

Dounreay Stakeholder Group: Socio Economics

Dounreay Socio Economic Alliance

April 2015

(Report to 31 March 2015)

Activity	Progress
General	<ul style="list-style-type: none"> • The NDA circulated the report “ Review of the NDA contribution to socio economic development in Caithness & North Sutherland 2005 -2014” to the DSG on 18 March 2015 • DRS held an industry event in Inverness in February 2015. • The 2015 / 18 Socio Economic Plan and 2014/15 Annual Review have been drafted and submitted to the NDA. • A NDA organised State Aid workshop highlighted some changes to the State Aid rules which maybe beneficial for NDA/DSRL funding to projects.
National Nuclear Archive	<ul style="list-style-type: none"> • Work streams ongoing : <ul style="list-style-type: none"> ○ Land acquisition process, ○ planning and local engagement, ○ commercial partner competition ○ design and build contractor competition • The Highland Council granted planning permission on 24 March 2015 • The NDA has appointed Morrison Construction to carry out a detailed two-month design and cost review

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	before beginning construction this summer. The building is due to be completed by the end of 2016.
CNSRP Support	<ul style="list-style-type: none"> • Secondment to HIE continues and work focuses on inward investment activities. • Cavendish Dounreay Partnership continues to provide support to Eann Sinclair to produce a programme of major activities focusing on jobs. • A project manager has been seconded to support Wick Harbour Authority over the next 12 months of activities by Cavendish Dounreay Partnership.
Procurement	<ul style="list-style-type: none"> • Regular discussions with the Commercial services team to identify potential socio economic benefits in forthcoming contracts continue. • A report has been submitted to the NDA providing details on socio economic benefits through the DSRL procurement process. A presentation was given to other NDA sites on this work. • DSRL held a suppliers event on 26 February 2015. This was attended by over 110 delegates representing 77 companies. Of these companies, 39% are based in the local area. • Discussions continue on the nu-tech annual exhibition for 2015. Consideration is being given to enhancing the event based on feedback. The event is scheduled for 4 June 2015
Caithness Chamber of	<ul style="list-style-type: none"> • Management of the Caithness Transport Forum: Caithness Chamber of Commerce continues to deliver the management of the Forum. Although the Highland Council funding to the Forum has not been

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Commerce	secured, DSRL is committed to support the Forum until 2017, as agreed in January 2014.
Education & Skills	<ul style="list-style-type: none"> • DSRL signed a Memorandum of Understanding (MoU) with North Highland College / University of the Highlands & Islands to facilitate close collaborative working and academic links across further and higher education and the nuclear industry. • Initial discussions have been held with the University of the Highlands & Islands to revise the MoU to support the co-ordination of STEM Ambassadors in the area. The MoU will reflect changes to the STEMNET contract which comes into force on 1 April 2015. • Business mentoring has been provided to both Wick and Thurso High Schools by DSRL and the Chamber of Commerce. At the Young Enterprise Scotland Regional finals for Highland & Moray, Wick High School took first prize for their presentation and were judged runner up for the Highland & Moray Company of the Year • DSRL and the NDA attended the “Preparing Our Young People for Employment in Caithness & Sutherland. Event organized by the Caithness Chamber of Commerce in partnership with North Highland College.” At this event, there was unanimous agreement for the establishment of an Invest in Youth Group for the North Highlands. The Chamber of Commerce was given the mandate to submit a proposal to Scottish Government. • Over 300 pupils have been given career advice by local STEM Ambassadors. Third year pupils at Thurso,

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Wick, Farr and Gillespie High Schools recently attended a “Speed Careers” event, to gain first hand advice on what subject choices they should be making for careers in STEM disciplines. This is the sixth year DSRL has run this event in response to local employers’ feedback that many pupils were applying for work without studying the appropriate subjects or any real understanding of the core knowledge required.

- An intern has completed their time with CNSRP. The CNSRP project to collate the employment information and services (including events) available to individuals from key public sector bodies, to assist them into employment is nearing completion. A presentation was delivered to the CNSRP Delivery Team on her internship on 17 March. The intern is now supporting DSRL Communications Department but will complete the final part of the CNSRP project during this time.

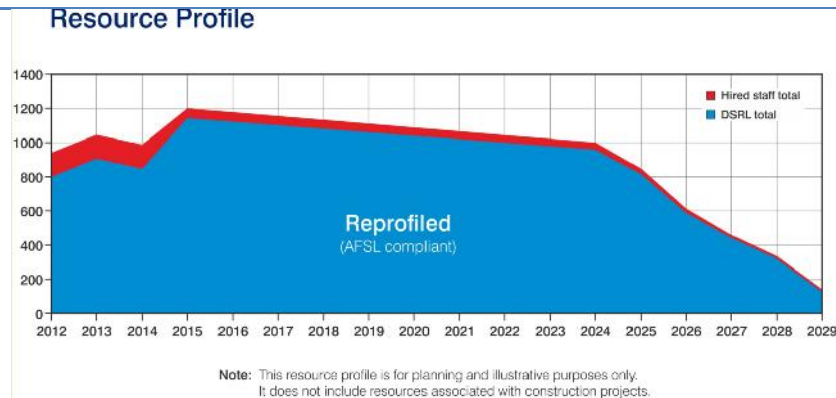
**Workforce
Development &
Transition**

- Following agreement of the new baseline decommissioning programme with the NDA, DSRL has revised the resource profile for the lifetime of the programme to reflect the re-prioritisation of project activities and the new Interim End State (IES) date of 2029.
- The revised resource profile shows a need to maintain higher resource levels for longer, with an increase in total resource requirements during the first few years of the new programme. The revised resource profile is shown below:

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- There is a requirement for over 100 additional resources in a variety of different positions over the next financial year (2015/16). Some of these are immediate vacancies and some will be required later in the year.
- The revised resourcing strategy aims to:
 - Meet immediate resource needs through combined resourcing routes (internal & external)
 - Provide development opportunities for existing staff
 - Build talent pools to support succession planning
 - Build future resource/skills capability
- Work has commenced to recruit some of the additional resources which are required; for example, by running our first Graduate Recruitment Campaign after a gap of many years and increasing the number

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	of apprentices.
Business Development	<ul style="list-style-type: none"> Information on business events continue to be promoted to all staff at Dounreay via internal communication systems. A report has been prepared on the options for spin out opportunities from DSRL and submitted to the NDA for acceptance. The Business Support & Mentoring Pilot Project funded by the NDA and DSRL is being delivered by the Chamber of Commerce. The support provided has been wide ranging but included Marketing; Finance; Business. Initial Guidance (up to 4 hours) has been provided to 25 potential businesses and Business Advice/Consultancy (up to 2 days) to 11 potential businesses and mentoring to 1 potential business. 13 individuals who work on the Dounreay site are involved with the establishment of 9 of these new businesses and of these 3 companies involving 5 individuals (DSRL / supply chain) are trading.
European Reference Site for Decommissioning	<ul style="list-style-type: none"> There are a number of visits, including those from overseas, to the Dounreay site.
Infrastructure Development	<ul style="list-style-type: none"> Wick Harbour: NDA funding to project continues. Project almost complete – delays to dredging works.. DRS work continues on commercialization of Georgemas.

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	<ul style="list-style-type: none"> Scrabster Harbour/ Farm Development / Enterprise Zone: NDA Funding continues to Phase 1b and preliminary investigation for Phase 2.
Business Mentoring	<ul style="list-style-type: none"> Activity is focused on support from Trudy Morris and Simon Middlemas to 4 of the original 6 applicants until the end of March 2015.
Back Office Services	<ul style="list-style-type: none"> Looking at potential locally based support to Cavendish Nuclear in the future. Details are commercially sensitive, but as much outline detail, together with assumptions is included on the CNSRP high level programme (see above). If this activity progresses, it will include a requirement for office space integrated with those of Dounreay.
Community Sports Hub	<ul style="list-style-type: none"> DSRL Socio Economic Funding agreed Meeting held with Planning Department to agree on exact documentation required to be submitted with planning applications. Stage 1 funding application submitted to Sportscotland.

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Summary Report of Socio Economic in Contracts (£150K): (1 January – 31 March 2015)

Contract	Value Band	SE Benefit	Socio Economic Benefit
Technical Support (Licence/Maintenance for Mainsaver System for 5-year period	B	N	

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			minor work and design reviews resulting in an income stream for hospitality, flights and car hire locally.
Services of Safety Case Author to FCA Directorate	B	Y	<ul style="list-style-type: none"> • Individual lives in the local community
Services of Project Manager to Fuels Directorate	B	Y	<ul style="list-style-type: none"> • Individual will reside in local accommodation and use local amenities working at the Dounreay Site

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Existing Contracts

Contract	Socio Economic Benefit
Decommissioning Support Services Framework	<ul style="list-style-type: none"> • Trainee Scheme: Currently, there are a total of 8 trainees in place and a further 3 will be taken on in June.
Catering Services	<ul style="list-style-type: none"> • Eurest have committed to mentoring 3-4 students from UHI over the duration of their studies – covering all aspects of food preparation, service and canteen management. This programme is now in place and working.
Transport	<ul style="list-style-type: none"> • Transportation of Trushield waste containers from manufacturer's premises to Dounreay using large haulage companies based in Caithness .
Civilian Man Guarding Force	<ul style="list-style-type: none"> • Profile Security Services Limited (PSSL), have been working with DRSL and the Wick Job Centre Plus to identify ways of providing work experience to young people in the local community. The scheme is aimed at providing work experience to young people (18-25 years old) and in doing so give them the opportunity to achieve a formal qualification in security guarding (SIA License) and valuable experience in working on a high profile industrial site. <p>The first candidate selected to undertake this programme has now successfully completed training off and on Site and will be offered a full time position with the Contractor.</p>

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	<p>The Contractor has also expressed their satisfaction with the outcome and intend to repeat the exercise on a regular basis.</p>
<p>Professional Services Framework Agreement</p>	<ul style="list-style-type: none">• Opportunities to be identified for Intern Placements for agreed packages of work. The Framework Contractors have been approached about a Graduate Scheme and very positive responses have been received.

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Ongoing Activities

- The Socio Economic Team continues to engage in monthly meetings with the Commercial Team to identify opportunities where socio-economic benefit can be included in new contracts.
- DSRL is now considering including economic benefit in the assessment of future tenders. Future tenders will be assessed on a case by case basis – resource will be allocated where there is the potential for maximum opportunity. An assessment criteria has been drafted and will be implemented at the next available opportunity.
- The Head of Commercial attended the Scottish Region SME Group on 5 March as part of DSRL's commitment to supporting the SME business community.
- The Head of Programme NDA, Managing Director DSRI and Head of Commercial DSRL held a Supply Chain Briefing on 26 February in Thurso. Socio economic initiatives, opportunities and the supply chain contribution in supporting sustainable economic activity in the Caithness Region were highlighted.