

13. *Non-industrial mobile employees.* There are indications that the extent of the reductions required at RNAD Coulport will, for some of the specialist grades involved, create overall surpluses in MoD. The possibility of redundancy among these grades cannot therefore be ruled out; in the first instance volunteers would be sought. It is also possible that some staff could be required to meet their mobility obligation. Because of the highly specialised nature of some of the work undertaken at Coulport, and the length of time some staff have spent on this work, it is possible that the number of opportunities to move will be limited. All staff affected will be given the opportunity to express their preferences, and will also be offered an early opportunity to discuss their future with their personnel manager.

Employee Counselling

14. Every effort will be made, throughout the rundown process, to find alternative jobs for all groups of staff affected. The services of the MoD Outplacement Service consultants, British Coal Enterprise, will be available to all those made redundant (including volunteers), and to the families of those relocating to MoD posts elsewhere.

15. Furthermore, a local, dedicated personnel advice/redundancy section will be established to deal specifically with the implications of the manpower changes and individuals' concerns.

Consultative process

16. As explained in the Introduction, the purpose of this paper is to outline the basis for consultation in dealing with the manpower changes at RNAD Coulport arising from previous decisions on the replacement of Polaris by Trident.

17. Views and comments from MoD staff are sought through the MoD Council of Civil Service Unions and the Trades Union Side of the MoD Joint Industrial Whitley Council.

RNAD Coulport

	Year (31 March)	Requirement	Numbers
	1993	1,396	1,396
	1994	1351	1,406
	1995	1,057	1,318
	1996	1,026	1,302
	1997	947	1,217
	1998	877	970
	1999	817	848
	2000	781	795
	2001	762	775
	2002	762	775
	2003	762	775
Lodger Units			
MDP/RM	477	Current Bearing	428
PSA	15	N/I Mobile	282
CINO	24	N/I Non Mobile	288
DRA	9	Ind Craft	371
DGST(N)HQ	7	Ind N/Craft	27
US Reps	6	Fire Service	1,396
Bae/Hunting	4		
Gardner Merchant	12	Apprentices	51
	554		