

Document 1 - Letter - 17 March 2021

Dear ScotRail Colleagues,

I would like to make you aware of the Scottish Government's plans for the future of ScotRail services when the current franchise contract expires, and also to provide reassurance concerning the further exceptional financial support we are providing for ScotRail services.

The Cabinet Secretary for Transport, Infrastructure and Connectivity, Michael Matheson, is making a statement to Parliament today to explain how the future delivery of ScotRail services will be maintained when the current Abellio ScotRail franchise contract ends as planned after March 2022.

We have carried out a detailed assessment of the various options available under the existing legislation and consider that, in light of the uncertainty stemming from Covid 19 and the delayed and still ongoing UK rail reform process, it would not be appropriate to award a new franchise agreement to any party. I can therefore confirm that ScotRail services will move into public hands when the ScotRail franchise ends, currently expected to be in March 2022. This will be as a result of the Scottish Government's decision to run ScotRail services through what is known as the 'Operator of Last Resort' provisions of current railway legislation.

These arrangements will see ScotRail services provided within the public sector, by an arm's length company owned and controlled by Scottish Ministers. This will provide a stable platform for ScotRail services while we continue to deal with the recovery from the impact of the Covid 19 pandemic and await rail reform as part of the UK Rail Review process.

Please be assured that ScotRail staff will transfer to the new ScotRail publicly-owned company with your terms and conditions protected.

Mr Matheson is also announcing that work is underway to put in place a further Emergency Measures Agreement (EMA) from April to September 2021, in order to continue to maintain stability for staff and customers, as well as to allow smooth transition arrangements to be planned and implemented.

This further EMA and the decision regarding the OLR arrangements will, I trust, provide you with reassurance over this difficult period and underline the importance to Scotland's economic recovery of a stable railway service.

We will work with Abellio to secure a smooth transition to the new arrangements, and to ensure that you are informed and consulted as appropriate at each key step of the process.

I would like to thank you all for your continued efforts and support to keep essential railway services operating effectively and to record my appreciation of your professional approach in dealing with the impact of the pandemic.

Yours sincerely,
[REDACTED]

Document 2 - Emails – 31 March 2021, 26 March 2 and two attachments.
Attachments included separately – OLR preparedness and Plan on Page

From: [REDACTED]
Sent: 31 March 2021 15:27
To: [REDACTED]
Subject: RE: Successor Operator Engagement
Hi [REDACTED]

In relation to the headcount information this is detailed within the business plans. I've uploaded the plans from 2018 onwards into the Teams site we previously used. I'm looking to create a new Teams site given the different people accessing. Note: All of the submissions from 2019 onwards include detailed headcount numbers and forecasts by grade, so this provides info from January 2019 onwards. The 2018 is included for completeness but was in a different format and doesn't have the detailed breakdown.

Thanks,
[REDACTED]

From: [REDACTED]
Sent: 26 March 2021 15:37
To: [REDACTED]
Subject: RE: Successor Operator Engagement
[REDACTED]

Thanks for your time this morning, please find attached the plan on a page that I ran through, also

[REDACTED] has provided the OLR Preparedness slides attached.

In terms of priority information that colleagues working on the Business Case development/modelling would like to have access to is summarised below:

Employee information

Headcount or FTE by staff category (eg drivers, on-train staff, station staff, fleet maintenance staff, administrative staff, etc) for each rail period in the following financial years:

- 2018/19 - Actual
- 2019/20 - Actual
- 2020/21 - Actual
- 2021/22 – Forecast in budget

Segment analysis by route (if any)

Analysis of trading performance or profitability by route, eg revenues (passenger revenues and numbers), direct costs and allocated overheads.

- 2018/19 - Actual
- 2019/20 - Actual
- 2020/21 - Actual
- 2021/22 – Forecast in budget

It would be really good if we can maybe use these as examples to put on the shared data space please.

The list of people that I would ask to be setup with access please in addition to [REDACTED]

and myself are:

[REDACTED]

Look forward to hearing your feedback on how we best communicate what we want to achieve wider amongst colleagues across the business.

Thanks,

[REDACTED]

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

From: [REDACTED]

Sent: 22 March 2021 11:41

To:[REDACTED]

Cc: [REDACTED]

Subject: Successor Operator Engagement

When: 26 March 2021 11:30-12:00 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

Where: Microsoft Teams Meeting

Morning all,

Looking to setup a regular weekly meeting to coordinate engagement going forward, I am hoping this time works for everyone.

Regards,

[REDACTED]

Microsoft Teams meeting

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[REDACTED]

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[REDACTED]