

From: [REDACTED] **On Behalf Of** ET SGO

Sent: 24 November 2025 16:17

To: Permanent Secretary <PermanentSecretary@gov.scot>; DG Corporate <dgcorporate@gov.scot>; DG Exchequer Strategy and Performance <DGESP@gov.scot>; DG Education & Justice <dgej@gov.scot>; DG Economy <DGEconomy@gov.scot>; DG Communities <DGCommunities@gov.scot>; DG Net Zero <DGNetZero@gov.scot>; DG Health & Social Care <DGHSC@gov.scot>; Anna Kynaston <Anna.Kynaston@gov.scot>; Andrew Bruce <Andrew.Bruce@gov.scot>; Jackie Mcallister <Jackie.Mcallister2@gov.scot>; Annabel Turpie <Annabel.Turpie@gov.scot>; Nicola Richards <Nicola.Richards@gov.scot>

Cc: ET SGO <ETSGO@gov.scot>; Joe Griffin <Joe.Griffin@gov.scot>; Lesley Fraser <Lesley.Fraser@gov.scot>; Shona Riach <Shona.Riach@gov.scot>; Neil Rennick <Neil.Rennick@gov.scot>; Gregor Irwin <Gregor.Irwin@gov.scot>; Miriam Craven <Miriam.Craven@socialsecurity.gov.scot>; Caroline Lamb <Caroline.Lamb@gov.scot>; Jennifer Inglis-Jones <Jennifer.Inglis-Jones@gov.scot>; Solicitor to the Scottish Government <solicitor@gov.scot>; Lisa McGuinness <Lisa.Mcguinness@gov.scot>; Gillian Russell <Gillian.Russell@gov.scot>; Kirsty Walker <Kirsty.Walker2@gov.scot>; [REDACTED]

Subject: Executive Team - 18 November - Action Note

Please note that these minutes contain sensitive information and must not be shared beyond this copy list without prior consultation with ETSGO.

Executive Team: Permanent Secretary (Chair), Roy Brannen, Andy Bruce, Miriam Craven, Lesley Fraser, Gregor Irwin, Caroline Lamb (30 minutes late, meeting with FM, Gillian Russell sub), Jackie McAllister, Neil Rennick, Shona Riach (left at 15:30, Lisa McGuinness sub), Annabel Turpie

Also in Attendance: Anna Kynaston, Lisa McGuinness, Nicky Richards and Kirsty Walker

Apologies: Linda Bauld

1. [REDACTED – OUT OF SCOPE]
2. [REDACTED – OUT OF SCOPE]
3. [REDACTED – OUT OF SCOPE]
4. [REDACTED – OUT OF SCOPE]

DECISIONS:

- ET agreed the need to simplify the process and pilot a 'ticket' system for internal and external recruitment, with additional opportunities to run SG Core only EOI processes on Oracle.
- [REDACTED – OUT OF SCOPE]
- [REDACTED – OUT OF SCOPE]

[REDACTED – OUT OF SCOPE]

5. [REDACTED – OUT OF SCOPE]

AOB

- [REDACTED – OUT OF SCOPE]

Many thanks,

ETSGO

Executive Team Strategic Governance Office

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Executive Team: Permanent Secretary, Andy Bruce, Elise Black (for Jackie McAllister), Miriam Craven, Lesley Fraser, Gregor Irwin, Andrew Kerr (from 15:45), Caroline Lamb, Ruaraidh Macniven, Alice Mergler (for Lisa McGuinness), Neil Rennick, Shona Riach, Nicky Richards, Annabel Turpie (sub for Andrew Kerr 14:00 – 15:45)

Also in Attendance: [REDACTED]

Apologies: Jackie McAllister

Check-in: no actions

Item One: [REDACTED – OUT OF SCOPE]

[REDACTED – OUT OF SCOPE]

Item Two: [REDACTED – OUT OF SCOPE]

[REDACTED – OUT OF SCOPE]

Item Three: Budget

[REDACTED – OUT OF SCOPE]

Context and key discussion points

DG Exchequer, Strategy and Performance introduced the item noting [REDACTED - OUT OF SCOPE]

- [REDACTED – OUT OF SCOPE]
- [REDACTED – OUT OF SCOPE]
- [REDACTED – OUT OF SCOPE]
- [REDACTED – OUT OF SCOPE]
- Recognised it would be helpful to convene a small group of Directors to bottom out TOC targets for 2026, strengthening use of controls and tools (including Oracle).
- [REDACTED - OUT OF SCOPE]

Item Four: [REDACTED - OUT OF SCOPE]

[REDACTED – OUT OF SCOPE]

Item Five: [REDACTED – OUT OF SCOPE]

[REDACTED – OUT OF SCOPE]