



Dounreay Site
Restoration Ltd

DSG(2009)C080

Socio-Economic Strategy

2009 - 2010



1 INTRODUCTION

Dounreay has been at the heart of the Caithness and North Sutherland economy for more than 50 years.

One in every five jobs in Caithness is located at Dounreay and a baseline study undertaken in 2006 estimated that Dounreay supports one in every four jobs in Caithness. However, including all indirect employment, it is estimated that as many as one in three jobs in Caithness and North Sutherland depend on the decommissioning activities at Dounreay.

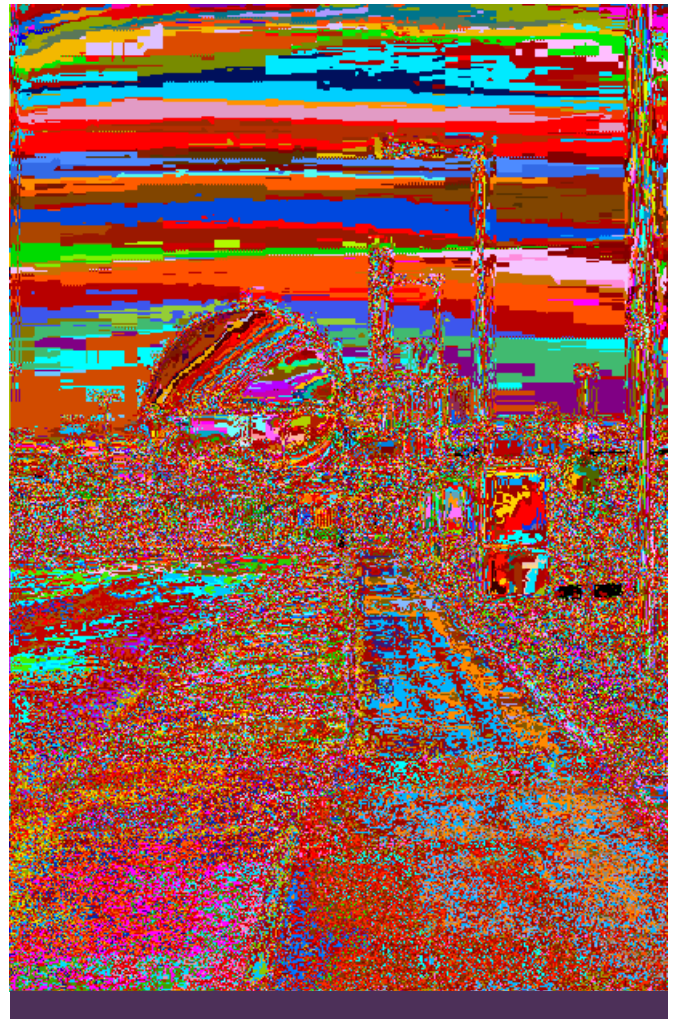
It is estimated that currently £80 million is injected each year into the local economy as a result of the decommissioning programme. Therefore the closure of Dounreay will result in major social and economic challenges for Caithness and North Sutherland.

The purpose of this document is to outline the DSRL Strategy for managing the Socio-Economic impact of the site's decommissioning activities on the local community. The strategy supports the Nuclear Decommissioning Authority's (NDA) Socio-Economic Vision, the Strategy for Caithness and North Sutherland and the associated Action Plan.

2 NDA SOCIO-ECONOMIC POLICY

In January 2008, the NDA published its' Socio-Economic Policy which sets out the NDA's approach to delivering their Socio-Economic obligations.

The NDA supports the agencies responsible for economic development through partnership working, where appropriate, in developing proposals that will bring long-term Socio-Economic benefits to mitigate the impact of the cessation of decommissioning and clean-up.

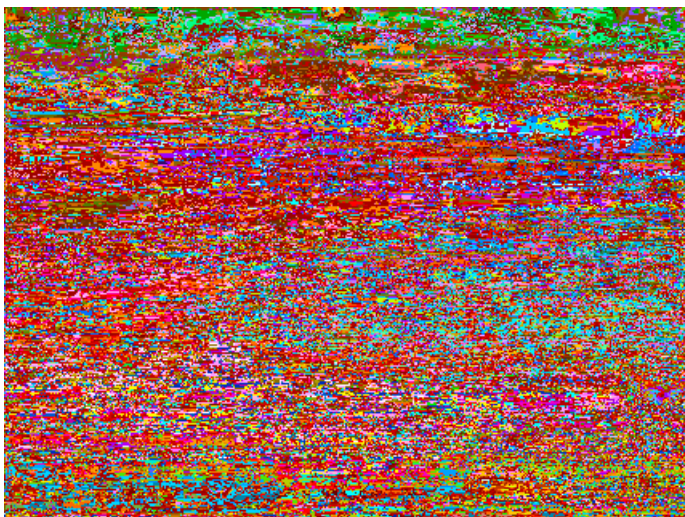


The NDA's vision is:

“to support the creation of dynamic, sustainable local economies for communities living near their sites.”

The NDA has three main drivers to their Socio-Economic Policy:

- Enhancing the opportunity for local people to be involved in decommissioning work through education, retraining and skills development.
- Supporting the diversification of the local economy into other sectors, and
- Increasing the attractiveness of areas near NDA sites as places to live, work and invest.



3 CAITHNESS & NORTH SUTHERLAND REGENERATION PARTNERSHIP

In early 2007, the Caithness & North Sutherland Regeneration Partnership (CNSRP) was formed between the four key public sector organisations – Highlands and Islands Enterprise, Scottish Government, The Highland Council and NDA, with particular responsibility for Socio-Economics.



The CNSRP has the specific remit to develop, implement and deliver the economic regeneration required as a result of the decommissioning programme at Dounreay.

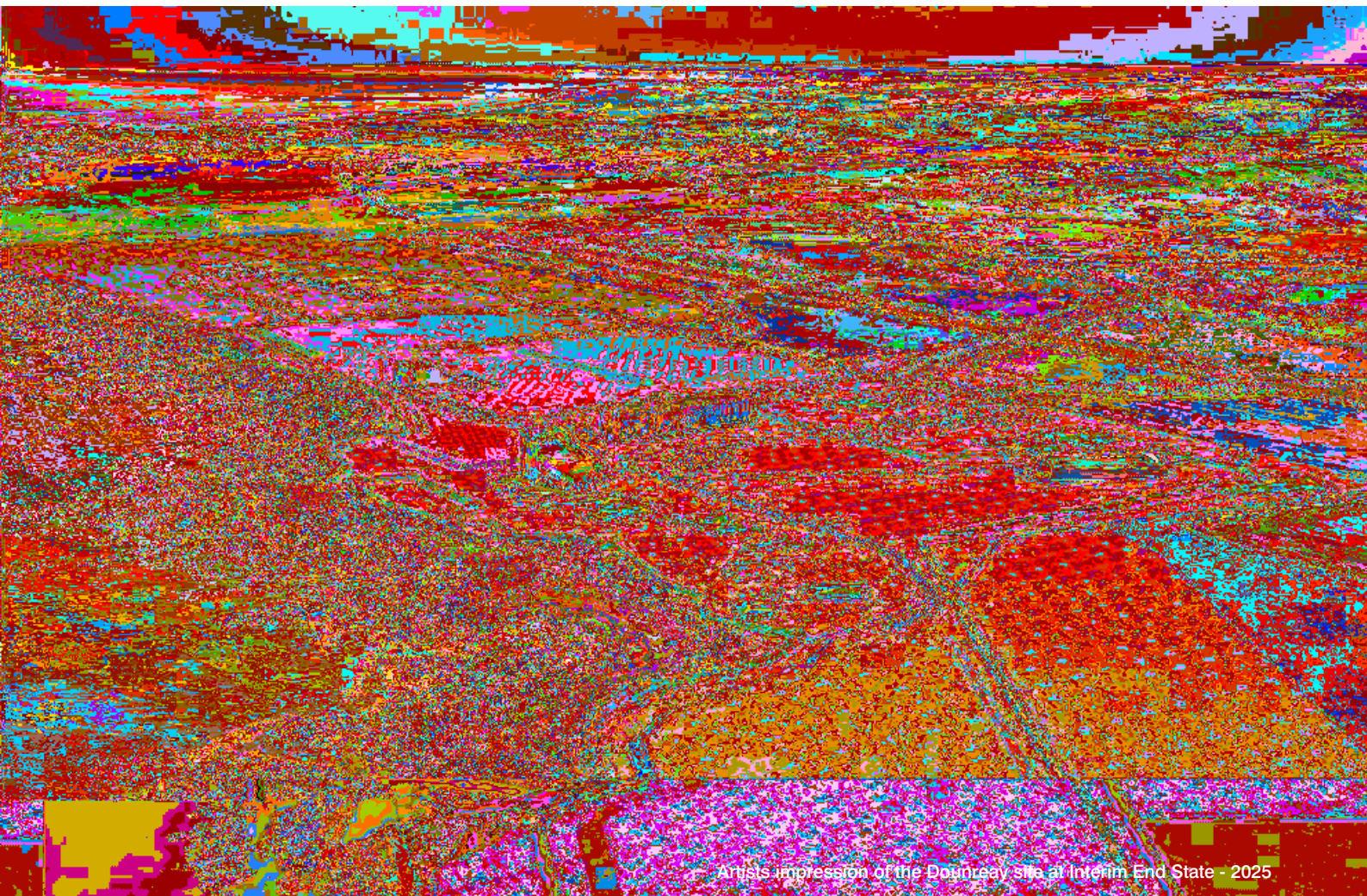
At the core of the CNSRP is the Action Plan which was first published in December 2007. Since then work has continued to establish the high priority actions and these are now set out in the revised Action Plan which continues to evolve.



4 DSRL'S APPROACH TO SOCIO-ECONOMICS

DSRL's management is committed to supporting the agencies and organisations which are looking to ensure the area's transition into a successful future, with a prosperous, strong and diversified economy beyond Dounreay.

The priority for DSRL is the safe and cost-effective decommissioning and closure of the Dounreay site but delivering this in such a way that it is sensitive to the local economy and supports the vision, objectives and priorities of both the NDA Socio Economic Policy and the CNSRP.



Artists impression of the Dounreay site at Interim End State - 2025

The life time plan for the site outlines the activities required to safely and successfully deliver the decommissioning programme. The plan also details the staffing resource which inevitably declines from the present day to the interim end point of 2025. By that time, when all redundant facilities have been cleared, all that will remain are those radioactive wastes and other nuclear materials for which no disposal route or alternative storage is available.

DSRL recognises the importance of managing the

decommissioning programme in a sustainable manner that maximises employment prospects for our employees now and into the future.

The site also produces a Socio-Economic plan on a yearly basis. The plan underpins the strategy and provides more detail of the activities undertaken and sets out the programme of work for the following year. It also integrates the community relations support which complements the Socio-Economic activities undertaken by the site.

5 DSRL'S VISION FOR SOCIO-ECONOMICS

DSRL's Socio-Economic Vision is:

“By the Interim End Point, DSRL will have prepared and supported our workforce to transition into sustainable alternative employment whilst completing the delivery of the site decommissioning programme.”

6 DSRL SOCIO-ECONOMIC STRATEGY

6.1 Overview

Current plans are that Dounreay will have reached the interim end state by 2025, subject to funding from the NDA.

Accelerating the interim end state results in fewer job reductions in the early years of the programme, with a gradual decrease of jobs. However this, in turn, results in a greater reduction of jobs in the future years of the programme. We believe that a gradual reduction in employment is better for the economic regeneration of the area and allows time for the CNSRP action plan to be implemented.

The Socio-Economic vision is associated with workforce transition and as a result there is an integrated approach between the DSRL Human Resource Strategy and the Socio-Economic Strategy.



6.2 Objectives

The priority objectives for Socio-Economic activities, include:

- Prepare and support transition of employees into alternative sustainable employment
- Use of skills and infrastructure to create new growth opportunities, and
- Nuclear industry skills development through education, retraining and skills development,

In support of these objectives, we will:

- Support and influence national and local regeneration agencies.
- Communicate with employees and Trade Unions to develop workforce transition plans.
- Assist in the development of individual transition plans and transition training/support programmes.
- Work with our supply chain to inform and support them in developing their own workforce transition plans.

6.3 Strategy

Figure 1 details the integrated approach to the Human Resource and Socio-Economic Strategy.

6.4 Activities in support of the Socio-Economic strategy

A Socio-Economic plan, which will be updated annually, will provide further detail of the activities undertaken to support this strategy.

FIGURE 1 – HUMAN RESOURCE AND SOCIO-ECONOMIC INTEGRATED STRATEGY

