

TOP LINES

I was deeply concerned to learn of the rationalisation process that Harland & Wolff planned to carry out at its Methil site in Fife. This would be very difficult for the staff, their families and the local area.

- Scottish Enterprise engaged with the company and worked with the business to look at every available option to mitigate job losses.
- The former Business Minister spoke to Harland & Wolff on 1 March and reiterated the support of the Scottish Government for the business and workforce at Methil. He was assured of the company's ongoing commitment to the Methil yard.
- Unfortunately, redundancies have been made following the end of the consultation period. I am aware that the vast majority of people left under voluntary redundancy terms.
- Scottish Enterprise continues to work with the company to look at opportunities for sustainable growth at its Methil site.

The Scottish Government did everything in our power to help those affected through our initiative for responding to redundancy situations, Partnership Action for Continuing Employment, PACE.

- The 45 day consultation period started on 27 February and concluded on 14 April.
- PACE representatives provided information on PACE support for employees and met with the company to discuss the delivery of support, which commenced onsite on 14 and 15 March with six redundancy support workshops being delivered each day and attended by 50 employees.
- On 20 March, six individual guidance interviews with PACE Advisers were delivered and PACE support continued throughout the consultation period and remains available as may be required.

I would always encourage companies to treat their workforce fairly, and for companies to recognise that the commitment they get from their workers help increase innovation and productivity.

- We remain committed to promoting Fair Work across the economy and encourage all employers to adopt fair work practices.
- This includes paying workers at least the real Living Wage and providing appropriate channels for effective voice, such as trade union recognition.

BACKGROUND

The consultation period concluded on 14 April with all affected staff made redundant **[Redacted]**. Most of those made redundant have now left the business except a very small number who have slightly extended leaving dates. All were voluntary redundancies with the exception of one person, who chose compulsory redundancy for personal reasons. **[Redacted]**.

1 Mar: [Redacted] The company advised Mr McKee that its intentions were made public via a Stock Exchange announcement, which noted it was reducing its Methil workforce to 115 personnel, and think this is where the confusion in numbers affected had arisen.

1 Mar: The Courier quoted Dominic Pritchard, National Organiser, GMB Scotland, who advised the Economy and Fair Work Committee (1 Mar), as part of a discussion on a 'just transition for the Grangemouth area' that: "H&W at Methil and Arnish, opposed tooth and nail, joint trade union recognition."

27 Feb: The 45 day consultation period was announced to the workforce. **[Redacted]**

17 Feb: Report in the Courier noted that 60 jobs at risk at Harland & Wolff (Methil, Fife) as the company is about to undertake a streamlining process which would reduce its Methil workforce to around 115 core personnel.