

Employee Voice Minutes - Wednesday 24 January 2024

Review on previous minutes:

Previously mentioned:

Hours worked put on pay slip each month.

We use biometric logins. It is the employee's responsibility to pick up the slip at the end of each shift. Completing wages, as we do not have a payroll department requires considerable data input. Should anyone want to know their overall hours for any month then please ask Denise.

Denise has a record of all hours so if staff wish to check hours can go ask her to print them off.

We need to try and recycle more! This is ongoing with the Council and Yorwaste, looking into community recycling points and we were told no. It would cost the business an extra £1200 per year to recycle. Possible discussion to use old Dairy site but no infrastructure at this time, is out of our hands.

Ongoing issues in discussion would like to continue pursuing. **We are always open to ideas and suggestions.**

Biodegradable / renewable energy ie solar panels (grants available) wind turbines.

Solar plans already in place for the Ashgill site, to feed the network requires £20K investment because of our huge usage on site. Solar is part of our future. Because we are in the National Parks, we have to apply for everything and they are not keen on wind turbines. In addition we have planned in the near future more car chargers and fast car chargers with an estimated £10K investment.

Plans have been agreed however it would cost £15,000... Is it possible to get a grant for this or would it have to come out of the company?

This will be at a cost to the company we unfortunately do not qualify for any of the grants that are currently available.

Can we have a designated staff parking area on the left near admissions for SR late starters so they don't have to park in an overflow car park and then have to return back there on their own in the dark at midnight.

Utilize the private road near Colin's house and Bait room when house is not in residence, when in residence leave neatly parked outside the Bait room if possible, and is covered by CCTV and good lighting.

Make the spots near admissions staff parking, doesn't have to stop everyone but if at least one or two spaces are saved then that gives late workers at saddle rooms peace of mind. Can't use outside Colins if wedding on.

Late comers should still be able to use the area down by the Estate Lads Bait room even when family is in residence the only area out of bounds is the driveway and as the family are only here for a limited time each year then this is minimal disruption.

Bigger budgets for advent calendars. We are always striving for more incentives towards staff, and welcome new ideas. Please see Tupgillpark.co.uk for a list of employee benefits. We invest over £6k in away days and staff socials as an extra thank you over and above. Since 2022 we are also looking into different staff benefits for the "One Estate" which we are committed too. As far as the Advent calendar goes, in 2022 SR had a 20% increase in

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budget, in 2023 they had a further 18% increase in budget. FC/Estate team 1st year was last year and in 2023 we have had a 12% increase in budget.

Could we do a separate advent for the kids and one for the adults? Saddle rooms advent is from suppliers too that's why they may have larger prizes.

The Advent for FC will be given to the Employee Voice for ideas for prizes and how it can be split Adults/Children in October meeting.

New Estate logo:

Love it, black and gold goes really well and looks very professional.

This logo will be used for Estate wide marketing, the FC and SR & Stays will keep their same logos which are currently used

Gates by lake keep getting left open, anyway we can keep them shutting on their own? Electric or spring?

This should not be as much of a problem in a few weeks' time they will be closed as normal currently used by the stables due to tree damage and wet moor so needs to be left open during the day. Sophia will create the warning signage for Clarence.

Estate Event Plan:

Date: Monday evening best, Not a bank holiday, then saddle rooms shut the next day, need to talk to next door first to confirm when available, weather depending could be out on lawn or bell barn?

Date is a priority to be sorted ASAP.

Accommodation: could some staff who drive have accommodation for the night or maybe hire bus or taxis for staff to get home.

Buses and taxis were organised last time so of course that is acceptable this time

Theme: Black and Gold? Wear something that has black or gold, tie, badge etc, Doesn't have to be a full outfit. Masquerade?

Food and Drink: £2000 on vans, possibly Greek van and Pizza van. Boxed wines and bottled drinks, talk to saddle room suppliers and be a help yourself.

Entertainment: DJ Deano, Hire arcade event, Bucking Bronco, carnival games, band (Broken Biscuit "£300")= Expensive depending. Hammer and nail game

Minimise staff involvement = only tidying the next day needed hopefully.

Awards: Cheap Medals, Trophy, certificates, gold envelopes with new logo on for invitation. Fiver video again?

Most improved?

Always late?

Best newcomer?

Longest serving?

Dick of the year?

Bodge it and scarper?

Happy with these suggested award categories

Pull in favours: Suppliers, DJ Deano, photographer Ruth Mitchell.

Photo Booth? Ask Rachel.

Great initial brainstorm and I can see the effort put into the ideas already suggested.

As you explore different possibilities we believe that the boundaries could be pushed even further.

There is the potential to create a truly unique event by pushing the boundaries of your imaginations, to create a memorable event by looking at things which have previously not been done before. Use the team and the knowledge within the business, let's not rule out any possibilities.

Can we have a spa by the dairy or stables, planning issues are aware and massive issue with asbestos but so much land wasted by the dairy.

We currently have a 5 year plan in place which covers the expansion of Potting shed, the guest accommodation at Ashgill, the Rotundas in the wood.

We have previously looked at developing the Dairy however due to the cost of removing the asbestos and demolition of the building at an estimated cost of £80,000, plus the building of the spa at a cost of £1million to £1.5 million this is a huge investment potentially for the future.

We have a genuine desire to develop the site as it is not great to look at and we know it has big potential.

New accommodation by the stables could look out onto a spa rather than unused land?
Could have a gym that is connected to others nearby.

See comments above

Gardeners needing new Gator, old one has no working wipers, indicators etc

Can this be sent to Ripon Land Rover for repair? Just paid £11,000 for new golf buggy. We do however think that there is a possibility of negotiating with Ripon Land Rover for them to take the Kawasaki quad bike off our hands in return for pimping up/improving the gator.

Next Meeting:

6th March 11am, see if Rachel can come or get info from Rachel before.

Time is of the essence so do firm up the date and communicate with all departments both FC, SR and Estate at the earliest opportunity.