

Thu 03/11/2022 11:35

Dear Colleagues,

Staff Pulse Survey reminder

At the time of writing, 146 surveys have been completed, but we would like to surpass the 202 from last time. [The survey](#) is quick, confidential and anonymous. The original email had a QR code for managers to print off for staff that do not regularly access work emails. The survey closes on Sunday 6th November.

Cost of living and staff pay award

As I write I am awaiting the latest Bank of England pronouncements on interest rates. The cost of living is never far from the headlines or people's thoughts. I want to reassure you that a lot of detailed work is being done on our response to it.

The last pay review using the Hay grading system was back in 2017 and a lot has happened since then as you know. I consequently requested an up to date benchmark review of this charity against both the 'Public Not for Profit Sector' and 'All Organisations' to ensure that we can compete effectively to recruit and retain the staff we need to deliver our business. It has shown our pay has indeed drifted but this is unlikely to come as a surprise. I know many of you are having to deal with the resulting recruitment and retention pressures on a daily basis.

The Senior Leadership Team have made a number of recommendations. We have tried to balance the need for a pay increase and the need to recruit with our existing financial commitments and the as yet unknown impact of the cost of living crisis on bookings. A new Remuneration Committee (REMCO) of trustees has been set up specifically to scrutinise our recommendations. The REMCO meet on the 8th November. Their recommendations will then be passed to the Finance and Administration Committee on the 15th November and then any outcome has to be ratified by the Board of Trustees on 8th December. I cannot pre-judge the outcome but I will make sure that you are told as soon as possible of the result and the reasons behind it, hopefully on the 8th December itself.

All Staff Zoom on the Ten Year Plan

I am planning to hold a zoom version of the Ten Year Plan meetings. This is particularly for those who work from home or who have missed out on their centre meeting. We will record it too. I'll be sending out invites in the near future for Thursday 24th November at 1.30. Links to short and full versions of the plan, the presentation, an infographic, poster and a number of short video clips can be found [here on the staff website](#).

Radio 4's Any Questions

Thank you to all who helped with the hosting of Any Questions at Rhyd-y-creuau. All the tickets sold. The importance of outdoor learning got a good airing. This was due partly to the good fortune of Sam Rowlands, a Conservative member of the Senedd being on the panel just after tabling a private member's bill to ensure all Welsh school children experience a residential. Nobody argued against the idea and useful conversations were had after the event with other panel members Adam Price, leader of Plaid Cymru who voted in favour of Sam's bill, and Helen Morgan who happens to be my MP. All are keen to continue the discussion. [The episode](#) ended with the presenter admitting that he used to come to Rhyd-y-creuau for fieldtrips and that it was nice to be back.

Environmental Targets

Thanks to Collins dictionary we have a new word of the year – permacrisis - to describe what's going on with setting Environmental Targets in England. DEFRA consulted over the summer on the legally binding targets for essentials such as air and water quality. Field Studies Council would not have

been the only organisation to point out the aiming to merely 'halt species decline' by 2030 for example, was woefully unambitious. Now the publication of targets [has been delayed](#) because DEFRA have been caught off guard by over 180,000 responses. I'm not surprised at the numbers. Species decline may have passed some people by but there is no hiding obvious environmental destruction such as raw sewage on beaches and permitted overflows into rivers.

Remembrance Day

Remembrance Day 2022 will take place on Thursday 11 November and as we know a two-minute silence will be observed at 11a.m. It's up to each person how they choose to spend their two-minute silence. I know at centres you will be speaking to any schools that you have visiting about how they would wish to remember and I expect that line managers will have similar discussions with their staff. Many TV channels and radio stations ask audience members to join them in holding a silence and I have been asked about whether staff would be interested in holding a 2 minute silence via zoom on 11th November at 11am. This would be something new for us and I would be interested on hearing your views or alternative ideas. Thoughts to j.blizzard@field-studies-council.org by 10 November and if there is an desire for this we will arrange it.

Mark