MINUTE OF THE MEETING OF THE EXECUTIVE COMMITTEE HELD WITHIN 8/10 NEEDLESS ROAD PERTH, ON WEDNESDAY 13 APRIL 2005

PRESENT:	Mark Barnett	Immediate Past President (Chair)
	Douglas Scott	Chief Executive
	Bruce McCall	Minute Secretary

Plus 10 Executive and Ordinary members as detailed below:
Honorary Presidents Arthur Matthew, Roy Baird. Past Presidents David Jarron, Hamish Deans, David Lindsay. Executive members: Graham Murdoch, Stuart Christie, George Lees, Alan Kennedy, and Neil Cameron

APOLOGIES:. Wilson Ferguson, Jack Meade, Adam McLay, Bob Baillie, Jim Hastie, Stewart Dempsie, Jim Preston, Hugh Pender, Stephen Sherriff, Beaton Lindsay, Murray Lauchlan, Duncan Mackenzie, Jamie Chapman, John Chapman, George Jarron, Richard Sneddon

MINUTE OF PREVIOUS EXECUTIVE MEETING: Minutes of the previous meeting held in February were approved proposed by Hamish Deans**,** seconded by David Jarron.

MATTERS ARISING:

David Jarron said he was present at the previous meeting but not marked in attendance and added that 'sliced venison' should read 'diced venison' on page 2. Stuart Christie said that he appreciated the early circulation of the minutes. Hamish Deans commented on the fact the minutes were very full once again and thanked Bruce McCall.

CHIEF EXECUTIVE REPORT: Douglas Scott reported.

LAIDLAWS: Douglas visited Andrew Paxton on invitation on the same day as the Scottish Food Advisory Committee. He said his reason for this was for an article in the newsletter. He said that he would be inviting businesses to come forward who are interested in an article being written about them, as someone has complained that they were not considered. A lot of people have had a fair amount of feedback on this article and members are going to visit him as a result. Hamish Deans said that we should have this as a more regular feature. Douglas said that it was his intention to have one each month. The next feature will be on Presly, Oldmeldrum.

IMPROVE / MEAT AND POULTRY TECHNICAL GROUP: The blue paper had been circulated. This was our first contact with Improve who are the sector skills council for the food and drink sector. The meeting was about the standards for a Level 4 VQ. We told them that we did not think that anyone would do a Level 4 but they wanted to set standards for it. Douglas said that although it would be a quite good specification for someone who is taking over a business as it covers all aspects of what a business does, it was not much use to us.

Stuart Christie asked about Lloyd Maunder whom Douglas had made reference to. This south of England business had taken over the Dewhurst operation in England. David Jarron said it was reported in the MTJ that Lloyd Maunder is losing their Sainsbury contract for lamb.

DETERMINED TO SUCCEED BUSINESS BREAKFAST: This initiative has been rolled out to employers throughout Scotland. They are trying to involve industry and employers with schools. It was to try to educate schools about industry and Douglas said it was not just about day release to the employer's premises which had difficulties from the Health & Safety aspect. He hoped the information could be put out to members so they can be involved in schools throughout Scotland.

Douglas suggested that it was in member's interests that we did engage with schools, as the pupils were future customers as well as employees.

LOUISE HARLEY – GRAMPIAN OAT PRODUCTS: Meeting took place at the Bowtrees. They have come up with £1000 for sponsorship of the haggis competition. They sponsored it four years ago as Hamlyns. Stewart Macnaughton had suggested Grampian Oat Products. Bruce McCall had approach them and worked out a very good deal with them. They have the name on the front of the invitation, it is on the entry forms, an advert in the SFMTA newsletter and we will follow up with another one after the show. Louise is keen to get as much publicity of the event as possible. She approach BBC Grassroots who agreed but pulled out as their Producer was on holiday that day. Douglas was sure she would continue to work on trying to get a high profile for the event.

QMS / MEAT TRADES JOURNAL TOP SHOP: pink paper circulated. Top Shop is run by Fred A'Court and the MTJ and he wanted to encourage QMS to support the idea of a Top Shop award for Scotland. He asked that we agree an award category would was really just retail shops. The venue for the final could possibly be at Stirling Castle. The timing to be in March/April 2006 with the presentation in early May. It did not seem the timing for 2005 was sufficient and QMS were particularly keen to avoid the Scottish Meat Challenge. They would like to repeat that in September because they felt it went very well last year.

REGIONAL MEETING INVERNESS: Re-scheduled due to snow. This meeting was well attended. Douglas was pleased to see Jim Royan attend who was President in 1973 and now very much involved with Grampian Health Board and his wife was very much concerned with the business. Arthur Matthew asked why there was not a picture of Jim Royan on the wall. Douglas agreed to ask him for a picture.

WILD GAME WORKSHOP: this workshop was postponed from 4 April to 18 April.

TRAINING AND DEVELOPMENT: Douglas Scott reported as Richard was on holiday.

TRAINEE NUMBERS: LEC funded trainee numbers have fallen slightly in SE area, although once we are in a position to register those in our pending file we should see an increase. This decline continues to be due to trainees leaving the industry, usually for better pay.

HIE trainee numbers have increased by one. Scottish Meat Training hopes to be in a position to target this area heavily by the end of April, with one Assessor (John Farquhar) being assigned to the task.

ESF numbers have fallen slightly, due in part to the fact that the Assessors are spending an increased amount of time in businesses carrying out assessments. This increased time spent with trainees is necessary from a quality point of view. Assessors are explaining this to members and try wherever possible to fit in with the operational constraints of each business. We do have a healthy 'pending file' which will reverse this trend once we are in a position to register and fund training.

Letters have been sent to companies with trainees pending to explain the delay in registration.

SCOTTISH ENTERPRISE AUDIT: As was reported last month we are due Scottish Enterprise a large sum of money deemed recovery for making claims that we could not substantiate at audit. The Finance Committee discussed this at their meeting today and we will approach Paul Tytler at Scottish Enterprise (SE) in an effort to spread this repayment out as far as possible and not threaten to create a cash flow problem within Scottish Meat Training.

Work is continuing on action to satisfy both SE and Meat Training Council (MTC).

Assessors have completed the first stage of re-assessments required by MTC and these will be certificated in April this being the first since August.

Assessors have spent time visiting their trainees and issuing them with new style portfolios. The portfolios appear to have been well received. They look very professional and it is hoped that the trainees will have an increased pride in the qualifications they are working towards achieving. Assessors have explained the system for completing the portfolio work to each trainee. This new system of issuing support material and work for the qualification at the start of training will benefit both the trainee and the assessor by enabling competence to be achieved at a pace which suits the Trainee and Scottish Meat Training. This has also had the added benefit of reducing Admin duties. Admin, previously, had issued work on a visit basis resulting in time spent checking progress before copying documents and issuing these every month. Trainees have all materials in their folder and can work on faster if they wish to do so as both support material and questions are there.

Scottish Meat Training has identified the next priority group of trainees to be re-assessed. Assessors have now started work on this list.

MTC have requested that Scottish Meat Training re-assess every trainee who has completed more than 4 units of a qualification. This extra work will be carried out during normal assessment visits and is expected to last for the duration of each trainee's VQ. It is worth pointing out that this extra work is expected to apply to every trainee currently registered with Scottish Meat Training.

Angela Salmons and John Harrison (Contract Manager) SE Grampian will be meeting Douglas Scott, Richard Sneddon and Sandra Lennox on 28th April 2005 to finalise the action plan from the audit which took place in August
.
Angela Salmons will be returning on 3rd May to conduct a system review and 100% check on the claims resulting from the first stage re-assessments.

An ESF Monitoring visit is planned for 20th May 2005. This visit is expected to last between 2/3 hours and should be a positive experience that will allow SMT to review progress and give greater understanding between PME (Programme Management Executive) and SMT.

OTHER ISSUES

LEVEL 3 TRAINEES: Work is continuing, albeit on a slightly slower pace, on the re-building of the level 3 portfolio. Scottish Meat Training is hopeful that the portfolio will be completed for June 2005. There will be a substantial difference in the amount of work a level 3 trainee will be required to complete in order to achieve this qualification. It may be that not all our current level 3 trainees will choose to continue with this VQ.

ADMINISTRATION: Elaine Hunter has left our employment after thirteen years and has joined Clark Thomson Insurance Brokers. Claire Simpson will be fulfilling the Admin role alone. Claire has spent some time learning Scottish Meat Training systems and procedures and we are confident that she will prove to be an asset to Scottish Meat Training. Hamish Deans commented that Elaine had been with us a while. Stuart Christie asked what the back up was if Clare was not there. Douglas said that Sandra was competent in the system and there was a how-to folder, which was complied with Elaine's help.

ASSESSORS: Richard Sneddon has achieved his Internal Verifier qualification but is still required to fill the role of Assessor until such times as a replacement Assessor can be recruited.

Assessor Richard Brown continues to work towards his A1 qualification and, as such is required to be supported by qualified assessors until he achieves his qualification.

John Farquhar is now operating in the Highlands and Islands region and in Grampian area. He will be targeting HIE ESF with a view to increasing trainee numbers in this region. In order to fully support his trainee list for HIE once he has increased it, he will be withdrawn from SE region.

Eleanor Rae continues to Internally Verify on a part-time basis.

David Lindsay said two of his staff had phone calls for the assessment of their training and wondered whom it was from. Douglas Scott said that ESF asked for the names of placements. MORI have been charged with phoning up asking where people are on their training and follow up calls will be made in ten months or so. David Lindsay said it was a ten-minute questionnaire. Douglas said some members have phoned up to ask what this is about and felt that MORI should have written to everyone first. Alan Kennedy said some of the questions were not about the training course at all.

George Lees asked how many assessors we had. Douglas said that we had three including Richard Sneddon. The plan is that Richard would move to Internal Verification and we are seeking another assessor.

IMPROVE PROJECT: This was an offer to companies in the Grampian Enterprise area to receive specialist services training from Dick Van Leeuwen. Eight companies took up the offer. Three companies were visited yesterday by the Chief Executive with two case studies required for the reports.

CELTIC CHALLENGE: The two Irish lads who competed previously cannot travel. Pat Brady is arranging for two other Irishmen to come over. We have invited Fred Mallion of the Worshipful Company of Butchers and Norman Kyle, President NFMFT to be the two impartial judges from south of the border.

FINANCE REPORT: Douglas Scott reported.

SCOTTISH MEAT TRAINING: No income since August and this is reflected in our accounts. We hope to be in a position to start claiming from Scottish Enterprise in May. With the rigors of MTC requirements for certification that figure will not be huge initially. We are predicting we will probably take £10,000 in May & June. So once we start claiming the milestones we hope this will exceed the £10,000. We are also expecting income in from the European Social Fund but that cannot be claimed until a successful completion of a notification of change of project for last year. We also expect to get a lump sum for the 2005 ESF project. We are still very much working on a downward spiral with too many losses since the beginning of this financial year and Douglas indicated that the situation could only get better.

We have also a claim to make to Highlands & Islands Area ESF, which is claimed quarterly and the first claim will be made to the end of March. It will not be huge but as John Farquhar becomes more active in that area then this will grow.

MEMBER SERVICES: We are predicting our subscriptions to be slightly above the budgeted figure. The Corporate Member income to be above budget. We are estimating a bigger surplus than we started out. The end of the financial year is August. So we would spend the money to the benefit of members and therefore the surplus will be reduced. However, it is still early days to predict where costs could be incurred. We will have a better understanding of finances after the Trade Fair.

MEMBERSHIP AND DEVELOPMENT: David Lindsay reported.

348 members have paid to date; this includes 36 Monthly and 22 Quarterly Direct.

Information packs were sent out to:- McGowans, butcher - Ayr

MEMBERS RESIGNED - 2

M & J Allan, Auchtermuchty	Gary Walker, Glasgow

NEW MEMBERS - 3

A J Learmonth, Jedburgh	Paul Quality Butchers, Kilsyth
McGowans butcher, Ayr	

OUTSTANDING ACCOUNTS – 9 including:-

Paul Smith, Westhills	Gerald Bannerman, Inverbervie
David Grewar & Son, Dundee	John Davies, Boness
B Sibson, Penicuik	P Brannan , Shotts
Muir & Telford, Elderslie	MacFarlane Meat Products Ltd, Alva

CORPORATE MEMBERS: – 9 payments have been received for this financial year.

David Lindsay said this part of the business looks very good at the moment. Douglas said that he believed all the outstanding people intended paying. He reported that Bruce McCall had spoken to all the people on the list and a lot of the things were niggly and misperception of what they are paying for.

TRADE FAIR: The Trade Fair will be held on the 8th May in Dewars Centre, Perth.
Corporate members were approached to book stand space first.

41 of the 48 units are booked with the latest new exhibitors being the Royal Bank of Scotland, C S Robertson and Johnsons Apparelmaster.

Alan Kennedy asked if Lawrie & Symington had been on the phone and agreed to follow up.

We now have the four finalists for the display competition. QMS character Glen will present the prizes for this competition and the Haggis & Pork Sausage competitions. Invitations are widely available now. Exhibitors have received a quantity to distribute themselves. David was hoping for a large turnout with the amount of effort going into the show. David Jarron tendered his apologises as he will be on holiday. Hamish Deans said it was a very professional invitation.

HANDBOOK: £2970 has been secured as advertising income covering the cost of the production.
The Handbook was issued with the April edition of the Newsletter.

GOLF: The Golf is now fully subscribed with 38 competitors taking part. John McCallum will take care of the administration of the event on the day.

LEGISLATION REPORT: Douglas Scott reported.

FSA BOARD MEETING: The Board accepted the recommendation that butcher licensing be dropped. During the debate they saw no reason to retain butcher licensing and duly agreed it would disappear on the 1 January 2006. Douglas said that the standards were not intended to drop but other industries catching up on our standards. Members have commented that standards might drop but in a lot of cases there will be a desire for them not to.

SCOTTISH FOOD ADVISORY COMMITTEE: There was a long report on the Sudan 1 a week later in Aberdeen. The Aberdeen report was circulated on the yellow paper.

The Eat Safe Campaign, which Douglas thought, was particularly good. This was the EHO stamp on catering establishments would get an Eat Safe certificate. Douglas suggested we, as consumers would be quite re assured to see this. They have taken the idea from a tried and tested idea from Northern Ireland and rolled it out to 30 of the 32 local authorities. It is hoped the other two will join in when they see the success of the project. Douglas put forward the view that it should be extended from just catering to everyone. The former EHO Willie Davidson said it would put far too much pressure on the resources of Environmental Health dedicated to that sector.

Douglas had asked a question about the removal of vertical column within the harmonised EU regulations. They reassured him by saying they were fully aware of it and FSA had undertaken a further risk assessment to submit to the European Foods Safety.

MEAT HYGIENE POLICY FORUM: David Lindsay asked about if catering butchers had been mentioned. Douglas said this is circulated on the pink paper which he attended the MHPF on the 23 March which he fully intended to hear more about H123. The question was about businesses that send more than 25% to other than the ultimate consumer to be approved. The ultimate consumer under the new regulations does not include caterers, therefore catering butchers would have to be approved. Douglas expressed at the meeting the concerns of a lot of SFMTA members. Increasing numbers of members coming forward saying that over 25% of their business is catering. FSA fully appreciate the problem but it is a European matter initially.

Douglas has been in contact with Elspeth MacDonald at FSA (S) about it and she has stated that meetings are taking place on a fortnightly basis. Initially we thought it was about 20% affected but we are putting forward the view that this will affect the majority of butchers. The very serious part of this is that if this part of the trade is taken away it affects the economic viability of the business.

Hamish Deans said that if you were at 25% then it would be very difficult to prove the 25%. Alan Kennedy asked if it was by value weight or set of premises. Douglas said that Elspeth did think there might be a minimum volume threshold set. Hamish Deans said that if it were by weight it would take most small butchers out of it. It is a risk policy and it has the same risk of contamination so it should be volume. Someone doing 10,000 a week and 2,000 in catering and someone doing a 1000 a week and 300 in catering and the small one is getting caught and the larger one is not. Hamish suggested the whole policy is wrong and it should have a minimum weight requirement. Alan Kennedy asked if there was any indication on output allowance by boxed beef. He said that boxed beef would represent a far smaller quantity than with sides of beef. He wondered how this was going to go. Douglas was going to make that point to them. Douglas said 1,000 kilos had been mentioned. Hamish Deans said 1,000 kilos would take a lot of small butchers out and a few big ones.

Douglas felt the MHPF meeting did not have much further progress to report.

The food chain information at the end of the report concerned people. The idea was to have the information at the abattoir before the animals arrived there but now it can accompany the animals. They are still looking at how they are going to deal with that. There is going to be a four-year transition period on this. Hamish Deans said that the system is going to have to be computerised and this is not going to happen overnight.

Mark Barnett asked when the new arrangements come into force in January 2006 do we need a licence in October 2005. If we do then we are paying for a yearly licence, which we only need for a few months. What would be the cost on this? Mark felt that they might get a hit twice in the one year. Hamish Deans thought that once it is agreed and approved there would not be licenses issued. He thought it would not go ahead. George Lees said his licence lapsed in September and he had to take out a new licence for three months without any compensation he had three licenses for three businesses which cost £300 for the three months. The new owner then paid £300 for the new licences in January.

Alan Kennedy mentioned that one EHO from Angus said that if the H123 regulations go through as currently worded then they will be responsible for administration of regulation in butcher shop so therefore the approval will be an extension of licence but only in name. But this would only be the case if it goes through as currently worded. They and not vets would carry it out. Others round the table felt this would be good news. Hamish Deans said it would be an awful lot cheaper without the vets. Alan Kennedy asked if there were any further meetings in the next while. Douglas said other than the fortnightly meetings he would continue to phone them up. There is no means of communicating information until the Meat Hygiene Policy Forum.

Douglas said FSA are doing assessments of licensed meat cutting plants and this will start on existing premises to see if they meet the new approval. They have agreed to accept 3 or 4 names that currently do not require approval but would be appraised to see if they meet the new criteria. Douglas has various names that are interested in this. Hamish Deans said they had gone through one of these appraisals they are very friendly and there to help. Hamish Deans suggested that anyone asked to volunteer to actually do, as it does not cost anything. A lot can be learned from Martin Prentice whom spent the whole day and was very helpful. Hamish is still waiting on the written report.

George Lees said that some members are still concerned about the licensing rules with examinations and HACCP. They are concerned about the time involved and with nothing laid down yet. He mentioned that the green paper said that the guidance for enforcement would be available eventually and asked if there was any sign of it appearing. Mark Barnett said we are quite far down the line of using HACCP and we are under the same regulations as everyone else. So any business not running HACCP the authorities are likely to start there first. Graham Murdoch felt regulators had given us quite a lot of stick and they were now moving on to catering outlets.

LIVESTOCK REPORT: Stuart Christie reported.

Hides £25
Hoggs Skins £1.30. but he has heard £1.50.

Prices much the same as last month no increase in hogg prices. Farmers who bought hoggs for finishing last year not pleased with prices they say they are losing money.

Store cattle ready to go to the grass are 140p per kg. Heifers up slightly, bullocks same as last year. As there is no slaughtering premium, farmers will be looking to the meat trade to make up the difference 10 p per kg deadweight on 500 kilo beast.

New rules for animal welfare in transit coming into force January 2007 meaning increased costs.

UK Pig herd lowest level for years. It seems to be the statisticians have been caught out in the MLC. The figures show a decline of 8% on the year to 475,000 breeding pigs compared to a peak of 802,000 in 1997. High feed costs and increasing regulation have been major factor in the downsizing of the herd. Pork production in 1998 totalled 292,000 tonnes with an additional 292,000 tonnes imported. The forecast for the current year is that the UK will produce 614,000 tonnes of pork and have to import 724,000 tonnes, a large proportion of which will be cured in the manufacture of bacon. The knock on effect does not effect us as each sow and its progeny is reckoned to consume around 2.3 tonnes of feed each year. Of that ration, close on two tonnes will be based on grain, either wheat or barley

The Convenor made reference to an article in the previous day's Herald that the Office of Fair Trading investigating Forrest and Prosper Dr Mulder charges for uplifting waste. £86 per tonne small plants, £68 per tonne medium plants and £58 per tonne large plants.

Stuart attended a meeting in Edinburgh hosted by QMS on 23 March. A lot of meat contracts were coming up for good quality scotch mincing and dicing beef. They are encouraging butchers and local authorities to work together. There was presence from local authorities, hospitals board etc. Stuart thought it was an expenses-paid day out for most of them. Policy seems to be to get the cheapest never mind the quality. They did say that the contracts were coming out were being posted the next day in the European gazettes. Stuart was told they must do this by law even although they do not get any uptake from there.

Hamish felt the meeting was very positive with QMS very keen to promote the volume of all of it. There is the possibility of contracts worth £1.7 million which left him a bit staggered and saw no further interest. Then it was established that one firm could not do it because they wanted two deliveries per week with one a way up the valley. It was really encouraging that they could be looking for local produce and potential could put Scotch produce or local product on their tender that would be considered. Stuart Christie felt this would be ok in the country areas but in the Glasgow west area this would not be a problem as deliveries are done everyday and it is not a hassle to them. Hamish said they are going to work together and the hospitals are going to come into it as well. The local authorities are going to change their purchasing of things. Hamish felt if you had not been a supplier for along period of time there was no chance of getting in. All of these things will be going on the website so if the butcher puts himself or herself out they have a good opportunity to access something and he felt this was a positive move. He was slightly concerned it was QMS who were driving it forward but it did not seem to be that it had to be Scottish Meat. It did not seem that they were concerned about the involvement of imported meat in the process. QMS have sent Stuart copies of all the new contracts that are about. It is entitled local authorities buying consortium, which represents 11 areas. Hamish said this information was not readily available before. Stuart Christie has tried these things before and what you had to do was take samples. Stuart asked what they do with the samples thinking they would be sent for analysis. He was told they just eat it and the cheapest gets the contract. Hamish said there is supposed to be a random analysis.

Proposed changes in the Level of Time based Inspection charges: Hamish Deans reported that what they were doing was to try to get every plant to agree working hours. In some plants it is just about impossible, as they do not know what is going to come in. So they are in the hands of the buyer. What they wish to do is curtail the hours a plant is working with most lucky if they do 20 to 25 hours over 4 or 5 days of slaughter. They are trying to agree a tightening of the hours. So if they work over an hour on one day they charge you an hours time plus if it is quiet and work an hour less they charge you for this hour. Hamish has been fighting hard against it at York and London for ages. We were in limbo for a while but now it is getting terrible worse and he thinks they are just trying to make a point. Hamish felt that it was unfair basically because MHS is a very poorly run organisation, which is top heavy, and because of this it is not making it any easier to run. There is a 5% increase in all rates coming up this month in the face of an inflation rate for the last year of 1.7%. Hamish felt they should try to improve their own efficiency instead of expanding the charges they make by increasing by 5% to everybody. It was a typical example of a government-run organisation that unfortunately the private sector has to pay for it.

Neil Cameron mentioned about the cloning of beef and potential for using a male sire of the beef that the ones down from it would be just as good as the originals. He wondered if this would catch on in 20, 30, 40 years? David Jarron felt we should be against this idea but Hamish felt it was a very futuristic question. As single farm payment comes in and reduces year by year, we are likely to get bigger and bigger units with the smaller ones just selling out it would take away the waste and would maybe seen as a way of becoming more efficient.

Hamish Deans said the store sales had very high prices. Auctioneers had for the first time put forward a performance level, prospective weight gain, calving, accessibility and similar things. He felt this was the start of things to come with a possibility of all the buying done by computer with the auctioneer guaranteeing the payment. David Jarron said his would take out the element of bartering.

Mark Barnett said the MTJ had been in touch about the monopoly of bone collection. He asked that it should be investigated who created the monopolies in the first place, allowed and from the start DEFRA were informed that these monopolies were dangerous and crippling. Hamish Deans said the article Stuart Christie quoted came from a Scotsman article that John Swans talked about the demise of Braveheart Beef they blamed it solely on £1,000 a week to get the bones uplifted. This was a company contributing to the meat industry and squashed by the costs. Mark felt it was an idea brought in by the government, which was not thought through. Stuart Christie said that Glasgow is building an incineration plant now and hopes to be ready within a year and take bones from butchers. Hamish said every local authority should have one. Graham Murdoch thought there was going to be one in Elgin.

PROMOTION REPORT: Mark Barnett reported.

MAKE IT WITH MEAT AWARDS: The Spring Make it With Meat Awards were held in Perth College on Thursday 8th April. There will be Burger, Barbecue Product and Ready to Eat Evaluations. Entry Forms went out with the March Newsletter. Collection points had been arranged throughout the country to make entering as easy as possible. The awards will be presented at the Scottish Meat Trades Fair on 8th May.

179 Entries: 61 Burgers, 67 Barbecue, 51 Ready to Eat
3 Diamonds, 33 Gold, 45 Silver, 42 Bronze, 56 No Awards

CRAFT BUTCHER
Following on from last month's meeting of the proposal that The Scottish Craft Butcher be used on all promotional material with reference in it that it ties into Scottish Federation of Meat Traders to show the identity is not lost.

Mark accepted that the logos put forward by Dynamic Initiatives do not meet the criteria because Scottish Federation of Meat Traders does not appear on the logo. He apologised he had not noticed it and that it was no way deliberate. He distributed examples of the new proposed logos in different colours. Mark suggested we could launch the idea at the trade fair and have the materials there for people to see. Mark recognised that Hamish Deans did not like approving it as Scottish Federation of Meat Traders is not tied in at the bottom. Mark said he thought the line would say "Marketing arm of Scottish Federation of Meat Traders". Some may wish for this to be put in and others would like to see the finished article.

Graham Murdoch said he did not think it was a logo but a name instead. Mark Barnett said any name can be a logo. Graham then said that you walk down the street and you see a K you know its Keurslagers and if you see the Q it is Guild of Q butchers and this is how it is recognised but what has been put forward is a name. He felt that a logo is a symbol. Mark rephrased it by saying the symbol we want to use is Scottish Craft Butchers and the layout is before you.

Alan Kennedy said it is easily transposed on to your own stationery and it can be used successfully on the carrier bags. David Lindsay said it was down the lines of the Irish, which is what we wanted to do. Alan Kennedy said there is no point trying to be too clever with it as people may not recognise it. He said the Q symbol is used for a lot of things now. Graham Murdoch said the logo would not be recognised from a distance but with the new logo you would need to be close up to read it. Mark Barnett is hoping the thistle on it will help with it being more prominent. On the ties you may wish to just put the thistle on it. Alan Kennedy said the thistle is okay as long as it is not registered as a trademark by anyone else. David Lindsay said he liked it.

Hamish Deans said that when we are choosing one we should be viewing the finished product as by our minutes and therefore it must make reference to the Scottish Federation of Meat Traders and this is not there yet. He said he could not agree to something that would need an add on and while acknowledging that it would be good to be ready for the Trade Fair he did not think something like this should be rushed into but instead we should get it right. He said it was a decision for all the membership. The meeting felt that there was nothing wrong with letting members see it at the Trade Fair for members to form an opinion before we proceed. Hamish Deans firmly believed that we should invite comment rather than decide it completely at the Executive.

Mark Barnet asked what the line under the logo should say. Hamish felt it should say Scottish Federation of Meat Traders, which was **agreed**.

Alan Kennedy said it takes away from the simplicity of the thing. Hamish said if this were on a tie it would be tacky and cheap and ironed on instead of sewn on whereas the existing logo looks good and looks good on an apron and around the shop. Alan Kennedy said the background could be used for the tie with the thistle, craft etc on it. Hamish Deans wanted to see the Scottish Federation of Meat Traders on it so people could then decide and say yes. Mark Barnett said that we have already agreed that.

Arthur Matthew asked what the logo was for. Mark Barnett replied purely for marketing on carrier bags, posters etc. Arthur asked if the existing logo would still be on it. Mark Barnett replied no that it would be written on the bottom of the logo instead. Hamish said it was replacing the existing logo on our materials and we should make reference to the Scottish Federation of Meat Traders.

Mark Barnett's personal opinion was if we were looking for one line underneath it and Hamish said that it does not need to be massively large to read it he personally did not need to see it drawn up adding it was not a hard thing to get put in.

Mark asked for an opinion on the colour and all agreed purple was out. Hamish did not have an opinion on the two remaining as long as Scottish Federation of Meat Traders was along the bottom. He felt the logo could only used with Scottish Federation of Meat Traders on it. Alan Kennedy asked if the lettering should then be part of the logo and Hamish agreed. Mark Barnett said that had been passed by previous vote. David Jarron thought initially it was to say the marketing arm of Scottish Federation of Meat Traders. Hamish Deans said it was being simplified. Graham Murdoch wondered if the text would be printed in reverse colour like our logo, which is different at the top blue lettering on white background and white lettering with blue background at the bottom. Mark said it needs to be redrawn but we need to say what we want. Mark said the proposal was the lettering would be the same colour ads with Scottish Craft Butchers. David Jarron felt it would just be written underneath. Hamish felt it should be redrawn so we knew what we were voting on. Hamish agreed that it did not need to stand out. The proposal was that we had the blue with the lettering the same colour as Craft Butchers.

The proposal was approved and portrayal of the new image would be on the SFMTA stand at the Trade Fair on 8th May.

LABOUR CONDITIONS: David Jarron reported.

David Jarron said that it was the start of the new tax year and that NI contributions had changed. The tax bands changed again in May.

Douglas Scott reported that the wages survey had not been collated yet.

ANY OTHER COMPETENT BUSINESS:

Douglas Scott reported that we had a request for membership from the Puddledub Pork & Bacon Company. They are keen to join because they are concerned about the H123 Hygiene regulations. His problem is that his retail outlet is at a Farmers' Market, they mail order from the farm but do not have a farm shop. Alan Kennedy said these people are competing against our members so they should not be admitted unless they have retail premises. They do not pay rates and are not under the same legislation as we are. Mark Barnett said he had this discussion with people over a number of years and we maybe should have had a definition of what a member is. Mark suggested that they should be a retailer outlet and if they are not a retailer then a retail organisation. The argument that always came back was the logo said we are meat traders but that has also slightly changed as well. Hamish Deans said that we could not put anyone out of membership if they have not done anything wrong and we have accepted those members and taken their money. If suggested our criteria for membership is our current membership. Mark Barnett said he was really talking about the recruitment of new members. Mark said there are people there with issues and see us as the solution for one year then working against members. Hamish suggested if they are a supplier they could be classed as a corporate member. Mark Barnett questioned whether corporate members could use our posters etc. Alan Kennedy said he would be very disappointed that someone at a Farmers' market could have craft butcher on their stand competing against local members. David Jarron suggested we could just offer them legislative advice.

Douglas Scott said that members Johnstones of Newburgh have a shop but they specialise at Farmers markets, we have St Andrews Abattoir, Robertson & Son factory at Dalkeith. Stuart Christie said we had an application from Robertson Fine Foods recently who is a wholesaler. Mark Barnett said wholesalers are a different scenario from this. One or two complaints followed Highland Country Foods, a wholesaler, entering a retail competition. Mark was equally concerned about the time we spend on information gathering going to a competitive sector against us. He feared that some of our members would be unhappy about this. Mark said he certainly would feel even stronger if a Farmers market started up in Leven. David Jarron said legal service and training could be offered.

Mark suggested a guideline for the future was that they would need to have a retail shop. He said a lot of members say that Farmers' markets are doing them harm. David Lindsay said that the wholesalers are paying rates with qualified premises. Farmers' markets are once a month and cherry pick. Mark questioned whether we need a reason. David Jarron suggested it should be an approved premise. Hamish Deans asked what the Articles of Association say? Douglas Scott reported that the Executive Committee through written application should approve the application. Hamish Deans said the Executive Committee did not approve the application.

DATE OF MEXT MEETING
Wednesday 11 May 2005.

There was no further business and the meeting then closed with a vote of thanks to the chair.