

AGM MINUTES 2016

FCTU ANNUAL GENERAL MEETING 22ND & 23RD NOVEMBER 2016, SILVAN HOUSE, EDINBURGH.

Attending:

Mick Hoban, FCTU Chair
Sam Telford, FCTU Secretary
Hazel MacLean, PCS
Jim Henderson, Prospect
Ian Perth, Prospect full time officer (22nd)
Neil Grieve, Unite
Sandy Smart, Unite full time officer
Martin Webber, Unite (23rd)
Alistair Gillies, GMB
Calne Waterson, GMB full time officer
Steve Holdsworth, FCTU England
Malcolm Crosby, FCTU Scotland (22nd)
Peter Fullarton, FCTU Scotland
Alan Donald, FCTU Silvan House
Joy Dunn, PCS Scotland (item 8)

22 November, 13:00 – 17:00

1. FCTU Chair's Introduction

The Chair introduced the AGM and welcomed all attending, setting out the agenda for the two days.

2. Apologies

Apologies were received from Glenn Brearley, Joanne McAuley, Helen Daniels, Richard Pow, Graham McLaughlin, Cheryl Gedling, Sandy Smart, Ian Perth (23rd) Malcolm Crosby (23rd) and Martin Webber (22nd).

3. Minutes of FCTU AGM November 2015

The minutes were accepted as an accurate recording of the meeting.

4. Action Points from those Minutes

4.1 FCTU Secretary Post

Action Required: Allan MacKenzie - "On the subject of the future of the FCTU Secretary post which was under some question with the Trade Union Bill and the FC's Executive Board's planned discussion on the preservation of this post, Alan Denney said it was essential that FCTU make strong representations to the EB prior to this—and before a decision was made—to maintain this post. Alan said that the four unions working together in the organisation needed this post in place for the very necessary coordination of the FCTU. He added that if taken away, the FC would be going against partnership working. The AGM strongly agreed with this strategy and it was noted that a Departmental Staff Council paper would be produced to make the case that the FCTU Secretary post was highly valued and had to remain in place."

This action point was **discharged**, with the paper being taken to the Departmental Staff Council as agreed.

4.2 Future of FC/FE Scotland

Action Required: Departmental Committee - "it was agreed that pressure would need to be put on the Scottish Government sooner rather than later to ensure that the views of FCTU were considered and influenced such decisions, while others may be "putting pen to paper", lobbying the government on how they believe FE should deliver locally and how FC Scotland should administer its grants etc. It was felt that the joint unions needed to form a strategic approach and determine exactly what they needed to be asking and what they wanted to achieve from the questions that they may ask. Writing to MPs was noted to be an option, however Allan advised that another avenue open to the unions was to take concerns to the Environmental Rural Affairs Committee (a cross-party committee) outlining the issues with them. It was agreed that the Departmental Committee would take forward this action to form a strategic plan.

This action point was superseded by other events and the publication of the Future of Forestry in Scotland Consultation (item 8).

4.3 Health & Safety Reps

Action Required: FCTU Office - "On the subject of achieving buy-in from middle management and ensuring that they understood the duties required by H&S reps, Allan and Sam took the AGM through a draft of a booklet designed for line managers for this purpose. The content of this booklet was endorsed and it was noted that the FCTU Office would finalise the booklet and begin issuing it."

This action point was noted as **discharged**.

5. Departmental Committee (DC) Report

On behalf of the DC, Sam provided an update on the work of the committee and

FCTU centrally over the previous 12 months. The AGM was reminded that the DC consisted of the FCTU Chair and Secretary, one senior lay representative and full time officers of each the constituent unions, providing strategic direction to the FCTU's duties, leading on overall Forestry Commission issues and consultations and meeting once per month. Mick Hoban continued as FCTU Chair since the last AGM, with Sam taking on the role of Secretary in April following Allan MacKenzie's retirement; however, on a 50% post basis after the resource was cut.

Sam said that the constituent unions were represented at DC level by Alistair Gillies in GMB, newly welcoming Cal Waterson as GMB FTO; Jim Henderson for Prospect with support from Ian Perth as FTO for the past year exactly; Neil Grieve for Unite with Sandy Smart's continued official support, and as of recently, Joanne McAuley for PCS following Jim O'Neill stepping down as Group President; then in the last few weeks Cheryl Gedling coming in as full time officer.

With the reduction in the FCTU office posts/resources, partly reflecting the fact that more and more functions were being devolved into the countries, Sam said that in theory there would be fewer issues to be dealt with centrally as time went on, (ahead of an eventual split and FC no longer being a single staff group), but the DC agenda still remained full, looking at a number of important issues, over and above the usual pay, terms and conditions, HR policy and staff handbook changes.

Devolution and decentralisation were dominant issues in 2016, much like in previous years but they had progressed staggeringly in recent months, with the recent Future of Forestry in Scotland consultation in Scotland and ongoing decentralisation programme for Shared Services.

Sam referred to the newly revised **Partnership Agreement** with the FC, partly stemming from the 2015 AGM and the discussion on wellbeing. The revision was firstly to build in the importance of wellbeing as a firm part of health and safety, acknowledging the potential impact that work has on an individual's physical and mental wellbeing; with there now being a commitment that this would be placed centre stage with a leadership culture, working environment and management practices, which focuses on the wellbeing of staff. The other revisions to the Partnership Agreement were to make the roles of senior management and the trade unions clearer, but mostly management's role to ensure that there was a clear commitment at that level to provide direction and clarity on the organisational objectives. Sam said it also now included a section on Leading Change, recognising that the FC was going through a period of significant change (which has been the case for the longest time but even more so than ever), laying down a commitment to working closely together, demonstrating positive leadership behaviours throughout change in a manner which took into account the interests of both staff and the organisation.

Pay was a pressing item of business for the DC and Pay Committee for the past 12 months and perhaps even more so than in recent years. Sam referred to the very strong and anger-fuelled reaction across the FC about the 2015 pay deal and the way the award was applied, with many receiving considerably less even than the anticipated 1% (and non-consolidated), with others seeing no way of ever progressing to the rate for the job, given the removal of pay progression by the Westminster Government. The Pay Committee therefore had to take forward all of these aspects and channel the real frustration felt by members to the FC, firmly conveying the financial detriment that people were being subjected to. Sam said that these discussions were informal in the first instance, ahead of forming and submitting the FCTU Pay Claim for the year and entering the subsequent formal pay talks. As part of this work, a number of joint union members' meetings had been held across FC, largely facilitated by willing and available active reps who sought further feedback from members to inform our pay discussions, which had been massively helpful and appreciated, reinforcing the mandate on pay and the content of the pay claim.

Sam said that following the pay talks, FCTU received the 2016 offer and as ever, clearly saw the lack of any real award for staff. The continued 1% pay cap was recognised as part of a prolonged attack on the living standards of those working in the Civil Service. FCTU therefore rejected the offer, with the constituent unions opting not to hold a ballot of their membership. It had been the case for quite some time that the unions would not be able to accept any offer within the restrictions of the government's current pay policy and caps.

In rejecting the offer, Sam said they had referred back to the pay claim and the fair and reasonable set of demands made, which sought to address both the decline in pay and the unfairness of the current pay system. With the removal of progression and the continuing leapfrogging issue, the likelihood of equal pay claims and legal challenges were felt to be becoming more of a reality, with discrimination and growing unfairness resulting across the pay system.

Despite firmly rejecting the offer, Sam said that FCTU welcomed that the issue with non-consolidated rises had been taken into account when constructing the 2016 proposal. It was the Pay Committee's view that the informal talks held earlier in the year were helpful and the call for consolidating all increases was certainly heard in these talks. Furthermore, because of the informal pay talks, a genuine and considerable effort was made by the FC to seek approval from the Treasury on using existing budgets to address the remaining pay leapfrogging issue outside of the pay remit. This was a result of pressure from the unions in seeking that pay anomalies were addressed, but not by using the pay pot. It was reported that the government unfortunately denied the business case as it would be seen as operating outside of government policy. Sam said that FCTU had been

deeply disappointed with this stance but said they would want to take every opportunity to pursue this further in future pay talks to have the extremely unfair leapfrogging issue finally eradicated from the pay system.

Sam reported that there had been a number of changes to **HR policies and procedures**, with consultation taking place on Loans & Secondments and the Redundancy Procedure; and more recently, Email, Internet & Social Media, Dog & Ferret expenses and proposed changes to the way Career Breaks were treated if there was no post at the end. Another HR policy subject revisited was the enhanced overtime and holiday pay issue and resulting entitlement to claim for enhanced holiday pay if working overtime, in line with the new policy. It had become apparent that not everyone was aware of the fact that you can and should be making claims, with further and welcome comms subsequently going out at FCTU's request.

Health & Safety was said to be a standing item on the DC agenda and that there were always issues to discuss, whether it was something to feed into the H&S strategy group at overall FC level or whether it was to be referred to country discussions and Staff Councils to resolve. Sam said that for the past year, it had largely been about the decentralisation of H&S with FC establishing new arrangements and resources in the countries and Central Services/Forest Research, and some of the debates FCTU got into with the countries over resources, posts and risks when consulting on the business cases. Sam said that looking forward, health, safety and wellbeing would remain a top priority for FCTU as ever.

6. Constituent Unions Activity Update

Mick invited the lead reps present from each of the unions to report to the AGM on activity over the past year. For **PCS**, Hazel provided an update on the union's Forestry Group activities, largely working through the 2016 Group Conference Motions and working in conjunction with the other unions through FCTU. Pay and the impacts of devolution were reported as being some of the main issues focused on, with continued frustrations about the lack of pay and uncertainty about members' futures being felt throughout the membership. Hazel said that the GEC shared the view of many that staff are broadly being expected to do more with less, resulting in increased pressure and stress for many.

Jim Henderson and Ian Perth for **Prospect** gave a report of the union's work in the FC over the year, echoing the concerns reported previously by Hazel and in the Departmental Committee report. Jim said that the Science Promotions Board Procedure was a key issue, with ongoing disagreements between FCTU Research and FR management over various changes to the system and on working group and consultation outcomes. Increasing membership and representation remained high on the Prospect agenda, with a welcome gradual increase in activity in

England and a continued push to increase H&S rep coverage in the organisation. Jim also gave a report following attending the Prospect Pay and Reward seminar for the Civil Service sector, with John Manzoni (CEO Civil Service/Permanent Secretary for Cabinet Office) present and reporting on priorities such as developing IT skills, career paths and on Brexit, stating that the Civil Service was already doing too much but would now have to do even more (with no clear strategy of how). The top concerns for Civil Servants recognised at the seminar were said to be, unsurprisingly, lack of pay progression, level of pay and organisational change. Ian also reported an increase in the number of personal cases over the year, perhaps reflecting some of the wider issues relating to pay, workloads and pressures, which also added to the already heavy workload of reps taking on cases.

Alistair Gillies for **GMB** reported on the main issues for GMB members, welcoming Calne Waterson as the new Full Time Officer who had been quickly been increasing the level of communication with members. Alistair echoed the views from the other unions on pay, stating that the increase in national insurance and pension contributions were adding to this and were having a very detrimental impact on members, combined with the upcoming changes to the Civil Service Compensation Scheme and erosion of the terms by the government yet again. The failed Organisational Development Programmed (ODP) had placed a great deal of uncertainty on GMB members, along with other unions, and it had contributed to a mistrust and lack of confidence in FES management. Alistair said that the uncertainty was to continue following the Future of Forestry in Scotland consultation (item 8) along with what was effectively a "rebranding" of ODP in the meantime with the Organisational *Design* Programme. (*edit Jan 17: now 'Organisation Redesign'*)

Neil Grieve reported on **Unite** activity, again reflecting many of the same issues as those dealt with in other unions, while also continuing to work on increasing rep coverage, particularly H&S reps. Neil expressed the concerns of many in Unite with a number of issues for Wildlife Rangers, who felt they were being set up to fail with the restructuring of beats and a significant increase in some rangers needing to take on a far greater supervisory role on top of existing targets. Neil said that Performance Management was another key issue, with instances of a misuse of the system and mismanagement of staff, impacting heavily on some Unite members' work and wellbeing.

7. Area Committee Reports

Steve Holdsworth, **FCTU England** Chair gave an update to the AGM on the core issues being dealt with at FCTU level in England. He said the committee had been actively involved in supporting the role of Woodland Officers in **Forest Services** and the Woodland Officer Forum looking at issues. He said that planned changes to role had been put on hold due to pressures of introducing new things,

particularly the Countryside Stewardship. FCTU England was also pursuing recognition of the value added by Woodland Officers.

In Forest Enterprise England, Steve said that FEE continued to build capacity, partly through the decentralisation process, to implement changes in future. "Releasing our Potential" may have been seen as having a significant impact at a strategic level, but may not have had the same relevance to the majority of staff working in Forest Districts and other cost centres.

Steve said that with some assistance from Sam, FCTU England submitted collective written evidence to the recent select committee enquiry. Within this submission, some concluding remarks were as follows: -

"We believe that the forests and woodlands of the Public Forest Estate, grants, licences and research are best protected and sustained under the stewardship of the Forestry Commission.

We believe that a properly resourced Forestry Commission should continue to develop its role: Balancing social, environmental and economic values on behalf of the public in perpetuity. "

On Health & Safety, the committee had raised a number of concerns through the England Staff Council over the year, including vehicle weights, the AIRS reporting system, lone working and spot-trackers and the use of out-of-hours call-out and duty rotas.

Steve said that FCTU had agreed with the reintroduction of the wellbeing agenda to our discussions with FC management, following on from the Wellbeing paper produced by Sam last year. FCTU endorsed the proposal that more emphasis is placed on the subject of mental wellbeing. This has been accepted and developed by the England Staff Council, resulting the commissioning of a wellbeing paper (yet to be formally tabled), looking at wellbeing and what it actually meant to FC England and most importantly how it would truly embed this across the country as an integrated practice at all levels. The paper also illustrated some best practice examples from other organisations and findings from the recent CIPD Wellbeing Conference (May 2016) and what could be done to adopt them.

Steve reported that the rent issues relating to housing stock on the Public Forest Estate carried on. He said that 193 residential properties remained on the estate in England, managed by the Forestry Commission on behalf of the Secretary of State for Environment Food and Rural Affairs; spread across all Forest Districts with a larger number in South and North FD. FCTU had been pushing back over a number of years against the need to move to market value for rents, along with the move from long-term agreements on rent to short-term ones (around every 2

years). House rents were done on an individual basis and a previous paper from Estates set out types and conditions of rental agreements used in the FC. Steve said that the issue drilled down to “what is reasonable rent?”, with the Committee’s view being that if rent bills go up beyond people’s ability to pay (especially given the lack of pay rise or pay progression we have imposed on us at the moment), then FC rents were becoming unreasonable. Steve said that following raising the issue again at the England Staff Council, there was a further action point for Estates to address FCTU’s concerns.

Malcolm Crosby, **FCTU Scotland** Chair reported on the work of the committee since the previous AGM. Malcolm commented further on the closure of the Organisational Development Programme as discussed in item 6, adding that feedback he had given to management (which was highly critical of the programme, its aims and communication methods) had been taken to the Forest Enterprise Scotland Management Board meeting. He said it was also reiterated at the recent FES Staff Council, seeking assurances that the concerns would be taken into account in future and that communication on organisational change would drastically improve.

Malcolm said that the Future of Forestry in Scotland consultation (item 8) had been a major focus in recent months, but that in the meantime there was a great deal of change in Scotland expected. He said that on top of the aforementioned and newly branded Organisational Design Programme (*edit Jan 17: now 'Organisation Redesign'*), four land management reviews had been announced. These would be for Deer Management, Civil Engineering, Ground Preparation and Direct Production (*including a restocking trial with the opportunity to offer for other service contracts such as restocking, thereby assessing whether they are able to create innovative solutions and cost reductions as a result of having control of a number of operations on the same site*).

Malcolm said that review groups would need TU representation and that FCTU Scotland would take forward appointing reps to the various groups in due course.

Malcolm added that there was ongoing work in FC Scotland on Equality & Diversity, with the new E&D manager bringing in [Equate Scotland](#) to review the FC’s recruitment processes and job trawl notices in particular, identifying improvements needed to prevent any unconscious biases, which could to unintended discrimination. As part of ongoing E&D work, Malcolm said that there was TU representation on the E&D Steering Group from Iain Laidlaw.

Jim and reported on recent developments for **FCTU Research**. Jim said that a primary issue for members in FR was the EU Referendum result, which was causing uncertainty both for the number of EU nationals working in FR and for the significant EU funding currently provided to the agency. Sam added that this had been discussed at the FR Staff Council but that the real impacts were not yet known. Jim also referred to the FR Culture Working Group, on which he represented FCTU and which was set up following the FR Refresh consultation and subsequent implementation in 2015. He said the group was working through the differences in working culture and practices among the various (and now expanded) FR functions and locations He said that the group was now getting to

the stage of bringing about practical outcomes to reach a more coordinated and consistent working culture in FR. He did add, however, that there were some more esoteric issues and differences in culture such as communication, which could take more work.

Sam referred to the cross-border arrangements section of the recent Future of Forestry in Scotland Consultation and FCTU's response, which stated that the current FR Agency should form the core of any organisation managing cross-border arrangements within the UK, and that SG ensured that any transition allowed the work of FR to continue and maintain, if not enhance, its international reputation for research quality. The future status of FR was still unknown and would not be known until the Forestry Governance Project Board reported on what level of collaboration the governments wanted and by what means cross-border functions, including FR, would be delivered.

For **FCTU Silvan House**, Jim and Alan gave a summary of the issues dealt with by the unions in SH. Jim said the launch of the Retention Strategy implemented earlier in the spring to deal with the high volume of staff resigning in Shared Services and CFS had been met with a strong objection from FCTU on the way it had been delivered, in terms of engagement with FCTU and communication prior to its implementation. Alan added that the strategy had been understandably created divisions in the workforce. As an update on Silvan House accommodation, Jim said that SEPA were in the process of moving into the building, and that FC Scotland were looking at expanding beyond the current first floor space into the fourth floor. Malcolm said that he had asked the Head of Business Support Services in FC Scotland to open discussions on floor spacing at the Silvan House Staff Council, as the correct forum for discussing any major changes to office spaces.

8. Future of Forestry in Scotland Consultation

Mick referred to the recent Scottish Government consultation on the [Future of Forestry in Scotland](#) and the [FCTU response](#) for a discussion on next steps. As a meeting with the Cabinet Secretary had been arranged for 29th November, the AGM took the opportunity with lay reps and full time officers present to consider key issues and questions to raise with Fergus Ewing, welcoming Joy Dunn (PCS Parliamentary & Campaigns Officer) to the AGM for the discussion. Joy gave an overview to of what to expect from the meeting and advised from experience of many similar meetings on how to get the most out of the meeting. Malcolm and Sam gave a summary of the FCTU response to the consultation and the recommendations contained within it, which would form the bulk of the discussion with the Minister. It was agreed that Malcolm would lead on presenting the consultation submission and its recommendations to the Minister. The upcoming meeting was also noted to be an early opportunity to begin discussing the industrial aspects with the Minister, looking for guarantees and as much certainty as possible on job security and prospects for members who would or would not

transfer into the new forestry organisation.

As part of a wider discussion on devolution, Ian referred to a Prospect motion regarding the split of the organisation (firstly with FC Wales moving into Natural Resources Wales (NRW) and now with FCS going into Scottish Government in the coming years), seeking that some consideration was given to setting up a UK forestry unions group to review common forestry related union issues across the borders. Sam said that while this would not be in the remit of the FCTU function to set up and would not attract facility time for any FC reps involved, some early discussion on how this could be taken forward in future would be opened up at the Departmental Committee.

Action Required: Departmental Committee

23 November, 09:30 – 12:30

9. Decentralisation of Shared Services

Sam introduced the discussion on decentralisation and the ongoing programme to decommission Shared Services and establish new arrangements in the countries and Central Services/FR. He said this dated back initially to the consultation on the 'Rationale for Change', subsequently laying out a Roadmap for Shared Services. In the past year, Sam said that a vast number of business cases were put to FCTU for consultation, via the Temporary Corporate Services Staff Council, specifically in place to consult on the programme. He said these included proposals for HR Services, Equality & Diversity, Procurement, Health & Safety, Learning & Development, Internal Audit and Forest Machine Operator Certification, some of which were now already in place in the countries and Central Services/FR. On the overall programme itself, Sam commented that there had been a great deal of uncertainty for staff in Silvan House throughout the process, with many even leaving due to very understandable worries about their future employment. He said FCTU's position at the outset put forward these serious concerns to management; however, the unions recognised the political reality of devolution and the need to consult meaningfully on the impacts of the change and engage in the process fully. On that basis, it was understood that FCTU had responded to each of the business cases in-depth, in some cases arguing against the FC's preferred option or raising concerns with the proposed resource allocation, whether on the number or grade of posts, or workloads for those being redeployed or recruited into the new units. While the FC largely stuck with the original proposals initially put forward, through meaningful consultation, Sam said that the responses genuinely had management getting back round the table to reconsider many aspects, sometimes taking weeks to review the unions' responses fully before responding further. He said that this unfortunately extended the uncertainty for some members (specifically in H&S and L&D) but that members had expressed an appreciation and thanks for the efforts of FCTU in

taking forward their views and robustly challenging the proposals where needed, or to get reassurances about the how the new arrangements would work effectively.

It was noted that the next phase of decentralisation of the remaining Shared Services would include Information Services, Finance & Accounting Services and remaining HR functions, with business cases to be tabled in early 2017.

10. Health, Safety & Wellbeing

Further to the DC report (item 5) partly covering the subject, Mick asked Sam to report on the wider health, safety and wellbeing position for FCTU. Sam said that he took on the role of representing FCTU on the overall FC Health & Safety Strategy Group. He said that the membership of the group included the country heads of land management and the 'H&S competent person' for each area along with the Head of HR for Central Services and FCTU Secretary. Sam said that the group was in place to maintain oversight of single FC H&S policy; provide assurance to the Executive Board on the implementation of the [H&S Strategy](#); address single employer health and safety issues, providing a forum for discussion on common H&S issues particularly associated with transition of functions from the centre. Sam explained that although the H&S functions had now been devolved into the countries and Central Services/FR, through the strategy group the FC would still collaborate where there were opportunities for synergies and joined-up working, which was welcomed by FCTU.

On the issue of wellbeing, the AGM recognised the marked increase in ill health due to stress, as reported in the earlier DC and Area Committee reports. It was understood that wellbeing was a serious subject matter to be dealt with by management and that it would be a standing item on Staff Council agendas while the devolved areas begin put in place plans to deal with the issue in discussions with FCTU. It was recognised, however, that combating stress was only part of the wellbeing issue. Sam referred to the 2015 AGM paper specifically on mental health and wellbeing, which was about wider mental health issues such as depression, anxiety and dealing with the stigmas associated with mental health. Wellbeing would therefore continue to be a key issue and priority for FCTU going forward at all levels.

11. Pay

Mick referred to the DC report (item 5) covering the subject of pay in 2016 in depth, but opened the discussion looking ahead at future pay claims and talks. The fundamental issue was recognised to be the continued government pay policy and 1% caps. Despite this, the AGM agreed that continuing to submit pay claims striving to achieve what members expected and reflecting the unions' pay policies was crucial in maintaining a strong future negotiating position on pay. While the unions agreed they would not be able to accept any offer based on the 1%

increase, the question of what action could be taken against repeated imposed settlements remained and would be a focus for the FCTU Pay Committee in 2017. It was acknowledged that the 2016 deal and way in which the small increase was applied across the staff group, was better received by members than the previous deal was; however, the financial detrimental of the continued pay issue was not sustainable for members or the organisation.

12. Departmental Staff Council

With the FC Departmental Staff Council being held on 7th December, the group discussed putting forward agenda items to be raised with management. One item noted for taking forward was the issue of consultation with FCTU and ensuring that the collective bargaining and consultation arrangements were fully recognised and adhered to consistently throughout the whole organisation, following repeated issues. Also noted for discussion under the HR report was the recent KPMG audit of the FC's recruitment process and resulting clampdown on the overuse of Short Term Temporary Appointments (STTA) and intention to go through proper recruitment exercises via Fixed Term Appointments in more cases. This was welcome by the unions due to prolonged concerns about the number of staff working on a casual basis; however, a concern was the potential for management to use more agency staff instead if this was another way of reducing the high number of STTAs. Sam confirmed that this question would be put to the Staff Council.

Action Required: Sam Telford

13. AOB

13.1 Proof of Right to Work

Alistair Gillies referred to the issue with missing proof of right to work (i.e. a passport or some other form of identification) in a small number of staff personal files in HR. Alistair asked if other unions had members who had been approached by HR to obtain new scanned copies of identification and Hazel confirmed that she was aware of this also. Sam reported that it had been raised at a recent FE Scotland Staff Council initially and that work was ongoing in HR to resolve the issue in discussion with staff, and that the reason for the missing proof of right to work in some files was due to prior weeding of files and shredding in error. Where members no longer had valid photo ID, Sam advised that that reps of those concerned raise it with HR to reach an agreeable outcome but report to the FCTU Office with any concerns.