



**SCOTTISH NATIONAL ORGANISING COMMITTEE
31 MAY 2005, MES STIRLING**

Present:	Malcolm Crosby	Chair, PCS
	Gordon Donaldson	PCS
	Nick Mainprize	PCS
	David Robertson	PCS
	Alastair Gillies	GMB
	James McDonald	GMB
	Edward Shephard,	TUS Secretary
	Colin Watret	TGWU
	Robert Beaney	TGWU

Minute Secretary: Peter Fullarton Secretary, PCS

Apologies:	Liz Stewart	PCS
	Fiona Barnett	PCS
	Iain McNicol	PCS
	Graeme Coupar	TGWU
	Jim Lauder	PCS
	Sue Gillingwater	PCS
	Gordon Kennedy	PCS

1. Introduction

Malcolm welcomed everyone to the meeting, the first under the new constitution.

2. Apologies

As above.

3. Minutes of Last Meeting

Due to the secretary's absence from the previous meeting, complete minutes were unavailable.

4. Matters Arising From Last Meeting

a) Operations Review

Hoping to have a review in September, especially in South Scotland where it will then have been running for 12 months. Complements may need to be looked at due to rising programmes.

Feedback process should begin before this to ensure good information.

b) Clydebank Office Closure

Moving in June/July to Hamilton. All staff going to the new location though there may be some part-time working and working from home. Worry that some staff may be penalised by 'excess fares' implication of tax liability for parents. This is still being looked at with Personnel. Other potential issues may include office sharing with other government departments.

c) FCS/SEERAD/SNH Review

Joint review of future delivery of land management has just been held. The status quo was rejected but so was total integration of delivery via one body. Single land management scheme- though not necessarily from one body- could be the way forward. Integration of services also likely- eg. use of FCE to build roads for SEERAD, transfer of crofts to most suitable body. Nick Mainprize added that one of the drivers for change was the potential loss of SEERAD staff with the new Single Farm Payment scheme. This could have affected the recent move to new offices by Perth Conservancy.

d) Pay 2005

Edward said that the Pay Claim had been submitted and a response was awaited.

5. Scottish National Organising Committee Elections

Representative members of the Scottish National Organising Committee to attend meetings of the FES Staff Council and the FCS Staff Council were agreed as follows.

FES Staff Council: GD, MC, FB, AW (PCS), AG, JMcD (GMB), RB, GC, CW (TGWU).

FCS Staff Council: Fairly fluid with (usually) seven members.

6. Overtime Issues

Some disparity and inconsistency between PB3 and PB4 in different conservancies and between conservancies and districts in the size of overtime budgets and where overtime is given and paid.

Management has been asked and the reply was that FES has budgeted for 5 hours a week (200/year) while FCS has budgeted for 80 hours a year. FES appear to have worked on the previous percentage for All Hours Worked. FCS have obviously used different criteria.

The committee's view that if overtime has to be done, it has to be paid for. The FCS Staff Council team is to push for fair treatment.

7. Mileage Allowances

It was claimed that Area Operations Managers have been allowed to claim the higher mileage rate for miles in excess of the 10k limit but conservators have not been allowed to do the same. There were personal tax implications for those in receipt of higher payments.

This disparity of treatment is to be raised at the FCS Staff Council. If no satisfactory resolution there, it could be dealt with as a personal grievance by individuals and their union.

8. SFGS Issues

FCS SC team looking at issues and potential problems to raise at the FCS Staff Council.

9. Glade Update

The new system is being rolled out. There may be repercussions or job losses due to 'efficiencies'. An update from management will be required at the next FCS Staff Council on implications and time tabling.

10. Pensions

Raised as a general topic to ensure that management are aware of members concerns although unable to do anything about the issue at this level.

11. Any Other Urgent Business

- a) **Trawls:** Concern raised about the number of posts being trawled without internal candidates being considered, particularly PB6a and b. Malcolm said that the transfer register is still a problem despite being 'beefed up' on several occasions. The problem appears to be in the implementation rather than the system itself. Edward added that, as a general rule, PB6 posts would be advertised locally before a GB trawl. Management were keen to avoid paying for moves around the country, often at the same grade. He will ask Personnel for a breakdown of posts trawled/advertised locally first.

- b) **Management Development Programme:** Edward gave an update of the scheme (see FCTU 16/05). The original scheme has developed considerably and the group is running well. He would like views of the Scottish Committee, especially feedback on 'taking stock' exercise by all PB4 staff. Gordon Donaldson said that he regards the plan as very worthwhile particularly due to changes in management over the last 10-20 years. The SNOC encouraged voluntary (but near compulsory) attendance of the pilot programmes since it was recognised that MDP will be a good tool to identify where training etc can be targeted.

12. Date of Next Meeting

29th November, 10.00 at MES Stirling. (Prior to the next round of Staff Councils (joint FCS/FES)).