



**BUNOC 10/2/05 ROOM 3
1ST FLOOR SILVAN HOUSE**

Present: Bruce Hamilton (BH) PCS
Norrie Russell (NR) T&G
Andy Stewart (AS) Prospect
Davie Parker (DP) T&G
Roy Laird (RL) GMB
Robert Beaney (RB) T&G

Minute Secretary: Alistair Gillies GMB

Apologies: Mike Purvis T&G
Eric Williams T&G

1. Introduction. As acting Chair in place of Mike **(AG)** opened the meeting by welcoming and introducing **(DP)** as a guest from Creebridge workshop. **(DP)** works as a mechanic and was invited to update the NOC on some issues arising in his area.

2. Minutes of Last Meeting. The minutes of 25/8/04 were agreed as a true record.

3. Matters Arising From Last Meeting.

Role of learning Rep & vice chairs **(MP)**.

As Mike was absent we decided to ask **(RB)** for guidance and he informed the meeting that if the Chair of a meeting was absent the vice chair or secretary would deputise. **(AG)** agreed to contact Sue Gillingwater as to the roles of a learning rep on behalf of **(EW)**.

4. Agenda Item. NOC constitution/elections 2005. **(BH)** asked why there was only one Prospect member on the BUNOC. **(RB)** explained it was to try and mirror the numbers of members of each union within the Forestry Commission. **(RL)** reminded the council that we were trying to represent areas rather than numbers but the only bugbear was if an issue came to a vote. We briefly discussed the papers Edward Shephard issued on the 13th & 25th January and most of the council were in agreement although **(NR)** would take a copy to read as he was

unaware of their existence.

The council agreed it would nominate, 1st & 2nd NOC members by e-mail then have a vote at the next BUNOC meeting.

5. **Agenda Item.** Change in tact of Management/Personal in handling surplus staff and over 60 members. **(DP) &(AG)** informed the council of ongoing situations in their areas i.e. NFE markings, members seemingly being forced into other jobs. We spoke at length of the pros and cons of the PMS system and it was noted that an NFE mark should not be a surprise to the job holder and how “at the earliest opportunity” it was the reporting officers duty to find out what was wrong and help the job holder to improve and avoid an NFE mark also we will ask for further guidance on how to fill out a forward job plan. The council feels the PMS system is being used differently now and hopes it is not being used to try and get rid of surplus staff. We also discussed how over 60 members are being treated and how certain Managers can misinterpret the Staff handbook. **(AS)** informed the council of Treasury not wishing to fund more redundancy payments. During a short break **(BH)** asked David Taylor (personnel) if we could see the PMS marks for 2003/4 and David said he would produce them for the FCBUSC on the 17th Feb.

6. **Agenda Item** Items 6&7 from the agenda were dealt with together above.

7. **Any Other Urgent Business a. (BH)** asked for an update on “The Business Improvement Program” **(RB)** informed the council that TU office were waiting for a paper from Personnel and reminded us of the link to BIP on the Intranet site. He also commented on how the FC were bad at promoting ourselves and of the meeting himself and Edward had with Ben Bradshaw the, minister with responsibility for forestry, and how they were impressed with his comments.

b. **(RL)** spoke of the rumour that Wales were to give up all their machines in 2 or 5 years and the council agreed to table this on the FCBUSC agenda 17th Feb. The council agreed to approach the Welsh NOC with the intention of inviting a rep to our FCBUSC and maybe a member from our council to theirs. (ACTION.RL).

c. **(AS)** wished to speak of the future and position of REB in a reorganised structure and how the staff was being **told** rather than consulted on developments. This was also to be passed to the FCBUSC 17th Feb.

The meeting closed at 12pm and we then formulated an agenda for the FCBUSC on 17th Feb, after which (AG) thanked everyone for attending and wished all a safe return journey.

8. **Date of Next Meeting** 1st September 2005 at Silvan House. Time and room TBA.

