

Edward Mountain MSP
Convenor of the Scottish Parliament Net Zero, Energy & Transport Committee
The Scottish Parliament
Edinburgh
EH99 1SP

3rd December 2025

Dear Mr. Mountain MSP

We write as the trade union officials representing the workforce at Scottish Water in response to the consultation being conducted by the Scottish Parliament's Net Zero, Energy & Transport Committee regarding their scrutiny of the Public Services Reform (Scottish Water) Order 2026 and, in particular, the proposal to amend paragraph 2 of schedule 3 of the Water Industry (Scotland) Act 2022, setting out requirements for the composition of the Board of Scottish Water.

In our view, the consideration of changes to the composition of the board presents an opportunity to consider allocating seats on the Scottish Water Board to each of the three trade unions representing the workforce at Scottish Water.

Such a move would, we believe, be in line with the Scottish Government's Fair Work and Fair Work First principles to expand "workers voice" in decision making forums and discussions potentially affecting the workforce.

It is also our belief that it would reduce the potential (as experienced in efforts to resolve recent industrial disputes at Scottish Water) for confusion regarding the nature of discussions at the Scottish Water Board affecting the jobs, wages and terms and conditions of the workforce at Scottish Water – and, therefore, would be potentially conducive to ensuring improved industrial relations moving forward.

We note from your recent communication regarding the committee's scrutiny of the proposal regarding the future composition of the Scottish Water Board that one of the considerations relates to cost. Therefore, in suggesting that places on the Scottish Water Board should be reserved for trade union representatives, we wish to make it clear that such representatives would not expect and would not accept remuneration for performing their role as board members.

Contd/...2

Yours sincerely

Sam Ritchie
Unite the Union
Regional Officer



Rae Montgomery-Cahill
Unison Scotland
Regional Organiser



Claire Greer
GMB Scotland
Regional Organiser

