

Dounreay Parent Body Organisation competition – Socio-Economic commitments

The Socio-Economic commitments to be delivered consist of two distinct elements:

- DSRL Socio-Economic commitments
- Socio-Economic Parent Body Organisation (PBO) commitments

DSRL Socio Economic commitments

This is largely a continuation of the existing DSRL socio-economic commitments. The following requirements will be included in the Site Licence Company Agreement:

To support the Authority's Baseline Strategy in relation to the Authority's requirement to take account of the socio-economic consequences of its plans, the Contractor shall:

- i) maintain the Socio-economic commitments set out in the Life Time Plan (LTP) which exists on the Commencement date and as defined in the current, approved Dounreay Socio Economic Development Plan
- ii) On an annual basis, develop and submit for the Authority's approval in conjunction with the Performance LTP, a 3 year rolling Socio-Economic Development Plan, setting out how the Contractor will comply with the Authority's Socio Economic Policy, interpreted locally as the NDA Socio Economic Caithness and North Sutherland Priority Area Plan June 2009, or as later amended.
- iii) On an annual basis, consult with local stakeholder partners on the Socio-Economic Development Plan referred to in (ii) and as a result, amend to reflect the outcome of consultation provided that it remains in compliance with:
 - a. NDA Socio-Economic Policy
 - b. NDA Socio-Economic Caithness and North Sutherland Priority Area Plan June 2009 (or as later amended)
 - c. Caithness and North Sutherland Regeneration Partnership Action Plan
 - d. Annual Site Funding Limit (ASFL). Ring-fenced funding of £500,000, or as later directed by NDA, provided from within the ASFL, shall be allocated to DSRL funded socio-economic activities

iv) Ensure that the Socio Economic Development Plan supports the DSRL socio economic vision; "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". As a minimum, the Socio Economic Development Plan should address the priority socio-economic activities which are:

- a. Transition of employees into alternative sustainable employment to support diversification of the local economy into other sectors
- b. Use of skills and infrastructure to create new growth opportunities, and
- c. **Workforce** (and other) industry skills growth through education, retraining and skills development

v) In order to support the priority socio-economic activities, DSRL will

a. Support and influence national and local regeneration agencies

b. **Workforce** with employees and their Unions to deliver a range of activities in the decommissioning phase

c. Develop individual transferable and transferable learning transfer programmes as appropriate

d. Provide the fully trained workforce and support from a high level knowledge transfer plan

10.10.10 **WORKFORCE TRANSFER AND A DEVELOPER & SELLER BUSINESS TRANSFER AGREEMENT WITH THE NDA AND THE FRO. The Developer & Seller Business Transfer Agreement will ensure that the parties intend to cooperate and coordinate in order to deliver the distribution of management and socio-economic activity requirements.**

Workforce Transfer and Business Transfer Agreement (WBTBA)

The goal of the WBTBA is to ensure that the work is transferred to a third party in the NDA's best economic interest. The actions of the WBTBA will include the transfer of all WBTBA management. DSRL will ensure that the work is transferred to the third party and will ensure that the work is transferred to the third party. The transfer will be completed by the end of the project. The transfer will be completed by the end of the project. The transfer will be completed by the end of the project. The transfer will be completed by the end of the project.

NDA committed as part of the governance of this competition to consult with local stakeholders in Caithness and North Sutherland to crystallise the socio economic requirements deemed important by the local community and as defined by the Caithness & North Sutherland Regeneration Partnership's high priority action plan. Participants will be expected to use the dialogue phase and discussion opportunities with local stakeholders to develop both their understanding of the challenges & opportunities and their proposed plans to meet these. The programme of activities that the local stakeholders expect the successful PBO to bring to Caithness and North Sutherland can be defined under the following headings:

Socio Economic Experience & Ongoing Engagement with Community Stakeholders

A clear demonstration by the new PBO, that it has the corporate experience to work with regeneration, economic development agencies and other stakeholders in the Caithness and North Sutherland and that this experience will be embedded through the PBO's involvement in the Caithness and North Sutherland community.

The appointed PBO will be required to work collaboratively with those organisations and agencies accountable for the delivery of social regeneration and economic development across the areas of Caithness and North Sutherland including The Highland Council, UK and Scottish Government, Highlands and Islands Enterprise, the Chamber of Commerce and other community organisations as brought together by the Caithness & North Sutherland Regeneration Partnership or its successor.

Forecasting

It is vital that the contractor (DSRL) provides accurate and timely information to the organisations and agencies

generation of new business opportunities in the area and where possible to encourage/enable owner companies to become involved.

Business Development Arising from DSRL

Where a viable business position can be established, the appointed PBO will pro-actively encourage and support the spin-out from DSRL of parts of their existing portfolio of services, whilst ensuring sufficient capability remains available to service the needs of the DSRL.

Office support and remote services provision

Working in partnership with stakeholder partners, where a viable business case can be established that does not impact on the delivery of the Interim End State / Final End State, the appointed PBO will assist, encourage, support and facilitate commercial arrangements enabling the creation of general "back-office" industry in the Caithness and North Sutherland region for the NDA Estate and/or for the wider interests of the bidder. The local stakeholders ask that due consideration is given to town centre relocation of personnel where appropriate.

Workforce transitioning

The appointed PBO will ensure that DSRL assists the regeneration, economic development agencies and other stakeholders in the transitioning of the workforce into alternative industries. This will include ensuring that DSRL manages the retention of appropriate skills so that the DSRL mission can be carried through to the Site Interim End State / Final End State.

DSRL Socio Economic Activities

The appointed contractor will ensure that DSRL continues to comply with the directly funded DSRL socio-economic commitments as defined in the Socio-Economic Development Plan and the current LTP 08 rev e. Future changes as a result of competition and consultation with local stakeholders will be contractualised and fully resourced through the Site Licence Company Agreement (SLCA) in the form of an amended Socio-Economic Development Plan and included in the Contractors Performance Baseline.

Taking into account the requirements and expectations defined above, discussions during dialogue and with local partners, participants will be invited to submit their socio-economic action plan within their final tenders compliant with the NDA Socio Economic Policy, the NDA Socio Economic Caithness & North Sutherland Priority Area Plan June 2009 and appropriate law including State Aid and EU Procurement law. The response should define:

- their experience, and how it will be applied, to the development of operational relationships with the regeneration and development agencies and the local authorities

- their experience and how it will be applied, to the development of accurate and timely information to the organisations and agencies accountable for economic regeneration on the resource levels and skills required to deliver the decommissioning and clean-up mission and those resources and associated skill sets no longer required to deliver the decommissioning and clean-up mission.
- their experience in addressing new business opportunities, and how that experience will be applied in the Caithness area
- their experience and how it will be applied in enabling “spin-out” business opportunities, specifically with respect to nuclear (and associated) technologies
- their experience and how it will be applied to the transitioning of the work-force into alternative industries. This will include the retention of appropriate skills so that the DSRL mission can be carried through to the Site Interim End State / Final End State
- their experience and how it will be applied of embedding socio economic considerations into engagement and development of the DSRL supply chain
- a commitment to ensure DSRL continues to comply with the directly funded socio commitments as defined in the current LTP 08 rev e and as agreed as a result of competition in the Contractors Performance Baseline and in accordance with NDA Socio Economic Policy.

For clarity, the PBO participants’ socio-economic plan must meet the requirements set out in this paper. The delivery of these requirements will be underpinned by an ongoing contractual obligation to meet prescribed minimum performance standards including the fulfilment of socio-economic requirements.