



**MINUTES OF THE WALES NATIONAL ORGANISING COMMITTEE (NOC)
FORESTRY COMMISSION OFFICE, ABERGAVENNY
16TH JUNE 2005**

Present:	Antony Griffiths	Chair
	Chris Tucker	T&G
	Steve Hunt	Prospect
	Andy Phillips	T&G
	Paul Finch	PCS
	Edward Shephard	TUS Secretary
	John Dodd	T&G
	Fil Wills	PCS
Minute Secretary:	Kath McNulty	PCS
Apologies:	Andy Fryers	Prospect
	Chris Edwards	PCS
	Howard Wright	T&G
	Tony Egan	Prospect Workshop
	Mike Kennett	T&G

1. Introduction

Antony explains that as it is the first NOC meeting he is chairing, he is apologising in advance should anything go wrong and that he will do his best to keep the meeting under control.

Andy Fryers circulated an email to all Prospect members asking if anyone would like to represent Prospect on the NOC. No replies were received therefore Steve and Andy will continue to represent Prospect members.

Tony Egan is welcome to attend the NOC as the Prospect Rep from Crychan Workshop.

John Dodd will find out who is T& G rep from Crychan.

2. Minutes of NOC meeting held on 29th April 2005

Accepted as accurate.

However Philips as in Andy Phillips takes 2 "I"s.

3. Matters arising

Mobile phones

The issue of handsfree kits is a district issue. When a district is refusing to issue these kits, have they made alternative arrangements to ensure the safety of staff? What is the Coed y Cymoedd lone working H&S policy?

ACTION: John Dodd will check out what provisions the CyC lone working policy makes. He will speak to other H& S officers to find out what policies are applied by other districts.

We need a proper policy that treats all equally.

Lynn Ford has apparently said that there is a moratorium on replacing mobile phones in Wales. Is this the case?

ACTION: Ask at Staff Council

G&L Team

Steve did not produce an issues paper but spoke to Peter Garson instead. Peter agreed to respond in writing.

Steve saw email evidence that Simon H had agreed to delay any staff reductions until 2007 (Apr 1st).

Peter is meeting Ian Foreshaw tomorrow with proposals that were put to Steve and Greg.

Glade is out of Peter's hands. England has been sorted so they are now concentrating on Scotland and Wales but we don't know what we will get.

Other issues:

- Finance situation not as bad as we thought, as this is no longer an issue then maybe can have more staff

- Private sector has written to Carwyn Jones saying concerned about reductions of staff in G&L, FC response was along the lines of "no staff cuts"

Peter recommends we raise this issue at Staff council.

Peter realises that there is a lot of work to achieve and we will need staff to do it.

ACTION: Inform Director that we are pleased there will not be any reductions to staffing of G&L at least until 2007.

Paul thinks 2007 is key as this is when Assembly building is due to be

completed and therefore Assembly could be looking for staff (certainly in Aberystwyth area). Unlikely to reduce staff in Districts.

Antony shares this view as he feels it would be impossible to do the work with less staff in Districts.

4. Report back from meeting between Ian Forshaw and Kath McNulty

The TU side has the following comments to make:

Quality Assurance and Corporate Improvement PB1 post does not look fully loaded. Does Director see this post being long term? If this post were to disappear, what would happen to the work?

Policy & Business and Quality Assurance & Corporate Improvement: is there any overlap between these two roles?

Corporate Services & Communications and Policy & Business Development: We would welcome more information on these roles as we suspect there could be some overlap.

Where is the financial team?

HoE Finance Officer: What is the rationale for this post being under Estate Management but reporting to HoF. Is this a new post?

We welcome CydCoed being under G&L

We welcome the Planning Officer role.

Disappointed that there is no specific HR role at Management Board Level, assuming that the top row is the Management Board.

On behalf of our members, we welcome the decision to make changes and sharing them with us.

ACTION: Kath to ask for updated chart and thinking behind it.

5. ODP

Is ODP finished? Has it become FCW restructuring?

Ian had received the ODP report. What will Director do with ODP?

ACTION: Ask for update on ODP at staff Council and for access to ODP report

6. Contact Centre

Need update on Contact Centre Programme. Is Jason going to be replaced? What is the position with PB5 post, which is currently running the contact centre? Is this the correct PB?

The contact centre raises issues about buying in skills and not fully supporting staff by equipping them with the skills to deal with a changing organisation, not providing our staff with the training needed.

Was the contract with BT signed?

What is it costing? Is it cost effective? As the purpose of the Contact centre is changing, is a new business case / PID necessary?

Does Customer Service under Delivery include the Contact Centre?

7. TRAs

Thank Director for resolving this issue under his leadership and ask for Timetable.

ACTION: Ask Colin for updated Chart of TRAs before Staff council mtg.

8. Financial Update / Disposals

Can we have an update?

What happened?

There has been a remarkable turn around. The whole financial situation has been of considerable worry for staff.

This is a good news story, lets publicise it

Is balancing the books reliant on selling £3mio per year over next 3 years? Is it realistic to believe we will receive the finances we need from the disposals? Are we selling below the reserve?

TUS objects to disposals.

9. Partnership funding

We do not have policy on future direction of partnership working

ACTION: Defer to next NOC.

9. JEGS for the posts created post devolution

Clarify Kim's situation. What happened to PB4 Clocaenog?

When will PB2s & above be jegsed?

ACTION: Raise at Staff Council

11. Feedback from the FCTU Mtg – 25/5/05

Stress was discussed and TUS will be meeting Management and H&S to discuss this issue.

Antony could you just add a bit here please?

12. Pay 2005 / Pensions Update

Claim is in

This will need to go to the Management Board, then to all 3 ministers. The discussions will start in August.

In terms of pension negotiations, Blunkett as Minister could be bad news.

Age discrimination legislation coming in in 2006, unclear how this will apply to pensions

13. Homeworking Facilities Allowance

Has Ian claimed for Homeworking?

Personal grievance case with PCS go back to Tim Harland

ACTION: Kath to speak to Tim / Ian

14. Overtime Payments

ACTION: Issue to raise with Ian Foreshaw at Staff Council

Can lead to stress and sickness absence

15. Any Other Urgent Business

Staff Survey: deadline was extended, Edward suspects that it was because of low turn-out.

Not everyone had access to paper copy, not everyone could access electronic version, could not read the whole form and then fill it in, people worried that respondents could be identified.

Edward emphasises that FC is not interested in finding out who has responded how.

ACTION: Discuss results of Staff Survey at a future NOC.

Learning Coordinator: Lynn Spring has been in touch with Andy re learning rep and roadshow Personnel are doing.

15. Date of Next Meeting : 30th September 10:30-14:30 Venue? Anybody got an offer?

Actions	Who	when
Find out who is T&G Rep from Crychan workshop	John Dodd (JD)	Sep05
Check out provisions for CyC lone working risk assessment, and speak to other H&S Officers	JD	Sep05
Is there a moratorium on replacing mobile phones in Wales	Staff Council	Jun05
Feedback to Director on Structure chart and ask for updated chart	Kath McNulty(KM)	Jun05
Inform Director that we welcome no reductions to staffing of G&L at least until 2007	Steve Hunt (SH) at Staff Council	Jun05
Ask Colin for updated Chart of TRAs before Staff council mtg.	KM	Jun05