

Dounreay Socio Economic Alliance Report to DSG, June 2017

INTRODUCTION

The Dounreay Socio Economic (SE) Alliance is a partnership between NDA, Cavendish Dounreay Partnership and Dounreay Site Restoration Ltd. This paper has been reformatted as a discussion point for DSG members to agree the content to ensure no overlaps with CNSRP reporting.

DOUNREAY SOCIO ECONOMIC ALLIANCE ACTIVITIES

The activities reported below are those which are activities undertaken by the Dounreay SE Alliance. These activities continue to add value to the Caithness and North Sutherland Regeneration Partnership (CNSRP) priorities.

NDA Direct Support

- Scrabster Harbour Trust:** Funding from NDA (£143,000) and European funding has ensured that Scrabster will maintain its position among the UK's top fish landing ports following the investment into a new ice plant. The funding allowed the purchasing and installation of a new £1.1M quayside ice plant. The new quayside facility, which will be able to produce 30t of ice per day and have a storage capacity of 60t, will produce plate ice of a quality required by modern fisheries and will be available on a self-service basis at any time of the day or night. Former NDA Chairman, Stephen Henwood, visited Scrabster while visiting the Dounreay site for the last time before retiring from the NDA.
- Wick Harbour Authority:** NDA had previously committed £475K to support infrastructure at Wick harbour supporting the sustainable jobs which would be created from the offshore wind farm. This funding has been increased and the NDA has now committed £1M towards this project. £175,000 is to be spent on the design phase to allow WHA get the work underway and help secure a full funding package.
- Nucleus:** ONR security has now completed its review on the building and conditions in Nucleus to allow classified documents to be stored. Documents have started to be delivered to Nucleus and the first tranche last month. An archive of Caithness families which has been formerly held at Formby will also be transferred to Nucleus. This had been facilitated by Anne Dunnett. There has also been a call for artists to undertake a project within Nucleus, working with the community. Highlife Highland have been contracted to manage the project.
- Caithness and North Sutherland Fund:** The CNSF has committed over £140K to community groups in a recent allocation of grants. Funded by the Nuclear Decommissioning Authority, the fund has given money to a wide range of community-led projects through the Dounreay Travel to Work area. Ten community groups benefitted from the latest rounds of funding including Farr Edge 2000 (£27,354), Latheronwheel and Latheron Improvement Group (£19,807), Friends of the John O'Groats Trail (£18,834), Laidhay Preservation Trust (£15,000), 1st Wick Scout Group (£15,000), Strathnaver Museum (£13,189), Mackay Country Community Trust (£11,285), Clan Gunn Heritage Trust (£10,000), Forsinard Fly Fishers Club (£5,913) and Brough Bay Association



£4,194).

- North Highland Regeneration Fund:** The NHRF established by the NDA provides loan funding complementing other existing sources of funding for small businesses. The initiative is designed to pump-prime both the start-up of new ventures and the growth of existing businesses. On 30 June 2017 at the Castle of Mey a new initiative was announced offering support to accommodation providers in the North Highlands who are serving the North Coast 500 route. It offers low-interest loans of up to £25,000, along with access to advice, support and mentoring, with the aim of increasing the quantity and quality of accommodation within the region. It will run as a pilot project for a year from 30 June 2017.



- NDA Stakeholder Summit:** A national stakeholder event will be held on 18/19 September at Energus, West Cumbria. Key issues will be addressed by new NDA Chief Executive David Peattie. The event will provide an opportunity to hear senior voices from industry, government and will have a particular focus on waste management, skills and socio economics.

Dounreay Activities

- Dounreay Socio Economic Budget for 2017-2010:** Following endorsement at the Dounreay Socio Economic Board in February 2017 the table below shows the funding commitments for the next three years. It also shows uncommitted funding which is still available.

Activity	2017/18	2018/19	2019/20
Delivery of Socio Economic Plan	£51,000	£52,000	£52,000
Business Development	£11,000	£11,000	£11,000
Support to CNSRP			
) Programme Manager Funding	£33,500	£34,000	£34,000
) HIE secondment (0.5FTE)	£33,500	£34,000	£34,000
) Annual Report (Part Funding)	£4,000	£4,000	£4,000
) CNSRP Review	£20,000	-	-
DSRL Direct Funding			
) Caithness Horizons (Operational)	£90,000	£56,000	£45,000
) Caithness Transport Forum	£10,000	£10,000	£10,000
) Support to project management services (UKVL)	£50,000	-	-
) Business Mentoring project	£15,000	£15,000	£15,000
) Wick Harbour high water gate (design)	£125,000	-	-
) Uncommitted funding	£135,500	£226,000	£246,000
Skills			
) NHC School Liaison Secondment (0.4 FTE)	£18,000	£18,000	£18,000
) STEM (Coordinator Secondment (0.1FTE)	£10,000	£10,000	£10,000
) STEM Ambassador support	£10,000	£10,000	£10,000
) Ready Steady Work	£1,500	Tba	Tba
Dounreay Stakeholder Group			
) Dounreay Communities Fund	£20,000	£20,000	£20,000
Carry over funding for 2016/17	£138,000	-	-
TOTAL	£638,000	£500,000	£500,000

Agreement with the NDA has been reached to allow some flexibility with socio economic funding from one financial year to the following one. NDA has agreed that up to £150K can be carried forward in any given year (ie a maximum budget of £650K within a year). All of the socio economic funding should be spent by the original completion date, ie no funding will be carried over in the final year. Years 2018/19 and 2019/2020 are indicative and are subject to change dependent on CNSRP priorities.

The allocation of funding from the Socio Economic budget does not include additional activities which are undertaken by other site departments.

-) **Dounreay Socio Economic Plan 2017-2020:** The Dounreay Socio Economic Alliance plan has been revised. A copy of this plan has been made available to DSG Socio Economic sub group members for the meeting held on 17 July.
-) **Dounreay Socio Economic Review 2016/17:** A review of the socio economic activities by the Dounreay Socio Economic Alliance has been published. Copies have been made available to DSG members at the sub group held in July.
-) **Cavendish Nuclear Project:** Simon Middlemas is, on behalf of Cavendish Nuclear, investigating the formation of future new business in Caithness to meet the future resource requirements of Cavendish Nuclear Ltd and other opportunities. Once the site's decommissioning programme is approved a desktop exercise will be conducted.
-) **Scrabster Harbour Trust:** Dounreay provided £12.5K to Scrabster Harbour Trust to update an earlier socio economic impact assessment study on harbour activities. The report has been slightly delayed but is expected to be delivered shortly.
-) **Caithness Horizons:** Funding towards the operational costs of Caithness Horizons continues with the first of two payments provided in April 2017. This year sees the commitment made 10 years ago come to an end. Discussions have been ongoing with Caithness Horizons and agreement has been reached to provide further funding beyond 2017/18 but decreased in a phased approach and dependent on other conditions.
-) **Community Sports Hub:** Shona Kirk, Cavendish Nuclear was seconded for one day per week to support this community project. Significant delay has resulted in the Hub's discussions with Sportscotland and now, due to budgetary constraints, Sportscotland's Facility Fund has been suspended. It is likely that when it reopens the grants available will be significantly less than had been previously available. Dounreay had previously provided the funding for the planning application and an extension for this to be spent on planning has been deferred until December 2017.
-) **Nuclear directory and supply chain capability:** Dounreay provided £25,000 funding to the Caithness Chamber of Commerce to provide an update to the nuclear directory and to also provide a short video of the local supply chain capabilities. These are being utilised by Dounreay at the many Supplier's events held in the UK as well as for use by the Chamber for other activities. They can be accessed from the Chamber of Commerce website.
-) **Ready, Steady, Work:** RSW is organised by Dounreay to support students who do not wish to go into further education but are unsure of the career path they wish to take. The week



long voluntary course was held 3-7 July and seven pupils took part, receiving advice and support in CV writing, interview techniques and education paths. During the week they also visited a number of local businesses.

-) **STEM:** A Memo of Understanding has been signed between Aberdeen Science Centre and Dounreay to ensure all STEM activities are co-ordinated between Scotland and the Dounreay Travel to Work area. The Dounreay STEM Co-ordinator will maintain close links with Aberdeen Science Centre.
-) **STEM co-ordinator:** Marie Mackay has now taken over responsibility as DSRL STEM co-ordinator from Pat Kieran. In the coming months, she will look to co-ordinate a number of local STEM activities and increase the DSRL STEM Ambassador Network.
-) **STEM Greenpower Goblin challenge:** The challenge was to build a sit-in electric car from a kit of parts, with the help of supporting teachers and engineers.



Dounreay owns four kits, which are offered to local schools annually. During academic year 2016/17 Miller Academy and Pennyland Primary School participated with around 80 pupils involved from both schools. The challenge concluded with the teams racing their cars at Alford,

Aberdeenshire in mid-June.

The P7 pupils worked in teams to build the cars with the help of Dounreay and Rolls Royce apprentices who are all STEM Ambassadors. The skills learnt throughout the project include team work, hand skills, engineering principles and artistry for the bodywork.



At this year's final, out of a field of 31 cars Miller Academy came second in the drag race and Pennyland Primary School won first in the slalom, second in the sprint, third for the drag race and were crowned Overall Scottish Champions. Dounreay's third year apprentices supported Pennyland Primary School and two of the apprentices travelled to Alford to support the team on race day.

-) **Apprentices:** The Dounreay apprentices recently built a life-size replica of a red telephone box for Wick's Town and County Hospital Memorial garden. The garden was recreated to provide patients a peaceful space. Apprentice Mark Fraser designed the box during his placement in Dounreay's design office with fellow apprentice Jimmy Budge providing the majority of the build work with help from others.



-) **Women in Nuclear:** Dounreay has a women's network which following the signing of a Women in Nuclear UK charter last year - a key part of Dounreay's focus on equality, diversity and inclusion. The network aims to improve the number of women working in the nuclear industry to create a more diverse and inclusive workplace. Around 30% of Dounreay's workforce are female which is higher than the industry average, but there is much more to do. The network will be doing all it can to improve that and have set an ambitious goal to be recognised as the leading NDA site for women in leadership roles.

Staffing

-) **Management changes:** Sam Usher joined the Dounreay team at the beginning of May and took over responsibility as Waste Director from Bruce Covert.
-) **Voluntary redundancies:** In April Dounreay announced a voluntary redundancy programme and DSG members received a letter explaining the circumstances on the same day that the workforce was briefed. It is expected that around 200 roles will reduce during the next year or so (around 150 DSRL jobs and around 50 contractor positions). This will allow the site to plan ahead for the conclusion of some major project milestones and adjust the skills balance to meet future decommissioning programme needs. There is a recognition that job reductions will always be viewed as difficult news but the best option for the site and its' workforce is to plan ahead and provide as much notice as possible when there is likely to be change in the staffing profile. This is inevitable as decommissioning progresses. This is a voluntary programme to identify who would wish to take the opportunity to leave now and over 200 applications have been received. All applications have now been reviewed and initial feedback will be provided this month.
-) **Apprentices/Graduates:** Dounreay is continuing to invest in young people by providing employment through the graduate and apprentice schemes. This year eight apprentices and 10 graduates have been recruited as well as three interns and nine work placement students.
-) **Young Generation Network:** Dounreay supported graduate attendance at the Nuclear Institute's Young Generation Network European conference which was being held in Manchester in April. The Dounreay graduates hosted a workshop about the challenges associated with decommissioning.
-) **NVQs:** As part of the site's commitment to developing the workforce, 15 of the team have been working towards an NVQ level 2 diploma in process industries operations. Four have now passed with the rest on course to be completed this year. Two of the team are also trained to be new assessors as part of the roll out of the course.
-) **Institute of Engineering and Technology:** Dounreay was recently successful in gaining approved apprentice status from the Institution of Engineering and Technology for our Engineering competency based (NVQ) apprenticeship programmes.
-) **Heritage:** The donation of 14 objects to Caithness Horizons is going through the internal approval process. The objects being donated are:
 - Site restoration trophy: large Caithness Glass rosebowl (originally used for golf competitions)
 - DMTR tube: plain aluminium tube
 - Police badge set: Set of five framed badges 1955-2005)
 - Bone china ashtray (Wedgwood with UKAEA coat of arms)
 - Ladybird book (The story of Nuclear Power): published in 1972 featuring DFR and PFR.
 - Christmas card: UKAEA Christmas card with coat of arms and season's greetings on front. (Explanation of its symbols and what UKAEA was responsible for).
 - Employment offer letter: Mr E Watt, dated 31 July 2017
 - PFR clock: PFR commissioning stone inscriptions and symbols, 30 March 1999.
 - Fire Brigade badge: silver coloured UKAEA lapel badge
 - Teaspoon: Souvenir teaspoon with image of DFR and Dounreay (sold in local shops)
 - International safety award 2011: marble effect trophy



- Pay ID card: pay identify card for D Henderson (1967)
- UKAEA coat of arms model: aluminium 3D model of UKAEA coat of arms
- Bracelet charm: silver charm for bracelet with image of DFR.

Past and present employees and members of the public were interviewed by BBC Radio Scotland for a social history programme called "Our Story". It covered current impressions and past memories of the impact that Dounreay had on Caithness. It is currently expected to be broadcast on 15 August at 1.30pm.



Five heritage objects were collected in the period:

- Four safety awards – British Safety Council (BSC) 2009 safety award, BSC International Safety Award 2012 and 2016, BSC Globe of Honour 2012.
- PFR drinks mat

One leaver completed a Dounreay Memories form.

) **Procurement:** The Commercial Department is currently considering how they will monitor the socio economic proposals provided via contracts. Below provides information on current contracts and the socio economic benefits proposed and/or delivered.

Supplier/Contract	Value / Duration	Socio economic benefit requested	Local Benefit proposed	Benefits delivered
Blargoans Ltd On site minibus service	£200K Feb 2017 3 years	No (under threshold)		) Local jobs) Local facilities
Caithness Scaffolding Contractors Ltd DFR General Scaffolding services	£700K Nov 2013 4.5 years	No (prior to socio economic being a mandatory weighting in award criteria)		) Local jobs) Local facilities) Local apprents/training
Donn's Scaffolding & Steel fixing Ltd Scaffold services to PFR	£600K April 2015 3 years	No (prior to socio economic being a mandatory weighting in award criteria)		) Local jobs) Local facilities) Local apprents/training
GMR Henderson Builders Ltd Provision of building support services	£450K Apr 2015 1.5 years	No (under threshold requirement)		) Local employment) Local facilities
Gow's Lybster Ltd Manufacture, Fabrication, Test, Assembly & Commissioning of D1204 pond bridge	£100K Jun 2016 1 year	No (below threshold)		) Local jobs and training) Local apprentices) Partnered with Serimax

Supplier/Contract	Value / Duration	Socio economic benefit requested	Local Benefit proposed	Benefits delivered
Gow's Lybster Ltd Can Manufacture	£500K Sep 2014 3 years	No (prior to socio economics being mandatory)	One apprentice per year of framework contracts Maintains permanent employment for core staff.	who offer various socio economic benefits.) Partnership with other companies that may bring more business to the area.) Developing local facilities/ capabilities / technological improvements.) Provides UHI students workshop experience (this has led to jobs in the past).) Mentoring new local companies.
Gow's Lybster Ltd Procurement, Fabrication and installation for filtration system for FCA facility	£500K Feb 2017 0.5 years			
Gow's Lybster Ltd Works associated with Conversion of LLW stores to temp ILW store	£650K Apr 2016 0.5 years			
Gow's Lybster Ltd ADU floc modifications	£850K Aug 2016 2 years			
Gow's Lybster Ltd Manufacture of pumping system for reactor vessel heel pool removal	£900K Jun 2017 1 year			
Highlands and Islands Airport Ltd Transportation facilities at Wick John O'Groats airport	£6.7M Mar 2016 1 year			) Improvements to local infrastructure
Hugh Simpson Contractors Ltd Provision of crane services	£600K Nov 2015 2.5 years			) Local employment) Local service provision
JGC Engineering & Technical Services Ltd Supply of waste drums	£150K Jul 2015 3 years			
JGC Engineering & Technical Services Ltd Manufacture of heating system for reactor vessel heel pool removal.	£200K Jun 2017 0.5 years			
JGC Engineering & Technical Services Ltd Re-sizing of THORP can bodies and plugs	£200K Apr 2016 1 year			) Local jobs / training) Local apprentices) Investment in local facilities, plant and equipment) Supports Caithness Chamber of Commerce (Director on Board).) Reduced carbon footprint by investing to work locally.) Local school/college engagement) Contribute/sponsor
JGC Engineering & Technical Services Ltd Design, Manufacture and installation of D2700 lid posting station	£350K Jan 2017 0.5 years			
JGC Engineering & Technical Services Ltd Breeder fuel removal	£400K Feb 2016 2 years			

Supplier/Contract	Value / Duration	Socio economic benefit requested	Local Benefit proposed	Benefits delivered
trials rig				local charities and community initiatives
JGC Engineering & Technical Services Ltd Framework agreement for provision of rigging and Lifting services	£500K Feb 2015 £500K			) SME supply chain / partnerships) Mentoring other local companies.
JGC Engineering & Technical Services Ltd Deconstruction & Removal of D1251 Facility buildings	£500K Apr 2016 1.5 years			
JGC Engineering & Technical Services Ltd AMRR Partnership project	£600K Apr 2013 10 years			
JGC Engineering & Technical Services Ltd D1200 Labs replacement ventilation	£900K Dec 2016 1 year			
MM Miller Wick Ltd Mezzanine floor	£750K Mar 2014 3 years		) Secondments to DSRL apprentices to MM Miller	) Local employment) Local apprentices
Scrabster Harbour Trust Provision of facilities at Scrabster	£650K Nov 2015 3 years			) Development of local infrastructure
Stagecoach Services Ltd Provision of home to work bus transport services (including emergency service)	£700K May 2017 6 years			) Local employment) Allows continuation of local services route which is also available to public.
Eurest Catering	£400K Jul 2016 5 years	Yes	) Local suppliers day) Support school sports days) Meet the grower event) Chef Day (work with schools, learning about healthy cooking, inspiring future chefs)) Graduate scheme) Apprenticeships) Internships) Charity events) Create a vegetable patch and offer healthy recipes) Food and packaging waste reduction projects	) Local employment
OCS	£1.6M	Yes	) Share management	) Local recruitment

Supplier/Contract	Value / Duration	Socio economic benefit requested	Local Benefit proposed	Benefits delivered
Cleaning	Jul 2016 5 years		<ul style="list-style-type: none"> knowledge (eg helping in schools)) Develop volunteer group to support local events) Mentoring / four apprentices.) Share training with local community, eg online courses) OCS Charitable foundation) Aids to employability/ routes to employment)) Work with / contribute to Downreay Charity Fund) Other charitable donations 	<ul style="list-style-type: none">) Apprenticeships) Excellent local employee retention) Provision of mini bus for employees) Work experience) Reach-out programme for unemployed, job seekers, young people (not in local area at present)
Oxford Tech Silo Retrieval Arm	Contract not yet started.	Yes	<ul style="list-style-type: none">) Support to young people, promoting engineering to school students and recruitment of interns) Attendance at Graduate fairs) Supports PhD student who is now employed by company) Sponsored a post graduate on three year 'industrial CASE training grant") NIS and NSG – source local labour where practicable) National Skills Academy Manufacturing Board member) Apprenticeship / graduate programme) STEM Ambassador programme 	
John Gunn & Sons Site Fence upgrade	£84K	No (prior to socio		<ul style="list-style-type: none">) Local employment) Local sourcing of goods

Supplier/Contract	Value / Duration	Socio economic benefit requested	Local Benefit proposed	Benefits delivered
		economics being a mandatory weighting.		and services) Apprenticeships) School work experience) On-going training of employees) Aiding engineers to gain qualifications) Contribution to local clubs/events

-) The DSRL Commercial team continues to support a number of supply chain events including the Nuclear Supply Chain Project with presentations and 1:1 meetings at an event in Aberdeen (Winning Business in the Nuclear Market), a Meet the Buyer event in Dunblane in June 2017 and more recently hosted a market engagement day in Manchester talking to potential suppliers about the latest in a series of potential frameworks to support the work at site.
-) An Industry Engagement Day for a new framework agreement for Safety Case Production and Peer Review Services was held by the site's Commercial Department in Warrington on 28 June.
-) The Commercial Department is set to launch a new Small and Medium Enterprise (SME) Innovation Scheme, LINC with Dounreay. A preview was provided at the 2017 Nuclear Supply Chain Event in Dunblane. It was well received from the SME community and is also being supported by NDA and the Caithness Chamber of Commerce.

CAITHNESS AND NORTH SUTHERLAND REGENERATION PARTNERSHIP (CNSRP) PROGRAMME ACTIVITIES

-) **Dounreay Socio Economic committed spend for 2017/18:** The activities listed below is the Dounreay Socio Economic Alliance's support provided to the Caithness and North Sutherland Regeneration Partnership. Updates on progress of these will be provided by the CNSRP Programme Manager in the CNSRP written update.

Activity / Spend (17/18)	Deliverables	Due date	Status
CNSRP Programme Manager funding £33,500.00	Job description reviewed and agreed.	28 Apr 2017	Complete
	Annual objectives agreed	28 Apr 2017	Complete
	Bi-monthly articles for site in-house magazine on CNSRP related activities.	May 2017 Aug 2017 Oct 17 Dec 17	Newton rooms
	Quarterly updates via CNSRP delivery group on progress	Jul 2017 Oct 2017 Dec 2017 Jan 2018	
	Consult with DSRL re comms plan strategy	(ongoing) March 2018	Early discussions ongoing
CNSRP Youth Conference £20K	A change of use of funding was requested and agreed via the Dounreay Socio Economic Board.	30 Aug 2017	

Activity / Spend (17/18)	Deliverables	Due date	Status
	The funding will now go towards the revamp of part of the CNSRP website and branding. The Chamber, through DYW project, will organise the Youth conference and website will be ready at same time.		
CNSRP Programme Support Simon Middlemas (Cavendish Nuclear support) Funding provided by CN for this activity.	Provision of support to: <ul style="list-style-type: none"> - CNSRP programme - CNSRP scopes/plans - CNSRP website support 		
Caithness Transport Forum £10,000	Key indicators and targets agreed	1 Apr 2017	Complete
	Annual summary of impacts	28 Feb 2018	
Business mentoring project Chamber of Commerce £15,000	Key indicators and targets agreed	21 Apr 2017	Complete
	Monthly progress reports	1 May 2017 1 June 2017 1 July 2017 1 Aug 2017 1 Sep 2017 1 Oct 2017 1 Nov 2017 1 Dec 2017 1 Jan 2018 1 Feb 2018 1 Mar 2018	Complete Complete Complete
	Feedback from beneficiaries	3 July 2017 2 Oct 2017 3 Jan 2018	
	Annual Report summarising impacts	28 Feb 2018	
UKVL Sutherland Programme Management support to space project £50,000	Terms and Conditions agreed	13 Apr 2017	Complete
	Monthly updates	1 May 2017 1 Jun 2017 1 Jul 2017	Complete Complete Complete
	Impact Assessment report	31 Jul 2017	
Inward Investment secondment £33,500	Job description agreed	28 Apr 2017	Complete
	Objectives for 2017/18 agreed	28 April 2017	Complete
	Six monthly review held	1 Oct 2017	
North Highland College secondment (School link) £18,000	Job description agreed	12 May 2017	Complete
	Objectives agreed for 2017/18	12 May 2017	Complete
	Interim impact assessment report	30 Nov 2017	
	Final impact assessment report	30 Mar 2018	
Wick Harbour Authority high water gate protection. £125,000	Agreement to provide funding to support the design.	<i>Awaiting clarification of when required.</i>	

Dounreay Socio Economic Alliance
10 July 2017