scottish Government budget), with Local Government having greater powers in this respect.

As I have previously made clear, the Scottish Government is not in a position to provide a further additional contribution and I would ask councils to again consider carefully how they too could increase available funding for pay. I would also note that it is councils which are the employers here and there is no direct role for the Scottish Government in this relationship.

It is essential that urgent action is now taken; I do not need to tell you that waste collection services in Edinburgh will strike from today and that further action in the weeks following has already been called across a number of councils. Moreover, council employees now face the prospect of meeting inflationary pressures on their cost of living this autumn without having received a pay increase from their employers.

I know difficult decisions will need to be made by Local Government to meet the pay offer. This is equally the case for the Scottish Government, and I would emphasise that if we are to have a mature partnership that we must both recognise this shared reality.

Finally, at our meeting I committed to looking at any detailed proposals that COSLA will put forward for flexibilities with regards policy delivery and the use of reserves. While this work is underway, it is critical that a meaningful, revised offer is made at pace, and that negotiations with the Unions proceed to reach a swift agreement.

I look forward to hearing from you

Annex A Scottish Government Reserves Position

Scotland Reserve Background

The Scotland Reserve provides the Scottish Government with a limited facility to manage the smoothing of all types of spending, assist the management of tax volatility and determine the timing of expenditure.

The Reserve is split between Fiscal Resource and Fiscal Capital and is capped in aggregate at £700 million.

In normal times, annual drawdowns from the Reserve are limited to £250 million for Fiscal Resource and £100 million for Fiscal Capital (including Financial Transactions) in any given year.

However, in the event of a 'Scotland-specific economic shock', this cap on draw down does not apply.

Scotland Reserve 2022-23 Position

At the 31st March 2022 funding of £650 million was transferred to the Scotland Reserve, £421 million of this was Resource funding. All of the £650 million is being utilised to support 2022-23 (i.e. there is no remaining funding in reserves), and is reflected in the latest 2022-23 Resource, Capital and FT position.

	Resource £m	Capital £m	FTs £m	Total £m
Provisional Outturn Underspend (2021-22)	(421)	(183)	(256)	(860)
Repayment of Financial Transactions to HM Treasury			210	210
Provisional Scotland Reserve Position (2021-22)	(421)	(183)	(46)	(650)
2022-23 Budget Bill targeted carry forward balance	332	118	61	511
Reserve draw down planned for 2022-23 ABR	89	65	(15)	139
Balance available	-	-	-	-

Much of the carried forward funding was anticipated within the 2022-23 Scottish Budget; £324 million was anticipated within the initial 2022-23 Budget, and £120 million was announced by the Cabinet Secretary of Finance and Economy to support Local Government 2022-23 costs at stage 1 of the Budget Bill process. Overall the targeted Scotland Reserve carry forward in the 2022-23 Budget Bill was £511 million. The remaining £139 million of the £650 million in the Scotland Reserve will be disclosed to Parliament as part of the Autumn Budget Revision (ABR) process but as noted above is already factored in to the latest 2022-23 position.

COSLA PRESS RELEASE

COSLA Disappointed in Trade Union Response to Best Local Government Pay Deal in Decades for its Valued Workforce

COSLA has today (Monday) expressed its disappointment with the Local Government Trade Unions reaction to one of the best pay deals for their workforce in decades.

The offer, negotiated on behalf of Scotland's 32 councils, is an overall package worth half a billion pounds, giving 5% to all staff plus an additional cost of living payment to our lowest paid employees. Based on a 37-hour week no member of staff will get less than an additional £1925 and for those earning under £20,500 at least a £2,000 pay increase – for this year and also next year.

This has been designed to address the concerns and firm view of Trade Unions that the lowest paid must be protected during this crisis and demonstrates Local Government's commitment to not leave anyone behind. Councils continue to strive to lead the way in pushing up minimum rates of pay and as well as this are including an extra days annual leave this year.

Councillor Katie Hagmann COSLA's Resources Spokesperson said: "Council Leaders have said consistently throughout these negotiations that we absolutely value and are grateful to all of our local government workforce.

"It is perhaps only when waste starts piling up and there is the prospect of further disruption to life with school closures that others see the hidden value local government services deliver each and every day of the year in our towns, villages and cities.

"It is for this reason that we as employers have done everything possible to put the best offer we can to our workforce. But we are now at the absolute extremes of affordability and this is already an offer which is stretching our already stretched finance like never before.

"This year's offer is significantly better and different to previous offers and would have helped to support our Council workforces across the country at this difficult time.

"That support is crucial at any time but particularly now, during the cost of living crisis the country is facing. This is why we are so disappointed with the response to it from our Trade Union colleagues.

"Given our commitment as Employers to get to this point, we are disappointed that Trade Unions will not suspend planned strike action whilst they put this offer to members to allow workers to get back to doing what they do best, delivering high quality, essential services right across Scotland.

"My final point to the Trade Union colleagues is that we have done everything we possibly can to get to this stage and that this offer – which is still on the table - is as good as it gets."

NOTES TO EDITORS

The offer to Scotland's local government employees includes

- A 7.36% increase to employees on our first pay grade (the Scottish Local Government Living Wage).
- A 5% increase to all other grades, with a matching uplift to nationally agreed allowances.
- An additional non-recurring cost of living payment bringing the total in-year increase in pay for those on our first five pay grades to £2000. This reaches 18% of our workforce. In place for two years.
- An additional non-recurring cost of living payment bringing the total in-year increase in pay to a minimum uplift for our whole SJC workforce of £1925, matching the offer to Local Government workers in England. In place for two years.
- An additional day's leave.

- Around 65% of the Scottish Budget continues to be determined by Westminster through the Block Grant, with the majority of fiscal levers and tax powers reserved to the UK Government – we have continued to press the UK Government for additional funding to help support pay this year.
- Of the remaining proportion, the law prevents Non-Domestic Rates, Council Tax and Income Tax from being adjusted in-year. Each tax can only be set ahead of the financial year and apply for the full financial. Even if changes were lawful, they would simply increase the cost of living for households and businesses.
- The Scottish Budget maximised the resources available to Scottish Government including full use of the resource borrowing powers devolved under the Scotland Act(s) and drawing down all available funding from the Scotland Reserve.

In year changes to tax and borrowing

- The Scottish Parliament must pass a Scottish Rates Resolution (SRR) each year to set the rates for non-savings non-dividends income tax.
- The Scotland Act states that a SRR must be passed in advance of the start of the financial year, and applies for the whole of the financial year. Therefore it is not possible for Scottish Government to introduce changes to Scottish income tax mid-year.
- There would be additional operational hurdles associated with changing the income tax system mid-year in any case, such as the need for HMRC to have appropriate lead-in time to implement any changes to Scottish income tax rates in their systems.
- Changes to the rates and bands for Land and Buildings Transaction Tax (residential and non-residential) and Scottish Landfill Tax can be made in-year, through the use of a provisional affirmative SSI. Any such Order has immediate effect, but must be approved by the Parliament within 28 days in order to remain in force (not counting recess).
- Scottish Government set out in Scottish Budget 22-23 that residential LBTT rates and bands would be kept at their current level to preserve our progressive system, deliver certainty and stability for taxpayers and maintain consistency with Programme for Government 2021-22. Non-residential LBTT rates and bands were also maintained; these remain broadly competitive in a UK context, and offer certainty and stability for taxpayers.
- For SLfT, the standard and lower rates were increased on 1 April 2022. This maintains consistency with Landfill Tax charges in the rest of the UK, provides a stable tax environment and ensures that tax rates do not incentivise the moving of waste around the UK for disposal.
- The Scottish Government cannot borrow to fund spending to support the cost of living crisis (or COVID-19 response etc) in the way that other countries have done.
- We are using our resource borrowing powers under the Fiscal Framework to fully address the reconciliation from tax forecasts for 2022-23. [£15m]

Ellen Leaver | Deputy Director, Local Government and Analytical Services | Scottish Government | LL: Redacted | Mob: Redacted

I am now working from VQ by default Mon-Thurs (WfH on Fri), please feel free to consider In Person meetings if suitable.

From: Redacted <Redacted@gov.scot>

Sent: 02 August 2022 17:11

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>; Minister for Social Security and Local Government <MinisterSSLG@gov.scot>

Cc: DG Communities <DGCommunities@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>

Comms Activity	<p>Reactive media lines are being prepared as there is likely to be interest from media outlets on the outcome of the meeting.</p> <p>It is also important to agree a comms approach in the meeting with COSLA. We need to ensure that both sides are agreed to no comms until COSLA leaders have met and made a revised formal offer to the SJC TUs. Agreement should be reached that SG can announce the offer of funding alongside COSLA's public offer to TUs.</p>
Official support	<p>Paul Johnston, DG Communities</p> <p>Ellen Leaver, DD Local Government & Analytical Services Division</p> <p>Redacted, Unit Head Local Government Policy & Relationships</p>
Agenda	<ol style="list-style-type: none"> 7. Welcome and opening remarks (COSLA President to chair and Resources Spokesperson to open discussion) 8. SG Strategic Context (DFM to lead) 9. COSLA position (COSLA Political Group Leaders to lead) 10. SG position / response (DFM and Cabinet Secretary to lead) 11. Follow-up discussion (All) 12. Concluding remarks and next steps (COSLA President to lead)
Main objective	<ul style="list-style-type: none"> • To set out the wider context of public sector pay negotiations • To emphasise that no public body is receiving additional funding to support their pay negotiations • To acknowledge the financial challenges facing councils and that offering a 5% pay rise will mean difficult decisions have to be taken, including those which may result in job losses • To reiterate that SG is open to exploring any flexibilities which would assist councils e.g. removing ring-fencing on some funding streams • To emphasise that local government is responsible for the pay negotiations of their workforce and must take ownership • To confirm that the SG are prepared to provide a financial contribution to enable COSLA to make an improved pay offer to the SJC trade unions

ITEM 2	Scottish Government Strategic Context
Issue/ background	The COSLA President will welcome everyone to the meeting and handover to the Resources Spokesperson to make some opening remarks. Following this, the COSLA President will ask you to set out the strategic context that the Scottish Government is operating within.
Key message(s)	<ul style="list-style-type: none"> • We recognise the challenges facing councils and welcome the opportunity to discuss them, but it is also important to recognise that the Scottish Government face similar challenges and the Scottish Budget cannot provide an additional £277.5m to Local Government. • Following a real-terms reduction to this year's Scottish Budget of 5.2%, Scottish Fiscal Commission analysis shows our total funding is expected to be 1% lower again in real terms for the next 3 years. • The 22-23 Budget is fixed and fully allocated, with significant pressures, for example around resettlement support to Ukraine. • The tenor of the Conservative leadership campaign suggests the position may worsen with both candidates outbidding each other for tax cuts and reduced public spending. • The challenge of balancing the budget has only grown with inflation reaching a 40-year high of 9.1%, which is not reflected in the block grant Scotland receives from the UK Government (set last October). • I wrote to the Chancellor at the weekend to press for appropriate funding for pay, given the material changes since the UK Budget. • This challenge will only continue into future years, and the Resource Spending Review set our long-term agenda, including on public-sector workforce. In this context, shared progress on pay for 22-23 is crucial. • We'd welcome the opportunity to discuss how we can find solutions together. • But we are happy to explore what flexibilities may be available to councils to create headroom alongside other measures such as deploying reserves. • I know that the President will return to me further in the agenda and I can say more at that point about what we could do to help. • However, I must emphasise that all of us will need to take difficult decisions to meet pressures, and I'd like to first hear from you about your scope to dig deep and find the means to resolve this pressure within your existing funding.

ITEM 4	Scottish Government Position on LG Pay
Issue/ background	<p>On 17 January 2022, the LG SJC (non-teaching) trade unions submitted their pay claim to COSLA. COSLA's 2% counter offer has been rejected outright.</p> <p>On 17 June, following the election of a new COSLA presidential team, COSLA Leaders mandated the Resources spokesperson to make a revised pay offer to workers of 5% - but contingent on additional funding being provided by the Scottish Government.</p> <p>On 23 June Cllr Hagmann, COSLA Spokesperson for Resources, wrote to Ministers informing them of the mandate to offer 5% to all bargaining groups and seeking an additional £277.5m from Scottish Government as well as further talks. A holding reply issued proposing official level engagement in advance of a ministerial meeting, which is taking place today.</p> <p>The industrial action ballots closed on 26 July and between the three TUs they have a legal mandate to disrupt the operation of over 1,200 schools across 16 councils and the waste/recycling services across 25 councils.</p> <p>Redacted</p>
Key message(s)	<p>Local Government Pay Negotiations</p> <ul style="list-style-type: none"> • The local government pay negotiations are entirely devolved to local authorities and COSLA and you therefore need to take responsibility and <u>own</u> these negotiations. • All public sector organisations are having to manage their pay settlements within their existing budgets allocated to them. Local government must dig deep and use its own resources including exploring the possibility of using reserves regardless of how difficult that might be. • Leaders made the commitment that they wanted to pay the LG workforce 5%, not the Scottish Government, and you cannot simply pass the buck to SG. • I am regularly reminded that councillors are democratically elected and councils are independent, autonomous bodies. Yet one of the most significant issues you are responsible for you are asking the SG to intervene and take ownership of. <p>Industrial Action</p> <ul style="list-style-type: none"> • I have seen the results of the industrial action ballots and, of course, are concerned by the prospect of schools closing and waste going uncollected. • I want pay increases that are affordable to employers but are fair to employees against the backdrop of the cost of living crisis and record levels of inflation. • Strikes will be both costly and damaging for all involved, particularly the people and communities we all serve. <p>SG Contribution</p> <ul style="list-style-type: none"> • The SG cannot provide the full £277.5m being requested. • However, I recognise the significant challenge facing local government and I am prepared to make some level of financial contribution. <p><u>If pressed:</u></p> <ul style="list-style-type: none"> • I can confirm that by making difficult choices ourselves we are able to contribute a further [£139m] in funding to support councils to make an improved pay offer which reflects the crucial role that local government workers play.

Lines if required on recurring funding:

- I recognise that a pay rise creates a recurring pressure, we will consider the impact of this on the Local Government Settlement at Annual Budget and confirm whether this additional sum is recurring.
- The Spending Review set an indicative envelope, and unless our funding position changes through UK Government decisions we will have tough decision to make to remain within budget.
- Recognising that there will be future year pay rises to consider also, we must all plan now to live within the funding available.

Notes:

£139m represents 50% of the additional £277.5m being requested by COSLA. Councils have already found funding of £185m to offer the 2% rise currently on the table.

If Councils found the remaining £139m to be able to offer 5%, then the additional SG contribution would represent just under one third of the overall funding required for a pay rise this year.

ADDITIONAL BACKGROUND INFORMATION

Redacted

LINES TO TAKE

Under the most challenging of circumstances, we have protected the Local Government revenue budget in cash terms, with an additional £100m being added in 2026-27 and discussions on the Fiscal Framework ongoing.

- The RSR was not a Budget although it established high level spending parameters to enable medium term planning.
- £120m added at Stage 2 of the 2022-23 Scottish Budget Bill was baselined in the local government settlement for future years.
- For planning purposes RSR confirmed that more than £1bn of the current £1.3bn of in-year transfers in respect of early learning, schools, and social care services will be maintained.
- Greater clarity on any further or additional transfers and/or decisions on ring-fencing in the later years of the RSR period will be taken following the conclusion of the discussions on the New Deal and Fiscal Framework.

Document 10

From: John-Paul Marks <John-Paul.Marks@gov.scot>

Sent: 04 August 2022 12:03

To: Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>; Chief Financial Officer <cfo@gov.scot>; Director of Budget and Public Spending <Directorofbudgetandpublicspending@gov.scot>; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Mackay S (Scott) <Scott.Mackay@gov.scot>; Black E (Elise) <Elise.Black@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>

Cc: DG Communities <DGCommunities@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Redacted <Redacted@gov.scot>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>

Subject: RE: Important: LG Pay - Formalising an Offer

Thanks Ellen, I am v grateful to you and teams for the hard work and progress; and confirm, discussed with Paul last night; and agree this is consistent with what we agreed with FM and DFM; thank you for taking through the formal governance processes. Redacted

From: Leaver E (Ellen) <Ellen.Leaver@gov.scot>

Date: Wednesday, 03 Aug 2022, 5:51 pm

To: Permanent Secretary <PermanentSecretary@gov.scot>, DG Scottish Exchequer Mailbox <DGScottishExchequer@gov.scot>, Chief Financial Officer <cfo@gov.scot>, Director of Budget and Public Spending <Directorofbudgetandpublicspending@gov.scot>, McLaren D (Douglas) <Douglas.McLaren@gov.scot>, Mackay S (Scott) <Scott.Mackay@gov.scot>, Black E (Elise) <Elise.Black@gov.scot>, Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>

Cc: DG Communities <DGCommunities@gov.scot>, Redacted <Redacted@gov.scot>, Redacted <Redacted@gov.scot>, Redacted <Redacted@gov.scot>, Redacted <Redacted@gov.scot>, Leaver E (Ellen) <Ellen.Leaver@gov.scot>

Subject: Important: LG Pay - Formalising an Offer

Redacted

Subsequent to the call with COSLA, DFM spoke with Paul and he has requested that officials draft a letter for him in the course of tomorrow (Thursday) which restates his core messages about the

need that Councils own this challenge, but in terms of demonstrated our commitment that we will make a contribution which 'goes beyond 50%' and offer additional funding of £140m.

This nudges up the figure in my submission earlier last month of £139m slightly - which had been endorsed previously by you Andrew on the back of our discussion with the First Minister and JP, as the maximum contribution we should consider offering.

I will draft and share a letter with you all in the course of the morning, but wanted to put this in the system tonight with a view to seeking your confirmation that you're comfortable from a financial perspective with this offer progressing formally. We will of course also be moving on an AO template and have one waiting in the wings in draft that we'll finalise asap.

Regards - happy to speak.

Ellen

Ellen Leaver

LL: 0131 Redacted | Mob: Redacted

Deputy Director, Local Government and Analytical Services Divison

Directorate for Local Government and Housing

Scottish Government

I am now working from VQ by default Mon-Thurs (WfH on Fri), please feel free to consider In Person meetings if suitable.

DEPUTY FIRST MINISTER MEETING WITH MARK LOGAN

What	You have agreed to meet with Mark Logan
Where	Virtual Meeting Microsoft Teams meeting Join on your computer or mobile app Click here to join the meeting Or join by entering a meeting ID Meeting ID: 362 137 572 840 Passcode: 9NHfme Or call in (audio only) +44 131 376 2847,,347723454# United Kingdom, Edinburgh Phone Conference ID: 347 723 454#
When	Date: Wednesday 10 August 2022 Time: 11:00 – 11:45
Key Message(s)	<ul style="list-style-type: none">• The tech sector is critically important for our economic transformation, and is forecasted to be our second fastest growing sector.• Mark Logan's acclaimed Scottish Technology Ecosystem Review (STER) is an industry-led blueprint for the Scottish tech industry, aimed at elevating the ecosystem to a world class level and creating a pipeline of profitable, scalable tech businesses.• We accepted the recommendations in full and work is underway on various work streams spanning People and Education, Infrastructure and Investment.
Who	<ul style="list-style-type: none">• Mark Logan, currently SG's Chief Entrepreneur and advisor to SG on STER programme
Why	<ul style="list-style-type: none">• You have agreed to take over the Cabinet Secretary for Finance and Economy bi-monthly calls with Mark Logan.• We announced and accepted the Logan Review (STER) recommendations in the 21/22 PfG. Implementation of the recommendations is currently underway through the STER Programme.
Supporting Officials	[redacted] [redacted]
Briefing contents	<ul style="list-style-type: none">• Annex A: Background and Lines to Take• Annex B: Scottish Technology Ecosystem Review• Annex C: NSET and STER• Annex D: STER Programme Update

ANNEX A

BACKGROUND

- You have agreed to take over the Cabinet Secretary for Finance and Economy bi-monthly calls with Mark Logan whilst she is on maternity leave.

- In May 2020, Mr Logan was commissioned by the Cabinet Secretary for Finance and the Economy, Kate Forbes MSP, to undertake a short-life review into how Scotland's technology sector can contribute to Scotland's economic recovery following the COVID-19 pandemic.
- An industry-led blueprint for the Scottish tech industry, the review aims to elevate Scotland's technology ecosystem to a world class level by creating a pipeline of profitable, scalable tech businesses that will attract inward investment and create job opportunities.
- As part of NSET, Ms Forbes has also appointed Mr Logan to the role of Chief Entrepreneur. Mr Logan accepted his appointment earlier this year and it was announced to press and media during a ministerial visit in Inverness on 6 July 2022.
- You previously met with Mark Logan on 2 December 2020 when you asked him to work with teachers to develop more detailed proposals for tackling issues identified with computing education in schools, particularly on professional learning and the curriculum.
- Ms Forbes has met Mark Logan four times in a series of these regular meetings. The previous meeting was held in May and focussed on NSET and STER updates.
- We have been working closely with Mr Logan and across government and our agencies to implement the report's recommendations and significant progress has been made across all work streams (see update in Annex for further details).
- Progress highlights since Mark Logan's last meeting with Ms Forbes include:
 - We announced CodeBase as the successful bidder at a launch event on the Barclays Campus in Glasgow in mid-July. The First Minister and Cabinet Secretary for Finance and Economy both attended and spoke at the event. The contract award is the most significant announcement for STER so far.
 - We have now had four meetings of the Computing Science in Schools working group, for operational-based and action-oriented progress to improve computing science education in Scotland's schools – the most recent focusing on possible interventions to increase the hiring rate of Computing Science teachers. Following the second of these meetings we are progressing the development of a teacher upskilling pilot with Aberdeen City Council, with STACS closely involved in the design.
 - Meetings of the Working Group have now been suspended, on the basis that the 'consultation' phase of this Work Stream is now completed. Next steps are to develop actionable plans for teacher upskilling and recruitment and to broker agreement to these via the Senior Steering Group, comprising heads of agencies and other key decision makers (The Cabinet Secretary for Education and Skills chaired the first Steering Group meeting).
 - [redacted]
 - Following the announcement of £1.3 million capital spend to improve computing science education in Scotland's schools we've made significant progress to get equipment to schools.
 - Over £1m has been paid out so far via Local Authorities for schools to order new Computing Science hardware.
 - In addition, the delivery of 20 Micro:bits for every primary and secondary school in Scotland is underway.
 - Following our award of a £70k grant to Digital Xtra for Round VII of their Grant Awards Programme to fund extracurricular activity for under 16s, evaluation of applications has taken place, and successful bidders will be announced in Summer.

- Mr Logan's appointment as the Chief Entrepreneur overseeing the delivery of NSET, STER and Ana Stewart review recommendations was announced in July. This appointment will ensure entrepreneurship is embedded in the economy and partnerships with industry and investors are prioritised and strengthened.

Issues Mr Logan may raise

- [redacted]
- Further discussions have been taking place in smaller groups between the monthly meetings, to drive forward the development of a computing science teacher upskilling pilot scheme – and this model of specific, operational-level engagement is likely to continue, as we finalise actionable plans and take these through governance for approval.
- Our third meeting with the CS in Schools Working Group took place on 4 May 2022 where we conducted a 'whiteboard session' to gather thoughts and options on how to increase the rate of training and hiring of CS teachers. This proved to be a success with active involvement and participation from the board members. Outputs to this will be written up with a view to conduct a peer review progress.
- [redacted]
- Mr Logan's appointment as the Chief Entrepreneur overseeing the delivery of NSET, STER and Ana Stewart review recommendations was announced on 6 July. This appointment will ensure entrepreneurship is embedded in the economy and partnerships with industry and investors are prioritised and strengthened. Mr Logan's remit will include:
 - ensuring that entrepreneurship is instilled in the education and skills systems with clear routes established to setting up businesses
 - engaging closely with Scotland's existing community of start-up founders and entrepreneurship programmes, to ensure that policy development and implementation is strongly focused on meeting the needs of business
 - supporting increased diversity and inclusion in business start-up and scaling
 - acting as a public advocate for the Start-Up Nation Programme, participating in communications and marketing activity as required
 - advising Ministers on an entrepreneurial first approach within the public sector
 - advising Ministers on the longer-term structure and focus of the role, based on learning accumulated during the first term.

LINE TO TAKE

STER

- It is encouraging to see the continued momentum of the programme over the past couple of months, and the announcement of the Tech Scalars bid was a very successful event. This announcement is a monumental milestone for the programme.
- [Redacted]
- Happy to see schools being able to purchase new Computing Science equipment with our funding, and micro:bits arriving in schools. Support for teachers to engage with equipment is important here.
- Want STACS to have confidence that their insight is very much valued, and we need them to be challenging to help instigate and implement change.

NSET

- Pleased you have agreed to take on Chief Entrepreneur role. This will help to deliver a step change in Scotland's approach to start-ups.
- Through our work on STER, we are learning more about how to be effective in a delivery context, making best use of the various tools and approaches available to us – including a greater focus

on programme management methodologies as the most effective means to deliver concrete progress.

OUR RESPONSE TO THE REVIEW

- The £45m Scottish Technology Ecosystem Review (STER) programme is well underway with various work streams covering the 34 recommendations and spanning Infrastructure, People and Education, and Investment.
- We have been working closely with Mr Logan and across government and our agencies to implement the report's recommendations and significant progress has been made across all work streams (see update in Annex D for further details).
- Mr Logan has been actively involved, on a weekly basis, with the Digital Economy Team providing input, advice and strategic leadership in his as advisor to the STER programme, helping to drive progress across all of the programme recommendations.
- We have brought together a group of tech industry and ecosystem leaders in the form of the STER Advisory Board, seeking to draw on their knowledge, experience and networks. You attended your first meeting on the Board on Thursday, 7 July.
- Our £1m ***Ecosystem Fund*** has made strategic investments in the organisations and activities that create the best possible environment for our start-ups to succeed.

ANNEX B

SCOTTISH TECHNOLOGY ECOSYSTEM REVIEW

TOP LINES

- The economic potential of Scotland's tech sector is high. The sector contributed **£5.1 billion Gross Value Added (GVA)** to Scotland's economy in 2020.
- **Forecast to be the second fastest growing sector in Scotland to 2029** in terms of GVA (26%) – growing 1.5 times faster than the economy overall (18%) – our tech sector has the dynamism and growth potential to support our economic transformation.
- The Scottish Technology Ecosystem Review (STER) programme is well underway with various work streams covering the 34 recommendations and spanning Infrastructure, People and Education, and Investment.
- **We've committed over £45m so far to the implementation of the STER recommendations.**
- Our £1m ***Ecosystem Fund*** has made strategic investments in the organisations and activities that create the best possible environment for our start-ups to succeed.
- We have committed to a number of key interventions throughout the education system, being informed by a Computing Science in Schools senior steering group led by the Cabinet Secretary for Education and Skills, and a newly formed ***Scottish Teachers Advancing Computer Science (STACs)*** organisation run by and for computing science teachers.
- An awarded contract for delivery of a national network of ***Tech Scalars***, 7 technology hubs to support the next generation of Scottish start-ups over 5 years.

TECH SCALERS

- Tech Scalors' refers to the Scottish Government's initiative to provide intensive, structured commercial education to 'start-up' businesses in Scotland, to support them in growing (or 'scaling-up') to the full extent of their ambitions.
- Tech Scalors will operate from 7 hub sites around Scotland and online. Locations will be targeted in Aberdeen, Dumfries, Dundee, Edinburgh, Glasgow, Inverness and Stirling.
- After an open, competitive public procurement exercise Codebase were awarded the contract and will act as the service provider for the Tech Scalors'. The contract award will become public on 13 July and a launch event will take place on 13 July at the Barclays Campus in Glasgow.
- Codebase are the UK's largest technology incubator with a proven track-record in providing start-ups with community space and education programmes designed to help them scale their businesses.
- Tech Scalors will:
 - Contribute, over time, to a sustained increase in the rate of profitable, scaled technology businesses generated by the Scottish tech ecosystem.
 - Create, for the first time, a truly world-class national infrastructure to co-locate, educate and scale technology companies.
 - Provide technology companies with free access to first-rate commercial education in internet economy growth techniques and related disciplines.
 - Provide technology companies with access to high-quality, long-term, flexible and affordable incubation space.
 - Support the creation of a world class community and market square environment; facilitating collaboration, networking and the exchange of ideas.
 - Provide full virtual access to commercial education and community events for technology companies unable to physically co-locate.
 - Provide a clear focal point for the Scottish tech ecosystem and to create a scaled, expert partner to collaborate with the broader STER programme to establish Scotland as a first rate European tech hub.

Evidence shows that generating more scaling firms is the single most impactful thing we could do for the economy generally and in particular against the NSET objectives around productivity, innovation, investment and new markets.

- This is because new businesses account for nearly all [net new job creation and almost 20 percent of gross job creation](#), whereas small businesses and older, large firms do not have a significant impact on job growth when age of firm is accounted for.
- Scaling firms have a disproportionate impact on the economy. [redacted]
- They are significantly more productive than average, generating £340k of turnover per employee, triple the SME average.
- They are more innovative, with 75% introducing new products or processes in the last 3 years, twice the rate of corporates. This too contributes to boosting productivity.
- 60% trade internationally, a key economic objective of the Scottish Government.
- Workers in young, scaling firms tend to be highly skilled, happier and more diverse.

NATIONAL STRATEGY FOR ECONOMIC TRANSFORMATION (NSET)

- NSET sets out a vision of Scotland being internationally recognised as a nation of entrepreneurs and innovators, who will have embraced the opportunities of new technologies.
- NSET commits to creating a world class entrepreneurial infrastructure of institutions and programmes providing a high intensity pathway for high growth companies.
- This includes expanding the scope of the current tech-scaler programme, shifting its focus over time from software-based technology businesses to become "start-up scalors" – world-class incubation and developmental environments for all high growth start-ups irrespective of their sectoral domain or ownership model.

- The NSET also commits us to appointing a Chief Entrepreneur. The Chief entrepreneur is Mark Logan and this new role will ensure entrepreneurship is embedded in the economy, and that partnerships with industry and investors are prioritised and strengthened.
- Mark Logan is expected to be in post for an initial term of two years and will act as a senior advisor to the Start-up Nation Programme, which was established to deliver the NSET recommendations on entrepreneurship and the remaining recommendations of the Scottish Tech Ecosystem Review (STER). The Chief Entrepreneur will also support the work of the forthcoming Stewart Review of women in enterprise

INFRASTRUCTURE

- Recommendations in this area focus on creating spaces to incubate, accelerate and educate Scottish start-ups, as well as providing market square activities to improve networking, such as meet-ups and international conferences.
- We're investing £42m in a national network of **Tech Scalors**. Five technology hubs to support the next generation of Scottish start-ups over 5 years.
- We will support high growth tech startups and scaleups by providing world-class training and mentoring for entrepreneurs, and opportunities to network and share ideas.
- The contract will be awarded (and announced) in 2022.
- Our £1 million **Ecosystem Fund**, launched in October 2021, has made strategic investments in organisations and activities that create the best possible environment for Scottish start-ups to succeed.
- Over 100 applications were received and 33 awards made to deliver an exciting and diverse range of meet ups, events and projects scheduled to take place in the coming months.
- A variety of projects were awarded funding including Silicon Valley visits, domain-specific meetups, large-scale tech festivals and scaling tech businesses workshops.
- Each project will help our founders, enablers and talent develop strong networks with peers, potential customers and investors.
- [Redacted]

PEOPLE AND EDUCATION

- Recommendations in this area focus on improving the foundational talent pipeline in schools, universities and 'funnel wideners', extra-curricular organisations and attracting external talent and experience into the ecosystem.
- Through the National Transition Training Fund we've supported additional digital skills placing strong emphasis on developing a new pipeline of coding talent by reskilling those affected by COVID-19 and supporting people to acquire the advanced digital skills necessary to enter employment in the technology industry.
- The formation of **STACS (Scottish Teachers Advancing Computing Science)**, an organisation for and run by Computing Science teachers, will spread best practice in Computing Science across all schools. STACS is housed within University of Glasgow's School for Computing Science.
- A steering group led by Mark Logan and Shirley Anne Somerville (Cab Sec for Education & Skills) with the most senior leaders from education and skills agencies will bring forward change in Computing Science in Schools.
- We have provided £1.3 million for additional computing science hardware and software to improve Computing Science provision in schools.
- We have provided £70k towards Digital Xtra's Grant Awards Programme to inspire young people to learn digital technologies skills through high quality, exciting extracurricular activities. This will expand the talent pipeline of young people who study technology related disciplines and ultimately pursue a career in digital technologies.

INVESTMENT & FUNDING

- Recommendations in this area intend to support the ecosystem with adequate funding and increase the flow of investment funding to start-ups.

- Work continues with Scottish Enterprise to develop initial proposals focussed on how to ensure the grant funding landscape in Scotland is coherent, frictionless, of sufficient quantum and rewards the correct behaviours.
- [Redacted]

STER ADVISORY BOARD

- The expertise and industry perspective of the STER Advisory Board members is instrumental in ensuring we make Scotland a leading tech economy
- An advisory board was set up in 2021, consisting of Scotland's top entrepreneurs and tech leaders, to advise us as we advance the recommendations set out in STER. There have been 5 STER board meetings so far.
- We want to understand the different ways in which Advisory Board members are willing and able to best support STER work-strands and are looking to continually draw them closer and help them be more involved in this work.
- STER Advisory Board members (below) – consisting of key national and international entrepreneurs and tech leaders

NATIONAL STRATEGY FOR ECONOMIC TRANSFORMATION

Our National Strategy for Economic Transformation contains bold and ambitious actions - within the powers currently available to us - to deliver economic prosperity for all Scotland's people and places.

- Scotland has extraordinary economic potential through our natural resources, talent, creativity, academic institutions and business base, with strengths in sectors such as financial services, food and drink, and tourism and hospitality.
- With fair work and a just transition at its heart, the strategy builds on the Covid Recovery Strategy and will support progress towards net zero, help restore the natural environment, stimulate innovation and create jobs.
- Our vision for Scotland's economy is to create a system which prioritises the collective wellbeing of current and future generations.
- While traditional economic metrics, such as GDP, will remain important, the new Wellbeing Economy Monitor will ensure we are tracking our progress to building a fairer, healthier and greener economy.
- This includes measures such as child poverty, levels of greenhouse gas emissions and biodiversity, and fair work indicators.
- Since the launch of the strategy Ministers have undertaken an extensive programme of engagements, including roundtables, meetings and events.
- This has involved more than 150 stakeholders across business, public and third sectors - in small settings, as well as the Scotland House Vision for Trade Event, Unlocking Ambition showcase event, and the National Economic Forum.
- This engagement builds on extensive pre-publication consultation.

The strategy is a route to a strong economy with good, secure and well-paid jobs and growing businesses, maximising Scotland's strengths and natural assets to increase prosperity, productivity and international competitiveness.

- The strategy seeks to incentivise entrepreneurship, support lifelong skills development and remove barriers to participation in the labour market so that everyone is enabled and empowered to participate in our economic success.
- By 2032 Scotland will be a nation of entrepreneurs and innovators, with resilient supply chains and competitive advantages in the new industries generated by technological change, scientific advance and the climate and nature crises.
- We will build on our strengths in sectors like energy, financial services and life-sciences, and develop new strengths in technology, space and decarbonisation.

The strategy's five bold transformational policy programmes of action will shift the economic dial and drive improvements in Scotland's economy.

- The five programmes of action focus on: stimulating entrepreneurship; opening new markets; increasing productivity; developing the skills we need for the decade ahead; and ensuring fairer and more equal economic opportunities.
- The programmes are based on rigorous analysis of evidence, designed to tackle long term structural challenges, build on our economic strengths and position Scotland to maximise the greatest economic opportunities of the next ten years.
- The programmes are interconnected, ultimately leading to higher living standards and a reduction in poverty.

The Resource Spending Review supports the delivery of the initial phase of the strategy, in line with our ambition of a strong economy with good, secure and well-paid jobs and growing businesses.

- The RSR commits to investing almost £880 million to support the economy.
- It does not contain annual budgets, but sets out the high-level parameters for Scottish Budgets up until 2026-27.
- NSET commitments that will be taken forward through the RSR include:

- Creating new infrastructure to support entrepreneurs in all sectors of our economy, including a national network of Tech-Scalers.
- Continuing to improve digital connectivity to support businesses.
- Setting the direction, through our Inward Investment Plan, on new Market Opportunities that attract high quality inward investment and technologies.
- Implementing the next phase of the Green Jobs Workforce Academy to make sure people have the skills they need.
- Continuing to build a fairer society and tackle child poverty, including employability support delivered through our No One Left Behind approach.
- Supporting a Just Transition, including substantial commitment to the North East and Moray Just Transition Fund.
- NSET is a 10-year strategy and we are developing prioritised and affordable delivery plans for each of its programmes.

Successful delivery requires all of our partners to work together and we will draw on the strengths of people and organisations from all sectors.

- We will establish a robust delivery structure, co-led by business, with immediate access to Scottish Ministers, that will hold the public sector and industry directly to account for delivery.
- On 24 May we announced the membership of the NSET Delivery Board, which will be co-chaired by the Economy Secretary and Barry White, to ensure accountability, streamlined activity and a renewed drive to deliver.
- The new Scottish Government Economic Leadership Group, chaired by the First Minister, will ensure political accountability and drive for delivering the strategy.
- We will work together with the public, private and third sectors – as well as with individuals and communities – in a genuine “Team Scotland” approach to develop and implement delivery plans for each programme.

In addition to extensive stakeholder engagement, the strategy was shaped by the Advisory Council, involving industry, trade unions and academia.

- Transformational change is a national endeavour, and we reached out to businesses, workers and stakeholders from across the country.
- We also ran a 9-week consultation that received more than 260 responses.

NSET AND STER

- NSET sets out a vision of Scotland being internationally recognised as a nation of entrepreneurs and innovators, who will have embraced the opportunities of new technologies.
- NSET commits to creating a world class entrepreneurial infrastructure of institutions and programmes providing a high intensity pathway for high growth companies.
- This includes expanding the scope of the current tech-scaler programme, shifting its focus over time from software-based technology businesses to become “start-up scalers” – world-class incubation and developmental environments for all high growth start-ups irrespective of their sectoral domain or ownership model.

ANNEX D

Workstream	Key developments	What's next?
Tech Scalars	We announced CodeBase as the successful bidder at a launch event on the Barclays Campus in Glasgow in mid-July. The First Minister and Cabinet Secretary for Finance and Economy both attended and spoke at the event. The contract award is the most significant announcement for STER so far.	CodeBase is now on-boarding and mobilising for a launch date of 1 November. We are supporting them as they consider contract management, finance drawdowns, hiring, premises and all other arrangements to ensure proper arrangements are in place prior to launch.
Ecosystem Fund	[Redacted]	[Redacted]
Schools	<p>With STACS now in place their immediate focus is on the development of a teacher upskilling pilot with Aberdeen City Council, in addition to the development of Local Teaching Communities across the country.</p> <p>We have now had 4 sessions of the Computing Science in schools working group. These have been set up to take forward actions to address the change required for Computing Science in schools.</p> <p>The £1.3m capital spend on improving CS hardware in schools was announced on 07 February, alongside the STACs announcement, with all funding now awarded.</p>	<p>STACS will work with Aberdeen City Council to design the pilot, which we will trial locally with the hopes to later roll out nationally. STACS continue to provide valuable insight on implementation of education recs.</p> <p>The last meeting focused on options to increase the rate of hiring Computing Science teachers. Options are being collated, will be evaluated in terms of feasibility, peer reviewed, and agreement sought on which route to pursue.</p> <p>Ms Somerville visited Methilhill Primary School in Fife on 23rd May for a photocall and to see pupils use their micro:bits. Visit supported by comms.</p>
Talent Attraction	Talent and Migration colleagues designing a proposal for a migration service to help professionals relocate to Scotland. Minister for Business, Trade, Tourism and Enterprise has set up a Talent Attraction Industry Advisory Group.	STER Programme to influence development of talent and migration proposal. First meeting of the Talent Attraction Industry Advisory Group held. Exploring opportunities for a tech targeted marketing campaign.
Diversity & Inclusion	Initial proposals to ensure diversity is supported and encouraged in the tech ecosystem are in development.	We are looking into how to best mainstream diversity, inclusion and accessibility as part of the programme.
Post 16 education	<p>NTTF funded projects to develop a new pipeline of coding talent and the Digital Start Fund have now come to a close. We have issued a letter of guidance to SDS to align their workplan to STER recs.</p> <p>At Mark Logan's instigation, we are also trying a different tack in relation to the 'entrepreneurial campus' recommendation in Professor Logan's report. Ross Tuffee, the chair of Skills Development Scotland's Digital Technologies Skills Group has been asked to write a paper, outlining</p>	<p>Evaluation of FY21/22 funding outcomes to take place. Project specs for SDS FY22/23 workplan underway.</p> <p>An initial draft of this paper, for consideration at official-level is expected in June. Once available, the paper will be used as the basis for further discussions with key stakeholders, including SFC.</p>

	proposals to bring the concept of entrepreneurial campuses to life.	
Grant funding	Work continues with Scottish Enterprise to develop initial proposals focussed on how to ensure the grant funding landscape in Scotland is coherent, frictionless, of sufficient quantum and rewards the correct behaviours.	Design work is almost complete but further sessions are required to consider cost and the model of wraparound support that will work best overall.
Investment	[Redacted]	[Redacted]

Document 12

Meeting between DFM and Mark Logan: 10 August, 10:45 – 11:30am

Present:

- DFM
- Mark Logan
- [Redaction]
- [Redaction]
- [Redaction]

Note of Meeting:

- **DFM** began the discussion by saying there was a need to ensure interventions in the economy were much more sharply focussed. For example, in the context of the labour market, to ensure as many people as possible were able to participate, thereafter addressing key weaknesses such as inequalities by supporting people facing barriers into sustainable employment. He noted Mr McKee's interests in the digitalisation of business[es]. He said the wider economic context for the next few years would be the most challenging it had been for an extended period – so, the key question would be how government could find ways to leverage the circumstances in which it finds itself to its best effect. He asked for ML's thoughts on how he (ML) and DFM could make the best of their engagement.
- **ML** responded by saying that he viewed his role in the context of the real-world situations in which people now found themselves and that he disagreed with the perception that a focus on business was automatically at odds with a social conscience. It was not just about unicorns and the enrichment of a small number of individuals, people collectively will have more and better opportunities to flourish if we are able to offer them great careers.
- **DFM** said he agreed with this and cited work he led on the government's response to Covid-19, where the need to address child poverty was agreed as a key focus.
- **ML** went on to describe what he sees as the three layers of entrepreneurship. These are: 1. Foundational (e.g. investment in addressing the gender imbalance drives benefits for/boosts entrepreneurial activity overall), 2. Major Domains (for example, tech, social enterprise and the creative industries), and 3. Sub-domains (e.g. within tech, FinTech, CleanTech, HealthTech etc.).
- **ML** said the STER Programme could be seen as a prototype for further/future programmes of action. He identified the key steps in the Programme as being: 1. understanding the domain (i.e. Tech) as a system - its common language, culture, inputs and outputs, 2. being rigorous in specifying the concrete actions which will maximise impact (what they are, who will carry them out), 3. following up on this specification with a focussed, multi-disciplinary team empowered to deliver. He went on to say, he believed this prototype could be applied to any/all domains (such as social enterprise) assuming the steps are followed correctly.
- DFM referred back to the government's response to Covid-19 as an example of its approach to using the economy to address weaknesses in society, such as levels of incarceration. He said he had seen his role as being to continually challenge government to resolve issues etc. through cross-compartmental working. He

cited the scope to use public procurement as a vehicle to support the wider economy and mentioned social inclusions partnerships as an example.

- **ML** said that DFM's point about the need to effectively connect different areas of government was hugely important, citing the scope that different parts of a system have to be mutually reinforcing and able to strengthen each other. [Redaction].
- **DFM** said that no significant public policy challenges would be resolved in individual compartments – again, citing levels of incarceration as an example. He also said that the response to Covid-19 had created powerful incentives for effective, cross-disciplinary working. He said the First Minister had empowered him to improve delivery and asked how he and ML might have a meaningful conversation about this.
- **ML** [Redaction]
- **ML** [Redaction]
- **DFM** noted that significant NSET milestones were due to be delivered in the next couple of weeks – notably that he expected to see a delivery proposition for sign-off on 14 September. He said he would like ML's input, to help design a delivery structure around this proposition that would have maximum effect. He cited the Child Poverty Delivery Plan as an example of when this had been done well.
- **ML** said that clarity of political leadership was incredibly important and that, on basis of Ministerial direction, thereafter things must pass the 'concrete test' (we want to do this specific thing, for this specific reason . . .), be delivered by cross-functional teams in an environment where there is clear ownership and responsibility.
- **DFM** said he would like to have a further conversation with ML towards the end of August and that he wanted his team to work with ML on emerging NSET themes and the overall process, in order to ensure that government formulated an agenda with the best chance of delivery, focussed on the most impactful areas. He asked [redaction] and [redaction] to link in with the NSET Team, to enable a focussed conversation about how this could be pulled off.
- **DFM** thanked ML and others for their time and ended the meeting.

Document 13

From: [Redacted]

Sent: 03 August 2022 14:44

To: [Redacted] **Cc:** [Redacted]

Subject: RE: Briefing - DFM meeting with Mark Logan - 10 August 2022 (A39684532) - Due today 4pm

Hi [Redacted]

Thanks for this. It looks okay, I've made a couple of changes in the .doc – to update text on the Computing Science in Schools Working Group, given we emailed Group members yesterday to say we were suspending meetings and I've also pulled the Advisory Board bios out, given it's likely we'll be suspending meetings of that Group also.

Otherwise content.

Thanks again,

[Redacted].

[Redacted]

[Redacted]

Digital Economy & Data Driven Business

Scottish Government

Phone: [Redacted]

Email: [Redacted]

From: [Redacted]
Sent: 03 August 2022 13:38
To: [Redacted]
Cc: [Redacted]
Subject: Briefing - DFM meeting with Mark Logan - 10 August 2022 (A39684532) - Due today 4pm

Hi [Redacted],

Can you please review and clear the Briefing I have drafted for DFM meeting Mark Logan. **It is due today at his PO for 4pm.**

Click on the link to open 'Briefing - DFM meeting with Mark Logan - 10 August 2022' - Redacted

Thanks,
[Redacted]

Document 14

From: [Redacted]
Sent: 10 August 2022 14:56
To: DG Economy <DGEconomy@gov.scot>; Director of Economic Development <DirectorDED@gov.scot>; [Redacted]
Subject: RE: Briefing - DFM Meeting with Mark Logan - 10 August 2022

Good afternoon,

Dropping PO and SpAds from the copy-list for now.

On this bit (from the email below) - **DFM has asked** [Redacted] **to link up with the NSET team to consider then provide joined up briefing ahead of the meeting with Mark** – also in the hope that it will be helpful for context, please find attached a short note giving a read-out of this morning's call.

Regards,

[Redacted]
[Redacted]
[Redacted]
Digital Economy & Data Driven Business
Scottish Government

Phone: [Redacted]
Email: [Redacted]

From: [Redacted]
On Behalf Of Deputy First Minister and Cabinet Secretary for Covid Recovery
Sent: 10 August 2022 13:15
To: [Redacted] Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Cc: DG Economy <DGEconomy@gov.scot>; Director of Economic Development <DirectorDED@gov.scot>; [Redacted]
Subject: RE: Briefing - DFM Meeting with Mark Logan - 10 August 2022

[Redacted] and copied,

Update following this meeting today – DFM has asked for a follow up “in person” meeting with Mark Logan at the end of August. This is likely to be in Edinburgh. PO will identify a date and advise in due course.

[Redacted] – please identify a suitable date.

When they next meet, DFM wishes to discuss NSET emerging themes ahead of the next Delivery Board meeting on 14 September as he is keen to discuss/consider effective ways to formulate an agenda with the most impactful areas in mind.

DFM has asked [Redacted] to link up with the NSET team to consider then provide joined up briefing ahead of the meeting with Mark – copying in the NSET team and [Redacted] for their awareness.

Thanks

[Redacted]

[Redacted] | Office of the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney
St Andrew's House | Regent Road | Edinburgh | EH1 3DG | Tel: [Redacted] | Mob: [Redacted] | Email:
DFMCSCR@gov.scot

All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

From: [Redacted]

Sent: 03 August 2022 15:26

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: DG Economy <DGEconomy@gov.scot>; Director of Economic Development <DirectorDED@gov.scot> [Redacted]

Subject: Briefing - DFM Meeting with Mark Logan - 10 August 2022

Hi there,

Please find attached briefing for Deputy First Minister's meeting with Mark Logan scheduled for 10 August, 11:00-11:45. Official support for the meeting will be [Redacted].

Please let me know if you have any questions.

Many thanks,

[Redacted]

[Redacted]

[Redacted] | Technology, Innovation and Entrepreneurship Division
Economic Development Directorate | The Scottish Government
5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU
Mob: [Redacted]

Please note - I don't work on Mondays



Document 15

From: [REDACTED]
Sent: 16 August 2022 11:50
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Cc: [REDACTED]; McLaren D (Douglas) <Douglas.McLaren@gov.scot>
Subject: RE: DFM meeting with trade unions 17 August 2022

With thanks for your patience, please see attached briefing for tomorrow's meeting. This is a meeting with civil service trade unions as set out in the attendee list, not just with PCS as noted in the meeting invite.

Latest inflation figures will be published on Wednesday so this pack will need to be updated on Wednesday morning to include that.

[REDACTED].

Our expectation is that trade unions are seeking to discuss the 22-23 pay policy rather than SG Main specifically though.

Kind regards

[REDACTED]

[REDACTED] | Team Leader Pay & Severance | Public Sector Pay Policy Team | Budget, Pay and Pensions Division | Budget & Public Spending Directorate | DG Scottish Exchequer | 3-C (North) Victoria Quay Edinburgh EH6 6QQ | [REDACTED]

Email address for all pay policy correspondence: FinancePayPolicy@gov.scot [or for internal users: **Finance Pay Policy** on the global folder]

Link to the Scottish Government Public Sector Pay webpage: <https://www.gov.scot/policies/public-sector-pay/>



[REDACTED]

From: [REDACTED]
Sent: 15 August 2022 17:21
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Cc: [REDACTED]
Subject: DFM meeting with trade unions 17 August 2022

[REDACTED]

As promised, please see details of TU attendees for Wednesday's meeting.

Joy Dunn, PCS
Malcolm Clark, PCS (will not require a visitor form as SG employee)
Allan Sampson, FDA
Richard Hardy, Prospect
Phil Fairlie POA(S)

They will already be on-site as meeting SG officials for pay negotiations beforehand so I suspect they won't need visitor forms – [REDACTED], will you confirm please.

We'll confirm officials attending when I send the briefing tomorrow morning – thank you for your patience.

Kind regards

[REDACTED]

[REDACTED] | Team Leader Pay & Severance | Public Sector Pay Policy Team | Budget, Pay and Pensions Division | Budget & Public Spending Directorate | DG Scottish Exchequer | 3-C (North) Victoria Quay Edinburgh EH6 6QQ | [REDACTED]

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[REDACTED]

Document 16

MINISTERIAL BRIEFING:
DEPUTY FIRST MINISTER

Meeting title	MEETING WITH DFM AND CIVIL SERVICE TRADE UNIONS
Meeting timings	13.45 – 14.45, Wednesday 17 th August 2022, Room 4W.01, St Andrew's House
Meeting attendees	Joy Dunn , PCS, Industrial Officer (Scotland and Northern Ireland) Malcom Clark , PCS Richard Hardy – PROSPECT National Officer Scotland Allan Sampson – FDA National Officer Scotland and Northern Ireland Phil Fairlie – POA (S), Scottish Secretary
Meeting Agenda	1. Pay 2022
Background information on Agenda items	Meeting Overview Annex A: Readout of meeting with FM and civil service unions Agenda Annex B: Public Sector Pay Policy 2022-23 Annex C: Scottish Government Main bargaining unit pay negotiations Background Annex D: [REDACTED] Annex E: 35 hour and 4 day working week Annex F: XSG Strategic co-ordination briefing
Supplementary Information	

Official support:

Dougie McLaren Deputy Director Budget and Public Spending OR
[REDACTED]
[REDACTED]
[REDACTED]

MEETING OVERVIEW

[REDACTED]

READOUT OF FM MEETING WITH CIVIL SERVICE UNIONS 11 JULY 2022

Engagement title		Scottish Government Civil Service Unions: Annual meeting of FM and civil service trade unions
Engagement timings		Monday 11 th July 2022, 16:30 – 17:15
Meeting attendees -		Cat Boyd (PCS), Joy Dunn (PCS), John Jamieson (PCS), Richard Hardy (Prospect), Allan Sampson (FDA), Phil Fairlie (POA(S))
Official support:		[REDACTED]
Summary of meeting		
Items 1 and 3: [redacted]		[REDACTED]
Item 2: Pay Policy – Pay 2022		

[REDACTED]

[REDACTED]

Background

2022-23 Public Sector Pay Policy

The 2022-23 pay policy introduces:

- Low pay measures - a wage floor of £10.50 per hour (increase of 10.5% on last year's real Living Wage), and a guaranteed cash underpin of £775 for those earning £25,000 or less, underpinning our commitment to tackle poverty
- Basic pay increase of up to £700 or those earning between £25,000 and £40,000 and a cash uplift of up to £500 for those earning over £40,000
- The option to use 0.5% of paybill savings to address equality or pay coherence issues, including non-consolidated payments to mitigate high cost of living issues. PSPP employers were advised on 5 August that it may be necessary to go beyond these flexibility parameters if affordable within budget allocations.

The pay policy continues to:

- Provide for employers to take decisions on progression increments, subject to affordability, taking into account discussions with staff and unions.
- Encourage public bodies to work with their staff representatives to negotiate extensions to their no compulsory redundancy agreements where it is practical to do so.

In addition:

- Pay progression remains in Scotland's public sector workforce, including for Civil Servants [REDACTED] in addition to any basic award.
- [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

35 hour week and 4 day working week

[REDACTED]

[REDACTED]

Background (4 day working week pilot – private sector)

- This year's Programme for Government committed the Scottish Government to establishing a £10m fund to allow companies to pilot and explore the benefits of a 4 day working week, in line with manifesto commitments.
- [REDACTED]

[REDACTED]

Background (general)

- [REDACTED]
- A TUC survey (published in 2018) found the average Scottish worker spent 52.2 minutes travelling to/from work. Therefore working from home could save the average worker nearly 8 hours 45 minutes travel time – the equivalent of 1 working day per week.

<https://www.tuc.org.uk/news/annual-commuting-time-18-hours-compared-decade-ago-finds-tuc>

ANNEX F – XSG STRATEGIC CO-ORDINATION BRIEFING

XSG STRATEGIC COORDINATION PAY [2022-23]: STATUS AND TIMETABLE SUMMARY OF UPDATES – LAST SEVEN DAYS

[REDACTED]

A. STATUS UPDATE 2022-23 PAY DEALS AS AT 17 AUGUST 2022

[REDACTED]

Document 17

From: [REDACTED]

Sent: 17 August 2022 15:57

To: [REDACTED]

Subject: Notes from DFM / TU meeting 17 August

[REDACTED]

Rough notes as promised:

[REDACTED]

REDACTED | Team Leader Pay & Severance | Public Sector Pay Policy Team | Budget, Pay and Pensions Division | Budget & Public Spending Directorate | DG Scottish Exchequer | 3-C (North) Victoria Quay Edinburgh EH6 6QQ | REDACTED]

Email address for all pay policy correspondence: **FinancePayPolicy@gov.scot** [or for internal users: **Finance Pay Policy** on the global folder]

Link to the Scottish Government Public Sector Pay webpage: <https://www.gov.scot/policies/public-sector-pay/>



[REDACTED]

Document 18

From: [REDACTED]

Sent: 06 September 2022 17:27

To: McLaren D (Douglas) <Douglas.McLaren@gov.scot>; [REDACTED]

Cc: [REDACTED]

Subject: RE: Readout of DFM meeting with civil service TU 17 August 2022

Hi Dougie and [REDACTED]

[REDACTED].

[REDACTED]

[REDACTED] | Team Leader Pay & Severance | Public Sector Pay Policy Team | Budget, Pay and Pensions Division | Budget & Public Spending Directorate | DG Scottish Exchequer | 3-C (North) Victoria Quay Edinburgh EH6 6QQ | [REDACTED]

Email address for all pay policy correspondence: **FinancePayPolicy@gov.scot** [or for internal users: **Finance Pay Policy** on the global folder]

Link to the Scottish Government Public Sector Pay webpage: <https://www.gov.scot/policies/public-sector-pay/>

[REDACTED]

From: McLaren D (Douglas) <Douglas.McLaren@gov.scot>
Sent: 17 August 2022 16:37
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Readout of DFM meeting with civil service TU 17 August 2022

Thanks, [REDACTED]. Couple of suggestions in red. [REDACTED]. Adding [REDACTED] to invite comment before I send to DFM.

Enjoy your leave!

Douglas McLaren | Deputy Director, Budget, Pay & Pensions | The Scottish Government | 3C North, Victoria Quay, Edinburgh, EH6 6QQ | 0785 496 7018 | douglas.mclaren@gov.scot

From: [REDACTED]
Sent: 17 August 2022 15:56
To: McLaren D (Douglas) <Douglas.McLaren@gov.scot>
Cc: [REDACTED]
Subject: Readout of DFM meeting with civil service TU 17 August 2022

Hi Dougie

Grateful if you would have a look at this summary and let me know if I've missed anything. If you're content, will you forward to [REDACTED] and DFM please.

[REDACTED]

Thanks

[REDACTED]

[REDACTED] | Team Leader Pay & Severance | Public Sector Pay Policy Team | Budget, Pay and Pensions Division | Budget & Public Spending Directorate | DG Scottish Exchequer | 3-C (North) Victoria Quay Edinburgh EH6 6QQ | [REDACTED]

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Link to the Scottish Government Public Sector Pay webpage: <https://www.gov.scot/policies/public-sector-pay/>

[REDACTED]

Document 19

From: [REDACTED]

Sent: 17 August 2022 17:34

To: McLaren D (Douglas) <Douglas.McLaren@gov.scot>; [REDACTED]

Subject: FW: Civil Service unions meeting with DFM 17 August 2022

Hi [REDACTED]

Sharing my notes. Can you pick up anything from below that you didn't catch and include in your note and then circulate a final combined version to us all?

Thanks

[REDACTED]

From: [REDACTED]

Sent: 17 August 2022 14:33

To: [REDACTED]

Subject: Civil Service unions meeting with DFM 17 August 2022

[REDACTED]

Document 20

From: [REDACTED]

Sent: 08 August 2022 11:15

To: Joy Dunn <joy@pcs.org.uk>; Finance Pay Policy <FinancePayPolicy@gov.scot>

Cc: richard.hardy@prospect.org.uk; allan@fda.org.uk; [REDACTED] Mackinnon J (Judith) <Judith.Mackinnon@gov.scot>; [REDACTED]; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; [REDACTED]

Joy

I have forwarded your request to Mr Swinney's office. I will be in touch again once we have a response.

Regards

[REDACTED]

[REDACTED]

Senior Policy Officer

Public Sector Pay Policy

(I am mainly working from home)

All emails should be sent to the Pay Policy mailbox. (financepaypolicy@gov.scot)

[REDACTED]

From: Joy Dunn <joy@pcs.org.uk>

Sent: 08 August 2022 09:21

To: Finance Pay Policy <FinancePayPolicy@gov.scot>

Cc: richard.hardy@prospect.org.uk; allan@fda.org.uk; [REDACTED] Mackinnon J (Judith)

<Judith.Mackinnon@gov.scot>; [REDACTED] McLaren D (Douglas) <Douglas.McLaren@gov.scot>; [REDACTED]

Dougie, [REDACTED]

Can you speak to Mr Swinney's Private Office about getting an urgent meeting with him?

Joy

Document 21

From: [REDACTED] **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery
Sent: 09 August 2022 11:47
To: [REDACTED]; Finance Pay Policy <FinancePayPolicy@gov.scot>
Cc: [REDACTED]; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Subject: RE: PCS Request for Meeting - Public Sector Pay Policy 2022-23

Hi [REDACTED],

Thanks for confirming.

I have updated and sent the diary invite with yourself and colleagues added in. Grateful if you can confirm names and organisation of external attendees so we can complete external visitor forms at least a day in advance of the meeting.

Many thanks,

[REDACTED]

Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



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Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

From: [REDACTED]

Sent: 09 August 2022 11:33

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Finance

Pay Policy <FinancePayPolicy@gov.scot>

Cc: [REDACTED]; McLaren D (Douglas) <Douglas.McLaren@gov.scot>

Subject: RE: PCS Request for Meeting - Public Sector Pay Policy 2022-23

Thanks [REDACTED]. Yes, this time slot works for trade unions. Will you issue the calendar invite please – Dougie, [REDACTED] and I will agree attendance from pay policy perspective so I would be grateful if you would include all of us in the invite, together with [REDACTED] from People Directorate.

Kind regards

[REDACTED]

[REDACTED] | Team Leader Pay & Severance | Public Sector Pay Policy Team | Budget, Pay and Pensions Division | Budget & Public Spending Directorate | DG Scottish Exchequer | 3-C (North) Victoria Quay Edinburgh EH6 6QQ | [REDACTED]

Email address for all pay policy correspondence: FinancePayPolicy@gov.scot [or for internal users: **Finance Pay Policy** on the global folder]

Link to the Scottish Government Public Sector Pay webpage: <https://www.gov.scot/policies/public-sector-pay/>



[REDACTED]

From: [REDACTED] **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 09 August 2022 09:29

To: Finance Pay Policy <FinancePayPolicy@gov.scot>

Cc: [REDACTED]; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Subject: RE: PCS Request for Meeting - Public Sector Pay Policy 2022-23

Hi [REDACTED],

Thanks for sending this on.

DFM is happy to meet with PCS and would prefer a face to face meeting. In terms of diary, DFM would be available to meet in person next **Wednesday 17th August 15:00 – 16:00** at St Andrews House in Edinburgh.

Grateful if you can check with PCS colleagues if that is a suitable arrangement.

Many thanks,

[REDACTED] Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot

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From: [REDACTED] **On Behalf Of** Finance Pay Policy

Sent: 08 August 2022 11:12

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: [REDACTED]; McLaren D (Douglas) <Douglas.McLaren@gov.scot>; Finance Pay Policy <FinancePayPolicy@gov.scot>

Subject: PCS Request for Meeting - Public Sector Pay Policy 2022-23

DFM PO

[REDACTED], Joy Dunn from PCS has requested an urgent meeting with Mr Swinney. The full agenda, attendees and official support can be agreed later but it would be helpful if you could confirm availability and potential dates/times.

[REDACTED]

Regards

[REDACTED]

[REDACTED]

Senior Policy Officer

Public Sector Pay Policy

(I am mainly working from home)

All emails should be sent to the Pay Policy mailbox. (financepaypolicy@gov.scot)

[REDACTED]

Document 22

From: [REDACTED]

Sent: 09 August 2022 11:29

To: Joy Dunn <joy@pcs.org.uk>

Subject: RE: Pay

Thanks Joy, I'll arrange for the calendar invite to be issued.

[REDACTED]

[REDACTED] | Team Leader Pay & Severance | Public Sector Pay Policy Team | Budget, Pay and Pensions Division | Budget & Public Spending Directorate | DG Scottish Exchequer | 3-C (North) Victoria Quay Edinburgh EH6 6QQ | [REDACTED]

Email address for all pay policy correspondence: FinancePayPolicy@gov.scot [or for internal users: **Finance Pay Policy** on the global folder]

Link to the Scottish Government Public Sector Pay webpage: <https://www.gov.scot/policies/public-sector-pay/>



[REDACTED]

From: Joy Dunn <joy@pcs.org.uk>

Sent: 09 August 2022 11:21

To: [REDACTED]

Subject: RE: Pay

[REDACTED]

Yes, we will be there.

Joy

From: [REDACTED]

Sent: 09 August 2022 10:50

To: Joy Dunn <joy@pcs.org.uk>

Subject: RE: Pay

Morning Joy.

DFM has agreed to meet face to face in St Andrew's House next Wednesday, 17th August 3pm-4pm.

Does that work for you?

[REDACTED]

[REDACTED] | Team Leader Pay & Severance | Public Sector Pay Policy Team | Budget, Pay and Pensions Division | Budget & Public Spending Directorate | DG Scottish Exchequer | 3-C (North) Victoria Quay Edinburgh EH6 6QQ | [REDACTED]

Email address for all pay policy correspondence: FinancePayPolicy@gov.scot [or for internal users: **Finance Pay Policy** on the global folder]

Link to the Scottish Government Public Sector Pay webpage: <https://www.gov.scot/policies/public-sector-pay/>



[REDACTED]

Document 23

From: [REDACTED]
Sent: 09 August 2022 11:52
To: 'Joy Dunn'
Subject: DFM and Civil Service Unions meeting
When: 17 August 2022 15:00-16:00 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.
Where: St Andrew's House Edinburgh

Joy, meeting invite for next week.

Will you confirm attendees by cob Monday 15th August please and we'll arrange relevant visitor forms.

Thanks

[REDACTED]

[REDACTED] | Team Leader Pay & Severance | Public Sector Pay Policy Team | Budget, Pay and Pensions Division | Budget & Public Spending Directorate | DG Scottish Exchequer | 3-C (North) Victoria Quay Edinburgh EH6 6QQ | [REDACTED]

Email address for all pay policy correspondence: FinancePayPolicy@gov.scot [or for internal users: **Finance Pay Policy** on the global folder]

Link to the Scottish Government Public Sector Pay webpage: <https://www.gov.scot/policies/public-sector-pay/>



[REDACTED]

Document 24

From: [REDACTED]
Sent: 12 August 2022 11:36
To: Joy Dunn <joy@pcs.org.uk>
Cc: [REDACTED]
Subject: FW: Pay

Joy,

Apologies, DFM now has a clash on Wednesday and would like to rearrange the time of the meeting which he is still proposing will take place on Wednesday.

Will you let me know if either of these times are suitable please:

13:45 – 14:45

16:15 – 17:15

DFM appreciates any flexibility in rearranging this meeting and apologises for the change in time.

I will issue a revised calendar invite depending on your response [REDACTED].

Kind regards

[REDACTED]

[REDACTED] | Team Leader Pay & Severance | Public Sector Pay Policy Team | Budget, Pay and Pensions Division | Budget & Public Spending Directorate | DG Scottish Exchequer | 3-C (North) Victoria Quay Edinburgh EH6 6QQ | [REDACTED]

Email address for all pay policy correspondence: FinancePayPolicy@gov.scot [or for internal users: **Finance Pay Policy** on the global folder]

Link to the Scottish Government Public Sector Pay webpage: <https://www.gov.scot/policies/public-sector-pay/>



[REDACTED]

Document 25

From: [REDACTED]

Sent: 15 August 2022 17:21

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: [REDACTED]

Subject: DFM meeting with trade unions 17 August 2022

[REDACTED]

As promised, please see details of TU attendees for Wednesday's meeting.

Joy Dunn, PCS

Malcolm Clark, PCS (will not require a visitor form as SG employee)

Allan Sampson, FDA

Richard Hardy, Prospect

Phil Fairlie POA(S)

They will already be on-site as meeting SG officials [REDACTED] beforehand so I suspect they won't need visitor forms – [REDACTED], will you confirm please.

We'll confirm officials attending when I send the briefing tomorrow morning – thank you for your patience.

Kind regards

[REDACTED]

[REDACTED] (she / her) | Team Leader Pay & Severance | Public Sector Pay Policy Team | Budget, Pay and Pensions Division | Budget & Public Spending Directorate | DG Scottish Exchequer | 3-C (North) Victoria Quay Edinburgh EH6 6QQ | [REDACTED]

Email address for all pay policy correspondence: FinancePayPolicy@gov.scot [or for internal users: **Finance Pay Policy** on the global folder]

Link to the Scottish Government Public Sector Pay webpage: <https://www.gov.scot/policies/public-sector-pay/>



[REDACTED]

Document 26

Scottish National Investment Bank – portfolio

Date of announcement	Name	Amount	Comments
23/11/20	M Squared (Glasgow)	£12.5m [REDACTED]	Glasgow-based photonics and quantum technology company <ul style="list-style-type: none">• M Squared Lasers are a high-tech, growing SME that originally span off from the University of Strathclyde.• The Bank has invested long-term growth capital to support their continued scale up. This investment was part of larger financing package, alongside a £20 million debt facility from Santander.
24/2/21	PfP Capital Mid-Market Rent Fund (Central Scotland)	£40m [REDACTED]	To will help deliver affordable, quality rental homes in Scotland. <ul style="list-style-type: none">• This fund, run by PfP Capital, delivers Mid-Market Rent housing that is means-tested to ensure that those at risk of being priced out of their communities can access good quality housing.• The Bank's commitment allows PfP Capital to exceed their initial target of 1,000 affordable homes and progress towards the next target of 1,500 homes.• The Bank has also worked with PfP Capital to ensure that these affordable rental homes will be built to a high standard of energy efficiency (at least EPC B), supporting Scotland's transition to net zero.
27/7/21	R3 IoT (Glasgow)	£1m [REDACTED]	To enable the business to scale up. <ul style="list-style-type: none">• R3 IoT are an Internet of Things communication and data service provider. Their hardware enables businesses to monitor, analyse and optimise their key assets, wherever they are in the world.• It has been applied to aquaculture, telehealth monitoring in remote communities, and flood warning systems.• The Bank's investment was part of a wider £3.1 million funding round. Other investors included the University of Strathclyde and US-based Venture Capital firm Space Capital.• The investment will support the doubling of R3 IoT's Glasgow headcount, and will allow them to commercialise products and services, further develop their analytics capability and expand into new markets and geographies.

29/7/21	Forev (Based in Edinburgh, network is Scotland-wide)	£2m [REDACTED]	To enable Forev to roll-out its charge points across Scotland. <ul style="list-style-type: none"> Electric vehicle charging network owner and operator Forev are aiming to install over 1,700 futureproof fast and rapid charge points throughout Scotland over the next five years. The Bank's investment will allow them to embark on phase one of the roll out of its charging network.
11/8/21	IndiNature (Jedburgh, Edinburgh)	£3m [REDACTED]	To enable the company to scale up production at a new manufacturing facility in the Scottish Borders. <ul style="list-style-type: none"> IndiNature manufacture natural fibre construction insulation systems for new-build and retrofit housing, and for commercial buildings, using hemp grown in the UK. The Bank's investment will enable the company to scale up their production at a new manufacturing facility in Jedburgh. The Bank's investment has been delivered in collaboration with Zero Waste Scotland and South of Scotland Enterprise who have provided significant grant funding - £803k from Zero Waste Scotland and £250k from South of Scotland Enterprise. IndiNature's core products result in a net carbon capture and use 1/8th of the energy to manufacture compared to current mainstream insulation materials.
19/8/21	Gresham House Forest Growth & Sustainability LP (Fund) (Scotland-wide)	£50m commitment (over 5 years)	To cornerstone a new fund focussed on woodland creation in Scotland. <ul style="list-style-type: none"> The Forest Growth and Sustainability LP is a new type of forestry fund focused on wide scale new planting and woodland creation in Scotland. The Fund initially struggled to command the usual level of interest due to the long-term returns associated with new planting. The Bank's investment has helped to unlock that activity. The Fund is forecast to capture 1.2m tonnes of CO2. It will also provide sustainable building materials and help to displace steel and other carbon intensive products in building and construction.
7/9/21	Nova Innovation (Edinburgh)	£6.4m [REDACTED]	To expand manufacturing base, enabling production of innovative tidal turbines, generating zero carbon energy in remote communities. <ul style="list-style-type: none"> Nova Innovation are a tidal turbine producer. Their turbines specialise in generating zero carbon energy in remote communities, many of whom may have previously been heavily dependent on fossil fuels. Nova are continuing to expand the applications of their technology and have recently developed tidal powered electric vehicle charging points. The Bank's investment will allow them to expand their manufacturing base and meet growing demand for their tidal turbines. Their core technology will be manufactured in Scotland where supply chain opportunities will also result.
22/9/21	Sunamp (East Lothian)	£6m [REDACTED]	To allow Sunamp to scale up production of innovative heat batteries and progress international expansion. <ul style="list-style-type: none"> Sunamp are a thermal energy storage manufacturer based in East Lothian. Their heat batteries significantly improve the efficiency of domestic heating systems.

			<ul style="list-style-type: none"> The Bank's investment will support continued scaling up of production, as well as growth of their export capacity. They are now aiming to grow their national operating teams in at least 10 countries The Bank has invested to cornerstone Sunamp's next fundraising round. This will allow Sunamp to continue to grow in advance of that round, and therefore maximise the capital they can raise at the time.
15/11/21	Iona Wind Partnership Fund (Scotland-wide)	£13m commitment	<p>The Iona Wind Partnership has the potential to deliver renewable energy for up to 850,000 homes and significantly reduce emissions.</p> <ul style="list-style-type: none"> The Iona Wind Partnership is a new onshore wind investment fund, managed by Asper Investment Management. It aims to deliver 800MW of onshore wind capacity by 2026. Once fully operational it is estimated that 600,000 tonnes of carbon dioxide will be saved per year, and renewable energy delivered for up to 850,000 homes. The Bank's commitment has enabled the fund to reach the scale necessary for it to become operational.
3/12/21	Strathcarron Homes (Glasgow)	£3m [REDACTED]	<p>To enable 25 high quality family homes built to be sold to local social housing tenants and first-time buyers.</p> <ul style="list-style-type: none"> The development is on the Station Wynd site, immediately adjacent to Nitshill train station. This is a brownfield site and currently part of the Glasgow Vacant and Derelict Land register. The Bank's investment will help deliver 25 high quality homes to be sold to local social housing tenants and first-time buyers. The homes are being developed under a development agreement between Strathcarron Developments Limited and Glasgow City Council, and the site is part of the council's Nitshill Regeneration Framework.
6/1/22	Lothian Broadband Group (Scotland-wide)	£20m cornerstone funding [REDACTED]	<p>To help tackle digital inequality in rural communities and small towns in Scotland.</p> <ul style="list-style-type: none"> Lothian Broadband Group specialise in connecting to small towns and rural communities across Scotland. They have around 8,000 premises connected to their network, concentrated in East Lothian and the Highlands. This investment will support Lothian Broadband Group to add 70,000 new premises to their network over the next four years. The Bank's investment has unlocked a further £5 million of investment from previous Lothian Broadband Group investors and will cornerstone their next round of capital raising.
18/1/22	Highland Coast Hotels (North-West Highlands)	£4.45m [REDACTED]	<p>To support more sustainable and community-led hospitality around the North Coast 500 tourist route.</p> <ul style="list-style-type: none"> Highland Coast Hotels are looking to invest in the development of accommodation along the North Coast 500 route. The Bank's investment will be used to upgrade four hotels along the North Coast 500 route. It is anticipated to create 70 FTE jobs within Highland Coast Hotels plus up to 40 in local communities. Highland Coast Hotels are aiming to source all produce from local supply chains wherever possible. They have also established Community Liaison Committees for each hotel include local people and businesses key decisions.

			<ul style="list-style-type: none"> Highland Coast Hotels are also partnering with the University of Highlands & Islands to develop a new Hospitality Foundation Course. They will also establish a Modern Apprenticeship Scheme.
28/1/22	Aberdeen Harbour (Aberdeen & North East)	£30m [REDACTED]	<p>To help fund the expansion of Aberdeen Harbour.</p> <ul style="list-style-type: none"> Aberdeen Harbour is expanding to develop the South Harbour, and an Energy Transition Zone. The development aims to drive transition and maintain north-east Scotland as a centre of energy excellence. It will be the largest marine infrastructure project in the UK. The increased capacity will also play a vital role delivering the supply chain benefits of the recently announced ScotWind leasing round. The Scottish National Investment Bank has committed £30 million of funding. The overall funding package for Aberdeen Harbour will be in excess of £350 million. The European Investment Bank, Scottish Enterprise, and the Aberdeen City Deal have all been key in delivering the investment.
31/3/22	Travelnest (travel technology business)	£3m [REDACTED]	To support the creation of new jobs and allow the company to target new markets.
12/5/22	Circularity Scotland (administrator for Scotland's Deposit Return Scheme)	£9m [REDACTED]	To fund the start-up costs of the administrator for Scotland's Deposit Return Scheme, which will go live in August 2023.
18/5/22	Elasmogen (Aberdeen)	£3.5m [REDACTED]	<p>Investment in a privately held biopharmaceutical company in a prosperous cluster of biologic companies in Aberdeen which will allow the continued development of its pipeline of next-generation drugs through pre-medical trials. Elasmogen's pipeline is primarily focused on treatments of solid-tumour cancers, systemic inflammation diseases and inflammation of the gut.</p> <p>This investment supports the Bank's mission to invest in innovation for a healthier population.</p>
4/7/22	Orbital Marine Power (Orkney)	£4m [REDACTED]	Orbital Marine Power is a renewable energy company focussed on the development and global application of its pioneering floating turbine technology. Project finance from the Bank will support the continued operations of the O2 tidal energy device - an innovative, Scottish-grown technology which makes use of abundant, predictable tidal flow to generate clean energy.
13/7/22	pureLiFi (Edinburgh)	£10m [REDACTED]	Global technology leader, supporting development of ultra-high speed data transmission using the light spectrum. Innovation technology addressing growing challenge of internet security, cyber attacks and cyber threats. The Bank's investment will support the creation of highly skilled technology jobs in Scotland, supporting the tech ecosystem.

18/7/22	Wavegarden Scotland (Ratho, Edinburgh)	£26m [REDACTED]	To transform disused quarry in the west of Edinburgh into multi-purpose country park and leisure facility. This investment supports the Bank's place mission, using investment to enable regeneration that will improve the environment for local communities and create new job opportunities.
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Total commitments since launch: **£249.4 million** across 19 investments.

MINISTERIAL ENGAGEMENT BRIEFING:

Mr Swinney, Deputy First Minister and Cabinet Secretary for Covid Recovery
Briefing for 3 August 2022

Who	Willie Watt, Chair of the Board, Scottish National Investment Bank plc
Why	Introductory meeting with the Bank to discuss current and future business plans.
When	Wednesday 3 August – 13:00-13:45 via teams
Expected outcome	Discussion around the Bank's development to date, their role in delivering NSET, investment origination strategy and new CEO.
Supporting officials	A member of DFM private office will attend over the phone.
Briefing contents	AGENDA ANNEX A: Biography ANNEX B: Overview of the Bank ANNEX C: Summary of Strategic Guidance Letter ANNEX D: Recent Discussions with the Bank
Media Handling	None required.
Social Media	None required.

Outline Agenda

The agenda that has been agreed with the Bank is as follows.

1. Overview of the Bank's development to date
2. Strategic Priorities
3. NSET
4. AOB

Suggested Discussion Points

1. Overview of the Bank's development to date

- Willie Watt to outline development of Bank since launch in Nov. 2020

2. Current Issues

- Budget: [REDACTED]
- Budget: [REDACTED]
- Equality Strategy: [REDACTED]
- Relationship with SE (see Annex D): [REDACTED]
- Recruitment of new CEO: [REDACTED]

- **FCA Application:** I know Ms Forbes was very supportive of your application to become FCA authorised. It would be helpful to understand more about what this process will allow the Bank to do.

3. NSET

- **Scale Ups and net zero:** The Strategic Guidance letter to the Bank for this year highlighted two areas of NSET where we expect the Bank to have a strong focus– helping companies scale up. What are you doing in these areas?
- **Origination strategy:** Through your investments and origination strategy, I know the Bank will develop major insights and understanding of the market. What are your views on how the government can further enable the investment ecosystem?

ANNEX A

Willie Watt, Chair



Willie retired in December 2019 from Martin Currie, an investment management firm with \$17.2bn in assets under management, after 19 years as the company's Chief Executive and as Chairman of the Board.

Previously Willie spent 16 years with the 3i Group, latterly as Managing Director responsible for the company's Scottish and Irish businesses and ran investment teams focusing on Venture Capital,

Oil & Gas and mid-market buyouts.

Since 2016 he has been a member of the Advisory Board of Scottish Equity Partners, and Board and Audit Committee member of the National Galleries of Scotland.

ANNEX B

OVERVIEW OF THE BANK

The Bank was set up in November 2020 as a Non-Departmental Public Body (NDPB) and operates independently of government to deliver its missions. The objectives of the Bank are set out in legislation through the Scottish National Investment Bank Act 2020 with its actions and requirements outlined in the Bank's articles of association and the Shareholder Relationship Framework Document (SRFD).

MISSIONS

The Bank's mission-oriented approach allows it to crowd-in and catalyse private investment, create and shape new markets, spark innovation and deliver a range of environmental, social and economic returns. The missions are set by ministers and the Bank's current missions were confirmed in a statement to the Scottish Parliament in December 2020 and support:

- Achieving a Just Transition to **net zero** carbon emissions by 2045
- Extending equality of opportunity through improving **places** by 2040
- Harnessing Innovation to enable our **people** to flourish by 2040

The Bank's current missions are aligned with some of the objectives of NSET and our plans for transformational change across Scotland's economy.

INVESTMENTS

All projects in which the Bank invests must contribute to its missions. Proposals must also be commercial, as required by the Bank's subsidy control ('State aid') permissions, and not crowd-out private investment. Details of each of the Bank's investments are published on the Bank's portfolio page.

As part of its product offering the Bank can offer capital over a longer term on commercial terms (patient capital) through both debt and equity investments. This allows the Bank to take on opportunities with a higher risk profile, helping to alleviate this risk for private finance investors. This is a major process in how the Bank can stimulate private investments into key investment opportunities.

The Bank has currently made investment commitments of **£249 million** over a portfolio of 19 companies/funds. Co-investment by external finance across these 19 projects is currently calculated at £482 million. This metric is indicative of how the Bank is leveraging in private capital.

The Bank to date have been receiving opportunities from a number of sources however have now begun to actively originate deals from across Scotland, focusing on 4 key opportunities: [REDACTED]

ANNEX C

STRATEGIC GUIDANCE LETTER 2022

Our Strategic Guidance Letter to the Bank for 2022-23 sets out key priorities as follows:

- Delivering NSET, in particular enabling businesses to scale up and the focus on decarbonisation of home heating and transport.
- Communication, engagement and collaboration with the Scottish investment ecosystem.
- Levering private capital, in particular increasing its leverage year on year. [REDACTED]
- Demonstrating impact, in particular developing KPIs that highlight what the Bank has achieved tangibly in delivering their missions.
- Equality and Fair Work, in particular delivering their equality strategy.
- Sponsorship – working with the Sponsor Team to review the recommendations arising from the Ryan Review on the sponsorship of public bodies.
- Advisory Group – the Bank's Act requires SG to set up a Ministerial Advisory Group which will provide advice to Ministers on the Bank's objects, conduct and performance. The Bank are aware we will be taking this forward and we have asked them to work closely with us on it.

ANNEX D

RECENT DISCUSSIONS WITH THE BANK

CHAIR RE-APPOINTMENT

Willie was appointed in November 2020. His appointment expires in November 2023, [REDACTED]

CEO RECRUITMENT

The recruitment of the new CEO is currently underway [REDACTED]

BUDGET & FINANCES

The Bank has a resource budget of c£9m for operational costs and a budget to provide £206 million in financial transaction (FT) investment this financial year - in line with our intention to provide £1 billion in capital for investment over the lifetime of this Parliament.

[REDACTED]

[REDACTED]

[REDACTED]

DEMONSTRATING IMPACT

The Bank's strategic guidance letter set out an ask that the Bank develop KPIs that demonstrate the overall impact of their investments. This is linked to their reporting requirements as set out in legislation. This is a critical piece of work, given the Bank's performance will be formally reviewed in 2025 (a legislative requirement) and are working closely with the Bank on how they can take this forward.

EQUALITY STRATEGY

[REDACTED]

FCA AUTHORISATION

[REDACTED]

Minutes of meeting with Scottish National Investment Bank on 3 August 2022

Attendees:

John Swinney MSP, DFM and Cabinet Secretary for Covid Recovery
Willie Watt, Chair of Scottish National Investment Bank
Callum McCaig, Special Adviser
[REDACTED]

Mr Watt provided DFM with background of the Bank then expounded on its facilitation role.

Mr Watt mentioned the need for risk. As a Development Bank, they need to be seen to be taking risks and flagged that not every project will be successful.

DFM reiterated the need for diligence and Mr Watt concurred.

[REDACTED]

Mr Watt mentioned that the new partnership with the Hunter Foundation will be announced shortly. DFM was pleased to hear of this collaboration.

ScotWind was also flagged as an opportunity for development.

DFM reiterated the need for Net Zero to be central to the Bank's decisions when considering the funding of projects.

Mr Watt reassured DFM that the Bank is focussed on Net Zero and then went on to give detail with regards Gresham House Forest Growth, Aberdeen Harbour and Sunamp

[REDACTED]

[REDACTED]

The FCA application was then discussed briefly before Mr Watt invited DFM to the Bank's office in Waverley Gate for a visit which would provide an opportunity to go through a couple of case studies. DFM confirmed his interest in this offer, which PO will take forward to arrange.

From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery
Sent: 25 July 2022 16:15
To: [REDACTED]@gov.scot>
Cc: [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Subject: RE: DFM/Bank meeting

Hi [REDACTED]

Happy to confirm DFM and Willie Watt will meet virtually next Wednesday 3rd August 13:00 – 13:45.

I will send on the Teams link to [REDACTED] at the Bank and have noted request for briefing/official support in the diary invite with officials.

Many thanks,

[REDACTED]

Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

From: [REDACTED]@gov.scot>
Sent: 25 July 2022 13:06
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Cc: [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>
Subject: RE: DFM/Bank meeting

Thanks [REDACTED], appreciate the update, we'll of course provide briefing. If you are happy to reach out to Bank directly, that would be great.

[REDACTED]

Head of the Scottish National Investment Bank Shareholder Team
Directorate for International Trade & Investment
Scottish Government

M: [REDACTED]

I work Monday-Thursday. I sometimes respond to e-mails outwith normal working hours – that works for me but I understand it might not work for you.

From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery
Sent: 25 July 2022 11:32
To: [REDACTED]@gov.scot>
Cc: [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Subject: RE: DFM/Bank meeting

Hi [REDACTED],

Thanks for sending on the completed proforma.

DFM is content to meet with Willie Watt and has indicated that this should be early in August. DFM is available on **Wednesday 3rd August** in the afternoon to meet virtually. DFM has noted he will required briefing on the Banks decision to date and other issues.

Grateful if you can check with the Bank if 13:00 – 13:45 is a suitable time or I'm happy to reach out to the Bank ([REDACTED]) if needed.

Many thanks,

[REDACTED]

Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



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Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

From: [REDACTED]@gov.scot>
Sent: 14 July 2022 10:40
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Cc: [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>; Cabinet Secretary for Finance and Economy <CabSecFE@gov.scot>
Subject: RE: DFM/Bank meeting

Thanks [REDACTED] please see attached – appreciate your help at what must be a busy time!

[REDACTED]

Head of the Scottish National Investment Bank Shareholder Team
Directorate for International Trade & Investment

Scottish Government

M: [REDACTED]

I work Monday-Thursday. I sometimes respond to e-mails outwith normal working hours – that works for me but I understand it might not work for you.

From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 13 July 2022 17:31

To: [REDACTED]@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Cabinet Secretary for Finance and Economy <CabSecFE@gov.scot>

Subject: RE: DFM/Bank meeting

Hello [REDACTED]

Thanks very much for the email and request. Would it be possible for you to populate the attached document please and return to us? We are using this to help manage the influx of meeting requests with DFM taking on F&E

Many thanks

[REDACTED]
Private Secretary/DFM
[REDACTED]

From: [REDACTED]@gov.scot>

Sent: 13 July 2022 12:42

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Cabinet Secretary for Finance and Economy <CabSecFE@gov.scot>

Subject: RE: DFM/Bank meeting

Dear DFM's PO,

I am just forwarding the meeting request below, for the DFM to meet with the Chair of the Scottish National Investment Bank. As noted, I am aware that there will be many calls on DFM's time but given the profile of the Bank we'd recommend a meeting soon if possible.

If it would be helpful to give anyone in your office an overview of the Bank, naturally we'd be more than happy to help.

All the best,
[REDACTED]

[REDACTED]

Head of the Scottish National Investment Bank Shareholder Team
Directorate for International Trade & Investment
Scottish Government

M: [REDACTED]

I work Monday-Thursday. I sometimes respond to e-mails outwith normal working hours – that works for me but I understand it might not work for you.

From: [REDACTED]

Sent: 12 July 2022 16:00

To: Cabinet Secretary for Finance and Economy <CabSecFE@gov.scot>

Cc: [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>

Subject: DFM/Bank meeting

Dear [REDACTED]

Willie Watt from the Bank is keen to get some time in with Mr Swinney when Ms Forbes goes on maternity leave, just to bring him up to speed with key issues for the Bank. Fully appreciate there will be many competing demands on Mr Swinney's time, and it's recess, but would it be possible to schedule this in the next month?

All the best,
[REDACTED]

[REDACTED]

Head of the Scottish National Investment Bank Shareholder Team
Directorate for International Trade & Investment
Scottish Government

M: [REDACTED]

I work Monday-Thursday. I sometimes respond to e-mails outwith normal working hours – that works for me but I understand it might not work for you.

-----Original Appointment-----

From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 25 July 2022 16:15

To: John.Swinney.msp@parliament.scot; [REDACTED]; Rollison R (Richard); [REDACTED]; Dobson L (Leanne); McCaig C (Callum)

Subject: 13:00 - 13:45 Meeting: Willie Watt, Chair of Scottish National Investment Bank

When: 03 August 2022 13:00-13:45 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

Where: Microsoft Teams

Hi,

Confirming time in the diary for meeting with Willie Watt, Chair of Scottish National Investment Bank.

Grateful if officials can provide briefing and confirmation of official support by 4PM on Monday 1st August.

Please find the Microsoft Teams link for the call below.

Thanks,

[REDACTED]

From: Rollison R (Richard) <Richard.Rollison@gov.scot>

Sent: 25 July 2022 18:10

To: [REDACTED]@gov.scot>

Cc: Mccallum R (Ross) <Ross.Mccallum@gov.scot>; Kavanagh A (Alex) <Alex.Kavanagh@gov.scot>; [REDACTED]@gov.scot>

Subject: RE: FOR STEER: Agenda for DFM/Willie Watt meeting [REDACTED]

Thanks.

All good stuff.

Can you check whether DFM wants officials at the meeting with WW - [REDACTED]

For briefing, can we include a potted summary of strategic guidance letter and [REDACTED]

Thanks.

[REDACTED]

Sent with BlackBerry Work
(www.blackberry.com)

From: [REDACTED]@gov.scot>

Date: Monday, 25 Jul 2022, 4:58 pm

To: Rollison R (Richard) <Richard.Rollison@gov.scot>

Cc: [REDACTED]@gov.scot>, [REDACTED]@gov.scot>, [REDACTED]@gov.scot>

Subject: FOR STEER: Agenda for DFM/Willie Watt meeting [REDACTED]

Hi Richard,

DFM/Willie meeting

I spoke to Sarah today and we agreed the following agenda for Willie's introduction with the Bank next Wednesday:

- Overview of the Bank's development so far (including complementarity to SE and key challenges so far)
- The Bank's role in delivering NSET
- Their origination strategy (in particular, Scotwind)

She wants to discuss it with David when he is back on Monday, but that is also our deadline for briefing, so want to confirm this at least provisionally with her in advance of that.

[REDACTED]

All the best,
[REDACTED]
[REDACTED]

Head of the Scottish National Investment Bank Shareholder Team
Directorate for International Trade & Investment
Scottish Government

M: [REDACTED]

I work Monday-Thursday. I sometimes respond to e-mails outwith normal working hours – that works for me but I understand it might not work for you.

From: [REDACTED]@gov.scot>

Sent: 27 July 2022 01:35

To: [REDACTED]@gov.scot>

Subject: Scottish National Investment Bank - Briefing - DFM meeting with Willie Watt - 3 August 2022 (A39676989)

Hi [REDACTED],

I hope you are very well this morning. Please find below a link to the first draft of the DFM meeting briefing for review. If possible could we have a quick chat at some point to discuss Annex B – it is currently just the agenda outlined with bullet points around what I think will be covered under the area. I still need to add in key discussion points for each however as the first 2 points sort of allude to a number of areas it would be good to brainstorm what we want the DFM to say.

I also have added a couple of comments around questions but also would be most open to your thoughts on the whole thing and any comments, amends etc.

Hope that is all okay.

Thanks
[REDACTED]

From: [REDACTED]@gov.scot>

Sent: 27 July 2022 15:53

To: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>

Subject: RE: Scottish National Investment Bank - Briefing - DFM meeting with Willie Watt - 3 August 2022 (A39676989)

Hi both,

Looks like this is really coming together, well done.

I have made a few comments in body but main thing is I think would be good to tweak structure so it is:

- Discussion points (this should summarise key points to make on areas they will bring up, rather than be actual lines eg. [REDACTED])
- Annex - Overview of Bank
- Annex - Strategic Guidance Letter (summary, plus full letter)
- Annex - Recent Decisions and Live Issues

Hopefully that will all make sense when document is opened as I have noted which bits I think go in where. I'll be online at 8.30 tomorrow to look at final version. [REDACTED]

Thanks very much,

[REDACTED]

Head of the Scottish National Investment Bank Shareholder Team
Directorate for International Trade & Investment
Scottish Government

M: [REDACTED]

I work Monday-Thursday. I sometimes respond to e-mails outwith normal working hours – that works for me but I understand it might not work for you.

From: [REDACTED]@gov.scot>

Sent: 27 July 2022 15:01

To: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>

Subject: Scottish National Investment Bank - Briefing - DFM meeting with Willie Watt - 3 August 2022 (A39676989)

Hi Both,

Please find an updated draft of the DFM briefing, please note we will issue SG letter to DFM PO on the same email rather than add it as an annex.

[REDACTED]

Thanks

[REDACTED]

From: [REDACTED]@gov.scot>

Sent: 29 July 2022 12:02

To: [REDACTED]@thebank.scot

Cc: [REDACTED]@gov.scot>

Subject: DFM meeting with Willie 3rd August

Hi [REDACTED],

I hope you are very well this afternoon. I was wondering if you could please help.

I understand Sarah was going to speak with Willie around finalising the agenda for his meeting with the Deputy First Minister on Wednesday. We are currently just looking to finalise this agenda for the DFM's briefing pack, do you know if Sarah has had a chance to speak to Willie on this yet?

Any feedback on this would be most welcome.

Thank you
[REDACTED]
Senior Policy Officer
Scottish National Investment Bank Shareholder Team
Directorate for International Trade and Investment | Scottish Government

My preference is sometimes to work out of normal hours, please note I do not expect others to do the same.

From: [REDACTED]@gov.scot>
Sent: 29 July 2022 17:46
To: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>
Subject: RE: TO CLEAR Friday 29 Aug COP - DFM Willie Watt meeting briefing

Thanks [REDACTED] for working through this again today.
Removing Richard for now and to provide a primer for [REDACTED] for Monday AM – we have a catch up at 9.15 which could be useful to just agree our plan of action.

[REDACTED]
We are still awaiting the Bank's confirmation of the agenda, are hoping for this asap Monday
[REDACTED]

Aim is to submit 4pm Monday as requested by DFM's PO.

Thanks,
[REDACTED]

From: [REDACTED]@gov.scot>
Sent: 29 July 2022 16:48
To: Rollison R (Richard) <Richard.Rollison@gov.scot>
Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>
Subject: RE: TO CLEAR Friday 29 Aug COP - DFM Willie Watt meeting briefing

Hi Richard,

I hope you are very well. Please find below the updated version of this briefing.

Please note;

- [REDACTED]we are expecting to receive confirmation on the agenda on Monday morning from the Bank team alongside the investment summary document. In response to this we will amend the current briefing to highlight any additional information provided by the Bank and reflect any update to the agenda.

[REDACTED]
We just wanted to make you aware of the most recent version at the moment.

Thanks
[REDACTED]

From: Rollison R (Richard) <Richard.Rollison@gov.scot>
Sent: 28 July 2022 18:20
To: [REDACTED]@gov.scot>
Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>
Subject: RE: TO CLEAR Friday 29 Aug COP - DFM Willie Watt meeting briefing

Hi – thanks

I've made some comments and track changes on the attached in erdm. [REDACTED]

From: [REDACTED]@gov.scot>
Sent: 28 July 2022 13:06
To: Rollison R (Richard) <Richard.Rollison@gov.scot>
Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>
Subject: TO CLEAR Friday 29 Aug COP - DFM Willie Watt meeting briefing

Hi Richard,

Please find below the link to the briefing pack for the DFM meeting with Willie on Wednesday 3 August.

To confirm;

- DFM does want 1-2-1 meeting but member of PO will be on call.
- Bank has been involved in setting agenda but will confirm final agenda by end of the week (we do not expect any significant changes)
- Bank will also supply their own investment portfolio document prior to submission to DFM PO which we will include as an annex in the briefing pack.
- Finally we will also attach separately the final PDF of 2022 Strategic Guidance letter in submission email to DFM.

Any comments and thoughts most welcome.

[REDACTED]

Very Best Wishes

[REDACTED]

[REDACTED] Senior Policy Officer
Scottish National Investment Bank Shareholder Team
Directorate for International Trade and Investment | Scottish Government

My preference is sometimes to work out of normal hours, please note I do not expect others to do the same.

From: Rollison R (Richard) <Richard.Rollison@gov.scot>
Sent: 01 August 2022 08:31
To: [REDACTED]@gov.scot>
Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>; Thomas P (Philip) <Philip.Thomas@gov.scot>
Subject: RE: TO CLEAR Friday 29 Aug COP - DFM Willie Watt meeting briefing

Adding Philip

Thanks - Minor tweaks – otherwise good to go – no need for me to see again

From: [REDACTED]@gov.scot>
Sent: 28 July 2022 13:06
To: [REDACTED]@gov.scot>
Cc: [REDACTED]@gov.scot; [REDACTED]@gov.scot>
Subject: TO CLEAR Friday 29 Aug COP - DFM Willie Watt meeting briefing

Hi Richard,

Please find below the link to the briefing pack for the DFM meeting with Willie on Wednesday 3 August.

To confirm;

- DFM does want 1-2-1 meeting but member of PO will be on call.
- Bank has been involved in setting agenda but will confirm final agenda by end of the week (we do not expect any significant changes)
- Bank will also supply their own investment portfolio document prior to submission to DFM PO which we will include as an annex in the briefing pack.
- Finally we will also attach separately the final PDF of 2022 Strategic Guidance letter in submission email to DFM.

Any comments and thoughts most welcome.

[REDACTED]

Very Best Wishes
[REDACTED]

[REDACTED]
Senior Policy Officer
Scottish National Investment Bank Shareholder Team
Directorate for International Trade and Investment | Scottish Government

My preference is sometimes to work out of normal hours, please note I do not expect others to do the same.

From: [REDACTED]@gov.scot>
Sent: 01 August 2022 16:35
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>
Subject: RE: DFM/Bank meeting

Hi [REDACTED],

Thanks for your email. I can confirm the version we sent over this afternoon is the final version and we expect to make no further changes.

Thanks
[REDACTED]

From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery
Sent: 01 August 2022 16:33
To: [REDACTED]@gov.scot>
Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Subject: RE: DFM/Bank meeting

Hi[REDACTED],

Thanks for letting us know.

Grateful if you can send on the current version and we can receive any updates tomorrow, with regards to signing off.

Many thanks,

[REDACTED]
Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



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From: [REDACTED]@gov.scot>
Sent: 01 August 2022 15:53
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>
Cc: [REDACTED]gov.scot; [REDACTED]@gov.scot>
Subject: RE: DFM/Bank meeting

Hi [REDACTED],

We are having some delay in signing off the final agenda with the Bank – we have a version available now but it may be subject to minor changes.

Would a version sent this afternoon that may alter slightly be preferable or a final version issued tomorrow morning.

Thanks

[REDACTED]

From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 29 July 2022 10:24

To: [REDACTED]@gov.scot>

Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Subject: RE: DFM/Bank meeting

Hi [REDACTED],

Thanks for letting me know.

Grateful for briefing by 4PM Monday.

Usually we would ask any submissions and papers be with PO by 4PM on each day.

Many thanks,

[REDACTED]

Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



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From: [REDACTED]@gov.scot>

Sent: 29 July 2022 10:07

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>

Subject: RE: DFM/Bank meeting

Hi [REDACTED],

I hope you are very well. We are just finalising the briefing for DFM's meeting with Willie Watt of the Bank on Wednesday.

We are just finalising some details with the Bank and working with our Director around final clearance, we are aiming to have this submission with you before box closure on Monday, would this be okay?

Also could I please confirm at what time each day the box closes for DFM submissions?

Thanks

[REDACTED]

From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 26 July 2022 10:51

To: [REDACTED]@gov.scot>

Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Subject: RE: DFM/Bank meeting

Hi [REDACTED],

Thanks for getting in touch.

DFM would like this to be a 1-2-1 with Willie and a member of Private Office will be on the call.

In terms of briefing, no specific preference on format so the existing template should be fine. DFM has noted he will need briefing on bank decisions to date and other issues.

Many thanks,

[REDACTED]

Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



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From: [REDACTED]@gov.scot>

Sent: 26 July 2022 09:29

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>

Subject: RE: DFM/Bank meeting

Hi [REDACTED],

I hope you are very well this morning. In preparation for the below meeting between DFM and Willie Watt of the Bank could I please just check on 2 issues;

- Does DFM want this to be a 1-2-1 meeting or would he prefer to have officials present?
- Do you perhaps know if the DFM have any preferences when it comes to briefing or is the existing Bank briefing template okay to use?

Thanks

[REDACTED]

From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 25 July 2022 11:32

To: [REDACTED]@gov.scot>

Cc: [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Subject: RE: DFM/Bank meeting

Hi [REDACTED]

Thanks for sending on the completed proforma.

DFM is content to meet with Willie Watt and has indicated that this should be early in August. DFM is available on **Wednesday 3rd August** in the afternoon to meet virtually. DFM has noted he will required briefing on the Banks decision to date and other issues.

Grateful if you can check with the Bank if 13:00 – 13:45 is a suitable time or I'm happy to reach out to the Bank [REDACTED] if needed.

Many thanks,

[REDACTED]

Assistant Private Secretary (Diary) to the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney

The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

E: DFMCSCR@gov.scot



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From: [REDACTED]@gov.scot>

Sent: 14 July 2022 10:40

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>; Cabinet Secretary for

Finance and Economy <CabSecFE@gov.scot>

Subject: RE: DFM/Bank meeting

Thanks [REDACTED], please see attached – appreciate your help at what must be a busy time!

[REDACTED]

Head of the Scottish National Investment Bank Shareholder Team
Directorate for International Trade & Investment
Scottish Government

M: [REDACTED]

I work Monday-Thursday. I sometimes respond to e-mails outwith normal working hours – that works for me but I understand it might not work for you.

From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 13 July 2022 17:31

To: [REDACTED]@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Cabinet Secretary for Finance and Economy <CabSecFE@gov.scot>

Subject: RE: DFM/Bank meeting

Hello [REDACTED]

Thanks very much for the email and request. Would it be possible for you to populate the attached document please and return to us? We are using this to help manage the influx of meeting requests with DFM taking on F&E

Many thanks

[REDACTED]

Private Secretary/DFM

[REDACTED]

From: [REDACTED]@gov.scot>

Sent: 13 July 2022 12:42

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Cabinet Secretary for Finance and Economy <CabSecFE@gov.scot>

Subject: RE: DFM/Bank meeting

Dear DFM's PO,

I am just forwarding the meeting request below, for the DFM to meet with the Chair of the Scottish National Investment Bank. As noted, I am aware that there will be many calls on DFM's time but given the profile of the Bank we'd recommend a meeting soon if possible.

If it would be helpful to give anyone in your office an overview of the Bank, naturally we'd be more than happy to help.

All the best,

[REDACTED]

Head of the Scottish National Investment Bank Shareholder Team
Directorate for International Trade & Investment
Scottish Government

M: [REDACTED]

I work Monday-Thursday. I sometimes respond to e-mails outwith normal working hours – that works for me but I understand it might not work for you.

From: [REDACTED]

Sent: 12 July 2022 16:00

To: Cabinet Secretary for Finance and Economy <CabSecFE@gov.scot>

Cc: [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>

Subject: DFM/Bank meeting

Dear [REDACTED],

[REDACTED] just to bring him up to speed with key issues for the Bank. Fully appreciate there will be many competing demands on Mr Swinney's time, and it's recess, but would it be possible to schedule this in the next month?

[REDACTED]

[REDACTED] Head of the Scottish National Investment Bank Shareholder Team
Directorate for International Trade & Investment
Scottish Government

M: [REDACTED]

I work Monday-Thursday. I sometimes respond to e-mails outwith normal working hours – that works for me but I understand it might not work for you.

From: [REDACTED]@gov.scot>

Sent: 03 August 2022 10:41

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>; Thomas P (Philip) <Philip.Thomas@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>

Subject: RE: Meeting with Willie Watt of Scottish National Investment Bank 3 August 2022

Hi [REDACTED],

Please find attached a summary of the Banks complete portfolio to date. This gives the name, value and date of each investment alongside some additional comments.

Please let me know if you require anything further.

Very Best Wishes
[REDACTED]

From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 03 August 2022 10:35

To: [REDACTED]@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>; Thomas P (Philip) <Philip.Thomas@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>

Subject: RE: Meeting with Willie Watt of Scottish National Investment Bank 3 August 2022

Hi [REDACTED]

Thank you for providing this briefing.

DFM has asked for a list of the actual projects supported through SNIB before his meeting today.

I would be grateful if this list could be provided as soon as possible.

Please could those leading confirm this request has been picked up.

Kind regards,

[REDACTED]

Deputy Private Secretary to the Deputy First Minister and Cabinet Secretary for Covid Recovery
The Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG

T: [REDACTED] M: [REDACTED] E: DFMCSCR@gov.scot

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From: [REDACTED]@gov.scot>

Sent: 01 August 2022 16:22

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>

Cc: [REDACTED]@gov.scot>; [REDACTED]@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>; Thomas P (Philip) <Philip.Thomas@gov.scot>; Dobson L (Leanne) <Leanne.Dobson@gov.scot>; Higgins K (Kate) <Kate.Higgins@gov.scot>

Subject: Meeting with Willie Watt of Scottish National Investment Bank 3 August 2022

Dear Deputy First Minister,

Please find attached the briefing pack for your upcoming meeting with Willie Watt, Chair of the Scottish National Investment Bank, on 3 August 2022.

Please note a second attachment with some supplementary information supplied by the Bank.

Very Best Wishes
[REDACTED]
Senior Policy Officer
Scottish National Investment Bank Shareholder Team
Directorate for International Trade and Investment | Scottish Government

My preference is sometimes to work out of normal hours, please note I do not expect others to do the same.

From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery
Sent: 08 August 2022 09:49
To: Rollison R (Richard) <Richard.Rollison@gov.scot>
Cc: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; [REDACTED]gov.scot>; Thomas P (Philip) <Philip.Thomas@gov.scot>; McCaig C (Callum) <Callum.McCaig@gov.scot>
Subject: RE: Bank meeting and other things

Richard and copied,

Please see attached minute of the meeting with Willie Watt on 3 August, which has been cleared by DFM, for your records.

Thanks

Karen

[REDACTED] | Finance and Economy Team Leader | Office of the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney
St Andrew's House | Regent Road | Edinburgh | EH1 3DG | Tel: [REDACTED] | Mob: [REDACTED] |
Email: DFMCSCR@gov.scot

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From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery
Sent: 04 August 2022 09:54
To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSCR@gov.scot>; Rollison R (Richard) <Richard.Rollison@gov.scot>
Cc: [REDACTED]gov.scot>; Thomas P (Philip) <Philip.Thomas@gov.scot>
Subject: RE: Bank meeting and other things

Hi Richard,

The note of the meeting is currently with DFM for clearance – I will forward when available.

Thanks

[REDACTED]

| Finance and Economy Team Leader | Office of the Deputy First Minister and Cabinet Secretary for Covid Recovery – John Swinney

St Andrew's House | Regent Road | Edinburgh | EH1 3DG | Tel: [REDACTED] | Mob: [REDACTED] |

Email: DFMCSR@gov.scot

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From: [REDACTED]@gov.scot> **On Behalf Of** Deputy First Minister and Cabinet Secretary for Covid Recovery

Sent: 04 August 2022 09:03

To: Rollison R (Richard) <Richard.Rollison@gov.scot>; Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSR@gov.scot>

Cc: [REDACTED]@gov.scot>; Thomas P (Philip) <Philip.Thomas@gov.scot>; [REDACTED]@gov.scot>

Subject: RE: Bank meeting and other things

Hello Richard

[REDACTED] joined the meeting with Willie yesterday and will be able to give you a readout.

Thank you of the offer to meet, that would be very helpful. I will pop some time in your diary and will invite Karen to join us.

Many thanks

[REDACTED]

Private Secretary/DFM

[REDACTED]

From: Rollison R (Richard) <Richard.Rollison@gov.scot>

Sent: 03 August 2022 20:01

To: Deputy First Minister and Cabinet Secretary for Covid Recovery <DFMCSR@gov.scot>

Cc: [REDACTED]@gov.scot>; Thomas P (Philip) <Philip.Thomas@gov.scot>

Subject: Bank meeting and other things

Hello PO

Just checking whether there's anything we need to know or follow up on on back of DFm's meeting with Willie Watt today.

More generally, I'd welcome a quick catch up with [REDACTED] next week to make sure we support you (and DFM) and to help you understand who does what in dTi.

Sent with BlackBerry Work
(www.blackberry.com)

DFM Diary Pro forma

Details of Engagement	
Background:	Introduction to Willie Watt, Chair of the Scottish National Investment Bank ("The Bank")
Date/Time of Event:	As needed
If this is a general meeting request, what timescales does the meeting need to take place in and why?	It would be ideal for this to take place in the next month [REDACTED]
Virtual or in person? <i>(Please provide location details if in person)</i>	Either
Where did the request originate from?	The Bank
Recommendation	
Recommendation and comments:	Recommend that meeting is scheduled in the next month.
Has the advice been agreed with your Head of Division?:	Yes.
Has consideration been given to whether another Minister could attend – i.e. why is this a priority for DFM?	Ms Forbes regularly met with the Bank, and we recommend this continues given the profile of the Bank.
Has another Minister been asked to attend?	No
Purpose	
In what capacity is DFM being asked to do this? (underline relevant options)	Deputy First Minister Cabinet Secretary Covid Recovery <u>Finance & Economy Responsibilities</u>
Portfolio interest – what area of DFM's portfolio does this relate to?	Finance & Economy
Objectives of engagement:	Meet the Bank to hear about their plans and discuss priorities.
Main message to communicate:	The Bank remain a high priority for SG and we will continue to support their growth and development.
Format and required input from DFM – i.e. Speech/Q&A/Roundtable Discussion	Discussion
Official Support	
Lead official and extension:	[REDACTED]

