



FCTU WALES COMMITTEE MEETING
27th May 2009, 09.30 – 15:30
COED Y GORORAU FOREST DISTRICT, WELSHPOOL

Present:	Antony Griffiths (AG)	PCS (Chair)
	Rhian Evans (RE)	PCS (Secretary)
	Paul Finch (PF)	PCS
	Allan MacKenzie(AM)	FCTU Secretary
	Robert Beaney(RB)	FCTU Departmental Chair
	Carwen Evans(CE)	PCS
	Andy Phillips (AP)	UNITE
	John Williams (JW)	UNITE
	Chris Tucker(CT)	UNITE

1. Introduction

AG welcomed all those present. He explained that CE was at the meeting to provide more details regarding the Contact Centre Re-location. He also welcomed Allan MacKenzie (FCTU Secretary, Silvan House) and Robert Beaney (FCTU Departmental Committee Chair). They had both taken the opportunity to attend the meeting as part of their movements around FC GB. They also welcomed the opportunity to attend a meeting of the Wales Committee and see what business was occurring and to offer support and encouragement to Committee members.

2. Apologies:	Barbara Anglezarke(BA)	Prospect
	Chris Edwards (CE)	PCS
	StJohn Ashworth(SA)	PCS
	Mike Kennett(MK)	UNITE

3. Election of Officers

Chair – Antony Griffiths was nominated by CT and seconded by AP

Secretary – Rhian Evans was nominated by PF and seconded by JW

4. Minutes of Last Meeting – 4th March 2009

Accepted as an accurate record.

4a. Minutes of Staff Council Meeting

PF would like the minutes changed to correctly reflect the discussion that took place regarding the Seasonal Assistant Recreation Ranger in Coed y Mynydd Forest District.

This matter was on the agenda, but as it was raised early a discussion was brought forward.

AM expressed concern at the way that this post-filling was managed. There was still considerable concern over the developments and processes, which led to this post being filled by a permanent member of staff from the Transfer Register. The main concerns revolve around the fact that this post is a 4 year FTA for 7 months of each year, i.e. seasonal, but filled by a permanent member of staff. It is understood that other monies have been secured to fund the remaining 5 months of each year and thus the role/post has effectively become full-time, though not permanent. However, it has been accepted that the Member of staff is permanent and now resides firmly on FCW's salary commitment, so should the funding and access to other monies cease this member of staff will have to be found another role. On top of this is the fact that the 'job proforma' stated Welsh as 'essential', even though the member of staff now in post does not meet this requirement. Discussions with the head of HR Wales and the FDM of CyM FD haven't answered and allayed the concerns of where a breakdown in the post filling process, as agreed with the FCTU, has occurred and thus further resolve is being sought.

ACTION:AG/PF to draw up details to send to AM

5. Matters Arising

Maternity Leave- Not yet resolved

The information was sent to Danny Williamson. The person affected is still on maternity leave so the matter is still relevant. Clarification is required on maternity leave rules. AM will speak to Jean Lindsey regarding this.

Communication – public matters

FCW follows WAG policy, which is to issue 'written' statements in response to matters but not to put any individual member of staff forward for comment to the press.

There is a Communications Strategy but how many staff are aware of it?

New Entrants Course

AM was concerned that FCW was holding its own induction courses as this signalled a greater split (Devolution) of FC GB. It was felt to be important that a GB wide feel is given initially with perhaps a more local induction course available at country level, being specific to Welsh, Scottish and English staff.

Flexible Management Document

Nothing else has been seen since comments were sent back to Liz Cookson.

ACTION: AG to ask for Draft from HR Wales

Conferencing Facilities

This is not really within the FCTU's remit. Staff should be informed of where facilities are available, it is not felt that the FCTU should be responsible for this.

Extra Half Day A/L for England

ACTION: AG to forward letter sent to Silvan House Staff to AM

6. Health & Safety

Peter Garson has expressed his intention to arrange the long overdue meeting of H&S reps. CT expressed concern at the number of serious accidents he has had to comment on recently. It was also raised that site visits should be made before commenting on any accident.

ACTION: AG to contact PG to confirm meeting date

7. Contact Centre Re-location

CE provided more details on this issue. There are currently seven posts involved with the Contact Centre, one supervisor and six telephonists.

However, there are only 5 telephonists post currently filled and one of those is agency filled, not FTA. The supervisor role is a permanent post, but the telephonists posts are all FTA with less than 12 months term to run. They staff were not made aware of the proposal to re-locate the contact centre until the paper appeared on the Intranet.

The FCTU Committee feels there is more detail required before they can comment objectively on the proposed relocation of the Contact Centre. In particular is there a 'Business Case' supporting the move and are there many clear factual advantages in moving the Contact Centre from its current location? It also isn't certain as to how widely the Contact Centre relocation has been communicated (if at all?) to staff, some are aware of the move, but many are not.

ACTION: AG/PF to draft a letter to send to Derek Stephen and Clare Lewis. Also copy to AM and RB.

8. Aberystwyth Flexi System

Recent papers have implied that the FCTU have agreed, with Management, that the 'Flexi' system, in its current form, would no longer continue in the new WAG building. This is not the case, though personal views were sought under AOB in the last Staff Council Meeting. It needs to be explained to staff that the FCTU's haven't agreed to losing the system. HR should talk to staff to ask what they want and give reasons why the system is not moving to the new building. They too should discuss what alternative systems/processes are possible for staff to manage their time flexibly.

ACTION:PF to write note to Clare Lewis and also to Shaun Mather

9. Seasonal Assistant Rec. Ranger Post CYM

This was covered under 4a.

10. Finance Team Changes

CT met with CL to discuss these changes. CL was unable to answer many questions due to having no paper to explain the new chart. CT was promised more details but found out that the new structure went 'live' on 1st May when the meeting was on 27th April. This did not give enough time for any real consultation.

Have all the posts been evaluated? Have any grades changed?

ACTION: CT to express disappointment at lack of consultation with the FCTU.

11. Communications Team Changes

CT had an informal chat with Terry O'Keefe and Sam Argent regarding changes in this team. The FCTU's have no argument with the changes in principle, but PF has heard that current incumbents have been told not to try for the upgraded or new posts as they won't get them. If this is due to the Line Manager's view that their staff aren't ready for these posts then this is acceptable if this is discussed with them, but this needs to be established.

ACTION: CT to contact Terry O'Keefe for more details on how staff affected are being informed and supported.

12. Any Other Business

District Forester CyM Trawl – Still nobody appointed to Coed y Mynydd Forest District. There is uncertainty now as to what is intended next with regard to filling this post.

ACTION: Raise at Staff Council

Date of next meeting – 26th August 2009, 9.30 – 15.30, Coed y Gororau Forest District Office, Welshpool.