



**SCOTTISH NATIONAL ORGANISING COMMITTEE**  
10.00 am, August 17th, 2007, Silvan House, Edinburgh

**Present:**

Malcolm Crosby	Chair, PCS
Gordon Donaldson	PCS
Gordon Kennedy	PCS
James McDonald	GMB
Hazel MacLean	PCS
Edward Shephard	TUS
Sinclair Coghill	PCS
Donald McNeill (Remote)	Prospect

**Minute Secretary:** Peter Fullarton      Secretary, PCS

**Apologies:**

Jim Lauder	PCS
Alastair Gillies	GMB
Steven Stables	PCS
Jeff Dymond	TGWU
Alastair Smyth	PCS

**1. Introduction**

Malcolm Crosby welcomed all to Edinburgh.

**2. Apologies**

As Above

**3. Minutes of Last Meeting**

Agreed.

**4. Matters Arising From Last Meeting**

All covered by agenda.

**5. Committee membership**

Elections to the NOC were not covered at the last meeting so formal nominations from the member unions were requested.

MC PCS S(S)

GD Co-opted as Staff Council chair

JL PCS N(S)

AS PCS N(S)

GK PCS S(S)

JD TGWU  
Vacancy TGWU  
JMcD GMB  
AG GMB  
DMcN Prospect  
Vacancy Prospect  
HM PCS Co-opted  
SC PCS Co-opted as Chair FA SC  
SS Co-opted  
PF Co-opted

## 6. Review of the Operations Review

### a) Staff Council report

MC quickly covered 'On The Ground' and the Public Spending Review developments from the Staff Council.

**Action Point:** TUS to pursue HR to trawl vacant AOM post at West Argyll promptly.

Management originally hoped that Central Scotland Ops area would be set up by October but have now decided that December is more realistic. The Admin Review should be complete before then.

Central Scotland dispatches will still be done by Galloway until December.

**Action Point:** GD to contact Director Scotland re Admin Review.

### b) AO Review

Management are committed to review all admin jobs, not just Ops posts, but with a broad-brush approach. Les Bryson was to produce terms of reference for the FEMB but this has not appeared in meeting minutes.

**Action Point:** GD to follow up on progress of terms of reference.

### c) FCS Staff Questionnaire:

Discussed at length: content and format agreed. To be forwarded to TUS for distribution and collation via surveymonkey.com.

**Action Point:** MC to send to ES/PF

## 7. On The Ground Initiative

MC had been approached by Jean Lindsay regarding setting up a group to look at work-force planning. No meeting date currently set. An On the Ground meeting set for 27<sup>th</sup> August has been cancelled. MC has spoken to Albie O'Neill (PCS) about wider Scottish Government implications for the unions. However, little information had been gleaned nor had there

been the appearance of significant union activity at national level. MC, GD and HM felt that senior management was going in a direction that met union expectations of the outcome. HR had re-assured HM in a letter that despite appearances, things were moving along.

MC to contact Jean Lindsay for clarification of the way forward since there will be a proportionately greater effect of changes on FC staff compared with other larger agencies.

SC said that the current proposals would lead to a loss of one Woodland Officer and one Admin Officer in each conservancy, a total of 10 posts.

**Action Point:** HM to contact Jean Lindsay since it is understood that she will be dealing with On The Ground for FCS in a more detailed, active role. HM and MC will attend planned meeting on 29<sup>th</sup> August. HM will also request details of John Dougan's work and details of the other 14 work-streams.

GD had spoken to John Dougan to ensure that he will be informed if FES becomes involved in OTG. (A draft proposal for NNR's and SSSI's to be managed by FE rather than SNH had been put forward but had been felt not to go far enough so had been put back for further work.)

## **8. Health and Safety Issues**

### a. Lymes' Disease

James MacDonald had asked Gordon Donaldson to voice concern about the increased incidence of Lymes' disease and that a reminder should be issued to staff. ES said that the subject was already on the Departmental Staff Council agenda.

## **9. Any Other Urgent Business**

Edward Shephard mentioned potential changes ahead for Chapelhall workshop due to an increase in unused capacity in MES. ES would be meeting with John Turnbull and the MES staff Council.

## **10. Date of Next Meeting**

Next meeting at 10.00 on the 31<sup>st</sup> January, Room3, First Floor, Silvan House, Edinburgh.