



The Scottish Parliament
Pàrlamaid na h-Alba

The Presiding Officer

Jenni Minto MSP
Convener
Standards, Procedures and Public Appointments Committee
The Scottish Parliament
Edinburgh
EH99 1SP

17 June 2026

Dear Jenni,

RECOMMENDATIONS FOR SPPA FROM THE DIGNITY AT WORK SURVEY

Congratulations on your election as Convener of the Standards, Procedures and Public Appointments Committee. I look forward to working with you and the Committee as we all strive to make Parliament more responsive, relevant and effective.

I seek to draw attention to the recommendations in the Dignity at Work report, published on 12 March and endorsed by my predecessor and party leaders in the Chamber the following day.

Members were clear at the time that progress on the recommendations should be an early priority for the new Parliament. In that context, I wish to bring these matters to the SPPA Committee's attention at an early stage in the session.

The attached Annex sets out those recommendations which fall within the Committee's remit or may otherwise be of interest.

I appreciate there will be many demands upon the Committee's time. In light of the report's findings and their significance for the Parliament as a whole, I would welcome early consideration of these recommendations.

Work is also progressing on recommendations within the SPCB's remit. An update on these matters will be provided in due course, including the development of the zero-tolerance statement.

There is a shared responsibility across Parliament to ensure that appropriate action is taken and sustained in order to strengthen a culture of safety, respect, fairness and accountability.

Yours sincerely

A handwritten signature in blue ink that reads "Kenneth J Gibson". The signature is written in a cursive style with a large initial 'K'.

Kenneth Gibson MSP
Presiding Officer

Recommendation 1: Parliament-wide zero tolerance statement and unified codes, policies and procedures

The SPCB should:

- Work with the Standards, Procedures and Public Appointments (SPPA) Committee to introduce a Parliament-wide Zero Tolerance Statement and align all codes, policies and procedures, including the Code of Conduct for MSPs to ensure consistent expectations, protections, and processes.
- Engage with party leaders to reaffirm their commitment to a zero-tolerance culture at Holyrood, and then work with the SPPA Committee, and employers working at the Parliament, to endorse the zero-tolerance statement.

Recommendation 3: Strengthen clarity, independence, and accessibility of the complaints system

The SPCB should:

- Commission senior officials to review options to strengthen independence, transparency, and confidence in the complaints processes. This work should include an appraisal of potential models drawing on modern comparators and consider how principles of fairness, timeliness and independence can be better articulated and understood. A paper outlining these options should be prepared for SPCB consideration. Following this, the SPCB may also wish to share the findings with the SPPA Committee for any reflections it may wish to offer.
- Write to the SPPA Committee to invite them to undertake an options appraisal for fully independent decision making and sanctioning in cases involving MSPs and exclusion measures to manage welfare risks during ongoing investigations.
- Ensure fair and consistent pastoral support for MSP respondents and engage with the SPPA Committee and the Commissioner for Ethical Standards to understand gaps and ensure support is equitable and transparent across all parties involved in the complaints system.