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Annwyl aelodau,

S188 Notice to TUs at Cyfoeth Naturiol Cymru

I am writing to raise with the Committee a matter concerning industrial relations at Cyfoeth Naturiol Cymru. I have appended the letter for your reference.

Section 188 of TULRCA (1992) stipulates the requirement for employers to consult with “all persons who are appropriate representatives of any of the employees [who may be affected by proposals...]” in cases where twenty or more persons are likely to be dismissed as redundant over 90 days.

Broadly speaking, these notifications are a necessary part of the regulating the restructure process. However, an issue has arisen around NRW’s choice to rely on S188 in a context that PCS considers is wholly inappropriate. This concerns the proposed relocation of staff and facilities from the Maes y Ffynnon offices in Bangor to Llandudno Junction.

You will note in the appendices that management anticipates no redundancies as a result of this move. This contrasts with the statutory purpose of a S188 notice and is a highly unorthodox decision which has caused considerable anxiety amongst our members.

Under the Social Partnership Act, by which NRW is covered, unions would expect open consultation around issues impacting our members including relocation. A notice of potential redundancies, despite assurances that this was simply an exercise in caution and would not result in redundancies, was entirely unexpected. Upon raising this information through the trade union unit, we were told that the Welsh Ministers had not been made aware in advance either. This represents a clear disregard for the principles of social partnership from NRW. It is disappointing that, in the wake of the recent case for change, NRW have taken a course of action that has

created more uncertainty amongst our members. If we were consulted properly, then this situation could have been easily avoided through simple dialogue.

In light of this, I am concerned about the credibility of assurances we have received from NRW around safeguarding roles in the future and do not feel that this sets a good precedent for genuine social partnership.

I hope this will assist in your scrutiny of NRW.

Yn gywir,

John Booth
Industrial Officer