

From: [REDACTED]
To: [REDACTED]
Subject: FW: *IMMEDIATE - SENSITIVE* For Noting by First Minister
Date: 10 April 2024 10:45:43
Attachments: [image001.png](#)
Importance: High

Kind Regards

[REDACTED]
ACTE

[REDACTED]

Strategic Commercial Assets - Head of Governance & Oversight Unit

Please note my non-working day is a Friday.



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From: [REDACTED]

Sent: Wednesday, February 28, 2024 8:57 PM

To: First Minister <FirstMinister@gov.scot>

Cc: Deputy First Minister and Cabinet Secretary for Finance <DFMCSF@gov.scot>; Cabinet Secretary for Wellbeing Economy, Net Zero and Energy <CabSecWENZE@gov.scot>; Cabinet Secretary for Transport <CabSecTransport@gov.scot>; Minister for Parliamentary Business <MinisterforPB@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; Lord Advocate <LordAdvocate@gov.scot>; DG Economy <DGEconomy@gov.scot>; Director of Economic Development <DirectorDED@gov.scot>; [REDACTED]

[REDACTED] @gov.scot; [REDACTED] @gov.scot; [REDACTED]

@gov.scot; [REDACTED] @gov.scot; [REDACTED]

@gov.scot; [REDACTED] @gov.scot; [REDACTED]

@gov.scot; Callum McCaig <Callum.Mccaig@gov.scot>; Colin McAllister

<Colin.McAllister@gov.scot>

Subject: *IMMEDIATE - SENSITIVE* For Noting by First Minister

Importance: High

Private Office,

This note is to update the First Minister on a significant and imminent planned change in relation to the leadership of Ferguson Marine (Port Glasgow) Ltd.

The Chairman Andrew Miller has indicated to the Sponsor Directorate, that the Board have lost confidence in the leadership of the Chief Executive Officer, David Tydeman, [REDACTED]

he intention is that Mr Tydeman's contract as CEO will be terminated imminently, and possibly as early as 5th March if the Cabinet Secretary for Wellbeing Economy, Net Zero and Energy agrees.

[REDACTED]

[REDACTED]

The CEO is, under the existing Framework Agreement, a ministerial appointment on board recommendation.

[REDACTED]

The termination of Mr Tydeman's contract will require a contractual pay-in-lieu of notice [REDACTED]. This amount will be finalised once outstanding holiday accrual is confirmed at the point of dismissal. This payment has been approved by the Portfolio Director General for Economy, Gregor Irwin. We have also requested further approval from the Permanent Secretary.

[REDACTED]

Section 5 of the Ministerial Code requires that the First Minister be consulted on an appointment likely to have political significance. We consider that the removal of such an officer also requires the First Minister to be consulted. The high-profile

nature of Ferguson Marine makes this a termination of political significance, and also requires me to copy the Minister for Parliamentary Business.

I ask that the First Minister note this advice, and we will update on the progress of this as soon as possible.

Kind Regards

[RED
ACTE
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