

group, youth group, young mums or school etc. we could offer the DVD free to the group through the butcher as long as we could list the recipients on our website. The Executive **agreed**. Stuart Christie did an offer that if you spend £20 you get a free DVD and he used up all his copies. Douglas Scott said other members are doing something similar and suggesting the DVD is worth £10.

SHOP VISITS: Maria O'Neill invited Douglas to view recently refurbished shops in Dublin. He was accompanied on the one day trip by members Rory MacDonald, Ian Faulds and Hugh Black who visited eight shops. Ian was surprised by the volume of meat being retailed and was glad they had started off with a smaller quieter mall. There were about 6 larger units which were similar to Dewhurst and Alex Munro in the 80's open fronted market style units. The style programmes customers to walk around the cold walls, market decks and counters. He noted that they were selling by the imperial pound and no where did he see price per kilo. He suggested they were platers not butchers as the butchery was done in a separate unit. Ian observed there was no quality in any of these shops. The chicken was from Holland or Poland anywhere at varying grades. The pork loins were from Spain. He said the trip was a great day and felt that Maria obviously knows what she is doing.

SCOTTISH VENISON WORKING GROUP: This group launched their Eat Venison day which he did not seem to get a high profile. Photographs made the newspapers of Richard Lochhead and chef Tom Brewis at Glengoyne for a talk and a venison sausage breakfast. There appears to be a desire from Richard Lochhead and the Scottish Government for Venison to be promoted more. It was noted that Christian Nissen was bringing in 15,000 carcasses from New Zealand every year.

TRAINING AND DEVELOPMENT: Sandra Giddy reported.

TRAINEE NUMBERS: We have 414 trainees registered through SMT. A total of 273 funded trainees jointly in Lowland region and Highland region. 38 remain in Northern Ireland and 4 in North East England, with 9 more awaiting certification. We have one privately funded trainee and the remainder are ESF.

We have completed inductions from the incentive period in March and many of these trainees are well into their Modern Apprenticeship Programmes. We have also continued to induct 16 – 19 year olds where they are present in businesses and employers request our services.

15 trainees have completed their apprenticeships in 2010 so far.

SDS CONTRACT 2010 – 2011 ADDITIONAL BID ALLOCATION: Following the last Executive meeting in June, an announcement was made regarding additional funding for level 2 and level 3 Modern Apprenticeships for people aged 20 and over. As we are one of the priority sectors, we were eligible to bid for additions to our original contract. I duly submitted a bid supported by confirmation of the employer demand for 36 start places at level 2 and 14 at level 3.

We received notification that we had been allocated all 36 level 2 MA places and 7 out of the 14 level 3 places. The revised contract which has been signed and returned, shows an increase in total value from £236,313 to £261,357

18 from the 36 level 2 MA places will be inducted this week, with the others following as soon as possible.

The 'missing' seven level 3 places will be dealt with on a case by case basis where we may be able to 'Vire' level 2 starts in the same region so long as we keep within our total contract monetary value.

Our newest Assessor, Gordon Newlands has completed his A1 qualification and is already working with his own caseload and making good progress with his trainees.

Malachi McCann, our Assessor from Northern Ireland, has assisted with the induction process for the trainees from the incentive scheme and will now assist with the inductions for the additional bid trainees, which in turn assists the Assessors who are all working almost to capacity. This situation will ease as trainees complete the full apprenticeships, which is beginning to happen now.

NORTHERN IRELAND: Unfortunately, there is, as yet, no solution for the Northern Ireland situation. I have spoken with the Contract Managers in DEL and was given the contact details of the three training providers who DEL will allow to work with the remaining trainees. I have contacted A4e and Southern Regional College (SRC) as they are the two training providers who will work with the meat industry. A4e are contracted to work in only 5 areas and there is only one trainee still to complete his NVQ in their areas. To date, I have been unable to discuss this situation with anyone from SRC.

I wrote to Sir Reg Empey, who is the Minister for Employment and Learning, to ask for his assistance. Unfortunately, his response was little more than confirmation of the information I already had from the contract managers in DEL. Further to his response I have written to representatives of both the Elite Butchers and NIMBA outlining the situation and suggesting to them that they should make representation to DEL to prevent the total collapse of what had been a successful programme to upskill the industry in Northern Ireland. I await their response.

We still have 33 trainees waiting to complete an NVQ. I have an agreement with A4e which will allow us to complete the apprenticeship for 9 trainees and continue to pursue a solution for the remainder. In the meantime, as I have already reported, Malachi is assisting with inductions in Scotland.

FALKIRK COUNCIL EMPLOYMENT AND TRAINING UNIT PROJECT: Falkirk Council Employment Training Unit (ETU) has developed a pilot programme for a group of young people, aged 16- 19 years, which would target employment in butchers in the Falkirk area.

This will be an 18 weeks programme. The first four weeks will be an introduction to the industry and the working environment before any work placement with an employer.

During this period, there will be a one week standard ETU induction, industry certification such as the REHIS Foundation Hygiene Certificate, REHIS Health and Safety, First Aid, and Manual Handling certification, as well as Core Skills Assessment, Literacy/Numeracy support, and Customer Service Training.

Within this four week period Scottish Meat Training (SMT) would host three days as an "Introduction to Careers in the Meat Industry", as a lead in to the programme. We would start to deliver this towards the end of September.

When on work placement the candidates will work towards a Level 1 Food Manufacture: Butchery Retail Skills as part of the pre-apprenticeship programme.

On completion of the pre-apprenticeship programme candidates could either move onto the SFMTA Skillseeker MA Contract when moving into employment, or leave.

In order to drum up support for the initiative, Falkirk ETU hosted a short Awareness Raising/Information Session to stimulate appropriate candidate applications to the programme on Tuesday 31st August at the Council's Education Centre in Camelon.

Douglas gave an introduction to the various Career opportunities within the Meat Industry, focusing on Retail Butchery in particular and this was followed by a short boning/meat handling demonstration by Paul Conway and a member of staff.

The candidates who attended will now complete the selection process with Falkirk ETU and will then be offered placements within businesses.

SCOTLAND FOOD AND DRINK SKILLS ACADEMY: I attended a Provider Network meeting held in Dundee on 31st August.

The Scotland Food and Drink Skills Academy is a 'centre for excellence in the food and drink manufacturing sector' developed by Improve (the Sector Skills Council for the industry) and the University of Abertay. It is the Scottish hub of the National Skills Academy for food and drink, and its key purpose will be to help coordinate training provision for the sector in Scotland.

Members of Staff from the SFDSA are engaging with employers in an attempt to establish training needs and facilitating funding through the various funding agencies. As the SFDSA develops, there will be more opportunities for business for SMT and more opportunities for training solutions for businesses in our sector and in the wider food industry.

The Scotland Food and Drink Skills Academy will officially launch on November 9th, probably in Edinburgh and the event will be high profile, supported by representatives from Scottish Government, Scotland Food and Drink and Skills Development Scotland. We would encourage representation from our employers at this event. If anyone is interested, then please contact Sandra.

SQA SYSTEMS VERIFICATION AUDIT: This took place on 6th July. It was a routine audit and showed no non-compliances.

INTERMEDIATE HACCP COURSE: The next course is scheduled to be held in Dunfermline on Tues 5th/ Wed 6th October. Please continue to contact Claire for more information.

There was an offer for a HACCP course for meat managers on 7th October anywhere in west central Scotland. It is a course just below the Intermediate course. The one day course a more simple way to get through it.

FINANCE REPORT: Douglas Scott reported.

MEMBERS SERVICES: There is a slight drop income from subscriptions, more in corporate membership. There is some merchandising income from the sale of DVD's. Our investment income has been very good this year and we have some awarding body income £1900. £120k income forecast against that expenses of £101k so we are expecting to make a surplus on the member services side. We have a fair amount of competition expenses throughout the year but nothing over budget. There is budget overspend on advertising and promotions - £21k as opposed to £17K - but nothing to be concerned about. The Executive travelling expenses have been distributed. The President outlays have not been paid out yet since he still has a trip to Shetland.

SCOTTISH MEAT TRAINING: We have had in a payment from LUPS of £50k and this is why we are able to pay all our accounts off till the end of the financial year. We are still waiting on quite a bit of money to come in from ESF. £13,865 from Highlands and Islands area and £27k from the Lowlands area and that is just up to the quarter until the end of June. This is going to make the accounts look healthy. Our income from Skills Development Scotland is £217k forecast opposed to a budgeted £176k. The only doubt is a figure from Northern Ireland as they are still due us £18,700. This has not yet been paid to the Food and Drink Sector Skills Council. We have been assured that £7k will be paid this week. The total income will be just under £477k against a forecast expenditure of £394k. We need this as last year was not very good. We have a large amount against SQA registrations which amounts to £26,000. We have £20k against ESF workshops and this includes courses. ESF mileage is up which is £900 over budget and this reflects the numbers in training. We hope that income will exceed expenditure by a sizeable amount.

Hamish Deans said it is fair to say that to arrive at these figures there is a huge debtors list to come in as we are past the year end now. Stuart Christie asked if all the corporate members paid. Douglas Scott said Mettler Toledo did not pay.

Stuart Christie asked how much Mr Hancock pays us for his advert. Bruce McCall said it was £50 per issue.

MEMBERSHIP AND DEVELOPMENT REPORT: David Lindsay reported.

SUBSCRIPTIONS: Paid Members – 332 with 92 branch shops.

George Buchanan & Sons, Hamilton has rejoined. Andrew Gordon has opened a new shop in Stonehaven and John Davidson has an additional branch in Dobbies Garden Centre, Aberdeen. Shaws Fine Meats have taken over the shop in Innerleithen.

Membership packs have been sent to

Peelham Farm Shop
Pringle, Hawick
Whitmuir Organics, West Linton

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SLICED SAUSAGE EVALUATION

Entries will be collected at Lauder, Perth, Aberdeen, Wishaw and Inverness and transported to Dunfermline Football Club on Wednesday 15th September for judging the following day. The Traditional category there will be regional winners whom will be mystery shopped to establish the Scottish Champion. The sliced sausage plus category there will be silver and gold awards. There are 46 entries in the traditional category and 68 in the sliced sausage plus.

REGIONAL MEETINGS

The next SFMTA Regional Meetings will be Sausage Workshops. This will be led by The Dalesman Group.

Last time (May) the butchers brought the sausages and they were judged by panels of interested foodies, next time (September and October) we will provide the sausages and the members and their staff who attend will be able to pass judgement on them.

The evening will look into the functionality of the ingredients in sausages and pies. Several products will be available for tasting and we expect a lively debate on making products for the modern consumer.

This will be a fun evening and it is hoped that as many members and their staff will be able to attend at one of the following venues:-

Monday 27 th September	Carfraemill Hotel, Scottish Borders
Tuesday 28 th September	Ramnee Hotel, Forres
Wednesday 29 th September	McDiarmid Park, Perth
Monday 4 th October	Park Hotel, Kilmarnock
Tuesday 5 th October	Garfield House Hotel, Stepps

Douglas Scott noted there is a regional meeting in Lerwick on 20th September.

CORPORATE MEMBERS: We have 20 corporate members.
1 new member Verstegen Spices & Sauces

ANNUAL GENERAL MEETING: will be held at McDiarmid Park, Perth on Tuesday 23rd November.

VISIT TO KELLYS TURKEYS IN DUNLOP: Eight members will visit the Kellys turkey farm at Dunlop tomorrow. Paul Kelly is flying up for the visit and will give a presentation before everyone enjoys a turkey dinner.

LIVESTOCK REPORT:

MEAT HYGIENE CHARGING: Hamish Deans reported that MHS has been charging in two different ways with the bigger plants by the hour and medium to small plants on a unit basis agreed by EU. The government said on the smaller plants on a unit basis are subsidized by two thirds only paying a third of the actual costs. The government have decided now it will have full cost recovery but industry has been given a period of time to consult with FSA to come to an agreeable situation. They have recognized a saving in cost of £25M. The first of these meetings was held on the 8th July which he attended with a list of points to discuss. Hamish was pleasantly surprised that a Scottish person was in charge Charles Milne Director FSA Scotland whom was the former Head Scottish Vet. There was a raft of government officials consumer groups and the industry. It was a very well chaired meeting which he considered to be successful. The Vice President of the Scottish NFU, Uel Morton QMS, and a number of senior people and we were listened to. Industry felt that MHS had to get its act together Hamish Deans said the MHS regulations relating to abattoir gives no consideration to the size of the abattoir or the species. SAMW put forward good points that concerned us as well. The next meeting is on 29 September 2010. There will be a round of emails before that.

Hamish Deans said that if the slaughterman makes a mark or slash in the wrong place on the hide it could downgrade its price by as much as 50%. Jamie Chapman said that he was getting £35 for hides and £4.50 for sheepskins. Lamb prices appear to be up and down but normally drop in September. These might not drop very much this year. Stuart Christie said there is a scarcity of lambs in this country because there was a lot of single lambs this year and it has been a hard winter. David Lindsay asked what the prospects for beef were. Hamish Deans said there is a shortage of really good cattle and there is a lot at the lower end with cattle coming in from the dairy sector. Farmers who are fattening cattle are going to suffer an increase in feed and will want more money.

Jamie Chapman said the stock numbers are short and wondered if we had heard anymore from the Pack report. Jamie felt we needed to give support to the breeders otherwise there will be no Scotch to sell.

SCOTTISH GOVERNMENT PIG DISEASE STAKEHOLDER GROUP: This has been formed and we are included in it.

CLONED BEEF ISSUE: Douglas Scott said this issue had concerned members but we had not taken many calls, we had four pages in the newsletter. It did not seem to have an affect on trade.

ANIMAL HEALTH STAKEHOLDER MEETING: the report was noted and attached with the agenda.

PROMOTIONS REPORT: Duncan Mackenzie reported.

The final of the Scottish Beef Sausage Competition and Scottish Black Pudding Competition were judged at Braehead Cook School in July. Two finalists were selected at regional heat and their products were purchased over the counter and judged by the panel at the Braehead Cook School which included Andrea Christie, wife of our President, Moira Stalker from Scottish Food and Drink Federation, Kevin MacGillvray and from the Federation of Scottish Chefs and from Braehead. Sponsors Dalziel and Lucas presented the winners with their trophies and the winners were:-
2010 Beef Sausage Champion - JC Douglas, St Boswells
2010 Black Pudding Champion:- Fraser Bros, Dingwall
Scottish Television covered the presentation in Dingwall. Both awards got plenty of publicity.

British Sausage Week is officially 1st to 7th November but SFMTA will bring that forward and cover two weeks including Halloween. We will develop our own posters and promote British Sausage Week to celebrate butchers sausages, encourage members to run events and special offers, assist develop special sausage themed menus in local pubs and restaurants.

This is still at the formative stage so at this moment any ideas you have would be gladly accepted.

We will be piggy backing on the QMS promotion in conjunction with the Scottish Government to Celebrate **Lamb for St Andrews Day** and we would be examining stocks of Christmas posters to see if more are required but it is more likely that we can clean out our existing stocks.

Viv Harvey formerly of the Meat and Livestock Commission is now with Raps and he will be coming up to do an evening in conjunction with McAusland Crawford, of Innovation and Adding Value at St Mirren Football Club on Monday 25th October. Following that Viv will be putting on similar events on the Tuesday, Wednesday and Thursday of that week in Kirkwall, Inverness and Stornoway. These will be funded out of the Highlands and Islands ESF project and hopefully the Flexible Training Opportunities fund.

PINK FRIDAYS OCTOBER: Duncan Mackenzie encouraged members to participate in this again this year.

QMS: their new marketing person Jack Broussine starts next week and will visit SFMTA on Tuesday afternoon. He will also judge in the slice sausage competition. A meeting had been held with Laurent Vernet who had presented a new Scotch Lamb poster and recipe booklet. He reiterated all the support is for the Scotch Butchers Club and is limited to do things other than support that. Douglas suggested that supermarkets are vetted and he took this on board. The celebrating Lamb for St Andrews Day is coming out for Scottish government he feels it is an opportunity to support product even though we will have to pay our share of the production and the distribution. QMS are producing recipe leaflets for offal, mutton and wild boar. They are looking to run a competition at the Winter Fair possibly black pudding. Douglas suggested to him to avoid calling anything a championship as it confuses them.

The Scotch Butchers Club will have a presence at the BBC Good Food Show in October at the SECC, June Lomax will be co-ordinating it. QMS had confirmed that they would not be producing materials for Sausage Week or any Christmas posters but would be doing Winter Warmers. Douglas said it then gave us scope to do things without duplication.

LABOUR CONDITIONS REPORT: Douglas Scott reported.

Nothing to report.

LEGISLATION REPORT: Douglas Scott reported.

BEEF LABELLING: a meeting is taking place at the beginning of October to progress this. One or two EHO's have been looking for this and we are still selling the Beef Labelling boards.

Duncan Mackenzie said that under the Food Hygiene Information Scheme (FHIS) that is new to Inverclyde his business is on the awaiting inspection list because he missed salt on his packaging of soup. Douglas Scott asked if he had this in writing to send a copy to our Office. He had altered the label and sent a copy to the EHO and had not heard back.

FSA CONSULTATION REDUCING E-COLI- Scottish Food Hygiene Liason Enforcement have already said EHO's will not give a pass certificate under FHIS if you use a vacuum packer for both raw and cooked. David Lindsay felt it was a reasonable request. Jack Meade said that he had been opening packs and repacking in smaller packages and he was only being allowed eight days when the original pack gave thirty days. Douglas Scott suggested this may be because it was

originally in a modified atmosphere pack. He felt that if he felt that this was wrong his packs he could send for testing to see how long they would do.

ANY OTHER COMPETENT BUSINESS:

Douglas Scott reported that the QMS meat voucher scheme up to the value of £100 depending on the school role size will continue for another year. They will be able to redeem their vouchers at independent retailers and butchers whom are part of the Scotch Butchers Club in exchange for beef, lamb or pork.

Jamie Chapman said as a levy collector they have collected an extra £5,000 for them this year in extra charges.

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

DATE OF NEXT MEETING: Tuesday 19th October 2010.