



**Minutes of the 95th AWE Local Liaison Committee Meeting
Wednesday 13 March 2019
AWE, Aldermaston**

Present:

Haydn Clulow	Director Site and Transformation AWE (Chair)
Cllr Graham Bridgman	West Berkshire Council
Cllr Avril Burdett	Tadley Town Council
Cllr John Chapman	Purley on Thames Parish Council
Cllr Penee Chopping	Ufton Nervet Parish Council
Cllr Sophie Crawford	Aldermaston Parish
Cllr Debbie Fisher	Wokefield Parish Council
Cllr Roger Gardiner	Basingstoke and Deane Borough Council
Cllr David Leeks	Tadley Town Council
Cllr Clive Littlewood	Holybrook Parish Council
Cllr David Livingstone	Silchester Parish Council
Cllr Mollie Lock	Stratfield Mortimer Parish
Cllr Royce Longston	Burghfield Parish Council
Cllr George McGarvie	Pamber Parish Council
Cllr John Miller	Padworth Parish Council
Cllr Ian Montgomery	Shinfield Parish Council
Jeff Moss	Swallowfield Parish Council
Cllr Susan Mullan	Tadley Town Council
Cllr Barrie Patman	Wokingham Borough Council
Cllr Jonathan Richards	Basingstoke Council
Cllr Jane Stanford-Beale	Reading Borough Council
Cllr Tim Whitaker	Mapledurham Parish Council

Susie Tucker	AWE
Mark Hedges	AWE
Nick Bolton	AWE
Philippa Kent	AWE
John Steele	AWE
Anna Markowska	AWE
Scott Davis-Hearn	AWE
Rhian Adams	AWE
Sarah Maskell	AWE
Emmanuelle Sangster	AWE
Chana Paramveer	AWE
Katie Ellis	AWE
Joshua Wood	AWE
Alice Torr	AWE

Regulators:

Gary Cook	Office for Nuclear Regulation
Rob Green	Environment Agency

Apologies

Apologies had been received from Councillors
Cllrs Dominic Boeck, Jonathan Chishick, Stuart Coker, Jan Gavin, Ian Morrin, John
Robertson, David Shirt, Richard Smith and Carolyn Richardson.

Actions from previous meetings

Action 1/94 Retrieve statistics breaking down injury rates between Aldermaston and
Burghfield sites. Action closed at this meeting.

Action 2/94 AWE to report back to members on the protestor arrests following the activity
on 24th November 2018. Action closed at this meeting.

Approval of the 94th Meeting minutes

Statistics around controlled waste recycling recorded in the last set of minutes should have
read

5% is reused

90% is recycled

2.7% is sent for energy recovery

2.3% goes to landfill

Cllr Shirt would like to add comment to his question on page four of the last meeting's
minutes, with reference to ONR's intention to prosecute.

He feels that AWE could have kept LLC members better informed once the national press had
taken an interest so that they could keep residents aware and provide balance to the alarmist
press reports.

Apart from the above, Minutes of the 94th meeting were accepted as a true record of the
meeting.

Chairman's update

Introduction

Haydn Clulow welcomed members to the 95th meeting and went on to update them about
some topics of interest.

Operational updates

Nuclear Safety and Radiological Events Report

The publication of the Nuclear Safety and Radiological Events Report (01 April 2015 to 31
December 2017) by the Office for Nuclear Regulation (ONR) yesterday (March 12) is a
welcome contribution towards building trust and confidence in the safety of the UK nuclear
industry.

AWE continues to adopt an open incident recording culture, and places importance in understanding the root cause of events that occur on its sites, however minor, to prevent recurrence. The events listed for the AWE sites at Aldermaston and Burghfield carry a rating of 1 on the INES (International Nuclear and Radiological Event Scale) – this is at the lower end of the scale and as such, the events are classified as ‘anomalies.’

The ONR considered that the actions taken by AWE in response to the listed events to be ‘appropriate’ and ‘adequate’ in all cases, and there was no impact on staff, public safety or the environment. AWE is committed to attaining and maintaining the highest standards in safety and will continue to work closely with its regulators to deliver these standards.

Top 25 Best Big Companies

Last month AWE was named one of the top 25 Best Big Companies to work for in the Sunday Times Best Companies Awards 2019. The award is open to companies with 3,000+ full-time employees, with those achieving the highest Best Companies Index (BCI) scores featuring in the top 25 – AWE is ranked 24th in the UK.

AWE has put a great deal of time and effort into leadership development and general engagement throughout the company, so it is great to see continued improvements in these areas reflected in its latest survey results. AWE have seen significant improvements, not only in survey sentiment but in the level of response – 77% in its most recent survey.

Graduate and Apprenticeship Campaigns

AWE is making good progress with its 2019 recruitment campaigns for both graduates and apprentices. All applications are now closed, and assessment centres and offers to successful applicants are nearing completion.

AWE we will be offering 116 places on the graduate scheme, a 12 per cent increase on last year, with new graduates joining in October.

Recruitment of apprenticeship numbers has also increased by five per cent, with 91 apprenticeships being offered across 14 trades - including engineering, electronics and business disciplines.

AWE is now offering a small number of nuclear degree apprenticeships alongside the GCSE and A level entries. New apprentices will join the business in August.

Gender Pay Gap

Like all organisations with more than 250 employees, AWE is required to publish its gender pay gap data annually. AWE has a gender pay gap of 15% (median pay), just under the national average of 17.9%.

The report also includes information on the proportion of men and women that receive a bonus; the difference between the amount paid to men and women in bonuses and the proportion of men and women in each 25% (quartile) of an employer’s pay structure.

Though AWE is pleased it is moving in the right direction, there is still a great deal of work and commitment required to narrow this gap even further. It's good to see an improving trend, but AWE know that the gender pay gap won't be resolved overnight.

A steady rate of progress is positive and sustainable. Maintaining its active membership of WISE (Women in Science and Engineering) and its Ten Steps programme, together with changes to the ways in which the company recruit people to reach a wider audience, will continue to help it close the gap and broaden its access to talented STEM women.

AWE in the news - Sunday Times

While the article about AWE in the Sunday Times Business Section of 27 January made for somewhat disappointing reading, the article itself didn't provide any new information about AWE's business activities. Instead it presented a slightly confused picture selected from information already in the public domain such as data from the National Audit Office Landscape Review on the Defence Nuclear Enterprise which was published in May 2018.

The article included contractual and defence policy themes and therefore all responses were dealt with by The Ministry of Defence.

However, AWE recognises that development of its sites is of interest to local people and will continue to give updates at the meetings.

Site Under Cover Exercise

There will be a site under cover exercise taking place on Wednesday, April 3rd, starting between 09.30am and 12 noon. This will mean alarms will sound and access to and from site will be restricted.

Questions Arising

Cllr Moss asked how many graduate scheme application forms had been received.

Haydn reported that there were in the region of 1400. It appeared that we had more last year because people applied for more than one role. Now counting numbers of individuals not just applications numbers

Cllr Crawford asked why reaction around the media article referring to 'the bomb factory' was not as forthcoming from AWE as that around the news of AWE being rated as one of the top 25 big companies to work for in the UK

Susie Tucker We agreed on this occasion to refer the journalist to the MOD.

Cllr McGarvie asked about the ratio between apprentices and graduates and the percentage of women on the scheme.

Philippa Kent advised that 18% of apprentices and 34% of graduates are women. The percentage of apprentices who are women has risen from just five per cent five years ago, so we are making progress, but AWE would like to see and is still aiming for a 50/50 split.

Cllr Locke commented that she thought AWE's work in schools was paying off and that this was the reason the Company was seeing an increase in the percentage of female applicants.

Cllr Fisher asked what percentage of women are applying for the graduate and apprenticeship schemes.

Philippa Kent said she will look at retrieving some statistics.

Action 1/95 Philippa to retrieve some statistics around the percentage of women applying for the graduate and apprenticeship schemes

Environment, Safety and Health Update

**Nick Bolton,
ESH Service Delivery Lead (SET)**

Performance during the period

Following action 1/94 Nick confirmed that there are four times more recordable injuries sustained at Aldermaston than Burghfield. The total workforce at Aldermaston currently represents 88% of the Burghfield and Aldermaston total.

Nick gave an overview of safety performance telling members that a total of 22 OSHA Recordable Events occurred in 2018. When normalised by 200,000 hours worked this equates to a rate of 0.327. This represents a ~33% deterioration in performance compared with that achieved for 2017.

41% were slips, trips and falls occurring due to commonplace pedestrian hazards encountered when walking around our sites. Action include spatial awareness events and Roads and Grounds Improvement Programme.

A total of 5 RIDORR Reportable Injury Events occurred during 2018. When normalised by 100,000 hours worked this equates to a rate of 0.037. This represents a ~31% improvement performance compared with that achieved over 2017 (0.054; 7 Events).

Process Safety - a review of AWE's Events that have met the criterion for submitting an INF1 to the ONR has been carried out by the Process Safety Lead. Process Safety metrics are currently being reviewed and will be implemented in April 2019

Questions Arising

Cllr Gardiner asked whether there had been more slips and falls during this year's snowfall. **Nick** reported that the level of incidences was pretty much the same. On the heavy snowfall day, it proved difficult to keep site clear, so the decision was taken to close site.

AWE Drone Update

Members were informed that the Ministry of Defence has now approved the use of drones across its sites. AWE do not anticipate them being visible but asked members to alert their

local communities that drones will be operating in AWE airspace shortly. The e-mail address for further details or to express concerns is drones@awe.co.uk

Questions Arising

Cllr Gardiner asked if problems are envisaged with other flying drones.

Nick told members that AWE will report any drone flying that is not recognised.

Head of Environment, Anna Markowska introduced the presentation on environmental monitoring, giving the background on the programme.

She explained that every nuclear operator must have a monitoring programme and that regular reviews are carried out to ensure that it continues to be fit for purpose.

Measuring capabilities change as new techniques are introduced and it is important to maintain alignment with Environment Agency guidelines which sometimes means adding or changing some monitoring locations. In some cases, where appropriate and in accordance with EA guidance some monitoring locations will be removed, either because they are not deemed necessary or because a better location has been identified.

She said that AWE had just completed such a review and handed over to specialist, Sarah Maskell, to explain the details of AWE's revised monitoring programme.

Environmental Monitoring

Sarah Maskell
Environmental Monitoring Specialist

Sarah told members that all changes to the programme, arising from the Best Available Techniques review were agreed with the relevant subject matter experts and on review of historic data to substantiate any changes.

In a lot of cases, when AWE assessed its programme against guidance issued jointly by the Environment Agency, the Scottish Environmental Protection Agency and the Food Standards Agency, they were at or above the top end of the guidance. Once the changes are implemented all the programmes will remain within the minimum guidance and would reflect the operations on site.

Changes include relocating or revising locations for the HVAS (High Volume Air Sampling), tritium in air, surface water, sediment and groundwater monitoring programmes.

The milk monitoring programme takes milk samples from three farms around the AWE sites on a bi-monthly basis between April and October. Tritium analysis will remain as bi-monthly between April and October and the frequency of total uranium and plutonium analysis will be reduced from bi-monthly to annually. A review of historic data was undertaken to substantiate this change.

In order to continue sampling milk, a review into other available farms within the vicinity of AWE will be undertaken to ensure milk sampling capability in the future.

External soil and vegetation monitoring locations will be reduced by two. The vegetation sampling methodology will be reviewed in order to gain a more representative sample at each of the vegetation monitoring locations. A review will also be undertaken to assess alternative soil and vegetation sampling locations to better align with the HVAS monitoring programme.

Questions Arising

Cllr Chapman asked whether the EA ever give any national background statistics which could affect the community.

Sarah advised that the RIFE document issued by the EA can be used to compare AWE discharges.

Rob Green of the EA told members that their contractors undertake a parallel monitoring programme and data in summary form is published in RIFE around October each year. It gives a national picture and compares trends.

Cllr Gardiner asked why there were changes to Silchester Brook.

Sarah advised that AWE looked over 3 years of data which demonstrated that the Notification or reassessment thresholds were never reached.

Cllr Miller referred to the monitoring of dairy farms and asked how far away AWE go to monitor them.

Sarah told members that there are currently three farms used, all within 10 kilometers of the Site.

Site Update

Mark Hedges
Director of Site Operations

Protestor Activity

Mark updated members on the arrests made following protestor activity in October 2018. He reported that nine arrests were made. Eight pleaded not guilty in early January, were bailed and will appear in court in April for appeal. The ninth accepted a police caution. AWE continue to work with Thames Valley Police and the Ministry of Defence Police. There is no activity currently on the radar.

REPIR

Members were informed that the current REPIR 2001 regulations, which protect the public in the unlikely event of an AWE site emergency resulting in off-site radiological consequences, are being updated.

The REPIR 2019 update is driven by the Basic Safety Standards Directive and learning from events such as Fukushima (2011). It is due to be brought before Parliament towards the end of March, and if there are no objections, it will likely become law in May/June 2019 -

(BREXIT may impact on these timescales). Thereafter, all UK sites will have one year to comply with the updated regulations.

REPIR places certain responsibilities on the operator, local authority and other key stakeholders to undertake suitable hazard and fault scenario analysis and assessment of worse case scenarios which may have off site radiological impacts. The regulations also require the implementation of suitable emergency response planning, arrangements and testing to protect the public in specific areas such as the Detailed Emergency Planning Zones (DEPZ).

Cllr Stanford-Beale asked what impact there would be on the new local housing and planning.

Mark advised that there is a detailed examination of the areas covered by the Emergency Planning Area.

Cllr Bridgman asked what the timescales would be once the legislation is in place.

Scott Davies-Hearne advised that compliance with the new REPIR requirements it will be May/June 2020.

Action 2/95 AWE to share timetable for REPIR with LLC members if/when legislation is passed.

Planning and Development

John Steele
Planning & Estate Development Manager

John gave members a forward look at what is being shared in the public domain and talked to them about the Site Development Context Plan and what the site will look like.

In relation to Aldermaston Site he reported on the three on-site points

- Pegasus review – continues with options being substantiated for decisions
- Redundant waste treatment facility - prior notification for demolition to be submitted to West Berks Council
- PDZ - demolition of five facilities to make way for future development

Three off-site points

- Proposed Lidl store at the junction with Aldermaston Road and Silchester Road – discussions with Lidl have focussed on potential impacts on the junction
- WBC proposal to re-surfacing of the Falcon roundabout will be programmed for a non-working Friday to reduce disruption.
- Aldermaston Manor planning application expected in April 2019.

Burghfield Site has three on-site points

- Mensa – 14 lightning protection towers will be installed over the next few months which may require an amendment to the approved scheme.
- MMF - new facility which will require a planning application during 2020

- Site Access – proposal to improve access to part of the site so residents may notice increased activity.

Three off-site points are

- Railway Culvert – Network Rail has agreed to ensure the culvert remains clear of debris and so reduce potential local flooding.
- Flood mitigation pond – AWE is proposing to focus environmental enhancements on the adjacent land which will offer opportunities for the community to become involved in the design.
Post meeting note: Cllr Longton indicated an interest in assisting with the project.
- Grazeley Garden Settlement – MOD has made representations to Wokingham Borough and West Berkshire Council in respect of the recent Local Plan review consultations. See extract below.

Extract from MOD representation LPR at Wokingham and West Berks

“AWE Burghfield provides a unique capability in support of the UK’s deterrent programme. That capability could be significantly affected by the current proposed housing development. The extent of that impact is related to the proximity both within and adjacent to any existing and future AWE associated public safety zones. It is, therefore, essential for the local planning authorities to continue to work with the MOD to identify an acceptable solution that also seeks to maximise the opportunity to deliver significant housing at Grazeley.”

Questions Arising

Cllr Mullan told John Steele that if AWE is not receiving enough information from Basingstoke and Deane she would be happy to send him copies of their Planning Meeting minutes.

Cllr Bridgman asked whether development of the Mensa towers has commenced.
John advised that the towers were part of the consent in the 2008 planning permission

Cllr Longton asked what is to happen with the remaining pre-fab buildings long the Mearings

John advised that once there is no longer anyone living in them they will be demolished. He stated he would check on the status of the buildings to see whether AWE have made the right judgement in terms of not retaining an example of that type of building.

Ask the Regulators

**Gary Cook Lead Site Inspector
Office for Nuclear Regulation**

Gary Cook gave members an overview of the ONR report for the period 1 August 2018 to 31 January 2019. This included routine inspections at Aldermaston and Burghfield covered by

several Licence Conditions as well as Convention Health and Safety Inspection covering Asbestos Management and IRR (Ionising Radiation Regulations).

ONR judged the arrangements made and implemented by AWE in response to safety requirements to be adequate in most areas inspected.

ONR reported that AWE continues to progress engineered and documentary upgrades to address its shortfall findings from the Burghfield Periodic Review of Safety (PRS2). ONR is content to support current operations in the short term whilst this work continues.

Members were told that AWE provided an adequate demonstration of its on-site LC11 emergency arrangements in the annual Aldermaston Level 1 emergency exercise during September. The ONR observed some strong performance specifically in the areas of challenge of (simulated) poor decision making by senior staff and efficient use of the Forward Control Vehicles.

ONR continues to engage with AWE's Structured Improvement Programme (SIP) and will continue to monitor delivery of this extensive programme of work.

Gary reported that during September 2018 AWE replied to the ONR Enforcement Letter concerning management of High Efficiency Particulate Air (HEPA) filters. The letter was sent jointly with the Environment Agency (EA). AWE provided a detailed response and whilst the initial outcomes from AWE's programme have been encouraging it does need to deliver against all commitments in a timely manner. Both ONR and EA will monitor progress against this during 2019.

Questions arising from the ONR Report

Cllr Fisher asked why AWE's maintenance programme didn't deal with the HEPA filters before ONR got involved.

Mark Hedges assured members that AWE have high efficiency filters in place. There are multiple stages of filtration and the first stage is changed regularly. AWE follow relevant good practice and have inspection and maintenance regimes.

Rob Green
Environment Agency

Rob gave an overview of the Environment Agency report dated March 2019.

He told members that the EA completed a number of inspections since the last Local Liaison Committee meeting. These included an inspection focussing on the main Assembly Facility at Burghfield Site and the main facility operated by the Uranium Technology Centre at Aldermaston Site. There were no non-compliances noted on the date of the inspection. The EA have shared their draft inspection report with AWE, for comment, and will issue the final report in due course

Rob told members that the EA continue to work with the ONR in their engagement with AWE over management of ageing High Efficiency Particulate Arrestor (HEPA) filters. The EA is generally satisfied with the submission from AWE in response to the joint EA-ONR enforcement letter.

Members were told about GRR (Guidance on the requirement for release from radioactive substances regulation). To formally incorporate the regulatory requirements under GRR the EA have written to AWE informing them of their intention to undertake variations of its radioactive substances' disposal permits at Aldermaston and Burghfield.

Questions Arising

CIlr Gardiner asked what the implications of Brexit are for AWE.

Haydn advised that AWE is fairly insulated in that employees are UK nationals and do a lot of work with the US. The main concerns are around the movement of our French colleagues and our Supply Chain in terms of specialist kit.

Susie added that following a systematic look at its supply chain and stockpile, AWE is fairly confident that it will have sufficient materials to see out any potential delays.

Community Programme

Philippa Kent
Community Engagement Manager

Philippa updated members on AWE's work in the community.

Schools Outreach

Philippa Kent told members that AWE had supported a range of activities as part of the national campaign to promote science during British Science Week (BSW). AWE's programme included working in partnership with Queen Mary's College (QMC) in Basingstoke and Basingstoke and Deane Borough Council to deliver a series of fun workshops to 350 primary school children from across Basingstoke and North Hampshire. Four activities around the theme Journey to Space were designed jointly by AWE scientists and college staff.

AWE also sponsored a series of science shows on the theme Energy live for 600 students, staff and parents at The Hurst Community College. These were delivered by the Royal Institution's Science in Schools team, with costs being covered by AWE. Other activities for BSW included a sniffer dog presentation by MDP Police for pupils at North Waltham Primary School and a science day at The Clere School in Burghclere.

Inspirational case studies were also published on the company's website to showcase the breadth of science careers which are available.

Philippa stressed that the Company's outreach programme always aimed to include a diverse range of students and that supporting young people with special educational needs

was important to AWE. She said the company had recently won an award for supporting the employability programme run by Dove House School Academy, a specialist secondary school in Basingstoke. She said that one post 16 student from the school has now been offered a permanent position at AWE after taking part in a work experience placement. A number of activities have also been run for special needs foundation students at QMC, in a recent visit an electronics workshop was delivered by a group of AWE apprentices.

Charitable giving

Philippa updated members on the work with AWE's charity partners. She said that donations in excess of £40,000 have already been made to the charities, Thrive and Bucket List Wishes.

A decision has been taken to extend the partnership with both charities for a further 12 months. As well as financial contributions AWE colleagues have also taken part in volunteering days with Thrive – which uses gardening to improve the health and wellbeing of people living with disabilities, ill health or who are isolated, disadvantaged or vulnerable.

AWE's charity fund has also made several donations to local schools to enable them to buy new equipment. Eco warriors at Mortimer St John Infant School were among those to benefit. They received a donation towards the purchase of their new composting machine.

Teamwork in the Community

Anna Markowska
Head of Environment

Anna told members that following a successful team away day at Thrive there are teams of staff from AWE looking for more opportunities to help in the local community. Gardening, environmental conservation, refurbishment projects that AWE staff can support during away days.

Members were invited to send ideas to communityandschools@awe.co.uk, providing a point of contact within the community and a brief description of the project.

Graduate Bake-off Project

Emmanuelle Sangster

Emmanuelle talked to members about the Graduate Bake-Off project that took place with year 10s of the Vyne and Cranbourne Schools. Presentations and activities included budgeting, project planning, implementing the plan(baking) and judging. The day also included a career path questions and answer panel, as well as a tour of the BCOT facilities, the venue for the day. The graduates worked very closely with Basingstoke Consortium, strengthening a valuable partnership for the business.

This unique outreach project proved to be a very successful and received very positive feedback.

Girl Guiding Outreach Project

Katie Ellis

Katie and a small team of graduates gave members an update on the promotion of STEM to young women within a supportive and inclusive non-academic environment.

The project is aimed at Girl Guides and Brownies aged 9-15, prior to making GCSE choices. The activity day in November 2018 featured several interactive experiments and a final demonstration of liquid nitrogen. There was overwhelming positive feedback.

There are further events to be held during the Autumn term this year which will focus on three possible themes – role models in STEM, food-based experiments or forensic investigation.

Any other Business

Cllr McGarvie thanked Haydn Clulow for the maintenance of the scout huts.

Close

2019 Meeting Dates

Thursday July 11th

Thursday 7th November