



**SCOTTISH NATIONAL ORGANISING COMMITTEE**  
**9.30 am, SEPTEMBER 27<sup>TH</sup>, 2006, INVER**

<b>Present:</b>	Malcolm Crosby	Chair, PCS
	Gordon Donaldson	PCS
	Andy Chadwick	PCS
	Hazel MacLean	PCS
	Alastair Gillies	GMB
	Robert Beaney	TGWU
	Fiona Barnett	PCS
	Graeme Coupar	TGWU
	Gordon Kennedy	PCS
	Jeff Dymond	TGWU
<b>Minute Secretary:</b>	Peter Fullarton	Secretary, PCS
<b>Apologies:</b>	David Robertson	PCS
	Colin Watret	TGWU
	Roddy MacLeod	PCS
	Donald McNeill	Prospect
	Ashley Woodhouse	PCS
	James McDonald	GMB
	Brian Duff	PCS

**1. Introduction**

Malcolm welcomed all to Inver.

**2. Apologies**

As above.

**3. Minutes of Last Meeting**

Agreed.

**4. Matters Arising From Last Meeting**

a. Review of Operations Review:

Gordon Donaldson, as TUS rep on the review gave details of the most recent meeting. The SWOT analysis had been posted on the intranet and 8 people had commented – felt to be not enough to draw conclusions - though most of the comments were favourable. Some, however, felt that some of the identified strengths could also be weaknesses e.g. ‘round pegs in round holes’ could reduce personal development.

Budgeting was an area of concern: if Operations areas move towards a

business unit, this would add 6 more cost centres to the current 14 making control very bureaucratic and cumbersome.

Some points in each of the SWOT categories were discussed:-

**Strengths:** Focused delivery of targets, brings management consistency, greater timber customer satisfaction, round pegs in round holes, centralised resource management.

**Weaknesses:** the Operations/Planning interface is not quite right, communication in ops teams has reduced.

**Opportunities:** offers a template to review the management structure and delivery for non-ops activities, make greater use of IT to standardise and increase efficiency.

**Threats:** lack of resource.

The review group then looked at the 71 comments to the SWOT's individually, but only 4 were covered in 2 hours. They were the 'Ops/Planning Interface' (the existing Planning/Operations Interface Group is being asked to report to the Review Group), Ops admin issues (group will look at current structure but not pre-empt future changes), cross-district border working (not necessarily an issue if it is more efficient though T&S may be a concern), potential IT developments e.g. to support dispatches and slim-line delivery.

A lengthy round-table discussion followed with similar issues being raised regardless of location.

b. Pay 2006

Pay is off the agenda until November as we have to await remit clearance from Treasury. However, the Unions and Human Resources seem to have established a good working relationship this year.

c. 'On the Ground' Initiative:

Not a lot obviously happening but some work continuing behind the scenes. Will largely be FC that this will affect. A meeting is to be arranged for the TUS Secretaries of all SEERAD departments to discuss this.

d. Closure of the Durris Office:

MES concerns will be raised at their next Staff Meeting: Durris-based mechanic has not been considered.

e. Report from FCS Staff Council 11-9-06:

Future funding news is not good - best expected is no rise at all. Not a crisis yet but where the opportunity appears, posts are not being filled.

Efficiency Review- is targeted at central services cost-cutting.

Grants – SFGS was closed because of realisation that we were over-committed in future years already. Further money has been supplied by SEERAD to allow continuation of the challenge funds. Landowners have now realised that the grants budget has financial limits as well.

Still looking at additional ways to raise funds though will need a change in legislation for joint ventures. Potential for more in-house developments,

such as renewable energy, producing more money than just royalties. Deer management – cost have been identified as excessive so trend will be to lease areas to provide income, with rangers managing lets and/or diverted to other duties.

Re-positioning criteria - districts did not come up with very much so a new scoring system has been devised and £3-4M worth of land could be sold in the next year and re-invested in areas more in line with our current objectives.

f. Venison sales in Fort Augustus:

Venison had previously been sold to staff at the same price as to the game dealer and was approved for a further 10% staff discount. This was raised to £1/kg to everyone with no discount. Staff are aggrieved since this appears to run counter to FChoices. Chair advised FD staff to write directly to HR.

**5. Health and Safety Issues**

None.

**6. Any Other Urgent Business**

None.

**7. Date of Next Meeting**

14<sup>th</sup> December, 2006 at 10.00am in The Birnam Institute, Birnam.