



**WALES NOC MEETING
8TH NOVEMBER 2006
WELSHPOOL**

Present: Antony Griffiths NOC Chair
 Fil Wills PCS
 Chris Tucker T&G

Minute Secretary: Kath McNulty PCS

Apologies: Andy Phillips T&G
 Edward Shephard TUS Secretary
 Paul Finch PCS
 Chris Edwards PCS
 Mike Kennett T&G
 Eric Williams T&G
 Lucy Kirkham Prospect
 Barbara Anglezarke Prospect

1. Introduction

Poor attendance was noted.

ACTION: Antony to write to all reps

2. Minutes of Last Meeting

Accepted as correct

3. Matters Arising From Last Meeting

a) New Assembly Office in Aberystwyth

At the time the minutes went out, the Management Board had not made a decision whether WHAM / NyA would move into the new Building. This decision has since been taken.

b) CAPES

ACTION: Kath

c) Contact Centre

The move to the new Assembly building may impact on the Customer Contact Centre in Llanrwst Office. We can only speculate at this moment in time, but what is important is that if there is an impact then we need to protect the interests and well being of our members in the Customer Contact Centre.

d) FC GB Efficiency Review

Anthony has raised this with Ian Forshaw. Ian is waiting for Colin Sobota's Staffing Plan to be finalised and accepted by the Management Board before accessing any possible impact the review may have. Ian is hopeful that it won't impact greatly on FC Wales, but is clear that FC Wales has to have an Efficiency Review Programme.

At FCTUS Council, Edward Shephard shared a list of projects/initiatives that have been included in the Efficiency Review. These were

- 1) Staff action plan
- 2) Wind Farms
- 3) FCW call centre

FCTUS Council has asked Wales NOC to monitor progress.

ACTION: Raise with Ian Forshaw

e) Any other Business

Sue G. kindly offered to create a "who's your rep poster"

ACTION: Kath to send photos to Sue.

5. Health and Safety

ACTION:

a) Raise whether H&S meetings have taken place at Staff Council

b) Fil to draw up a list of TUS H&S reps by mid December

DEFERRED:

Need H&S coordinator on NOC

6. New Assembly Building (Dave Liddy's paper)

The TUS is grateful for receiving a copy of the report. However the NOC would like to note the unfortunate timing of distribution of information to staff. Staff (NYA) were informed of the detailed plans for the new building before being communicated the conclusions from Dave Liddy's report and the Management Board's decision.

ACTION: ask for this to be noted at Staff Council

Kevin Jenkins has taken over the Union role from Fil Wills. Thank you Kevin.

7. Pay

FC side is still awaiting Treasury approval for pay remit before negotiations can be concluded.

ACTION: request info note to be sent out to all staff either from TU office or from Management side

8. Staffing Strategy : Wales & GB

Wales Staffing Plan has gone to the Management Board and has been accepted in principle. Drafting Group will reconvene in two weeks time to make any small amendments.

ACTION: ask Ian when Plan will be available to staff and for timescales for implementation

Kath may be involved in working on the GB Staffing Strategy on behalf of the FCTUS Council. Will ask for regular feedback from the NOC.

9. FCW HR Business Partner

ACTION: Discuss at Pre-meeting in January

10. Head of Delivery: support or undermining?

Trefor Owen has reviewed all 06/07 coupe plans with David Cross and has asked him to contact FDM's with a view to consider amending a large number of sites to grow more productive conifers or more specific broadleaf stocking densities. This has had the effect of undermining and demoralising the planning teams, as well as WSO staff, and could have an impact on UKWAS credibility and G&L approval processes. This too would no doubt create issues with some of our Stakeholders and local Communities.

ACTION:

Chris to check what has happened in CyC

Antony to speak to Richard Carrick, John Brown, WSO and Ruth Jenkins.

Kath & Antony to raise with Ian as a question.

11. PB6 ops status paper

Ruth has written a paper making the case for the continued use of the PB6 ops status in Wales. This has been sent to Richard Williamson but no response yet.

12. LAM situation in CyM

ACTION: Raise with Ian Forshaw

13. Clawdd Newydd

Some members of staff feel their posts should be jugs'd.

Unfortunately this is not scheduled until 2007/8.

ACTION: Raise with Ian Forshaw, ask for JEGS to be brought forward, if not possible ask for remote job evaluation.

14. Staff visits abroad / exchanges

Ian Forshaw has stated his support for this kind of work and opportunities are arising. However the NOC feels the process for staff to apply should be clear, e.g. where does the money come from? How is the learning consolidated?

ACTION: Staff Council: state TU support and ask what can be done to clarify application processes.

15. Assessment Centres

ACTION: Staff Council: ask for criteria for when to use assessment centres for recruitment

16. FC Choices – update

FC contracted into the scheme for a further 2 years.

ACTION: Antony to get an update from Edward for minutes to go to members as we were not clear what had actually been said.

17. TRA / TP: is it the same thing?

Temporary Promotion no longer exists. However there has been confusion as

to how TRA is applied.

ACTION: Antony to get clarification of what the TRA rules are.

18. NOC changes

Andy Fryers will be replaced by Barbara Anglezarke and Lucy Kirkham for Prospect.

Barbara Anglezarke will join the trawl vetting team on behalf of Prospect.

19. FCW TU full time rep

Antony feels there is a need for this as TU work takes a lot of time. He is preparing a paper for the next PCS General Executive Committee.

Reps to keep a track of time spent on Union Work

ACTION: Ask Ian Forshaw for his views on this.

20. Union Recruitment

Figures show that the younger staff are not joining the Trade Unions. When older staff retire over the next 10 years the projected number of members in GB will drop below 50%.

21. AO B

The NOC would like to thank Fil Wills for her excellent work as a PCS rep on the Wales NOC. She will be missed when she retires at the end of December.

Chris suggests District level TU and Management meetings would be useful.

ACTION: Chris to draft a proposal for next NOC.

21. Date of Next Meetings

**24th January 2007: Staff Council, Aberystwyth 11am pre-meeting
13:00-16:00 SC**

This meeting replaces the cancelled meeting scheduled for 1st December 2006.

In the interim Antony and Kath will meet with Ian Forshaw on 20th November to discuss urgent matters.

NOC representation at Staff Council will be decided in early January.

28th February 2007: NOC Mtg, Welshpool 10:30-14:30