

Endorsed on 20<sup>th</sup> January 2016

**DOUNREAY STAKEHOLDER GROUP  
SOCIO ECONOMIC SUB GROUP**

**DSG/SESG(2015)M004**

**Minutes of the DSG Socio Economic Sub Group meeting held on Wednesday 11<sup>th</sup> November 2015  
at 1330 hours in the Pentland Hotel (large lounge), Thurso.**

**Present:**

Trudy Morris noted that the Chamber had met with Dr Monaghan and a business breakfast with him would be organised shortly. A date of 18<sup>th</sup> December had previously been identified but this was no longer suitable. DSG and/or Chamber would notify each other if dates are identified for a DSG meeting and/or the business breakfast.

It was noted that all other actions relating to the socio economic sub group were complete.

#### **5. COMMUNITY FUND REQUESTS**

Derrick Milnes noted the funding applications received. He reminded members to declare an interest where appropriate. The applications were reviewed and recommendations were endorsed.

#### **6. DOUNREAY SOCIO ECONOMIC ALLIANCE ACTIVITIES**

Derrick Milnes noted that a written update had been provided to members – DSG(2015)P025 refers. He invited Ken Nicol to provide a verbal update. Ken Nicol, Dounreay Socio Economic Manager noted:

- The socio economic budget for 2015/16 had all been committed. An outline budget for 2016-2019 was in preparation and identified commitments and funding available. This had been presented to CNSRP and is currently being refined.
- Cavendish Nuclear projects were progressing as per schedule. A number of other CNSRP projects underpin the Cavendish Nuclear business plan.
- The NDA Nuclear Archive was progressing as per schedule.

It was noted that a fuller brief had been provided by Anna MacConnell relating to the archives - DSG(2015)C062 refers.

- The Business Development pilot project continues to progress. Not all funding was used within the last year and therefore it had been agreed that the pilot project would continue until the funding has been utilised in accordance with the objectives of the project. Following that a review would be undertaken as to how to take this forward. New targets for the remaining pilot project are under discussion.
- DSRL continue to support CNSRP activities with part-funding towards the annual report and CNSRP information posters.
- NDA had provided funding (£180K over three years) to support the Chamber's Developing the Young Workforce project.
- NDA are currently reviewing a request for funding support to Wick Harbour for the high water gate.
- NDA/DSRL had agreed to part fund, along with HIAL, improvements to the car park at the airport. This would be utilised as an overspill for the NDA Archives.
- DSRL had committed funding to HIE for CNSRP Inward Investment activities for cost comparison studies including one being taken forward by Scrabster Harbour Trust.
- Procurement continued to be an area of interest and a number of small opportunities had been realised through DSRL procurement. The contract with the M+W Group Ltd, who had recently

won a tender for shaft/silo design, would contain KPIs for socio economics. An invitation to tender recently issued asked the tenderers to consider alternative routes of transports for the supply of powder. Opportunities were being explored to undertake training for the UFCF facility linking into NVOs. Early discussions have indicated that this training could be levelled and accredited to SQA certification.

David Flear noted it was pleasing to see that the projects being supported are primarily on the CNSRP high priority programme.

David Flear also commented that he and Derrick Milnes had met with Crimson, the commercial company who would manage the NDA Archives. At this meeting he had encouraged Crimson to raise the subject of the improvements to the Berriedale Braes with Scottish Government.

On procurement, David Flear noted that he and Derrick Milnes now had a regular meeting set up with Ken Linn (Head of Commercial), Craig Brown (Support Services Director) and Ken Nicol (Socio Economic Manager) to discuss issues around procurement.

David Flear also welcomed the written update on progress with the NDA Nuclear Archives. He asked the secretariat to send this to the Scottish Government Radwaste team as this had been raised at the Scottish Government Scottish Nuclear Sites Meeting.

**Action: DSG/SESG(2015)M004/A001: DSG Secretariat to send Scottish Government Radwaste Team (through Ewan Young) the written update regarding NDA Nuclear Archives.**

There being no further questions or comments Derrick Milnes invited Graham Cameron, Head of Human Resource to provide an update. Graham Cameron noted:

- There was significant work going on to refine the resource implications of the fuels project. This is being considered in terms of approach to ensure the number of vacancies is appropriate for the level of activity.
- There have been 60 contractor conversions to DSRL staff, with a number of these being individuals who have been on contract for a long time.
- There had been just under 50 new recruits including the recruitment of graduates. A number of these had been successfully recruited from the Aberdeen event.
- One of the issues now being experience for people being recruited into the local area was finding affordable temporary accommodation. The local High Schools had been very welcoming to parents who had children of school age.

David Flear asked whether spouses/partners were also looking for employment and reminded Graham Cameron that it would be useful to ensure he was in the loop for the talent attraction project on the CNSRP programme because there may be an opportunity to provide employment opportunities outside the Dounreay site but in the community.

- In terms of other activities, recruitment had taken place for six local trainees on project controls. This was part of the site's strategy to grow its own talent.
- In terms of future plans for graduates and apprentices, it was planned to undertake recruitment again for 2016/17. Discussions were ongoing with North Highland College regarding their

community apprentice scheme.

- The site was reasonably happy with the general direction of recruitment activities.
- The site has signed up to the Women in Nuclear Charter which the NDA supports. The Nuclear Industry as a whole has an under-representation of women in the workplace, particularly at senior management levels. However, interestingly Dounreay's proportion of women in the workforce is higher than all of the other SLCs but still has room for improvement.

David Flear noted the concerns related to him regarding recruitment and the potential impact on the local SMEs. In turn he had raised this with the site and Mark Rouse had provided a response. Graham Cameron responded that the site is aware of these issues, pointing out that it is equally important to the site that there is a strong local supply chain to continue to support the decommissioning programme.

Eann Sinclair asked whether the contractor conversions were primarily from agency workers. Graham Cameron confirmed this was the case, adding that the site policy was to look to fill any vacancies internally first before going externally.

There being no further issues raised, Derrick Milnes thanked Ken Nicol and Graham Cameron for their input.

#### **7. CNSRP UPDATES**

Derrick Milnes noted that Eann Sinclair had provided a written update for CNSRP – DSG(2015)P020 refers. He invited Eann to provide a verbal update. Eann Sinclair noted:

- It appeared that the objection to the improvements of the Berriedale Braes could potentially seriously delay this project.

David Flear noted it was important to get the Berriedale Braes to a shovel ready project to allow these improvements to be made sooner rather than later. Trudy Morris also noted that, via the Caithness Transport Forum, concerns over delays had also been raised. This would be pursued via the Transport Forum and the Chamber. Sandy Mackie asked whether a timeline was available if the objection went through normal process. Eann Sinclair responded that the objection could potentially delay the project unless resolved outside of a public enquiry. DSG would also continue to

an audit of skills was being undertaken and there would be a number of activities to raise the awareness of this project with young people and employers. For the regional Board, there were some Caithness people but there was still a requirement for Sutherland representatives.

- Membership of the Chamber had increased to 185 members.
- A meeting had been arranged by Hitrans for the Chamber Chief Executive to meet the Scotrail MD on the train next week.

#### Highland Council

Cllr Matthew Reiss noted the written report as provided by Roger Saxon (DSG(2015)C056 refers). Of note:

- Four Councillors were currently looking at the budget deficit. Bill Fernie is leading this group.
- Discretionary budgets will continue to decrease. If the loss of one of the area's wards takes place it is likely that the discretionary budget will reduce by one third.
- A number of fresh on-shore wind applications are being received despite the Government's withdrawal of renewable subsidies.
- UK Government had announced recently the roll out of Broadband and had committed to speeds of 10 by 2020.
- Thurso High School received the best results of higher grades within the Highlands.

Trudy Morris noted that Highland Council were currently setting up the new LEADER groups. She noted that previously the Highland Council had bridged gaps in funding by offering a loan for organisations to enable upfront funding for projects. She asked if this would be the same for the next LEADER campaign. Matthew Reiss said he was not aware of the arrangements but would check and respond.

**Action: DSG/SESG(2015)M004/A002: Cllr Matthew Reiss to find out if Highland Council were offering upfront loans to LEADER applicants.**

#### **8. CORRESPONDENCE SINCE LAST MEETING**

Derrick Milnes noted that the correspondence remaining related to the GMB press release which raised issues regarding the safety and morale of the site and the impact of CNSRP on jobs. The press release said GMB would be seeking a meeting with Fergus Ewing MSP. NDA, through John Clarke, responded to Fergus Ewing and DSG wrote a joint letter with the Trade Union Council. DSG(2015)C061 and C059 refers). June Love noted that a holding response had been provided by Fergus Ewing's office. It was also noted that the local paper had been puzzled over the timing of the GMB press release and reported this in the View from the Cliff.

#### **9. ANY OTHER BUSINESS**

Derrick Milnes invited members to raise any other business.

David Flear noted that DSG would be represented at the MSP briefing from the Engineering Policy Group on 25<sup>th</sup> November and at a European conference in Brussels on 18<sup>th</sup> November. The Nuclear Industries Association were also holding a conference on the 3<sup>rd</sup> December in London where all MPs with nuclear sites within their constituency would be presenting.

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There being no further business, Derrick Milnes thanked everyone for their attendance and input. He formally closed the meeting.

**Derrick Milnes**

**DSG Socio Economic Sub Group chairman**

15<sup>th</sup> November 2015

**ACTIONS ARISING FROM THIS MEETING**

**DSG/SESG(2015)M004/A001:** DSG Secretariat to send Scottish Government Radwaste Team (through Ewan Young) the written update regarding NDA Nuclear Archives.

**DSG/SESG(2015)M004/A002:** Cllr Matthew Reiss to find out if Highland Council were offering upfront loans to LEADER applicants.

**ACTIONS ONGOING FROM PREVIOUS MEETINGS**

**DSG(2015)M003/A010:** Invite Dr Paul Monaghan, MP to meet with DSG representatives. **Action ongoing:** currently awaiting for a date for this meeting.

**ACTIONS COMPLETED SINCE LAST MEETING**

**DSG(2015)M003/A009:** NDA to update comments received from DSG on NDA's socio economic paper. **Action complete:** The comments were taken on board, and included in the version distributed.