1	01 Jan 1990 00:00 Mon	Document	Page or Para	Comment
2	01 Aug 2018 00:00 Wed	Submission Alex Salmond	2	Judicial Review started in August 2018
3	01 Jan 2019 00:00 Tue	Submission Alex Salmond	2	Scottish Government finally conceded in January 2019. There were 17 meetings with external Counsel, daily meetings on progress of defending the Judicial Review (according to Paul Cackette, acting Solicitor to the Scottish Government during the case) and thrice weekly meetings according to Ms Judith Mackinnon, the Investigating Officer.
4	01 Jan 2010 00:00 Fri	Submission Alex Salmond	3	Fairness at Work Policy – origins of the Fairness at Work Policy 2010 ('FaW')
5	23 Nov 2009 00:00 Mon	Submission Alex Salmond	3	Appendix 1 Management Board meeting – FaW
6	25 Aug 2020 00:00 Tue	Submission Alex Salmond	4	Ms Richards (25 th August 2020) she revealed that there have been two complaints under FaW against current Ministers since 2017.
7	18 Aug 2020 00:00 Tue	Submission Alex Salmond	4	the Permanent Secretary admitted in her evidence (in response to Ms Mitchell on 18th August 2020) to "not being an expert", is in reality a carefully considered policy which is still in operation for the civil service and for serving Ministers with regard to bullying complaints. The Permanent Secretary's extraordinary claim in the same evidence session that it does not cover harassment can only be a result of her admitted lack of familiarity with the policy. In reality it covers this explicitly in paragraph 3.2.1.
8	01 Dec 2017 00:00 Fri	Submission Alex Salmond	4	As recently as December 2017 FaW was hailed by the unions in a letter to the Permanent Secretary as an achievement "of which we all should rightly be proud and something that sets up as being more assiduous than our counterparts down south" ([Redacted] FDA Convener)
9	31 Oct 2017 00:00 Tue	Submission Alex Salmond	4	The Committee has already clearly established that there was no discussion or information presented to either Parliament or Cabinet on the 31st October 2017 of extending work place policies to former Ministers.
10	03 Nov 2017 00:00 Fri	Submission Alex Salmond	4	Nor was there any suggestion that this should be done in the Head of the Civil Service's letter of 3rd November 2017.
11	01 Feb 2018 00:00 Thu	Submission Alex Salmond	4	New policy … of extending work place policies to former Minister
12	08 Nov 2017 00:00 Wed	Submission Alex Salmond	5	The claim of the Government is that it came about independently from James Hynd who was tasked with drafting the policy and delivered the first draft applying ONLY 4to Former Ministers on November 8th 2017.
13	07 Nov 2017 00:00 Tue	Submission Alex Salmond	5	However the previous day Ms McKinnon had circulated a "routemap" of a policy which also suggested applying to former Ministers
14	08 Nov 2017 00:00 Wed	Submission Alex Salmond	5	Mr Hynd reacted to that on 8th November saying that "neither of the pathways involving Ministers look right".
15	25 Aug 2020 00:00 Tue	Submission Alex Salmond	5	Mr Hynd telling the Committee on August 25 th 2020 that he started with "a blank sheet of paper".
16	31 Oct 2020 00:00 Sat	Submission Alex Salmond	5	Ms McKinnon In one of the many letters to the Committee from civil servants correcting their evidence, Ms Mackinnon conceded on October 31 2020 that these things were "happening in parallel".
17	06 Nov 2017 00:00 Mon	Submission Alex Salmond	5	Leslie Evans Permanent Secretary FM – Ms Evans went to see the First Minister on November 6th about her information that Sky News were about to run a story concerning Edinburgh airport.
18	07 Nov 2017 00:00 Tue	Submission Alex Salmond	5	Leslie Evans Permanent Secretary office involved in directing James Hynd & Ms McKInnon
19	07 Oct 2018 00:00 Sun	Submission Alex Salmond	5	Mr Murrell confirmed in his evidence to this Committee that he had never heard of any such complaint against me in my entire time in politics and the First Minister confirmed this on BBC television to Andrew Marr on 7 th October 2018
20	08 Nov 2017 00:00 Wed	Submission Alex Salmond	5	Leslie Evans Permanent Secretary contacted by Barbara Allison -the Permanent Secretary was contacted by Barbara Allison about a separate concern from a former civil servant on November 8 th 2017. Having briefed the First Minister on the first of these it might be considered unlikely that she did not brief her on the second.
21	17 Nov 2017 00:00 Fri	Submission Alex Salmond	5	Email Chief of Staff to the First Minister First, the Chief of Staff to the First Minister drafted a specific amendment on 17 November 2017 which amended the commissioning letter instructing the policy proposing the wording "but also former Ministers, including from previous administrations regardless of Party". This was in an email to Leslie Evans' Private Secretary.
22	29 Nov 2017 00:00 Wed	Submission Alex Salmond	6	Earliest First Minister and the Permanent Secretary reached agreement -The second political intervention was when the First Minister and the Permanent Secretary reached agreement, perhaps at their meeting on November 29 th but certainly before December 5th 2017, that the policy should be recast in order that FM should be taken out of the policy proper and only consulted or even informed after the process was complete. This was a fundamental change in the policy.
23	05 Dec 2017 00:00 Tue	Submission Alex Salmond	6	Latest – First Minister and the Permanent Secretary reached agreement - The second political intervention was when the First Minister and the Permanent Secretary reached agreement, perhaps at their meeting on November 29 th but certainly before December 5th 2017, that the policy should be recast in order that FM should be taken out of the policy proper and only consulted or even informed after the process was complete. This was a fundamental change in the policy.
24	21 Jun 2018 00:00 Thu	Submission Alex Salmond	6	Leslie Evans Permanent Secretary letter to Levy & McRae "established by me" - In her letter of 21st June 2018 to Levy and McRae she describes the policy as "established by me". She claimed ownership of it then, but not now. When asked at the Committee she said "there seems to have come into being a tradition of calling it my procedure.
25	08 Jan 2019 00:00 Tue	Submission Alex Salmond	6	Leslie Evans Permanent Secretary should have resigned on 8th January 2019, the day that Lord Pentland's interlocutor judged the policy Ms Evans established and the actions taken as "unlawful", "unfair" and "tainted by apparent bias"
26	01 Dec 2017 00:00 Fri	Submission Alex Salmond	6	complainants were informed that Ms McKinnon would be appointed the Investigating Officer in early December 2017
27	25 Dec 2018 00:00 Tue	Submission Alex Salmond	7	Documentation which finally emerged at the Commission and Diligence ordered by the Court of Session at the end of December 2018 demonstrated that the Government pleadings were false in terms of the nature of this contact.
28	08 Sep 2020 00:00 Tue	Submission Alex Salmond	7	This has been admitted by the Lord Advocate in his evidence to the Inquiry on 8 th September 2020.
29	09 Jan 2018 00:00 Tue	Submission Alex Salmond	7	"OneNote" from Judith McKinnon "being better to get the policy finalised and approved before formal complaint comes in" and of not telling the FFM until we are "ready".
30	08 Nov 2017 00:00 Wed	Submission Alex Salmond	7	In fact one of the very few unchanged provisions in the policy as it went through numerous drafts and redrafts between November 8th to the final iteration on December 20 2017 was that the Senior Officer/ Investigating Officer should have "no prior involvement"
31	20 Dec 2017 00:00 Wed	Submission Alex Salmond	7	final iteration on December 20 2017 was that the Senior Officer/ Investigating Officer should have "no prior involvement".
32	10 Nov 2017 00:00 Fri	Submission Alex Salmond	7	James Hynd (10th November 2017) offering 3 names at "arms length"
33	07 Nov 2017 00:00 Tue	Submission Alex Salmond	7	Judith McKinnon (7th November 2017) seeking to engage an "independent party to investigate"
34	02 Nov 2018 00:00 Fri	Submission Alex Salmond	8	Government's external Counsel - When the fact of it was discovered by the Government's external Counsel (and even after the duty of candour was explained to government lawyers by them on November 2nd
35	06 Nov 2018 00:00 Tue	Submission Alex Salmond	8	then by the court on November 6 th , both 2018) the attempt was still made in pleadings to present it as "welfare" contact.
36	23 Nov 2017 00:00 Thu	Submission Alex Salmond	8	Nicola Richards e-mail to Permanent Secretary - The complainants were assured that they would be in control of the process and that any police involvement would be their choice. This assurance has been stipulated from the earliest origins of the policy (eg Nicola Richards' email to Permanent Secretary of 23 November 2017) and remained in place
37	01 Aug 2018 00:00 Wed	Submission Alex Salmond	8	Permanent Secretary countermanded it in her instruction to Ms Richards to send her decision report to the Crown Agent in August 2018, a move taken against the direct wishes of the complainants
38	01 Oct 2018 00:00 Mon	Submission Alex Salmond	9	They were offered the option of making "anonymous complaints" for which there is no provision in the policy. However, when it came to actually protecting the anonymity of the complainants through a court order in the Judicial Review in October 2018 the Government was not even represented by Counsel in court. It was, in fact, me who instructed Counsel to seek that anonymity on the part of the women concerned.

39	23 Aug 2018 00:00 Thu	Submission Alex Salmond	9	Leak to Daily Record - The leak of the story to the Daily Record on August 23 2018 was made with no consideration of the impact on the complainants, impact which the Permanent Secretary described in her evidence as causing considerable distress to all concerned. That, of course, was in itself in direct contravention of the confidentiality of the process promised to the complainants, and also to me.
40	23 Aug 2018 00:00 Thu	Submission Alex Salmond	9	Permanent Secretary's own intention, despite police advice to the contrary, to issue a press statement confirming the fact of the complaints
41	21 Aug 2018 00:00 Tue	Submission Alex Salmond	9	Permanent Secretary instructed her staff to send her Decision Report to the Crown Agent on or about
42	21 Aug 2018 00:00 Tue	Submission Alex Salmond	9	Chief Constable and another senior officer advised against it and refused to accept a copy of the report.
43	23 Aug 2018 17:00 Thu	Submission Alex Salmond	9	Government informed my legal team they intended to release a statement at 5pm -Despite this police advice, two days later the Government informed my legal team they intended to release a statement at 5pm on Thursday 23 August 2018. We advised 9that we would interdict the statement pending our Judicial Review petition and the statement was withdrawn. On the strength of that undertaking, we didn't require to seek interdict.
44	23 Aug 2018 16:00 Thu	Submission Alex Salmond	10	Daily Record Scottish Government press office with knowledge of the story but had no confirmation
45	23 Aug 2018 20:00 Thu	Submission Alex Salmond	10	Daily Record Scottish Government phone call -At 8pm, the Record phoned and then emailed at 8.16pm claiming confirmation had now been given and broke the story at 10pm.
46	23 Aug 2018 20:16 Thu	Submission Alex Salmond	10	Daily Record Scottish Government e-Mail - At 8pm, the Record phoned and then emailed at 8.16pm claiming confirmation had now been given and broke the story at 10pm.
47	23 Aug 2018 22:00 Thu	Submission Alex Salmond	10	Daily Record broke story -At 8pm, the Record phoned and then emailed at 8.16pm claiming confirmation had now been given and broke the story at 10pm.
48	01 Dec 2020 00:00 Tue	Submission Alex Salmond	10	John Somers, The Principal Private Secretary to the First Minister confirmed that her office had received a copy of the Permanent Secretary's report in evidence on 1st December 2020
49	25 Aug 2018 00:00 Sat	Submission Alex Salmond	10	Daily Record story The overwhelming likelihood is that it came from a Special Adviser to the First Minister who had access to the report or an extract from it which was the basis
50	01 Aug 2018 00:00 Wed	Submission Alex Salmond	11	Paul Cackette in his evidence said that there were daily meetings while Ms Mackinnon suggested three times a week Committee formed to monitor and plan the Scottish Government defence of the Judicial Review
51	01 Jan 2017 00:00 Sun	Submission Alex Salmond	11	Paul Cackette in his evidence said that there were daily meetings while Ms Mackinnon suggested three times a week Committee formed to monitor and plan the Scottish Government defence of the Judicial Review
52	15 Sep 2020 00:00 Tue	Submission Alex Salmond	11	In evidence Ms Allison on 15th September 2020 specifically denied that the Scottish Government had any role in contacting potential witnesses or former civil servants after the police investigation had started on August 23rd 2018. This is not true.
53	23 Aug 2018 00:00 Thu	Submission Alex Salmond	11	police investigation had started on August 23rd 2018 - In evidence Ms Allison on 15th September 2020 specifically denied that the Scottish Government had any role in contacting potential witnesses or former civil servants after the police investigation had started on August 23rd 2018. This is not true.
54	27 Aug 2017 07:46 Sun	Submission Alex Salmond	11	App 2 unsolicited email sent by Ms Allison herself to an ex Scottish Government employee
55	28 Aug 2017 18:57 Mon	Submission Alex Salmond	11	App 3 further unsolicited email from Ms Ruddick of the SNP .. pg 12 This email was sent selectively. Some staff members were targeted and sent it. Others were not.
56	08 Feb 2021 00:00 Mon	Submission Alex Salmond	11	Mr Murrell spoke of the letter sent by the FM round all SNP members on 27th August 2018 - In his evidence session of 8 February 2021 Mr Murrell spoke of the letter sent by the FM round all SNP members on 27th August 2018. I pause briefly to note that despite the email reaching 100,000 members, not one complaint about me was received in response.
57	08 Feb 2021 00:00 Mon	Submission Alex Salmond	App 3	However, what he did not disclose was the email round SNP staff and ex staff members sent by his Chief Operating Officer from late August 2018 (enclosed as 11appendix 3). This email
58	27 Aug 2018 00:00 Mon	Submission Alex Salmond	11	letter sent by the FM round all SNP members on 27th August 2018 -Mr Murrell spoke of the letter sent by the FM round all SNP members on 27th August 2018 - In his evidence session of 8 February 2021 Mr Murrell spoke of the letter sent by the FM round all SNP members on 27th August 2018. I pause briefly to note that despite the email reaching 100,000 members, not one complaint about me was received in response.
59	28 Aug 2018 16:54 Tue	Submission Alex Salmond	App 4	Anne Harvey – WM Staff Contacts
60	15 Feb 2021 00:00 Mon	Submission Alex Salmond	App 5	Anne Harvey – Affadavit by video conference
61	27 Aug 2018 00:00 Mon	Submission Alex Salmond	12	special advisers were using civil servants and working with SNP officials in a fishing expedition to recruit potential complainants. … after the police investigation had started
62	01 Jan 2019 00:00 Tue	Submission Alex Salmond	12	special advisers were using civil servants and working with SNP officials in a fishing expedition to recruit potential complainants. … after the police investigation had started
63	08 Jan 2019 00:00 Tue	Submission Alex Salmond	12	Permanent Secretary's "we've lost the battle but not the war" message of January 8th 2019 to Ms Allison whilst on holiday in the Maldives
64	17 Sep 2020 00:00 Thu	Submission Alex Salmond	13	Crown Office - 17th September 2020 the Crown Office said that our proposal to the Committee to identify the existence of documents which had not been provided by the Government but which had been disclosed to me in the criminal case would be covered by Section 163 of the 2010 Act that "any person who knowingly uses or discloses information in contravention of section 162 commits an offence"
65	03 Nov 2020 00:00 Tue	Submission Alex Salmond	13	Message repeated Crown Office Just in case we did not get the message he repeated the same point on 3 November 2020. On 17th December 2020 the Crown's representative went further to block information specifically requested by the Committee "For you or your client to accede to the request of the clerk to the Committee would require both the use and disclosure of said information. As such what is proposed would amount to a clear breach of section 162 which, by reference to section 163 would amount to a criminal offence".
66	17 Dec 2020 00:00 Thu	Submission Alex Salmond	13	Crown's representative went further to block information specifically requested by the Committee "For you or your client to accede to the request of the clerk to the Committee would require both the use and disclosure of said information
67	17 Nov 2020 00:00 Tue	Submission Alex Salmond	14	Lord Advocate said in his evidence on 17th November 2020 that he thought the Committee has seen this correspondence
68	03 Feb 2021 00:00 Wed	Submission Alex Salmond	14	specific question from the Committee Convener of 3rd February seeking confirmation that all Government records had been provided
69	08 Feb 2021 00:00 Mon	Submission Alex Salmond	14	Lord Advocate pointedly fails to answer the specific question from the Committee Convener
70	21 Aug 2018 00:00 Tue	Submission Alex Salmond	16	Against police advice the Permanent Secretary decided to press release the fact of complaints on Thursday 21st August 2018. That publication was only prevented by threat of legal action by my solicitors
71	23 Nov 2009 00:00 Mon	Submission Alex Salmond	App 1	Agenda item 6: Fairness at Work (F@W)
72	15 Feb 2021 03:07 Mon	Submission Alex Salmond	App 2	Forward by A Salmond to David McKie Duncan Hamilton
73	27 Aug 2017 07:46 Sun	Submission Alex Salmond	App 2	E-mail by Barbara Allison – Personal
74	28 Aug 2018 18:57 Tue	Submission Alex Salmond	App 3	E-mail Susan Ruddick – SNP employees and our duty of care to you
75	16 Feb 2021 00:00 Tue	Phase 4-Ministerial Code	1	full account of the Opinion of Lady Dorrian in the High Court as published
76	08 Sep 2020 00:00 Tue	Phase 4-Ministerial Code	2	Mr Hamilton, the independent adviser on the Ministerial Code, wrote to me
77	29 Oct 2020 00:00 Thu	Phase 4-Ministerial Code	2	Mr Hamilton, the independent adviser on the Ministerial Code, wrote to me
78	16 Nov 2020 00:00 Mon	Phase 4-Ministerial Code	2	Mr Hamilton, the independent adviser on the Ministerial Code, wrote to me
79	04 Dec 2020 00:00 Fri	Phase 4-Ministerial Code	2 & 7	Mr Hamilton, the independent adviser on the Ministerial Code, wrote to me … in his letter of 4th December he did indicate that he was inclined to the view that such matters could be considered and will take into account arguments for their inclusion
80	19 Dec 2020 00:00 Sat	Phase 4-Ministerial Code	2	Mr Hamilton, the independent adviser on the Ministerial Code, wrote to me
81	06 Oct 2020 00:00 Tue	Phase 4-Ministerial Code	2	Reply to Mr Hamilton
82	17 Oct 2020 00:00 Sat	Phase 4-Ministerial Code	2	Reply to Mr Hamilton
83	23 Nov 2020 00:00 Mon	Phase 4-Ministerial Code	2	Reply to Mr Hamilton
84	23 Dec 2020 00:00 Wed	Phase 4-Ministerial Code	2	Reply to Mr Hamilton I finally agreed under some protest to make a written submission

85	29 Oct 2020 00:00 Thu	Phase 4-Ministerial Code	6	drawn his attention to the apparent parliamentary assurance from the First Minister on 29th October 2020 that there was no restriction on Mr Hamilton preventing him from doing so.
86	07 Mar 2018 00:00 Wed	Phase 4-Ministerial Code	14	receipt of the letter from the Permanent Secretary first informing me of complaints
87	23 Apr 2018 00:00 Mon	Phase 4-Ministerial Code	19	I phoned the First Minister by arrangement on WhatsApp to say that a formal offer of mediation was being made via my solicitor to the Permanent Secretary that day.
88	30 May 2018 00:00 Wed	Phase 4-Ministerial Code	20	To avoid such a drastic step, I resolved to let the First Minister see the draft petition for Judicial Review. As a lawyer, and as First Minister, I assumed that she would see the legal jeopardy into which the government was drifting. I therefore sought a further meeting.
89	01 Jun 2018 00:00 Fri	Phase 4-Ministerial Code	21	First Minister sent me a message which was the opposite of the assurance she had given on the 2nd April 2018 suggesting instead that she had always said that intervention was “not the right thing to do”. That was both untrue and disturbing.
90	03 Jun 2018 00:00 Sun	Phase 4-Ministerial Code	21	I sent her a message on the implications for the Government in losing a Judicial Review and pointing to her obligation (under the Ministerial Code) to ensure that her administration was acting lawfully and (under the Scotland Act) to ensure that their actions were compliant with the European Convention
91	07 Jun 2018 00:00 Thu	Phase 4-Ministerial Code	22	First Minister and I met in Aberdeen on 7th June 2018 when I asked her to look at the draft Judicial Review Petition. She did briefly but made it clear she was now disinclined to make any intervention.
92	05 Jul 2018 00:00 Thu	Phase 4-Ministerial Code	23	I was prepared at that time to engage fully with the procedure in the event my legal advice was incorrect. In the event, of course, it was robust. I explained the advantages of such an approach to the First Minister in a Whatsapp message of 5th July 2018.
93	13 Jul 2018 00:00 Fri	Phase 4-Ministerial Code	24	First Minister’s initiative which I was informed about on the 13th July we met once again at her home in Glasgow at her request
94	14 Jul 2018 00:00 Sat	Phase 4-Ministerial Code	24	There was no one else at this meeting. She specifically agreed to correct the impression that had been suggested to my counsel in discussion between our legal representatives that she was opposed to arbitration.
95	16 Jul 2018 00:00 Mon	Phase 4-Ministerial Code	24	WhatsApp message on the 16th July 2018 AS to NS
96	18 Jul 2018 13:05 Wed	Phase 4-Ministerial Code	25	18th July 2018 the First Minister phoned me at 13.05 to say that arbitration had been rejected and suggested that this was on the advice of the Law Officers.
97	31 Oct 2018 00:00 Wed	Phase 4-Ministerial Code	28	Further once the Judicial Review had commenced, and at the very latest by October 31st 2018 the Government and the First Minister knew of legal advice from external counsel
98	13 Nov 2018 00:00 Tue	Phase 4-Ministerial Code	28	the First Minister consulted with counsel on 13th November) that on the balance of probability they would lose the Judicial Review and be found to have acted unlawfully
99	10 Jan 2019 00:00 Thu	Phase 4-Ministerial Code	28	Early January .. the legal action was continued until early January 2019 and was only conceded after both Government external counsel threatened to resign from the case which they considered to be unstateable.
100	02 Apr 2018 00:00 Mon	Phase 4-Ministerial Code	29	Parliament has been repeatedly misled on a number of occasions about the nature of the meeting of 2nd April 2018
101	29 Mar 2018 00:00 Thu	Phase 4-Ministerial Code	31	the First Minister has subsequently admitted to that meeting on 29 th March 2018, claiming to have previously ‘forgotten’ about it. That is, with respect, untenable. The pre-arranged meeting in the Scottish Parliament of 29th March 2018 was “forgotten” about because acknowledging it would have rendered ridiculous the claim made by the First Minister in Parliament
102	02 Apr 2018 00:00 Mon	Phase 4-Ministerial Code	31	2nd April was on SNP Party business (Official Report 8 th & 10 th January 2019) and thus held at her private residence. In reality all participants in that meeting were fully aware of what the meeting was about and why it had been arranged. The meeting took place with a shared understanding of the issues for discussion - the complaints made and the Scottish Government procedure which had been launched. The First Minister’s claim that it was ever thought to be about anything other than the complaints made against me is wholly false.
103	29 Mar 2018 00:00 Thu	Phase 4-Ministerial Code	31	failure to account for the meeting on 29 th March 2018 when making a statement to Parliament, and thereafter failing to correct that false representation is a further breach of the Ministerial Code.
104	02 Apr 2018 00:00 Mon	Phase 4-Ministerial Code	31	the repeated representation to the Parliament of the meeting on the 2nd April 2018 as being a ‘party’ meeting because it proceeded in ignorance of the complaints is false and manifestly untrue. The meeting on 2nd April 2018 was arranged as a direct consequence of the prior meeting about the complaints held in the Scottish Parliament on 29th March 2018.
105	10 Jan 2019 00:00 Thu	Phase 4-Ministerial Code	32	First Minister additionally informed Parliament (Official Report 10 th January 2019) that ‘I did not know how the Scottish Government was dealing with the complaint, I did not know how the Scottish Government intended to deal with the complaint and I did not make any effort to find out how the Scottish Government was dealing with the complaint or to intervene in how the Scottish Government was dealing with the complaint.’
106	02 Apr 2018 00:00 Mon	Phase 4-Ministerial Code	32	The First Minister’s position on this is simply untrue. She did initially offer to intervene, in the presence of all those at the First Ministers house on the 2nd April 2018. Moreover, she did engage in following the process of the complaint and indeed reported the status of that process to me personally.
107	21 Aug 2018 00:00 Tue	Phase 4-Ministerial Code	33	The Chief Constable, correctly, refused to accept a copy of the report when it was offered to Police Scotland on August 21st 2018 by the Crown Agent. It cannot, therefore have leaked from Police Scotland.
108	28 May 2020 00:00 Thu	Phase 4-Ministerial Code	App B	ICO Informarion Commissioner’s Office Report to David McKie
109	23 Feb 2021 08:23 Tue	Submission Alex Salmond		PDF on web site
110	23 Feb 2021 23:26 Tue	Phase 4-Ministerial Code		PDF on web site
111	25 Feb 2021 00:00 Thu	20210225_Subs_AlexS_01.ods		Spreadsheet on willim1.com/850…
112	31 Oct 2017 00:00 Tue	16:04 Philip Sim BBC Scotland political reporter		Ms Sturgeon advises cabinet that she has commissioned Permanent Secretary Leslie Evans to review government policies and procedures for reporting sexual harassment, and writes to SNP parliamentarians and staff to outline a “confidential, independent mechanism for reporting inappropriate behaviour”.
113	04 Nov 2017 00:00 Sat	16:04 Philip Sim BBC Scotland political reporter		Mark McDonald resigns as early years minister over allegations of harassment. That same day, Sky News makes an inquiry to the SNP media office about claims of inappropriate behaviour by Alex Salmond dating back to 2009. Nicola Sturgeon speaks to him the following day and he denies the allegations.
114	07 Nov 2017 00:00 Tue	16:04 Philip Sim BBC Scotland political reporter		The first outline draft of a new complaints handling procedure is drawn up. The same day, the complainer who will be known as “Ms B” first makes contact with officials.
115	20 Nov 2017 00:00 Mon	16:04 Philip Sim BBC Scotland political reporter		The complainer who will become known as “Ms A” approaches Nicola Sturgeon’s private secretary to raise concerns. He refers her on to senior managers, and insists he never mentioned it to anyone else.
116	22 Nov 2017 00:00 Wed	16:04 Philip Sim BBC Scotland political reporter		Two senior managers meet with Ms A and take a “statement of concern”. The same day, Nicola Sturgeon writes to Leslie Evans to say it would be “fair and reasonable” to include former ministers in the complaints procedure.
117	24 Nov 2017 00:00 Fri	16:04 Philip Sim BBC Scotland political reporter		A draft of the procedure is sent to Nicola Sturgeon.
118	29 Nov 2017 00:00 Wed	16:04 Philip Sim BBC Scotland political reporter		Managers ask Ms A if she would like to see a draft of the new procedure to “test” it and to help “consider next steps”. Court papers suggest Ms Sturgeon and Ms Evans met that same day.
119	05 Dec 2017 00:00 Tue	16:04 Philip Sim BBC Scotland political reporter		Two more senior managers meet with Ms A, and two days later one of them speaks to Ms B on the phone before emailing her with “various options to think about”.
120	12 Dec 2017 00:00 Tue	16:04 Philip Sim BBC Scotland political reporter		Nicola Sturgeon and Leslie Evans meet to discuss the latest draft.
121	14 Dec 2017 00:00 Thu	16:04 Philip Sim BBC Scotland political reporter		Ms A is sent the latest draft of the procedure, and is told that there are “two other people who are also considering their position”
122	20 Dec 2017 00:00 Wed	16:04 Philip Sim BBC Scotland political reporter		Nicola Sturgeon approves the procedure, and it is now considered “live”.
123	16 Jan 2018 00:00 Tue	16:04 Philip Sim BBC Scotland political reporter		Ms A makes her formal complaint, and the investigation begins the following day. 24 January - Ms B makes her formal complaint, and is interviewed two days later.
124	08 Feb 2018 00:00 Thu	16:04 Philip Sim BBC Scotland political reporter		The new procedure for dealing with harassment complaints is published on the government’s intranet. Four days later, Leslie Evans highlights it to staff in her weekly blog.
125	26 Feb 2021 00:00 Fri	16:04 Philip Sim BBC Scotland political reporter		https://www .bbc .co .uk/news/live/uk-scotland-56202365

126	06 Mar 2018 00:00 Tue	16:44 BBC Scotland News 56202365		Mr Salmond says the "most spectacular of these, but by no means the only example, is a series of documents which demonstrated that the permanent secretary had met the complainants, one complainant, and telephoned the other" on 6 March 2018. That was the day before he was informed of any complaints, he adds.
127	29 Mar 2018 00:00 Thu	17:22 BBC Scotland News 56202365		Alex Cole-Hamilton focuses on a meeting between Geoff Aberdein and Nicola Sturgeon on 29 March 2018 and the subsequent meeting between Alex Salmond and the first minister on 2 April. Mr Salmond says the purpose of Mr Aberdein meeting with Ms Sturgeon on 29 March was to brief the first minister on what was happening. "I know that Nicola Sturgeon knew about the complaints process at the meeting on the 29th of March because I was told so by Geoff Aberdein," he said. He adds that meeting was "not impromptu, was not accidental, was not her popping her head around the door - it was a meeting arranged for that purpose".
128	02 Apr 2018 00:00 Mon	17:22 BBC Scotland News 56202365		Mr Salmond and Ms Sturgeon met at the first minister's Glasgow home on 2 April. Mr Salmond says he had heard Mr Murrell say that he was regularly "popping in". The former first minister points out that he stays 200 miles away from Glasgow and says he has only visited Ms Sturgeon's home about six times in his life. "I didn't pop in," he says.
129	29 Mar 2018 00:00 Thu	17:52 BBC Scotland News 56202365		Mr Salmond tells Murdo Fraser that both explanations around the 29 March meeting breach the ministerial code. He says either Ms Sturgeon did not really forget about it and parliament was deliberately misled, or alternatively it was forgotten about and parliament was not informed when she was reminded of it. These are clear breaches of the ministerial code, he says. A separate inquiry, led by James Hamilton, is to decide on whether the ministerial code was broken.