

DOUNREAY SOCIO ECONOMIC ALLIANCE UPDATE as of 8th January 2021

The NDA and DSRL recognise that while our collective socio-economic support is focused on economic growth, there is a need to be respond to business recovery as we ease out of COVID-19 restrictions. Consideration has been given to ensure that the Dounreay Socio Economic Alliance (DSEA) - NDA, PBO and DSRL - is able to maintain the governance around consideration of socio-economic funding, while allowing quicker decisions to be made.

At this difficult time, there is recognition that some of the conditions linked to drawdown of funding for socio economic projects will be difficult to deliver. A flexible approach will be taken to continue to support these projects into the 2020/21 financial year.

SE Programme development

The programme of Socio economic activities has now been developed and monitoring of the delivery of these activities will be reported on a quarterly basis to DSG.

SE programme

The programme developed for socio economics includes both internal (related to business need) and external support. The programme provides details of:

- ~120 individual activities to deliver the programme
- Each activity has an 'owner' and delivery dates
- Is underpinned by resource requirements and risks/assumptions
- Has identified milestones to be delivered.

The main topics for the programme in the short term include:

- SE programme development
- Nuclear Services Hub business case development (with staged gate reviews)
- Skills audit / pilot and full audit
- People Plan and transition
- Investigation of other potential business cases (including spin outs and Hi Tech opportunities (including R&D).

The programme also covers the 'day to day' activities including:

- Development of Socio economic plan (yearly)
- Continued partnership working with CNSRP
- Governance of all external funding applications
- STEM activities
- Dounreay Communities Fund administration
- Reporting (quarterly)

Socio Economic reporting

Reporting of progress of the SE programme will be provided in relation to progress against the milestones and provided in summary form, as follows:

Key:	Complete	On track	Behind schedule
Milestone	Completion date	Progress	Comments
DSRL Socio economic plan and programme development			
Publish SE programme	31-Mar-2021		<ul style="list-style-type: none"> • Programme developed being refined. • Will be included in SE plan. • CNSRP/DSG will be consulted on new plan.
DSRL Socio economic plan	31-Mar-2021		<ul style="list-style-type: none"> • Plan will be submitted to NDA at end of March. • CNSRP/DSG consultation following submission. • Consideration of changes (stakeholder comments dependent)
Nuclear Services Hub business case development			
Outline business case	23-Dec-2020	Complete	<ul style="list-style-type: none"> • Outline case presented to Exco • Approval to proceed to next stage • NDA SE team engaged early
Gate review (RIBA 0&1)	27-May-2021		<ul style="list-style-type: none"> • Review outcome of RIBA 0&1 • Update business case • Exco Review and approval to move to this stage
Gate review (RIBA 2&3)	28-Oct-2021		
Gate review (RIBA 4)	14-Apr-2022		
Construction	15-Mar-2023		
Dounreay Skills audit			
Pilot audit undertaken	14-Dec-2020	Complete	<ul style="list-style-type: none"> • Pilot cohort of Project Managers identified • Online questionnaires and telephone interviews conducted. • 98% completion rate (86 out of 104 – 44 on-line surveys and 42 telephone surveys.
Pilot audit report issued	05-Jan-2021	Complete	<ul style="list-style-type: none"> • Report issued internally for review
Internal review of pilot audit report	11-Jan-2021		<ul style="list-style-type: none"> • Meeting organised to review output of pilot project.
Procurement for full audit	15-Mar-2021		<ul style="list-style-type: none"> • Procurement documents being developed. • Awaiting input from pilot project before procurement documents are finalised. • Comments on pilot project due by end January – procurement scope will be updated following this feedback.
Mobilisation of consultant for full audit	30-Mar-2021		<ul style="list-style-type: none"> •
Completion of full audit	21-Sep-2021		
People Plan and transition			
Produce resource profile	31-Mar-2021		<ul style="list-style-type: none"> • Resource info will come from Near Term Work Plan (NTWP)
Define future organisation structure and roles	30-Sep-2021		<ul style="list-style-type: none"> • Will be dependent on new management structure on 1st April alongside skills needs for NTWP/LTP.
Develop career transition approach for site personnel	15-Nov-2021		
Establish careers support	15-Aug-2022		<ul style="list-style-type: none"> • Activity will include future site decommissioning needs alongside external industry sector requirements.
Other Business case generation			
Identify pipeline of potential spin out opportunities	29-Sep-2021		<ul style="list-style-type: none"> • Programme will be developed following decision to identify suitable opportunities to develop into business case.

Investigate potential R&D opportunities for Dounreay and wider NDA estate	12-May-2021		<ul style="list-style-type: none"> • DSRL has joined the Game Changers programme that identifies and develops technologies that could provide significant advances in nuclear science and engineering. • Programme will be developed following decision to identify suitable opportunities. • Formal working group set up with North Highland College/ERI. • Early discussions with a potential R&D project.
Nucleus			
Production of outline business case proposition	28-May-2021		<ul style="list-style-type: none"> • Business case proposition in development • Programme to be developed dependent on outcome of proposition.
Georgemas rail freight			
Georgemas freight trial	29-Jan-2021		<ul style="list-style-type: none"> • Delayed due to Covid-19 restrictions. • Date had been identified but due to new Covid restrictions (post Xmas) this has now been postponed and will not take place in January. A new date will be identified as soon as restrictions allow travel between areas.

In addition, the continued governance of CNSRP activities and other related activities is recorded here:

CNSRP funded activities	Completion date	Progress	Comments
Caithness Transport Forum	31-Mar-2021		<ul style="list-style-type: none"> • £10k funding • Meetings have continued during 2020/21 • PSO business case for Wick/JOG airport • Rail freight potential • New application required for continued funding
Chamber of Commerce business mentoring	31-Mar-2021		<ul style="list-style-type: none"> • £15k funding • Monthly reports provided. • New application required for continued funding.
CNSRP Independent chair	31-Mar-2021		<ul style="list-style-type: none"> • £9.3k part funding (alongside HIE) • New application required for continued funding.
CNSRP Programme Manager	31-Mar-2021		<ul style="list-style-type: none"> • £40k (maximum payment – alongside HIE). • Monthly meetings continued • Progress reported via CNSRP • New application required for continued funding
STEM activities	31-Mar-2021		<ul style="list-style-type: none"> • £25k funded • Restricted activities due to Covid restrictions • Engineering Industry Day held virtually (59 pupils attended). • Mock interviews for high schools (Farr, Thurso and Wick) – DSRL staff supported. • Forward activities being evaluated due to further Covid restrictions (Jan 2020).
Space Hub Sutherland	31-Mar-2021		<ul style="list-style-type: none"> • Secondment (50% of FTE) continued (max £40k funding). • New application required for continued support • Community Liaison Group now set up • Development of documentation to satisfy planning conditions.
Caithness Horizons	31-Mar-2024		<ul style="list-style-type: none"> • 3 years of funding approved (£75k/year) • Part funding with The Highland Council • Delayed re-opening due to Covid restrictions. • HLH looking to commence recruitment early 2021 • Opening scheduled for March 2021 • Funding will commence on confirmation of opening.
ETEC Manager	31-Mar-2022		<ul style="list-style-type: none"> • £87.3k (3 year grant funding)

			<ul style="list-style-type: none"> • Reporting delivered on schedule
Dounreay Community Fund	31-Mar-2021		<ul style="list-style-type: none"> • £25k • Year end report due at end March 2021
CNSRP Support hub (incl sustainability)	30-Oct-2021		<ul style="list-style-type: none"> • £190k funded • 2 new posts (Project management/business development). • Sustainability projects to be identified and progressed.
Wick harbour High water gate	30-Mar-2021		<ul style="list-style-type: none"> • £30k funded (NDA direct funding) • Business case being updated • Awaiting outcome of business case prior to agreement of funding for gate.
Highland Blood bikes	01-Oct-2021		<ul style="list-style-type: none"> • £10k funded • Bike now available locally • Has supported Covid related activities.
Caithness Business Fund	30-Jul-2021		<ul style="list-style-type: none"> • £100k funding from DSRL • £100k funding from NDA • Total funding provided £200,175.46 • 125 businesses supported • Application process/governance/funding provided all within one month of fund opening.
Portacabins for medical requirements	01-Oct-2021		<ul style="list-style-type: none"> • £10k funding • Permanent portacabin (replaced rented one previously provided). • Continued need for use.
Strathnaver museum development	30-Mar-2022		<ul style="list-style-type: none"> • £80k funding approved • Awaiting confirmation of full funding package • Expected to commence during 2021/22.
Castletown and Canisbay medical centres – portacabins	01-Dec-2021		<ul style="list-style-type: none"> • £40k funding • JOG Football / North Coast Entertainments previously loaned portacabins for medical centres. • Funding was to procure two new portacabins for community requirements ensuring medical centres have continued access to portacabins previously provided.

COVID-19 support

- DSRL continues to offer support to the area for Covid related activities.
- Requests for support and/or funding are now considered on a case by case basis.
- During the Christmas period staff were encouraged to go out and provide some community support.
- Discussions are ongoing with NHS for potential support for the rolling out of vaccines.

Dounreay Heritage (Oct to December 2020)

- No heritage objects were collected in the period.
- No leavers completed a Dounreay Memories form.
- James Gunn, in his role as the NDA Heritage Officer, has drafted an NDA guidance document about selecting heritage objects for preservation purposes. It is based on Dounreay experience and will be reviewed by representatives from the national museums of Scotland, England and Wales.

Misc

- Dounreay's first batch of homegrown health physics surveyors qualified ahead of schedule. The 7 trainees are the first to be trained by DSRL and Nuvia jointly in a programme that utilised Nuvia's National Vocational Qualification Centre. (NVQ). While the training was due to take around 2 years the hard work and commitment of both trainees and supervisors saw the course completed in 19 months and all are now deployed across the Dounreay site.
- DSRL was delighted to see David Flear, former chair of the DSG, being awarded an MBE for services to health, community care and the community.
- As part of the EDI (Equality, Diversify and Inclusiveness) action plan, DSRL has encouraged staff to take part in the 2020 working families benchmark survey.
- Virtual coffee mornings have continued on a weekly basis to allow staff to connect with each other while continuing to work from home.
- Dounreay's annual awards event took place virtually at the end of last year, allowing more staff to participate than ever before. Hosted by Nicky Marr, the event raised over £3k in donations for the nominated charity – Caithness Mental Health Support Group. The awards are based on the site's values and the winners were:
 - Zero harm: Kirsty McIntosh and the Occupational Health team
 - Respect: 'This is me' mental health awareness film contributors
 - Pride: Vera MacAskill, Stores
 - Delivery: Martin Bridge and the IT team (ROC)
 - Innovation: Communications team
 - Confidence: COVID-19 community volunteers
 - Steve Beckitt award: June Love
 - Winner of Winners: Martin Bridge and the IT team
- Due to COVID-19 restrictions, Christmas Friday was a different event this year resulting in an online Dounreay quiz. More than 200 staff took part and raised more than £1,500 for MacMillan Cancer Support.
- The Dounreay Employees Charity Fund provided £2,000 of funding to support the Caithness FM toy appeal. The Dounreay Communities Fund also provided a donation of £1,000.