[19/12/2021, 08:49:40] Sunday Covid Watch EJ&C: You created group “Sunday Covid Watch EJ&C”

[19/12/2021, 08:51:41] Joe Griffin: Morning all. Joe Griffin here. Just setting up this WhatsApp group in case we need it today. Hopefully not. I’ve emailed with an update on where we are. No meetings planned at this point. I’ll flag up anything significant here. Enjoy your Sunday. Joe.

[19/12/2021, 08:59:13] Shirley Laing: Morning Joe. Thanks for this. Happy Sunday all…. Shirley

[19/12/2021, 09:45:23] Stephen Kerr: Morning all. From a friend of mine in the leisure business:

[19/12/2021, 09:45:53] Stephen Kerr: “Half my cinema teams in the west coast wiped out by omicron, could do with an enforced closure!”

[17/03/2020, 12:39:40] ECJ Director group: Messages and calls are end-to-end encrypted. No one outside of this chat, not even WhatsApp, can read or listen to them. [17/03/2020, 12:39:40] ~[redacted]: ~[redacted] created group "ECJ Director group" [17/03/2020, 12:39:40] ECJ Director group: ~[redacted] added you

[17/03/2020, 12:49:56] Paul Johnston: Thanks— And good afternoon everyone. Hope this will be a useful way of keeping in touch in the weeks ahead.

Paul

[17/03/2020, 12:54:47] ~ Gayle: added Gayle

[17/03/2020, 12:54:42] Shirley Laing: Thanks for setting this up. I'm sure it will be both useful and supportive. Today has been challenging and it's only lunchtime....take care all

Shirley [17/03/2020, 14:08:16] ~ Gayle:

[17/03/2020, 14:27:43] Stephen Gallagher.' added Stephen Gallagher

[17/03/2020, 16:20:54] Shirley Laing: Folks - just wanting to check if all were on the SCS call and if so how you are feeling now? I'm afraid I found the home working discussion contradictory and am now at a bit of a loss as to our policy. Earlier today I sent a message to my directorate encouraging home working unless business critical needs meant they had to come in yet the message on the call seemed to be prioritise those who need to work at home for health or caring reasons and the rest of us should be in the office(& feel free to spread out as there's lots of desks) . How can this fit with our social distancing advice that all under 70 limit use of public transport & should be encouraged to work from home? From a quick chat with Stephen We both feel completely at sea here. What do others make of it? Should we all be back in the office tomorrow?

[17/03/2020, 16:37:25] Michael Chalmers: I agree but having looked at new Saltire guidance it does appear consistent with original position. I am not planning to change messaging but telling managers to be pragmatic if some folk do want to to come in (eg if have kids at VQ nursery).

[17/03/2020, 16:46:31] Lorna Gibbs: I wasn't on the call but I have seen an email exchange between one of my chief executives and People Directorate where he was being encouraged to spread operational staff out across spurs in Saughton and stagger working times rather than send staff home who couldn't work remotely. [17/03/2020, 17:16:26] Shirley Laing: Thanks Michael. I looked at the new guidance and as the top line says work from home where possible I, like you, am sticking with that. Really poor communication on the call this aft I feel.

[17/03/2020, 19:46:01] Gayle: I agree was totally contradictory -our staff all told to with as default FM/PM guidance - we are maintaining our position

[17/03/2020, 19:48:29] Stephen Gallagher: Same here. This was not a good call at all and the feedback I have is that it was not well received. Claire McPherson and I have given feedback to Julie Humphries this evening

[17/03/2020, 19:57:02] Paul Johnston: Colleagues - thanks for your comments. I'll pick this up tomorrow morning with Nicky, Barbara and others.

[17/03/2020, 19:57:52] Joe Griffin: Leaving aside the call, my take on it is that work from home is now the default. But there may be times you have to come in, depending on your role. If you do, there will be scope to distance yourself even within SG buildings.

[18/03/2020, 08:35:03] Shirley Laing: Folks - just to flag strong probability that statement on supporting vulnerable people & communities will happen today not tomorrow. Grateful for all the support provided on this work to date. [18/03/2020, 08:37:18] Carol Tannahill: Thanks for the alert, Shirley.

[18/03/2020, 08:40:49] Stephen Gallagher: Thanks - notes. Let me know if you need to speak [18/03/2020, 08:44:18] Graeme Logan: Thanks Shirley. DFM making statement on schools/ ELC and C19 tomorrow. Graeme.

[18/03/2020, 08:47:02] Stephen Gallagher: Probably explains the dunt forward on our end [18/03/2020, 08:49:35] Shirley Laing: Just what I was thinking! !

Stephen good if you can be on the call PO are looking to set up on the supporting vulnerable people paper as calls to Jim S & COSLA likely needed on back of that and not sure if Mins will wish to do these or ask you. Also Joe to flag I've asked if we should bring SFRS and PS in at this stage so there may be an ask on your side later this morning too. Thanks all

[18/03/2020, 08:53:29] Carol Tannahill: Let me know if you want to speak, Shirley. Helpful to be kept sighted. I'm on the next SRP call with Jim S this afternoon so would be good to be up to date for that. Thanks again. Carol

[18/03/2020, 08:54:24] Shirley Laing: Thanks Carol. Have you seen this morning's note from PO? If not I'll forward on to you now

[18/03/2020, 08:56:48] Carol Tannahill: Thanks. Could you forward please? [18/03/2020, 09:09:49] Paul Johnston: Team - now understand that FM will announce today that we are preparing to close schools, DFM will then announce tomorrow the package of support. So the issues around food for children is urgent and will need to be joined up between DFM and Ms Campbell.

[18/03/2020, 09:11:55] Stephen Gallagher: We are hearing as of 7.30 that AC will make a statement on Vulnerable communities today (everyone working full tilt on that for 10am)? [18/03/2020, 09:12:01] Graeme Logan: Thanks Paul. Any idea of timing re FM announcement? Shirley - I'll ask Sam to work with Paul T on the food issue urgently. Implications for Ms Campbell's statement today?Graeme.

[18/03/2020, 09:14:43] Shirley Laing: Graeme - FM proposed press briefing at 1245 was last I saw but may have changed. And thanks for linking Sam to Paul T. I've flagged with him.

Stephen - have you heard timing for AC statement? Why is 10am significant? Have I missed something?

[18/03/2020, 09:16:17] Shirley Laing: Ignore last query - presume that relates to briefing deadline for FM material?!

[18/03/2020, 09:24:27] Gayle: Ok can you ensure I am kept in emails and comms around this? Especially re schools

[18/03/2020, 09:29:07] Shirley Laing: I've asked Paul T to add you to our copy list Gayle [18/03/2020, 09:29:25] ~ Gayle: Thanks

[18/03/2020, 09:31:47] Michael Chalmers: Shirley can you ask Paul T to include Sarah Gledhill in our hub as we need to dovetail your advice with social care/ kids on edge of care issues. M. [18/03/2020, 09:35:11] Alison Cummings: Shirley - could me and Kate Smith please be sighted too for emergency childcare interests? We're looking this morning about what we can do nationally to enable local solutions to emergency childcare provision.

Thanks very much, Alison
[18/03/2020, 09:56:59] Shirley Laing: Michael, Alison - requests passed on to Paul T
[18/03/2020, 10:13:10] [redacted]: ~[redacted] added [redacted]
[18/03/2020, 15:29:08] Paul Johnston: What a day! Hope Ms Campbell's statement is going well. We have a DFM statement tomorrow. In the meantime, staffing....

We've had a request to identify some further DDS who could move to health. My working assumption at the moment is that all of our SCS will be focussed on COVID response work. If they are not, we should be releasing them to health. Can I ask whether we have anyone else to offer Donna? We have turned her down in terms of the two DDS she requested this morning. I fully expect to be asked to expedite the move of additional staff to health in the next few days. Please also have a think about possible A-C band resource you could offer you. Thanks very much.
[18/03/2020, 16:23:57] Lorna Gibbs: I have offered up a C2 and a couple of project staff from SAAS today. The pace of work on ALS issues is so intense just now that I'd really struggle to offer others. But in a few weeks time when we have settled into a better rhythm that might change. Although the impact of school closures on our people is an added difficulty.
[18/03/2020, 16:40:39] Stephen Gallagher: I've offered 2 B band staff today [18/03/2020, 18:27:20] Shirley Laing: It's been a day right enough! Statement went well but huge amount required to now take forward the actions.
To answer your staffing points. All SCS supporting COVID19. I aim to get a better handle in next day or so of how we need to staff up the support to vulnerable and will then have a better idea of who we can offer to health. Will come back more definitively hopefully by Friday.
Meantime good luck for tomorrow Graeme & Alison!
[18/03/2020, 18:44:14] Stephen Gallagher: Yep, it's been a day. Just had a round up with Jim Savage who was positive about the final statement. The local government finance team are under a lot of pressure on business rates support and having delivered at pace to enable Saturdays statement are back at it again today.

Planning has also been at the forefront today with another chief planner issue around the ability of restaraints to convert to take away and home delivery to support those self isolating.

Would be good to hear a bit more tomorrow Paul about the public bodies discussion at OR today so that our actions meet expectations.
My motto for the day is - forget business continuity as maintaining the status quo.
It's about asking "What is my purpose now in this rapidly evolving landscape"
[18/03/2020, 18:46:25] Joe Griffin: Stephen - that's spot on. It has to be total mobilisation. Joe.
[18/03/2020, 18:55:04] Paul Johnston: Hi Stephen - great update. I had no idea that we had a role re restaurants moving to take away!

Let's have a chat about public bodies - feels like the discussion was a long time ago!
I think it was about consistent advice re home working, priorities and other policies....

You are all doing an amazing job. Thanks so much.

[18/03/2020, 18:55:43] Michael Chalmers: So impressed with efforts of colleagues (on this group and our teams) to step up to the mark. Paul, I may be able to release another DD, although i need to make sure it does not impact on work that is supporting the vulnerable (so not nominally but actually covid related). I will certainly be offering another C2s and trawling who else might be offered with remaining DDS tomorrow.

[18/03/2020, 19:13:31] Paul Johnston: Great. Thanks Michael. And thanks to all of you for flexibility re staff. Have a good evening everyone.

[19/03/2020, All' Intel will still go ahead from 10.30 (shortened to 45 mins). Dial in details

[19/03/2020, 10:15:07] Paul Johnston: Thanks Very conscious of pressure on time, but keen that we connect if at all possible.

[19/03/2020, 10:15:29] Paul Johnston: Congratulations to Stephen for excellent chairing of the directors call that has just finished.

[19/03/2020, 10:15:58] Paul Johnston: Appreciate that colleagues on education side may struggle to call due to last minute work on DFM speech.

[19/03/2020, 10:16:03] A' Gayle: Ditto not easy chairing remotely-as we all now know

[19/03/2020, 10:16:24] Carol Tannahill: Indeed! Well done, Stephen

[19/03/2020, 10:16:35] Paul Johnston: Key point for us today is staffing. Do we have the staff we require for immediate COVID-19 work?

[19/03/2020, 10:16:57] Paul Johnston: Are our staff on COVID-19 coping? If not, how can we help?

[19/03/2020, 10:17:18] Paul Johnston: Can we pivot further staff or entire teams to C19 work?

[19/03/2020, 10:17:31] Michael Chalmers: i will dial in.

[19/03/2020, 10:19:29] Paul Johnston: Is there scope for further deprioritision? My sense on this is that other work has now stopped, but I'd like to check in with you on this.

[19/03/2020, 10:19:47] Paul Johnston: There's a rough agenda for our call.

[19/03/2020, Lorna Gibbs: I will dial in

[19/03/2020, 11:07:08] Alison Cummings: Sorry, had to dial off call suddenly to deal with urgent clarification required on childminders, Alison

[19/03/2020, 11:18:12] : It wrapped up at 11.10. We agreed the next group catch up w/b Monday am. will issue calendar request with dial-in details. In the meantime, continue using this WhatsApp group to keep in touch [19/03/2020, 11:18:29] Alison Cummings: Great, thank you

[24/03/2020, 07:26:01] Paul Johnston: Good morning colleagues. Hope you are all well. There's some morning discussion among ET about the impact of last night's announcement. Also some concern among staff about whether police will stop them while trying to get to work. So:

I. Where staff need to be in an office we don't think there will be a problem with them just having their SG pass at this stage.

2. We do need to reinforce the message about wfh wherever possible for the wellbeing of staff and others.

3. (Not for sharing beyond this group at present) we may move to a system where staff need written authorisation from their director to attend work. I'd welcome views on that last possibility.

Thanks

Paul

[24/03/2020, 07:31:36] Shirley Laing: Morning Paul

I contacted my SMT on the back of the announcement last night effectively reinforcing point 2 above. I'll check in with them later this morning to see how folks are doing.

As for point 3 1'm happy to move to written authorisation if we feel that will further encourage staff to work from home but give comfort to those who must travel and are worried about being stopped by the police in the days & weeks ahead. Happy to chat further & hope both you & colleagues are doing ok. Shirley

[24/03/2020, 07:35:35] Carol Tannahill: Thanks Paul. Likewise, hsppy with the approach. Is there any clarity about the position in relation to volunteering - not so much for our staff, but more generally in relation to help for vulnerable groups? Hope you're doing ok. Take care. Carol

[24/03/2020, 07:37:33] Shirley Laing: Yes, that would be good. The announcement is likely to impact on our supporting communities fund applications & approach. Shirley [24/03/2020, 07:38:13] Stephen Gallagher: Morning all, in full agreement with the approach proposed. Carol raises a good point - and this is important for volunteering and the community package announced.

[24/03/2020, Paul Johnston:

Full_guidance on_staying_at_home_and_away_from_others.pdf.pdf • 2 pages document omitted

[24/03/2020, 07:39:45] Paul Johnston: I've just sent the UI<G guidance - it includes, in the exceptions,

- Any medical need, or to provide care or to help a vulnerable person.

So volunteering should be covered. Fiona Lees now leading on this issue for Solace.

Are we connecting with her?

[24/03/2020, 07:41:31] Teresa Medhurst: Morning, this is really helpful Paul and will give a degree more clarity. From an operational organisations such as ours, would it be possible just to use the SPS pass for Police purposes? Clarity soon would allay some of the anxiety this has raised for those who do need to attend work. Many thanks

[24/03/2020, 07:43:34] Paul Johnston: Teresa - that may well be fine. Certainly fine for today. Issue I suppose is whether many of your non-frontline staff should be wfh - and whether there's something for those delivering services in our establishments. Appreciate the SPS pass would be simpler.

[24/03/2020, 07:45:46] Teresa Medhurst: Thanks Paul. We are operating wfh and will tighten our current position. But there are still support roles which are critical to the smooth running of the prisons. Happy to input to any discussions.
[24/03/2020, 07:46:14] Alison Cummings: Thanks, Paul. Fully supportive of approach proposed. No need for anyone in ELC to be attending an office but we had a couple of folk who were inisisting on going into VQ despite public health advice and encouragement from me to WFH, so it's helpful that the new staff messaging is very clear, Alison
[24/03/2020, 07:48:09] Carol Tannahill: Hi Paul. Jim Savege has put Fiona lees in touch with me and I'll follow up with her this morning. I think the announcement still raises questions about organised/group volunteering - eg people getting together to prepare food parcels etc. I'm trying to get some public health advice on that. Carol [24/03/2020, 07:49:01] Graeme Logan: Morning colleagues - Gayle and I inundated with questions re what lockdown means for the hubs for key worker children - real concern that many teachers and other education staff may not turn up today after last night's announcement. We are in touch with DFM who has asked us to monitor this closely today. I agree with the messaging to SG staff as suggested.
[24/03/2020, 07:49:27] Michael Chalmers: Carol, would be good for us to check in on this today.
[24/03/2020, 07:52:07] Alison Cummings: Graeme - we didn't have the most helpful response from HPS guidance last night about public health guidance for critical provision. Same considerations apply to childcare providers so could you pls bring me into the email chains on this? Thanks, Alison [24/03/2020, 07:56:37] carol Tannahill:
[24/03/2020, 08:03:22] Paul Johnston: The guidance I've sent round does make very clear that vulnerable and key worker children can continue to attend school - but don't think that was clear in messaging last night.

Carol share your concerns re lack of clarity around people preparing parcels. Also they could be distributed from a place of worship - that is supposed to be shut except for funerals. Common sense should prevail - but our comms will need to be clear.
[24/03/2020, 08:13:10] Shirley Laing: As an aside did folks get the group call message this morn? I haven't received one even tho registered and got the test message a week or so back.
Concerned message may not have reached all staff via that route as planned. [24/03/2020, 08:17:29] Stephen Gallagher: Carol, can you please link across to [redacted] around Fiona Lees etc? Apologies if you have already made the connection!
[24/03/2020, 08:27:51] Paul Johnston: Jim S very keen to see clear guidance ASAP on key workers - teachers still going to school to support their kids - essential public service and emergency workers - still going to work - volunteering essential within public health guidelines.

Will try to get clarity as to who owns guidance on this. Could it be the communities hub today?
[24/03/2020, 08:44:33] Shirley Laing: Paul. I've asked my team to liaise with CLG hub with a view to picking this up.
[24/03/2020, 08:47:09] Lorna Gibbs: I'm not expecting anyone in AQ from now on. It's more complicated for operational areas. Although the vast majority of SAAS staff can now work from home there are a small number who have been unable to get laptops. Plans are in place to work

out what to do with them but for a short time they will be at home with nothing to do. That's not great but I don't think we can justify telling them to break the lock down and come into Saughton.

[24/03/2020, 08:49:56] Gayle: I didn't get group call despite registering - we are flooded with issues re schools and monitoring today the live situation [24/03/2020, 08:53:40] Paul Johnston: Group call fell over this morning.

[24/03/2020, 08:55:01] Paul Johnston: We need to get some guidance out ASAP - I'll email after the OROG call. Needs to link to economy hub given issues about which businesses are allowed to be open - e.g. construction.

[24/03/2020, 09:04:03] Shirley Laing: My team have relayed that message to CLG hub Paul. They will link in with economy hub on this ASAP. Cab Sec also raised many of these points on our pre Cabinet call. She will be looking for an update at Portfolio at noon. Carol T - expect an invite to that conf call as AC keen to know where chat with Fiona on volunteering takes us (amongst other points)

[24/03/2020, 09:08:18] Paul Johnston: Thanks Shirley, Short commissioning note to follow from me. I'll copy to Cab Secs so they can comment if they wish. [24/03/2020, 09:35:52] Paul Johnston: Commission now out - grateful for confirmation that we have people in place to pick it up. Thanks!

[24/03/2020, 09:37:25] Shirley Laing: It's just been passed to [redacted] the new C2 joint CLG hub leader to pick it up.

[24/03/2020, 09:38:03] Paul Johnston: Great. Thanks. We'll have a call later re a new single communities and public service hub.

[30/03/2020, 07:47:38] Paul Johnston: Colleagues - good morning. Hope you have all had a break at points over the weekend. Short chain follows on the DFM's meeting of the Group Hub at llam today.

[30/03/2020, 07:48:20] Paul Johnston: Key point is that he's said he'll look to officials for the updates - 3-4 minutes per item, with a crisp summary of the issues and any points requiring resolution.

[30/03/2020, 07:52:12] Paul Johnston: so:

Shielding first - will look to Michael.

Volunteering - Stephen followed by Carol

Vulnerable children and young people - Iona followed by anything else from Gayle, Graeme and Alison

Prisons - Teresa and Neil

Guidance on public sector workers - Alison and Joe (grateful if you could link on the police PPE issues that may be relevant to the guidance we are working up - think we should mention this to DFM)

Update on Hub - me.

[30/03/2020, 07:53:17] Paul Johnston: DFM's request is that if there are concerns or issues we highlight them in this forum with a view to collective resolution. Hopefully this will help streamline SGoRR meetings in future.
[30/03/2020, Michael Chalmers: 0k thanks Paul.
[30/03/2020, 07:53:54] Paul Johnston: If there are any other issues not on the current agenda please just say. Thanks!
[30/03/2020, 07:54:54] Carol Tannahill: Paul - do we have Stephen Kerr now in this group?
[30/03/2020, 07:55:26] Paul Johnston: No - we should add him in! I'll check in with him.
[30/03/2020, 08:11:00] Stephen Gallagher: Good morning all! Noted re 11.
[30/03/2020, 10:23:23] Iona Colvin: added Iona Colvin
[30/03/2020, 12:09:59] ECJ Director group: added David Wallace and Stephen Kerr [31/03/2020, 19:49:57] Paul Johnston: image omitted
[31/03/2020, 19:52:14] Iona Colvin: Thanks Paul, I can't believe it's only Tuesday....
Iona
[31/03/2020, 21:54:01] Shirley Laing: Just picking this up now & just the pick me up required! Thanks Paul
[01/04/2020, 08:32:48] Stephen Kerr: Andrew Cotter (@MrAndrewCotter) Tweeted: I was bored. https://t.co/bVoCOhyNzC https://twitter.com/MrAndrewCotter/status/
1243539675031232519?s=20

[01/04/2020, 08:34:35] Stephen Kerr: Hope this brings a smile
[01/04/2020, 08:41:09] [redacted]: Paul, I saw your email to Donna. I think she works the later shift so I'll whatsapp her to get a time later for you both to chat. [01/04/2020, 11:02:06] Michael Chalmers: About to call from number that ends in case you don't recognise it.
[01/04/2020, Paul Johnston: 0k.
[01/04/2020, 11:02:23] Michael Chalmers: Oops meant for Paul only sorry group.
[01/04/2020, 11:09:53] Joe Griffin: Could have been worse!
[10/04/2020, 11:36:45] Paul Johnston: Colleagues -just a wee note of thanks as we head towards the weekend for another outstanding week of work. A huge amount has been achieved by you and your teams, especially as we support our public service workers and the most vulnerable in our communities. Really hope you can all switch off at points over the weekend. Sorry we still have the CPS Ministerial call on Monday (I tried....). Thanks - and all the best for Easter, in whatever way you mark it. Paul
[17/04/2020, 11:46:00] Paul Johnston: image omitted
[17/04/2020, 11:47:48] Paul Johnston: What do you think?

[17/04/2020, 11:48:36] Paul Johnston: So - the question in my mind is around how we connect at the level of 'fears and feelings' midst a crisis, supporting and sustaining each other and our teams.

[17/04/2020, 11:49:52] Paul Johnston: I'd welcome views on this. As an initial step I'm hoping we can all have a 1 to 1 catch up next week that can get beyond the 'quick task download'.
[17/04/2020, 11:50:35] Paul Johnston: For now - thank you for all you are doing. It has been another week of massive achievement across ECJ.

[17/04/2020, 11:53:45] Michael Chalmers: Might we achieve the same outcome by having bilaterals that focus on how we're feeling?
[17/04/2020, 11:54:36] Michael Chalmers: So for example have had a couple of ad hoc chats along these lines with Iona and Shirley that were brilliant for that purpose.

But, when I'm off, I also find I focus more on the big picture which, in economic and social terms, let along Health is pretty grim. Biggest crisis since the Great
Depression etc. I try and hold onto the opportunities that might exist, and not mourn the passing of a world that was deeply flawed. But it is scary- what kind of prospects will there be for our kids completing their studies and needing to make their way in the world? I would certainly welcome more conversation about this and exploring what we want to fight for and see some opportunities, and merely not be daunted by the grim data and the predictions. Kind of combining more the professional and the personal. Would help us all with energy and commitment too. A 121 with you, Paul, would be great thanks. Maybe we should also try a google hang out or zoom or something to have this kind of group discussion as well? Joe. [17/04/2020, 16:55:02] Carol Tannahill: Joe - I'd really appreciate that. Would be a very helpful discussion and a great way to support each other. Thanks for

suggesting.
[17/04/2020, 17:22:56] Stephen Gallagher: Thanks for prompting this chat, Paul. And for your continual encouragement of all of us - the card, the weekly messages, the bonus
(joking)...seriously though, I take this for granted some times and it is not necessarily the norm elsewhere. So, thanks for your support and leadership through this.

A chat would be good - on a human level - I think we will all have some deeper perspectives to offer which connect to how we are feeling about life right now in the eye of this, and about how we are thinking of the future. I think we often know or strongly sense what needs to happen but there are lots of things that hold us back or make it easier not to go there.

So, yes, good idea and "in"
Have a good weekend Everyone.

Stephen

[17/04/2020, 18:09:21] Shirley Laing: Apologies for being late to the chat. Echo, endorse & Agree with all of the above and will be downloading Zoom over the weekend in anticipation.

[redacted]

Thanks to all for the continued support. We may be dispersed but it still feels very much like a team effort to me, for which I'm grateful. Shirley

[redacted]

[17/04/2020, 20:21:28] Iona Colvin: Been on call tonight so far so good. Just as I typed that I got a call but nothing to worry about. Anyway looking forward to Zoom meeting.

[redacted]

[24/04/2020, 17:23:22] Shirley Laing: Evening colleagues

Not sure if any of you were on the key workers briefing call at 1630? It was called at very short notice & related to materials sent to all directors at 1623 this aft.

I just wanted to flag that given ultimately the lack of clarity on the call around when this material is to issue (it went from immediately to "We will revert to you" in the course of the call) I have asked the CLG and CPS hubs if they can pick up given it's almost 1730 on Friday night.

I don't think that's necessarily ideal but if action is required out of hours and over the weekend I felt it was best to point the ask there. Several of us on the briefing call expressed disquiet around all of this. I for one was not sighted on the material before now.

I wasn't sure all who was around at the minute so thought a quick message to make you aware might be useful.

[24/04/2020, 17:25:10] Joe Griffin: Thanks Shirley. I've had a read out from my team which is similar. I may action my bits this evening given centrality of Police and fire but am waiting a bit to see how it shakes down, Joe

[24/04/2020, 17:47:47] Iona Colvin: I am on call tomorrow so let me know if anything needs done. Iona

[24/04/2020, 17:48:13] Alison Cummings: Hi Shirley, I'm providing DD and Director for the Hub this evening and happy to have a chat just now if that would be helpful? I missed the 4.30 briefing as it clashed with education recovery group but got sense from my team this is all still a bit chaotic, Alison

[24/04/2020, 17:50:05] Paul Johnston: Thanks Shirley. I wasn't sighted on this either. I wonder if the approach has been developed in partnership with local government.. is that something we could check please.

[24/04/2020, 17:51:18] Lorna Gibbs: Someone on the call said that directors had been copied into a draft about 10 days ago but I have to say it didn't ring bells with me.

[24/04/2020, 17:52:34] Alison Cummings: Annabel Turpie's email to directors this morning was the first communication I'd seen on this

[24/04/2020, 17:52:59] Shirley Laing: Thanks folks. To be honest until we get clarity on when letters to issue I don't think there is anything to do. Thereafter it's straightforward in terms of issuing letters to key stakeholders (employers) so if hub has a list of those then all good. If they don't then we either have to disturb folks over weekend (not my preference) or leave until Monday. This is being driven by UKG with FM saying we need to move at same pace. It's really chaotic.

Paul - I have no idea if local government sighted on any of this but from tone of call with Annabel I doubt it.

[24/04/2020, 18:01:15] Stephen Gallagher: On LG I don't recall seeing anything and it hasn't featured in any discussion I've had.

[24/04/2020, 18:10:10] Shirley Laing: I've spoken with Alison and she will discuss in meeting with hub this eve.

[24/04/2020, 18:11:03] Paul Johnston: Thanks Alison. Grateful if we could link in with health hub and make the point re partnership - it's already a bit tense with LG on other fronts today.

[24/04/2020, 18:21:10] Alison Cummings: We're on the case and will keep everyone posted

[24/04/2020, 19:03:47] Alison Cummings: Wendy Wilkinson attended COSLA Workforce Issues Group yesterday and gave update that work was under way to expand testing to other key workers, which seemingly was welcomed, but no specifics were available or shared with group at that time. Pace at which issue has moved today, driven by UI<G, means that Testing team is looking to directors to liaise with their own stakeholders in scope, including local govt, when announcement is made. Still not clear when that is likely to be but CPS Hub stands ready to cascade out to local hubs at the appropriate time

[24/04/2020, 19:06:48] Stephen Gallagher: Ok. I have alerted Brenda Campbell in LG Division. I have also chipped into draft email suggesting political contact with COSLA would be helpful given the approach we have taken with LG to key working in Scotland. [24/04/2020, 19:25:43] Lorna Gibbs: Thanks Alison. My directorate hub will send out the guidance when they revive

it from the CPS hub. Hope everyone gets a break over the weekend. [04/05/2020, 13:47:21] Paul Johnston: Team - hope you are all well.

We have carved out some time today for a conversation. I've asked that this one is directors only, building on the 1 to Is we've had. No agenda and not a big list of all the work on the go. A rumble... see attached.

https://brenebrown.com/blog/2019/05/01/lets-rumble/
[04/05/2020, 19:49:34] Joe Griffin: Thanks for convening this Paul. I'd appreciate the chance to do this more regularly, whether once a week or once every 10 days or so.
Best wishes. Joe.
[04/05/2020, 20:23:16] Paul Johnston: Really good to speak this afternoon- we'll try to schedule these more regularly. I'm struck by the need to work on how the Hub can ease rather than increase workload - maybe there's something about moving to weekends on call / exceptions only. Thoughts welcome as the week progresses. [05/05/2020, 08:07:44] Stephen Gallagher: Good morning Paul (all). I thought it was a really helpful chance to draw breath yesterday and check in properly. More of this please, every 10-14 days? Best wishes Stephen
[05/05/2020, 08:50:44] Graeme Logan: Morning Paul and colleagues - apologies I missed the session yesterday. I was on a call with DFM and Gavin Williamson. I agree with Stephen that creating this collective leadership space is very valuable and enables us to reflect and plan ahead.
[05/05/2020, 08:55:31] Graeme Logan: I think that local hubs also need review - Alison and Iona are meeting this week to discuss. At times the Learning and Children hub only performs a postbox function (and an expensive one at that). Also issues of ownership of key work due to shift patterns. Eg different shift teams have led aspects of pulling together briefing for DFM's appearance at Committee tomorrow. Final product not as good quality as one policy team taking the lead in my view, with one DD having overall ownership and clearing final product. Thanks.
Graeme. [05/05/2020, 09:46:13] Lorna Gibbs: We are changing the way we staff the ALS hub. From next week my BMT will take over during the day, triaging emails and commissioning work from policy people. We will have a rota for cover after 4.00pm and at weekends. The need to staff rotas for our hub and the CPS hub was leading to people feeling they had no time to do the policy work required by Ministers. We will review the new arrangements in a couple of weeks.
[11/05/2020, 10:52:35] Paul Johnston: Good morning colleagues. Just wanted to pass on a comment from the DFM towards the end of last week regarding the CPS ministerial meeting. He said that he really welcomed hearing directly from officials on the call and hoped that no-one felt that there was any need to hold back. So we have licence to dive in! Hope we make some good progress all round this week.
Thanks. Paul

[11/05/2020, 11:03:07] ~ Gayle:
[11/05/2020, 11:17:36] Joe Griffin: Less positive news on COSLA relationship.
[11/05/2020, 11:18:30] Paul Johnston: Indeed. Too much of a focus on process and a need for more substance. Let's speak on our call later on.
[11/05/2020, 11:39:49] Lorna Gibbs: Some fascinating stuff in the behaviours paper. Are there any restrictions on sharing it with our teams?

[14/05/2020, 11:02:53] Shirley Laing: Quick reflection from Intel mtg this morning picking up on Iona's comment on holistic family support and Graeme's comment on proposed blended learning model. Are we thinking about broader support for all parents in this space? The pressure and responsibility of home learning will be taking a toll already and that will only increase with time. Apologies if this is already well understood and in the mix of thinking! I saw it as an opportunity to potentially destigmatise family support and make it more of a universal offering in a way that then fully integrates it for the benefit of all but notably the more vulnerable families.

[14/05/2020, 11:31:19] Paul Johnston: Really interesting thought Shirley universal offer with different levels of support depending on demand / need. Something we could think through as part of the deep dive on vulnerability we are due to have at a future CPS mtg.
[14/05/2020, 11:33:09] Iona Colvin: Yes that's the idea. That we offer family support through universal services in non- stigmatised way, We also need targeted family support for those most at risk of children being removed. We need whole system to work together on this including health.
[14/05/2020, 11:34:35] Paul Johnston: One thought on the advisory board. FM very lukewarn about it. DFM wants to proceed - but without a press release. And we've to hear a very wide range of voices. I wonder whether what we need is a series of 'ministerial discussions' or roundtables. Maybe they could hear 100 (or 500 or 1000 - choose number) perspectives over the next few weeks from a wide range of representative groups/ bodies and then reflect what they have heard in the Cabinet paper and next steps on renewal. More inclusive than a single advisory board. Thoughts?
[14/05/2020, 11:37:04] Stephen Gallagher: Interesting. Could rely on existing teams to anchor round tables (fully invest them in process?) and arguably quicker to deliver?
[14/05/2020, 12:04:52] Paul Johnston: Colleagues - can someone help lead this work between now and 4pm? Shirley stepped in yesterday but now has to prepare for a Committee tomorrow.
[14/05/2020, 12:09:44] Paul Johnston: If no-one else can manage I'll cancel next few meetings and do it.
[14/05/2020, 12:11:02] Shirley Laing: Paul given feedback from DFM why don't I look at now and share thought with you and hub by Ipm if you or colleagues could then finesse and hub circulate by deadline?
[14/05/2020, 12:12:07] Shirley Laing: Ideally I need to protect my time thereafter today. Ps Stephen also has committee tomorrow
[14/05/2020, 12:13:02] Paul Johnston: Thanks Shirley I'll look at it and do what I can to take forward once you do that.
[14/05/2020, 12:14:21] Shirley Laing: Great. Thanks.
[14/05/2020, 12:15:38] Shirley Laing:— I'll use the form of words you emailed on courts as a header. Can you prepare text to sit under that as discussed PIs?

[19/05/2020, 10:01:32] Alison Cummings: Morning folks, has anyone seen the draft route map that's being considered at Cabinet this morning? I'm haven't anything back from what went up from CPS Group last week and feeling a bit exposed in knowing how to position ELC / childcare specific material that we're producing for Thursday, Alison

[19/05/2020, 10:03:08] Paul Johnston: Alison - it only came out at IOpm and I just saw it this am. - could you send it round the director group please? I've asked the Hub to review to establish the extent to which our CPS return and priorities have been taken on board, I'd welcome your views on this.

[19/05/2020, 10:15:12] Alison Cummings: Thanks very much Paul, that's really helpful

[20/05/2020, 14:12:02] Paul Johnston: Team - grateful for your help with the forthcoming assurance meeting. Please chip in - especially on risk - and let's try to make it useful! Thanks.

[20/05/2020, 14:12:44] Shirley Laing: Will do Paul. On the call now as are Lorna & Alison (& possibly others!)

[20/05/2020, 14:15:01] Paul Johnston: If it feels long bear in mind I've already had three discussions as part of pre-meets.

[20/05/2020, 14:17:58] Shirley Laing: Sounds like you deserve the home baking Paul!

[20/05/2020, 14:31:19] Graeme Logan: Afternoon all - just joined the call late (apologies)

[20/05/2020, 14:36:08] Paul Johnston: Welcome!

[20/05/2020, 14:36:24] Paul Johnston: Learning next. Then DCAF

[20/05/2020, 14:43:19] Paul Johnston: ELC then LGC

[20/05/2020, 14:43:37] Stephen Gallagher: Thanks

[20/05/2020, 14:53:46] Paul Johnston: Then HSJ, SC and Justice,

[20/05/2020, 15:25:38] Stephen Gallagher: Good point from Neil R.

[20/05/2020, 15:26:08] Shirley Laing: Yes. I like the notion of an overall change program

[20/05/2020, 15:26:09] Paul Johnston: Yes. Maybe we should get him along for a wider discussion.

[20/05/2020, 15:28:08] Lorna Gibbs: Neil is always good value and very thoughtful. I sit on his organisation's Board which, as Shirley knows, is very person centred and has driven change around how we deal with very vulnerable people.

[20/05/2020, 15:34:28] Paul Johnston: Great -some really useful material - many thanks.

[20/05/2020, 15:35:03] Paul Johnston: But now the nightmare that is the 20/21 budget!

[20/05/2020, 15:36:36] Joe Griffin: Still not hearing anything that one could call a plan. Not Ben's fault. But we seem miles away from knowing how we're going to tackle this.

[20/05/2020, 15:37:04] Joe Griffin: Templates.....savings.....

[20/05/2020, 15:37:26] Paul Johnston: I hear Andrew Watson is v concerned that it isn't being taken seriously

[20/05/2020, 15:38:13] Stephen Gallagher; Feels like we are taking a traditional approach, It's not going to work

[20/05/2020, 15:38:50] Paul Johnston: Joe, Stephen - either of you want to come in?

[20/05/2020, Stephen Gallagher: Yes

[20/05/2020, 15:40:37] Lorna Gibbs: And in the meantime the external pressures for SG to fill the holes caused by covid across Scotland continue to mount. My Minister was in front of committee this morning and almost every MSP was asking for more money - and I know Mr Lochhead is keen to deliver on at least some of the asks

[20/05/2020, 15:42:31] Paul Johnston: Indeed. Do you want to come in Lorna?

[20/05/2020, 15:42:55] Lorna Gibbs: Yes please.

[20/05/2020, 15:43:57] Joe Griffin: well said Stephen.

[redacted]

[20/05/2020, 15:47:40] Michael Chalmers: Wholly agree with this Alison.

[20/05/2020, 15:48:17] Michael Chalmers: On people I'd like to know who's not being fully utilised!!

[20/05/2020, 15:48:35] Shirley Laing: You read my mind Mike!!

[20/05/2020, 15:49:15] Paul Johnston: Anyone want to come in on this one?

[20/05/2020, 15:49:25] Shirley Laing: Yes pls

[20/05/2020, 15:49:32] Joe Griffin: Me too

[20/05/2020, 15:49:40] Michael Chalmers: Me too

[20/05/2020, 15:51:49] Stephen Gallagher: Happy to come in but aware of time

[20/05/2020, 15:56:10] Lorna Gibbs: Graeme, how are you assessing the capacity in your teams?

[20/05/2020, 15:56:40] Iona Colvin: I would be interested in this too Graeme

[20/05/2020, 15:57:47] Paul Johnston: Challenging question from Michael O

[20/05/2020, 15:58:49] Graeme Logan: The Learning BSU team have a template that teams complete when they check in and discuss current work and overall capacity. HaPPY to ask [redacted] to share with other BSU teams

[20/05/2020, 15:58:56] Michael Chalmers: I had to stop short with last comments a [redacted]

[20/05/2020, 15:59:24] Paul Johnston: Hope you have recorded that Michael as a loss of productivity

[redacted]

[20/05/2020, 16:23:47] Paul Johnston: Great team effort there - thank you.

[21/05/2020, 09:06:26] Paul Johnston: Morning team - hope you are all well. Hope you've all had a chance to see the latest version of the routemap - great work all round , though with some important last minute issues being flagged to Dominic and Ken. Please let me know directly if there is anything you are concerned about that's

in the showstopper territory.

[21/05/2020, 09:08:19] Paul Johnston: Graeme has agreed to chair intel - I'm needing to duck out of meetings for a couple of hours [redacted]

[21/05/2020, Michael Chalmers: Thanks Paul. Let us know how that goes!

[21/05/2020, 09:09:30] Michael Chalmers: Graeme I will join Intel late (Can sec health portfolio this a.m.)

[21/05/2020, 09:09:46] Michael Chalmers: *Cab Sec

[21/05/2020, 09:10:07] Carol Tannahill: Same for me. Will go to health portfolio then join intel

[21/05/2020, 09:10:42] Graeme Logan: Thanks Carol and Michael - noted.

[21/05/2020, 09:10:48] Iona Colvin: Same for me re H&SC portfolio meeting [21/05/2020,

[redacted]

11:04:15] Shirley Laing: Have colleagues seen the general principles for phasing DFM is referencing? I don't think I have but would welcome sight. [28/05/2020, 11:05:11] Paul Johnston: I think it may be the principles that Dominic referred to at directors this am - so it's not about definite timelines but about meeting certain tests,

[28/05/2020, 11:05:49] Shirley Laing: Ah ok, the WHO criteria? I've seen those! Thanks

[28/05/2020, 11:08:53] Paul Johnston: I'm struggling to reconcile 'stay at home' with 'go out as much as you like',

[28/05/2020, 11:13:19] Stephen Gallagher: I'm starting to see groups of young people meeting up. I think older people who are most at risk will hear stay at home but I think compliance is already sliding with younger people

[28/05/2020, 11:13:31] Lorna Gibbs: Looking at where I live, people have already started returning to pre covid behaviours. The park is packed, with lots of football games, groups that are clearly not one household etc. I even saw people using the outdoor gym equipment. The messaging of this stage was always going to be hard but the public is moving ahead of us.

[28/05/2020, 11:13:38] Graeme Logan: Very concerned as teacher unions have said if FM's main message remains 'stay at home' today they will advise members not to go in to schools

[28/05/2020, 11:14:14] Paul Johnston: That's an important point Graeme.

[28/05/2020, 11:15:55] Graeme Logan: I've asked to see FM's lines to ensure there is real clarity that groups of employees mentioned in phase one can return to work [28/05/2020, 11:22:27] Stephen Kerr:

[02/06/2020, 09:35:10] Paul Johnston: Morning team - hope you are all well. I have a staffing issue to raise following ET this morning.

[02/06/2020, 09:35:40] Paul Johnston: Perm Sec is v concerned about the 60 vacancies in health and wants these filled without delay

[02/06/2020, 09:36:36] Paul Johnston: One question - I'd be interested to know whether any of you have had specific requests for moves of staff to health? [02/06/2020, 09:37:46] Paul Johnston: I've suggested to that we need to be clear about our own urgent staffing needs and put these alongside the health asks.

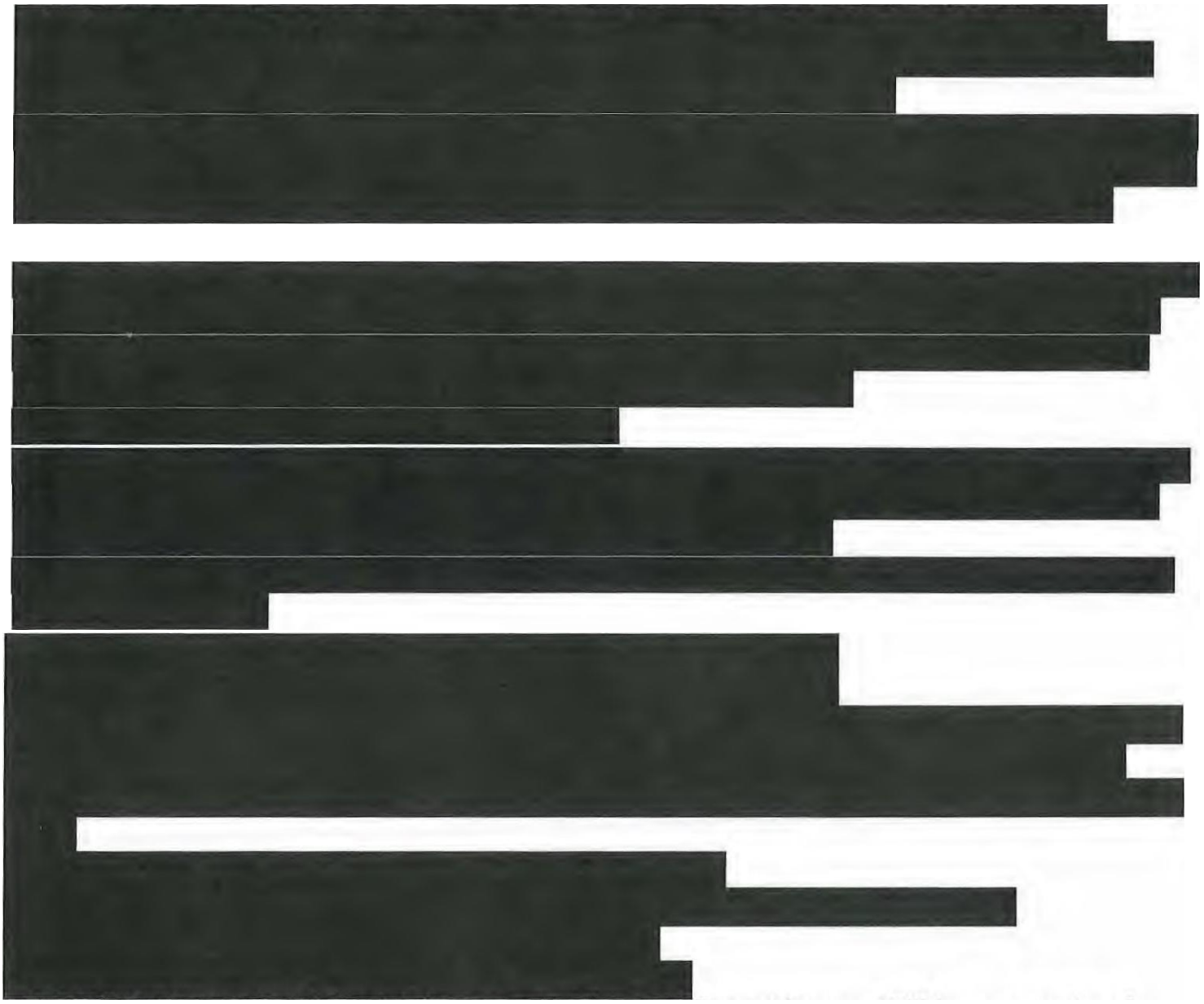
So will be in touch with your offices about this.

[02/06/2020, 09:39:10] Paul Johnston: In general - we need to be clear that we can't expect all staff who have moved out to be moving back to their home policy team.

We may also need to move some staff to health who haven't moved at all yet. [02/06/2020, 09:39:36] Paul Johnston: I'm v conscious of our concerns about staff wellbeing - and have shared these.

[09/06/2020, 09:13:16] Lorna Gibbs: I have a good example of the '24 hour working culture' we have been discussing, DFM's office emailed my team with a query at 20.26 last night then sent another email asking for an answer ASAP at 9.06am. It's not media related so I struggle to see quite why it's so pressing.

[16/06/2020, 15:28:25] Paul Johnston: We've moved on to the work needed for EU exit. Feels relatively insignificant compared to COVID social impacts. Happy to be challenged on that.
[16/06/2020, 15:29:11] Lorna Gibbs: It's a big issue for ALS.
[16/06/2020, 15:29:33] Paul Johnston: Glad there is still some focus on it.
[16/06/2020, 15:29:55] Carol Tannahill: Also happy to record hours, though agree with Gayle that it's an unusual ask for an executive cohort where the nature of the work goes beyond hours at a laptop, and trust & evidence of delivery and responsiveness are key. But if it helps make the case for staffing and if there's an agreed system, happy to do it.
[16/06/2020, 15:31:02] Paul Johnston: I'm interested in the point that it's an unusual ask. From my legal experience everyone would do it, including the most senior, [16/06/2020, 15:36:11]



[18/06/2020, 10:21:21] Paul Johnston: I'm having IT problems. Will be a couple of minutes. Feel free to make a start.

[18/06/2020, 10:25:02] Paul Johnston: On now. Do join us if you can!

[18/06/2020, 11:03:30] Paul Johnston: Sorry about that intel - unsatisfactory to deal with such big issues with little time. We risk skimming over the surface, acknowledging the problems, but not having a proper chance to address them.

[18/06/2020, 11:08:00] Paul Johnston: If you agree, I think we need to access some support in terms of how we take these issues forward in a planned and programmed way as opposed to ‰admiring the problem'.

[18/06/2020, 11:24:13] Shirley Laing: Yes please. I think the planned & programmed approach is essential at DG and SG level. We were able to pause lots of work as Ministers clearly understood the initial emergency crisis response, Moving out of the initial phase the understanding is unraveling and expectations of portfolio priorities are rising.

[18/06/2020, 11:43:15] Joe Griffin: Agree we need (expert) help.

[18/06/2020, 12:10:54] Alison Cummings: Definitely - we can't fix these issues within our own directorates so essential we work together, ideally with some expert support as Joe says

[22/06/2020, 11:58:37] Paul Johnston: CPS meetings reducing to weekly

[22/06/2020, 11:58:52] Paul Johnston: And we are allowed 'some respite'

[22/06/2020, 12:00:06] Shirley Laing: Yep - cheeriest messages right at end of call! I do wonder tho if we should retain the Thurs and not Mon mtg to try & avoid weekend working? Or are we organised enough now that papers could issue by Fri for the Mon?

[22/06/2020, 12:59:33] -Gayle: agree re the Thursday

[24/06/2020, 08:44:39] Paul Johnston: Morning team. Hope as many of you as possible can make our 9am Dare to Lead session. I have a couple of apologies. I'm confident it will be good use of 90 minutes. I've had a couple of conversations with [redacted] our Dare to Lead coach, and bringing her colleague [redacted] to help facilitate. I believe that the Dare to Lead material has the potential to really transform our work and ultimately help make our work more of a joy! We're using zoom this am.

Thanks.

[24/06/2020, 08:45:28] Paul Johnston: And there's still time to watch at least some of the TED talk that sent round. 48 million views already! [24/06/2020, 10:33:04] Paul Johnston: image omitted

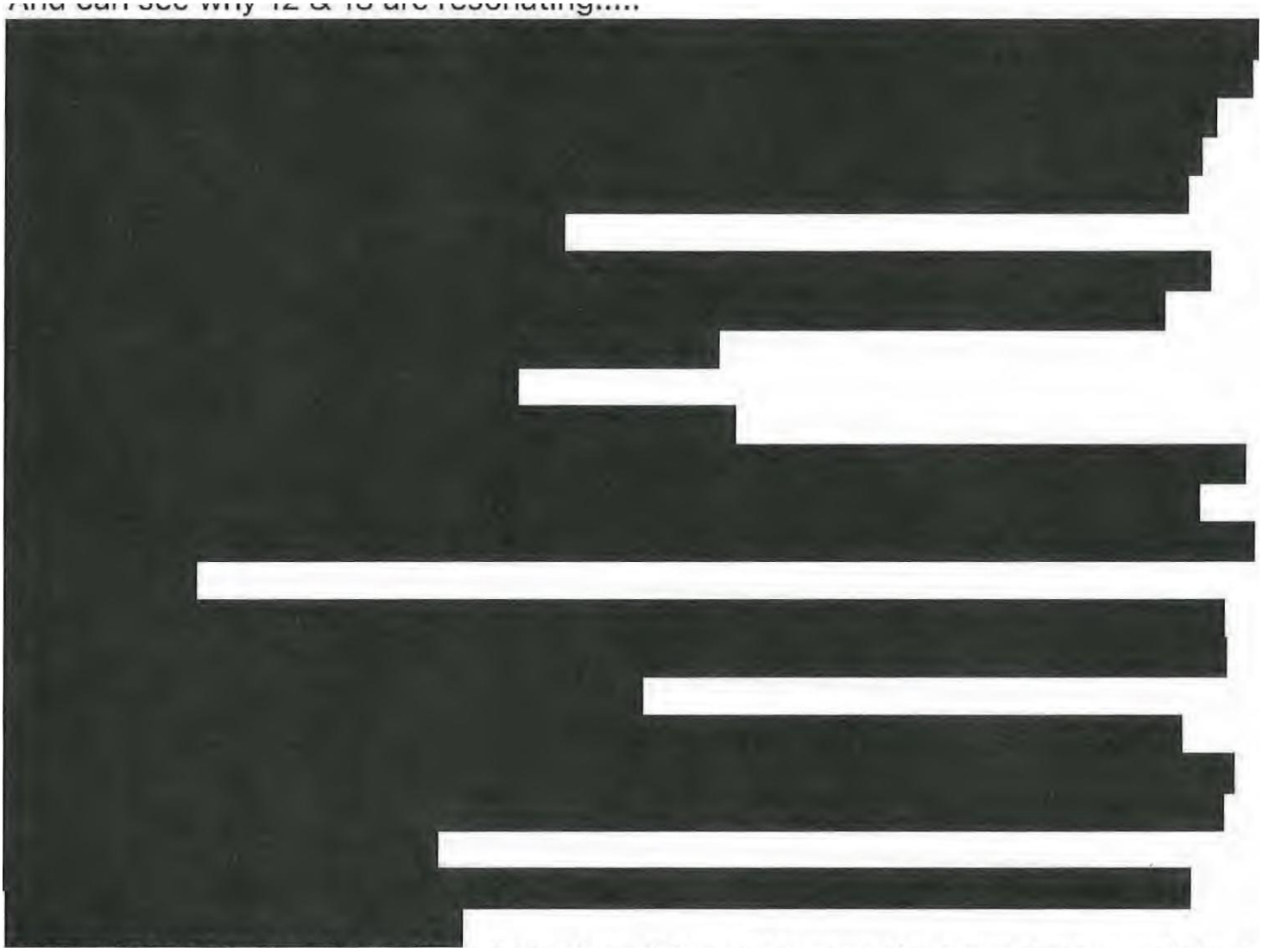
[24/06/2020, 10:33:04] Paul Johnston: image omitted

[24/06/2020, 10:34:40] Paul Johnston: Numbers 12 and 13 on both lists are resonating for me at present.

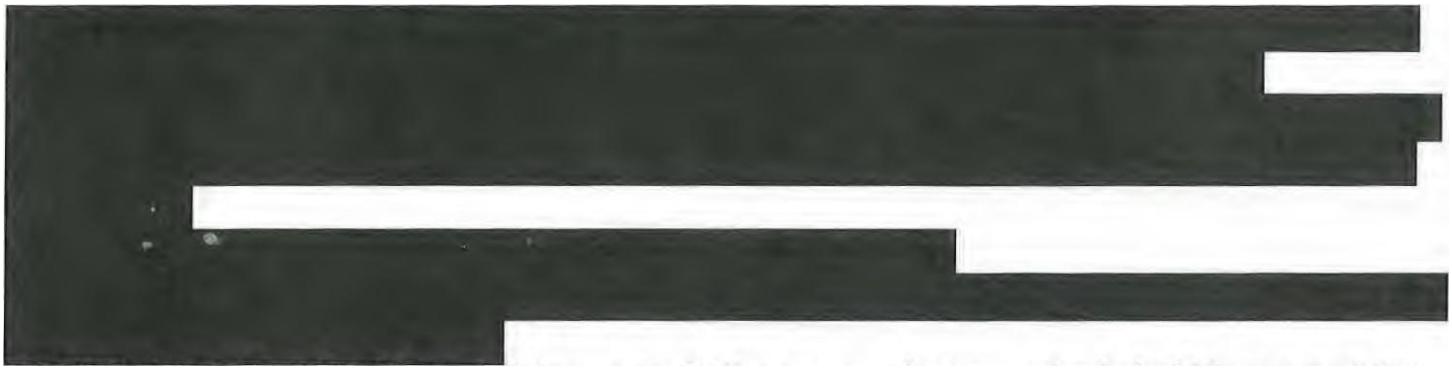
[24/06/2020, 10:35:19] Paul Johnston: Thanks to you all for engaging. Let's reflect over the coming days and we can agree whether we want to devote more time to the full prograннme.

[24/06/2020, 10:55:21] Shirley Laing: Really interesting taster session. I for one would be very keen to learn more! And can see why 12 & 13 are resonating

And can see why 12 & 13 are resonating.....



[24/06/2020, 15:50:51] Stephen Gallagher: Ditto yesterday. We have the spreadsheet and it's populated!

[25/06/2020, 10:24:11] Lorna Gibbs: Anyone else struggling with the Skype link?
[25/06/2020, 10:24:39] Shirley Laing: All good for me. Maybe worth trying to dial in again?
[25/06/2020, 10:24:48] Michael Chalmers: Ok for me, 6 of us have made it on.
[25/06/2020, Lorna Gibbs: Just me then
[25/06/2020, 11:03:24] Lorna Gibbs: Sorry no idea what the problem was. I Skyped Debbie who could hear me but I couldn't hear her.
[redacted] left
[17/08/2020, 11:12:18] Paul Johnston: Morning team. Thanks for your participation in that session despite the tech challenges. Suspect best to keep it simple. Thoughts welcome on how best we can engage the SCS team as a whole leadership cohort in days ahead.
[17/08/2020, 11:13:01] Paul Johnston: I liked Sam's idea of the walking meeting - if anyone would like to try that for a forthcoming catch up please let me know (just not in the rain today!). Paul
[17/08/2020, 11:15:00] Joe Griffin: Cheers Paul. As you say, best to have the substance in pole position not the vehicle. Would be delighted to see you for a walking meeting. I've done a few, including with Amy Wilson [redacted] Joe
[17/08/2020, 11:18:17] Stephen Gallagher: Ditto. I'd be very happy to have a walking meeting and have a thought about encouraging team well being meetings in a similar vein.
[17/08/2020, 11:19:02] Paul Johnston: Sounds good - bring on the walking meetings! May need 2 hours to allow for travel etc rather than 30 minutes by phone. But maybe that's a good thing.
[17/08/2020, 11:19:28] Shirley Laing: Morning all. Agree it was a good session this morning. Also up for a walking meeting if logistics allow. Building on my abandoned SMT away day idea I did wonder if there may be a way for a few of us to get together for a socially distanced coffee and catch up somewhere outdoors? Maybe our intel mtg one week? Again logistics come into play as not sure where everyone lives and wouldn't want to hijack a big chunk of anyone's day for this but it would be nice to get together- so long as no more than 8 households!
[17/08/2020, 12:56:43] Michael Chalmers: Yes, walking meetings are great (when dry) and id be up for a directors coffee or intel meeting in person if we can make it work.


[18/09/2020, 10:58:06] Paul Johnston: Colleagues - I suggest a brief Skype call for all who are available following FM mtg.
[18/09/2020, 10:58:40] Paul Johnston: We'll fix for 11.10. Please join if you can. 20 mins max. Important work over coming days.
[18/09/2020, 11:03:09] Alison Cummings: Thanks Paul - I'm able to join at 11.10 [18/09/2020, Michael Chalmers: Me too. [18/09/2020, Stephen Gallagher: Ditto [18/09/2020, -Gayle:
[18/09/2020, 11:04:24] Michael Chalmers: Alison I'm speaking to my folk on under 12s etc issues 1130 if you want to join.
[18/09/2020, 11:05:52] Lorna Gibbs: Ok
[18/09/2020, 11:08:31] Alison Cummings: Thanks, Michael, I've accepted your calendar request
[18/09/2020, 11:20:18] —Gayle: Spray sound not working may have to leave and come back
[18/09/2020, 18:32:20] —Gayle: We are pressing send on elc/children/ schools guidance note now
[18/09/2020, 18:32:37] Gayle: Thank to all involved for joint collegiate approach
[18/09/2020, 18:32:42] Paul Johnston: Great. Thanks Gayle and team.
[20/09/2020, 09:44:40] Paul Johnston: Morning team -—vwill send round advice that Dominic put to FM early this morning. If you have particular concerns from perspective of social harm please shout ASAP.
[20/09/2020, Stephen Kerr: [redacted] could you COPY across please in case there's an angle we need to consider as well from an SSOP perspective. Thanks [20/09/2020,
[20/09/2020, : To your box and both of David's?
[20/09/2020, Stephen Kerr: Yes please
[20/09/2020, Stephen Kerr: Thanks Karen
[20/09/2020, 17:10:36] Paul Johnston: Quick feedback from 4:30 ET meeting:

[redacted]

_we'll see this late this evening or in the early hours. Please have a look first thing tomorrow if possible and say if you have concerns.

[redacted]

- Joe - grateful for your work on compliance. Liz very keen that that includes compliance by business. If they demonstrate compliance can we find a way for them to keep open?

Thanks for all the work over the weekend so far.

Paul

[20/09/2020, 17:15:20] Stephen Kerr: Paul - I thought the points about the social harms aspect to travel restrictions were well made. For what it's worth I don't think this has been thought through enough by colleagues elsewhere and would support this not being included (at the moment) in the restrictions we impose. Offering these views more as a bypasser than anything else!

[20/09/2020, 17:22:44] Paul Johnston: Agree - thanks Stephen.

[20/09/2020, 17:28:21] Gayle: Thanks

[20/09/2020, 17:34:44] Michael Chalmers: Paul -just to say Penny C has been in touch about the paper and some of the issues pertaining to children. Alison - I'll add you to the chain if you're not on it. M.

[20/09/2020, 18:04:29] Alison Cummings: Please, Michael, I don't seem to be on Penny's chain

[20/09/2020, 18:05:30] Michael Chalmers: You should be added now,

[20/09/2020, 18:07:15] Stephen Kerr: Another reflection from afar: 30 miles also doesn't make much sense outside the central belt (always keen to see policy not just being made for the middle classes!). Communities in the north, south and Argyll & Bute are effectively locked down in many respects if that's the radius being looked at. And I'd have thought the sense of social isolation would be felt most acutely by those communities as we head into the end of the year. Anyway I'm sure this is all being factored into what are, admittedly, tough judgement calls.

[20/09/2020, 18:25:59] Michael Chalmers: Sorry Alison it was stuck in my outbox (having connectivity issues) - you should be copied now. M

[21/09/2020, 00:06:23] Stephen Gallagher: Just to concur with Stephen Kerr's point we'll made about avoiding central belt bias. 30 miles would restrict many islanders coming to the mainland, and lock down many remote communities. The T&P data does not signs this out as a significant factor so the legitimacy as well as the desirability of doing so will be questioned. I'm sure points already made. [21/09/2020, 09:20:20] Paul Johnston: Morning team. Hope you are well. I'm wondering if it would be helpful to have a brief optional check in this am. You should see Dominic's advice from about 3am this morning. Also just had ET. I suggest a call at 10am for a few minutes.

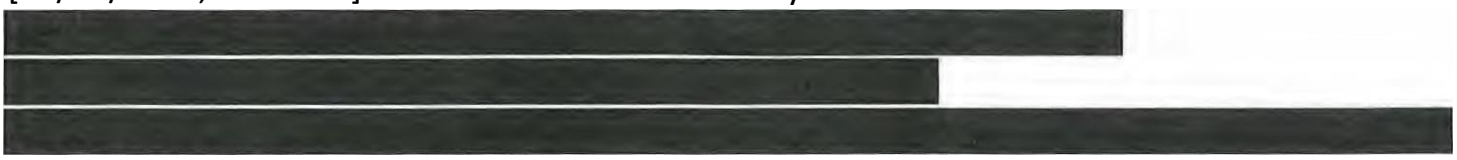
[21/09/2020, 09:23:11] Joe Griffin: Morning Paul. Yes, good idea thanks. Joe.

[21/09/2020, 09:23:31] Michael Chalmers: Yes thanks Paul.

[21/09/2020, 09:23:35] Gayle: Paul u am leading a educ directions session at 10 sorry G
[21/09/2020, 09:25:10] Paul Johnston: Don't feel obliged if you have other stuff on.
I'll reach out directly to any areas that are not covered.
[21/09/2020, 09:25:14] Gayle: Can I also be copied into Dominic's email please?
[21/09/2020, 09:25:31] Paul Johnston: Karen is sending it round the full team.
[21/09/2020, 09:26:19] [redacted]: Hi, I sent @ 08:52 from DG box. Let me know if you cant find it.
[21/09/2020, 09:30:01] Stephen Kerr: Be good to see the advice too
[21/09/2020, 09:30:15] Stephen Kerr: - can you ping on please thanks [21/09/2020, NOW done, Stephen.

[21/09/2020, Stephen Kerr:
[21/09/2020, 09:38:57] For those joining the 10.00am call with Paul, please dial

[21/09/2020, 10:03:45] Michael Chalmers: Not getting reception so will try to join in 5 mins.
[21/09/2020, Paul Johnston: Ok.
[22/09/2020, 12:06:10] Paul Johnston: Re current CPS meeting ...Think this is excellent work from Audrey. Grateful if those of you with something to add could weigh in. .DFM clear he'd like to hear from officials as well as Ministers. Thanks.
[22/09/2020, 12:14:30] Michael Chalmers: I'll try to come in.
[22/09/2020, 12:14:47] Paul Johnston: Appreciate it is quite lively - which is good.
[22/09/2020, 12:14:47] Joe Griffin: Me too. Not easy!



[22/09/2020, 12:22:43] Stephen Kerr: image omitted
[22/09/2020, 12:22:56] Stephen Kerr: With apologies for the language
[22/09/2020, 12:23:34] Paul Johnston: It does make the point quite clearly. [22/09/2020, 12:24:20] Stephen Kerr: Plays to the Glasgow audience (of which I'm one!) well so something about tailoring your comms to the audience in this!
[22/09/2020, 12:25:32] Stephen Gallagher: We could benefit from a discussion about how to build social solidarity to get everyone through the next 6 months
[22/09/2020, 12:25:34] Michael Chalmers: I held off suggesting a Jack &Victor led campaign.
[22/09/2020, 12:26:13] Joe Griffin: Not sure I'm going to get in here Paul.
[22/09/2020, 12:27:14] Paul Johnston: Quite an outpouring of feeling. Really striking. Good to hear from the whole group of Ministers. DFM will be hearing it clearly. There may still be chance Joe....
[22/09/2020, 12:27:57] Stephen Kerr: That is seriously the type of thing we do need to be considering...and, if appropriate, discount, There's so much more we can do on social media and we just haven't tuned into that quickly enough for my part
[22/09/2020, 12:28:10] Michael Chalmers: I'm not sure our framework for decisions and considering 4 harms is as clear and robust as we think.

[22/09/2020, 12:29:20] Joe Griffin: There are periods of transparency and process, and then long periods where it goes quiet and I have no idea who is advising whom. [22/09/2020, 12:30:17] Joe Griffin: Elbows get sharpened

[22/09/2020, 12:30:42] Stephen Gallagher: I agree with joe's observation. But if social harms are slower burn, really having a 6 month plan is maybe where we need to be (as well as factoring into key changes)

[22/09/2020, 12:40:59] Alison Cummings: Agreed - and the group of directors in the know changes, so how involved you are able to be can be at mercy of distribution lists. I think there's a risk that at times we're overrelying on policy making by email chain / tracked changes and missing the richness that can come from us working through issues together through discussion (on substance rather than process) and generating silos. Appreciate that's tricky when analysis and decisions often taking place at all hours of day / weekend. One of my team raised really good challenge at our SLT this morning about whether anyone thinking about "user journeys" so look at different families' experience / average week and what impacts are of proposed new suite of restrictions (or at other times easing)

[22/09/2020, 12:41:14] Stephen Kerr: There isn't usually the time, That's the problem imho

[22/09/2020, 12:45:12] Stephen Kerr: Social media influencers are one of the best ways to reach the age groups DFM is mentioning but our thinking is far too narrow on comms at the moment, again imho

[22/09/2020, 12:48:23] Paul Johnston: Good discussion - thanks to you all. I'll share some rough notes.

[22/09/2020, 12:49:08] Alison Cummings: Influencers played part in our parental comms campaign for 1140 earlier in year, so our marketing teams are starting to broaden out channels but don't know extent to which they're doing so for Covid comms. Parent Club team tend to be v good at identifying creative ways to engage [22/09/2020, 15:22:37] Paul Johnston: Good to pick up learning from ELC and apply into COVID Alison....

[22/09/2020, 15:45:06] Alison Cummings: Yes, I think marketing have been drawing on what's worked on Parent Club and the school leavers ELC workforce campaign from a couple of years ago, which remarkably was the first SG marketing campaign directly targeted at 16-19 year olds and so mainly channelled via social media. We learned from that campaign that if we weren't seeing the social media posts on our own personal feeds that was a good sign that they were genuinely being targeted at the right (far more youthful) audience! [redacted] has j u s t sent a helpful note summarising how Marketing have been using influencers to support Covid comms over last few months.

[22/09/2020, Joe Griffin: Alison - could you forward me the [redacted] note PIs?

[22/09/2020, Alison Cummings: Just forwarded it on [22/09/2020, 15:47:22] Joe Griffin: Cheers.

[22/09/2020, 15:48:12] Paul Johnston: Just seen the list of influencers in that note. It genuinely means nothing to me - think I recognise two of the names, Maybe that's the point.

[22/09/2020, 15:52:41] Alison Cummings: Yes, we had to put a lot of faith in marketing that they knew who / what they were tall<ing about...

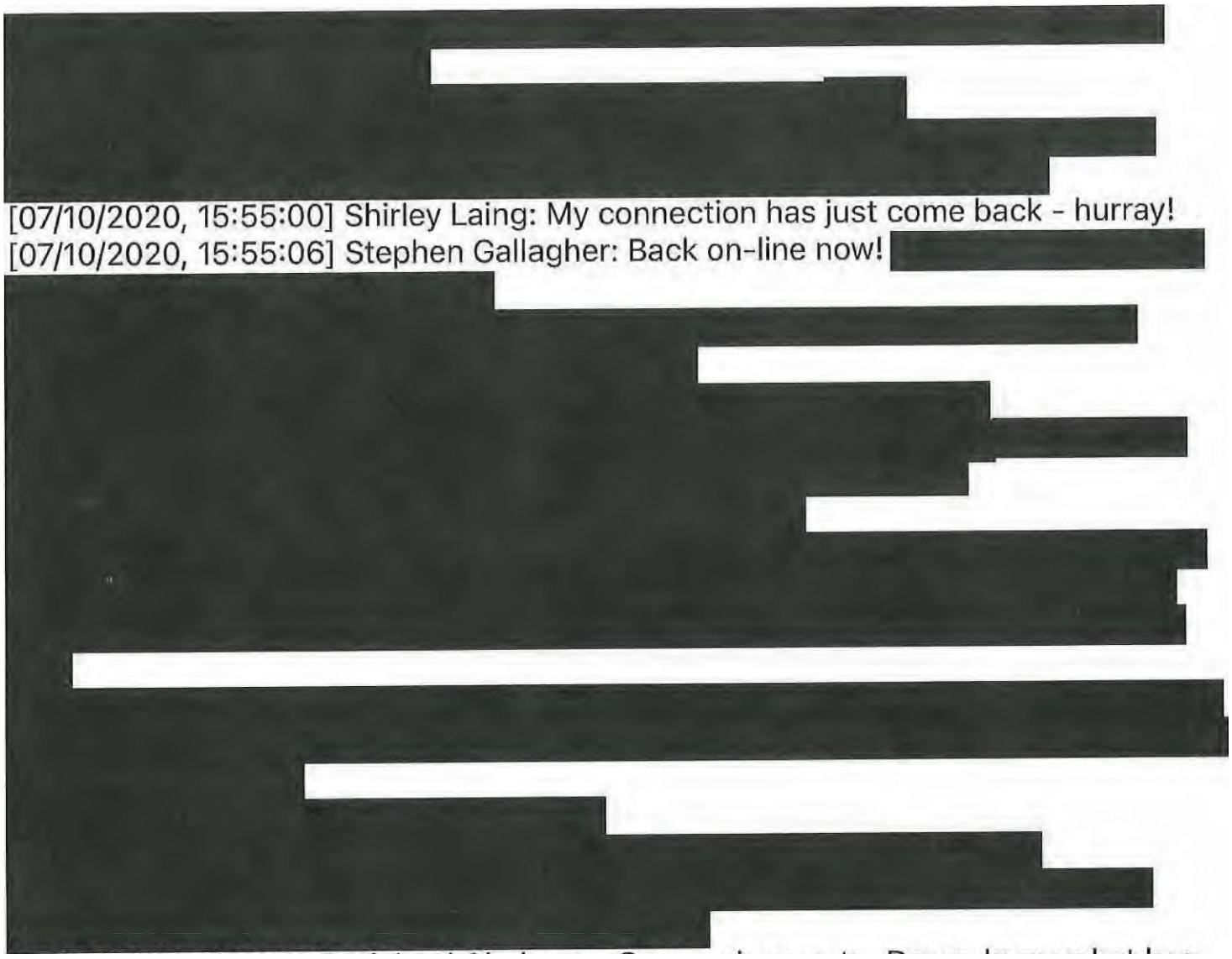
[22/09/2020, Paul Johnston: [redacted]

..think we may need some more characters from video games and Marvel movies.
[22/09/2020, 15:54:22] Stephen Kerr: And who did they check with that these were the right people? My point earlier, for clarification, was whole of SG messages being communicated to a younger audience and are we thinking widely/broadly enough here? [22/09/2020, 15:55:37] Stephen Kerr: That's exactly what I mean! Where's the work being done to throw ideas like that around and coming up with, if not (Thor Says #StaySafe', then something that will appeal to children and young adults
[22/09/2020, 15:55:43] Alison Cummings; Extensive focus group activity with young people in target age group, supported in our case by agencies who were more experienced that SG in developing campaigns for that age group.
[22/09/2020, 15:56:05] Stephen Kerr: And is it working?
[22/09/2020, 15:56:42] Joe Griffin: This is the sort of thing the compliance group can interrogate.
[22/09/2020, 15:56:49] Joe Griffin: First meeting tomorrow at 11
[22/09/2020, 15:57:50] Alison Cummings: For ELC, yes. It reached the target age group and good campaign recognition. Marketing will be doing similar real time evals of Covid campaigns that I'm sure will be feeding into Joe's compliance group. [30/09/2020, 16:01:47] Paul Johnston: Afternoon team. Hope you are well in what is undoubtedly another busy week. There's huge pressure in all places - however special mention of Lorna and her team, HE work has been pretty overwhelming at points - and we are not through it yet. Lorna urgently needs a couple of B band staff and also one C band member of staff to help an excellent but hard pressed team even if just for the next 4-6 weeks. Could anyone help? If so, Lorna will be pleased to hear from you.... thanks, Paul
[06/10/2020, 12:17:38] Lorna Gibbs: One way to give students hope would be to bring back more face to face teaching with all appropriate safeguards. Something for my area to think about and discuss with others. Colleges are doing a lot more face to face than universities and their infection rates are much lower.
[06/10/2020, 12:27:19] Shirley Laing: I'll pick up on food point with my folks and link to AC's PO. Thinking in hand around access (supermarket slots) and affordability (proposal to use SWF monies and transfer to LAS for flexible use in response to EU exit or COVID). I thought advice was with Mins on this but it may be in development still. Should be relatively quick to offer some reassurance on (for now at least) [07/10/2020, 09:18:22] Paul Johnston: Morning team. I'm putting in a call at 10am for an update following Cabinet. I have ET at 9:30 so will report back right away. I'm under strict instructions not to share papers at this stage - hence oral update for those who can make it. Fine to have a deputy if you can't make it. Thanks.
[07/10/2020, 09:19:09] Michael Chalmers: Thanks - I'm in a DFM/LA meeting - will see if we can get a deputy.
[07/10/2020, 09:19:54] Paul Johnston: For those who can't manage I'll share papers as soon as possible. Don't think there are any huge surprises so don't let it disrupt existing plans.
[07/10/2020, 09:20:32] Stephen Gallagher: Shirley and I interviewing until 10.15 1'll ask Brenda to attend.
[07/10/2020, 09:21:22] Gayle: I have Adv board sort and involves all SDS
[07/10/2020, 09:21:42] Graeme Logan: Thanks Paul I'll join the call [07/10/2020, 09:22:01] Graeme Logan: And can report back to Gayle [07/10/2020, 09:22:40] Gayle:

[07/10/2020, 09:22:43] Alison Cummings: I've got Ministerial JDB at 10 so afraid won't be able to make it, and Simon needs to be at JDB too so can't send deputy.
Could I maybe catch a word with you later too please, Graeme?
[07/10/2020, 09:24:51] Graeme Logan: Yes Alison no problem, I'll ask my office to arrange a call with you and Gayle.
[07/10/2020, 09:26:47] Shirley Laing: I'll try to arrange a deputy. Sorry I can't make the call (for reasons Stephen has given)
[07/10/2020, 09:28:17] Stephen Gallagher: Brenda will dial in shortly after 10. She is currently supporting a Minister on a call with Accounts Commussion.
[07/10/2020, 09:32:49] Shirley Laing: Catriona MacKean will dial in for my interests [07/10/2020, 09:47:15] Lorna Gibbs: I will dial in.
[07/10/2020, 15:49:52] Shirley Laing: Colleagues, not sure how widespread the problem is but just to flag that,along with my full SMT, I lost connection to Scots about 40 mins ago and no sign of getting back online anytime soon, It may just be coincidental that it happened during FM statement or it may be folks across the office live streaming the statement causing the system to overload (not guilty I hasten to add If you need me urgently this aft pls text or call. Thanks
[07/10/2020, 15:51:34] Stephen Gallagher: I was on performance board Webex and everything crashed.
[07/10/2020, 15:52:23] Shirley Laing: That's sounds fairly disastrous! Are you back online now? I've rebooted a couple of times but no joy yet

[07/10/2020, 15:53:04] Michael Chalmers: I seem to be back on now

[07/10/2020, 15:53:29] Lorna Gibbs: I was sitting in a Skype call wondering where everyone else was....



Shirley Laing: My connection has just come back - hurray!

[07/10/2020, 16:57:27] Michael Chalmers: On a serious note. Do we know what has happened to the proposed 4 (or 3) levels approach? Is it still in play?

[07/10/2020, 17:19:57] Paul Johnston: Michael - I think that's what we've now to develop.

[07/10/2020, 17:21:05] Shirley Laing: FM seemed to indicate in statement this was under development and hoped to align with approach in other UK nations as much as possible

[07/10/2020, 17:22:51] Lorna Gibbs: Do we need sector versions of what we would do in each level like the one that Graeme's folk have just put to DFM?

[07/10/2020, 17:25:01] Paul Johnston: Good thought Lorna. Not sure of answer - but could be worth developing if it doesn't get too complicated....

[07/10/2020, 17:25:20] Paul Johnston: I'm already getting emails from restaurants in Fife emphasising they are open ....

Fife emphasising they are open

[07/10/2020, 17:26:46] Stephen Gallagher: Having a plan better than not having one but need to avoid over complication. Struggling to get messages across as things become more complicated, The Fife thing isn't helped that we focussed on health board areas (less familiar to the public) than council areas...
[07/10/2020, 17:27:55] Paul Johnston: Yes confess I had to check on boundaries of Lothian health board earlier this week (when I wondered if the October break would be spent there).

[redacted]

[07/10/2020, 17:34:34] Joe Griffin: One Compliance proposal is having a Helpline or Livechat to answer these kind of questions for people. Apparently the police get inundated with phone calls every time we change the rules.
[08/10/2020, 10:30:13] Stephen Kerr: We put a webchat facility in pretty quickly to the social security agency [redacted] If you need more on this [redacted] is worth having an initial word with.
[08/10/2020, 12:57:05] Joe Griffin: Cheers Stephen.
[15/10/2020, 09:19:19] Paul Johnston: For those on directors call - we are playing 'spot the good news'. E 700m more in the budget than we knew about last week. [15/10/2020, 09:23:16] Paul Johnston:
[15/10/2020, 09:24:09] Joe Griffin: Interesting to see what shortfalls remain this year and next once these consequentials have been processed.
[15/10/2020, 09:25:41] [redacted]
[15/10/2020, 09:28:51] Paul Johnston: We have funding for about 3 more staff across all of ECJ - so let's not get too excited about Nicky's update.
[15/10/2020, 09:28:54] Michael Chalmers: Yes - it's not as if all challenges have gone away!
[15/10/2020, 09:28:59] [redacted]
[15/10/2020, 09:30:34] Michael Chalmers: Meant to be news day Alison!
[15/10/2020, 09:30:42] Michael Chalmers: *good news day
[15/10/2020, 09:31:47] Alison Cummings: Once an accountant always an accountant
- our good news always comes with several footnotes

[15/10/2020, 09:32:13] Paul Johnston: You are right of course Alison. But we need some glimmers of hope!

[redacted]

[15/10/2020, 09:35:25] Joe Griffin: I know! So you should be.

[redacted]

[15/10/2020, 09:39:03] Paul Johnston: Not sure Ken McCallum sees it as especially good news ...based on what he said yesterday anyway.

[redacted]

[15/10/2020, 16:39:38] Shirley Laing: All - just to say collective return on strategic framework now sent. Just 35 mins late!!! I ultimately did not amend any of the texts you provided as they had been through your local clearance processes and read well. I also flagged in the covering note our recognition of time pressure and this being an iterative, if short! Process. I tried to copy as many of the key folks from your team in as I could when sending up but pls check and forward to anyone else who needs see it. I know I will have forgotten someone important! Super grateful for the team effort on this. We put forward a power of good stuff. Round I done. Thank you.
[15/10/2020, 17:17:34] Graeme Logan: Many thanl<s for coordinating this Shirley - much appreciated.
[15/10/2020, 17:19:43] Michael Chalmers: Hear, hear! And sorry you got stuff late - I think as commissions (multiple) went down chains some deadlines not passed on, and of course we're all in other meetings when asked to clear! But great team work, and thanks Shirley!
[15/10/2020, 17:35:36] Paul Johnston: Great to hear - thanks Shirley, and everyone else for the various contributions. Will read with interest shortly.
[15/10/2020, 18:32:54] Michael Chalmers: And we shouldn't feel too bad about tardiness, our return was in a full 42 minutes ahead DG H&SC (not that it's a competition).
[15/10/2020, 19:07:33] Paul Johnston: And it was good stuff (though we struggled with the word count). Thanks everyone.
[15/10/2020, 19:32:48] Shirley Laing: And late readers may spot I have now sneakily planted a few seeds about funding support that would be helpful - if you don't ask and all that!!!! Have a good evening all.
[23/10/2020, 17:31:35] Lorna Gibbs: Hi all. I have spent the last 2 days on an [redacted] with colleagues from across the civil service. There was quite a lot of discussion on the challenging relationship between civil servants and Ministers and a feeling that this had broken down. A few people told me how lucky I am to be in SG and how some of their colleagues were actively looking to transfer up because they want to remain in the civil service and see our mutual respect with ministers as a real positive. In a week that's been frenetic and difficult for some of you I thought it worth passing this on. Our lives are challenging but they could be so much harder
[23/10/2020, 18:41:43] Michael Chalmers: Nice to hear, Lorna - we have some fantastic colleagues, the challenges of last 7 months have really shown that. I'm grateful to have Iona and

some brilliant DDS and c bands who have left me (largely) undisturbed during leave this week. We'll all need batteries fully charged for the next
6 months! U
[23/10/2020, 18:42:41] Shirley Laing: Thanks Lorna - really good to be reminded of
the many positives of SG And glad you have had a decent break Mike [24/10/2020, 09:57:59] Stephen Gallagher: Good morning folks.

I'm really sorry to interrupt you on a Saturday morning but following publication of the framework and various meetings today which will lead to an indicative idea of local authority placement across the 5 tiers, I have the task of coordinating the gathering of initial reactions from council chief executives. DFM was clear yesterday that he'd like this done at Director and/or DG level and hence my message.

While the whole process is being designed as we go (and could yet change depending on the level of clarity and pragmatism that prevails) my ask would be for 1-2 fellow Directors to join me on this tomorrow afternoon and the output scoping the extent of political engagement required M-W before the tiers are published.

I can provide some briefing before the exercise, a script and a feedback capture form etc to make the process as easy as possible.

Can anyone help. My best estimate is maybe 11-5 tomorrow.

A quick indication of availablity would be great to let me roam elsewhere. And no judgement or offence taken if it's just not doable for you!

Stephen
[24/10/2020, 10:30:14] Shirley Laing: Stephen - I'm really sorry but tomorrow is difficult for me. [redacted] I'm sorry I can't offer to help on this particular occasion.
[24/10/2020, 10:40:21] Shirley Laing: Me again, if you are struggling to get folks Stephen I could help 9-11 tomorrow morning if that's any good? Realising it's not in the time frame you mention do let me know if that helps any. And good luck! [24/10/2020, 10:41:23] Stephen Gallagher: Thanks, hopefully I won't need to take you up on that. I think you should step back and tal<e the time out [24/10/2020, 10:41:49] Shirley Laing: Thanks Stephen , appreciated [24/10/2020, 10:56:54] Lorna Gibbs: Can't do the whole time but could do from around 2.00pm if that would help.
[24/10/2020, 10:58:03] Stephen Gallagher: Lorna, can I bank that offer and I'll confirm midafternoon today and confirm?
[24/10/2020, 10:58:17] Stephen Gallagher: Thank you!
[24/10/2020, 12:22:10] Graeme Logan: Hi Stephen [redacted] apologies I can't help on this occasion. Hope the calls go well. Graeme.
[24/10/2020, 12:31:18] Michael Chalmers: Stephen, sorry I don't think I can help tomorrow,

[redacted]

[24/10/2020, 12:35:42] Stephen Gallagher: Thanks for responding. So far I have an offer from Lorna and Elinor Mitchell so I think we can work this between us. I appreciate the replies and apologies for the interruption.

[24/10/2020, 17:41:07] Paul Johnston: Stephen - thanks for the message and for covering ET this week. I silenced what's app notifications and only checked once a day. 78 messages in one day felt like a record! I'm travelling home tomorrow but could certainly make some calls later in the day if helpful - ideally after about 5.

Hope everyone is well. Paul

[24/10/2020, 17:43:17] Paul Johnston: image omitted

[24/10/2020, 17:44:17] Stephen Gallagher: Hi Paul (and for Lorna's benefit too)

[redacted] I'm working closely with Ken and with LG today and we conclude jointly that for a variety of reasons, we are going to slide this into Monday so both you and Lorna are not required after all). Will fill you in on the week

[redacted]

[24/10/2020, 17:55:06] Paul Johnston: Great - thanks Stephen. Hope everyone can get the day off tomorrow. Paul

[24/10/2020, 20:13:01] Lorna Gibbs: Ok Stephen. Hope you get a break tomorrow. [28/10/2020, 10:26:32] Paul Johnston: Great contributions from so many of you at the SCS meeting - many thanks. Really interesting to see the flow of the discussion, with such a commitment around team wellbeing. I'm left wondering about the heroic leadership point and the moments where it may be needed....

[28/10/2020, 12:08:07] Joe Griffin: Thanks for convening Paul. I think the evidence would suggest heroic leadership is needed sometimes and we would be lost without it. But it's much better if we can plan and organise so that we don't need it. Better to have 737 pilots than spitfires. Heroic leadership can be seductive/addictive so we need actively to combat it becoming endemic. Which is what it is at the moment.

Xmas and NY will be a really important test of this. Joe.

[28/10/2020, 12:12:57] Stephen Gallagher: Sorry I couldn't join the wider session this morning. The irony isn't lost on me this week. I agree with everything Joe says in his message. Leadership paradigms are situational and need to flex to meet the circumstances. Heroic leadership isn't something that can or is wise to extend over long periods.

[28/10/2020, 16:17:22] Michael Chalmers: Apologies Paul, I was at Health management board but got very good read out from DDS who attended. The focus on need for rest etc very welcome.

[03/11/2020, 12:44:32] Shirley Laing: Folks Paul T is working closely on a winter support package based on commission from Ms Campbell and Ms Somerville. I'll look to share where that has got to with you all ASAP for comment. This differs from the initial paper that focussed on level 4 support. From CPS MG call what we may require is a hybrid. Again comments welcome once you see the material we have in development

[03/11/2020, 12:46:34] Michael Chalmers: Thanks Shirley - yes, crucial we can add in perspective on children's issues given front line children's services really struggling and will bring in Iona as CSWA to this too.
[03/11/2020, 12:47:23] Shirley Laing: Grand. This commission has evolved and grown in recent days hence folks not being as linked in before now.
[03/11/2020, 13:16:31] Alison Cummings: Thanks, Shirley. I might be trying to stretch this to far but I'm struck by success of the childminding wellbeing service funded via that route earlier in the year and whether that could be a model to support some Level 4 critical childcare for essential workers who don't have anybody locally to offer them informal childcare, given how challenging it's proving to engage LG colleagues on that issue. Will give it some more thought and input when material comes round.
[10/11/2020, 12:27:34] Shirley Laing: Just to confirm [redacted] and [redacted] will lead on the draft submission to Ms Forbes just commissioned on CPS MG call.
[10/11/2020, 12:28:38] Michael Chalmers: Thanks. Promising outcome Shirley, and great feedback from DFM - thanks to you and yours for kicking off and coordinating.

[10/11/2020, 12:28:46] Paul Johnston: Great. Thanks. Really good work - though let's not underestimate the potential challenge of securing E100m. Assume it will be split across a few portfolios - do we have a breakdown? And can we make it E100m rather than E99.78m?
[10/11/2020, 12:33:33] Shirley Laing: I've fed that back Paul. I'm assuming we can get breakdown easily so have asked that we include that in submission. And I agree re rounding to ElOOm so team are on that point too.
[12/11/2020, 12:27:56] Lorna Gibbs: On the point in the assurance meeting on ministerial correspondence, does anyone else have experience of ministers being contacted directly by members of the public on Twitter and then asking officials for urgent responses rather than going through the MiCase process?
[12/11/2020, 12:30:41] Shirley Laing: Yes. Happens pretty regularly with Mr Stewart and homelessness issues.
[12/11/2020, 12:37:22] Alison Cummings: Ms Todd will often raise issues from social media with us - either to draft a response for her or to ask us to brief her on the issues being raised. She now tends to reply to providers and parents on Twitter asking them to email her for a formal reply so issues get swept up into the system, after we had a few issues with very persistent providers' Twitter contact.
[12/11/2020, 12:38:34] Shirley Laing: That's a good improvement in process Alison!
[12/11/2020, 12:38:46] Lorna Gibbs: Indeed!
[16/11/2020, 14:18:38] Paul Johnston: Afternoon colleagues. In the 4 harms group now. Advice is to move much of Scotland to Level 4. Id like us to have a brief huddle to be clear re what we need to do - thinking in particular about education and social harm.
[16/11/2020, 14:29:49] Graeme Logan: Thanks for letting us know Paul. This will escalate current tensions with this EIS. Happy to join a call. [16/11/2020, Graeme Logan: *the EIS
[16/11/2020, 14:30:21] Michael Chalmers: Happy to join a call too.
[16/11/2020, 14:30:52] Lorna Gibbs: Me too.
[16/11/2020, 14:30:57] Carol Tannahill: Hi everyone. I'd be glad to join too.

[16/11/2020, 14:31:00] -Gayle: Yes would be good to discuss given educ pressures
[16/11/2020, 14:41:55] Stephen Gallagher: I will if I can although I think I'm headed for an evening Of en a ement. Please 100 in — for LG funding advice &
note Brenda [redacted] will not be available. S.
[16/11/2020, 14:59:30] Joe Griffin: I'll be joining but a little bit late.
[17/11/2020, 11:49:01] Shirley Laing: Colleagues just to flag Im on CPS MG call [redacted]
[17/11/2020, 11:50:46] Paul Johnston: Fine for me, I was going to look to you for the social support package Shirley. If it stays bad I'll jump in.
[17/11/2020, 11:51:00] Paul Johnston: Do you know if it was agreed at Cabinet?
[17/11/2020, 11:51:30] Carol Tannahill: Thanks. [redacted]
[17/11/2020, 11:53:12] Shirley Laing: I can come in and speak but if line is poor grateful if you can pick up Paul. I haven't had confirmation but from other correspondence assume it has been. Liz Lloyd has indicated other funding will come later following input from Ms Campbell at Cabinet
[17/11/2020, 11:53:31] Michael Chalmers: So pleased to have you back Carol!
[17/11/2020, Carol Tannahill:
[17/11/2020, 11:56:03] Paul Johnston: Indeed. Welcome back Carol.
[17/11/2020, 11:56:25] Paul Johnston: Hope I didn't land too many of you in it there folks....
[17/11/2020, 12:01:46] Stephen Gallagher: Great to see Carol on the call. Welcome back!
[17/11/2020, 12:02:24] Joe Griffin: We're used to it Paul.
[17/11/2020, 12:03:33] Paul Johnston: Keeping you on your toes ...
[17/11/2020, 12:03:53] Joe Griffin: Rudely interrupted my Tetris.
[17/11/2020, 12:04:16] Paul Johnston: DFM will welcome comments from his team of officials - he's made that clear - assuming we can find space to come in!
[17/11/2020, 12:06:26] Joe Griffin: Word....edgeways.....
[17/11/2020, 12:19:36] Paul Johnston: Indeed. Did someone say compliance?
[17/11/2020, 12:19:47] Paul Johnston: Christmas special next week.
[17/11/2020, 12:19:58] Paul Johnston: Bring your own mince pie.

[17/11/2020, 12:20:22] Lorna Gibbs: No mince pies allowed until 1 December.

[17/11/2020, Joe Griffin: 2021

[17/11/2020, 12:21:13] Stephen Gallagher: And certainly no passing them around [17/11/2020, 12:21:14] Paul Johnston: Sorry - I've done my own risk assessment and have started eating them already. Important for wellbeing.

[17/11/2020, Joe Griffin: 17 November????

[17/11/2020, 12:21:50] Joe Griffin: Shirley Anne v sensible here.

[17/11/2020, 12:22:30] Michael Chalmers: Presume Steve Reicher or someone similar engaged on the xmas planning?

[17/11/2020, 12:22:49] Michael Chalmers: And don't even start on Misseltoe. [17/11/2020, 12:23:01] Joe Griffin: Yes Michael. We had a session with the advisory group last week. Reicher v helpful,

[17/11/2020, 12:26:09] Carol Tannahill: And of course schools become even safer once wider tier 4 restrictions are in place...

[17/11/2020, 12:35:05] Paul Johnston: Good point Carol.

[17/11/2020, 12:35:48] Graeme Logan: Thanks Carol excellent point which we will build in to DFM's statement tomorrow [17/11/2020, 12:38:17] Carol Tannahill: [22/11/2020,

Contact 17:57:48] ~ [redacted] card omitted

18:04:15] ~ [redacted]: [22/11/2020, Contact card omitted

[24/11/2020, 09:41:55] Shirley Laing: Morning colleagues. Just to give you the heads up the winter support plan likely to be added to agenda for today's CPS MG. Paul T is preparing a short paper that summarises the package and feedback on it received from FM last night which will be circulated once drafted. His team will also contact Ms Forbes office to see if we have any indication on the money being approved yet. Why the urgency you ask? Well it seems the plan (subject to funding) is to announce full package on Monday 30/11 at party conference and today's MG will be the only real chance for Ministers to discuss.....

[24/11/2020, 10:11:27] Michael Chalmers: Ok - subject to Paul's view don't think we needed an hour for xmas planning anyway.

[24/11/2020, 10:13:22] Shirley Laing: It is Jeanette C who suggested this be discussed. DFM and SAS agreed - that's when we were brought in! Hopefully it doesn't disrupt your agenda too much. I actually don't think there is a huge amount to discuss on plan - we either get cash and announce or we don't!

[24/11/2020, 10:17:11] Shirley Laing: Mike - I see winter plan detail now covered in social justice slides for today's discussion anyway so conversation may flow naturally as part of overall discussion

[24/11/2020, 10:33:10] Michael Chalmers: So the proposal is not to talk to every slide but have contributions on students, schools, compliance. But I can say we should then leave time for discussion on winter package?

[24/11/2020, 10:33:43] Gayle: We will be brief on schools

[24/11/2020, 10:34:14] Shirley Laing: That sounds good Mike, thanks. Hub may put out a revised agenda giving winter package its own slot but either way works. [24/11/2020, 10:34:35] Michael Chalmers: Yes expecting brief contributions (5 mins) to allow Ministerial discussion.

[24/11/2020, 10:34:48] Michael Chalmers: Revised agenda probably best.

[24/11/2020, 12:06:48] Paul Johnston: Good work across boudaries - great team!
[24/11/2020, 13:18:30] Shirley Laing: Not sure if others are affected but just to flag my team's IT connection has gone down in last hour so pls call if you need me urgently
[24/11/2020, Æayle: My scots down too
[24/11/2020, 13:19:49] Shirley Laing: Think it must be a server problem
[24/11/2020, 13:20:05] Shirley Laing: My divisions are affected too
[24/11/2020, 13:20:38] Paul Johnston: Think it may be all of us

[08/12/2020, 13:25:36] Joe Griffin:
the DFM has called a meeting at 1800 on winter readiness.....

[redacted]

[08/12/2020, 13:45:11] Paul Johnston: [redacted]

And I too am on the DFM winter preparedness call tomorrow.

[redacted]

[08/12/2020, 18:13:38] Iona Colvin: ~ [redacted] removed Iona Colvin

[08/12/2020, 18:28:58] Stephen Pathirana: ~ [redacted] added Stephen Pathirana

[08/12/2020, 18:28:58] Stephen Pathirana: added Stephen Pathirana [08/12/2020/ 19:09:19] Joe Griffin: DFM meeting tomorrow evening now pushed back to 1830 (start). My last meeting with CSJ today just ended at 1820. Good job those messages are landing! Need to stop this becoming the new norm.....

[08/12/2020, 19:18:43] Shirley Laing: I spotted that Joe. Have flagged with Paul's office that we will join the Christmas chat 30 mins or so late.

[redacted]

[08/12/2020, 19:19:52] Paul Johnston: Radical thought - worth pushing back on the meeting and asking if it's really needed?

[08/12/2020, Joe Griffin:

[08/12/2020, Shirley Laing: My thoughts exactly Joe!!! =

[08/12/2020, 19:21:38] Joe Griffin: It's a fair point, but on this on occasion as it's planning for concurrent winter emergencies that probably wouldn't go down well...

[08/12/2020, 19:23:31] Joe Griffin: I do think we should be prepared to do that in future though and also not just sleep walk into even longer days becoming

standard. Today started with pre cabinet call for Humza at 0830, in part to brief on a paper 87 pages long that issued at 2230 last night!
[08/12/2020, 19:24:53] Stephen Gallagher: I'm not long off a call to a very angry Edinburgh with DFM. Tin hats all round!
[08/12/2020, 19:27:31] Joe Griffin: I do think, in part, they only have themselves to blame.
[08/12/2020, 19:27:54] Paul Johnston: Yes - three bullet points later.
[08/12/2020, 19:45:43] Paul Johnston: Quite agree re challenging meeting times. Maybe cutting down the duration of 'standard' ones too. DFM suggested 30 mins for next CPSMG - maybe that could become the norm. So there's the challenge to those attending the one at 1830 tomorrow!
[08/12/2020, 19:47:39] Stephen Gallagher: This thread is quite ironic
[08/12/2020, 19:56:51] Paul Johnston: Indeed. Have a good evening everyone. Meetings start again in 12 hours!
[08/12/2020, 20:21:05] Stephen Kerr [redacted]
What that appears to reveal is a complete lack of appreciation that some of our people reached those limits some time ago. This isn't a possible future world - it's one that is very real and very present. That's the point I'd like to see a bit more pushback/challenge on. I've certainly been leaving Ms Somerville in no doubt for some months that's where some of my teams are.
[09/12/2020, 18:33:21] Lorna Gibbs: image omitted
[09/12/2020, 18:36:19] Shirley Laing: Love it!! In other news DFM call likely to be 10 mins late starting so Joe and I may be after 1930 before we can join you guys! [09/12/2020, 18:47:07] Joe Griffin: Still haven't started.,..
[09/12/2020, 18:47:49] Shirley Laing: I spy DFM now tho
[09/12/2020, 18:48:39] Paul Johnston: Time to walk out. Maybe on in the background on a different screen...
[09/12/2020, 18:56:34] Joe Griffin: I've just blagged a set piece intervention on environmental health officers. Not an area of expertise ....
[09/12/2020, 18:57:09] Shirley Laing: And did so brilliantly in my humble opinion!

[09/12/2020, 18:57:36] Joe Griffin: You're too kind.
[09/12/2020, 18:59:10] Paul Johnston: Is it an important matter that we are working on closely with colleagues across the SG and wider public sector and will be updating Ministers on more fully in the coming days / later in the week (subject to sense of urgency?).
[09/12/2020, 18:59:42] Joe Griffin: Who leaked my notes?
[09/12/2020, 19:05:03] Gayle: Anyone got the team meeting invite it doesn't have hoin in the calendar
[09/12/2020, 19:05:49] ~ Gayle: Join
[09/12/2020, 19:06:59] Paul Johnston: I've sent on the one I have Gayle.. hope you can get in
[09/12/2020, 19:07:10] ~ Gayle: Thanks

[09/12/2020, 19:09:51] Stephen Gallagher: I'll be with you in two minutes. Just changing jumpers for the occasion

[09/12/2020, 19:22:11] Graeme Logan: Sorry everyone

won't be able to join

[09/12/2020/ 20:48:58] Paul Johnston: Good to see all those of you who could make it.

[09/12/2020, 20:49:21] Katherine Peskett: Paul Johnston added Katherine Peskett
[09/12/2020, 20:50:14] Paul Johnston: Welcome Katherine! Sorry you were not part of this earlier. I don't seem to have Stephen P 's mobile. Will add him tomorrow.
[09/12/2020, 20:51:10] Graeme Logan: Thanks Paul and colleagues. Hope everyone enjoyed the catch up.

[09/12/2020,
[11/12/2020, 15:00:10] Paul Johnston: Afternoon team - hope you are well. Just looking to the short all SCS session on Monday. I'd like us to take a bit of time for hellos - those new to the group including Madhu and Stephen and Katherine. I'll then say something on achievements over the year - not ducking the challenges but recognising we have SO much to be proud about. Could I then invite some of you to get the chat going by adding some specific reflections on successes and achievements? Hopefully all building up to be a positive and affirming start to the week. Comments welcome. Paul
[11/12/2020, 18:32:30] Michael Chalmers: Of course. I have thought of a few things to say about achievements of our folk this year (wasn't difficult) and happy to chip in.
Have a good weekend all - my goes up tomorrow!
[11/12/2020, 18:38:09] Joe Griffin: Same here. Good suggestion, Good weekend everyone.
[11/12/2020, 18:40:43] Stephen Gallagher: Happy to do this. Have a great weekend everyone! Good luck with the *Michael.

[14/12/2020, 09:30:47] Shirley Laing: I'm having problems joining teams this morning. Anyone else struggling?
[14/12/2020, 09:31:00] Joe Griffin: Yes, me.

[14/12/2020, 09:32:03] Shirley Laing: I keep getting a weird set up screen with greyed out joining button? I'll shut teams down and try again

[14/12/2020, 09:32:44] Paul Johnston: Quite a few are on the call already. But there have been some issues this am.

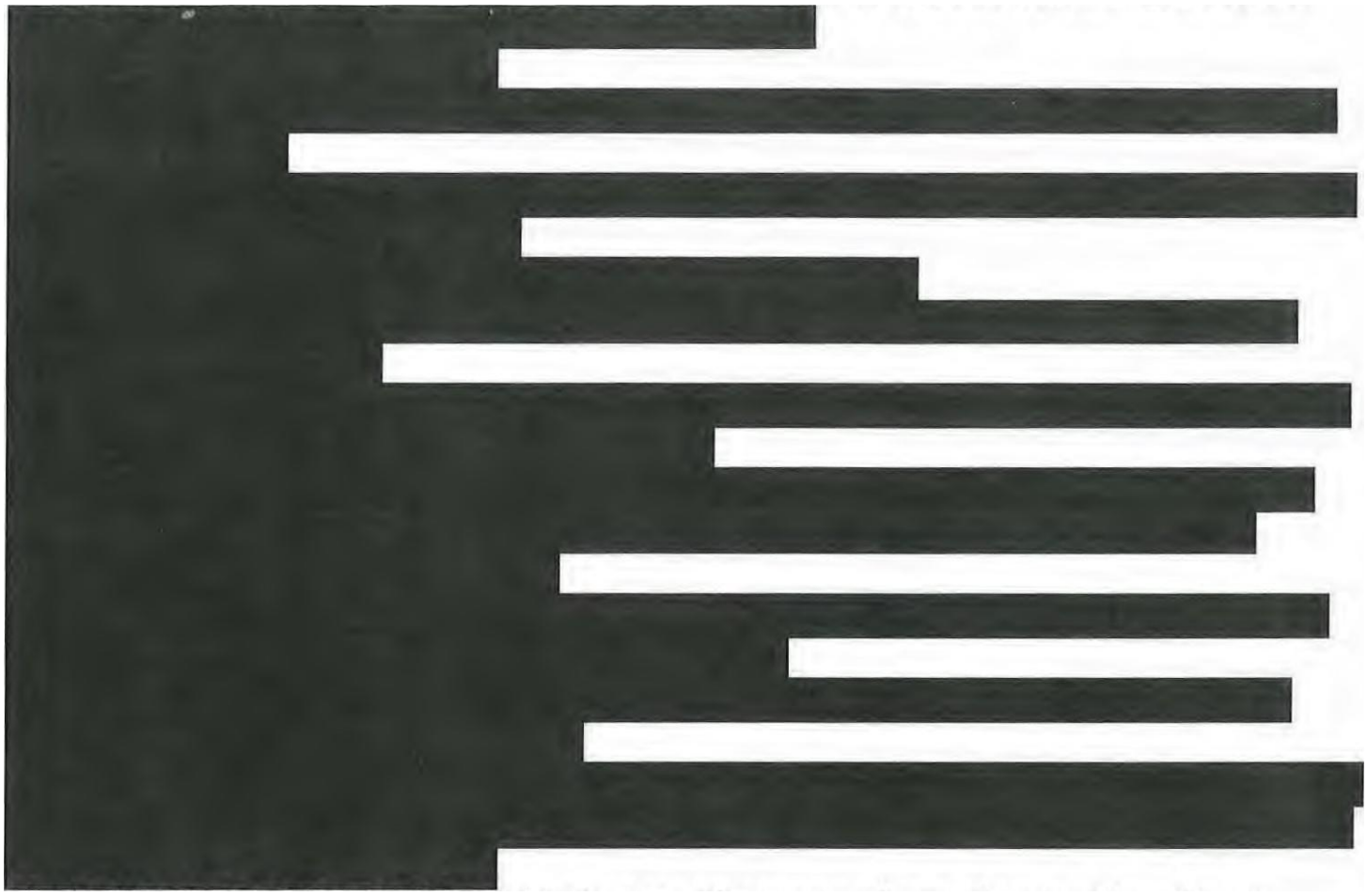
[14/12/2020, 09:32:52] Shirley Laing: Joe I've made it in now!

[14/12/2020, 09:33:35] Joe Griffin: still no luck for me

[14/12/2020, 09:34:18] Shirley Laing: If you get weird start up screen choose the computer audio option and you might get in

[14/12/2020, 09:35:41] Joe Griffin: Nope

[14/12/2020, 09:35:54] Joe Griffin: I've watched the IT crowd. I know what to do.



[03/01/2021, 16:23:53] Michael Chalmers: Afternoon all, and Happy New Year! Apologies to those not working, though I suspect most of us are engaged in some work just now. I just wondered if it is worth a DC-family read-out from Cabinet etc tomorrow? I should be able to get read out through Health directors but obviously big decisions on our side to come and stakeholders to engage.

[03/01/2021, 16:25:57] Stephen Gallagher: Happy New Year too! Good idea. There's a COSLA call scheduled for 12.30 and I know Paul has been speaking to Sally earlier today. Stephen

[03/01/2021, 16:29:37] -Gayle: We have CERO tomorrow

[03/01/2021, 16:32:09] Carol Tannahill: Thanks Michael. Agree that a call tomorrow would be helpful. Happy New Year folks!

[03/01/2021, 16:35:42] Michael Chalmers: Shall I get my team to provisionally set up a call for 1130 (think cabinet is 10) - depends on someone being able to report from Cabinet!! Paul? I'll get it put in diaries and we can always rethink.
[03/01/2021, 16:37:52] Teresa Medhurst: Happy New Year everyone!
[03/01/2021, 16:38:48] carol Tannahill: Thanks Michael
[03/01/2021, 16:41:23] Lorna Gibbs: Happy new year and yes, a catch up sounds sensible
[03/01/2021, 16:44:23] Shirley Laing: Happy new year all. Happy to dial into a call
tomorrow too.
[03/01/2021, 16:46:27] Paul Johnston: Happy New Year everyone. Good call Michael.
Would be helpful to catch up, I'll hopefully have a readout via ET before 1130.
[03/01/2021, 17:14:34] Joe Griffin: Happy 2021 everyone. Strap yourselves in!!! Hopefully more camaraderie and gallows humour along the way too though„„..What are likely to be saying about schools? Closed until end Jan? Asking for myself but also briefing police shortly. I think I have the rest of the package. Joe
[03/01/2021, 17:24:59] Paul Johnston: Thanks Joe, I think that is likely to be the direction of travel - though keen we don't preempt the CERG meeting at 9am tomorrow.
[03/01/2021, 17:25:27] Joe Griffin: Of course. Thanks Paul.
[03/01/2021, 17:26:46] Graeme Logan: Hi Joe yes that's looking like the plan. If it goes on post Jan we will be looking at other options/ models eg differentiating between ELC/primary and secondary.
[03/01/2021, 17:27:34] Joe Griffin: Much obliged Graeme. J.
[03/01/2021, 17:36:18] Katherine Peskett: Thanks, all. And happy new year! Gallows humour definitely necessary at the possibility of no nursery till end Jan...! Look forward to the call tomorrow, K.
[03/01/2021, 17:40:25] ~ Madhu: Paul Johnston added Madhu [03/01/2021, 17:40:40] Paul Johnston: Adding Madhu to this group.
[04/01/2021, 12:23:15] Paul Johnston: Speech now makes clear that new measures will exist for all of January. So helpful we have consistency there.
[04/01/2021, 12:31:31] Stephen Gallagher: Yes and cabinet paper proposes longer review of SF which is sensible
[04/01/2021, 15:52:57] Michael Chalmers: Can I check if anyone knows who has the dubious honour of leading on "key worker" status this time. Trying to work through potential issues with Children's hearings, though my understanding is the categories shouldn't have changed.
[04/01/2021, 15:55:57] Graeme Logan: Hi Michael you are correct the three categories (set out in order of priority) haven't changed. As FM said in the chamber local authorities have the flexibility to prioritise (beyond category one depending on capacity). I've had an exchange with Liz D and economy colleagues plan to reopen the keyworker hub to triage any requests which can't be resolved locally, The hub should only be used in extremis.
[04/01/2021, 16:03:49] Graeme Logan: [redacted] from DG economy will be leading on the hub as Gavin Gray has moved on,

[04/01/2021, 16:04:09] Michael Chalmers: Thanks - I'll pick up with him.

[redacted]

[04/01/2021, 18:26:10] Katherine Peskett: It's all going to be over by Easter, right?!

[04/01/2021, 18:41:59] Paul Johnston: well that's the hope•.·· [redacted]

[04/01/2021, 18:42:58] —Gayle: Maybe the Easter Bunny can give out vaccines? Egg and a jab!

[redacted]

[07/01/2021, 11:02:40] Paul Johnston: Looking at a message saying my PC has a problem and needs to restart,

[07/01/2021, 11:03:04] Paul Johnston: Can we agree how best we can spend the time together?

[07/01/20211 11:03:14] Shirley Laing: Thanks for updated

[07/01/2021, 15:16:46] Paul Johnston: Not sure I really got Kevin Stewart's point that was noted as an action. Did anyone else? Think it was about removing hurdles from funding....

[07/01/2021, 15:40:07] Shirley Laing: Paul I think Mr Stewart's point was a reflection more on a range of things discussed and the difficulties in doing the right thing due to inflexibility in current arrangements. E.g that those with complex needs (rough sleepers) or those whose needs may change over time (those with self directed support packages) may not be able to either easily change the way they use their resources (latter example) or access early preventative holistic support (former example) as monies are tied up in different budget areas or subject to conditions. I think the Hard Edges work was in this kind of territory re addiction/rough sleeping etc for example but there is a broader issue of person centred support and lack of budget flexibility to enable that. (learning from SIP in this space) Does that help?

Of course colleagues may have a different interpretation entirely!

[07/01/2021, 15:41:02] Shirley Laing: *There is learning from the SIP in this space *

[11/01/2021, 15:53:12] Lorna Gibbs: Anyone else on the 4 harms call and feeling more depressed by the minute?

[11/01/2021, 15:53:36] Joe Griffin: Yep.

[11/01/2021, 15:53:39] Shirley Laing: I'm not on it. What is being said to depress you?

[11/01/2021, 15:53:46] Stephen Gallagher: Yep

[11/01/2021, 15:54:25] Joe Griffin: I still think measuring this crisis in years not months is a good rule of thumb.

months is a good rule of thumb.

[11/01/2021, 15:57:16] Paul Johnston: Yes it's miserable. After day 1 of school closure

which

[11/01/2021, 16:00:24] Joe Griffin: I guess ultimately we just reach an accommodation with the virus. Like flu. So it never goes away but the crisis phase does (at least on a permanent footing).

[11/01/2021, 16:06:48] Joe Griffin: What I haven't had an answer to is why vaccines don't necessarily stop hospitalisation or death....

[11/01/2021, 16:10:30] Joe Griffin: Ok I have now. More bad news

[11/01/2021, 16:13:11] Paul Johnston: Seems so negative that it would lead to questions as to point of vaccine. Can't be right.

[11/01/2021, 16:14:30] Stephen Gallagher: I think it's worst case. Isn't it the case that viruses tend to become less strong over time?

[11/01/2021, 16:15:52] Lorna Gibbs: Ken's comment about 'might as well die happy' risks being how the general public would react if they heard any of this. [11/01/2021, 16:15:58] Joe Griffin: I will say something at the end about the psychological impact of all of this. If it is all as bad as they say, that is really quite significant and beyond where most of us thought we were, let alone overall population

[11/01/2021, 16:16:50] Shirley Laing: I am so wishing I was on this call right now. This chat is intriguing and worrying in equal measure.... [11/01/2021, 16:17:30] Gayle; Was thinking that too

[11/01/2021, 16:17:43] Joe Griffin: One important point is that the uncertainty must also allow for more benign outcomes not just worst case scenario. I choose optimism!

[11/01/2021, 16:18:08] Paul Johnston: Indeed Joe. Feels it is all worst case stuff. [11/01/2021, 16:18:27] Paul Johnston: If others would like to join feel free. My office can share the link.

[11/01/2021, 16:18:44] Stephen Gallagher: Agreed. It all seems worst case.

[11/01/2021, 16:19:38] Joe Griffin: Folk tend to go quiet on threats that turn out not so bad. Eg S African variant has calmed down in terms of people's concerns. [11/01/2021, 16:19:47] Stephen Gallagher: I wonder if we need to evolve some scenarios over 1-3 years,

[11/01/2021, 16:19:58] Joe Griffin: A bit like tabloid headlines v subsequent apologies

[11/01/2021, 16:20:46] Joe Griffin: Relatively speaking and for UK I should say. Not so much for Africa. I didn't mean to be glib.

[11/01/2021, 16:20:48] Stephen Gallagher: Otherwise we get drawn into WCS with few alternatives and much needed hope

[11/01/2021, 16:20:52] Paul Johnston: Indeed - lots of the alarmist modelling is then quietly revised downward
[11/01/2021, 16:21:22] Joe Griffin: I've heard Devi Sridhar make that point too
[11/01/2021, 16:21:52] Madhu: It's a matter of perspective too I have been talking to communities most affected over the years especially in the most life threatening situations like conflict etc have learned to navigate natural as well as human made crises.
[11/01/2021, 16:22:45] Joe Griffin: Meanwhile back in the meeting, we are losing strategic focus.
[11/01/2021, 16:23:11] Joe Griffin: Great point Madhu. We can't stay the same in a totally different context.
[11/01/2021, 16:28:28] Joe Griffin: All of this also shows you how irresponsible the PM's promises are,
[11/01/2021, 16:29:06] N' Madhu: I believe we will come out of the dark tunnel there are no quick fix solutions. And I feel that what we will initiate at this point in time regarding policy and practice becomes the norm for handling crisis of this scale.
There may need to be a fine balance between centralised decisions and localised solutions. Messaging is fear based so it further departure from effecive response and empowerment of the most vulnerable.
[11/01/2021, 16:53:53] Stephen Kerr: Of course it is. There's a real danger we lose perspective here because we're in the hardest moments of the pandemic. We need to hold firmly onto our individual and collective responsibility to lead as well as react.
[11/01/2021, Joe Griffin: Well said.
[11/01/2021, 17:03:52] Paul Johnston: Good to be reminded of our responsibility to lead. Now in a UK meeting and will compare mood.
[11/01/2021, 17:04:26] Paul Johnston: Think they would all like to be in Scotland.
[11/01/2021, Joe Griffin: All over by Easter!
[11/01/2021, 17:04:48] Paul Johnston: Hearing words like 'good news' and 'rate of growth slowing'
[11/01/2021, Joe Griffin: image omitted
[11/01/2021, Stephen Kerr: GIF omitted
[11/01/2021, 17:10:02] Joe Griffin: If anyone would like a quick huddle I'm happy to set up on teams for 1715. Just drop in if you want to/you can. Watch out for calendar invite.
[11/01/2021, 17:10:32] Michael Chalmers: I didn't have the pleasure of joining th 4 harms meeting but the paper in advance didn't say much about harms other than the growing rate of infections.
[11/01/2021, 17:10:56] Shirley Laing: Yes pls Joe. Think I missed the most pertinent bit of discussion!
[11/01/2021, 17:10:58] Michael Chalmers: [redacted]
[11/01/2021, 17:14:42] Paul Johnston: I'm with you Michael. Might use a stronger word.

[11/01/2021, 17:16:16] Paul Johnston: Hearing from Ian Dimond. Taking 2020 as a whole, age specific mortality rate isn't great but isn't as bad as we have seen in other years this century. Interesting.

[12/01/2021, 11:59:37] Paul Johnston: CPS MG much more lighthearted than 4 harms yesterday.

[12/01/2021, 11:59:43] Paul Johnston: Folksy.

[12/01/2021, 12:00:01] Shirley Laing: Let's hope it stays that way!

[12/01/2021, 12:00:08] Stephen Kerr: Meanwhile back in the real world...

[12/01/2021, 12:00:10] Michael Chalmers: Until we get down to business!!

[12/01/2021, 16:42:00] Stephen Gallagher: Any budget figures from finance yet?

[12/01/2021, 16:45:00] Shirley Laing: Not that I'm aware of yet

[12/01/2021, 16:45:45] Stephen Gallagher: Thanks, Shirley. I thought we should be seeing indicative figures today 🤔

[12/01/2021, 16:46:13] Shirley Laing: Yes, they are expected today. Sitting with Ms Forbes for sign off I believe

[12/01/2021, 16:59:35] Alison Cummings: Thanks for confirming, Shirley. I put interim advice to DFM last night based on intel from FBP but promised him something further tonight once we got confirmation through and hoping figures not changed significantly

[13/01/2021, 12:58:48] Joe Griffin: I'm sharing this excellent FT article as it's a good summary of why there is Covid uncertainty in both directions (or good and bad). And a reminder that viruses tend to be endemic and less damaging to health over time. So some worrying things, but also some reassurance that this really will end one day! This article is from behind the paywall so it's free to the first 3 clicks. Thereafter I'll need to circulate a fresh link which is no bother so just let me know if you can't access its Enjoy your Wednesday. Joe.

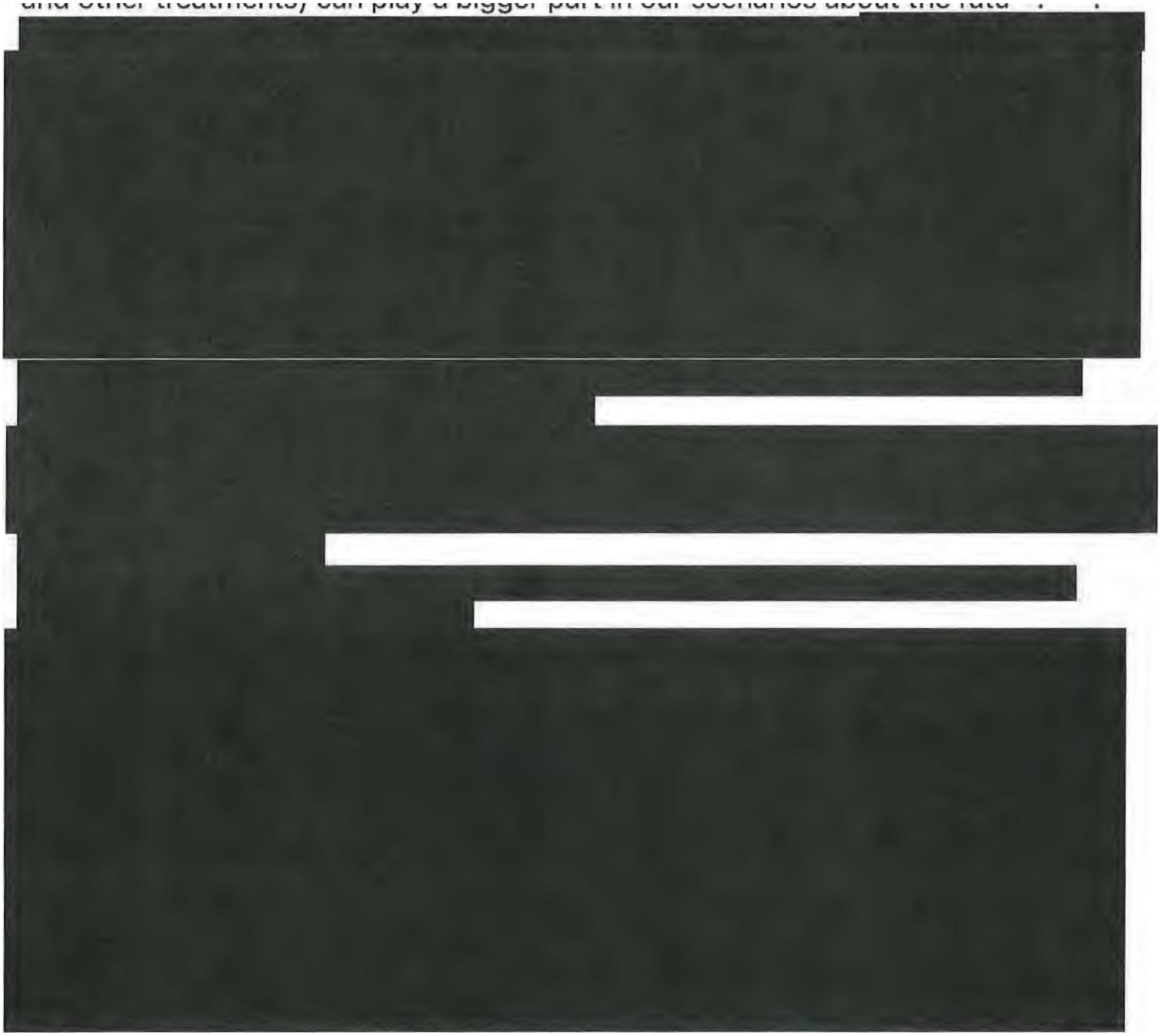
More infectious coronavirus variants will emerge, disease expert predicts https://on.ft.com/3soFJXd

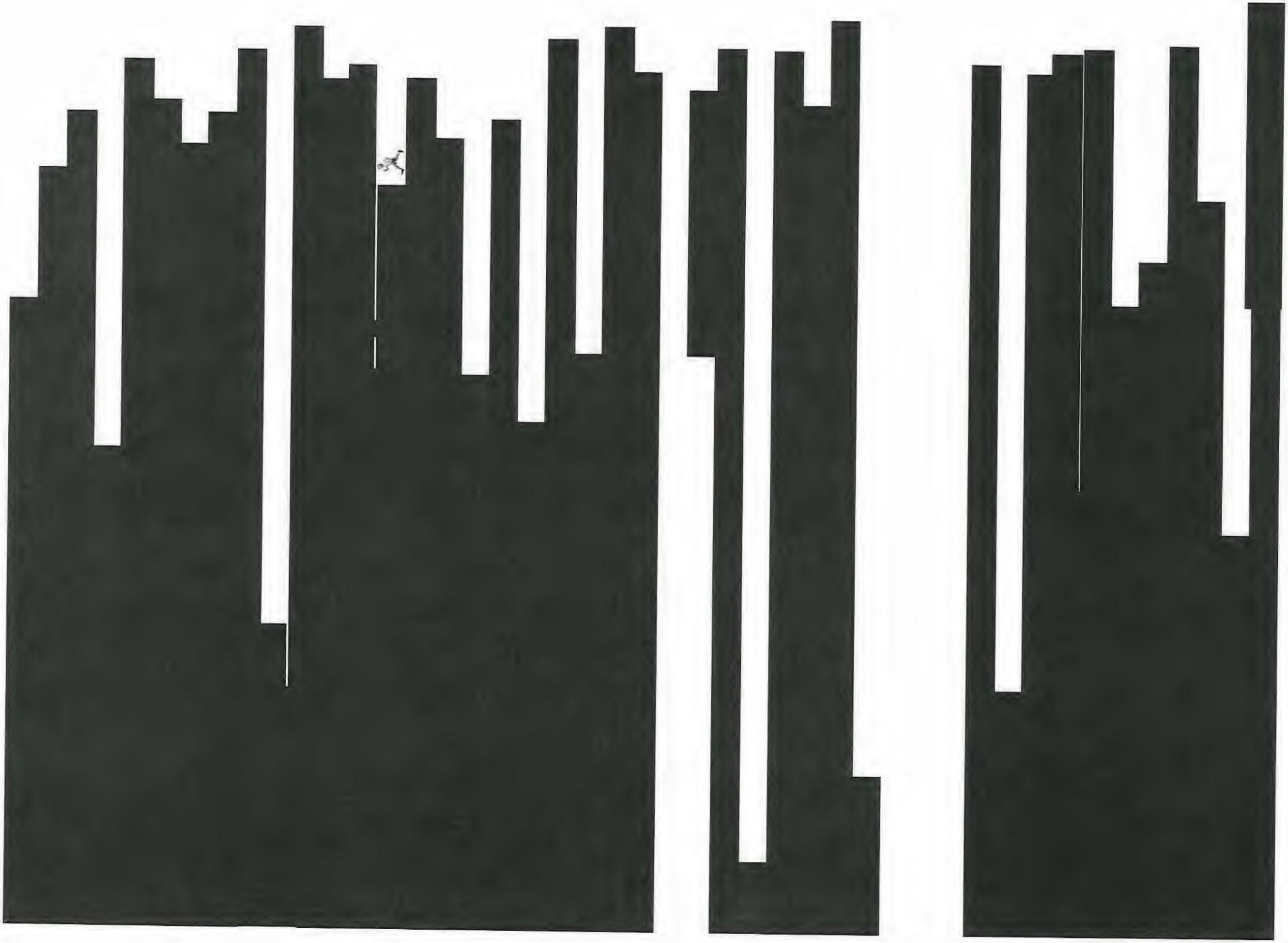
[13/01/2021, 15:01:48] Paul Johnston: Interesting stuff Joe. Thanks for sharing. I attended a development session on resilience today and was reflecting on Monday's 4 Harms meeting. There was an emphasis on the need to bring awareness to the emotional journey we are all on. This space and some of our ECJ conversations has been so helpful with that.

[13/01/2021, 15:26:52] Stephen Gallagher; Agree, Paul. I was typing in the chat bar on Monday 'I but don't pandemics reduce in virulence over time" etc but it was all the doom and gloom show - we need a few scenarios but most importantly we need some sort of HOPE

Covid: Large trial of new treatment begins in UK https://www.bbc.co.uk/news/health-55639096

[13/01/2021, 17:51:58] Carol Tannahill: Yes, I think the good news on treatm ts (this and other treatments) can play a bigger part in our scenarios about the futu

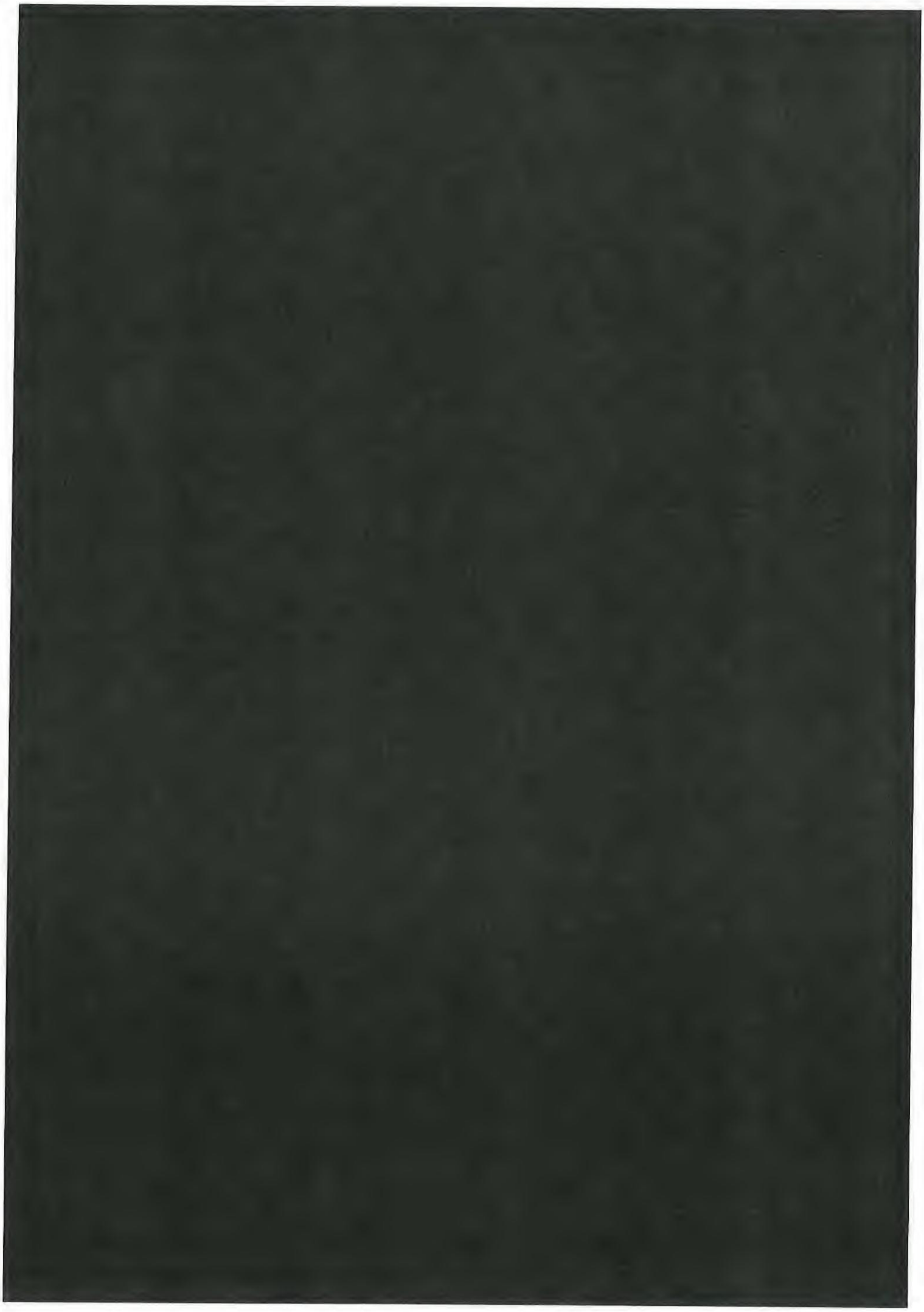


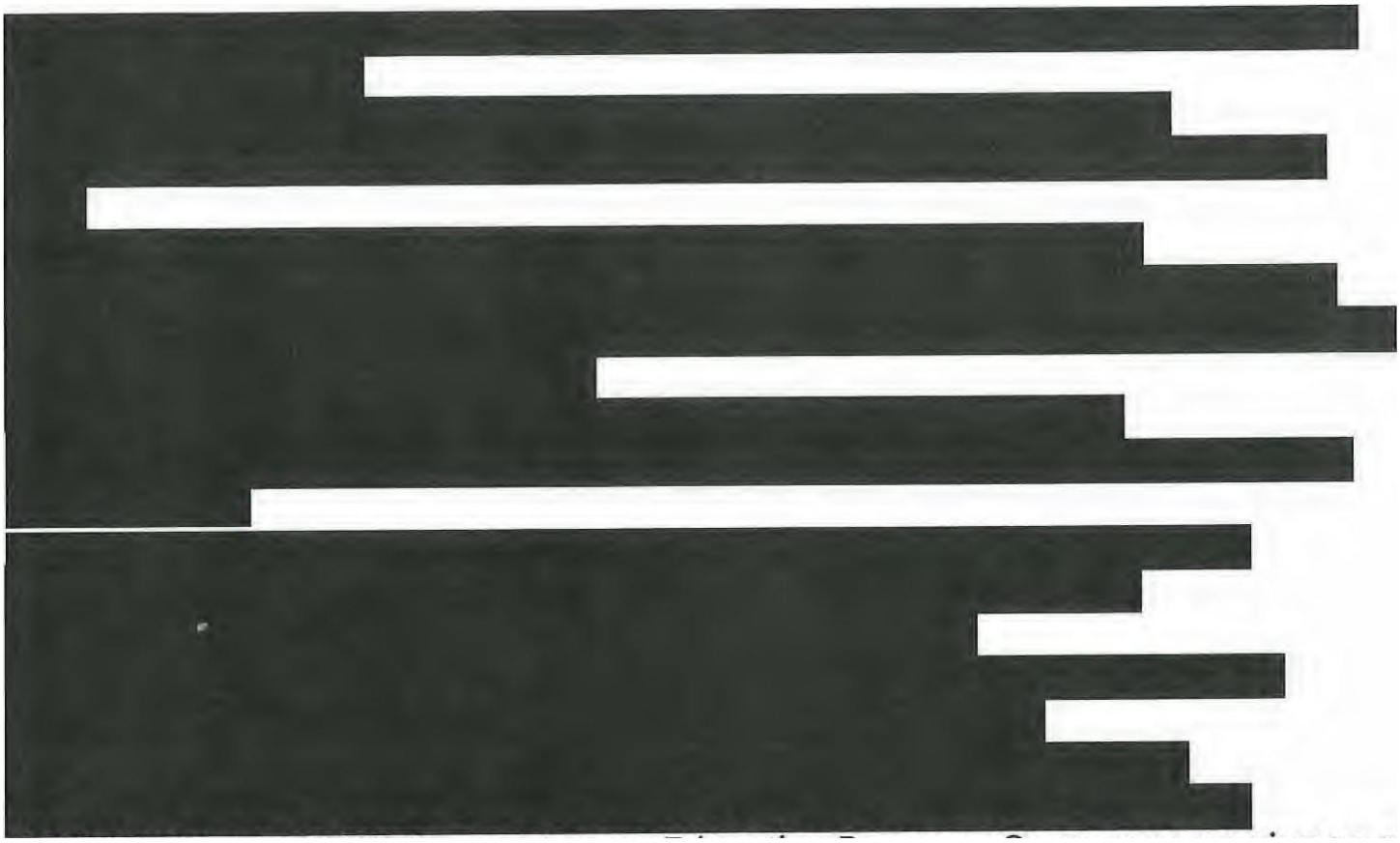


[18/01/2021, 15:12:26] Paul Johnston: 4 harms time of the week folks. All focus on Barra.
[26/01/2021, 16:08:32] Paul Johnston: Good discussion at CPSMG. Suggest we speak as a team about the Social renewal advisory bd report. My head is spinning at the challenges around how we take the great aspirations and turn into reality.
[26/01/2021, 16:10:03] Stephen Gallagher: Likewise. It's the stuff (in large part) of the reform manifesto
[26/01/2021, 16:12:21] Michael Chalmers: Agree. And I hesitate to say it, but if we're looking at structural reform (or anything like it) I think Health needs to be part of the conversation too. Feeley report about to drop which will also be Christie-esque,
[26/01/2021, 16:16:10] Shirley Laing: A conversation would be good. I got my team to prepare a note on the things we could start to take forward in short term given so much in SRAB is longer term. It's only a page or so long. Happy to circulate at any point if helpful!
[26/01/2021, 16:24:30] Paul Johnston: That would be good to see Shirley. Thanks.
[26/01/2021, 16:32:14] Alison Cummings: I'd really appreciate a group conversation on this too.

on this too.
[26/01/2021, 18:36:32] Lorna Gibbs: Hi all. As some of you may know, my business manager—is leaving ALS on T RS to DD. I have plans for a stop gap but want to take a bit of time to reflect on the business manager role and whether I want to try and recruit like for like or to reposition the role. If anyone has time at any point (unlikely I know) for a chat about how they use their business manager and business team, let me know and I'll arrange a chat. Thanks.
[26/01/2021, 18:38:01] Shirley Laing: Happy to chat Lorna!

[26/01/2021, 18:40:05] Michael Chalmers: Me too, I am recruiting right now for a similar role. I think you would struggle to get another [redacted] worth taking that time to consider options. [27/01/2021 10:25:4





[04/02/2021, 10:58:36] Graeme Logan: Education Recovery Group over running so a number of us will be late for intel apologies

[04/02/2021, 10:59:23] Paul Johnston: OK. How's it going?

[04/02/2021, 11:00:25] Paul Johnston: Just a reminder that we have a group from Audit Scotland this am.

[04/02/2021, 11:00:40] Graeme Logan: Devi Shridhar, Marion Bain and Carol are in attendance which is really helping in terms of explaining the evidence to support the decision re phased return

[04/02/2021, 11:06:36] Alison Cummings: DFM has dropped last item so we should just be few minutes longer. I need to stay on for testing item but will leave straight after that

[04/02/2021, 11:07:45] Carol Tannahill: I can come out now, I think.

[10/02/2021, 08:58:21] Stephen Kerr: Morning - quick question. Who's currently CE of Disclosure Scotland? Thanks

[10/02/2021, 08:58:34] Lorna Gibbs: Gerard Hart

[10/02/2021, 08:58:41] Stephen Kerr:

[10/02/2021, 09:02:20] Michael Chalmers: Stephen, Gerard's in my line and I'm the Fraser figure - anything I need to know?

[10/02/2021, 09:04:05] Stephen Kerr: It's to do with our extra-curricular role Michael...#nuffsaid

[10/02/2021, 09:04:47] Michael Chalmers: #mindboggles

[redacted]

[16/02/2021, 12:52:55] Lorna Gibbs: Don't you just love the start of CPSMG before DFM arrives?

[16/02/2021, 12:53:14] Michael Chalmers: Em...

[16/02/2021, 12:53:17] Joe Griffin: Is this not the meeting then?

[16/02/2021, 12:53:22] Paul Johnston: Feels like eavesdropping...

[redacted]

[17/02/2021, 14:33:04] Stephen Kerr: [redacted] - are you able to clear the pre-election

[17/02/2021, 14:33:04]Stephen Kerr: — are you able to clear the pre-election Q from DS which they've answered? Your office asked it came to you as well. We're trying to get everything back to the Lib Dem's today and it still need cleared by Cabt Sect. Thanks

[17/02/2021, 14:35:42] Michael Chalmers: I'm in meetings till 6 so will try to do it at some point with the camera off! Ps I thought Cab Secs were to be kept out of process? [17/02/2021, 14:37:04] Stephen Kerr: Cabinet Secretariat [17/02/2021,

14:37:29] Michael Chalmers:

[17/02/2021, 14:38:38] Stephen Kerr: Thanks. The answer is basically 'no' so should literally take 60 seconds... honest!

[17/02/2021, 14:58:12] Michael Chalmers: Ok I've cleared it. Took much longer than 60 seconds.

[17/02/2021, Stephen Kerr:

[17/02/2021, 14:58:46] Stephen Kerr:

[17/02/2021, 14:58:51] Stephen Kerr: Thanks Mike

[17/02/2021, Stephen Kerr: collea g ues -

so

I

won't be able to attend the 4.30 discussion I'm afraid. Happy to be caught up on this tomorrow or Friday. Apologies again - S [17/02/2021, 15:34:52] Joe Griffin: No worries.

[redacted]

[18/02/2021, 10:36:37] Lorna Gibbs: Shirley and I seem to have the wrong link for the assurance meeting. Trying to find the right one

[18/02/2021, 10:37:57] Michael Chalmers: Have flagged. Another link should be coming

[18/02/2021, 10:38:45] Lorna Gibbs: In now. Thanks

[21/02/2021, 17:44:50] Lorna Gibbs: image omitted

[21/02/2021, 17:45:34] Michael Chalmers:

[21/02/2021, 17:45:45] Paul Johnston: Glad it has achieved something!

[21/02/2021, 21:06:09] Teresa Medhurst: So envious, you are going to have a great time exploring new tastes!!

[22/02/2021, 13:26:49] Stephen Pathirana: Folks, so good to just walk past a nursery and hear that laughter and pleasure coming from the playground [22/02/2021, 13:59:46] Carol Tannahill:

[22/02/2021, Michael Chalmers:

[22/02/2021, 15:15:06] N' Gayle: I walked a route at lunchtime to pass the local primary just stood listening and watching for 20 mins Ideep joy [22/02/2021, 15:15:45] Stephen Pathirana:

[22/02/2021, 15:22:40] Joe Griffin: Stay tuned for what Boris is about to say.... suffice it to say, those sounds will be a common thing across olde England from 8 March....and not just primary schools.

[23/02/2021, 09:36:33] [redacted] turned on disappearing messages. New messages will disappear from this chat 7 days after they're sent, except when kept. Tap to change.

[25/02/2021, 12:19:00] ECJ Director group: ~[redacted] added ~[redacted] and [redacted]

[18/03/2021, 12:01:45] Stephen Kerr: Stephen Kerr left

[22/03/2021, 09:17:32] Lorna Gibbs: Lorna Gibbs left

[26/03/2021, 17:22:55] ~[redacted]: ~[redacted] left

[20/04/2022, 07:31:33] ~ Madhu: ~ Madhu left

[redacted]

[22/03/2021, 09:30] Joe Griffin: Hi Carol. Are you free for a quick call please? Joe.

[22/03/2021, 09:30] Carol Tannahill: Chairing a data meeting until 1000. Suit to speak then?

[22/03/2021, 09:31] Joe Griffin: Sadly not. Interviews all day. I'll send a voice memo just now.

[22/03/2021, 09:33] Joe Griffin: Audio omitted.

[22/03/2021, 11:44] Carol Tannahill: Hi Joe. Hope interviews going well. I think you've seen the report that [redacted] prepared this week. I'll work with her to distil punchier front end (which could stand alone) to be ready for start of the week. Hope all sounds ok.

[22/03/2021, 09:33] Joe Griffin: Perfect thanks. We need to get the key q to be balance of harms. That persuaded Whitty. If we stay on harm 1 we are done for! Thanks. J.

[23/03/2021, 17:29] Joe Griffin: Hi- how did the education meeting go today? Also, are we not meant to be chatting soon? Did we lose the slot? J.

[23/03/2021, 18:17] Carol Tannahill: Hi Joe. Went ok today I think. Got to a reasonable place – some clearance with CMO still to be achieved, but I think ok. Yes, we have a slot in the diary for Thursday afternoon. 👍C

[23/03/2021, 18:17] Joe Griffin: Excellent, on both fronts. Have a nice evening. J.