



Dounreay Site
Restoration Ltd

Dounreay, Thurso
Caithness
KW14 7TZ, Scotland
www.dounreay.com

To: Members of the Dounreay Stakeholder Group

Direct Line
01847 806000

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DSG(2017)C015

Dear DSG Member

The decommissioning programme at Dounreay is well advanced and, as we look to the next stage of the site's clean-up, we have announced a voluntary redundancy programme that will enable a limited number of our employees to put themselves forward if they wish to leave the organisation.

For many years the Dounreay Stakeholder Group has talked about the inevitable consequence of decommissioning progress, which is that jobs will begin to reduce. In the next year or so we expect some projects to reach a conclusion and, while a number of roles can be moved to support other operations, there will be an impact on the site's resourcing requirements.

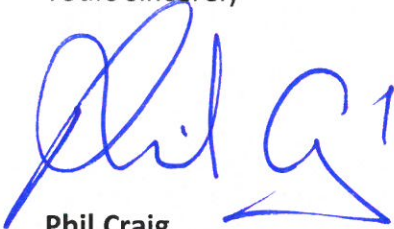
Our expectation is that we will reduce the workforce by around 200 roles in the next year or so, which will include up to 150 DSRL employees leaving under voluntary arrangements with the remainder from the agency and contract workforce largely associated with projects which are due to end. The final number will be dependent on factors including, but not limited to, the amount of volunteers, cost and business need.

It is important to remember the vast number of different job roles, with different experiences and skillsets, required at Dounreay. This means we may need more of some roles and less of others for future projects. Opportunities to retrain staff will be considered where practical, but we remain committed to our next intake of graduates and apprentices and still expect some external recruitment in the future to maintain the balance of skills needed to complete the programme as set out in the company's People Plan.

The site, its workforce and the community have long planned for such reductions and we have seen numbers reduce in the past. More than £10 million has been invested by Dounreay and the Nuclear Decommissioning Authority in socio-economic projects in the last decade, which has helped leverage more than £35 million of additional funding. This is helping to create new and sustainable jobs in Caithness and North Sutherland and we will soon share our updated socio-economic plan for the next three years including ongoing support for the Regeneration Partnership.

The process for volunteering will take place over the next few months and we will provide further details at the upcoming meetings of the Dounreay Stakeholder Group and subgroups. In the meantime, please be assured that safety, security and environmental protection remain our highest priorities. Reductions in the workforce will not be permitted to distract from, or impact on, those priorities.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Phil Craig', with a stylized flourish at the end.

Phil Craig
Managing Director, Dounreay
phil.craig@dounreay.com