

Meeting Subject:			
FMPG Board Meeting			
Location:	Ferguson Marine (Port Glasgow)		
Date:	25 th November 2021	Time:	11:00
Chairman:	Alistair Mackenzie		
Participants:	<p><u>Non-Executive Members</u></p> <p>Alistair Mackenzie, Chairman (AMac) John Hudson, Non Executive Director (JH) Alan Johnston, Non Executive Director (AJ) Robert Mackenzie, Non Executive Director (RMac) Alison Mitchell, Non Executive Director (AM) Stuart Smith, Non Executive Director (SS)</p> <p><u>Executive Members</u></p> <p>George Crookston, Chief Financial Officer (GC) Tim Hair, Turnaround Director (TH)</p> <p><u>In Attendance</u></p> <p>David Palmer, Strategic Industrial Assets Division (DP)</p> <p>Partial attendance for specific agenda items:</p> <p>John McMunagle, Trades Union representative (JMc) David Henderson, Compliance Director (DH) Peter Cochrane, Interim Programme Director (PC)</p>		

Item	Minutes
1	<p><u>Apologies for absence</u> No apologies noted.</p>
2	<p><u>Declarations of Interest/Conflict</u> No declarations of interest / conflict were given</p>
3	<p><u>Engagement with Workforce/Trades Union Representatives</u> AMac welcomed JMc, GMB Trades Union Rep, to the meeting and asked if he had any matters to raise.</p> <ul style="list-style-type: none"> JMc informed the Board that the Trade Union had reluctantly taken the decision to communicate no-confidence in the Board of Directors , and the Senior Management Team, to the Cabinet Secretary in an upcoming meeting.

	<p>The basis for their dissatisfaction and that intimation was related to a) their view of a lack of progress/improvement being made in the business, b) the competence of some of the Senior Management Team, c) that they were dissatisfied with the recent suspension of three employees and the investigation process, and d) that their members and FMPG own staff were being left short of work to do whilst resource had been brought in from overseas through agencies.</p> <ul style="list-style-type: none"> • TH responded to the resource issue and the allocation of work, and expressed that he did not believe that to be the case, and asked for specific examples to be provided. • AMac expressed disappointment that the Trade Union had felt the need to communicate their points to the Cabinet Secretary without having engaged with the Board or Senior Management team first. • In respect of the employee suspensions, AMac noted surprise as to why the Trade Union would be unhappy with the Management Team taking action on alleged issues of Health & Safety, and seeking to have them investigated fully and properly. <p>AMac thanked JMc for his input and JMc left the meeting.</p>
4	<p><u>Health, Safety, Environment & Security</u></p> <p>DH joined the meeting to provide an update on progress on Health and Safety.</p> <p>In addition to the general update, there was also discussion on the alleged Health & Safety breaches relating to the employee suspensions referred to by the Trade Union rep. This included some visual overview of the operations concerned.</p> <p>GC left the meeting before and whilst this subject matter was discussed.</p> <ul style="list-style-type: none"> • MA noted that an investigation was being carried out in respect of a poorly executed lift operation from the previous Monday. • Head of HSE – recruitment progressing, and new start expected at beginning of January.
5	<p><u>Turnaround Director's Report</u></p> <p>TH confirmed that there was no material change since issuing the pre read.</p> <p><u>Commercial Proposals</u></p> <p>TH provided additional verbal update to the Board on a commercial opportunity which remains of interest for FMPG.</p> <p>From the discussions that followed, a number of actions were raised with reviews to be undertaken on the following areas :-</p> <ol style="list-style-type: none"> a. Design Integrity. b. Estimate Norms. c. Risk Profile for build and programme.

