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FMPG/2021/004


Sent by email

16th April 2021

Dear Sirs,

REQUEST UNDER THE FREEDOM OF INFORMATION (SCOTLAND) ACT 2002 (FOISA)

Thank you for your request dated 20th March 2021 under the Freedom of Information (Scotland) Act 2002 (FOISA).

Your request

You asked the following:

1. How many women are now on the Board of your organisation and how many people of other genders are there?
2. Is the current Chairperson (or person with an equivalent role) a woman or someone of another gender?
3. What is the current median FTE pay for men and women in the organisation?
4. Please supply the names of everyone currently on the board along with their registers of interest and the date that their register was last updated.
5. Please supply details of any payments made to any of the Board members in the last 12 months, and a summary of the purpose of each payment.



Registered in Scotland No. SC638457
Registered office: Ferguson Marine (Port Glasgow) Ltd.
Newark Works, Castle Road
Port Glasgow, Renfrewshire, PA14 5NG
VAT number: GB 340 6721 21

Response to your request

Please find our response to your request for information:

1. There is one woman on the Board of our organisation and seven people of other genders.
2. The current Chairperson is not a woman.
3. I refer you to the Ferguson Marine Gender Pay report as published on our company website - <https://www.fergusonmarine.com/media/1269/gender-pay-report.pdf>
4. Please find table below to show the names of everyone on our Board along with their registers of interest and the date that their register was last updated:

<u>Board Member</u>	<u>Register of Interest</u>	<u>Last updated</u>
Alan Johnston	Non-Executive Board Member, Forces First Ltd	07/04/2021
	Non-Executive Board Member, Missionkraft Ltd	
Alison Mitchell	Non-Executive Board Member, NHS Lothian and Trustee of NHS Lothian Health Foundation	05/08/2020
	Lay Member of the Judicial Appointments Board for Scotland	
Alistair Mackenzie	Owner/Director at Mentor Aviation Services Limited	30/07/2020
	Non-executive Chairman at Aberdeen Harbour Board	
	Justice of The Peace - Scottish Courts and Tribunals Service	
	Trustee at Pennan Harbour Trust	
John Hudson	Trustee of the Lakeland Arts Trust	30/07/2020
	Babcock Chair of T31e programme	
	Advisor to Irvings (Canada)	
Robert Mackenzie	Crown Estate Scotland - Board Member and Chair of ARC	04/08/2020
Stuart Smith	Employee of Subsea 7	30/07/2020
Tim Hair	Director of Melville Management Limited	30/07/2020
	Chairman of South Wales Industrial Valves Services Limited	
	Director of IVS Swansea Limited	

5. Please find table below to show details of payments made to any of the Board members since 1st April 2020 with a summary of payment purpose.

<u>Board Member</u>	<u>Payments made from 01.04.20 to 31.03.21</u>	<u>Purpose</u>
Alan Johnston	£11,200	Fees
Alison Mitchell	£11,260.30	Fees/expenses
Alistair Mackenzie	£15,853.35	Fees/expenses
George Crookston	£125,000.00	Salary/benefits/expenses
John Hudson	£11,353.00	Fees/expenses
Robert Mackenzie	£11,284.60	Fees/expenses
Stuart Smith	£11,523.93	Fees/expenses
Tim Hair	£786,765.30	Fees/expenses/VAT

Further Information

You may find it useful to know that, at the date of this letter, the Director's remuneration is as below.

<u>Board Member</u>	<u>Fees or Salary</u>
Alan Johnston	£320 per day
Alison Mitchell	£320 per day
Alistair Mackenzie	£361 per day
George Crookston	£120,000 plus benefits
John Hudson	£320 per day
Robert Mackenzie	£320 per day
Stuart Smith	£320 per day
Tim Hair	£2,565 per day

For each of the fees listed above, a benchmarking exercise was conducted as part of the recruitment process to identify market rates. This was especially relevant for the Turnaround Director, where the agreed fee was well within the benchmark and consistent with market rates which reflect the highly specialised nature of a role that requires senior level experience and a solid track record of transforming failing businesses.

Your right to request a review

If you are unhappy with this response to your FOI request, you may ask us to carry out an internal review of the response, by writing to:

FOI Review
Victoria Law
Executive Assistant
Ferguson Marine (Port Glasgow) Ltd
Newark Works
Castle Road
Port Glasgow
PA14 5NG
foi@fergusonmarine.com

Your review request will be forwarded to the appropriate reviewer. You should explain why you are dissatisfied with this response, and should be made within 40 working days from the date when you received this letter. We will complete the review and tell you the result, within 20 working days from the date when we receive your review request.

If you are not satisfied with the result of the review, you then have the right to appeal to the Scottish Information Commissioner. More detailed information on your rights is available on the Commissioner's website at: www.itspublicknowledge.info.

Yours faithfully,

A solid black rectangular box used to redact the signature of the sender.

Victoria Law
Executive Assistant