

DOUNREAY SOCIO ECONOMIC UPDATE

current as of 6 October 2021

Introduction

The Dounreay site became a subsidiary company of the NDA on the 1st April 2021. The Parent Body Organisation no longer exists as a legal entity to manage the Dounreay site. NDA and DSRL continue to work in partnership on socio economic topics and governance arrangements of socio economic funding and activity will be revised to reflect the changes made.

On 23rd September, the NDA has announced its intention to join Dounreay with Magnox in a move to simplify and strengthen the NDA group's operating model. The work to join our organisations builds on the close working that already exists, made possible by becoming part of the NDA group in April.

At the point of joining, which is expected to take around 18 months and is subject to regulatory approvals, the Dounreay business and its staff will transition into Magnox and DSRL will no longer exist as a legal entity. The Magnox Board will then oversee the Magnox and Dounreay entity, meaning the Dounreay Board is not separately required. Outside this change in governance arrangements, Mark Rouse will continue to lead the site with his executive team. As part of the new arrangements, Mark Rouse will report into Magnox CEO Gwen Parry-Jones and into the new extended Magnox Board. Magnox will hold the nuclear site licence, environmental permits and other licences for the Magnox and Dounreay sites.

Assurances have been given that Dounreay's annual funding will be ring-fenced for Dounreay decommissioning and will also look to hold on to its unique identity.

At the point of coming together all DSRL employees will transition to become Magnox employees with terms and conditions unchanged. There will be an ongoing full and meaningful consultation with the trade unions on the transition, and any future changes would be subject to a subsequent consultation.

This move will further enhance our ability to work collaboratively, sharing knowledge and understanding to deliver decommissioning missions that have far more in common than they do differences.

Social Impact Annual Review 2020/21

The Social Impact Annual Review for 2020/21 is now published on the website. This provides a summary report of the support and interventions provided by the nuclear partners.

Dounreay Executive Socio Economic Sub Group

The Dounreay Executive Socio Economic Sub Group met in September. Progress is reported through to the Executive meeting.

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
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Milestone	Completion date	Progress	Comments
DSRL Socio economic plan and programme development			
Publish SE programme	31-Mar-2021	Complete	<ul style="list-style-type: none"> • Programme developed being refined. • Will be included in SE plan. • Completed and incorporated into SE plan
DSRL Socio economic plan	31-Mar-2021	Complete	<ul style="list-style-type: none"> • Plan submitted to NDA at end of March.
DSRL Socio economic plan	30-Jul-2021	Complete	<ul style="list-style-type: none"> • Allows time for new governance/DSRL meeting arrangements to be put into place and to review/development SE programme. • Consultation with DSG/CNSRP (at July socio economic sub group) • Dependent on outcome of discussions with external stakeholders document will be amended (as appropriate) or endorsed. • No comments received on plan. Publication on website (early August)
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)	26-Jun-2021	Complete	<ul style="list-style-type: none"> • Arch Henderson procured to support RIBA stage timelines. • Discussion with DSRL TUs taking place • Review outcome of RIBA 0&1 • Update business case • Exco Review and approved to move to this stage
Gate review (RIBA 2&3)			<ul style="list-style-type: none"> • At present looking at new governance and sanctioning arrangements to understand timelines. Once identified revised programme dates will be identified.
Gate review (RIBA 4)			
Construction			
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	Complete	<ul style="list-style-type: none"> • Meeting held to review output of pilot project.
Procurement for full audit	(23-Apr-2021) 21-Jul-2021		<ul style="list-style-type: none"> • Procurement documents now developed and agreed (DSRL/NDA) • Date of commence of procurement slightly delayed • Discussions ongoing with Procurement to commence this piece of work. • Tender was issued on 28 May 2021 • No responses were received • Tender will be re-issued and delay is expected to be around 2 months • Forward dates revised following delay in procurement.
Mobilisation of consultant for full audit	13-Sep-2021	Complete	<ul style="list-style-type: none"> • Complete • Kick off meeting held 14 September • Information provided from DSRL to enable Ekosgen to commence desk study.

Milestone	Completion date	Progress	Comments
			<ul style="list-style-type: none"> Directorate leads and champions being identified.
Completion of full audit	28-Feb-2022		
People Plan and transition			
Produce resource profile	31-Mar-2021	Complete	<ul style="list-style-type: none"> Resource info will come from Near Term Work Plan (NTWP) Initial plan developed – going through internal reviews.
Define future organisation structure and roles / HR projects	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. Work ongoing to provide definition Enhancement of Leadership programme refreshed to incorporate Leadership standards. New ‘Interview Skills for Managers’ training – successfully piloted. Scheduled for November and December roll-out Interview guidance prepared for candidates and interviewers on how to successfully participate in virtual interviews ‘Succession and Talent Planning Overview’ suite of familiarisation sessions continue to be delivered New Personal Development Planning guidance developed and will be issued in Q3
Develop career transition approach for site personnel	15-Nov-2021		<ul style="list-style-type: none"> Discussions have commenced to define transition approach. Successful continuation of Cohort 1 ‘Enhanced Leadership Programme’. Three future cohorts proposed and due to commence Oct, Nov and Feb. Candidates identified. Leadership standard – roadmap to take forward under development.
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. ExCo has approved revisiting the spin out for the Environmental Labs. Programme to be developed
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. CNSRP development proposal for Fusion (STEP) project as an alternative site use. Document identifying technical challenges (TBurd) has been revised. Due to be updated by end of March 2022. An early enquiry to NDA re potential development proposal received.

Milestone	Completion date	Progress	Comments
Procurement activities	30-March-2022		<ul style="list-style-type: none"> Quarterly reporting for SE benefits from contracts. Meeting scheduled in November with Decom Framework Services to report on activities. Work continues to define the social value within procurement.
Sustainability	30-March-2022		<ul style="list-style-type: none"> DSRL sustainability strategy: Executive approved on 23 July 2021. Implementation of strategy: procurement on 1 October. Carbon footprint arrangements for reporting now complete. Collation of carbon footprint data: DSRL carbon footprint for 2020/21 in draft with Carbon Trust as part of the NDA footprint.

In addition, the continued governance of socio economic grant funding activities is recorded here. The decision making process and governance arrangements is the responsibility of the DSRL Socio Economic Funding Group. The information below has been updated to reflect the commitments for grant funding for 2021/22 (and where appropriate 2022/23 and 2023/24). Further updates will reflect progress on the impacts of these projects.

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.

CNSRP funded activities	Completion date	Progress	Comments
FR-00000030: ETEC Manager, North Highland College, UHI	31-Mar-2022		<ul style="list-style-type: none"> £87.3k (3 year grant funding). 2021/22 final year of grant funding. Reporting continues to be delivered on schedule.
FR-00000035 CNSRP Support hub (incl sustainability)	30-Oct-2021		<ul style="list-style-type: none"> £190k funded 2 new posts (Project management/business development). Chester Uni/ERI drawn down small funding to commence development of BEST tool (sustainability). Number of pipeline projects being pursued by CNSRP Support Team. <ul style="list-style-type: none"> Fusion (STEP) project Hydrogen project Space Cluster Development Awaiting outcome from UKAEA re site section for Fusion. Discussions with DSRL re hydrogen project are being identified. Sustainability: awaiting update on BEST tool Sustainability: presentations held during September Sustainability: ROSE website now live https://rose-sustainability.co.uk/
FR-00000133: Strathnaver museum development	30-Mar-2022		<ul style="list-style-type: none"> £80k funding approved in 2020/21 Full funding package for redevelopment has now been confirmed. Project delay due to Covid restrictions. Funding committed in 2020/21 therefore accrued funding into 2021/22. Expected to commence during 2021/22. 6 monthly progress report received £80k drawdown in September 2021.
FR-00000224:	31-Mar-2024		<ul style="list-style-type: none"> £30K for three years support commencing 2021/22)

CNSRP funded activities	Completion date	Progress	Comments
Caithness Transport Forum			<ul style="list-style-type: none"> • New application commencing 01-Apr-2021 (for three years funding support). • DSEB approved application in February 2021. • Impact report to be available at (each) year end. • Conditions of funding continue to be adhered to. • Meeting on 12 October with Nuclear Transport Services.
FR-00000225: Chamber of Commerce business mentoring	31-Mar-2024		<ul style="list-style-type: none"> • New funding application received for three year funding grant – total value £100K. • DSEB approved funding application in February 2021. • £40k funding for 2021/22 to cover costs of: <ul style="list-style-type: none"> ○ Chamber membership waiver ○ Production of offshore wind supply chain directory. ○ Food waste pilot project. ○ Business mentoring activity • Offshore wind supply chain directory now complete • Business mentoring report received end September. • Draw down of final £15k in October 2021
FR-00000228: Space Cluster Development	31-Mar-2022		<ul style="list-style-type: none"> • £34.4k grant funding (additional funding from HIE). • Approved and funded in 2020/21 • Delivery of ecosystem audit to gain detailed understanding of company and facility capability • Delivery of ecosystem development plan on launch and support services to bridge identified gaps. • Steering Group meeting set up and first meeting held on 7th April 2021 • Regular meetings continue and progress is being made. • Full report expected end March 2022. • Space Cluster development completed early. • Positive press as a result of strategy document. • Next steps under discussion
FR-00000272: North Coast Visitors Attraction (former 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 May 2021 • £40k released in 2020/21 to support recruitment and readiness of building for opening. • Remaining £35k for year 1 to be released on facility opening. • All staff recruited (started early Sept) • All repair works complete. • Areas of fire risk assessment still required • Deep clean of collections – taking place over next few weeks. • Branding being finalised (installed by end Oct) • Working on winter programmes <ul style="list-style-type: none"> ○ First event heritage workshops for former Dounreay employees (in Assoc with Nucleus)
FR-00000279 CNSRP Programme Manager	31-Mar-2024		<ul style="list-style-type: none"> • £40k (maximum payment – part funded by HIE). • New application approved by DSEB in February 2021. • Funding application approved for three years (commencing 2021/22). • Conditions identified and agreed. • Payments made monthly on receipt of invoice • Conditions continue to be adhered to
FR-00000280: CNSRP Independent chair	31-Mar-2024		<ul style="list-style-type: none"> • £9.3k part funding (alongside HIE) • Application for three years (2021 to 2024) • Approved by DSEB in February 2021

CNSRP funded activities	Completion date	Progress	Comments
			<ul style="list-style-type: none"> • Conditions identified and agreed. • Payment to be made mid-March 2022. • Conditions continue to be adhered to
Space Hub Sutherland Secondment via CNSRP	31-Mar-2023		<ul style="list-style-type: none"> • Secondment (50% of FTE) continued (max £40k funding). • Agreed secondment would continue for 2021/22 with succession plan identified for 2022/23. • Role is to primarily engage with local community and work with Community Liaison Group. • Legal hearings have now taken place – awaiting decision from Land Court and the Judicial Review. • Ground Investigations took place over May 2021 • Legal decisions ruled in favour of Space Hub (Judicial Review and Land Courts) • 12th newsletter issued • Attendance at virtual UK Space Conference – lot of visits to virtual stand. • Engagement with local community continues • SHS Community Liaison Group held on 30 Sept 2021. • A number of visits have taken place over the last quarter (6 visits from various organisations and agencies).
STEM activities	31-Mar-2024		<ul style="list-style-type: none"> • Activities to be confirmed following further guidance on Covid restrictions. • Programme of activities now developed. • Liaison with schools to agree dates to commence. • New resources purchased to deliver STEM activities.
Dounreay Community Fund	31-Mar-2024		<ul style="list-style-type: none"> • £25k per year • DSRL provide admin support • DSG socio economic sub group consider and approve applications.

No new funding requests have been submitted since the last report.
One early enquiry has been received.

Staffing

- Steven Butler has been appointed as Dounreay’s Commercial Director and will be starting in this role shortly. Steven is a chartered quantity surveyor and is joining Dounreay after a successful career in facilities management, construction, multi-utility and industrial services sectors within the UK and overseas. Steven will take over from Dominic O’Brien.
- In collaboration with Nuvia, Morson and GDES six new decommissioning operative trainees have started work at Dounreay as part of a structured programme to develop skills required to safely decommission the site. Over a 4 year period, the trainees will attend North Highland College part-time, where they will complete a selection of training modules covering the wide range of practical skills associated with nuclear decommissioning. For the remaining time they will gain hands on experience by assisting with a wide range of decommissioning tasks completed at Dounreay. Four of the trainees are pictured at the site.



- Twelve graduates started their 2-year development programme on 13 September. As part of their induction the graduates were involved in a series of lectures and facility tours before joining their allocated teams.
- This year marks 66 years since the first apprentice was employed at Dounreay. A new intake of 8 apprentices began their careers with Dounreay in September and visited site before starting a year of blended learning at college.
- Recruitment of 2 Quantity Surveyor apprentices and three business apprentices have also started on site. Eighteen university students were also provided 3 month summer placements.
- All existing Engineering MAs have progressed to the next year of training following successful annual reviews.
- Three Business Modern Apprentices have now all completed their SVQs.
- All Engineering Modern Apprentices have successfully returned to college for this academic year.
- Graduates and Modern Apprentices attended an Outward Bound course at Loch Eil in October.
- A number of DSRL employees have been identified for potential NDA secondments to provide these individuals with an opportunity of development and growth.
- Tom Budd, one of the site's 2018 Grad cohort, attended NIA Event at Parliament on 14 September.

Procurement

- At the end of September, LINC (Liaise, Innovate, Network and Collaborate) was relaunched to reinvigorate the engagement with small and medium size enterprises (SMEs) to help deliver innovative solutions to support the decommissioning programme. The platform is available for packages of work up to £150,000 and provides a more convenient route to market by omitting the need for full commercial processes. There are currently over 400 suppliers registered with LINC and any further SME's wishing to benefit from the platform are encouraged to email LINC@dounreay.com for an application form to register.
- As part of the socio economic plan under the Decommissioning Framework Services contract, Jordan Bluck (a Jacobs graduate) is on placement with Reactors while DSRL graduate, Tom Fox) is on secondment with Jacobs.

Dounreay Heritage

- **Advisory Panel:** The 10th meeting of the heritage Advisory Panel was held in June 2021 using Microsoft Teams. There were representatives from the National Museum of Scotland, Historic Environment Scotland, Nucleus and a former UHI PhD student. Of note:

- The DFR control room is due to be transferred from the British Science Museum to the National Museum of Scotland (NMS) in Edinburgh. It will become under the sole ownership of NMS.
- The subject of nuclear heritage is now attracting an international audience and there are conferences dedicated to it. This was not the case back in 2010 when the Dounreay heritage work started.
- Nucleus is undertaking a project to digitise all of its nuclear records.
- **Collection of objects:** Two objects were collected:
 - wooden clock (engraved) presented to a Dounreay Police Constable on his retirement in 2004.
 - Sky blue work shirt with UKAEA coat of arms and wording "UKAEA restoring our environment."
- **Recording history:** A process to capture the memories of those leaving the site is in place and 6 forms were completed and returned.
- **Knowledge sharing:** Talks about the early history of Dounreay were given to:
 - Summer students
 - New graduates
 - New craft apprentices
 - Members of UK Alpha Resilience and Capability programme

Advice given to Communications Manager at Hunterston B nuclear power station about possible heritage activities. The station is due to shut down in 2022.

- **Academic Studies:** Discussion held with a nuclear historian who is studying for a masters degree with the University of South Wales (Pontypridd). The research is entitled "The Philosopher's Plutonium Stone: The Dounreay Fast Reactor." It is basically about the rise and fall of the UK fast reactor programme.
- **Community Project:** James Gunn and June Love had recently suggested a community project involving ex-employees. This entails gathering a group of former Dounreay staff to review old photographs with the intention of enhancing the metadata and creating a social network that helps general wellbeing. There could also be an opportunity to record oral history. J Gunn has approached 6 ex-employees and all are very willing to participate.

This project is a joint venture between Dounreay, the NDA, Highlife Highland and Restore Digital (Nucleus operations) and the intention is to launch it at the North Coast Visitor Centre over the Winter. If the trial is successful, it may be expanded and opened up to other nuclear sites.

- **Exhibition:** Staff of Highlife Highland based at Nucleus organised a virtual exhibition entitled "Atomic Recreation". It covered the history of the Dounreay workers early recreational activities, particularly at Viewfirth and Ormlie Lodge. It had text and photographs and links to small clips of oral history recordings undertaken by James Gunn.
- **Media Interest:** The BBC programme "Scotland from the sky" interviewed James Gunn about the history of Dounreay and the effect on the community. The production team also

interviewed numerous people living in Caithness, including Alastair MacDonald, former DSG Chairman. The programme is scheduled to be aired in the Autumn or Winter. Unfortunately the Dounreay film will not appear in the programme as they had so much footage they could not fit all of it in.

- **NDA Heritage Initiative:** James Gunn continued in the role as the NDA Heritage Officer and manages the NDA's heritage initiative alongside his Dounreay duties as Information and Knowledge Manager. One of the NDA heritage themes is artworks and a list of the Dounreay artworks was drawn up including the stone structure (see pic), the model of DFR, glassware sculptures and other a number of other artefacts.

PFR stone sculpture –re-installed at Nucleus



VISITS

- David Peattie, NDA CEO visited Dounreay on 27th September. He visited a number of plant facilities and attended part of the DSRL Board.
- DSRL Board held their board meeting on 29th September 2021.

OTHER ACTIVITIES

- DSRL continues to take part in a number of welfare activities including:
 - See Me Mental Health report received
 - Process for selecting and training Mental Health Allies
 - New 'Mental Health and Wellbeing' training available
 - Listening Ear Wellbeing drop in sessions
 - National Inclusion week
 - Endometriosis Awareness Event
 - Campaign on men's health and wellbeing
 - World suicide prevention day
- Following on from the virtual Dounreay Decommissioning Excellence Awards in 2020, DSRL was shortlisted for an award for the Best event under the CIPR Pride Awards. The awards were held on 6th October and the winners in this category was Eco-Age and Pulse Films, The World's First Digital Green Carpet Fashion Awards. While disappointed, DSRL was extremely proud to be shortlisted.

Dounreay Site Restoration Ltd
Current as of 6 October 2021