FEDERATION NEWS

THE NEWSLETTER FOR SCOTLAND'S INDEPENDENT BUTCHERS

Published by SFMTA JUNE 2002

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BSE and Sheep

Following the FSA's Core Stakeholder Group Report on BSE and Sheep published on 23rd May the Federation quickly issued a briefing note which we hope was useful to members facing customer comments over the subsequent weekend. As previously stated this report goes to the FSA Board on 13th June.

The recommendations include adding the intestine of sheep to the list of Specified Risk Material (SRM) that cannot enter the food chain, pending further investigation of the effectiveness of sausage casing processing in removing potential sources of infectivity. This decision should be made at a European level. There are no indications to suggest what FSA will decide.
The majority of sheep casings are currently recovered and sold to specialist finishers for use as sausage casings. The direct loss of this trade to the UK abattoir sector would be around £6.3m per annum.

If intestines are defined as SRM, stomachs, intestines and their respective contents might all be removed and consigned to the SRM bin. This would create an estimated 117,000 tonnes of material that would require disposal in the UK at a cost of over £7m per annum.

75% of UK sheep casings are exported. 25% are retained and used in sausage production in this country.

Only 15% of sausages consumed in the UK are made using natural sheep casings (domestic and imported casings). 70% of UK sausages are made using man made collagen casings. The balance is made using natural hog casings.

Sandy Dalziel of Dalziel Ltd told the Federation "If there is a ban it would be UK and EU but we hope that doesn't happen. The bulk of the casings we are buying at the moment are from Australia and New Zealand. The fallback situation is to switch to collagen but we know a number of Scottish butchers do not like that."

Alistair Macnaughton of Macnaughton and Watson said "The Food Standards Agency have no proof of connections to BSE in Sheep. I honestly have had only one butcher phone me up about it. We have sourced Australian and New Zealand gut for many years, but if British gut was banned then what controls would there be over gut imported and what price would it go to?"

Scottish Retail Consortium Conference

President MacKenzie reports on his attendance at this event on 2 May.

The speakers were Eddie Thomson, Chairman of the Scottish Retail Consortium, Hugh Sparks of the Institute of Retail Studies, at Stirling University, Ken Hawkins. Communications Director of Safeway, Ken Cairnduff, Managing Director of Internationalle, Richard Argoss Head of Retail Portfolio Management for Land Securities. Alec Neil MSP. Convenor of Scottish Parliaments Lifelong Learning Committee made a very good speech and predicted that by 2010, that 10% of all retail sales will be Internet sales. Safeway and Tesco disagreed with this because of the social function attached to shopping. It will not happen and these sales are as high as they will get at the moment. This is currently 2% and not likely to get higher.

Shopping behaviour formed a central part of the conference. Findings: Consumers wanted: -
Less irritation and more convenience. Less confusion and more satisfaction. Less blandness and more individuality. Less exploitation and more confidence and trust. Less cost and more service.

Factors which influence purchase are (1) price (2) sell by date (3) taste (4) appearance and last was organic. Graeme Miller of the Scottish Consumer Council did not think that e-mail sales will rise. It was also recognised that due to overhead costs small shops cannot compete with supermarkets.

Ongoing Enhancement to QMS Scheme Promised

Alasdair Muir, Managing Director of Quality Meat Scotland has responded to President Duncan MacKenzie's letter seeking information about the operations of the Specially Selected Quality Assurance Scheme in the light of the Scotpigs publicity as reported in the last newsletter.

The reply confirms that QMS are not taking the issue lightly and was delayed so that the thoughts of the QMS Board meeting held on 8th May could be included. This letter is labelled Private and Confidential because as we know certain operational arrangements require total confidentiality and are under code. I am happy to report that many of the concerns of the SFMTA members were addressed and the letter states

"We acknowledge that Ormiston was unacceptable and that we are learning from this incident including better communication of our actions/procedures to our stakeholders……..we must and will do everything in our powers to raise the standards and procedures to minimise the risks.

"We cannot underestimate the importance of the "whole chain assurance" ethos and trust that the Independent butcher has similar aspirations. The active support of the SFMTA and independent sector will go a long way to closing the chain."

Task Force on E Coli – Scottish Executive's Response

Since July 2001, the Scottish Executive and the Food Standards Agency (Scotland) have been working, with others, including UK Government Departments and NHS Scotland, to consider, cost and implement the detailed recommendations made by the Task Force. In the Response issued in May the ten chapters cover all aspects of the report. An information sheet, [a copy of which is enclosed] is part of the response. The sheet gives guidance on the Recreational Use of Animal Pastures which you might like to hand to Scouts, Guides, Children's groups who are deemed "Special Risks".

The one chapter in the response that deals directly with food contains 15 sections of which only three relate directly to meat:-

9.2 The application of the Meat Products Regulations should be reviewed and clarified.
Accepted. The Food Standards Agency is preparing revised guidance and codes of practice, consistent with the views of the Task Force. A related consultation process will begin in Spring 2002. In addition, the FSA is planning to develop a microbiological food surveillance strategy and will take account of this recommendation in that context.

9.14 The effectiveness of the implementation of licensing in butchers' shops should be assessed by the Food Standards Agency prior to considering the extension in all other high-risk premises.
Accepted. The FSA is currently evaluating the implementation of licensing in butchers' shops and expects to publish a related report in Scotland in June 2002.

9.15 The UK Government to continue to press for adoption of Hazard Analysis and Critical Control Points (HACCP).
The current work to consolidate the European Food Hygiene Regulations is expected to introduce this requirement. The FSA, at a meeting on 14 November, agreed a strategy for the introduction of HACCP in food businesses ahead of the consolidation.

Machinery Wanted

30-Piece Robertson Manual Dough Divider
Please contact David Dalgity on 01592 713413

Beat the barbecue bugs

Tuesday, 21 May 2002

The Food Standards Agency is launching a campaign to try to stamp out food poisoning caused by undercooked barbecue food.

TV ads, leaflets and web content stress the importance of making sure that barbecued meat is properly cooked, to kill off any food poisoning bugs.
It's especially important to make sure that chicken, pork, kebabs and minced-meat products such as burgers and sausages are thoroughly cooked. Don't serve them until you have checked that they are piping hot all the way through, none of the meat is pink and any juices run clear.
The *Beat the barbecue bugs* leaflet, distributed through supermarkets, butchers and local authorities, gives tips on effective barbecue cooking, avoiding cross-contamination and keeping chilled foods cool. You can order a copy of the leaflet by calling the Food Standards Agency Publications line on 0845 606 0667.

TV ad asks: 'When will I see you again?'
The Agency's food hygiene campaign is going alfresco during summer 2002 with a 30-second TV ad spelling out the risks of not cooking barbecue food properly. Similar radio advertisements will run for four weeks, beginning over the Jubilee weekend.

The ad shows sausages sizzling on a barbecue. When one of them is picked up with tongs, it breaks open to show uncooked pink meat in the middle. To illustrate the point that undercooked food can cause vomiting and diarrhoea, the 1973 Three Degrees hit song *When Will I See You Again?* plays in the background. [Surprising that Princes Charlie's darlings agreed to this!]
The advertisement will be shown on TV channels until June 1 2002. Similar radio advertisements will run for four weeks, beginning over the Jubilee Bank Holiday weekend.
The advertisements support the aims of the Agency's £20m food hygiene campaign, launched on February 11 2002, to reduce cases of food poisoning in the UK by 20% by 2006.
Each year the FSA publishes a consumer attitudes survey. The 2001 survey, published on the same day as the food hygiene campaign launched, revealed that 12% of UK consumers said they had food poisoning in the last year.

Big City Experience for Moray girl

Cheryl Murdoch of Forres has recently spent six weeks in London working in the Savoy Hotel, on a training programme organised by The Worshipful Company of Butchers. Cheryl worked mainly with Neil Watt the Savoy Hotel Butchery Manager but had the opportunity of moving around the Hotel. She confirmed that it had been "a tremendous experience and she had been introduced to a lot of different cutting techniques and new products, as well as extended new ideas".

Cheryl also had the opportunity of visiting MLC's headquarters at Milton Keynes and had been very impressed with the professional set up within the organisation, especially with the library, which housed a tremendous amount of information. The ability to immediate call up to the minute information, was also very impressive. Cheryl felt that the individual professionalism and wealth of knowledge available to help small business was unbelievable and it was a great pity the industry were not more aware of what they could access which would be to their benefit.

Federation Golf Day

Nineteen competitors enjoyed a round of golf at Rosemount, Blairgowrie on Wednesday 15th May. The Stableford was won by R Kirk (Denny) with 40 points; runner up D Keith (Kirkcaldy) – 38points. H Fowlie (Strichen) 37 points was third one ahead of G Kirk (Denny) in fourth. Reps Trophy was won by Harry Simpson (Dalziel). Longest Drive R Kirk. Nearest the Pin D Harvey.
Thanks to John McCallum of Auchterarder for organising the day.

Food Standards Agency Board Meeting

Aberdeen 9th May 2002

The Chief Executive and Cheryl Murdoch attended the Board Meeting of FSA which was held in Aberdeen in May. The working of the Board in public session was very interesting with the discussion on relaxing Licensing of Cutting Plants supplying farmers markets of the greatest interest. The paper sought to clarify FSA policy, on a UK basis, on the cutting of meat for direct sale by farmers to the final consumer.

The Board was invited to **agree** that the Agency advise local authorities:

(i) to enforce the requirement that only premises licensed under the Meat Hygiene Regulations may cut meat for direct sale by farmers; but that

(ii) in areas where accessible licensed cutting premises are not available (or refuse to undertake this work), they are entitled to use their discretion in deciding whether or not to take enforcement action under the Meat Hygiene Regulations against butchers' premises cutting meat on behalf of farmers, providing hygiene is not compromised and the meat is intended for sale on a local basis at farm shops or farmers' markets.

It was reported that a problem had arisen in respect of the way some farmers have their meat cut for sale**:** they have their animal legally slaughtered in a licensed slaughterhouse, but then take the carcase to be cut-up at their local butcher. This practice is illegal because the butcher is not licensed under the Meat Hygiene Regulations. These farmers claim that they have no alternative, because of a shortage of accessible licensed cutting premises. Even in areas with a reasonable provision of licensed premises, they claim that many are not willing to cut small quantities of meat, or do not have the spare capacity.

A legal alternative for farmers is to cut their meat on the farm or market stall for sale directly to the final consumer. They would then be subject to the requirements of the Food Safety (General Food Hygiene) Regulations 1995 (GFHR) and be treated like a butcher's shop. However some farmers may not have the skills or facilities to cut meat hygienically. Because of this, some food authorities have been taking a risk-based approach in allowing butchers to cut meat on behalf of farmers, to avoid encouraging cutting on the farm or market stall.

SFMTA position

We find it strange that the Food Standards Agency should be suggesting to remove measures that are in place to safeguard the public interest. The Scottish Food Advisory Committee has reported that in Scotland licenced cutting plant requirement is being enforced.

We consider that relaxation of the rules is likely to stop farmers attempting to reach the standards required. We also feel that it will become difficult for enforcement officers to persuade butchers to apply for cutting plants licenses. They might have been supplying a farmers market without the cutting plant requirement but to supply a shop in the vicinity of the same farmers market a cutting plant license would be needed.

Butchers find it very annoying that derogation should be suggested for cutting of farmers market meat while at the same time there is an onus on butchers to comply with the law resulting in competitive disadvantage. With HACCP and in shop facilities the risk to public health is less likely in a licensed butcher's shop than on a market stall.

The FSA Board in Aberdeen agreed to the discretionary route subject to guidelines being drawn up for Environmental Health Departments. This will not be easy to draft and there is a danger of creating loopholes for unlawful operation. We therefore have written to the FSA (and consumer groups) urging them to support the status quo that requires compliance with the law.

Glasgow's OK says FSA

Consumers eating out, grabbing a takeaway or buying their weekly food supplies in Glasgow are well protected according to a report published by the Food Standards Agency Scotland on the 16 May 2002. An in-depth analysis of Glasgow City Council has been carried out by the Agency as part of a national drive to improve standards of consumer protection.

The audit of Glasgow Council found that:

- staff are knowledgeable, competent and motivated at all levels
- food premises are inspected at the frequency recommended by the Codes of Practice
- internal documented procedures are comprehensive and practical.

Dr George Paterson, Director of the Food Standards Agency Scotland, said:
'Food safety enforcement officers are the front line troops in protecting consumers from poor hygiene standards and it is vitally important that they carry out their duties effectively.
'The team at Glasgow City Council has demonstrated a good level of food law enforcement and is committed to an ethos of continuous improvement.'

The audit confirmed that Authority has a specific team responsible for Butchers' Shop licenses. Their approach to licensing Butchers' premises entailed the use of standardised sets of forms to record the detail of the inspection and ensure that all requirements of the regulations had been considered prior to issuing the license. All of the Butchers' premises files examined contained complete records and clear evidence that the procedure followed had been effective in determining if a license should be issued. The license documents themselves accorded fully with the regulations and related guidance. Other points noted:-

Food Hygiene Inspections – From the files checked it appears that premises are inspected at the minimum frequency required by the Food Safety Act Code of Practice No. 9: Food Hygiene Inspections. All inspections appear consistent.
The files relating to those premises that require to be licensed as a Butchers' shop are particularly detailed.
Advice to Business – It is evident that the Authority is providing comprehensive information and advice to local businesses.
Food Safety Promotion – The Authority are actively implementing food safety and standards promotion.
Food Hazard Warnings – A documented procedure for responding to Food Hazard Warnings has been implemented.

A team of auditors closely scrutinised the work of Glasgow City Council and assessed the council's conformance with specified standards.
All 32 councils in Scotland are being audited as part of a three-year rolling programme which aims to improve consistency and tackle any problems which hinder effective enforcement.
A copy of the full audit report for Glasgow City Council is available at www.food.gov.uk/Scotland

Corporate Members

Corporate membership is by invitation and the following companies have supported the Federation by accepting our offer. Members should be aware that the following are supporting them:-

Dalziel Ltd, Belgrave Street, Bellshill Industrial Estate, Lanarkshire ML4 3JA Tel: 01698 749595
East of Scotland Contracts, Ferryhills Road, Inverkeithing, Fife KY11 1HD, Tel 01383 418610
William Forrest & Son (Paisley) Ltd, Omoa Works, Newarthill, Motherwell ML1 5LY Tel 01698 860149
KRH Ltd, 1 Macgowan House, Nobel Business Park, Stevenson, Ayrshire KA20 3LJ, Tel 01294 472755
Macnaughton & Watson, 423 Gallowgate, Glasgow, G40 2DY, Tel 0141 554 2757
Paragon Products, Newhailes Industrial Estate, Newhailes Road, Musselburgh, Tel: 0131 653 2222
Scotweigh, Unit 2, Granary Square, Bankside, Falkirk, FK2 7XJ, Tel 01324 626777
Stockline Plastics, Grovepark Mills, Hopehill Road, Glasgow, G20 7NF, Tel 0800 262015

Report Scottish Food Advisory Committee

Aberdeen 18th April 2002

The Chief Executive attended the last open meeting of SFAC held in Aberdeen.
The two main agenda items were Scottish Nutrition Strategy and Folic Acid.
After dealing with these the committee adjourned and then when returning dealt with the matters arising from the meeting held in Melrose in March. This was a strange departure from the running order of previous meetings.

SFAC wish to develop a **Diet and Nutrition Strategic Plan** for 2002-2005 and provide advice on specific diet and nutrition issues that need to be addressed for Scotland.

There was considerable discussion within the committee as to the position of the Food Standards Agency vis a vis the targets for dietary improvement announced by the Scottish Office in 1994 and the Scottish Office Department of Health (SDAP) Eating for Health: A Diet Action Plan for Scotland (1996).

Comment was made over clear explanations why FSA(S) was working in this area. Prof Phil Thomas raised questions over what could be done about food that was manufactured outside Scotland. One of the FSA's key roles is to provide information to inform, motivate and enable consumers to make decisions in favour of a healthy diet. It was therefore felt appropriate for SFAC to produce a stand alone document that would compliment other initiatives.

It would also seem that resources for Scotland were held by the Scottish Executive so it would be important for FSA(S) to define Scottish specific dietary related disease. The whole project would compliment the European Public Health Strategy.

FSA Scotland will prioritise five groups
a) 18-50 age groups
b) disadvantaged groups
c) schools
d) catering
e) food manufacturing and retailers

Caterers would require training to produce chefs with healthy cooking ideals. Of Food manufacturers and retailers the observations were as follows:

An increasing reliance on convenience foods by many households is apparent from recent surveys. Therefore, changing the amounts of some commodities in manufactured and processed foods would contribute greatly to improvement in the Scottish diet. The SDAP indicates that the principle areas where change is required are:

- Reducing the amount of fat, salt and sugar in the whole range of savoury and sweet products and bread and bakery products.
- Increasing consumption of fruit and vegetables and of complex carbohydrates found in pasta, rice, cereals and wholemeal flour.

The FSA say that they can play an important role. As a UK wide agency they have access to manufacturers and processors and their associations throughout the UK (recognising that food sold in Scotland is often produced elsewhere). They have established contacts with many of these businesses and their umbrella representative organisations through the FSA's food safety and standards work.

One of the intended activities is "to participate in meetings of the Quality Meat Scotland Health and Education Working Group".

The next topic discussed was the joint consultation between UK Health Departments and the FSA on **Folic Acid** and the prevention of disease. Breakfast cereals sometimes state fortified with vitamins etc. and this was a discussion over whether or not folic acid should be added to bread.

While the additional folic acid would be a benefit to pregnant mothers it had a downside on the aged. The SFAC decided they needed more information from other countries where folic acid is added to flour.

After the adjournment the Committee discussed ongoing issues:

BSE in Sheep: A report including TSE research sponsored by DEFRA is expected by summer 2002. There were questions over the delay in this report coming forward. (see page 2)

Prof Bill Reilly yet again raised the microbiological safety of food vis a vis **Mycobacterium Bovis**. He called a reply from Sir John Krebs "patronising" and said that "he was appalled to be associated with an organisation that is disregarding the issue." He felt that if consumers knew that infected cattle was knowingly entering the food chain they would choose not to eat meat.
Tuberculosis is increasing and Bill Reilly felt that the issue could discredit the FSA as they were aware that infected carcases owned by DEFRA were knowingly being put on the market.

It was pointed out that at the moment TB beef is rejected only if it is aesthetically unacceptable. The risk to humans was "incredibly small" but the FSA was going to revisit the topic to discuss the consumer choice issue.

Part of the delay was also due to awaiting outcome of discussions in Brussels. Prof Phil Thomas said that retailers would move unilaterally on this and FSA should not be running behind the debate.

E Coli Task Force: Again the committee was disappointed that the Scottish Executive had failed to meet the deadline to react to their recommendations. SFAC would be sending a letter to Scottish Ministers expressing concern over the delays and the vulnerability of the Scottish Executive should any unfortunate cases arise. [Response was published in May see earlier article]

It was pointed out that **veterinary advice** to FSA(S) should not be coming from a government department. Lydia Wilkie explained that SVS operate out of Pentland House. FSA(S) take advice from them and at the same time from vets within FSA(S). There is an option to bring in FSA(UK) vets if a more distant judgement is needed.

Recommendations on school education would come to the June meeting. Supply of support material to schools was being considered with REHIS with a goal to deliver **Elementary Hygiene** training in schools.

Lord Sainsbury under fire for GM profits

27 May 2002

Critics of Lord Sainsbury, the Science Minister and a multi-million pound donor to the UK Labour Party, have accused him of abusing his position to persuade consumers to accept genetically modified foods.
Sainsbury, a known supporter of GM technology, has shares in Innotech – an investment firm with interests in several biotechnology companies – that rose in value from £26.9m (US$39.1m) in 1998 to £42.6m at the end of 2000, it was reported last night. Critics claim his shares in Innotech amount to a conflict of interests.
The media has seized on the revelation, which follows news that the Labour Party accepted a sizeable donation from the publisher of, among other titles, pornography magazines.
However, the Department for Trade and Industry has stressed that Lord Sainsbury's business interests are managed in a blind trust, and that his department does not, in any case, control policy on GM food and technology.

How do I carry out a risk assessment?

Risk assessments are a legal requirement under the Management of Health and Safety at Work Regulations 1999. Regulation 3 of these regulations stipulates that:
Every employer shall make a suitable and sufficient assessment of -
(a) the risks to the health and safety of his employees to which they are exposed whilst they are at work; and
(b) the risks to the health and safety of persons not in his employment arising out of or in connection with the conduct by him of his undertaking.

The Approved Code of Practice goes on to say:
This regulation requires all employers and self-employed people to assess the risks to workers and any others who may be affected by their work or business. This will enable them to identify the measures they need to take to comply with health and safety law. All employers should carry out a systematic general examination of the effect of their undertaking, their work activities and the condition of the premises. Those who employ five or more employees should record the significant findings of that risk assessment.

A risk assessment is carried out to identify the risks to health and safety to any person arising out of, or in connection with, work or the conduct of their undertaking. It should identify how the risks arise and how they impact on those affected. This information is needed to make decisions on how to manage those risks so that the decisions are made in an informed, rational and structured manner, and the action taken is proportionate.

A risk assessment should usually involve identifying the hazards present in any working environment or arising out of commercial activities and work activities, and evaluating the extent of the risks involved, taking into account existing precautions and their effectiveness. In this approved code of practice:

1. a hazard is something with the potential to cause harm (this can include articles, substances, plant or machines, methods of work, the working environment and other aspects of work organisation);
2. a risk is the likelihood of potential harm from that hazard being realised. The extent of the risk will depend on:

(i) the likelihood of that harm occurring;
(ii) the potential severity of that harm, i.e. of any resultant injury or adverse health effect; and
(iii) the population which might be affected by the hazard, i.e. the number of people who might be exposed.

The purpose of the risk assessment is to help the employer or self-employed person to determine what measures should be taken to comply with the employer's or self-employed person's duties under the 'relevant statutory provisions' and part ii of the fire regulations. This covers the general duties in the Health and Safety at Work Act (HASAWA) and the requirements of part ii of the fire regulations and the more specific duties in the various acts and regulations (including these regulations) associated with the HASAWA . Once the measures have been determined in this way, the duty to put them into effect will be defined in the statutory provisions. For example a risk assessment on machinery would be undertaken under these regulations, but the Provision and Use of Work Equipment Regulations 1998 determine what precautions must be carried out.

HSE produce the following publications with regards to risk assessments:
Management of health and safety at work: Approved Code of Practice, L21, ISBN 0717624889, £8.00
Five steps to risk assessment : case studies, HSG183, ISBN 0717615804, £6.75
Five Steps to risk assessments, INDG163, Free
A guide to risk assessments requirements, INDG218, Free

Future Prime Cattle Supplies - in Scotland

produced by the MLC Planning & Forecasting Group 16 May 2002

A critical assessment of the possible implications of all Scotch Beef being branded born, bred and slaughtered in Scotland.

1. Prime cattle supplies

MLC were requested by QMS to assess future prime cattle supplies originating from the Scottish cattle breeding herd (both dairy and beef herds). An inventory model has been developed using similar methodology to that used for forecasting cattle supplies at an aggregate Great Britain level. This takes into account historical and future trends in both the dairy and suckler herds, rearing cattle numbers, average age at slaughter etc.

The assumptions underlying the model through the period to 2005 are as follows:

- dairy cow numbers to fall by close to 2.5% per annum
- suckler numbers to fall by around 1.3% per annum
- some decline in herd productivity due to heifer inclusion in Suckler Cow premium claims
- an element of unrecorded calf slaughter of approximately 30-40K per year
- a slightly higher heifer retention rate over the next couple of years as those recovering from FMD seek the type of animal they desire
- average age at slaughter of prime cattle remains close to 24 months for steers and 21-22 months for heifers
- return of OTMS prime cattle in Scotland to the food chain from 2004

On the basis of the above, the modelling work suggests that the supply potential of prime cattle in Scotland, if **all** the offspring from the herd are reared and finished in Scotland will be in the range of 400,000-420,000 head per year. This is the figure excluding the impact of any trade in cattle, either north into Scotland or south from Scotland.

It also assumes no major change to the current support schemes introduced as a result of the Mid-Term Review of Agenda 2000. If for example, the age at claiming the second BSP on steers was lowered, then depending on the extent of the change, this could result in a lowering of the age at slaughter of steers and, it could encourage a shift away from suckler bull production back to steer production.

2. Cattle movements

Some indication of trade flows of cattle moving south out of Scotland or north from England and Wales into Scotland has been prepared based on BCMS data and obtained either from SEERAD or from BCMS directly. This spans the period September 2000 to December 2001 and, because of the FMD impact on cattle movement last year, it is unclear just how representative the data for 2001 actually is.

a) Cattle born in Scotland, slaughtered in English & Welsh abattoirs

The data shows that over the period from September 2000 to December 2001, a total of 54,929 animals born in Scotland were slaughtered in abattoirs in England and Wales. Of these, a total of 33,200 head were slaughtered in 2001. There is a widely regarded view within the industry that this trade is predominantly in plainer dairy type bred cattle, a combination of pure dairy breeds and beef crosses. In addition, there is also a relatively small number of animals, whose birthplace is unclear, but which were first registered on the CTS system on a Scottish holding and also slaughtered outside Scotland. These are listed under the heading 'placed' in the following table.

Scottish born cattle slaughtered in English & Welsh abattoirs

	Born in Scotland	Imported (non GB origin)	Placed	Total
Sep00-Dec00	15,954	56	1,447	17,457
Jan01-Mar01	11,702	4	752	12,458
Apr01-Jun01	8,660	59	848	9,567
Jul01-Sep01	7,753	35	829	8,617
Oct01-Dec01	5,116	29	831	5,976
Total - 2001	**33,231**	**127**	**3,260**	**36,618**
Overall Total	**54,929**	**183**	**4,707**	**59,819**

Source: SEERAD based on BCMS

b) Cattle born in England & Wales, slaughtered in Scottish abattoirs

Similar data has also been obtained for animals born in England and Wales, which have been slaughtered at abattoirs in Scotland. This shows that over the period from January 2000 to December 2001, nearly 115,000 animals were slaughtered, representing 12 per cent of the Scottish prime cattle slaughterings over the period.

English & Welsh born cattle, slaughtered in Scottish abattoirs

	Total E&W born animals slaughtered in Scotland	Total Scottish slaughterings	E&W animals as a % of Scottish slaughterings	Proportion of E&W animals resident on a holding*
2000	71,690	506,949	14.1	3.3
2001	43,234	442,123	9.8	6.3

*English & Welsh animals which have spent some time on a Scottish holdings before slaughter.
Source: SEERAD based on BCMS.

The data clearly shows that due to the FMD movement restriction in place during 2001 that this affected the traditional flow of cattle from the south into Scotland for slaughter. The data also clearly shows that only a relatively small number of animals born in England and Wales actually spend some time on a Scottish holding before slaughter. Only a proportion of these will reside at least 90 days in Scotland before slaughter.

It is also apparent that the animals that are 'imported' into Scotland from England and Wales are carefully selected and of superior quality generally to the type of cattle which is 'exported' from Scotland for slaughter in England and Wales. Over time this may have implications for the volume of quality beef which the Scottish industry will have at its disposal in the future.

BCMS Linked Holdings

This is an area relating to linked holdings which does not sit comfortably with the desire to change the PGI for Scotch beef. It is an issue which has surfaced on several occasions in the recent past, most frequently in a farm assured context and also with the tracing of animals during FMD. This is because the passport does not need to reflect the actual physical location of the animal but, rather the address of the keeper of the animal. This means for example, if a farmer has several farms, all the cattle passports may indicate the primary farm, while in reality, the cattle may be many miles away. This could include a Scottish farming business with a link to holdings in England or Wales. This potentially represents an avenue which may be improperly exploited by some to circumvent the new requirements. BCMS or agriculture departments ought to be able to quantify the number of units or the number of cattle which may be involved.

Conclusion

Looking to the future, on the basis of the modelling work undertaken, the output potential of the Scottish breeding herd is a supply of 400,000-420,000 head of prime cattle per year through the period to 2005. This is the base output **before** any account is made of trade in cattle into or out of Scotland. The data on trade clearly indicates a disruption to established trading patterns through 2001 due to FMD restrictions. Changes to the definition of Scotch beef at some point in the future may have a modest impact on slaughterings. This is because of the relatively small number of animals imported into Scotland which reside on a holding there before they are slaughtered. In the definition of Scotch beef, the issue of BCMS linked holdings needs to be carefully considered.

In Praise of Meaty Man

Eating Out 3 - The Scotsman Wednesday1st May

McKirdy's Steak House, 151 Morrison Street, Edinburgh, Tel: 0131 229 6660
Proprietors: John, Colin and Richard McKirdy - family butchers since 1895

We ended up in McKirdy's Steak House.

And just let me tell you, it's a marvellous place, at least a dozen times better than its predecessors, not least because a very charming waitress said those magic words: "Do come in." Even better, she asked if we had brought any wine we would like opened (though they are licensed). We had. And we did. The raison d'etre of McKirdy's is a simple and compelling as the bill of fare: it is a restaurant link to a parent company of well established butchers, the better to source and present meat in prime condition. Not that one is compelled to adopt a caveman carnivore stance. Mussels, tuna and a pasta vegetarian dish are available for the zealous, the health-conscious or the merely misguided. The rest of us can rejoice in really high quality meat, while admiring the rather perplexing framed image of a singed front page of The Scotsman. No, I didn't ask. I feared it may have been something to do with the restaurant reviews.

We mixed and matched ourstarters, including a wonderful home-made black pudding served with apple sauce, a huge portion of perfectly cooked chicken livers, and a vast, rather hedgerow-like, salad. But it was the meaty main event that really mattered. Rib eye of beef, £11.95, for me, sirloin, £12.95, for Drusilla, and rack of lamb for the oh-so-sensitive Lochinvar.
All of these can be served with a selection of sauces and accopanied by mash, baked potatoes or fries. He-man heaven, and pretty splendid for she-wolves, too as the meat was perfectly hung, tender and flavoursome.
Not exactly sophisticated, you say? Who cares? The staff cheerful, the decor in-complicated and the prices just right.

Is your business in the Inverness & Nairn EnterpriseArea?

If so, the information below is addressed specifically to you:-
Do you have Employees in the 25+ age group?
Inverness & Nairn Enterprise are operating a Pilot Project for Modern Apprenticeship Training for the 25+ age group. SFMTA have been allocated **six** places and are very anxious that our members should take the opportunity of giving their employees the chance to receive a Meat Industry SVQ at Levels 2 and 3.

Training will be undertaken within your workplace and will follow the criteria given on page 20.

For more information contact Moira Brady on 01738 632984

Scottish Q Butchers Win National Barbecue Award

Sunday 28th April 2002

The 2002 Guild of Q Butchers National Barbecue Championships proved to be an outstanding success for three Federation members with businesses in Airdrie, Carluke, Falkirk and Dunfermline.

Competing as the "Jack-0-Bites" at the championships in Gerrards Cross, the team came away with two top titles for their products which were assessed by celebrity chef and television personality Antony Worrall Thompson.

Graeme Johnston of T. Johnston, Falkirk and Dunfermline, Wilson Ferguson of D.W.Ferguson, Airdrie and Andrew Ramsay of Ramsay of Carluke, were adjudged to be Scottish Champions and were second runners-up for the Supreme Team title.

In addition, an individual product from Johnstons - Jubilee Chicken Highlander - made it through to the Outstanding Merit shortlist.

The three businesses are no strangers to success in meat trade competitions with their shops regularly featuring award-winning products.

"This, however, has to be one of our most prestigious successes," said team spokesman Graeme Johnston. "We were competing against almost 100 products from the best butchers in Britain. We are sure the products prepared and cooked by our team will be a real success this summer."

Taking the award for the most innovative product and the trophy donated by The Worshipful Company of Butchers was Crombie's of Edinburgh with a Chump of Lamb on the Bone with an internal marinade of sun dried tomatoes and honey.

Sandy Crombie was a member of the "defending champion" team which included Stuart's of Buckhaven and J Patrick & Sons of Camelon.

Overall winners were Eastwoods of Berkhamsted, Lidgate of Holland Park and Dennis of Bexley. Individual product championship and the Meat & Poultry News Cup went to Lishmans of Ilkley.

The championships featured the best barbecue ideas from twelve teams of Q butchers from around Britain, each product noted for its innovation, presentation and quality.

Guild members are now displaying posters and leaflets in their shops as part of a national promotion ...."It's barbecue time! Enjoy a sizzling summer with quality meat from your Q butcher!"

Business for Sale

Family Butchers established over thirty years, [owner retiring]. Profitable well appointed shop, in central Hamilton. Large front shop with two refrigerated counters, refrigerated window display and large well equipped preparation area with fan assisted oven etc. Back shop with walk in chill. Rest Area with facilities. Tel 01698 427806

Agency takes action on Poland, Zimbabwe and South Africa

The Food Standards Agency is advising that meat from Zimbabwean, South African and Polish cattle over thirty months old may pose a slightly higher BSE risk than other legally sold imported beef. Although the amount of beef imported from these countries is very low and the specified risk controls apply, major retailers are already acting to protect the public following discussions with the FSA.

Poland, Zimbabwe and South Africa, along with 11 other countries, are exempt from the UK's Over Thirty Month (OTM) rule, which applies to imported and home produced beef. The rule was introduced in 1996 to reduce the risk of BSE infectivity entering the food chain. The Agency announced on Tuesday 7 May that it is to review the OTM controls. In addition, the EU has introduced new rules to combat BSE whereby animals over thirty months have to be tested before they can enter the food chain.

The European Commission (EC) has classified Poland as likely to present a BSE risk. The first case of BSE in Poland was confirmed on 2 May 2002. Eleven of the exempt countries, according to EC classification, are highly unlikely to present a BSE risk or to have a risk which is classified as unlikely but which cannot be excluded. No risk assessments have been carried out in South Africa or Zimbabwe.

Specified risk controls, which remove 95% of any infectivity that may be present, apply to all home produced and imported beef. UK imported beef is inspected to apply these controls.

There have been no imports of beef from Zimbabwe since August 2001, because of foot and mouth restrictions. The latest UK trade statistics for 2001 indicate that there were 41 tonnes of beef imported from Poland and 29 tonnes from South Africa. It is not possible to establish how much of this beef is over thirty months. Some Polish beef is known to have been imported into the UK from elsewhere in the community. Total UK consumption of beef in 2001 was approximately 1.049 million tonnes.*

The Agency is asking the Commission to expedite risk assessments for Zimbabwe and South Africa. It is also raising its concerns about Polish BSE controls with the Commission.

NOTES

1) Since 1996, the Over Thirty Month (OTM) rule prohibits the sale of meat for human consumption from cattle aged over 30 months at slaughter, because cattle over this age are more likely to develop BSE than younger animals. When the rule was introduced, very few animals had shown signs of BSE at 30 months, and the earliest appearance of BSE in cattle that had been experimentally fed with infected material was at about 32 months. The OTM rule has had a major impact on reducing the risk to public health by significantly limiting the number of infected animals which might otherwise have entered the food chain.

2) Exemptions to the OTM rule are beef from cattle that were born, reared and slaughtered in the 14 countries that in 1996 were considered to have a low risk of BSE in their herds. Aside from Poland, Zimbabwe and South Africa, the 11 other exempt countries are: Argentina, Australia, Botswana, Brazil, Mauritius, Namibia, New Zealand, Paraguay, Swaziland, Uruguay and the United States of America.

Up to the Minute

The Federation Executive met in Perth on 8th May. There follows a resume of some of the most important matters discussed:

CHIEF EXECUTIVE'S REPORT:

On 1st May Chief Executive had attended the Guild of Q in London. Their Regional Meetings have been very positive recently, with one having been held in Scotland. They are now open to all Q Butchers. In the south certainly, this had resulted in an increased attendance at their meetings. The meeting reported that they were happy with the dispenser and point of sale material sent. Good strap line:"Now shopping at one of Britain's Best Butchers"..

The Board then went on to discuss the finances of the Guild and noted that Butcher Promotions would have to be self financing, because of the likelihood that there would be no money from MLC. The Guild plan to have their Standards accredited for EN45011, and through a technical committee they have produced Hygiene Standards and Quality Standards. (Two separate sets.) The Hygiene Standards would be accredited to EN45011 and EFSIS would get the wheels in motion, but would take two months to get this through.

Having listened to members points regarding inspectors queuing up at the door to undertake inspections, there seems little point in re-inspecting people who already have the Guild of Q Standard. It is difficult to see how it is going to work out, but it could be argued that the EFSIS inspection could also satisfy the Licensing Authorities because of EN45011. It could therefore be a very attractive proposition. Because of this development, Douglas felt that the Guild had taken a step forward and were much more positive and it could put back some value into being a member. If QMS comes along with a retail scheme it may well mean a double inspection!

President MacKenzie spoke of a Professor Vernon Wheeler, going around Scotland asking butchers' their opinion of licensing on behalf of FSA.

MEMBERSHIP AND DEVELOPMENT: Convenor Mark Barnett reported on the up to date membership position. Letters had gone out to all of those who had not renewed their membership. To-date we have subscriptions from 355 members with 75 additional branches. Corporate membership is standing at seven. He referred to the Regional Meeting schedule printed at the end of the Agenda.

The Chief Executive continued the report stating that the Golf Competition would take part next Wednesday. To-date we have 19 entries and 6 of these are from Dalziel. John McCallum of Auchterarder is organising it,

SCOTTISH ASSOCIATION OF MEAT WHOLESALERS AGM: President MacKenzie reported on his attendance at SAMW's AGM on 27 April. The event had been very interesting with a lot of good points coming through. The need for change was put over quite forcibly by almost all of the speakers. Suggestions were made for partnerships, between the producer and retailer sharing profits and also the risks.

FINANCE REPORT: The Chief Executive reported from the meeting held earlier that day. Aged debtors had been examined, but fortunately these were few. Two Local Enterprise Companies (LEC) in the Highlands and Islands area are due claim money, and this is being followed up. Everything else appears reasonably satisfactory. Following several months of showing a deficit, the March figures for FTS showed a profit. The forecast now to the year end is more favourable at a profit predicted, but this could change!

On the General side income for subscriptions is currently 99% up to budget. No abnormal expenses on the general side and our forecast is a £533 surplus at the end of the financial year

LEGISLATION: The Chief Executive reported that through Food Standards Agency and IRIS he had made representations about QUID. Both organisations have been in consultation with each other but as yet have not responded to us. SFMTA would make a response to Food Standards Agency by 7 June deadline regarding QUID and Clarity of Food Labelling.

CONSULTATION STRUCTURE QMS/MLC: The Federation have been invited to comment on the proposal to alter the role of QMS Scotland. It is proposed that QMS becomes responsible, on behalf of MLC for all MLC functions in Scotland. Whilst remaining part of MLC, QMS would be given autonomy to develop a strategy for Scotland to focus on Scottish redevelopment and priorities. QMS will receive the full Scottish Promotional and General levies to address Scottish priorities for red meat development and promotions. QMS will continue to contract into GB level MLC services, where these show benefits for the Scottish industry.

Any future support will come wholly from Quality Meat Scotland. We require to reply to this and to draft our response. However, there are question marks over items such as technical support, legislative support and support for Independents.

Douglas Scott said that from views expressed at Regional and Executive meetings this Federation is clearly not in favour of the devolution of services away from Milton Keynes. Also that we are sad to see the demise of the MLC, who in the past has been very supportive of the Scottish butcher. We should point out that this has come about without any consultation, nevertheless, we have to recognise that the move is already well underway and that we would wish to raise various points and things we would want from QMS, or from MLC, directly through QMS.

SFMTA should point out that it is disappointing that with beef, lamb and pork promotion Scotland, England and Wales have been fragmented and we now have nine different species promotion bodies pulling for business as well as diluting the support we are getting for what was British meat. The meeting then highlighted the things that MLC had supported us with. It was agreed that in the past MLC services were accessible to all sectors of the industry, but we fear that QMS will take a more focussed approach, which may not include everyone. QMS support is just for Scotch Meat, but in the past Scottish butchers got promotional support for selling British Meat, consequently the Scottish butcher is getting less promotional support for selling their product.

Members are concerned that the emphasis on SSS will reduce the amount of promotional material and support available to Scottish butchers yet not everyone can qualify for SSS, although they may still be selling high quality beef.

QMS do not co-ordinate the industry approach in the same way MLC has done. There is no promotional calendar and no feeling of inclusion. The lack of meat industry expertise within QMS and the trend towards contracting of staff with little or no industry experience does not fill SFMTA with great confidence. The decline of the independent sector, as the multiples take a greater hold, will always need addressed but we feel that this is something QMS is uncomfortable to support.

Hamish Deans felt that the new set up has been very much based on SQBLA, which was purely a promotional body and all the previous activities we received from MLC are going to be left for negotiation. This is no good for the industry, we do not want individual negotiations; they are needed on behalf of the industry. The only way we could resource this is through QMS there is no other route available.

Concern was aired that Alistair Donaldson, who was an industry man and understood the industry, was now about to retire to work with the Scottish Association of Wholesalers. QMS require at the start to broaden their stance and identify where they are going. Doubts were raised over the ability of the organisation to broaden. Response to SSERAD consultation would be tabled by 28 May.

TRAINING AND DEVELOPMENT REPORT: In the absence of Convenor Bruce Brymer, Moira Brady presented the report.

LEC Funding: Douglas and Moira had recently examined the full potential of LEC funding. Within the 16/18 Guarantee Group of Skillseekers the funding was acceptable, but this was not so with the 19/24 year olds on Level 2..

At this point Wilson Ferguson stated that other Training Providers reduce costs by shortening the training period and he asked why FTS could not do this. President MacKenzie and Mark Barnett both replied that quality of training was very important to our industry and we did not wish to sacrifice this.

The Training & Development Meeting had agreed that costs required to be applied where necessary. If the funding is insufficient to meet our costs, a price will be quoted. Costs will be worked out on an individual basis. The Executive were to be advised and asked to endorse this decision.

The meeting agreed that the Output Related Payments be withdrawn and that a penalty may be applied in instances where targets are not being met. The current Contract states that the ORP will be reduced for non achievements. The difficulty now will be with no ORP payback, we do not have the money in hand to deduct a penalty. It was accepted that this could be difficult to collect.

Meat Skills Competition: Moira had circulated copies of the entries and the committee had been pleased with the volume of entries. However, it was noted that there were a number of entries from just three businesses. Moira then reported to the Executive that the up-to-date position was 29 entries for the under 22 group with 12 for the 22+ age group. All candidates have been written to and given a date and time for the judges visit.

Four Nations Championship: We require to identify a Scottish Team for the Four Nations Championship at the UK Skills event in Manchester in November. The winner of the younger competition from last year, is likely to be one of our candidates, but we require to select another and a reserve from this year's competitions.

Meat Training Council: - Sector Skills Developments - The future of the Council's Consultative Board and its role and ability to liaise with government and funding agencies is at stake. Unfortunately Moira was unable to attend the last Consultative Board Meeting, but a copy of the Minute has been received. This indicates that Meat Training Council is going ahead with its preparation to submit a bid to become a Meat Sector Skills Council, although members of the sub-group involved with this development, feel it is unlikely to be successful.
The sub-group had agreed a final political strategy and had obtained strong support from Professor Hugh Pennington and Sir Donald Curry to retain a meat independence. Both gentlemen had committed their support in writing and these letters were sent with an accompanying letter to the Prime Minister's office and key opposition spokesmen. The Meat Training Council would fight to retain its ability to develop National Occupations Standards and S/NVQ structures.

George Lees asked Moira for the cost of the Hygiene Distance Learning programmes. Moira replied that for the Essential Hygiene a Skillseeker in a member's shop would get this free of charge a non member would be charged £15. A non skillseeker, in a member's shop, would be charged £40 and £50 for a non member. The Distance Learning Intermediate Hygiene programme cost is £295.

LIVESTOCK: Convenor Jamie Chapman reported that cattle prices are still fairly consistent, with quality stock still commanding good prices. Numbers still seem plentiful at the markets with the larger plants buying direct from the farms. New season lambs are now appearing at markets in greater numbers, with the top quality making in the region of £70 for 46kg lambs. Hoggs took a large jump in price this week, with good quality ones making up to £65.

Hide prices are around £32.50 for cattle, £3.20 for hoggs and £4.20 for new season lamb.
Jamie concluded his report by stating he will be attending the JMC meeting in London on 22 May.

Hamish Deans reported on his attendance at a **Meat Hygiene Policy Forum** held on 16 April. Suzy Leather, who is Deputy Chair of the Food Standards Agency, explained the operation to the meeting. Her opening remarks gave a brief history of the Meat Hygiene Policy Forum, which will be referred to as MHPF, from now on, starting with the recommendation of a Policy Forum by the Meat Industry Red Tape Working Group, which is known as the Pooley Report.

Out of the 35 representatives Hamish stated only approximately seven were from the meat industry, but nevertheless the industry had the opportunity of knowing what was happening.

QMS response on Scotpigs: The Chief Executive reported that he had written to QMS, with a copy to Ross Finnie, regarding the pig farm highlighted in the Daily Record as directed at last month's Executive. He added that this letter had received a bland response. President Duncan had followed it up with a further letter, which Alasdair Muir had said he would respond to, but their PR Company made the reply. Douglas remarked, at the time the second response was received, he was in the process of preparing the Federation's Newsletter and decided to include it. The response was read to the meeting and following debate it was agreed that we would await the Ministers letter and make our dissatisfaction known in the Consultation Paper. [see earlier article in this newsletter]

Town of Presidents

No not a G7 meeting and no need for high security (we hope!). The power centre of Scotland is now fittingly in the now birthplace of Scottish inventor James Watt. Greenock is the home of our SFMTA President Duncan MacKenzie. He was installed back in November last year at the AGM held in the Tontine Hotel. Last week Duncan's long time schoolfriend and distant relation Alan Marr became the President of the Scottish Master Bakers Association at their AGM in Peebles.

It is probably no surprise that they should both hold their industry's chain of office at the same time because their lives had remarkable similar paths. Duncan's aunt is Alan's father's cousin (– work that one out if you can!); both boys started Greenock Academy in Primary One and worked they way through school together until they left to enter their respective industries.

President Alan Marr runs the Greenock based bakery firm of Aulds.

Duncan met up with Alan this week for a photo call for their local newspaper. The two Trade organisations can look forward to using this rather unique relationship provided by this pair of Presidents.

PLEASE NOTE NOW

SCOTTISH MEAT TRADE FAIR

As well as the largest selection of trade exhibits, this the Scottish Retail Meat Trade's biggest day of the year features

- The **Scottish Skills Competition Final** - Four trainees in each category, under 22 and 22-30 age groups will contest

- Not one but two product competitions
  Competition to find the **best Scottish Beef Sausage**
  Competition to find the **best Scottish Pork Sausage**

- Presentation of the 2002 "**Make it with Meat" Awards**

- Complimentary Family Swim ticket available for Perth Pool

Give your business the break, make the trip to Perth and come along to see everything that is new in the industry. Mark your calendar now!

Sunday
8 September 2002
Dewars Centre, Perth

Planning for the Future

Do you have a Young Person under 18 Years of Age in your employment?

If you employ a young person under the age of 18 you really should have him/her registered on a national training programme (SVQ) which will give them a meat industry qualification.

Not only will your customers recognise the value of this training being undertaken, but it can also be looked upon favourably by your EHO. In fact everyone benefits!

What can SFMTA provide?

Through our subsidiary Food Training Services we can offer SVQ training in a wide range of industry-specific subjects. What does it involve?

- All training is undertaken within your own shop.
- Training covers the normal daily routine tasks.
- A set Training Plan is detailed for the trainee.
- Distance Learning Essential Hygiene Courses are undertaken free of charge to trainees of Federation members
- SFMTA's Training Verifier will visit your premises at set intervals to assess progress.
- A detailed Record of Training and Achievement is held by the trainee.
- A SVQ Level 2 Certificate is awarded on successful completion
- An opportunity to progress to Modern Apprenticeship Training at Level 3

What are Scottish Vocational Qualifications?

Scottish Vocational Qualifications (SVQs) are work-based qualifications which confirm a person's ability to do their job. They are based on National Standards, and are available at five different levels depending on what the person does in their job.

How do you achieve an SVQ?

To achieve an SVQ, candidates must demonstrate they can competently carry out their job at or above the level specified in the standards. They must also have the necessary 'knowledge' to do the job.

Are SVQs a method of training?

No. SVQs are qualifications that demonstrate a person's ability to perform a job competently. However, it is necessary for a person to be trained to the required level in their job in order to meet the standards contained in the SVQ. The SVQ therefore provides recognition that effective training has taken place.

How are candidates assessed?

Assessment is carried out over time in the workplace or at college in a 'realistic working environment'. At levels 1 and 2 most of the assessment is done through observing the candidate and asking questions to check his or her background knowledge. At levels 3 and 4 more diverse assessment methods are used. Food Training Services will carry out assessment in your organisation.

Why train?

Training and developing your staff can deliver the following benefits to your business:

- ***Greater profits***
  You can set ambitious business objectives safe in the knowledge that your staff will be training to meet these objectives. Improving their skills and knowledge will increase customer satisfaction and ensure repeat business

- ***Improved quality of products and services***
  Your staff will take full ownership of their future development and look to improve their own performance.

- ***Lower staff turnover***
  Research shows that staff who are given regular opportunities to develop new skills and keep up to date actually stay longer with their employer. This can save thousands in recruitment costs and minimises disruption to your business.

- ***Better calibre recruits***
  The UK workforce is increasingly recognising employers who offer excellent development opportunities and a chance to excel. These are the businesses that they want to work for.

- ***A more motivated workforce***
  Money is one motivator, but it's short term. With the right development, your team members will be equipped to take your business forward and lay the foundations for their future careers.

Who can do SVQs?

Anyone can do an SVQ. There are no age limits (except where there is a legal requirement). People who have past work experience and qualifications can gain credits towards an SVQ. This is done through a system known as Accreditation of Prior Learning (APL).

However, certain age groups can receive funding through the Local Enterprise Network to undertake an SVQ, through the Skillseekers and Modern Apprenticeship programmes.

Skillseekers

Skillseekers is a national government training programme for 16- and 17-year-old school leavers and 18 year-olds leaving full-time education. Through Skillseekers, these people can enter the job market with funding for training. They are then trained in the workplace to industry standards, and work towards an SVQ.

Modern Apprenticeships

Modern Apprenticeships are a government-funded initiative available to people under the age of 25. They are aimed at people who want to develop their careers within their chosen industry. Those on the Modern Apprenticeship scheme will be trained to level 3 standard in a work-based SVQ.

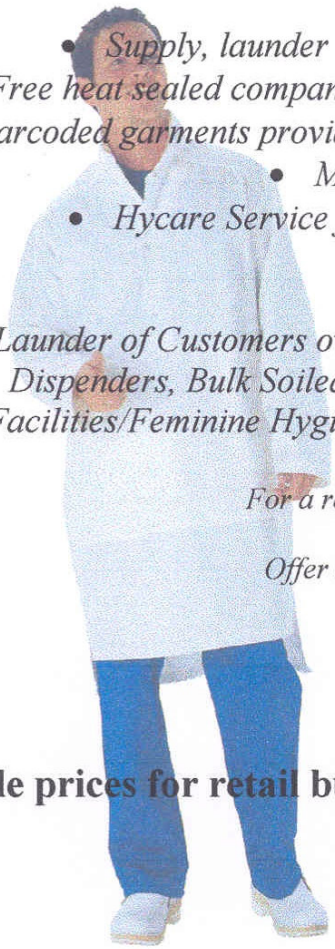
For further information, contact: Food Training Services, 8-10 Needless Road, Perth, PH1 0JW
Tel: 01738 637785 Fax: 01738 441059
email: enquiries@foodtraining.net
Website: www.foodtraining.net

Sunlight

Working in Partnership with the Scottish Federation of Meat Traders

- Preferred supplier of workwear to all members
- Food Trade standard – coats, boilersuits, trousers
- Humpers Smock, Hats, Butchers Bib Apron, Waist Apron
- Any many more items

Service includes:



- *Supply, launder and repair of workwear*
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- *Management information*
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