

DOUNREAY STAKEHOLDER GROUP: BUSINESS MEETING

Minutes of the DSG Business meeting held at 0930 hours on Tuesday 15th September 2020 via Teams.

Present:	Cllr Struan Mackie	DSG Chair
	Davie Alexander	DSG Vice-chair (Socio economic sub group chair)
	Gillian Coghill	DSG Site Restoration sub group chair
	Roger Saxon	DSG Honorary member
	June Love	DSG Secretariat, DSRL

In addition:	Debbie Murray	NHC Principal (Interim)
	Jacq Longrigg	NDA Group Head of Skills
	Codie Barnes	NDA Skills
	David Wallace	NDA Stakeholder Relations/Socio economics
	Peter Faccenda	CNSRP Programme Manager

MINUTES

1. WELCOME AND INTRODUCTION

A welcome was provided to all those joining the call. Introductions were made.

2. APOLOGIES

Apologies were received from:

- Ron Gunn DSG Socio Economic sub group deputy chair
- Cllr Willie Mackay DSG Site Restoration sub group deputy chair
- Trudy Morris Caithness Chamber of Commerce (agenda item 3)
- Steve Young DSRL Organisational Excellence Director (agenda item 3).

3. SKILLS DISCUSSION

Cllr Mackie thanked those attending to discuss the skills agenda. Davie Alexander provided some background to the reasons why DSG felt this was an important topic of discussion and worth exploring further following presentations on skills by NDA at last years' stakeholder summit.

Jacq Longrigg, NDA providing the following:

- Had been looking forward to visiting Caithness and holding these discussions in person but unfortunately Covid-19 had made this difficult.
- She was working alongside David Wallace and others in the NDA to ensure the skills agenda was embedded into an NDA Scottish strategy currently under development. She was also working closely with those responsible for socio economic delivery.
- The NDA group skills approach was currently being revised, but the NDA Early Careers Strategy covers a number of topics including school engagement, work experience opportunities, graduates, skills transferability etc. Once the revised approach to skills and the group talent strategy are finalised she would be happy to share the documents.
- Due to Covid-19 it was now apparent that digital resources to support school engagement and exciting the next generation in a career in nuclear could be accessed from anywhere in the UK

and a project 'Leading Lights' was under development to look at role models in key roles required for nuclear. The focus had shifted away from just engineering to encompass a number of professional functions required in the nuclear industry including (but not exhaustive to) commercial, IT, cyber security, project management and such like. Covid-19 had also demonstrated that it was no longer necessary to travel to a place of work as the majority of services could be provided remotely from anywhere in the UK.

- She was interested in learning more around the proposed community apprenticeship scheme as there was a similar scheme already established in Cumbria and Wylfa was currently looking at doing something similar.
- Locally, she had worked with North Highland College to develop safety case training and this was an example of where training from NHC could be rolled out across NDA group and wider sector .
- There was an opportunity to think about the supply chain (including infrastructure supply chain) as this could have multiplier effects when supporting skills, apprentice and graduates and in developing businesses cases to support skills investment .
- Other specific skill requirements that will be required for a future pipeline of workforce was in project management, programme management, risk and assurance and commercial. There was a need to develop this and these projects are being developed.
- Ongoing discussions with oil and gas authority to develop a gateway into nuclear for oil and gas workers.
- Big push and focus on apprentice and graduate numbers. NDA believe there is an opportunity to maintain if not increase the numbers (site appropriate) and also to look at leveraging other funding to support.
- There was a need to increase cyber security (not only for NDA but across a number of sectors).

Debbie Murray stated that NHC had been grateful for the support from NDA to develop the safety case training and that had been quite successful. NHC have delivered training to Dounreay and discussions for this training provision was underway with an oil and gas company. While Covid-19 was a factor at present, the blended approach was nothing new to the NHC and this has made the delivery of these courses possible at this time. She noted that as demand for this course grows there would be a need to grow their tutor base.

Debbie Murray noted she would be interested to hear more about the Cyber security requirements as this was one area where the uptake for courses had been poor. It may be that by demonstrating the long term career opportunities this would be something that could be delivered locally.

Peter Faccenda stated that the skills agenda was moving fast because of Covid-19. In 2018/19 a skills investment plan was developed and there was various ideas and strands that came out of that piece of work. A lot of what was in the skills investment plan have synergies with the renewed NDA and national approach.

In the absence of Trudy Morris, Peter Faccenda noted that the idea of the community apprentice scheme had come out of the skills investment plan recognising the declining requirement (at the appropriate time) for both Dounreay and Rolls Royce apprentice intakes. He also noted that the Decommissioning Services Framework contractors had submitted socio economic plans as part of their bids and all had identified skills with their plans. The plans for this scheme had been hampered by Covid-19 but would continue to be developed and if plans are robust this would be taken forward as soon as practicable. It was recognised that to make this scheme work it would require funding for the first 3-4 years but would also have to add value, to increase availability/ uptake, become sustainable in the longer term and needed to have a large number and variety of local supply chain requirements. This would now require more in-depth discussion with the right people around the table.

Roger Saxon stated the Chamber had put in a great deal of effort with their 'developing the young workforce' strand and annual jobs fair but felt there was still a lot of work to be done to educate school leavers of the opportunities in nuclear, both locally and nationally. He felt there was a tendency to believe that Dounreay was closing, so there was no point in looking there for jobs within the industry.

Cllr Struan Mackie stated that the digital resource was an interesting topic and had noted that Canada especially (but also in Japan) the use of digital resource was being used more frequently in terms of promoting other nuclear opportunities. Better use of this resource could attract people into the area, but collateral was required.

In terms of apprentices and graduates, he felt that there was a pride in the area of the apprentice/graduate schemes and Dounreay had a very good track record. With NDA taking the site back in-house he asked Jacq Longrigg what she thought could be taken from the NDA programme and deployed up in Caithness/N Sutherland. Jacq Longrigg responded that she believed the NDA programme would give sustainability to the Dounreay programme and would allow Dounreay to play a greater part in a group-wide programme. She also noted the broader discussions on work mobility. One of the key factors for NDA was the nuclear graduate programme (held up as a national exemplar) and one of their key partners within this body was Rolls Royce and therefore there was opportunities to open up discussions with RR at Vulcan especially with their aspirations of developing small modular reactors. She also noted that she wished to provide the opportunity for apprentices to move into graduate roles (should they choose to do so) and this send out the right messages to young people who may wish to take a slower route in graduate development.

Jacq Longrigg also noted that there had been little uptake in the area for nuclear bursaries with NSAN. This was something she would further explore as the NDA Scottish strategy develops. She added the question for her was how to get a network of education practitioners working together. On the community shared apprentice scheme she noted would need to provide added value and therefore further thought around infrastructure should also be considered – she noted that apprentices had extended into care, debt handling, housing associations and support teaching as examples of exploring a wider apprentice programme. The trick would be to link into other funding streams and sweat any investments in this programme. She felt there was lots of opportunities, but it would need real partnership working to ensure alignment and maximising budgets.

Dave Wallace stated that he had found the discussions interesting and was keen that the whole skills agenda was set in a wider context. There was a good story to tell but needed a narrative around the opportunities. On the wider front, looking at developing an NDA Scottish Strategy he was keen to tell the 'story' and build on some good work that was already in train. His question was how the skills piece is explained within the wider narrative. He noted that his role had a more focussed approach to engaging with Scottish Government and he felt that they now had good engagement with a number of Scottish Government departments and further work to map out the connections for research, innovation, R&D would continue. Jacq Longrigg noted that the opportunity existed to articulate the work already been taken and future requirements for all Scottish sites. She noted the leadership academy that NDA was leading with which provided a route to Executive roles and felt it would be good to come back and provide a further update on this as it developed fully.

Jacq Longrigg also noted that David Peattie, NDA CEO was keen to identify and support some Scottish opportunities. He has a long standing contact with Dundee University around internships and supported an award was keen to see further development within the Scottish region.

David Alexander thanked everyone for their input and felt that the discussion had been a useful one. He felt there was a lot of information to build on and was taking from this discussion that the Nuclear Services hub was something that was being supported. He noted there was around six months to go before the site transition back under the NDA and that the nuclear services hub was something that should be high on the agenda in terms of how this project will be taken forward given the PBO would not be present from April 2021 and at this time the PBO had been taking the lead in developing a business plan for a Engineering hub. He felt it was essential that support for the nuclear services hub (which would/could include engineering) was something that would give the community some confidence. He asked Jacq Longrigg whether she was aware of this potential project but not a lot of the detail. Jacq Longrigg responded that this went back to the narrative required – how do you tell the story to encompass these different work strands. The crucial part of this was building a cast iron case for business. David Wallace noted that the hub would be something that should be included in the Scottish narrative. This was something that would require engagement with a number of local organisations and the community to talk about the aspirations of the future.

Roger Saxon felt the concept on a nuclear services hub was poorly understood (eg was it a bricks and mortar thing or a collection of businesses) and contrasted this with the NHS Highland consultations on health hubs in Thurso & Wick.

Jacq Longrigg felt there was a good opportunity to start discussions with MOD, Rolls Royce and Scottish Government as the opportunity should provide a platform for great partnership / cross sectoral working.

Cllr Struan Mackie noted he harboured slight frustrations as the area did not appear to take full advantage of various financial streams that could support economic initiatives. He felt this would become more important as some of these projects started to develop into business cases. Dave Wallace stated that this went back to original discussion about the narrative which needs to be a clear message and the recognition of a refocus in Scotland. This would clearly align to the ambitions of Scotland plc. The detail was still to be worked through but felt that once this was further developed it would start to identify other working/funding streams that could be accessed. Jacq Longrigg also noted the Nuclear Skills Strategy Group and felt there was an opportunity to highlight the Scottish narrative at future meetings.

Cllr Struan Mackie stated that he had been impressed with what he had seen at the last stakeholder summit meeting which had been held in Anglesey and it had been apparent that some of the success was down to the local authority taking the lead. He asked how important it was to get the local authority engaged and actively working with NDA on this. Jacq Longrigg responded that it was absolutely essential and was seen as a good example of people coming together to achieve a successful end goal.

June Love noted that the CNSRP was the perfect vehicle for partnership working and collaboration between local authorities, economic agencies, NDA etc and this should not be forgotten. Peter Faccenda also agreed and echoed David Wallace's earlier comments that any projects being taken forward, whether it be skills, enabling or priority projects, would require a cohesive local drive. From a CNSRP point of view, there was ongoing discussions with various partners on whether their representatives on the CNSRP were genuinely engaged and ready to provide resource to deliver parts of the CNSRP programme. Roger Saxon felt that there needed to be more engagement with local authority within CNSRP as it appeared that HC had lost focus on this over the past couple of years.

Gillian Coghill noted, that after listening carefully to the discussion it appeared to her that to drive the skills agenda there was a need for everything to be closely linked – from children in school, to moving up to college. She felt that HC, who had a statutory remit for education, needed to be much more joined up to ensure that young children were being enthused to move to the NHC to take up further education. Debbie Murray responded that there was a strong school link in place.

Cllr Struan Mackie noted there was opportunities for the area within R&D, innovation and perhaps a bit of commercialisation and felt that these needed to be embedded into the developing strategies. Jacq Longrigg agreed it would be useful to have further discussions on R&D and innovation. On commercialisation she urged caution as while the belief was that this could provide substantial income this needed to be weighed against the work to build a robust case versus the commercial return.

Jacq Longrigg stated that there were other areas that could be explored under the skills agenda including renewables and major infrastructure and was keen to do a follow up discussion. She was also keen to visit the North Highland College and perhaps a full day workshop, with key stakeholders, would help to start the narrative around the skills agenda and would allow for a meaningful discussion.

Dave Wallace noted that the NDA Chair and CEO would be visiting the Dounreay site on 12/13 October and while there were no plans to hold a stakeholder dinner (due to Covid-19 restrictions) there would be an opportunity to the DSG Chair and vice-chair to virtually meet with them.

At this point, Cllr Struan Mackie thanked everyone for their input. Jacq Longrigg, Cody ?? and Dave Wallace left the meeting. The following actions were agreed during the discussion.

Action: DSG/BM(2020)M08/A001: Jacq Longrigg to provide copy of early careers strategy.

Action: DSG/BM(2020)M08/A002: Debbie Murray and Jacq Longrigg to explore training requirements for Cyber security.

Action: DSG/BM(2020)M08/A003: Debbie Murray to provide Peter Faccenda with the 'lessons learnt' paper on community apprentice scheme previously run by NHC.

Action: DSG/BM(2020)M08/A004: Jacq Longrigg to provide further information on the Leadership Academy when further developed.

Action: DSG/BM(2020)M08/A005: Jacq Longrigg to visit North Highland College, UHI as soon as Covid-19 restrictions allowed.

To complete the discussion on the skills agenda, it was agreed that Struan Mackie and Davie Alexander would develop some key messages for their discussion with NDA Chair and CEO.

4. MINUTES OF THE LAST MEETING

Cllr Struan Mackie noted that the previous minutes (DSG/BM(2020)M06) had been endorsed via correspondence and circulated to all DSG members. No issues were raised from these minutes.

5. STATUS OF ACTIONS

June Love noted that the actions continued to be progressed and all actions from business meetings were updated in the action status to ensure progress was being made. At present, she noted that

the majority of actions outstanding were due to Covid-19 and would be progressed as soon as it was appropriate to do so.

6. UPDATE ON DSG REPORTING

Cllr Struan Mackie noted that papers continued to be circulated to all DSG members. DSG members had provided feedback from the paperwork that had been circulated in July (this was the paperwork that would have been provided if the sub group meetings had taken place). All feedback had been collated and the relevant organisations had been asked to provide a written response. The questions and responses had been collated into a report (reference DSG/SESG_SMSG(2020)M003).

June Love noted that she had requested updates from the various organisations (for clarity – the updates that would be provided would be those that would have been reported verbally at the September public meeting had the meeting gone ahead) and this would be turned into an updated report which would be circulated to all members for their feedback. The September paper was on track for distribution by the 23 September 2020.

7. ANY OTHER BUSINESS

The following was noted:

- June Love noted that the DSG responses on the NDA Draft Strategy 4 was due at the end of September. She would issue an email reminding members to provide any feedback they may have on this document.
- It was noted that DSG Chair and vice-chair would attend the SSG Chair's forum pre-meeting on 17th September and this would be followed by the SSG Stakeholder forum held on 18th September. The forum on the 18th would include a full NDA update and presentation and an opportunity to engage with CEO David Peattie and meet the new NDA Chair, Ros Rivas. SSG Chair will also get the opportunity to provide an update on SSG activities.
- Cllr Struan Mackie noted that he, along with fellow Councillors, had visited Nigg recently and had met with Global Energy and Nigg Port Authority. It was interesting to hear that Global were currently providing supply chain activities for a project at Hinkley C. He also noted the Nigg Skills Academy. Debbie Murray responded that NHC provided the support to the Nigg Skills Academy and had a good relationship with Global. Cllr Struan Mackie noted a further conversation with a third party who may be interested in considering using existing infrastructure at Vulcan.
- Roger Saxon asked whether DSG should consider issuing a press release on the ongoing work being carried out. The disadvantage of not holding meetings was that there were no 'public' or journalists present and therefore there was no stories getting out there right now. Struan Mackie felt this would be a good idea and agreed to contact Gordon Calder to discuss ongoing DSG business while Covid-19 restrictions continue to be in place.

Action: DSG/BM(2020)M08/A006: Struan Mackie to contact Gordon Calder re ongoing DSG engagement.

- Davie Alexander, while recognising that it would be difficult to carry out a public DSG meeting via a virtual platform he did wonder whether it would be useful to hold a virtual meeting with all DSG members concentrating on one topic only. He felt that with the site transition taking shape it would be useful to concentrate a public (virtual) meeting on socio economics requesting to see the nuclear partners (NDA, PBO and DSRL) socio economic

programme to ensure that there would be continuity of this programme during the next six months of transition and beyond once there was no longer a PBO in place. He felt it was important to ensure that there continued to be a focus on this area but equally clarity on how these would continue to be taken forward. This was agreed by all members and it was further agreed it would be useful to wait until after the site visit of the NDA Chair/CEO (after 12/13 October). Davie Alexander stressed the need to have all three nuclear partners presenting the full programme of activity that was currently being taken forward.

Action: DSG/BM(2020)M08/A007: June Love to ensure a public meeting (held on a digital platform) takes place in October and request that NDA/PBO/DSRL provide a presentation on the socio economic programme.

- Cllr Struan Mackie noted that the Q&A with Gareth Taylor had been completed and had now been circulated to members and published on the DSG website. He noted that in usual circumstances Gareth Taylor would have been introduced to DSG members at a public meeting and asked if NDA could provide a small organisational chart (with photos) showing the NDA personnel involved directly with Dounreay.

Action: DSG/BM(2020)M08/A008: June Love to request an organisation chart from NDA (with photos) of all NDA personnel with Dounreay involvement.

There being no further business, Cllr Struan Mackie thanked everyone for their input and formally closed the meeting.

Cllr Struan Mackie
DSG Chair
16 September 2020