



This note serves as a summary of the discussion in relation to establishing an environment reps/member network in Scotland.

Attendees at the discussion:

David Avery (Prospect Negotiator & meeting facilitator)	John Sinclair (Prospect Organiser for Scotland)
Heath Malcolm (NERC/Branch Secretary)	Clive Davey (SRUC/Branch Secretary)
Satnam Ner (Babcock Rosyth/Branch Chair)	Liam Wright (Scottish Natural Heritage)
Deborah Vaile (Royal Botanic Gardens)	Tom Proudfoot (National Library of Scotland)
Greg Kilgour (Scotland's Rural College)	John Parker (Scotland's Rural College)
Stefan Sagrott (National Trust of Scotland)	Beverley Hall (Prospect Research Officer)

Apologies* & interest in outcome were received from:

- Alan Denney* (Prospect National Secretary for Scotland)
- Jim Henderson (Forestry Commission)
- Stephen Boyd (STUC)
- Fiona Tough* (Babcock Rosyth)
- Jennifer Brown* (James Hutton Institute)

Background

The natural environment and climate change responsibility are now held by the Scottish Government. Policy generally reflects a holistic sustainability approach which encompasses environment, social and economic pillars. Whilst campaigns, ambitions and targets are similar to Westminster the priorities and delivery differs.

In all sectors of Prospect representation, the impact of policies and targets reflect in the workplace and on staff. The 'Just Transition' trade union narrative on climate change was also introduced.

On the Prospect membership system we have 70 members who've registered either as part of the international or environment network and/or are active as specialist Representatives. Experienced specialist reps have driven significant change in their workplace practices – with a formal agreement in existence at SRUC. Employers in the most have been receptive to the introduction of Environment Reps.

Discussion

David Avery set the scene by outlining the current targets of the Scottish Government and the impact of initiatives on staff – these ranged from stringent travel restrictions to energy efficiency programmes. It was noted that energy policy linked to renewable targets, whilst under national government authority, is seen to be different in Scotland.

The group were asked to consider two questions in a small group exercise – by way of summary the feedback covers:

Question one: what is your Organisation/Company doing on environmental performance, climate change and CO2 reduction. What are the priorities?

- Carbon management initiatives
 - Linked to travel restrictions & planning
 - Own energy generation
 - 5 year carbon reduction plans (second phase)
 - Linked to energy efficiency (lighting, heating etc)
 - Pressure to reduce emissions
- Waste
 - Zero to landfill target introduced
 - Individual and facilities waste management plans
- Transport
 - Behaviour change
 - Procurement of new vehicles
 - Use of hire cars
 - Cycle schemes
- Biodiversity
 - Waste land conversion involving staff and community
 - Early involvement in procurement (for example pesticides)
- Introduction of ISO14001 for continuous improvement strategies

Question two: Should we organise on a regional level and if so - how?

There was unanimous consensus that Prospect should explore ways to organise environment representatives, but also members interested in sustainability, in Scotland.

Reasons to organise:

- The current numbers indicate interest and activity
- Potential for both recruitment and retention of members
- Organisational initiatives and impacting members
- Current climate change legislation provides for trade union involvement and consultation

Terms of reference could include:

- Gather information to share with others including
 - Policy and regulation information
 - Sharing of best practice with experienced representatives supporting new reps
 - Sharing information on related campaigns and initiatives in Scotland
- The Scotland Committee would oversight activity, give guidance and verify response to related consultations

Ideas for activities:

- Environment promotion day in all Prospect Branches
- Cycle to work competition or Walking day (log of steps)

Logistics & governance

- Governance could be by way of an environment Rep co-opted onto the Scotland Committee
- Establish a e-group (email) or establish an on-line forum of some sort (Facebook, Prospect website similar to an e-branch etc) with one physical meeting/event per year with 3 via technology and/or e-communications
- A Representative +1 would be needed to co-ordinate the group and liaise with the Scotland Committee.