



The Scottish Parliament  
Pàrlamaid na h-Alba

**Public Audit Committee**  
**Convener: Iain Gray MSP**

Sir Peter Housden  
Permanent Secretary  
The Scottish Government  
St Andrew's House  
Edinburgh  
EH1 3DG

31 May 2013

*Dear Sir Peter,*

### **MANAGING EARLY DEPARTURES FROM THE SCOTTISH PUBLIC SECTOR**

The Public Audit Committee considered the above report by the Auditor General for Scotland (AGS) and Accounts Commission (AC) at its [meeting on 29 May 2013](#). The Committee agreed to write to the Scottish Government (SG) and Scottish Enterprise on a number of issues which emerged during the oral evidence session with the AGS, the Chair of the AC and Audit Scotland staff. The points for the SG are set out below:

- The report draws attention to the use of compromise agreements and that the SG has 'emphasised that confidentiality clauses should only be used appropriately.' The Committee would welcome information on how the SG ensures whether such agreements are being used 'appropriately; how many such agreements there are; what guidance the SG has issued to public bodies on their use and what monitoring or oversight the SG carries out with regards their use.
- The report states that there should be 'controls over the potential re-employment of individuals who have received an early departure deal or have chosen to retire early' and highlights the approach of Dumfries and Galloway Council in placing restrictions on the future recruitment of such individuals. The Committee would welcome information on what the position of the SG is on this matter and what 'controls' it considers should be in place.
- The report provides a reminder of the 'principles of good practice on how organisations should design, manage and monitor' their early departure schemes. The Committee would welcome information from the SG on how it supports the adoption of these principles across the public sector.

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**Could I invite your response to the above points please by 19 June 2013** to allow the Committee to consider this at its meeting on 26 June 2013.

I am copying this letter to the AGS, the Chair of the AC and Dr Lena Wilson (Scottish Enterprise) for information. Should your officials have any questions, could I invite them to contact the Committee's clerking team.

Yours sincerely

**Iain Gray MSP**  
**Convener**