



SCOTTISH NATIONAL ORGANISING COMMITTEE
9.30 am, DECEMBER 14th, 2006, BIRNAM INSTITUTE, BIRNAM

Present:	Malcolm Crosby	Chair, PCS
	Gordon Donaldson	PCS
	Stephen Stables	PCS
	Alastair Gillies	GMB
	Robert Beaney	TGWU
	Gordon Ferguson	PCS
	Jim Lauder	PCS
	Donald McNeill	Prospect
	James MacDonald	GMB
Minute Secretary:	Hazel MacLean	PCS
Apologies:	Peter Fullarton	Secretary, PCS
	Jeff Dymond	TGWU
	Gordon Kennedy	PCS
	Roddy MacLeod	PCS
	Colin Watret	TGWU
	Ashley Woodhouse	PCS
	Andy Chadwick	PCS
	Brian Duff	PCS
	Fiona Barnett	PCS

1. Introduction

GD explained that MC and SS were stuck in a traffic jam on the A80 and the meeting would start in their absence.

2. Apologies

As above.

3. Minutes of Last Meeting

Agreed but were not discussed as with the limits on time GD wanted to move straight onto the Matters Arising.

4. Matters Arising From Last Meeting

- a) Review of Operations Review: GD attended a meeting on 12/1/06 further meetings are planned for January and February 2007 for the SWOT analysis, currently there is not much movement. GD outlined the direction that discussions had been taking at the meeting two days ago and he felt that discussions were addressing in some way the issues that the TUS had with the Operations Review, but not all. GD felt that although there had been real opposition to the operations

review from the TUS it was now the case that it was in place and there was no way back. From that position GD felt that the issues that remained within the new structure included a desire to increase post numbers within Operations, a requirement for Pay Band 5 and 6a posts to be subject to JEGS and clear opportunities for staff progression within the final operations structure.

At present the review group were dealing in detail with the points raised via a SWOT analysis of the operations review. A central theme arising from this was staff support and day to day contact within the operations structure. GD felt this was an area that the review group was treating with real concern. GD suggested that most on the review group recognised that there could be some difficulty with this in those areas of operation that had no Assistant Area Operations Manager posts, that is South East, Grampian and Highland. From an early stage of proceedings GD had emphasised that this was an area of concern to the TUS. This situation put pressure both on the AOM and the PB5s and 6s in those operation areas. This situation increased the likelihood of mistakes being made and staff suffering from stress through pressure of workload and inappropriately high levels of responsibility. GD suggested that the structure required 3 additional AAOM's which could be achieved via the introduction of two new posts and the conversion of the existing 'Special Projects' post to an AAOM. Although the group did not throw out this suggestion, the majority did indicate that this would increase the costs of the structure, thus negating one of the original reasons for its creation. With this in mind the opportunities to ensure all areas had an Assistant, without increasing staff numbers were worked through with various options evaluated for their efficiency. This meant reducing the number of areas of operation.

For example the 5 geographical area option would ensure all areas had an assistant with the addition of just 1 post at Pay Band 4, which as this post was currently being funded as the 'Special Projects' post would not represent an increase in costs.

The review is looking at all options including these potential area boundary changes and GD asked the group if this was something that should be supported. It was agreed by the group that the current structure is not supportive of all levels of staff and therefore boundary changes should be looked at to achieve this should additional posts in the existing structure not be agreed.

- b) The Comprehensive Spending Review: The implications of the review were explained to all attendees. If FC does not get any increase in its package from Treasury then the obvious choice has been put to managers of either making savings or increasing income, potential savings could mean losing significant numbers of posts across the UK. Further, if Treasury imposes, eg, a 5% decrease in funding to FC (as they have done with some other departments) this will make the problem significantly worse. Any funding decrease would be applied to the net funding from Govt, not the gross turnover. Because of this subsidy, though, it is recognised that if we achieve significant additional income, it will have to be shared with our funders.
- c) Conservancy Issues: HM updated the meeting with the fact that FCS Conservancies have lost David Robertson as joint chair and Keith Miller had taken over in the interim. FCS Conservancies had a Staff side Staff Council meeting in Silvan House on 5/12/06 at which Keith Miller stood down now from all his Union activities including at the end of the financial year as Treasurer for Prospect. Sinclair Coghill is now the Joint Chair for the FCS Staff Council.

Sinclair will be requesting a meeting with the Management side in the new year to discuss the way forward.

- d) Pay 2006: RB informed the meeting that as a result of a EB meeting and a Core Group meeting the pay deal has now been agreed between the Management and the Unions. The deal will be 3% on Maxs of Pay Band, 0.4% on Spine Points, with a 2.4% underpinning. A positive ballot in January 2007 should ensure that the deal can be applied in February's pay. Top Performers will get 2.5% of the mid point of their Pay Band.

5. Health and Safety Issues

Safety Reps - RB informed the meeting that there is inconsistencies in the fact that some are trained and others not. The TUS are working on organising a Bespoke Training Course for those that are not. This has currently hit the buffers.

6. Any Other Urgent Business

DM informed the meeting that Estates Staff want a new post of Assistant Head of Estates in Scotland to be created. MC informed DM that this should be forwarded on to GD for him to take it to the FES Staff Council.

HM informed the meeting that the FCS Staff Council had been approached with concerns that staff who have 40+ years of service are no longer improving their Pensions, and that this will become more of an issue as the Government encourages more Workers to work on past 60 to keep the Country's Pensions Bill down. MC suggested she should take it to the FC PCS N(S) Branch as a potential Motion for the FC PCS Conference and if adopted it could go to National Conference.

7. Date of Next Meeting

Thursday, February 8th, 10:00 a.m. at MES, Stirling.