Annex A

You asked for:

"*Could you supply all correspondence sent between the Scottish Government and Unite, and any correspondence mentioning Unite and Grangemouth, plus any minutes/notes from meetings held between Unite and the Scottish Government about Grangemouth, from the last three months"*

An exception applies

An exception under Regulation 10(5)(e) (substantial prejudice to confidentiality of commercial or industrial information) of the EIRs applies to some of the information you have requested. These exceptions apply because disclosure would, or would be likely to, substantially prejudice the confidentiality of commercial or industrial information pertaining to Petroineos.

Regulation 11(2) (personal data of a third party) of the EIRs applies to some of the information you have requested.

The application of Regulation 11(2) is subject to the 'public interest test' in some specific circumstances, however the Scottish Government does not disclose the names of individuals who are below Senior Civil Service level or equivalent to below this level in the instance of private sector individuals. This approach has been taken in the respect of the names of individuals in the minutes being disclosed as part of this request. It is in the public interest to protect the personal information of junior civil servants and equivalent private sector actors and that is why the exception has been used.

Returns for your request are as follows

Document 1 of 15 - EIR 202500461146

Hi **[REDACTED – Exception 11 (2)]**

We will write to our branch members and consider other comms options at our disposal to reach this group.

[REDACTED – Exception 11 (2)]
Unite the union (Scotland)
[REDACTED – Exception 11 (2)]

On 3 Apr 2025, at 08:17, **[REDACTED – Exception 11 (2)]**wrote:

EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

Hi **[REDACTED – Exception 11 (2)],**

This now sits at 81% of workers who are finishing at **[REDACTED – Exception 10 (5) (e)]**. Of those remaining workers, the majority are still working through their consultations with the College to identify their employment pathway. A further **[REDACTED – Exception 11 (2)]**have indicated interested in reskilling but haven't yet attended a Training Needs Analysis meeting with the College. We've been working with the College, **[REDACTED – Exception 11 (2)]**, and Petroineos, to ensure all workers are fully aware of the offer and know how to engage.

Thanks,

[REDACTED – Exception 11 (2)]

<image001.png>

From: [REDACTED – Exception 11 (2)]
Sent: 02 April 2025 11:38
To: [REDACTED – Exception 11 (2)]
Cc: [REDACTED – Exception 11 (2)] Thomson, Derek **[REDACTED – Exception 11 (2)]**Kate Higgins **[REDACTED – Exception 11 (2)]**
Subject: Re: [EXTERNAL] RE: [EXTERNAL] RE: [EXTERNAL] RE: SG and Unite: Grangemouth

Thanks **[REDACTED – Exception 11 (2)]**

Is it possible to get the most up to date statistics on this? We want to ensure no one is falling through the cracks on the delivery of this. I understand there is a catch up

tomorrow but due to work **[REDACTED – Exception 11 (2)]** who usually attends this, won't be attending.

[REDACTED – Exception 11 (2)]
Unite the union (Scotland)
[REDACTED – Exception 11 (2)]

On 1 Apr 2025, at 15:35, **[REDACTED – Exception 11 (2)]** wrote:

EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

Hi **[REDACTED – Exception 11 (2)]**

On the training requests, we asked the College to prioritise workers' training requests based on their leaving date. Of those leaving **[REDACTED – Exception 10 (5) (e)]** and requesting support, 76% have their training booked in (as at 19th March). A number of workers are receiving their training now **[REDACTED – Exception 10 (5) (e)**. I've picked up with the College to check progress on those not yet booked in as I'd imagine that 76% has risen in the past fortnight.

If anything unclear or if you have other concerns then happy to discuss,
[REDACTED – Exception 10 (5) (e)]

Thanks,

[REDACTED – Exception 11 (2)]
<image001.png>

From: [REDACTED – Exception 11 (2)]
Sent: 01 April 2025 12:20
To: [REDACTED – Exception 11 (2)]
Cc: [REDACTED – Exception 11 (2)]Thomson, Derek **[REDACTED – Exception 11 (2)]** Kate Higgins **[REDACTED – Exception 11 (2)]**
Subject: Re: [EXTERNAL] RE: [EXTERNAL] RE: SG and Unite: Grangemouth

Hi All,

Some members at Grangemouth have reported to the trade union that they have started receiving vouchers to book training courses which is welcome.

[REDACTED – Exception 10 (5) (e)]

[REDACTED – Exception 10 (5) (e)]

Thanks

[REDACTED – Exception 11 (2)]
Unite the union (Scotland)
[REDACTED – Exception 11 (2)]

On 28 Mar 2025, at 13:59, **[REDACTED – Exception 11 (2)]** wrote:

EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

Hi **[REDACTED – Exception 11 (2)]**

Apologies for the delay in coming back to you.

[REDACTED – Exception 10 (5) (e)] likely be back in touch in the next week or so.

Thanks,

[REDACTED – Exception 11 (2)]
<image002.png>

From: [REDACTED – Exception 11 (2)]
Sent: 27 March 2025 15:10
To: [REDACTED – Exception 11 (2)]
Cc: [REDACTED – Exception 11 (2)] Thomson, Derek [**REDACTED – Exception 11 (2)]** Kate Higgins **[REDACTED – Exception 11 (2)]**
Subject: RE: [EXTERNAL] RE: SG and Unite: Grangemouth

HI **[REDACTED – Exception 11 (2)]**

Touching base on the below regarding progress on outline paper and when we can reconvene?

Thanks

[REDACTED – Exception 11 (2)]
Unite the union (Scotland)
[REDACTED – Exception 11 (2)]

From: [REDACTED – Exception 11 (2)]
Sent: 13 March 2025 12:23
To: [REDACTED – Exception 11 (2)]
Cc: [**REDACTED – Exception 11 (2)]**Thomson, Derek **<[REDACTED – Exception 11 (2)**
Subject: RE: [EXTERNAL] RE: SG and Unite: Grangemouth

[REDACTED – Exception 10 (5) (e)]
[REDACTED – Exception 11 (2)]
Unite the union (Scotland)
[REDACTED – Exception 11 (2)]

From: [REDACTED – Exception 11 (2)]
Sent: 10 March 2025 11:27
To: [REDACTED – Exception 11 (2)]
Cc: [REDACTED – Exception 11 (2)]Thomson, Derek [**REDACTED – Exception 11 (2)]**
Subject: [EXTERNAL] RE: SG and Unite: Grangemouth

EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

Hi **[REDACTED – Exception 11 (2)]**

Thanks for taking the time to outline the below **[REDACTED – Exception 10 (5) (e)]** From there, I think it would be appropriate to schedule in regular monthly catch ups as appropriate.

I also note your ask to be copied in on relevant correspondence and we will do so going forward.

Happy to chat about any of the above and thanks again for support

Best,

[REDACTED – Exception 11 (2)]<image003.jpg>

From: [REDACTED – Exception 11 (2)]
Sent: 06 March 2025 11:57
To: [REDACTED – Exception 11 (2)]

Cc: [REDACTED – Exception 11 (2)]Thomson, Derek **[REDACTED – Exception 11 (2)]**Kate Higgins **[REDACTED – Exception 11 (2)]**
Subject: SG and Unite: Grangemouth

Hi All, I just wanted to touch base on the back of our recent conversation and considering the Job Fair that is happening at Forth Valley College tonight.

A recap of some of the key points for discussion going forward. **[REDACTED – Exception 10 (5) (e)]**

On a wider note, it would be helpful to us that Derek, and I are copied in on the myriads of initiatives going forward **[REDACTED – Exception 11 (2)] [REDACTED – Exception 10 (5) (e)]**

I am copying in Kate Higgins also whom we have regularly dialogue on the aforementioned.

I don't want to be formulaic, but it might be an idea for those included in this email along with **[REDACTED – Exception 11 (2)]**to regularly engage on the progress of these points.

Thanks

[REDACTED – Exception 11 (2)]
Unite the union (Scotland)
[REDACTED – Exception 11 (2)]

From: [REDACTED – Exception 11 (2)]
Sent: 27 February 2025 11:29
To: [REDACTED – Exception 11 (2)]
Cc: [REDACTED – Exception 11 (2)]
Subject: [EXTERNAL] RE: [EXTERNAL] RE: [EXTERNAL] RE: Accepted: [EXTERNAL] SG Catch up with **[REDACTED – Exception 11 (2)]**

EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

Hi [REDACTED – Exception 11 (2)]

[REDACTED – Exception 10 (5) (e)]
Best,

[REDACTED – Exception 11 (2)]

From: [REDACTED – Exception 11 (2)]
Sent: 26 February 2025 13:42
To: [REDACTED – Exception 11 (2)]

Cc: [REDACTED – Exception 11 (2)]
Subject: RE: [EXTERNAL] RE: [EXTERNAL] RE: Accepted: [EXTERNAL] SG Catch up with Derek

[REDACTED – Exception 10 (5) (e)]
.

https://www.unitetheunion.org/news-events/news/2021/september/new-research-finds-vast-majority-of-rolls-royce-workers-at-inchinnan-have-not-found-re-employment-as-unite-demands-government-support

[REDACTED – Exception 11 (2)]
Unite the union (Scotland)
[REDACTED – Exception 11 (2)]

From: [REDACTED – Exception 11 (2)]
Sent: 25 February 2025 10:43
To: [REDACTED – Exception 11 (2)]Thomson, Derek **[REDACTED – Exception 11 (2)]**
Cc: [REDACTED – Exception 11 (2)]
Subject: [EXTERNAL] RE: [EXTERNAL] RE: Accepted: [EXTERNAL] SG Catch up with Derek

EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

Fab, thanks **[REDACTED – Exception 11 (2)]** – I've sent an invite over.

Speak tomorrow,

[REDACTED – Exception 11 (2)]

[REDACTED – Exception 11 (2)]

From: [REDACTED – Exception 11 (2)]
Sent: 25 February 2025 10:04
To: Thomson, Derek **[REDACTED – Exception 11 (2)]**
Cc: [REDACTED – Exception 11 (2)]
Subject: Re: [EXTERNAL] RE: Accepted: [EXTERNAL] SG Catch up with Derek

Hi All based on below I am free tomorrow until 2pm, and the times slot on Thursday and Friday works also.

[REDACTED – Exception 11 (2)]
Unite the union (Scotland)
[REDACTED – Exception 11 (2)]

On 25 Feb 2025, at 09:49, Thomson, Derek <Derek.Thomson@unitetheunion.org> wrote:

Hi all,

[REDACTED – Exception 11 (2)] is copied in to arrange a suitable time.

Thanks

Derek

From: [REDACTED – Exception 11 (2)]
Sent: 25 February 2025 08:35
To: [REDACTED – Exception 11 (2)] Thomson, **Derek [REDACTED – Exception 11 (2)]**
Cc: [REDACTED – Exception 11 (2)]
Subject: [EXTERNAL] RE: Accepted: [EXTERNAL] SG Catch up with Derek

EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

Thanks**[REDACTED – Exception 11 (2)]** and Derek,

Derek, please could you loop **[REDACTED – Exception 11 (2)]** and **[REDACTED – Exception 11 (2)]** into the chat with **[REDACTED – Exception 11 (2)]** we are all free at the following times this week if that helps:

Wednesday -
11:00-12:00
13:00:14:30
15:00-16:00

Thursday -
15:00-15:30

Friday -
13:00 - 17:00

Speak soon,

[REDACTED – Exception 11 (2)]

[REDACTED – Exception 11 (2)]
[REDACTED – Exception 11 (2)]

From: [REDACTED – Exception 11 (2)]
Sent: 25 February 2025 08:19
To: Thomson, Derek **[REDACTED – Exception 11 (2)]**

Cc: [REDACTED – Exception 11 (2)]
Subject: RE: Accepted: [EXTERNAL] SG Catch up with Derek

Cheers, Derek this is great
I've copied them both in

Thanks
[REDACTED – Exception 11 (2)]

From: Thomson, Derek **[REDACTED – Exception 11 (2)]**
Sent: 25 February 2025 08:17
To: [REDACTED – Exception 11 (2)]
Subject: Re: Accepted: [EXTERNAL] SG Catch up with Derek

Hi **[REDACTED – Exception 11 (2)]**

[REDACTED – Exception 11 (2)] is going to get the data to **[REDACTED – Exception 11 (2)]** and talk it through with him.

If you could get me **[REDACTED – Exception 11 (2)]**details **then [REDACTED – Exception 11 (2)]** from my team will start conversation with her.

Thanks

Derek
Sent from my iPhone

> On 23 Feb 2025, at 13:38, Thomson, Derek **[REDACTED – Exception 11 (2)]** wrote:
>
>
> <meeting.ics>
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Document 2

From: [REDACTED – Exception 11 (2)]
Sent: 18 March 2025 12:31
To: [REDACTED – Exception 11 (2)]
Subject: Details

Hi **[REDACTED – Exception 11 (2)]**

So far we have

Myself **[REDACTED – Exception 11 (2)]**
Will try to get at least another and will let you know ASAP.

Thanks

[REDACTED – Exception 11 (2)]

Document 3

From: [REDACTED – Exception 11 (2)]
Sent: 06 March 2025 11:12
To: [REDACTED – Exception 11 (2)]
Cc: [REDACTED – Exception 11 (2)]Thomson, Derek **[REDACTED – Exception 11 (2)]**
Subject: Unite Contacts

Hi All,

I've CC'd both **[REDACTED – Exception 11 (2)]** and Derek from Unite so they can be included in future correspondence around the training/ redundancy support. I will continue to attend meetings and support process where work allows.

Thanks

[REDACTED – Exception 11 (2)]

Document 4

From: [REDACTED – Exception 11 (2)]
Sent: 05 March 2025 22:59
To: [REDACTED – Exception 11 (2)]
Subject: Re: Phase 2

Hi **[REDACTED – Exception 11 (2)]**

No issues for me.

Thanks

[REDACTED – Exception 11 (2)]

From: [REDACTED – Exception 11 (2)]
Sent: 05 March 2025 13:27
To: [REDACTED – Exception 11 (2)]
Subject: FW: Phase 2

Hi

Would appreciate feedback before our meeting tomorrow in order to circulate fully with the Pace partners.

Regards
[REDACTED – Exception 11 (2)]

From: [REDACTED – Exception 11 (2)]
Sent: 03 March 2025 17:34
To: [REDACTED – Exception 11 (2)]
Cc: [REDACTED – Exception 11 (2)]
Subject: Phase 2

Hi

We have been looking at phase two and to enhance the flow chart the detail attached is being used. We can't put timescales due to the volume of employees e[involved and **[REDACTED – Exception 10 (5) (e)]**
We are looking to prioritise those leaving soonest with training, however this will not be at the expense of an employee leaving later from a funding prospective.

[REDACTED – Exception 10 (5) (e)]

Please comment feedback and review before this is circulated to a wider audience.

Regards
[REDACTED – Exception 11 (2)]

Document 5

-----Original Message-----
From: **[REDACTED – Exception 11 (2)]**
Sent: 19 February 2025 22:25
To: **[REDACTED – Exception 11 (2)]**
Subject: Re: Grangemouth Skills Intervention - weekly catch up

I'll get on the call.

Thanks

[REDACTED – Exception 11 (2)]
Sent from my iPhone

> On 19 Feb 2025, at 16:04, **[REDACTED – Exception 11 (2)]**
wrote:
>
> Hi All,
>
> Following discussion with individuals over the course of this week, I am proposing to move the schedule of bi-weekly calls to weekly check-ins to discuss activity and progress of the Grangemouth Skills Intervention.
>
> I have set the time of 10:30 Thursdays as this usually worked for most on the bi-weekly rhythm.
>
> Appreciate this next call, scheduled for 10:30 tomorrow, is quite last minute. So if this doesn't work for everyone we can look to move ahead with full cast list from Feb 27th. If you would like to discuss an alternative day/time of the week to hold these, please let me know.
>
> As a project team we can review the requirement for weekly meetings on a ongoing basis.
>
> Just to say also a massive thanks to all for ongoing efforts in delivering this work.
>
> Look forward to seeing those who can make it tomorrow.
>
> Best,
>
[REDACTED – Exception 11 (2)]
> [cid:image001.jpg@01DB82E7.86551220]

Document 6

From: [REDACTED – Exception 11 (2)]
Sent: 12 February 2025 17:01
To: [REDACTED – Exception 11 (2)]
Cc: [REDACTED – Exception 11 (2)]Thomson, Derek **[REDACTED – Exception 11 (2)]**
Subject: FM Meeting Details

Hi **[REDACTED – Exception 11 (2)]**

Just got some details confirmed. We are going to all attend remotely as we are all in different places tomorrow morning.

Attending will be

Myself[**REDACTED – Exception 11 (2)]**
Derek Thomson - Unite Scotland Regional Secretary **- [REDACTED – Exception 11 (2)]**

I've CC'd them in also.

Thanks

[REDACTED – Exception 11 (2)]

Document 7

From: [REDACTED – Exception 11 (2)]
Sent: 11 February 2025 10:55
To: [REDACTED – Exception 11 (2)]
Cc: [REDACTED – Exception 11 (2)]
Subject: Re: Skills work/next steps

Hi **[REDACTED – Exception 11 (2)]**

Apologies for the slow reply - I'll not disturb you with a call given the nature of your leave today.

Yes we will take up the opportunity for that meeting. I will need to get worker attendance confirmed today or by tomorrow AM at the latest but would also like to request that Derek Thomson comes on the call.

Please let me know if that and timescales are ok?

PS my number is **[REDACTED – Exception 11 (2)]**

Thanks

[REDACTED – Exception 11 (2)]
Sent from my iPhone

On 11 Feb 2025, at 09:17**, [REDACTED – Exception 11 (2)]** wrote:

Hi **[REDACTED – Exception 11 (2)]**

Thanks for coming back. I am largely out of office today for a funeral but I will have time for a quick call at 10:30. Could you please call me at this time on **[REDACTED – Exception 11 (2)]** as I don't have your contact number to call you myself.

Aware you are busy and might not see this email, so in the event that we don't catch up over phone at 10:30 today, I'll outline the ask over email here too:

The First Minister is keen to hold a discussion with Refinery workers to get an sense of how things are going at the moment from your perspective – both with **[REDACTED – Exception 10 (5) (e)]** and the Government skills intervention. First Minister's secretary is currently holding a slot at 10:30 on Thursday morning –this clashes with the Skills intervention catch up that **[REDACTED – Exception 11 (2)]** has invited you too below, but unfortunately this is currently the best available time.

Could you indicate if you would be available for attending this call with the First Minister 10:30 on Thursday morning, and who else you would suggest attends that from your side?

As above, do give me a buzz at 10:30 if you can, otherwise a response to this email as soon as feasible would be a big help.

Hope all well otherwise.

Best,

[REDACTED – Exception 11 (2)]
<image001.jpg>

From: [REDACTED – Exception 11 (2)]
Sent: 10 February 2025 18:17
To: [REDACTED – Exception 11 (2)]
Cc: [REDACTED – Exception 11 (2)]
Subject: Re: Skills work/next steps

Hi **[REDACTED – Exception 11 (2)]**

Apologies just picked this up. The only slot I have tomorrow is 1000-1030 or would be Wednesday morning now. Please let me know if that works.

Thanks

[REDACTED – Exception 11 (2)]
Sent from my iPhone

On 10 Feb 2025, at 16:13, **[REDACTED – Exception 11 (2)]** wrote:

Hi **[REDACTED – Exception 11 (2)]**

Thanks for coming back on this. **[REDACTED – Exception 11 (2)]** is now off on leave so I'm picking up in his absence.

Appreciate that things will be very busy at the moment. I wondered if you might have 5 mins re: the below and potential for a meeting with the First Minister to discuss further?

If you have time this PM just call on**[REDACTED – Exception 11 (2)]** – I'll be available until just before 6pm.

Best,

[REDACTED – Exception 11 (2)]
<image001.jpg>

From: [REDACTED – Exception 11 (2)]
Sent: 10 February 2025 14:34
To: [REDACTED – Exception 11 (2)]
Cc: [REDACTED – Exception 11 (2)]
Subject: Re: Skills work/next steps

Thanks **[REDACTED – Exception 11 (2)],** I'm happy to attend the call on Thursday diary permitting. Things are really busy here just now, **[REDACTED – Exception 10 (5) (e)]**

Thanks

[REDACTED – Exception 11 (2)]

Sent from my iPhone

On 7 Feb 2025, at 11:46, **[REDACTED – Exception 11 (2)]:**

Morning **[REDACTED – Exception 11 (2)]**

Hope you're well, understand it's likely been a difficult last fortnight for you and colleagues.

Just to let you know, I've put in a meeting to discuss progress of the skills intervention at 10:30 – 11:15 on Thursday 13th Feb (virtual). This will be with Petroineos HR, Forth Valley College, PACE, UKG and my colleague **[REDACTED – Exception 11 (2)]** (copied). Plan is to discuss progress of the skills intervention so far and surface any issues that need addressed. You would be very welcome to join that call, or if you can't make it then feel free to send **[REDACTED – Exception 11 (2)]** or Unite colleague in your place. Alternatively please let me **or [REDACTED – Exception 11 (2)]** know in advance if there are issues you want raised on that call.

I'm off on leave from 11th – 19th but **[REDACTED – Exception 11 (2)]** will be around during that time (apart from Fri 14th). Please do reach out at any time.

Cheers,

[REDACTED – Exception 11 (2)]
<image001.png>

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Document 8

John Smith House
145-165 West Regent
Street
Glasgow
G2 4RZ

Tel: 0141 404 5424

SCOTLAND

4th April 2025

Sent via email: cabsecfornze@gov.scot

Dear Cabinet Secretary

1. Unite and industry concerns over onshore and offshore wind projects

I am writing to you in relation to various discussions Unite has engaged on with onshore and offshore wind developers in Scotland.

Unite shares the investment concerns which developers have in relation to the UK Government's Clean Power Action Plan.

Currently, the cap in the Plan will allow only 700MW of additional Scottish onshore wind capacity to connect between 2031 and 2035. It has been indicated to Unite by developers that this would result in a significant decrease in the rate of installations allowed after 2030 and could lead to the freezing or withdrawal of investment in Scotland.

Any 1GW of onshore wind has the potential to support an average of 800 jobs in Scotland during its construction and 200 jobs once it becomes fully operational. That includes direct and indirect jobs, it and assumes a steady build-out between 2030 and 2035. Therefore, we are concerned by any barrier to investment because it curtails job growth.

There are also wider issues which we have discussed around skills and the necessity of tailoring a skills agenda to the low carbon and renewables sector. It has emerged in our discussions with various developers that there are skills gaps and shortages which are preventing their business from growing.

In the context of the situation at Grangemouth, we would like to meet with you alongside several developers and renewables bodies to explore the potential for creating more delineated job and skills pathways for workers to transition

into the renewables sector in order that we maximise job growth and skills matching.

Sharon Graham
General Secretary

www.unitetheunion.org

Contd/...2

Unite has concerns that the nascent Energy Skills Passport does not establish these clear pathways for potential and existing workers into the renewables sector. I look forward to your response.

Yours sincerely

Derek Thomson Scottish Secretary

cc. Kate Higgins**, [REDACTED – Exception 11 (2)]**

Document 9

John Smith House
145165West Regent Street
Glasgow
G2 4RZ

Tel: 0141 404 5424

SCOTLAND

DT/ES

15th April 2025

Keep Grangemouth Working campaign – urgent demands of government

I am writing following approaches by parliamentarians at Holyrood and Westminster in relation to Unite's Keep Grangemouth Working campaign and developments over the weekend at Scunthorpe.

It is important to state that Unite welcomes the decision by the UK Government to proactively invest British Steel's Scunthorpe furnaces in the national interest by taking a controlling interest.

The similarities between Grangemouth and Scunthorpe are striking. Both have up to 3,000 jobs dependent upon the assets operating, and both owned by private companies with Chinese involvement. Grangemouth and Scunthorpe are of similar strategic importance to the economy and both significantly contribute to nation's energy security.

The Keep Grangemouth Working campaign from the outset has called for an extension in the refinery's lifespan and then with investment the complex can transition into greener renewable industries. The primary objective for Unite is to secure a bridge between any closure in the refinery's operations and the establishment of new projects at Grangemouth.

We believe this could still be achieved by the Scottish and UK governments taking a transitional stake or to become the investor of first resort at Grangemouth Refinery. At Scunthorpe, this is exactly what is happening as the UK government has secured an extension in the lifespan of the furnaces with promised investment which will transition the current blast furnaces into greener arc furnaces.

Therefore, any attempt to suggest the similarities are not striking is to deny the facts. The difference is that government has chosen not to intervene in the case of Grangemouth, whereas it has decisively done so at Scunthorpe.

It is extremely distressing to our members and representatives at Grangemouth to see the issue being used as a political football on social media. The tone deafness to the current plight of workers is appalling given that workers at Grangemouth Refinery will be leaving through redundancy in the coming weeks and again at the end of May. The inaccuracy in the postings is incredible and either down to ignorance of the true position or to create confusion for the workers. I will be writing separately to those who are posting these damaging untruths.

It is estimated in the *PwC analysis (2024)* that the economic contribution of the Grangemouth oil refinery stands at £403.6m and with it 2,822 direct, indirect and induced jobs are reliant on its operations

By PetroIneos' own admission, any of the viable options identified through Project Willow are in the post-2030 timeframe. This means that over £2bn will have been lost to the Scottish economy before a single job is created through this project. The £200M announced by the Prime Minister through the National Wealth Fund is also contingent and conditional upon private sector investment. It must first be matched before its unlocked into Grangemouth.

This comes far too late for the refinery workers and I want to be absolutely clear this promise of investment has not saved one job at the refinery nor will 'protect thousands of jobs at Grangemouth' as being claimed on social media by some politicians.

Unite is supportive of elements in the Project Willow report. Our transition plan for Grangemouth has championed the complex transitioning into a Sustainable Aviation Fuel (SAF) hub and it supports bio-fuels options. However, we have campaigned all along on the basis that these projects must be under construction and operating before the refinery ceases operating at Grangemouth.

In correspondence received by Unite from the Secretary of State for Scotland he writes '*Project Willow has identified nine proposals with the potential to attract private investment, including plastics recycling, hydrogen production, and sustainable aviation fuel that could create up to 800 jobs by 2040.'*

This is no way will mitigate the losses at the refinery and the wider supply chain.

It is also why Unite has repeatedly demanded an independent review of the current assets at Grangemouth in order to ascertain how they can be repurposed and transitioned to align with newer and greener industries. It is our understanding that Project Willow did not assess the viability of any assets being repurposed, and it was outside the terms of reference given to the consultants EY.

To date, it is lamentable that Unite has never received a formal response from either government on whether they would formally support an independent review.

Such a review could potentially save millions in investment and start-up costs, reduce operation timescales associated with new projects, and critically it would

retain the existing jobs and skills base at Grangemouth. The International Energy Agency state that re-purposing an old refinery can reduce costs by up to 34 per cent compared to building a new facility from scratch. A care custody and control assessment must now be looked at by the Scottish Government and SEPA should the site be left unmanaged. While of course we believe these assets should remain operational - if they do not, it must be ensured they are left in a condition in which they can be repurposed.

Instead, the first wave of redundancy payments at Grangemouth will be paid on 15 April. Workers will start to leave the refinery at the end of April with the plants also expected to shut down for the last time. The vast majority of workers will have left by the end of June and they will face a period of great personal uncertainty.

There is an unfolding redundancy situation at the other associated businesses at the Grangemouth complex involving INEOS Forties Pipeline System, O&P and Chemicals. Hundreds of jobs related to the refinery's operation are under threat of redundancy with contractors also being released. These workers are not covered by the same 18month redundancy pay terms exclusively negotiated by Unite on behalf of the Petroineos refinery workers.

Therefore, on any test and by any measure, Unite firmly believes the Scottish and UK governments have failed at Grangemouth. There remains an open but limited window of opportunity to save the 500 refinery jobs.

We need an immediate pause in the closure of the refinery, and government must urgently intervene to put all options on the table. This is what has rightly occurred at Scunthorpe.

We would ask that you support these demands in the interests of the Grangemouth workers and communities, and in the nation's economic and energy security interests.

I have continually welcomed the support of the Scottish Parliament and many politicians in our campaign to Keep Grangemouth Working. The work on skills and training is commendable post the refinery announcement and we will continue to work on those important elements going forward.

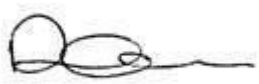
It what should have been a time of support for the workers at Scunthorpe and real opportunity to push forward progressive Government intervention in Grangemouth has instead in the last 48 hours deteriorated into personal political point scoring.

Workers in oil and gas and other industries across Scotland will have been watching with interest how the intervention of Government could help their industries secure a just transition.

What they are witnessing is a truly appalling show of political self interest and not that of a national interest in Scotland's industrial heartlands.

I would urge everyone in the Scottish Parliament to ensure that they are factual when they are posting about the issue at Grangemouth, that they consider the issues outside of their political party sphere and that most importantly that they show respect to workers who will begin to lose their jobs and the many thousands more down the next period of time before any new job is created at Grangemouth

Yours sincerely



Derek Thomson

Scottish Secretary

Document 10

First Minister Meeting with Grangemouth Refinery workers and Unite representatives, 19th March 2025, 12:45-13:30, Forth Valley College

Attendees:
First Minister, John Swinney MSP
[REDACTED – Exception 11 (2)]
Official Support:
Susie Townend, Deputy Director, Energy Industries
[REDACTED – Exception 11 (2)]
Note:

- Union representatives confirm that they are happy with the progress that has been made on the skills intervention, noting that tangible improvements have been made since they last met FM (13th February). This includes improved communications and better joint working with officials. They note that it is critical that this pace continues as we move into delivery – to ensure training provision can be offered to the workforce in a timely manner. FM notes he is pleased with this progress and directs officials to continue working closely with unions and Forth Valley College to maintain this pace.
- **[REDACTED – Exception 10 (5) (e)]**
- Unions welcome the publication of *Project Willow: Investment opportunities.* FM underlines the importance of turning these propositions into tangible projects to secure a long-term sustainable future for the Grangemouth Industrial Complex, in the interest of workers, community and Scotland's wider economy. In this regard, he comments that the public sector is obliged to bring forward the private investment required to do this. He notes that Scottish Enterprise, under the leadership of Adrian Gillespie are well placed to do this, and he is confident in their capabilities of moving Project Willow forward. FM welcomes the unions offer to continue supporting the project and commits to convening a meeting between Unite and SE to progress this point.

ENDS

Document 11

First Minister – Unite Meeting
13/02/2025
Minute

Attendees
First Minister
Gillian Martin - Cabinet Secretary for Net Zero and Energy, Scottish Government
Kate Higgins – Special Adviser, Scottish Government
Susie Townend – Deputy Director Energy Industries, Scottish Government
[REDACTED – Exception 11 (2)
]Derek Thomson – Scottish Secretary, Unite the Union
[REDACTED – Exception 11 (2)]

Apologies
[REDACTED – Exception 11 (2)]

Discussion notes
- **[REDACTED – Exception 10 (5) (e)]**
- FM says that he is focused on trying to get SG and UKG together to influence Petroineos to take a different approach on the refinery. **[REDACTED – Exception 10 (5) (e)]**
- FM says believes there should be a short term intervention to stop what has happened with the redundancies**[REDACTED – Exception 10 (5) (e)]**
- FM says that SG is exploring every possibility to put in short term measures to address the disruption as a result of the redundancy notices being issued, he was hoping to discuss this with the SoS but as mentioned, the meeting was cancelled.
- GM wants to hear from the workers on how the redundancy is going from the workers' perspective rather than Petroineos.
- **[REDACTED – Exception 10 (5) (e)]**
- **[REDACTED – Exception 10 (5) (e)]**
- **[REDACTED – Exception 11 (2)]** says that situation on the ground is 'grim'. The consensus amongst Unite members is to keep the refinery working. Wants to hear more about short term interventions.
- **[REDACTED – Exception 10 (5) (e)]**
- FM again reiterates acting on the comms blockers must be an immediate action for officials.
- FM says that between SG and UKG he is happy to engage with Petroineos to keep the refinery going. He cannot do this with SG alone, due to the financials. **[REDACTED – Exception 10 (5) (e)]**
- FM says he is not going to give up in pursuing a joint venture between the two governments and the company to keep the site going.
- **[REDACTED – Exception 11 (2)]** says that Project Willow findings have been known for a while so why are the governments not acting on it.
- FM says that he wants to put some of the suggestions as soon as possible but SG needs willing partners to do this.
- **[REDACTED – Exception 10 (5) (e)]**
- **[REDACTED – Exception 11 (2)] [REDACTED – Exception 10 (5) (e)]**

- FM again reiterates that SG will stay close to the Skills Intervention Package
- **[REDACTED – Exception 10 (5) (e)]**
- DT says that he appreciates that UKG has more of the levers available to them to make Willow happen.
- **[REDACTED – Exception 10 (5) (e)]**
- DT says that nothing has crossed his desk about this.
- **[REDACTED – Exception 10 (5) (e)]**
- JM says that he PACE support is needed for workers to make the most of the careers fair. They need support with CVs and interview techniques.
- FM reiterates this is his number one priority.
- **[REDACTED – Exception 10 (5) (e)]**

Decisions made
N/A

Actions
[REDACTED – Exception 10 (5) (e)]
[REDACTED – Exception 11 (2)]
Schedule another conversations with the Union to address the issues raised today – FMPO

Document 12

From: [REDACTED – Exception 11 (2)]
Sent: 09 April 2025 19:48
To: [REDACTED – Exception 11 (2)]
Cc: [REDACTED – Exception 11 (2)]Subject: Re: [EXTERNAL] RE: [EXTERNAL] RE: [EXTERNAL] RE: SG and Unite: Grangemouth

Hi **[REDACTED – Exception 11 (2)]**

Please see CC'd in **[REDACTED – Exception 11 (2)]** who is a **[REDACTED – Exception 11 (2)]** with Unite, with my limited access to the weekly training support update meetings it might be worth also **inviting [REDACTED – Exception 11 (2)]** along**. [REDACTED – Exception 11 (2)]** is assisting us locally with union learning funded training and other opportunities. I should have probably made introductions sooner but makes sense now to bring **[REDACTED – Exception 11 (2)]** in, especially in my limited attendance.

For the other Scot Gov/ Unite Grangemouth discussions - **[REDACTED – Exception 11 (2)]** and Derek remain the best contacts, don't want to confuse anything as know there are lots of people working on different things.

PS as below, we wrote to branch again about engagement.

Thanks

[REDACTED – Exception 11 (2)]

Sent from my iPhone

Document 13

From: [REDACTED – Exception 11 (2)]
Sent: 15 March 2025 07:57
To: [REDACTED – Exception 11 (2)]
Subject: RE: FM workers meeting

Hi **[REDACTED – Exception 11 (2)]**

Okay thanks, have a great weekend.

[REDACTED – Exception 11 (2)]
[REDACTED – Exception 11 (2)]

From: [REDACTED – Exception 11 (2)]
Sent: 15 March 2025 01:48
To: [REDACTED – Exception 11 (2)]
Subject: Re: FM workers meeting

Hi **[REDACTED – Exception 11 (2)]**

We working through some release issues for Wednesday. The trade union reps, assuming we get everything sorted with release, are used to cameras etc being there so unlikely to be an issue.

Thanks

[REDACTED – Exception 11 (2)]

From: [REDACTED – Exception 11 (2)]
Sent: 14 March 2025 13:24
To: [REDACTED – Exception 11 (2)]
Subject: FM workers meeting

Hi **[REDACTED – Exception 11 (2)]**

Hope you're well.

Aware you've been helping finding some workers for the FM to meet next week. Can I check if they will be okay with TV cameras being there?

Cheers,

[REDACTED – Exception 11 (2)]

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Document 14

From: [REDACTED – Exception 11 (2)]
Sent: 27 February 2025 14:15
To: [REDACTED – Exception 11 (2)]
Subject: Re: retraining - Paid or unpaid time off

[REDACTED – Exception 10 (5) (e)]

[REDACTED – Exception 11 (2)]
Sent from my iPhone

On 27 Feb 2025, at 13:56, **[REDACTED – Exception 11 (2)]** wrote:

Hi **[REDACTED – Exception 11 (2)],**

Thanks for the catch up earlier.

[REDACTED – Exception 10 (5) (e)]

Can call if helpful.

Thanks,

[REDACTED – Exception 11 (2)]
<image001.png>

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Document 15

From: [REDACTED – Exception 11 (2)]
Sent: 26 February 2025 18:26
To: [REDACTED – Exception 11 (2)]
Subject: Re: Survey data

Yes no problem **[REDACTED – Exception 11 (2)]**

Thanks

[REDACTED – Exception 11 (2)]
Sent from my iPhone

On 26 Feb 2025, at 17:27, **[REDACTED – Exception 11 (2)]**wrote:

Thanks **[REDACTED – Exception 11 (2)]** , that would be helpful. Is 11am best for you then? I'm free from then until 1:30pm.

Would also be useful if my colleague **[REDACTED – Exception 11 (2)]** can join for that chat too.

Cheers,

[REDACTED – Exception 11 (2)]
<image001.png>

From: [REDACTED – Exception 11 (2)]
Sent: 26 February 2025 17:18
To: [REDACTED – Exception 11 (2)]
Subject: Re: Survey data

Hi **[REDACTED – Exception 11 (2)]**

No problem - Let's catch up after the meeting at 1030.

Thanks

[REDACTED – Exception 11 (2)]
Sent from my iPhone

On 26 Feb 2025, at 16:30, **[REDACTED – Exception 11 (2)]** wrote:

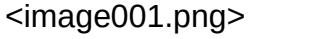
Hi **[REDACTED – Exception 11 (2)]**

Hope you're doing well.

I understand there was potentially some survey data that Unite were willing to share – happy to pop in a call to discuss if helpful.
Conscious we have a project update call tomorrow on the skills intervention but just give me a shout if anything you want raised before/after that.

Cheers,

[REDACTED – Exception 11 (2)]



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