

DOUNREAY NEWS



Low Level Waste

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ON THE RECORD

by **Simon Middlemas**
DSRL Managing Director

November 23 is when we should learn who succeeds UKAEA Ltd as the owners of Dounreay Site Restoration Ltd.

Whoever it is – Caithness Solutions or the Babcock Dounreay Partnership – I expect there will be a new vision and new ideas about how to finish the job of shutting down the site.

Don't expect the details of that on November 23, though. What we'll learn then is the name of the consortium that's favoured by NDA.

They'll begin preparing for the takeover of DSRL the following month. But the actual changeover won't happen until the beginning of April. And it will take some time for them to go through the formal process of overwriting the closure plan with their own ideas.

I don't expect the headline message to change at all – our job, your job, is to continue shutting down this site just as quickly and as efficiently as safe working will allow.

They'll be inheriting a good platform upon which to deliver the rest of the shutdown.

Our safety record is stronger than it's been and we've shown repeatedly how we can deliver more work for less money.

The surge of media interest in last month's temporary shutdown of the clean-up plant at DFR reminded us just how sensitive the outside world still is even to minor setbacks here. It's another reason to stay focused on staying safe, for our own sake and those who live and work around us.

There's £4 million about to begin flowing into the community from the NDA when we start work this month on the new LLW disposal site. That's good. But all the money in the world will count for nothing if we don't continue to protect the community from harm in the process of shutting down the site. It's in everyone's interests that we continue striving to be the safest site in the country. ○

Send your stories to the editor at:

sue.thompson@dounreay.com



The hidden cost of slips, trips and falls

Lead safety rep **John Deighan** put his best foot forward for the latest safety poster.

It reminds us that the cost to the individual from one careless move can be loss of income, pain from injury, reduced quality of life, worry and stress.

It could easily happen to you, John warned.

"Slips and trips are the most common cause of major injuries at work and can happen almost anywhere.

"Ninety five percent of major slips result in broken bones and they can also be the initial cause for a range of other types of accidents such as falls from height.

"Check out the message on the safety poster and make sure its not you in the bed with the broken leg.

"Practically everything that you take for granted would have to be put on the back burner until you were fit again – playing sport, walking, swimming, shopping, clubbing, dancing, driving. You might even need help to wash and dress.

"You can help to prevent yourself from injury by making sure that you wear appropriate footwear, and your work area is kept clean and tidy. If you spot an obvious hazard, do something about it. Don't leave it to someone else."

You can contact **John Deighan** on 01847806230 or john.deighan@dounreay.com ○

Look out for slips, trips & falls

Don't let this be YOUR next TRIP!

Cost to YOU - incalculable

- Loss of income
- Pain from injury
- Reduced quality of life
- Worry and stress

Dounreay Site Restoration Ltd

Second Nature

"Check out the message on the safety poster and make sure its not you in the bed with the broken leg."

Nuclear industry safety reps visit Dounreay

TU Appointed Safety Reps from Dounreay, Culham, Harwell and Winfrith attended the 'Nuclear Safety Reps Forum' (NSRF) held at Dounreay in October.

The day's events started when DSRL head of assurance Alan Scullion welcomed everyone to the site and conducted a safety briefing.

During his talk, Alan recognised the useful work that safety reps carry out on behalf of the workforce and explained how reps at Dounreay actively champion safety initiatives which are linked to the site's health safety and quality assurance plans.

After Alan's talk, the visitors toured PFR. They found it very interesting and were impressed by the high

standard of housekeeping in the facility. A number of observations and comments were fed back to the plant management at the time and a written report will follow.

After lunch the NRSF was convened for the third time this year with the aim of learning from each other and sharing best practice. Several topics were discussed and members of the forum all took something useful away to follow up with union members



and management alike.

Although the nuclear industry has seen big changes in the last few years, all the safety reps hope that the NSRF can continue to function and grow in the future. ○

£4M windfall from waste

There's a million reasons to celebrate the beginning of the end for low-level radioactive waste at Dounreay this month.

Work begins on construction of underground vaults that will become the final resting place for up to 240,000 tonnes of contaminated debris from the site clean-up.

And that will release £1 million from the NDA towards good causes locally.

The new Caithness and North Sutherland Fund launched last month will receive a total of £4 million from the NDA over the next decade or so.

It's part of the NDA's commitment to close down the site in

a way that allows the area to prosper without Dounreay.

The first payment of £1 million will come when main contractor GRAHAM starts to excavate the first vault on land to the east of the site.

A board of directors drawn from members of the Highland Council and the local community will oversee the allocation of funds.



GRAHAM workers prepare the ground for the start of excavations later this month.

DSRL finance director **Phillip Colville** said: "It's good news for both the environment and the economy. The disposal site provides a safe long-term home for the legacy of low-active radioactive waste at Dounreay and provides the community with a cash flow that can help to sustain it beyond the closure of the site."

The first boxes containing

waste mixed with grout are due to be moved into the vaults in 2014, subject to regulatory consent.

Up to 100 jobs are expected during the first phase of construction work. ○

Dounreay wins important safety award for second time

DSRL has won the 'Sword of Honour' international safety award from the British Safety Council for the second time.

The Sword of Honour is the most prestigious international health and safety accolade that a company can receive, and it is designed to encourage and reward organisations that work to best practice.

This year, 54 swords have been awarded world-wide, so winners can be assured that they are among the best in their class for health and safety.

DSRL assurance director **Alan Scullion** said that the award belonged to the workforce at

Dounreay.

"The NDA strongly encourages its sites to achieve high levels of safety," he said.

"We are totally committed to having a positive safety culture on site, where everyone is involved in keeping themselves and their colleagues safe.

"Our staff, contractors and safety representatives can feel proud that they are helping us to be one of the safest workplaces in Britain."

NDA's programme director for

Dounreay, **Nigel Lowe**, said: "This is an excellent result, well deserved.

"It is indicative of the successful journey DSRL has been following for many years.

"It is clear to anyone who visits Dounreay that there is engagement and commitment from all of the workforce and their supply chain to maintain the high standard they have set."

The award ceremony will take place in London on November 25. ○

News in brief

Dounreay to attend first industry supply chain event

DSRL staff are to play a key part in a major forthcoming nuclear decommissioning supply chain event.

The high profile NDA event is the first ever collaborative supply chain opportunity and will be attended by two senior members of Dounreay's commercial team.

John Mainprize, commercial manager, reactors and DSRL's contracts manager **Mike Wade** will be speaking on behalf of DSRL, sharing their experience and knowledge with industry colleagues.

The NDA has invited its site licence companies to join them and share their supply chain vision with their existing and potential suppliers in the nuclear decommissioning sector and discuss the role of collaborative procurement, followed by participation in a 'meet the buyer' session.

Minor leak from pipework at reactor

During routine operation of the plant destroying the liquid metal coolant in DFR, drips of caustic liquor from pipework in a shielded cell were detected by the monitoring systems.

The plant was immediately shut down and the leak isolated and stopped. There was no release of radioactivity to the environment and no harm to the workers.

SEPA, ONR and the NDA were all informed immediately the leak was isolated. Working with the Regulator ONR, DSRL carried out an investigation into the reasons for the leak.

DSRL's reactors decommissioning manager **Mike Brown** said: "The pipework was flushed out to lower the radiation levels before workers entered the cell to repair the area of pipe, and allow us to re-start the plant.

"The amount of liquid released into the cell was extremely small and was contained in the cell. It posed no danger at any time to either staff or environment."

DSRL has destroyed more than three quarters of the 57 tonnes of primary liquid metal coolant in DFR, and expects to complete the bulk of the job by March 2012. ○

News in brief

Permanent Chair appointed to Civil Nuclear Police Authority

Lieutenant General **Sir Philip Trousdell** KBE CB has been appointed as Chair of the Civil Nuclear Police Authority for a two year term following a recruitment process regulated by the Office of the Commissioner of Public Appointments.

General Trousdell has served as interim Chair since May 2011.

Minister for Energy and Climate Change, **Lord Marland** said: "I am delighted General Trousdell has been appointed to this vitally important post. With his wealth of experience I am confident that he will make a major contribution to ensuring our national security."

General Trousdell said: "I am delighted to be appointed to this important role. I very much look forward to continue working with the men and women in this organisation who do so much to ensure our national security."

ONR publishes final Fukushima report

The UK's chief inspector of nuclear installations, **Mike Weightman**, published his final report on the implications of the Fukushima nuclear crisis on the UK nuclear industry, and the lessons to be learned from the event in Japan.

Secretary of State for Energy and Climate Change, **Chris Huhne**, ordered a report after the earthquake and tsunami in March, which led to the nuclear crisis at Fukushima. The final report builds on the conclusions and recommendations published in May, and can be read on the HSE website,

www.hse.gov.uk/nuclear ○

NHS seeks safety ideas

NHS bosses looking for ways to make hospitals safer for patients have been looking at Dounreay to see what lessons can be learned from the site's improving safety record.

Dounreay had one of the weakest safety records of the 20 sites taken over by the Nuclear Decommissioning Authority in 2005.

Today, it has one of the best following a ten-fold reduction in accident rates.

NHS Scotland wants to improve the safety of hospitals across the country and reduce the risk of patients being harmed while in their care.

The Scottish Government set health chiefs a target of reducing patient deaths in hospitals by 30 per cent by the end of 2012.

A team formed under the auspices of the Scottish Patient Safety Programme is looking outside the NHS to see how industry tackled similar challenges.

They spent two days at Dounreay trying to understand better how the nuclear industry approaches workplace safety.

"The NHS and Dounreay probably seem like strange bedfellows at first glance," said **Kevin Henderson**, safety reporting and feedback manager at DSRL.

"But we have something fundamental in common – neither of us wants anyone who comes through our doors to be harmed.

"The tasks each performs may be very different, but the safety culture of both is about people, their attitude and their behaviour towards safety.

"People are the same the world over, so we can learn from each other what works and what doesn't.

"We could never claim to be 'safe', but we are moving in the right direction. Our accident rates are down, our reporting is mature and

we're working very hard to instill and nurture the leadership qualities needed to sustain continuous improvement across the whole site."

The patient safety team, who included medical and nursing professionals, held discussions with trade union safety reps, company safety officials and chatted to **Peter Dickenson** of the Office for Nuclear Regulation during their two-day visit.

They visited the new breeder removal facility where facility manager **Fiona Forbes** took them through the steps need to ensure its construction and operation is fully compliant with regulations and the code of conduct for staff.

Later, they went across the barrier into the sphere where facility manager **Andy Swan** and safety advisor **Stephen Haggerty** talked about the culture needed to work safely in one of the most hazardous environments in the country.

"We simply cannot afford to get it wrong here by being slack – the hazards are too big," said Fiona.

"Some other workforces might find this a very onerous place to work as a result, but people working offshore in oil and gas – another workplace where there is no room for error - probably would recognise the standards and procedures we work to."

The delegation also attended the daily site safety meeting chaired

Breeder removal facility manager **Fiona Forbes** (right) with, from left, **Maryanne Gillies** of NHS Highland, **Sanjiv Chohan** of NHS Lanarkshire, **Susan Baxter** of Healthcare Improvement Scotland, and **Kirsteen Ellis** of Healthcare Improvement Scotland.



by the director of assurance where every UNOR is reviewed. Later, they were shown round OHD by **Marlene Leighton**.

NHS Highland clinical governance manager, **Maryanne Gillies**, said: "I was particularly impressed by Dounreay's investment in safety and behavioural leadership, which has resulted in improved communication, an improved safety record, a reduction in incidents and a 'safety first' culture in all parts of the organisation.

"It was reassuring to note that the NHS improvement programmes are now using similar methods to improve patient care and care processes.

"The visiting NHS team took away many other key learning points that they will share with their local organisations and the wider NHS in Scotland.

"We are very grateful to all the staff at Dounreay and to **Colin Punler** for making this extremely worthwhile visit possible."

The visit was facilitated by Colin, who is a non-executive board member of NHS Highland, and communication manager at DSRL.

Read the NHS view in Off the Record, page 13. ○

"Neither of us wants anyone who comes through our doors to be harmed."

STEM ambassadors help students master the universe

One Wednesday evening in September, the reception hall of the new engineering and energy centre at North Highland College was full of a colourful and full display of STEM activity.



STEM stands for science technology, engineering and maths. Dozens of STEM ambassadors are helping school children of all ages learn through fun and educational activities.

British Science Association, Caithness Science Festival, Environmental Research Institute, Greenpower Electric Cars, Caithness Astronomy Group, Career Speed-Dating and the STEM Ambassador programme, were all represented at the event.

The invited guests were representatives of schools, local companies, the Dounreay Stakeholder Group and STEM ambassadors.

Pat Kieran MBE, chairman of the Caithness branch of the British Science Association and local STEM ambassador coordinator, opened the evening by sketching out the STEM activity of every contributor at the event.

Highland councillor **Bill Fernie**, who is also the chair of the Council's education culture and sport committee praised the breadth of STEM engagement in the north.

"It's unrivalled by any other area in the Highlands," he said.

Bill stressed the importance of the work in assuring the future of engineering and technology, in view of the important engineering developments taking place in the Highlands, such as tidal power and the future of hybrid diesel-electric ferries in the Western Isles.

The centrepiece of the evening was the Highland Solar System, which ran in North Schools for a year. The ERI's STEM ambassadors helped primary students understand the wonders of the solar system by relating its size to the north Highlands. Students absorbed lessons in maths, science, art and geography all in one workshop.

The resources were developed between the ERI, British Science Association and **Joanne Kaar**, an artist from Dunnet.

The project is still available to schools and approaches for this or any other potential STEM activity, should be made in the first instance to Pat Kieran at pat_kieran@yahoo.com



Saying farewell to Jon Kirk

Dounreay staff past and present were united in sorrow at the news that **Jonathan Kirk** had died at the end of September.

Jonathan, or Jon as most people called him, came to Dounreay in 1956 to work at DFR, and stayed at the reactor for the rest of his working life.

Joining as a shift manager, he worked his way up through the ranks until when he retired, he was head of DFR decommissioning.

He officially 'retired' in October 1986 on his 65th birthday, but three years later was back as a consultant, finally giving up work at the age of 83.

While Jon was an acknowledged expert on all things DFR, away from the site he enjoyed fly-fishing, sailing and hill-walking, and working on his 10-acre croft.

Reactors decommissioning manager **Mike Brown** knew Jon well.

"Jon Kirk worked at the DFR fast reactor from its construction in

the 1950s to its shutdown in 1977," he said.

"He continued to assist in the decommissioning of the plant until his retirement - but Jon never really retired.

"He worked for me, under contract, until he was 83 years old, providing a wealth of information and support for the decommissioning teams.

"If drawings did not reflect the current condition of the reactor, Jon would remember the changes that had been made and always kept us on the straight and narrow.

"At 83 he was still sharp as a tack and even when his contract had finished he still asked us to 'give him a call' if we thought he could help. And we did call him on a number of occasions!

"That level of detailed knowledge has been invaluable to the decommissioning teams for



the last 30 years.

"Jon always took delight in teaching his young 'apprentices' and his vast knowledge and experience of the DFR fast reactor helped to make our decommissioning task that bit easier.

"Clearly from the old school of engineers, Jon is a clear example of why we need to decommission plant promptly while the knowledge is still available. A great engineer from a bygone era." ○

DSRL parent body organisation competition update

The preferred bidder is expected to be announced by NDA on November 23, 2011 – site personnel will be advised as soon as DSRL is notified by NDA.

The preferred bidder is expected to be on site from December 12 for the transition period, which will finish on April 2, 2012 when the DSRL shares are transferred to the preferred bidder.

It is only at this point that the preferred bidder becomes the new Parent Body Organisation (PBO) and the new PBO personnel take over from the current personnel.

Detailed planning for the week beginning December 12 is underway.

This is subject to confirmation by NDA and the bidders, but it is proposed that the preferred bidder should give presentations to DSRL staff on December 12.

The presentation given to staff in August, the Q&A brief, the results of the survey carried out in

September and other information is available on the intranet under *useful pages/DSRL PBO competition*. The competition rules found on the same pages continue to apply until the announcement of preferred bidder.

The DSRL competition support team contacts are **Mark Raffle** (Tel 6670) and **Rhona Gill** (Tel 6067) D2003 Zone 9, or email "*dsrl competition support*". Please get in touch if you have any questions.

To ensure that only work formally agreed with NDA is carried out, all requests for competition support should be routed through this team.

Please let the team know if you are asked directly by NDA, bidders or anyone else to carry out any work connected with competition. ○



Royal photos shared with community

The Dounreay royal visits album has been shared with the local community with individual copies being presented to the Castle of Mey and Caithness Horizons.

The historic photographic record was presented to Her Majesty The Queen at Balmoral by a small delegation from Dounreay during her annual summer holiday at the castle in August.

The Queen Mother's former residence played host to the handover at the end of September, on the last day of another busy season for the popular attraction.

DSRL's **Tina Wrighton** presented the albums to **Joanne**

Howdle, curator for Caithness Horizons and accepting on behalf of The Castle of Mey trustees was **John Thurso MP**.

The album contains a collection of photographs dating back to 1957 when Her Majesty Queen Elizabeth The Queen Mother first visited the site.

It also contains photographs of her subsequent visit in 1961 and a visit by His Royal Highness The Prince Philip, Duke of Edinburgh.



Tina Wrighton presents the albums to John Thurso MP and Joanne Howdle while the Castle of Mey staff look on



From left: James Gunn (heritage officer), Anne Dunnett, Tina Wrighton and Simon Middlemas (DSRL managing director)

Lord Lieutenant of Caithness **Anne Dunnett** was also presented with her own personal copy of the album as a thank you for all her help with facilitating the visit to Balmoral.

"Thank you so much for the gift of the beautiful photo album."

Anne remarked on receiving her copy.

"It is so unique and something I shall always cherish. It was a privilege to have been involved in the arrangements for this and thank you for giving me that opportunity:" ○

Hard-earned qualifications equip staff with skills

The word on the street is learning extra skills to help you with your life after Dounreay.

Management courses are proving popular at Dounreay, with 22 workers achieving valuable management qualifications through hard work and motivation.

Twelve of them were at Training at Naver to collect their Institute of Leadership & Management (ILM) Level 3 qualifications in first line management from North Highland College lecturers at the end of September.

The presentations were made by the College's director of learning **Donald Macbeath**,

assistant director of learning **Dorothy Binnie**, and lecturer **Alison Smith**. DSRL's head of HR **Michael Dunnett** was also present.

The ILM qualifications have been funded through Training at Naver. Each qualification required a number of credits to be completed. A one-day workshop for each topic was delivered by NHC lecturer Alison Smith once a month, with candidates then completing a homework assignment. ○

Graham Harness: I really enjoyed it, I found the experience amongst the group to be very varied and interesting. Alison's style of teaching was excellent and commented upon by the group as a whole on several occasions. I liked the fact she recalled accounts of her own experiences, both work, and Coastguards, and these were always interesting and brought the group together. Hopefully I can use this at work, certainly helps to have the tools to deal with problems etc.

Lora Jane Kelly: As totally new to the subject area, I found the course both useful and interesting and will hopefully get the chance to make use of the skills that I learned in the future.

Laurence Campbell: I completed the introductory award in 2007 and was keen to supplement it. The workshop had a broad spectrum of DSRL staff involved and this helped immensely. Alison Smith is a first class tutor and I would have struggled if not for her help and guidance. It was an enjoyable course to complete and I would recommend it to anyone with managerial aspirations.

The ILM qualifications have been specially designed to give practising or aspiring managers a solid foundation in their formal development as a manager.

The Award gives an introduction to the basic skills, knowledge and understanding required by today's first line manager. Candidates learn

practical techniques for tackling managerial problems and decision making.

The Certificate provides a more comprehensive programme building on the skills and knowledge gained in the Award. Candidates learn about time management and how to plan for and manage organisational change.



Julie Graham



Donald Sutherland



Gordon Sutherland



Lesley Fraser



Janet Rosie



Sonja Sinclair

Hard-earned qualifications equip staff with skills



Hilary McGlasson



Ronnie Campbell



Mike Wade



Iain Graham

The following people received the ILM Certificate in first line management

- Audrey Oag
- Elizabeth Irwin
- Lawrence Campbell
- Ros Campbell
- Lora Jane Kelly
- Sandra Lloyd
- Sonja Sinclair
- Sharon Oag

The following people received the ILM Award in first line management

- Brian Cormack
- Donald Sutherland
- Gordon Sutherland
- Graham Harness
- Hilary McGlasson
- Iain Graham
- Janet Rosie
- Julie Graham
- Lesley Fraser
- Louise Mclean
- Mike Wade
- Ronnie Campbell
- Sarah Schmedlin
- Kevin Porteous

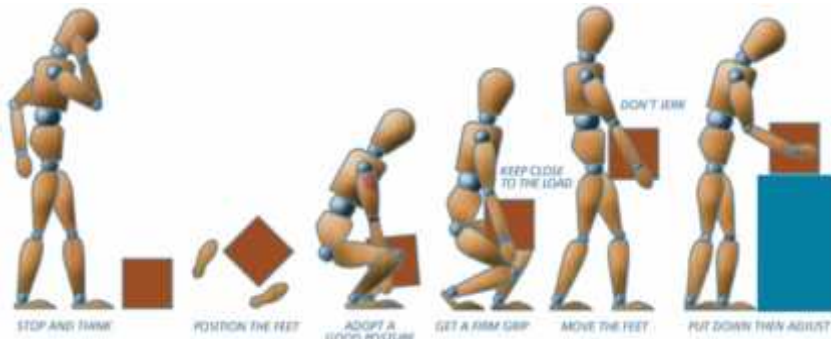


Ros Campbell and Laurence Campbell were the only two from the ILM Certificate group who attended the graduation ceremony at Dornoch Cathedral. Also pictured is their tutor Alison Smith.



Alistair Simpson

Ellen Falconer and **Alistair Simpson** were awarded SVQ Level 4 (equivalent to HND) in Construction Management, through Inverness UHI. Alistair is hoping to complete his degree in construction management, subject to Inverness UHI running a Level 5 (degree equivalent) curriculum. Alistair is photographed at the graduation ceremony at Eden Court Theatre at the end of September. Ellen obtained her HNC in quantity surveying at the same time, and is hoping to start the degree course in 2012.



Training at Naver

To arrange your training please check the training event calendar and SAP for dates, or call us at Naver on 01847 804735. ○

November	Course Title	Venue
1	Site induction	Dounreay
2	Basic radiological induction	Dounreay
1-2	Overhead crane novice	Ormlie
2-3	Recre8t Yourself (Windmills)	Naver
2	Overhead crane refresher	Ormlie
4	Overhead crane refresher	Ormlie
4	Manual handling (high risks)	Naver
4	Emergency first aid	Dounreay
7	Confined space operator	Dounreay
7	Mobile towers	Ormlie
8	Site induction	Dounreay
8	MEWP boom	Ormlie
9	MEWP scissors	Ormlie
9	Basic radiological induction	Dounreay
9	Time manager taster	Naver
9	Forward control point liaison officer	Dounreay
10	On the job trainer skills	Naver
10	Asbestos awareness	Naver
10	Works control system overview	Dounreay
10	Risk assess and specialist advice	Dounreay
11	Emergency first aid	Dounreay
14	Temporary containment	Naver
14	Counterbalance (refresher)	Ormlie
15	Business Gateway (DIY) workshop	Naver
15	Site induction	Dounreay
15-16	Intro to project management (APM intro cert)	Naver
15-17	Slinger/signaller (novice)	Ormlie
16	Basic radiological induction	Dounreay
16	Container handler training	Dounreay
17	Environmental awareness	Dounreay
18	Emergency first aid	Dounreay
18	Radiation worker	Naver
18	ATO holder	Dounreay
18	Safe systems of work upgrade (am or pm)	Dounreay
21	Confined space operator	Dounreay
21	Safe working at heights	Naver
22	Site induction	Dounreay
22	Fall protection training	Ormlie
22	NEC introduction training	Naver
23	NEC programming	Naver
23	Basic radiological induction	Dounreay
23-24	Rider pallet truck	Dounreay
24	NEC compensation events	Naver
24	Asbestos awareness	Naver
24	Supervisory skills	Naver
24	Safe systems of work upgrade (am or pm)	Dounreay
25	Forward control point liaison officer	Dounreay
25	CDM Regulations 2007	Naver
28-2 Dec	CITB – site management safety training	Naver
28-2 Dec	IOSH managing safety	Naver
29-30	Unusual occurrences	Naver
29	Site induction	Dounreay
30	Basic radiological induction	Dounreay

Manual handling

If you lift, pull, push, carry, catch or throw at work then this information is for you.

OHD has simplified the Manual Handling Standard (0005) and associated paperwork so it's more user-friendly. Authorised Persons, Manual Handling will all be receiving training in the new system.

Assessments are now stored in the Achiever database and you can look at the information under "M" for manual handling on the A-Z on the DSRL intranet.

For more information please call Miriam Sutherland on x2189 ○



Kakuro puzzle

23	5	25	1	9	26			15		1	17	3
	16			10		2	1	23	3	22		6
17	10	6	5	19	5	6		13		21		10
	3			5		5		1	21	16	5	4
14	21	25	14	13	5	24	24			15		4
	10			1		3		22		3		5
15	13	8	21	13	4		2	21	3	14	21	13
3		15		3		18		16			6	
10		16			3	15	6	20	21	13	5	24
12	21	11	15	5		21		1				23
21		15		7		9	15	20	21	9	1	23
1		1	20	1	3	5		2				13
13	10	3		16			6	5	24	21	4	5

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

1	2	3	4	5	6	7	8	9	10	11	12	13
		T								Q		

14	15	16	17	18	19	20	21	22	23	24	25	26
						B						

Answers in next months issue ○

+ OHD BULLETIN +

Coping with stress

National Stress Awareness Day is November 2. OHD's Miriam Sutherland suggests ways of coping with stress.

What is stress?

Stress is defined as "the adverse reaction people have to excessive pressures or other types of demand placed upon them" (HSE).

Stress is not an illness but can result in illness if we experience too much pressure without the opportunity to recover. Everyone goes through stages of our lives when we are more loaded up with events and worries.

Some symptoms of stress:

- Being unable to get restful sleep so that we are tired through the day
- Eating more comfort foods which are full of fat and sugar
- Having less energy to take exercise
- Not feeling motivated to see people or get things done
- Memory and concentration can get worse
- Weak immune system – increasing coughs, colds etc
- Back pain, headaches, stomach and bowel problems
- Feeling nauseous, dizzy, breathless
- Increased alcohol intake
- A short temper

6 work risk factors for stress (HSE)

- **Demands:** workload, deadlines, physical environment
- **Control:** decision making, authority, autonomy, interruptions
- **Support:** organisational, managerial, colleagues, training
- **Relationships:** Interpersonal conflict, bullying and harassment
- **Role:** ambiguity, conflict, image, responsibility
- **Change:** new technology, new ways of working, organisational change, consultation and involvement.

Why does exercise help?

Physical activity is an important means of reducing stress levels and preventing some of its damaging effects on the body. Exercise uses up the adrenalin and other hormones that the body produces under stress, and relaxes the muscles. It will help to strengthen the heart and improve blood circulation too.

Research suggests that physical activity can lead to a change in body chemistry that can affect the way people feel, as well as their physical condition. And that's not all. Exercise can also help to raise self-esteem and reduce anxiety and depression.

Having fun

Making time for regular leisure activities can help you release the tension that stress can cause, and to take your mind off the worries of the day.

Whether you unwind by soaking in a hot bath, browsing through your favourite books, listening to music, gardening or taking photographs, the important point is to enjoy the activity as an end in itself, purely for the pleasure of the moment.

Deep breathing


The way you breathe can have a dramatic effect on your sense of wellbeing. This is especially true of people under stress.

Try this regularly: Each count should last for 1 second:

- Rest your hand on your belly button.
- Take a normal breath in and hold it as you count to five.
- Breathe out slowly, relaxing your shoulders, face and body as you count to four.
- Breathe in slowly, letting your hand move outwards with your stomach as you count to four.
- Continue for at least four rounds. If you prefer to breathe out of your mouth feel free, but try and breathe in through your nose – it's better for you.

If you think you are suffering from stress

Get help. There is a lot of help available. Try the quiz and self help measures on: www.stepsforstress.org – it's excellent!

If you feel that your work is contributing to your stress, tell your manager and come to OHD, Dounreay 

Eating well often gets forgotten when we are stressed

- Eat breakfast
- Eat meals together as a family
- Choose a good variety of foods, making sure you have a balance of protein (from meat, fish, nuts or cheese), starch (from bread, potatoes, pasta and rice) and fibre (cereal and wholemeal bread).
- Eat plenty of fresh fruit and vegetables (a minimum of five portions a day).
- Cut down on saturated fat (from dairy products), sugary foods and salt.

Wellbeing and Resilience at Work



Wednesday
2nd
November 2011



ASK ME ABOUT

WELLBEING and RESILIENCE at WORK

ASK ME HOW TO

SLEEP WELL PRIORITISE BECOME ACTIVE VALUE YOURSELF

Use our downloads on the NSAD website



T: 0845 860 7083
E: stress@isma.org.uk
W: www.isma.org.uk

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Try this any time you would like to relax

- Have a stretch. Then let your shoulders and arms relax into a comfortable position. Shrugging, wriggling and shaking all help your muscles to stop tensing and to relax.
- Ease off the tension in your feet, ankles, calves, knees, thighs, chest, arms and neck.
- If you are sitting in a chair, or on the floor, allow yourself to feel as if the chair or the floor is supporting your whole weight; feel yourself letting go.
- Try to be peaceful; loosen your jaw and face. A bland expression will help your face muscles to relax.
- Follow the breathing technique described in this article.
- Close your eyes and imagine a peaceful scene, such as an exotic desert island, the shady depths of a forest, or sunlight glistening on a lake.
- Choose your own special place, whatever seems most restful to you. Then for a few moments, imagine that you are really there.

National Stress Awareness Day (NSAD) is organised annually by the International Stress Management Association (ISMAUK), and aims to help people suffering from stress by highlighting the many coping strategies and sources of help available.

The event offers free advice to people who want to reduce the harmful effects of stress in their lives and to organisations who wish to improve their stress management policies at work.

Held on the first Wednesday in November of each year, NSAD welcomes support and interaction from all individuals and organisations that are involved in the relief of stress and stress management in the workplace.

Caithness Oil & Gas directory launched

The prospect of business opportunities in the oil and gas sector for local companies was strengthened following a north showcase at a recent international event in Aberdeen, says area regeneration manager **Eann Sinclair**

Caithness Chamber of Commerce exhibited at the three-day "Offshore Europe" conference and exhibition, Europe's largest oil and gas event. It attracted 40,000 visitors per day and more than 1,500 exhibitors.

Exhibiting under its *Invest Caithness* brand, the Chamber launched its new oil and gas directory.

The directory features information on the area's value to the oil and gas industry, with details of the key ports infrastructure, as well as the range of local companies able to demonstrate decades of experience in delivering solutions in the oil and gas and nuclear industries.

Over 500 copies of the directory were distributed by chamber staff during the event. The directory, with a foreword by **John Thurso MP**, was produced in collaboration with Highlands & Islands Enterprise (HIE), which is supporting the work to help local supply chain companies expand into new markets.

Speaking after the event **Trudy Morris**, chief executive of the chamber said: "This was a hugely successful exhibition for Caithness, with both the chamber and Scrabster Harbour showcasing our area's wealth of experience, capability and skills.

"Our new directory was extremely popular. Oil and gas contractors and shipping

operators have now gone away with the knowledge that Caithness and north Sutherland offers competitive - and in some instances more viable - solutions to their needs."

Invest Caithness is supported by both HIE and the NDA, whose stakeholder relations and socio-economic manager **Anna MacConnell** commented: "The NDA's contribution to *Invest Caithness* recognises the important role the private sector has in bringing economic development.

The NDA's support for socio-economics in Caithness and north Sutherland will continue to be targeted at priority projects identified in the regeneration plan."



Managing energy use for a greener winter

With winter fast approaching, and as we reach for the heater thermostats and light switches, site energy manager **Neil Smith** reminds us to be responsible in our use of energy.

Over the next few weeks the heating in numerous buildings will be turned on for the winter months, he says. This will coincide with more lighting being turned on and for longer periods.

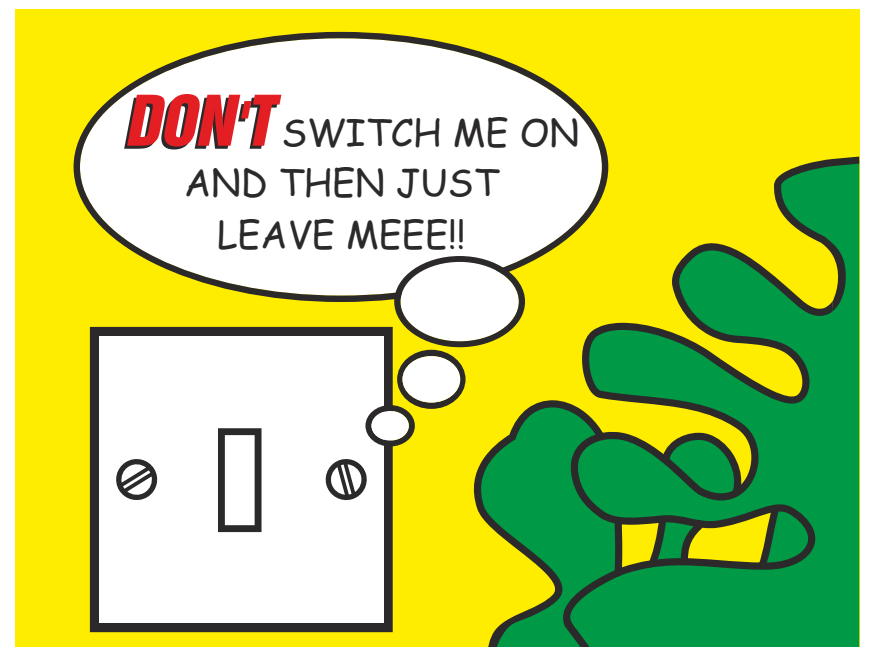
Neil suggests a number of simple measures that everyone on site can take to reduce energy consumption, from setting heating controls correctly, and not opening windows while the heating is switched on, to ensuring that electrical equipment is turned off rather than left on standby.

"Everyone can take simple measures to help save energy on site, the same way you would at home. Turning lights off when they

aren't needed, switching off computer screens when you are away from your desk, and making sure that you aren't heating and lighting empty buildings, all help to make us greener as well as cutting costs.

"Ask yourself what you can do to reduce our electricity consumption. With your help we can improve efficiency and reduce our CO2 emissions to the environment."

If you do identify any areas where savings could be made, no matter how small, please inform your supervisor, line manager, or Neil, via email or telephone. ○



Gena recalls The Hollies

Ex-UKAEA employee **Gena Mackenzie** recalled how she met '60s boy band The Hollies, when they came to look round the Dounreay Visitor Centre in July 1964.

Gena, who received an MBE for her services to the nuclear industry, was being interviewed by heritage officer **James Gunn**, who is recording people's memories of Dounreay as part of the heritage strategy, when she remembered the event nearly 50 years ago.

She still has the black and white photos to prove it, as well as their autographs.

The Hollies were in Caithness on the Scottish leg of their UK tour. At the time they had already had three top-ten hits in the UK charts.

Gena was working for **Donald Carmichael** at the time. She says she was "in the right place at the right time", and so got to meet the famous pop group.

However, not being overly fond of pop music, she didn't go along to see them in concert in Wick.

The original members of The Hollies, who visited Dounreay, were:

- **Allan Clarke** (lead vocals)
- **Graham Nash** (guitar and vocals)
- **Eric Haydock** (bass guitar)
- **Tony Hicks** (guitar)
- **Bobby Elliott** (drums)

Tony Hicks and Bobby Elliott are the only members still in the band.



The Hollies are a UK pop and rock group, formed in Manchester in the early 1960s.

Known for their distinctive vocal harmony style, they became one of the leading British groups of the 1960s and 1970s.

They enjoyed considerable popularity in many countries, although they did not achieve major US chart success until 1966.

Along with The Rolling Stones and The Searchers, they are one of the few British pop groups of the early 1960s that have never officially broken up and that continue to record and perform.

The Hollies were inducted to the Rock and Roll Hall of Fame in 2010.

OFF THE RECORD

by **Kirsty Ellis**

Senior project officer, Scottish Patient Safety Programme, Healthcare Improvement Scotland

Being an intensive care nurse to trade and having been involved in the Scottish Patient Safety Programme since 2008, as well as aspiring to have my patient's leave the hospital without me causing any further harm, I was delighted when my line manager sanctioned a visit to Dounreay; where I considered safety would be a high priority too both for employees and the locals.

My involvement with patient safety and quality improvement started in 2005 when I started recording rate of infection rates which we gave to patients during their stay in intensive care. I worked with colleagues to look at our practices to stop this happening and was astonished to find that not everyone did what they were supposed to do.

Over time and it took a long time; we were able to test changes in practices which ensured all patients received the care which was known to prevent infections every time.

An important factor which supported this work was that I was part of the nursing team and had worked with colleagues for a long time. When I moved to the infection control things became more difficult as I was pointing out problems to teams I was not part of, this does not always result in collaborative and successful working.

So I hear you ask how does any of this fit with visiting Dounreay? Apart from the very obvious; both being risky business; healthcare also requires team work both within teams and across teams.

Colin Punler had organised a very comprehensive visit schedule and it was evident from early on in discussions that everyone is working towards the same goal – keeping themselves and each other safe, the fact that anyone could point out a lapse without fear of being disparaged was amazing to see. And everyone abides by the rules no matter which team they are in, what day of the week it is or the time of day.

Apart from being in the reactor – I still grin when I think about it – the most enlightening thing for me was speaking to the nuclear regulator who considered himself to be part of the team and went out of his way to help the site comply with regulation; this is not the scenario in healthcare where inspectors are feared.

Everyone we met on our visit were very informative and happy to share their experiences of safety work, the similarities with healthcare are still very clear for me – but I guess the biggest difference between the two industries is if I make a mistake I could potentially kill a patient but I go home, if you chaps make a mistake you could potentially kill yourself and others. I consider this to be the biggest hurdle we need to get over in healthcare. Thank you to everyone who participated in our visit; it was amazing.



“Quotable Quotes”

“Obviously there's a little frustration because it means we've got to take out extra measures but I think we've got to respect people's rights to have their views and opinions.”

Mike Harrison from EDF Energy, on the march and rally in Bridgwater held by the Stop Hinckley campaign group

“The town needs it, the town's a ghost town. It needs people in the community to start working. A lot of people in this town don't work at all. They're in dire straits.”

Bridgwater resident, who wished to remain anonymous (BBC News)

“It would be interesting to see the analysis by which the DECC has concluded that it would be less costly to build a new £3bn MOX plant than extend the life of the existing Sellafield MOX plant.”

Professor Frank von Hippel, co-author of a report on disposable MOX, criticising the UK Government decision to reject disposable as a “third way” for plutonium disposal (The Independent)

My very strong view remains that the nuclear industry now is most definitely a sunrise and not a sunset industry. Also the possibility of a Fukushima type accident in Britain I think is as remote as me getting hit by a meteor.

Labour MP Jack Dromey speaking at the Labour conference on UK nuclear power.

“For the last few years, the nuclear industry has tried to persuade the British public that it is green, safe and cost-effective, but each one is a false promise. Fukushima once again showed us the dangers of nuclear power.”

Andy Rowell of the Nuclear Spinwatch website (BBC News)

“Nuclear policy is a runner to be the most expensive failure of post-war British policy-making... We currently have [enough] high-level nuclear waste... to fill three Olympic swimming pools. We have enough intermediate-level waste to fill a supertanker, and a lot more low-level waste. Half of my department's budget goes in cleaning up this mess, and it will rise to two thirds next year. That is £2 billion a year, year in and year out, that we are continuing to pay for electricity that was consumed in the fifties, sixties and seventies on a false prospectus.”

Secretary of State for Energy and Climate Change, Chris Huhne, in a speech to the Royal Society ○

To see these and more visit the communications homepage at: <http://dnotes6.ukaea.org.uk/dsrl/external-headlines.asp>

James snaps surfers

Another surfing competition came to Caithness at the beginning of October, and award winning sports photographer **James Gunn** was out there taking action shots of the competitors.

The first Relentless Energy Drink Super Series held its first ever event of the series in Caithness, before moving down the country to locations at Lynmouth and Newquay.

Thirty two of the best surfers in the UK took part. The winner of the Thurso event, **Micah Lester**, is a professional surfer now living in Thurso.



The first heat was held at Sandside and James got some great photos of the surfers against the background of Dounreay.

The competition was sponsored by the Dounreay Communities Fund. ○



TOPIC OF THE MONTH



Second Nature

Dounreay's behavioural safety programme was introduced onto site in April 2006 as the result of repeat incidents which involved unsafe acts or behaviours.

The programme encourages personnel to look out for themselves and each other via Second Nature observations in the workplace (SNOW).

SNOW objectives:

- To encourage positive feedback
- To recognise the right behaviours
- To encourage people to develop solutions for themselves
- To raise the awareness of behaviours that introduce risk to people or the environment
- To increase confidence to challenge undesirable behaviours
- To identify areas for improvement.

You can record the details of your SNOW by using one of the following methods.

- Booklet
- Email to: snow@dounreay.com (SDA only)
- Forms at UNOR Boxes
- Contact your Safety Advisor

Along with our safe systems of work, Second Nature should be used to help us ensure we all go home unharmed. ○

Second Nature

**I could have saved
a life that day,**

**But chose to look
the other way**



What will YOU do?

*If you've had a SNOW today,
Please record it, don't delay,
You should note the time and place,
But make no reference to name or face,
What occurred and any agreed
actions,
What was the outcome, other reactions.*

Nuclear news

Microsoft boss to invest in concept nuclear reactors

Microsoft billionaire **Bill Gates** is ploughing some of his assets into a small company working on a radical new design of nuclear reactor.

TerraPower is developing a travelling-wave reactor, or TWR, that theoretically can provide an infinite amount of power, through a slow-moving chain-wave reaction.

Unlike current reactor designs that use only enriched uranium for fuel, TerraPower's reactor largely uses waste byproduct of that enrichment process, or waste uranium, and would be cooled using liquid sodium.

The company's technical director, Roger Reynold, explains that the TWR has a number of passive safety features, such as the use of sodium as coolant which has a higher boiling point than water, and the lower temperature of the core.

Sceptics of the conceptual nuclear reactor include environmentalist **Tom Blees**, who points out that a slow steady burn is hard to achieve, because nuclear fission is a more random process.

TerraPower have set themselves a timescale of 2015-16 to come up with the design and begin operations by 2021.

(Independent)

Space radiation on the up for airline passengers

Radiation hazards are likely to increase for airline passengers in the coming years, as the sun's activity increases, researchers predict.

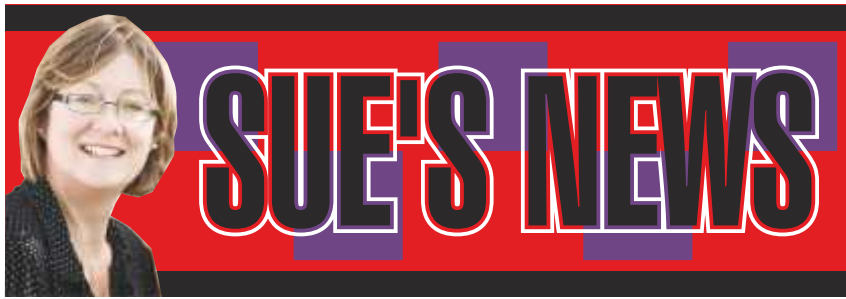
Airline crews and passengers are exposed to radiation through the sun's cosmic rays. These are dependent on the sun's level of activity, as well as the solar magnetic fields which protect the earth by repelling cosmic rays.

The sun is currently nearing the peak in its 11-year cycle of activity, at the same time as the period of high solar magnetic activity is come to an end.

Based on past records, researchers believe that the risk of hazardous space weather is likely to increase over the next century, meaning an increase in exposure to radiation.

Although space radiation on the ground is low, it increases significantly with altitude. It is also higher over the earth's poles, where the planet's magnetic field does not provide a shield.

(IB Times) ○



In September and October, DSRL said hello to project engineers **Mike Aitken** and **David Struthers**, craft C&I **Graeme Clyne**, and administrator **Cheryl Linaker**.



From left: David Sutherland, Dave Spencer, Sam Robertson, Mark Taylor, Andy Ford, Elaine Rowan, John Speirs, Ivor Muir and Ken Nicol.

Dave Spencer sent in a photo of himself, **Mark Taylor** and **David Sutherland**, who swam from Dunnett Head to Thurso beach as part of Mark's fund raising for his brother, Matty. They were accompanied by six local canoeists and a safety boat.

"Prior to the swim both of us wondered if we would complete it," he admitted. "Six miles in the Pentland Firth is a long way. We could be stopped if the swell was too big, currents being against us, the cold of the sea or simple exhaustion.

"We set off at 7.20am. Mark and David went ahead of me as I took a bit of time to find my rhythm, but eventually I overtook David and was starting to close the gap with Mark.

"Sitting so low in the water it was difficult to see a point to aim

for on the land so I asked **Ken Nicol**, one of the canoeists, to paddle in front of me to guide me along the route. I was also accompanied by Sam Robertson who gave regular updates on my progress and state of the sea currents. Once I got into a rhythm I managed to make decent progress at about 1.8 mph.

"Passing Murkle we hit an opposing current of 0.5 mph and it got a bit choppy. I do not remember too much of the swim apart from two banana breaks and feeling glad to see onshore landmarks such as the old communications base and Thurso Castle. It was a great welcome at Thurso after the swim, which my GPS measured at 6.4 Miles. Thank you to everyone who made the journey so much safer." ○

These photos were sent in by the Landfill 42 team, who found a stoat checking out the newly re-profiled area as a new home. He obviously read the October issue of Dounreay News. You can tell it's a stoat because of the black tip to its tail. Or as the joke says, a weasel is weasily wecognised, and a stoat is stoatally different. ○



Answer to Kakuro Puzzle

				3	9			24	10
		4	1	3		16	7	9	
	11	3	2	5	1	9	8	1	
17			17	1	3	4	9		
24	8	7	9	6	7	9	6	4	
		3	2	1	6	2	1	3	
	10	2	1	3	4	15	3	2	1
3	2	1	11	2	1	5	3		
24	9	8	7	10	3	2	17	8	
		16	9	7	23	8	9	6	
	11	3	1	2	5	5	3	2	
17	9	8	11	1	2	3	5		
16	7	9		16	9	7			

Dounreay News is edited by: Sue Thompson, Dounreay Communications
 Published by DSRL on behalf of NDA
 Design & Layout by: JCL, Graphics Services, Dounreay

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