

## EXTRACT 1

**From:** Social Justice & Social Security <[SJSS.committee@Parliament.Scot](mailto:SJSS.committee@Parliament.Scot)>  
**Sent:** Wednesday, October 25, 2023 3:57 PM  
**To:** Cabinet Secretary for Social Justice <[CabSecSJ@gov.scot](mailto:CabSecSJ@gov.scot)>  
**Cc:** [Redacted under Section 38(1)(b)]@Parliament.scot>  
**Subject:** Employment Injury Assistance (Industrial Injuries Disablement Benefit)

Good afternoon,

Please find attached a letter for the attention of the Cabinet Secretary regarding Employment Injury Assistance.

A response to the letter is sought by Monday 6 November – please confirm receipt and that this will be possible.

Kind regards,

[Redacted under Section 38(1)(b)] | Assistant Clerk to the Social Justice and Social Security Committee | The Scottish Parliament | [Redacted under Section 38(1)(b)]@parliament.scot

*My working days are Mon-Thurs*

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## EXTRACT 2

**From:** Social Justice & Social Security <[SJSS.committee@Parliament.Scot](mailto:SJSS.committee@Parliament.Scot)>  
**Sent:** Tuesday, December 5, 2023 11:51 AM  
**To:** Cabinet Secretary for Social Justice <[CabSecSJ@gov.scot](mailto:CabSecSJ@gov.scot)>  
**Cc:** [Redacted under Section 38(1)(b)] @gov.scot>; [Redacted under Section 38(1)(b)] @gov.scot>; [Redacted under Section 38(1)(b)] @parliament.scot>  
**Subject:** Follow-up to SJSS Committee evidence session on 30 November 2023

Dear Cabinet Secretary,

Thank you for providing evidence on the Scottish Employment Injury Assistance Advisory Council on 30 November.

During the session you committed to providing an update on how much above the block grant allocation the Scottish Government provides to social security because of the changes that it has made to the current devolved benefits and because of the new benefits it has brought in. (Official Report, Col 19)

In addition, the Committee would like to know how much the Scottish Government is spending on mitigating UK Government social security policies. It would be helpful if these figures could be itemised so that the breakdown is clear.

A response by the 22 December would be appreciated. Please let me know if this timescale poses any issues.

Kind regards,

[Redacted under Section 38(1)(b)]

[Redacted under Section 38(1)(b)]

Clerk  
Social Justice and Social Security Committee  
The Scottish Parliament  
Room T3.40

[Redacted under Section 38(1)(b)]

[sjss.committee@parliament.scot](mailto:sjss.committee@parliament.scot)

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### EXTRACT 3

**From:** [Redacted under Section 38(1)(b)]@gov.scot>

**Sent:** 10 December 2023 16:14

**To:** Chris McCall <chris.mccall@reachplc.com>

**Subject:** RE: industrial injuries

Hey Chris,

Please find SG response below, as requested.

Best,  
[Redacted under Section 38(1)(b)]

A Scottish Government spokesperson said:

“Industrial Injuries Disablement Benefit (IIDB) continues to be delivered by the UK Government who decide which conditions should be prescribed. The Scottish Government intends to consult on Employment Injury Assistance in due course.

“The safety and wellbeing of firefighters is a priority for the Scottish Government. In August, we provided additional funding to enable firefighters to participate in a UK-wide health screening programme, and 175 Scottish Fire and Rescue Service (SFRS) firefighters have now taken part in this trial where over 1,000 firefighters across the UK will be screened for early signs of cancers and other health problems which could be related to contaminants and will help inform next steps on health monitoring of firefighters. In addition, SFRS is taking action across all aspects of operations and working practices to reduce exposure to contaminants, including investment in new fire appliances and facilities.”

[Redacted under Section 38(1)(b)] ([Redacted under Section 38(1)(b)])  
Media Manager | Justice and Home Affairs Scottish Government | [Redacted under Section 38(1)(b)]

@ScotGovJustice | gov.scot | @scotgov

-----Original Message-----

From: Chris McCall <[chris.mccall@reachplc.com](mailto:chris.mccall@reachplc.com)>  
Sent: 10 December 2023 12:33  
To: [Redacted under Section 38(1)(b)]@gov.scot>  
Subject: industrial injuries

Hi [Redacted under Section 38(1)(b)],

Background to the call from Labour MSP Mark Griffin:  
<https://www.dailyrecord.co.uk/news/politics/scots-long-covid-could-eligible-31337190>

He's promoting legislation which could lead to the establishment of a Scottish Employment Injuries Advisory Council (SEIAC).

If passed by MSPs, the new body would work with Social Security Scotland to help design and deliver enhanced protections for workers injured at work through no fault of their own.

The latest angle is the Fire Brigades Union (FBU) and Griffin suggesting that firefighters with cancer are an example of the kind of industrial injury which could be covered in the future.

Quotes:

John McKenzie, FBU Scottish Regional Secretary, said: "Time is running out for Scotland's firefighters. They need the Scottish Government to act, and act now. They need a system that can respond quickly in recognising work related illness and disease in the modern workplace.

"Any more delays are inexcusable; the outdated Westminster benefit continues to ignore firefighters becoming ill as a result of workplace exposures; the Scottish Government must seize the opportunity to fix that in Scotland using the new statutory powers."

Griffin said: "Cancers amongst firefighters are industrial diseases, and far too many of those who protect us are at serious risk of carcinogenic contamination every day.

"We now know that large numbers of firefighters are developing cancer, and developing it earlier in life, simply for doing the job of keeping us safe, yet they continue to do the job despite the risks they face day-in day-out.

"We owe it to those firefighters who didn't make it home at the end of their shifts and those who continue to receive terminal diagnoses, to make the disease a new Scottish industrial disease and demand action from the government to decontaminate their work.

"That is why I have been calling on the Scottish Government to back this bill, use its new powers, and deliver a council that has firefighter voices at the heart of the new benefit."

I'd be looking for a response before 4.30pm.

Best,  
.Chris

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Chris McCall  
Deputy political editor  
Daily Record  
[Redacted under Section 38(1)(b)] / @Dennynews

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#### **EXTRACT 4**

Cabinet Secretary for Social Justice  
Rùnaire a' Chaibineit airson Ceartas Sòisealta  
Shirley-Anne Somerville MSP/BPA

T : 0300 244 4000  
E : [scottish.ministers@gov.scot](mailto:scottish.ministers@gov.scot)

**[Redacted under Section 38(1)(b)] & [Redacted under Section 38(1)(b)]**

[Fairworkconvention@gov.scot](mailto:Fairworkconvention@gov.scot)

Our Reference: 202300374556  
Your Reference: Fair Work Convention

19 September 2023

Dear **[Redacted under Section 38(1)(b)]** and **[Redacted under Section 38(1)(b)]**,

Thank you for your letter of 31st August 2023 highlighting Scotland's Fair Work Convention's review of Mark Griffin MSP's Scottish Industrial Injuries Advisory Council Members' Bill.

The current Industrial Injury Scheme (IIS) is being delivered by the Department for Work and Pensions (DWP) through an agency agreement. The Scottish Government is committed to replacing the IIS with Employment Injury Assistance.

The Scottish Government has committed to undertake a public consultation on the Scottish replacement to the scheme in the coming months. We will seek to gather a

range of views on the delivery and administration of the current scheme, as well as on the specific challenges involved in transferring a scheme which has undergone very little reform since its introduction in 1948.

As part of the consultation, the Scottish Government intends to carry out extensive research and engagement with individuals with lived experience of applying for and receiving IIS benefits. We will also seek the views of those who may be unable to apply under the current scheme.

One of the areas of consideration for the consultation is the establishment of a Scottish replacement to the Industrial Injuries Advisory Council (IIAC) which scrutinises IIS regulations and advises the UK Government on the addition of new diseases and the occupations they should be prescribed for. As you may be aware, the UK Government has decided that the role of the IIAC should remain unchanged once Employment Injury Assistance has been introduced and that it should provide advice to UK Ministers only.

There is an important question around whether any Scottish equivalent of the IIAC should be established and, if so, how it should be constituted to be able to work effectively within the framework of any replacement benefit. Mr Griffin's Bill would introduce a Scottish Advisory Council without Employment Injury Assistance being in place. An advisory council under these terms could carry out research and make recommendations ahead of introduction. However, the Scottish Government would be constrained by the operation of the agency agreement with DWP and their requirement for maintaining parity with the rest of the UK between benefits. Until Social Security Scotland are delivering Employment Injury Assistance, the Scottish Government would not be able to make legislative or operational changes in response to any recommendations made by the Scottish equivalent to IIAC without needing to renegotiate the agency agreement and potentially put clients' payments at risk.

The Scottish Government intends to undertake a public consultation on its approach to replacing IIS in Scotland, in which the issue of a statutory advisory body will be considered alongside other fundamental questions related to the scheme. Due to complexity and range of views on the scheme, it would be more appropriate to consider these issues as part of the consultation, rather than in isolation.

As with the other benefits that have been transferred from the DWP to Social Security Scotland, our priority for the IIS is to ensure the continuity of people's payments. We are working with the DWP to work through the many specific complexities associated with the largely paper based nature of the scheme and the age of the IT infrastructure that currently supports elements of the benefit.

We understand that some people are keen to see changes being made more quickly however it is essential that we take the time to be able to engage extensively with stakeholders and undertake the necessary policy development following the outcome of the consultation.

I hope you find this information useful, and I look forward to receiving any feedback you may have in the coming consultation period.

Yours sincerely,

**SHIRLEY-ANNE SOMERVILLE**

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3DG  
[www.gov.scot](http://www.gov.scot)

## EXTRACT 5

Cabinet Secretary for Social Justice  
Rùnaire a' Chaibineit airson Ceartas Sòisealta  
Shirley-Anne Somerville MSP/BPA

T : 0300 244 4000  
E : [scottish.ministers@gov.scot](mailto:scottish.ministers@gov.scot)

[Redacted under Section 38(1)(b)]  
[Redacted under Section 38(1)(b)]@[firescotland.gov.uk](mailto:firescotland.gov.uk)

Our Reference: 202300374663  
Your Reference: SS8152

19 September 2023

Dear [Redacted under Section 38(1)(b)],

Thank you for your letter of 22nd August 2023 raising awareness for industrial disease and injury sustained by firefighters in the workplace, as well as Mark Griffin MSP's Scottish Employment Injuries Advisory Council Members' Bill.

The current Industrial Injury Scheme (IIS) is being delivered by the Department for Work and Pensions (DWP) through an agency agreement. The Scottish Government is committed to replacing the IIS with Employment Injury Assistance.

The Scottish Government has committed to undertake a public consultation on the Scottish replacement to the scheme in the coming months. We will seek to gather a range of views on the delivery and administration of the current scheme, as well as on the specific challenges involved in transferring a scheme which has undergone very little reform since its introduction in 1948.

As part of the consultation, the Scottish Government intends to carry out extensive research and engagement with individuals with lived experience of applying for and receiving IIS benefits. We will also seek the views of those who may be unable to apply under the current scheme.

One of the areas of consideration for the consultation is the establishment of a Scottish replacement to the Industrial Injuries Advisory Council (IIAC) which scrutinises IIS regulations and advises the UK Government on the addition of new diseases and the occupations they should be prescribed for. As you may be aware, the UK Government has decided that the role of the IIAC should remain unchanged once Employment Injury Assistance has been introduced and that it should provide advice to UK Ministers only.

There is an important question around whether any Scottish equivalent of the IIAC should be established and, if so, how it should be constituted to be able to work effectively within the framework of any replacement benefit. Mr Griffin's Bill would introduce a Scottish Advisory Council without Employment Injury Assistance being in place. An advisory council under these terms could carry out research and make recommendations ahead of introduction. However, the Scottish Government would be constrained by the operation of the agency agreement with DWP and their requirement for maintaining parity with the rest of the UK between benefits. Until Social Security Scotland are delivering Employment Injury Assistance, the Scottish Government would not be able to make legislative or operational changes in response to any recommendations made by the Scottish equivalent to IIAC without needing to renegotiate the agency agreement and potentially put clients' payments at risk.

The Scottish Government intends to undertake a public consultation on its approach to replacing IIS in Scotland, in which the issue of a statutory advisory body will be considered alongside other fundamental questions related to the scheme. Due to complexity and range of views on the scheme, it would be more appropriate to consider these issues as part of the consultation, rather than in isolation.

As with the other benefits that have been transferred from the DWP to Social Security Scotland, our priority for the IIS is to ensure the continuity of people's payments. We are working with the DWP to work through the many specific complexities associated with the largely paper based nature of the scheme and the age of the IT infrastructure that currently supports elements of the benefit.

We understand that some people are keen to see changes being made more quickly however it is essential that we take the time to be able to engage extensively with stakeholders and undertake the necessary policy development following the outcome of the consultation.

I hope you find this information useful, and I look forward to receiving any feedback you may have in the coming consultation period.

Yours sincerely,  
**SHIRLEY-ANNE SOMERVILLE**

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St Andrew's House, Regent Road, Edinburgh EH1  
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[www.gov.scot](http://www.gov.scot)

## EXTRACT 6

Minister for Victims and Community Safety  
Ministear airson Luchd-fulaing is Sàbhailteachd  
Choimhearsnachd  
Siobhian Brown MSP/BPA

T : 0300 244 4000

E : [scottish.ministers@gov.scot](mailto:scottish.ministers@gov.scot)

**[Redacted under Section 38(1)(b)]**  
[joe.fitzpatrick.msp@parliament.scot](mailto:joe.fitzpatrick.msp@parliament.scot)

Our Reference: 202300381410

Your Reference: JO3604

24 October 2023

Dear **[Redacted under Section 38(1)(b)]**

Thank you for your letter of 13th October 2023 raising awareness for industrial disease and injury sustained by firefighters in the workplace, as well as Mark Griffin MSP's Scottish Employment Injuries Advisory Council Members' Bill.

The current Industrial Injury Scheme (IIS) is being delivered by the Department for Work and Pensions (DWP) through an agency agreement. The Scottish Government is committed to replacing the IIS with Employment Injury Assistance.

The Scottish Government has committed to undertake a public consultation on the Scottish replacement to the scheme in the coming months. We will seek to gather a range of views on the delivery and administration of the current scheme, as well as on the specific challenges involved in transferring a scheme which has undergone very little reform since its introduction in 1948. As part of the consultation, the Scottish Government intends to carry out extensive research and engagement with individuals with lived experience of applying for and receiving IIS benefits. We will also seek the views of those who may be unable to apply under the current scheme.

One of the areas of consideration for the consultation is the establishment of a Scottish replacement to the Industrial Injuries Advisory Council (IIAC) which scrutinises IIS regulations and advises the UK Government on the addition of new diseases and the occupations they should be prescribed for. As you may be aware, the UK Government has decided that the role of the IIAC should remain unchanged once Employment Injury Assistance has been introduced and that it should provide advice to UK Ministers only.

There is an important question around whether any Scottish equivalent of the IIAC should be established and, if so, how it should be constituted to be able to work effectively within the framework of any replacement benefit. Mr Griffin's Members' Bill would introduce a Scottish Advisory Council without Employment Injury Assistance being in place. An advisory council under these terms could carry out research and make recommendations ahead of introduction. However, the Scottish Government would

be constrained by the operation of the agency agreement with DWP and their requirement for maintaining parity with the rest of the UK between benefits. Until Social Security Scotland are delivering Employment Injury Assistance, the Scottish Government would not be able to make legislative or operational changes in response to any recommendations made by a Scottish equivalent to IIAC without needing to renegotiate the agency agreement and potentially put peoples' payments at risk.

The Scottish Government intends to undertake a public consultation on its approach to replacing IIS in Scotland, in which the issue of a statutory advisory body will be considered alongside other fundamental questions related to the scheme. Due to the complexity and range of views on the scheme, it would be more appropriate to consider these issues as part of the consultation, rather than in isolation.

As with the other benefits that have been transferred from the DWP to Social Security Scotland, our priority for the IIS is to ensure the continuity of peoples' payments. We are working with the DWP to work through the many specific complexities associated with the largely paper-based nature of the scheme and the age of the IT infrastructure that currently supports elements of the benefit.

We understand that some people are keen to see changes being made more quickly however it is essential that we take the time to be able to engage extensively with stakeholders and undertake the necessary policy development following the outcome of the consultation.

I hope you find this information useful, and I look forward to receiving any feedback you may have in the coming consultation period.

## **SIOBHIAN BROWN**

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## **EXTRACT 7**

Cabinet Secretary for Social Justice  
Rùnaire a' Chaibineit airson Ceartas Sòisealta  
Shirley-Anne Somerville MSP/BPA

T : 0300 244 4000  
E : [scottish.ministers@gov.scot](mailto:scottish.ministers@gov.scot)

Annabelle Ewing MSP  
[Redacted under Section 38(1)(b)]@Parliament.scot

Our Reference: 202300387068

Your Reference: AE4929

9 January 2024

Dear Annabelle,

Thank you for your letter of 22 November on behalf of your constituent regarding the Scottish Government's position on Mark Griffin MSP's Employment Injury Advisory Council Bill.

The current Industrial Injury Scheme (IIS) is being delivered by the Department for Work and Pensions (DWP) through an agency agreement. The Scottish Government is committed to replacing the IIS with Employment Injury Assistance.

The Scottish Government is also committed to undertaking a public consultation on the Scottish replacement to the scheme. As with all benefits which are to be devolved, we will seek to gather a range of views on the delivery and administration of the current scheme, as well as on the specific challenges involved in transferring a scheme which has undergone very little reform since its introduction in 1948.

Before a benefit is devolved the Scottish Government carries out extensive research and engagement with individuals with lived experience of applying for and receiving the benefit in question. We will also seek the views of those who may be unable to apply under the current scheme. With regards to this benefit, one of the areas of consideration will be the establishment of a Scottish replacement to the Industrial Injuries Advisory Council (IIAC) which scrutinises IIS regulations and advises the UK Government on the addition of new diseases and the occupations they should be prescribed for. As your constituent may be aware, the UK Government has decided that the role of the IIAC should remain unchanged once Employment Injury Assistance has been introduced and that it should provide advice to UK Ministers only.

There is an important question around whether any Scottish equivalent of the IIAC should be established and, if so, how it should be constituted to be able to work effectively within the framework of any replacement benefit. Mr Griffin's Bill would introduce a Scottish Advisory Council without Employment Injury Assistance being in place. An advisory council under these terms could carry out research and make recommendations ahead of introduction. However, the Scottish Government would be constrained by the operation of the agency agreement with DWP and their requirement for maintaining parity with the rest of the UK between benefits. Until Social Security Scotland are delivering Employment Injury Assistance, the Scottish Government would not be able to make legislative or operational changes in response to any recommendations made by the Scottish equivalent to IIAC without needing to renegotiate the agency agreement and potentially put clients' payments at risk.

The Scottish Government intends to undertake a public consultation on its approach to replacing IIS in Scotland, in which the issue of a statutory advisory body will be considered alongside other fundamental questions related to the scheme. Due to complexity and range of views on the scheme, it would be more appropriate to consider these issues as part of the consultation activity, rather than in isolation.

As with the other benefits that have been devolved from the DWP to Social Security Scotland, our priority for the IIS is to ensure the continuity of people's payments. We are working with the DWP to work through the many specific complexities associated with the largely paper based nature of the scheme and the age of the IT infrastructure that currently supports elements of the benefit.

We understand that some people are keen to see changes being made more quickly however it is essential that we take the time to be able to engage extensively with stakeholders and undertake the necessary policy development following the outcome of the consultation.

I hope you and your constituent find this information useful.

Yours sincerely

**SHIRLEY-ANNE SOMERVILLE**

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[www.gov.scot](http://www.gov.scot)

## EXTRACT 8

**From:** [Redacted under Section 38(1)(b)]@gov.scot **On Behalf Of** [CabSecSJ@gov.scot](mailto:CabSecSJ@gov.scot)  
**Sent:** 26 October 2023 17:26  
**To:** Social Justice & Social Security <[SJSS.committee@Parliament.Scot](mailto:SJSS.committee@Parliament.Scot)>  
**Cc:** [Redacted under Section 38(1)(b)]@Parliament.scot>; [Redacted under Section 38(1)(b)]@parliament.scot>; Cabinet Secretary for Social Justice <[cabsecsj@gov.scot](mailto:cabsecsj@gov.scot)>  
**Subject:** RE: SEIAC Bill evidence 30 November

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Hello

Ms Somerville is available and able to attend.

Thanks

[Redacted under Section 38(1)(b)]

[Redacted under Section 38(1)(b)] (she/her)  
Assistant Private Secretary to Cabinet Secretary for Social Justice  
E: [CabSecSJ@gov.scot](mailto:CabSecSJ@gov.scot)

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**From:** Social Justice & Social Security <[SJSS.committee@Parliament.Scot](mailto:SJSS.committee@Parliament.Scot)>  
**Sent:** Wednesday, October 25, 2023 1:15 PM  
**To:** Cabinet Secretary for Social Justice <[CabSecSJ@gov.scot](mailto:CabSecSJ@gov.scot)>  
**Cc:** [Redacted under Section 38(1)(b)]@Parliament.scot>; [Redacted under Section 38(1)(b)]@parliament.scot>  
**Subject:** SEIAC Bill evidence 30 November

Good afternoon,

I am getting in touch regarding the Social Justice and Social Security Committee's upcoming scrutiny of the [SEIAC](#) Bill.

The Committee would like to invite the Cabinet Secretary to give evidence on Thursday 30 November at 9am in Committee Room 2. The session is expected to last up to one hour.

Please confirm whether this arrangement will work for the Cabinet Secretary.

Kind regards,

[Redacted under Section 38(1)(b)] | Assistant Clerk to the Social Justice and Social Security Committee | The Scottish Parliament | [Redacted under Section 38(1)(b)] | [Redacted under Section 38(1)(b)]@parliament.scot

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## EXTRACT 9

**From:** [Redacted under Section 38(1)(b)]@Parliament.scot>  
**Sent:** Wednesday, October 25, 2023 1:42 PM  
**To:** [Redacted under Section 38(1)(b)]@gov.scot>  
**Subject:** RE: Scottish Employment Injuries Advisory Council Bill

Hi [Redacted under Section 38(1)(b)],

Apologies for the delayed reply. The Committee will be taking oral evidence on the following days:

- Thursday 9 November
- Thursday 16 November
- Thursday 23 November
- Thursday 30 November
- Thursday 7 December

Best wishes,

[Redacted under Section 38(1)(b)] | Assistant Clerk to the Social Justice and Social Security Committee | The Scottish Parliament | [Redacted under Section 38(1)(b)] | [Redacted under Section 38(1)(b)]@parliament.scot

*My working days are Mon-Thurs*

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**From:** [Redacted under Section 38(1)(b)]@gov.scot>  
**Sent:** Tuesday, September 26, 2023 12:57 PM  
**To:** [Redacted under Section 38(1)(b)] @parliament.scot>  
**Subject:** Scottish Employment Injuries Advisory Council Bill

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[Redacted under Section 38(1)(b)]

I wondered if there are any indicative timings for Committee's consideration of the above Bill which you would be willing to share with me, to assist with planning?

Many thanks

[Redacted under Section 38(1)(b)]

[Redacted under Section 38(1)(b)]  
Parliament and Legislation Unit  
Scottish Government  
[PLUBillProgramme@gov.scot](mailto:PLUBillProgramme@gov.scot)  
[Redacted under Section 38(1)(b)]

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## EXTRACT 10

**From:** [Redacted under Section 38(1)(b)]@Parliament.scot>  
**Sent:** Wednesday, November 22, 2023 1:14 PM  
**To:** Cabinet Secretary for Social Justice <[CabSecSJ@gov.scot](mailto:CabSecSJ@gov.scot)>  
**Subject:** Correspondence from Annabelle Ewing MSP (Case Ref: AE4929)

Good afternoon,

Case Ref: AE4929

Please find the attached letter from Annabelle Ewing MSP.

Kind regards,  
[Redacted under Section 38(1)(b)]

[Redacted under Section 38(1)(b)]  
Parliamentary Assistant  
Office of Annabelle Ewing MSP

**Scottish Parliament | Edinburgh | EH99 1SP**  
**A:** Q2.01a Offices of the Deputy Presiding Officer  
**E:** [Redacted under Section 38(1)(b)]  
**T:** [Redacted under Section 38(1)(b)]

*Working days: Tuesday and Wednesday.  
You can view Annabelle's privacy statement [here](#).*

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## Attachment to EXTRACT 10

Office of Annabelle Ewing MSP

Shirley-Anne Somerville MSP  
**Cabinet Secretary for Social Justice**  
*Sent by email:*

Our Ref: AE/BLR/AE4929

22 November 2023

Dear Cabinet Secretary,

### **Scottish Employment Injuries Advisory Council Bill**

I have been contacted by a constituent who is supportive of the above Members Bill. She raises the following points in that regard:

- As a profession in which women form a significant majority, it is profoundly depressing for teachers that the UK Government's existing Industrial Injury Disablement Benefit has resulted in just 7% of claims for prescribed diseases under IIDB in Scotland being made by women. Specific research into women's workplace illness and disease isn't conducted and the injuries, cancers, and workplace ill health they face are too often dismissed as not being due to work.
- Teachers still have vivid memories of the pandemic and all that entailed. We know many of our colleagues caught Covid in the workplace and many of them continue to suffer from its after-effects, including brain fog, extreme fatigue and breathlessness, as well as the continued poor treatment, disadvantage, and discrimination at work endured as a result of Long Covid.
- The outdated Westminster benefit continues to ignore Long Covid as a condition, but there is an opportunity to fix that in Scotland. It is particularly important that MSPs do everything they can to make Long Covid an industrial disease in Scotland.
- A key feature of any new Advisory Council should be putting workers and their trade union representatives at the heart of the new benefit, so their voices can be heard, and it should be a gender-balanced council that has a driving mission to close the historical gender gap in this benefit.
- An independent, statutory council with permanent gender-balanced worker/trade unionist representation and powers to research workplace injury and diseases could recommend to the government the appropriate diseases and occupations the Scottish Employment Injury benefit is paid for and make it fit-for-purpose in the 21st century.

I would appreciate if you could provide further information on the current position of the Scottish Government in respect of this bill to allow me to provide my constituent with this information in response to the points that she raises above.

I look forward to your early response.

Yours sincerely

Office of Annabelle Ewing MSP  
Cowdenbeath Constituency

## EXTRACT 11

**From:** Joe FitzPatrick MSP <[joe.fitzpatrick.msp@parliament.scot](mailto:joe.fitzpatrick.msp@parliament.scot)>  
**Sent:** Monday, October 16, 2023 3:45 PM  
**To:** Minister for Victims & Community Safety <[MinisterVCS@gov.scot](mailto:MinisterVCS@gov.scot)>  
**Subject:** FBU Query (Case Ref: JO3604)

Good Afternoon,

Please see below an email I have received from **[Redacted under Section 38(1)(b)]**, FBU Branch Secretary for Blackness Fire Station in my constituency.

I would be very grateful for your views on this matter.

Thank you,

**Joe FitzPatrick MSP (Dundee City West Constituency)**  
a: 37 Dock Street, Dundee, DD1 3DR  
t: 01382 843244  
w: [joe.fitzpatrick.scot](mailto:joe.fitzpatrick.scot)

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**From:** **[Redacted under Section 38(1)(b)]**  
**Sent:** 13 October 2023 15:54  
**To:** FitzPatrick J (Joe), MSP  
**Cc:** **[Redacted under Section 38(1)(b)]**  
**Subject:** Scottish Employment Injuries Advisory Council Bill

**CAUTION:** *This e-mail originated from outside of The Scottish Parliament. Do not click links or open attachments unless you recognise the sender and know the content is safe.*

Hi Joe

I thought I would send this in a separate email from my last to keep things from getting muddled up.

At our most recent branch meeting we passed a motion to support this bill, proposed by Mark Griffin MSP for Central Scotland

I'm sure you can recall your visit to Blackness when we discussed the FBU DECON campaign and this above bill is a step in the right direction for our members so that cancers can be recognised as a workplace, industrial disease.

Industrial injuries benefit was built on the backs of the workers lost, injured, and disabled before us. We owe it to them that firefighters can turn to a no-blame social security scheme.

Firefighters and trade unionists must be at the heart of this new benefit, anything less will result in failure.

We have a generational opportunity to develop a new injury benefit fit for the 21st century and for modern Scottish workplaces. The Scottish injury benefit must not simply copy the outdated Westminster benefit that ignores the cancers firefighters are far more likely to suffer than the general population. We need to do more than just change the name of the benefit; Firefighters must have our say changing it for the better.

The findings of the peer reviewed study, commissioned by the FBU and independently carried out by UCLAN, using National Records of Scotland mortality records, provides the evidence that makes the case that cancers in firefighters are industrial diseases. And yet, the UK government continues to ignore the proof that Scottish firefighters die from cancers at a younger age, in their late forties, much earlier than the average working person.

Most importantly, because firefighters and trade unionists know best the risk of cancer in their workplaces, it would put in law a formal, permanent requirement for trade unionists to be on the Council informing its work – giving us the best chance to have our voices heard and make firefighter cancers an industrial disease.

The UK Government currently asks the Industrial Injury Advisory Council to advise on the illnesses and diseases that IIDB is paid for. Representatives from GMB and Usdaw sit on it.

Scottish trade unionists don't have a seat at the table because there isn't one: the Scottish Government hasn't set up a Scottish Council yet. With no Council, FBU members lack a permanent or formal role to make the case for firefighter cancers to be recognised in the new benefit. And it's our voices that are needed to change the benefit. We can't just copy IIDB into the new Scottish social security system.

The benefit hasn't kept up with jobs and workplaces in the 21st century. We know best the harms our colleagues face at work. With no advisory council we can lead on, it is impossible to see how the Scottish Government can make the changes needed to make firefighter cancers an industrial disease. These are changes that must be led by trade unionists like me.

The consultation closed on 11/09/23 and we responded to it which can be found [here](#).

[Response 242945636 to Scottish Employment Injuries Advisory Council Bill - call for views - Scottish Parliament - Citizen Space](#)

I would appreciate hearing your comments on this bill and if you support it or not and how you feel it may be supported across parliament.

Thanks for your time.

**[Redacted under Section 38(1)(b)]**  
FBU Branch Sec Blackness Fire Station

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