

## **Minutes of Prospect BEC Meeting 9<sup>th</sup> May 2006, Silvan House.**

### **Present**

Tony Cousins (TC)  
Marcus Sangster (MS)  
Glenn Brearley (GB)  
Iain Kirk (IK)  
Keith Miller (KM)  
Lorraine Adams (LA)

Glenn Dobson (GD)  
Claire Johnston (CJ)

### **1. Apologies**

Apologies were received from Andy Stewart and Sue Benham.

### **2. Minutes of the previous meeting**

Minutes of the meeting held on 6<sup>th</sup> February were accepted and signed.

### **3. Matters Arising**

#### **3.1 Closure of MTC Ae**

MS – Has consulted with Edward Shepherd (ES) regarding a framework document. However it was felt that cases are far too varied to produce a guidance document that will be fully detailed enough so as not to disadvantage any members. Therefore individual cases must be looked at on their own merits.

**Discharged**

#### **3.2 FR Technical Support Review**

LA – This has virtually concluded now, we had one member whose retirement package was negotiated and has now formally retired.

**Discharged**

#### **3.3 Bullying**

KM – This action has been on the agenda frequently since Robert Matthews was on the BEC. ES was supposed to be looking at the rewritten guidance on bullying to assess any improvement but has subsequently been put on hold due to the pressure of the pay deal/dispute.

**Action on this to be deferred until next BEC**

#### **3.4 Travel and Subsistence**

Both points not reported on.

- Dissatisfaction over failure to increase some allowances such as Friends and Family subsistence allowance.

**Action MS**

- Income tax limits should be a matter for individual employees, and for management to use them as an excuse not to increase allowances is a red herring.

**Action MS**

**Action points to be raised by MS at Core Group Meeting**

### **3.5 Membership**

IK – Distribution lists for use on Outlook have been created for separate sections so that specific members or the whole membership can be targeted. Currently, these can be shared by allowing secure access by others on the Domforestry network however, Alice Holt and NRS do not currently use their outlook on Domforestry and they are unable to use these lists until their changeover is complete. IK to ensure that both CJ and GD or included in the BEC list.

Our numbers have increased by 6 during the pay dispute however we have had some natural lost due to retirements. 20 new recruitment packs have been sent out.

It was agreed that the Logbook, which is sent out centrally by ES, was biased towards the actions of PCS. This is to be mentioned at the next core group meeting (17<sup>th</sup> May).

**MS to mention at Core group meeting 17<sup>th</sup> May**

CJ – if the pay dispute was to be used as a recruitment exercise then it could be possible to offer new members their first 3 months membership for free.

LA - has been asked by members to set up a recruitment stand at Alice Holt.

**CJ to send promotional items to IK  
LA to contact CJ for help regarding recruitment stand.**

### **4. Branch – BEC membership for the future**

TC - has been told to reduce working hours and the amount of driving for the good of his health. As such he will not be attending the meeting in September and will need someone to volunteer to negotiate the pay deal for 2006. He has spoken to Paul Cody who is considering becoming involved with the union again. BEC are requested to go back to their groups to ask for volunteer negotiators for the next 2 pay deal negotiations.

**ALL please let TC know of any volunteers by end of June**

### **5. Pay**

#### **5.1 Pay 2005 – A final summation**

TC - The final joint statement was issued to all staff on 27<sup>th</sup> April 2006. TC has received phone calls from several FDM's extolling praise regarding the pay dispute and ES has received an email from a long term but previously disillusioned supporter in support of the way the dispute was run and the amicable result. This statement marks a joint negotiating position from which to start the next round of pay talks therefore the pay dispute has been put on hold subject to reaching an amicable agreement.

#### **5.2 Pay 2006 – The proposal**

TC - Not much is known about the offer yet it is hope that it will be a quickly negotiated single year deal, whilst still redressing the PB 3 and 4 issue from last year. An informal proposal is an across the board percentage increase.

### **5.3 Pay – The Future**

It is proposed that 2007 will see the negotiation of a multi year pay deal with a joint benchmarking procedure having taken place. Therefore there will be no benchmarking for the 2006 deal. It is hoped that whomever shall negotiate the 2006 deal will be onboard for the 2007 deal.

### **5.4 Fair Pay Campaign**

The fair pay campaign has been suspended since the joint statement was released. However, union members successfully held a number of local meetings. The outcomes of these meetings were similar in petitioning for inflation based rises for all, discouraging the participation of FC choices, abolishing performance related pay and redressing the balance for PB 3 and 4.

The TUS approach towards FC Choices was that individuals needed to look at the FC choices package and assess the benefits on a purely personal basis. The scheme is fine so long as it is in ADDITION to any remuneration package.

## **6. FR Climate Change Project leader FTA recruitment**

GB - gave a summation of his email in regard to this agenda item. The partner of a staff member at NRS (both Prospect members) applied for the FTA initially advertised at PB 3 or 4 and based in Alice Holt or in exceptional circumstances NRS. This candidate was contacted and was told that they were second choice and that if the first choice applicant refused the position then it would automatically be offered to the second choice candidate. The first candidate did indeed turn the position down but the second candidate was then told that they preferred to recruit at PB 3 and as they could not employ this second candidate at anything but PB 4 they were then unsuitable for the job. The post has now been re-advertised at PB3 and based solely at Alice Holt. Can BEC raise objections to this?

After much discussion with several other examples being voice it was decided that a letter should be written to Ken Charles regarding the inconsistencies in this recruitment process highlighting the fact that recruitments of this type raise expectations and then leads to disappointments.

**GB to draft letter and send to MS for sending**

## **7. Alice Holt Site Redevelopment/ Relocation of staff**

LA – Directed everyone's attention to the documents sent to all FR staff on 3<sup>rd</sup> May 2006. These documents whilst telling no one anything concrete have unsettled staff at Alice Holt and are giving mixed messages at best. There also appears to be no intention to consult with unions in their very tight time scale. Should there need to be for local negotiation, we do not have a functioning staff council in place at the moment since the chair (Tracy Houston) left. The negotiating team we have is with the FR National Organising Committee who are due to be re-elected and did not sign up to this high level of negotiation.

GD – requested further information on the breakdown of staff and those that have mobility in their contract. He also confirmed that Prospect would be the driving force on any negotiation in this matter due to the spread of TUS members. But that

Prospect can engage in the negotiation and business case when the final documentation has been published in “early summer”.

It was decided that the following issues would be raised at the core group meeting on 17<sup>th</sup> May 2006: to request formal interaction and negotiation/consultation on the outcome of the review and to question the speedy time scale imposed on the review board.

**MS to raise issues at core group meeting or directly with ES and feed back to LA**  
**LA to feed back to Glenn regarding staff numbers etc**

#### **8. Completion of Proformas**

MS – confirmed that he had sent the paperwork back to the bank directly after completing his details.

**KM to confirm if they have been received and action accordingly.**

KM – confirmed that our budget for this year would be £8930

#### **9. AOB**

The BEC were sorry to learn of TC’s circumstances and wish him well.

#### **10. Next meeting 5<sup>th</sup> September 2006, Silvan House.**