

FOI0725: Appendix 2

Note to requester: where you see ‘...’ this indicates that the information within the scope of your request has been extracted.

Your comments required

Donald MacRae [REDACTED]

To: David Satti

David,

This is DRAFT - dates may yet change. To be shared with nobody. But your comments welcomed.

Donald

Gillian Martin MSP
Cabinet Secretary for Net Zero and Energy

Emailed to : [REDACTED]

23/09/2024

Dear Cabinet Secretary,

It is with regret that I tender my resignation from the post of Chair of the Water Industry Commission for Scotland (WICS) effective from 21st October 2024. I was appointed as a member of the board of WICS on 1 July 2016 giving a total of more than 8 years involvement with the organisation.

Over the past year I have worked hard to build the foundations for fundamental change in the culture of WICS with, I believe, evident success. The time has come for me to retire from this level of participation in the operation of WICS. I pay particular thanks to [REDACTED] who led the Sponsor Team for WICS for many years until his retiral recently. I pay tribute to Alan Sutherland, CEO of WICS for 24 years until last December who, along with [REDACTED] did more than anyone else to create the successful, customer focussed Scottish Water we know today.

Finally, I unreservedly recommend David Satti, currently Interim CEO of WICS, who has worked unstintingly and to great effect since March 2024 to transform the operations of Scottish Water's economic regulator.

Yours sincerely,

[REDACTED]

Donald JR MacRae

Extract from the Board update meeting held on 23 September 2024

...

The Chair expressed that he has been reflecting on his position within the organisation and expressed his desire to continue in the role provided he has the support of Board Members. He invited each Member to share their individual perspectives.

Two Board Members expressed concerns about the Chair's continued leadership given the current scrutiny and suggested that a change in Chair may be necessary to protect WICS' reputation and regulatory role. Three others showed support for the Chair's strength in leadership but acknowledged the difficult situation and political challenges facing the organisation, questioning whether a change in leadership would assist in moving the organisation forward.

Following the discussion, Members noted that the decision regarding the Chair's position ultimately lies with the Chair and the Scottish Government, who are responsible for the Chair's appointment. The Chair thanked Members for their feedback and agreed to reflect on the discussion and consider next steps.

...

[REDACTED]

Gillian Martin MSP
Cabinet Secretary for Net Zero and Energy

Emailed to : [REDACTED]
03/10/2024

Dear Cabinet Secretary,

It is with regret that I tender my resignation from the post of Chair of the Water Industry Commission for Scotland (WICS) effective from 21st October 2024. I was appointed as a member of the board of WICS on 1 July 2016 giving a total of more than 8 years involvement with the organisation.

Over the past year I have worked hard to build the foundations for fundamental change in the culture of WICS with, I believe, evident success. The time has come for me to retire from this level of participation in the operation of WICS. I pay particular thanks to [REDACTED] who led the Sponsor Team for WICS for many years until his retiral recently. I pay tribute to Alan Sutherland, CEO of WICS for 24 years until last December who, along with [REDACTED], did more than anyone else to create the successful, customer focussed Scottish Water we know today.

Finally, I unreservedly recommend David Satti, currently Interim CEO of WICS, who has worked unstintingly and to great effect since March 2024 to transform the operations of Scottish Water's economic regulator.

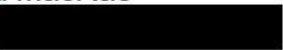
Yours sincerely,



Donald JR MacRae

Cabinet Secretary for Net Zero and Energy
Gillian Martin MSP



Donald MacRae
Email: 

7 October 2024

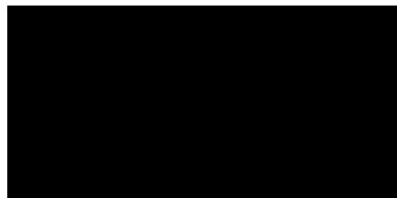
Dear Donald,

I note your letter of 3 October tendering your resignation from the post of Chair of the Water Industry Commission for Scotland (WICS) effective from 21 October 2024.

It has been clear to Scottish Ministers following the section 22 report published last year that WICS needs a reset as an organisation to rebuild trust. I recognise that you and the Board have worked over the past year to initiate the change needed and we will now work with your successor and the WICS management team to achieve this.

Thank you for your long public service as a member and then Chair of WICS. I accept your resignation and wish you all the best for the future.

Yours sincerely,



GILLIAN MARTIN

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

St Andrew's House, Regent Road, Edinburgh EH1 3DG

www.gov.scot

From: [REDACTED]
Date: 7 October 2024 at 17:24:03 BST
To: [REDACTED] Donald MacRae [REDACTED]
Subject: [EXT] RE: Letter

CAUTION: This email originated from outside the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hello Donald,

Please see attached a response from the Cabinet Secretary.

Best wishes

[REDACTED] (she/her)

Private Secretary to the Cabinet Secretary for Net Zero and Energy – Gillian Martin MSP

Scottish Government | St Andrews House Edinburgh EH1 3DG | [REDACTED] | [REDACTED]

All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments. Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

From: [REDACTED] **On Behalf Of** Cabinet Secretary for Net Zero and Energy
Sent: Thursday, October 3, 2024 5:14 PM
To: Donald MacRae <[REDACTED]>; Cabinet Secretary for Net Zero and Energy
[REDACTED] >
Cc: DG Net Zero <[REDACTED]>
Subject: RE: Letter

Hello Donald,

Thank you for this. Im confirming receipt of your letter and the Cabinet Secretary will respond shortly.

Best wishes

[REDACTED] (she/her)

Private Secretary to the Cabinet Secretary for Net Zero and Energy – Gillian Martin MSP

Scottish Government | St Andrews House Edinburgh EH1 3DG | [REDACTED] |
[REDACTED]

All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments. Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

From: Donald MacRae [REDACTED]
Sent: Thursday, October 3, 2024 4:46 PM
To: Cabinet Secretary for Net Zero and Energy [REDACTED] >
Cc: DG Net Zero [REDACTED] <[REDACTED]>
Subject: Letter

Donald JR MacRae

Announcement of Chair's Resignation

David Satti [REDACTED]

To: All Staff

Cc: CommissionMembersatWICS

Dear All,

I am writing to inform you of an important update regarding the leadership of WICS. Earlier this evening, the Scottish Government announced that it has accepted Donald's resignation as Chair of WICS and will begin the process of appointing a new Chair. You can read the full announcement here: [New Chair of Water Industry Regulator to be Appointed.](#)

I want to thank Donald for his more than eight years of service on the WICS board, initially as an ordinary member and then as Chair. We appreciate his dedication and contribution in helping us confront past challenges and preparing the organisation for the next phase of change.

As we look forward to the appointment of a new Chair, we remain fully committed to building on the progress made to date and ensuring that we meet the high standards expected of us as a public body.

I will continue to keep you updated throughout this transition. Thank you for your ongoing commitment and dedication to our work.

Best regards,

David

Re:

Robin McGill [REDACTED]

To: Donald MacRae

Donald I am sorry to hear that - especially after all your extra effort over the last year.

WICS has a long way to go but it's now on a solid footing thanks to your leadership.

Wishing you all the best.

Regards

Robin McGill

[REDACTED]

On 7 Oct 2024, at 17:02, Donald MacRae [REDACTED] > wrote:

Ann, Robin, David,

I have stepped down from the post of Chair of WICS effective from 21st October 2024. It is more than eight years since I first joined the board of WICS on 1 July 2016. Over the past year I have worked hard to build the foundations for fundamental change in the culture of WICS with, I believe, evident success achieved only with unstinting support from all of you. Thank you for your help, support and guidance.

With best wishes,

Donald

Re: Comms

WICS [REDACTED]

To: [REDACTED]

On 7 Oct 2024, at 20:50, [REDACTED] > wrote:

Hi Robin,

...

[REDACTED]

...

From: Robin McGill <[REDACTED]>

Sent: 07 October 2024 20:44

To: [REDACTED]

Subject: Re: Comms

[REDACTED],

I was referring to the comms you suggested and what reaction you had to Donald leaving.

...

From: Robin McGill [REDACTED]
Sent: 07 October 2024 20:36
To: [REDACTED] >
Subject: Re: Comms

[REDACTED], I agree. Was talking to David 10 minutes ago and he has this in hand.

Your reaction?

Kind Regards,

Robin McGill FIET FIMechE

Chair, Audit and Risk Committee

[REDACTED]

[REDACTED]

On 7 Oct 2024, at 20:26, [REDACTED] > wrote:

Saw SG published this this evening. Might be a good idea to send something round to staff as this has already appeared in the Times online.

[New chair of water industry regulator to be appointed - gov.scot \(www.gov.scot\)](https://www.gov.scot/news/new-chair-of-water-industry-regulator-to-be-appointed/)

Thanks

[REDACTED]

[REDACTED]

Head of Finance, WICS

[REDACTED]

T: 01786 430 200

[REDACTED]

Donald MacRae [REDACTED]

To: [REDACTED]

Cc: David Satti

[REDACTED]

Effective 21st October.

...

Donald

From: [REDACTED]
Sent: 08 October 2024 11:17
To: Donald MacRae <[REDACTED]>
Cc: David Satti <[REDACTED]>
[REDACTED]

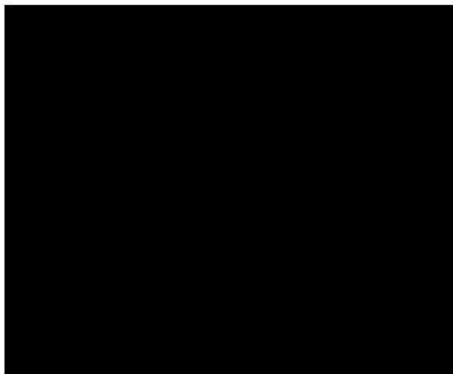
CAUTION: This email originated from outside the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Donald,

I saw the press coverage this morning. Is your resignation effective immediately?

...

Kind regards



Re: WICS news coverage

[REDACTED]

To: Robin McGill

Overall, it seems the news hasn't come as a major surprise. A few people have expressed frustration at finding out through the Scottish Government website or in the media first. Naturally, there may be some concern about further uncertainty, but I suppose that is expected during periods of change.

Best

[REDACTED]

From: Robin McGill <[REDACTED]>
Sent: 10 October 2024 17:08
To: [REDACTED] >
Subject: Re: WICS news coverage

How are staff reacting to the news?

Kind Regards,

Robin McGill FIET FIMechE

Chair, Audit and Risk Committee

[REDACTED]

[REDACTED]

On 10 Oct 2024, at 14:29, [REDACTED] wrote:

Hi Robin - no requests for comment regarding the Chair resignation so far.

[REDACTED]

Instructions for removing WICS email from mobile phone

[REDACTED]

To: Donald MacRae

Cc: Donald MacRae

Donald,

We need to remove WICS management profile from your personal mobile to get you offboarded.

The process is relatively simple and can be done following the steps below.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Once completed, your WICS email account will be removed from your device. This change will affect no other settings.

Should you require any assistance with this, please feel free to contact me.

Regards

[REDACTED]

[REDACTED]

WICS

First Floor,
Forthside Way, Stirling FK8 1QZ

Moray

House,