

**MINUTE OF THE MEETING OF THE EXECUTIVE COMMITTEE HELD WITHIN 8/10
NEEDLESS ROAD PERTH, ON WEDNESDAY 14 JANUARY 2004**

PRESENT: Mark Barnett President (Chair)
Duncan MacKenzie President Elect
Douglas Scott Chief Executive
Moira Brady Company Secretary
Bruce McCall Minute Secretary

Plus 11 Executive and Ordinary members as detailed below:

George Lees, John Chapman, Stephen Sherriff, Stewart Dempsie, Jack Meade, Wilson Ferguson, Adam McLay, Roy Baird, David Lindsay, Beaton Lindsay, Hamish Deans, Jamie Chapman, Murray Lauchlan, Arthur Matthew, Stuart Christie, Jim Hastie, Neil Cameron.

APOLOGIES: Apologies were received from Bob Baillie, George Jarron, Graham Murdoch

HONORARY PRESIDENT E J BLACK: A minute silence was observed in memory of Ernest J Black, SFMTA Secretary from 1977 to 1983 who passed away on 2nd January 2004.

President Mark Barnett thanked Arthur Matthew for his attendance and for going into to see Ernest on a regular basis. He was also thanked for passing round information to people of the funeral arrangements.

Arthur Matthew read out a letter from Ernest Black son. He returned a Honorary President badge for both SFMTA and for Dundee and District Master Butchers Association. The letter expressed thanks to everyone who attended his father's funeral.

Wilson Ferguson asked if the SFMTA badge could be framed and displayed on the wall along side Ernest Black photo. This was agreed

MINUTE OF PREVIOUS EXECUTIVE MEETING: David Jarron approved the Minute of the previous meeting held in October; seconded by Duncan Mackenzie.

MATTERS ARISING:

PGI OBJECTION: Douglas Scott said that the PGI objection letter we receive had appeared in the January newsletter. AMN group and Scottish Crofting Foundation had received the same reply. Douglas said each of these parties was unhappy in the way which SEERAD had interpreted the objection as unfounded. Brian Pack has asked how he can appeal and has not yet received a reply. Douglas Scott had commented in the Meat Trades Journal that he would be tracking the route for an appeal. Douglas Scott was further unhappy that it appeared it was thrown out on the basis that they did not like the look of it. Douglas Scott attended a SAMW lunch. At the lunch David Middleton, SEERAD and Jim Walker, QMS had both intimated that the process to implement the changes was under way. This will be completed by 1 June 2004.

John Chapman ask Douglas Scott to look into taking legal advice on the matter. Alan Kennedy said that informally he had asked a lawyer friend who believed that the Scotch issue would not stand up in court. David Jarron said their was a point of historical evidence which could be proved. Under the 90 day rule going back as far as his father's time and beyond that, English cattle was brought from England and finished in Scotland. This was marketed as Scotch. Alan Kennedy agreed stating his contact was of the same opinion. David Jarron said that QMS were conceding that an animal with a Scottish passport, bred in

Scotland and slaughtered outwith a QMS scheme slaughterhouse could be called Scotch. David was the opinion that we should follow up on this argument. Douglas Scott agreed this needs to be pursued as we need to be very wary of QMS as history has shown we have not been getting out satisfactory outcomes with matters up till now. The meeting discussed various people to use for a legal opinion to be sought from, included Menzies Campbell MP suggested by Roy Baird. Murray Lauchlan suggested Annabella Ewing MP who covers this geographical area. Hamish suggested a QC should be asked. It was agreed that Alan Kennedy would forward to the Chief Executive, the name of a QC he knew to see if he would look into the issue on our behalf and what costs would be involved.

Hamish Deans suggested that we could have many questions submitted from legal people Local Associations and Parliamentary representatives.

John Chapman said at the QMS AGM, it was stated that Douglas Scott had resigned. Douglas Scott noted in his diary the day that Jim Walker had phoned informally to advise him he was no longer on the board. John Chapman said that he would be attending the AGM this year and questioning them on the subject.

John Chapman asked if the slaughter house issue had been put in writing. David Jarron replied that a meeting would be taking place on 4 February 2004 to discuss.

CHIEF EXECUTIVE REPORT:

QMS MEETING: A deputation had met with Jan Polley, Jim Walker and June Lomax at QMS offices. Douglas said he had been charged with making clear what our viewpoint was on QMS activities. QMS took immediate insult to our position. Jan Polley retorted about our attitude and David Lindsay took exception and quite rightly left the meeting. Douglas was disappointed he had left but felt it had served as notice for discussions to be engaged in. QMS gave their side of how they were doing things for us and we pointed out things that they were not doing. There were no notes of the meeting as there were no positive outcomes as such. Jim Walker did say that he did want to work with us. Douglas has observed that the mood of QMS has changed and they have recognised they need help and co-operate in working on some projects.

DYNAMIC INITIATIVES: covered under promotions report.

G M FOOD SEMINAR: report distributed. Douglas highlighted that point 13 about Liz Corbett EHO from Glasgow said that there was a possibility that the regulations would be ignored as it would be almost impossible to implement as they were full of ambiguities. Douglas also said that under point 17 it showed the lack of guidance on the regulations.

JOHN BOYLE, SVS COMPOSTING: Douglas said that the system was devised in New Zealand. Compost would be produced in 21 days and would cope with a reasonable size of a butchers bone waste. The capital cost of this scheme would be £ 25,000.

The larger plant would be the size of two petrol tankers and would be for a much larger butchery operation.

Douglas has been in contact with the Scottish Green party and they are interested in encouraging the machines suitability. Douglas suggested that these machines may be the answer to the bones problem in the future.

GARY EVANS, RAPS: They have agreed to become a corporate member.

SCOTTISH FOOD ADVISORY COMMITTEE: report circulated. This meeting was more of a resume meeting. It normally has many points about meat but on this occasion it was more about themselves.

NFUS/IAAS/SFMTA JOINT MEETING: Jamie Chapman and Mark Barnett attended this meeting along with the Chief Executive. Initially we got a strong rebuff from vice chairman David Mitchell. He seemed to be very much a QMS fan and very resistant to our questioning of the QMS system. The NFUS Livestock chairman eventually agreed that there appeared to be something wrong with our partial exclusion from the board of QMS. He did not come up with any real solution. It was pointed out that it was a commercial company and it was not nominated industry organisation representatives who were on the board. Douglas stated that QMS had been given this role - as a commercial company handling levy payers funds without any right of representation and it should not be so.

SFMTA have asked about stakeholder meetings although we have been at some but not many. Animal Health and welfare were aware of us but that was the extent of our engagement.

The NFUS did not wish to have SMILG meetings and said they preferred to have meetings unilaterally as issues arose. Douglas went over the assurance/PGI debate and no support was given. NFU said that the mechanics of rolling out assurance was under question rather than the over-riding principle.

On the issue of CAP we were both parties were in agreement that the breeder should be supported. We were happy to put in our submission on the basis of this if NFUS gave us information. NFUS never came back to us and sadly no submission was made.

OTMS – Defra have suggested a 7 month lead in time.

Animal Waste and bones issue was raised, the conversation digressed to fallen livestock.

Douglas raised that it seemed to be that decisions were being made south of the border, which impact on us. Those present recognised this problem and agreed that National consultations should be responded to.

Douglas invited Jamie Chapman and Mark Barnett to add to his report if he had omitted anything. Jamie said he was asked what price cattle would have to go to before Scottish butchers would drop them from their counters. He responded by saying that it would never get that dear but did suggest that the supermarkets tolerance of price increases would be tested before ours would.

Mark Barnett observed that at the beginning of the meeting NFUS did not seem to understand the points we were raising. At the end of the meeting very little had changed. Overall he was disappointed with the meeting. Hamish Deans was surprised by Nigel Millers' viewpoint. Mark Barnett responded by saying that he did appear to have an open mind. Mark Barnett had raised with him that a lot of farmers had gone down the assurance route. They then found that the retailer at the end was not to concerned about if the product was farm assured or not. This surprised Nigel Miller as he thought we were looking for assurance. Mark Barnett suggested that if a good beast appeared in the ring then the assurance would be a minor issue in the eyes of the retailer. Nigel Miller was of the view many farmers wanted to continue down the assurance route.

John Chapman said it was a pity that the wholesalers were not in attendance at this meeting. I suggested that our next industry meeting should be with just the auctioneers and the wholesalers. He went on to say with a new president in place at SAMW there may be a shift

in their position. If this meeting was arranged then we could advise the NFU of it taking place and ask if they wished to attend. President Barnett agreed that this meeting should be arranged.

EAST OF SCOTLAND FOOD FORUM: Very interesting meeting on product development and an article was printed in the newsletter.

HAWICK BUTCHERS FAYRE: The Federation provided support with some displays for this event. The event was organised by the local town centre management, called the Hawick Initiative. The event was a butcher's fair, put on in the local town hall on the lead up to Christmas. Two butchers dropped out, Pringle who is not a member and one of the Huttons. The other two members took part the Honest Food Company and A Pow. Douglas was interested to see how it worked out in terms of getting people thinking about ordering from the butcher for Christmas. Douglas said he would follow up with the attendees to see what impact it had on their business.

The Food Standards Agency was there and Nick Nairn with Ready Steady Cook. This idea could possibly be picked up elsewhere.

WORLD SCOTCH PIE PRESENTATION: Attended by two judges Bruce McCall and David Lindsay. The results have not been printed in the newsletter yet but do appear in the February newsletter. The Scotch Pie champion was won by a baker in Auchterarder. It was a well stage managed presentation with a lunch and everyone was in suspense until last minute to see who had won.

ESF SEMINAR: Attended by both Douglas Scott and Moira Brady will be reported under Training and Development.

FOOD STANDARDS AGENCY: Report distributed on yellow paper. FSA's timing of the meeting was criticised. It was mainly trade associations who were in attendance. The meeting covered their policies and their current activities. They seemed to realise that communication could be improved. Someone at the back of hall asked if they could exercise common sense, George Patterson did realise that this was a problem from time to time. It was flagged up the need to engage with Europe as early as possible to stop any legislation coming through which was meaningless and unworkable.

PCC COMPUTERS: Their quote is less than our current company JEM Computers which we are less than pleased with the level of their service. Provided they can handle the maintenance of our database at a reasonable cost then we will sign a contract with them.

SAMW CHRISTMAS LUNCH: Two guest speakers in the morning David Middleton SEERAD, Head of Agricultural Development since 2002 when he took over from David Crawley. He announced that Ross Finnie would be out of action for 3 months and Alan Wilson would be assuming that command. He referred to CAP and was not in a position to discuss the outcomes of the consultations. The future role of SEERAD will be more of regulator rather than a dispenser of subsidies.

Jim Walker, QMS talked about market trends. Beef consumption back up to 7.6 million tonnes. UK consumption was up by 2%. EU production was down by 3%. He noted that we were not self sufficient in UK for beef. Intervention stores in November were empty. Lamb UK consumption up 1%. Scottish consumption was 22g per week whereas Wales was 60g per week. Prices were down by 1.5%. He said New Zealand would have an impact in the old production decreasing because of a drought and other factors there. He said the longer the delay of the introduction of OTMS then the more animals will be available when it is implemented. He is expecting 175,000 tonnes in Scotland in the first year. The whole

process had been slowed down because the public attention of the blood transfusion / CJD case and the US BSE situation. Pork numbers were stable but with the unknown of the Scotpigs situation. QMS will be doing something about business development and their website will have a calculator for the QUID regulations. They are also looking at Meat Hygiene Regulations Meat Eating Quality, Assurance and Auditing. QMS has 5 part time inspectors on the butchers club and Scotch Beef club they also involve visit Scotland in this inspection process. They intend to extend their leaflet distribution by 70,000 and use the Daily Record to get this message across.

On the CAP inform it was important that the industry was not seen to be doing nothing and being paid for it. It would be viewed as the worst possible mistake. QMS would like to develop markets like Morrisons would open in Kilmarnock on the 2nd April.

The re-launch of the Scotch Beef Club would be of benefit. On the 5th April Princess Anne who has become their patron will be hosting an event at Edinburgh Castle. Processors and catering butchers would invite their customers.

On the manufacturing side they are planning the use of OTMS. They were going to be running a testing of yields at Kilmarnock. This would involve boning out of cow beef to see volumes getting on stream. However, this may be different in a commercial environment, as they may be finished in a better way because commercial conditions would apply. Wilson Ferguson asked if this information was available from the MLC. Douglas said that QMS were not keen to use historical data and preferred to use current information.

President Barnett ask for any questions on the Chief Executives report.

Wilson Ferguson asked if the points raised on Diet and Health would filter down to the Meat Trade. Douglas Scott said that to date the only questions being asked at present were on salt levels in sausages. He continued by saying there is no reason why it should not reach us but we should try to keep things pointed at the fast food outlets.

Wilson Ferguson asked the new Hygiene Regulations. Douglas said that the main concern on this was the classification of caterers and volumes required before a licence would be required. QMS and the NFMFT are giving strong opposition to the measures being proposed.

Jack Meade asked how QMS could be a quality body with no retail input. Mark Barnett said that George Jarron was fulfilling this role however, he was not an official representative of SFMTA. Douglas believes that the Auctioneers representative was removed from the board in a similar way to himself. Hamish Deans said this should still be challenged. Wilson Ferguson suggested that the President should be writing to object that QMS documents stated that Douglas Scott had resigned from the board. President Barnett agreed to action this. John Chapman said he would be attending their AGM and questioning the minute.

Mark Barnett said that the Scotch Pie presentation was well run and organised but it was disappointing that butchers were out numbered by bakers by 2 to 1 and hoped that more butchers would enter as it was an honour worth winning, with much media interest.

FINANCE REPORT: Convenor Douglas Scott stated that the committee had met earlier in the day and discussed the figures until end of November and ran over the budgets for this financial year.

With a review of Member Services for the first 3 months then the budget was adjusted from a surplus of £ 57 to a deficit of £ 971. This can be adjusted as the year goes on.

Subscriptions have started to come in and this can be expanded in the report given later by Membership Convenor David Lindsay.

Scottish Meat Training the projection is slightly down on the first 3 months. Skill Seeker income is slightly down and is a bit disappointing and we have plans to address that. Douglas pointed out that Skill Seeker income had to be watched carefully as it is a major factor in the final picture.

Douglas said that to confuse that picture we had been successful in securing an ESF grant for the calendar year 2004 for £ 120,000. We can claim this as we spend it. Douglas was fairly confident we would see an income of £ 100,000 coming into the business over the coming year. This will cover training for all age groups in shops within the Scottish Enterprise area. The project involved the appointment of a Sales and Marketing Executive. This would allow us to send someone out round butchers selling training and the promotion of member services on the back of this. The measure of this person would be the number of people they are successful at putting on training. 45% of the cost of this person will be funded through the grant likewise so will a number of our existing activities will be on the same basis. Douglas said it was a very exciting Grant, as it will allow us to do a number of activities over the coming year.

The Finance Committee discussed the recommendations put forward. Moira and Douglas carried out the interviews for filling the position of Sales & Marketing Manager and for the position of the Training and Development Manager. Three people were interviewed for the Sales & Marketing job and a fourth was considered from the other job interviews carried out. The recommendation put forward was that Sandra Lennox from the SAMB should be offered the position. Her role in SAMB is very similar to role we are offering her of selling packages of training. Douglas said that her salary would be supplemented by bonuses on the basis of how successful she was. Her salary package was designed to keep her hungry to sign up more training packages. The Finance committee endorsed this appointment and the executive gave its approval as well.

Five people were interviewed for the Training and Development Manager position. Douglas said they were absolutely certain on the successful candidate and Richard Sneddon was recommended and endorsed by the Finance Committee. He has a background in the industry and for the last three months has been working what we would see as our main competitor in David Brown training. Douglas Scott said that Richard Sneddon had become a training professional in recent months and came across extremely well at interview. The executive endorsed the appointment.

APPOINTMENT OF CONVENORS: President Mark Barnett said that the convenors will be the same as last year. Namely David Lindsay (Membership and Development), Duncan Mackenzie (Promotions), Jamie Chapman (Livestock), David Jarron (Labour Conditions).

MEMBERSHIP AND DEVELOPMENT: Past President Lindsay gave his report. Renewal notices have been sent to members at the beginning of January. David said that he was disappointed to see that invoices were not sent out as this prompted payment. Douglas agreed to investigate.

70 members have paid and four have resigned. The four resignations were as follows:

D & H Brunton, Newmains - unhappy with bones situation.
Coulter, Taynult - business taken over - following up with new owner.
Connolly's, Dundee - shop up for sale
Robert Lally, Glasgow - under new ownership - following up with new owner

A recruitment flyer was sent out at the start of January to 280 businesses. Information packs were sent out to:

George Tennent, Lanark
John McRae, Killin
Allan Paton, Largs
Halkett, Kelty
Galloway Food Service, Dumfries

John Troup, Aboyne
James M Noble, Cowdenbeath
John E White, Limekilns
James Canning, Motherwell

Follow up telephone calls will be made to each one a few days after info pack was sent out. Two members as a result have joined George Tennent, Lanark and John Troup, Aboyne.

There are 13 corporate members but no bills have yet been sent to them in this financial year. Styropack have renewed their membership from the last financial year albeit as a very late payer.

Direct Debits Annually - 52
Direct Debit Monthly - 39
Direct Debit Quarter - 21

Membership renewal stickers will be sent out towards the end of January to all paid members.

TRADE FAIR: Following the last Executive Meeting a sub Committee comprising of Mark, Duncan, Douglas and myself met and discussed the options. The Committee felt that we should investigate the Dundee Festival of Food and Flowers that was held on the same date as the last show and drew away a fair number from the show at an early stage.

Douglas and Bruce met with Vivien Collie and Hazel McFadzen and then followed that up to an on-site visit at Camperdown and at Dundee Ice Arena. The park did not have a suitable free site for us to use for a Trade Fair but the adjacent Ice Rink would be fine. It is slightly larger than Dewars and the access is good all around the building. The Dundee Festival run mini buses from there to their Show on a regular basis.

There was no doubt in Douglas and Bruce's minds that the Dundee Ice Arena could comfortably house the Trade Fair and have a suitable attraction on the doorstep for those accompanying the butchers to the Fair.

Dundee is only 20 miles along the A90 from Perth but the Convenor sought guidance on the suitability of the location. There have been complaints ever since the show moved to Perth especially from west coast butchers, so is Dundee going to be agreeable or are we going to get more complaints. If the Ice Arena and Festival had been in Stirling that would have been perfect. Unfortunately the Ice Arena came back with a price of £ 4000 which is four times the cost of Perth.

We considered Braehead as a suitable alternative but they, despite lots of chasing, have yet to come up with a price. Would north of Scotland butchers travel to Clydeside though?

Unfortunately, the exhibitors are holding out for a show every 2 years. The estimated cost to an exhibitor is £ 2,000.

Alternatives to running a show would be Beef Sausage and Black Pudding master at another venue along with the Make it With Meat Awards evaluated in October. A larger luncheon could be held at the Annual General Meeting to present the prizes similar to the Scotch Pie Club. David was of the opinion that we would get better media attention

President Barnett said he would like to see the show every year but unfortunately, without the exhibitors we do not have anything. The exhibitors are giving us warning signs and there is a fear that we could end up with a disaster. David Lindsay said a show every second year could have more of a buzz. David said a possible move to Stirling might bring in some members from the West Coast and added that the sub committee would be considering all the options. David was hoping that the Skills Competition could be linked into a town food fair.

John Chapman said it was a good idea to link in with another event taking place.

David Lindsay said missing a year would give us the time to consider other venues for the show.

Duncan Mackenzie said that although Perth was nearer than Dundee the shops were not always open to attract the rest of the family. Dundee would offer shopping opportunities and the attraction of the Dundee Flower and Food Festival. Duncan Mackenzie reckoned the extra 26 miles down the road would be worth while. Mark Barnett said when the executive meetings were taken to the West Coast hardly anyone attended. Wilson Ferguson said that the meeting at Muirhead was one of the best attended. Wilson Ferguson said that if it was analysed who was spending money at these shows then the exhibitors might have a view as to where to hold it.

David Lindsay asked for agreement that the show should be passed over for this year. Moira Brady asked if an event would still be held to hold the Meat Skills competition. David Lindsay was certain that this could be linked into something. David Lindsay went on to say a meeting of the sub committee would take place shortly.

Hamish Deans said that the last years' show was the best show we have had. He was particularly impressed by the Meat Skills final layout. Mark Barnett said if it was the preference of the exhibitors to not have the show that had influenced us most not to have a show this year.

The meeting formally **agreed** that a Trade Fair would not take place this year and would return in 2005.

Jamie Chapman made comments about Douglas Brunton's feeling about the bone situation. Mark Barnett agreed to write to Douglas Brunton on the subject.

Hamish Deans raised the point going back to the previous meeting that the abattoir be the collection point. He said he tried this option at Galashiels. The local authority said the collection point had to be separate to the abattoir and had a whole host of special conditions attached to it.

ANNUAL GENERAL MEETING: The AGM was held in Pitlochry on Sunday 16th November. Attendance was fair. 52 attended the Dinner Dance and a similar number the AGM itself and the lunch although that was not the same 52 people on each occasion. The AGM cost the Federation approximately £1250.

Jan Deans made a presentation on our marketing proposals. Laurie Marchment of the National Federation of Food and Meat Traders was in attendance and he will be remembered for setting the fire alarm off at 8 o'clock in the morning.

REGIONAL MEETINGS: The following dates were put forward:

Monday 1 March - Buccleuch Arms Hotel, St Boswells
Tuesday 2 March - Laichmoray Hotel, Elgin
Monday 8 March - Swallow Hotel, Bellahouston, Glasgow
Tuesday 9 March - Invercarse Hotel, Dundee
Wednesday 10 March - Quality Hotel, Edinburgh Airport

The meeting agreed the dates subject to the venues being booked, although subsequently Dundee and Edinburgh dates had to be interchanged.

HANDBOOK: To date advertisement income of £ 2,140 has been secured.

TRAINING AND DEVELOPMENT: Moira Brady presented the report. Moira had nothing further to add to Douglas Scott's earlier points on the Financial situation up to the end of November 2003. The year is still in its infancy but the November figures do indicate there is no room for complacency although the forecast for the year looks healthy.

On the schedules of registered numbers, circulated with the Agenda, Moira stated you will note a very slight movement upward in December. You will recall that the downturn in November related mainly to the adjustment in numbers at Scotbeef. However, comparing our situation with that of December 2002, and allowing for the Scotbeef adjustment, our numbers are down but this is mainly due to the wholesalers not taking up training. It would appear that they are not in favour of the SVQs and are concentrating their training mainly in Hygiene and Health and Safety. Douglas and Moira have a meeting with Richard Dillworth and Alan Craig of ABP later this month to discuss their situation. A.K. Stoddart at Ayr have also moved away from SVQs, and this is being followed up too.

Trainee recruitment will require a strong focus this year and Moira feels that this is best done by calling upon butchers, rather than phone calls. The new Sales and Marketing Executive will be given a brief to work to and will be measured against Skillseeker recruitment as well as recruitment into the ESF Project.

Moira stated that Douglas had referred to the ESF seminar attended by them both, and this followed on from the advice we received that had been successful in achieving our ESF Project proposal. We are required to attend the seminar to hear of the ESF set procedures for managing and recording this project. This sounds very positive for the Federation. However, its success will only be on meeting training recruitment targets and it will be important that everyone in the office, also those on the Executive Committee, help to project the benefits of this programme. The objective is to have every employee, engaged within an independent Scottish butcher, with a recognised national qualification. This will back up the advertising campaign, which the Federation is taking forward. If we are driving customers to the retail butcher it will be absolutely essential that the quality of service within a butcher's shop is first class.

The Federation Diploma and Craftsman Certificate will be marketed to the craft skill butchers and to cater for front shop staff, we have identified a Pathway to Customer Service Award, through a SVQ Level 2. Candidates for this award will be enrolled, and work towards, the Level 2 Meat and Meat Products Sales and Distribution, plus the SFMTA Customer Service Award, which contains additional essential units to ensure staff are competent when dealing with customers. The industry can then market itself as "fully qualified with staff who are competent at their job".

At the request of a number of candidates already holding the Federation Diploma we have been looking at a qualification to progress from this. We now have a Management

Development Programme tailored to the needs of the independent Scottish butcher. The programme consists of 4 Units and focuses on people skills – leadership and discipline procedures, communication, roles and responsibilities of a manager, understanding the meat industry, the need for quality standards and training and coaching. It is a four day programme spread over 4 weeks. The first Course will commence in the Hilton Hotel, Stewartfield, East Kilbride on 3 February and will continue on the 3 successive Tuesdays. It is heavily subsidised by SFMTA and is offered at a cost of £60 per person, £15 per day for such a valuable programme is a superb offer — Moira has information on her desk of a similar Course offered by another professional organisation and the cost for 3 days is £1185. The Course is of value to employees already holding the Federation Diploma, or to experienced butchers who have had no opportunity for development.

Again this programme needs to be put into every butcher's shop to back up the Federation's marketing campaign.

The T&D manager attended a Meeting of SSAScot (Sector Skills Alliance Scotland) in Edinburgh on 11 December. These meetings open up opportunity for liaison with Scottish Executive and Scottish Enterprise representatives. This occasion gave me the chance to meet Moira Stalker from Scottish Enterprise's Food and Drink department and I raised with her the lack of communication to SFMTA. This resulted in Moira Stalker coming to have a formal meeting with Douglas and Moira B to give an update of what is happening. We hope that the meeting will now have put us on their list of contacts and that we will continue to receive information from them.

You will recall last year at this time Douglas and I were getting involved with the Careers Scotland Events – "Make It In Scotland". We reported back to the Executive that we felt this exercise had been very valuable in promoting the industry both as a place to work and also a place to shop. Margaret Stewart, who is responsible for Education and Training at QMS, had a meeting with Douglas and myself early in December and at this meeting we put to her that QMS should be taking up the responsibility of promoting the industry at these events. It would appear that following on from this meeting QMS have agreed with Careers Scotland to attend a number of events throughout Scotland.

We have given them the benefit of our experience last year and pointed out the need to be vigilant when selecting a butcher to do the presentation and a young butcher for the demonstration. With help from Douglas they have identified a responsible butcher to present the industry to young people and a young butcher to undertake the practical demonstration of slicing the meat and making burgers and truffles. It is very important that the "right type" of people do this job. There is a fair degree of sensitivity in presenting these events and it is essential that whoever is involved is alert to this fact.

This week sees the first of these Careers events, starting Thursday at Forfar. Let's hope they go over again successfully.

Douglas Scott added to the report that another Management Development programme will take place in March in Perth. There is a good indication of people interesting in attending.

LIVESTOCK: Convenor Jamie Chapman presented his report.

Cattle have been a firm trade at the markets with numbers of good cattle being scarce. The Winter Fair in November was very well supported by independent butchers with 70% of sales heading in the direction of independents. The Christmas shows at the markets were well supported by the local butchers and the farmer very pleased with the trade they received. The prices after the holidays have remained firm.

Hoggets are also holding up in price again with lack of numbers being the cause. Hides are back a bit in price with cattle being around £ 24 and sheep skins around £ 3.50.

Convenor Chapman intends to compile a guide to killing charges in the private abattoir to give members a guide and try and encourage more butchers to buy live. The hope is that more independents will give this a try.

Jamie attended a Standard setting meeting at the Agricultural Centre in Perth. A paper has been distributed on the subject. Jamie concluded his report by saying he was not going to pick on QMS as much this year so they were not mentioned on this occasion.

Hamish Deans had attended a Meat Hygiene Service (MHS) meeting and informed the meeting of what took place. The point of contention was the Meat Hygiene Service charges. The government picks up the tab for the time element for the inspection and the abattoir picks up the unit element. The area manager came around, Hamish said that they had always had to indicate what time we slaughter in the abattoir. In Galashiels it is 6.30am to 4.30pm. If it runs over that before or after that then draconian charges kick in.

Now MHS wishes actual killing time. Hamish questioned this. The reply given was if you abuse this then charges will apply on waiting time. Hamish put forms into York without killing times. Chris Lawson the Chief Executive who is very trade minded agreed that any abattoir that can be shown has incurred any extra costs for a machine broken down per hour or something similar. Hamish had got their agreement that their local manager would have to show the extra charges. Hamish was convinced that the FSA are driving things now and MHS are being left in a more minor role.

John Chapman said that all the abattoirs in the federation were extremely appreciative of the work that Hamish Deans did at MHS. It has saved them a considerable amount over the years. Hamish Deans said that he did not have the minutes from MHS to confirm the position.

LEGISLATION: Douglas Scott read his report.

ANIMAL WASTE AND BONES: Douglas reported that this had consumed most of his time this year and a large part of November and December. He has written to SEERAD, DEFRA and Stewart Stevenson MSP who has shown an interest in the subject. These letters were firstly on the objection on the introduction and the consistency of conformity. He said that the whole episode is a total shambles. Some of the councils have compared it to the fridge crushing implementation.

Councils as waste contractors have withdrawn services although the councils Trading Standards are not interested in implementing regulations.

Guidance has been removed from the DEFRA website and the SEERAD website in December. Perth & Kinross, Stirling, Falkirk and Clackmannan Council have said they are not interested in implementation at this moment in time.

All councils are acting in different ways. This was one point raised with SEERAD with the reply given was they had no powers to tell councils what to do.

The British Retail Consortium probably our greatest ally in this pulled out of a meeting with DEFRA at the eleventh hour. The meeting has been rescheduled to take place at the end of the month. It looks like confusion will reign for another fortnight.

Some councils are completely dormant on the subject and we know that the Scottish Borders have implemented collection through Key Waste Management and S& D in St Boswells.

Other councils are intimating shortly that they will cease collections. It was noted that in most areas Forrest were not in a position to put a service in place. Every local authority was emailed on the 5 January asking what they were going to do. Those that responded copies of the response were sent to the members in the appropriate areas. Douglas said throughout that we have tried to keep the members updated with what is happening. We have spoken to Wm Forrest almost daily.

Moray has engaged North East Incinerators to create a service at £ 5 per 25 kg bag. In the Borders area costs started higher and dropped Douglas was sure this was due to competition for the service. In the rest of Scotland most we can see is being left to Forrest as the only collector. In Edinburgh the service will be sub contracted to Key Waste Management but still managed under the council. Perth & Kinross are talking about sub contracting through John MacGregor.

A company called Co-an appeared they deal with clinical waste. They take waste to Spennymoor and even to Leeds. It was interesting to note as Forrest are fussy about what is in their waste. Forrest do not want string or plastic as fines will be incurred by them.

Overall the Local Authorities do not have anyone at the helm telling them what to do. They are all doing different things. While the British Retail Consortium are opposing there is still some hope of avoiding this. We have where allowable been advising members to keep their heads down. There is a great concern that many butchers will move over to boxed beef. It is a severe situation which, we are hoping the BRC will come to our rescue. We will keep members informed about what is going on. Wilson Ferguson asked about what SEPA are doing. Douglas Scott replied that they will have to apply the law and inspect landfill sites. So councils who are not doing anything at the moment will have to come into line.

John Chapman asked what would happen if Forrest would not pick up bones and no one picked them up. Mark Barnett said that this was the exact position he was in at the moment. Mark said that there contracts had not been legally cancelled nor has the money been returned which is paid up till March or April so he was of the opinion they were legally obliged to collect the waste. Douglas Scott was of the opinion that the local authority was obliged to ensure a service was in place but at a cost we might not necessarily like. Hamish Deans questioned the legal level with local authorities SEPA and SEERAD blaming each other for what was going on. Wilson Ferguson said that it was SEPA who originally said bones could go to landfill.

John Chapman said that Spencer Dawson was in Shotts abattoir and he said to him that if something was not done about this situation, the bones will end up being dumped in fields. John Chapman suggested to him that the bones could go to the dirty end of the abattoir. Hamish Deans said that to operate this as a collection centre it would have to be proved that every bone belonged to that abattoir. Hamish said that Galashiels had operated in this way for 4 months and they brought some rules in to stop them from doing it. They were asked to register as a collection centre. They spent a lot of time going through it and there application was met with more objection points. The authorities were looking for separate rest areas for changing clothes and washing facilities. This would have been a huge expense with little help in return to set up. Hamish Deans said that because they were unable to continue with it did not mean others should be deterred from trying it.

Hamish Deans said that the regulations were extremely silly and thought that we were in the minority trying to apply them.

Stuart Christie said that John Black from Forrest had phoned and said they will be collecting his bones from 1 January. Glasgow butchers had been told the council will cease collection from the end of January. Mark Barnett said he got a letter from council saying 12 January was their cut of date. John Black that they were able to collect in his area but will be 2 or 3 weeks. Mark Barnett put council in contact with Forrest. The council came back to say that unofficially the bins would not be checked in the next few weeks.

Wilson Ferguson thought there was no legitimate reason that the bones could not go to landfill and wondered if it was a health reason. Duncan Mackenzie said he was listening to a gardening programme and they were suggesting that fat could be added to the compost heap. David Lindsay said that Perth & Kinross Council were reading into this and believed it was not just a problem for butchers but for anyone producing food. This was why their council was sitting tight for the moment. Mark Barnett confirmed that Fife council had said corner shops in fife selling cold meat had been written to. David Lindsay said the advantage of this was the council may to cover the problem and the implementation would cover all food businesses.

Stuart Christie said that Glasgow council had a trial by sending a vehicle round butchers both large and small and the costs were prohibitive and it was withdrawn after one week. John Chapman said that we should be saying to the authorities that we are not co-operating until they come out with something sensible which, involved food businesses and not just butchers.

David Lindsay said he offered to boil his fat to 130 Celsius and asked if this was acceptable for landfill and was told this was not acceptable. Murray Lauchlan said that he had spoken to Perth & Kinross about the bones and was being told a different story. Wilson Ferguson asked if it was time to have a meeting with the Scottish Office, and SEPA or DEFRA. Douglas Scott responded that SEERAD would give no joy as they were waiting on DEFRA and that is there excuse. Wilson Ferguson suggested that if we recommended to our members to make a stance on this it would soon get into the press and in the summer time it would become a health problem. Wilson Ferguson asked how much it would cost every member. Douglas believed that the additional cost to butchers would be around £2.5 million.

Duncan Mackenzie agreed with Wilson Ferguson that okay we are doing what we can but with some of the regulations enforced on us we need to turn round and say enough is enough and make a stance. He referred to a conversation he had with President Barnett and if this had happened in France or Germany they would not do it. David Jarron agreed that the threat of us not complying would be enough to force a meeting. Duncan Mackenzie thought that we are likely to get 100% support from our members. President Barnett was concerned that we need to handle this correctly to ensure we are not seen to be piling up animal waste within our shops.

Wilson asked what help Martin Morgan of SEERAD had been. Douglas replied that he had given no help recently, his assistance being only to ensure a collection infrastructure was in place.

David Lindsay said there was a problem that they still had the threat of the removal of the licence over us. Jamie Chapman asked what happens in Europe. Douglas said he did not know but in Ireland they have a collection service but were storing them because they had no renderers. In England there is a collection service but Douglas was unsure if it was used or not.

David Lindsay said that Perth & Kinross hoped to have a composting service up and running in a year.

President Barnett asked for a push for a meeting with the Scottish Executive and the meeting was in full support. David Jarron felt that this was a positive move in the right direction.

Hamish Deans said that this all arose because Forrest decided not to pick up fat and bones. As soon as they said they would not do it they had invested in bigger and brand new vehicles. Stuart Christie said the costs that Forrest are quoting are sky high. Mark Barnett said his concern was more what they would be charging in the future and feared that the cost would escalate. John Chapman said that the best thing that could happen was that Forrest would no longer do it economically and this would really cause a problem. Mark Barnett said that Forrest was probably not going round because the numbers signed up are not making it viable yet.

Stephen Sherriff said Forrest would have a new plant for bio fuel but it would not be ready for a few months. He said that it was one of the reasons why Forrest wanted only the waste bones and not the plastic as it will cause problems in the process. He said if this is successful then there should come a time when Forrest would come back with a value for the raw materials. Mark Barnett believed that if butchers are cornered with no where else to go Forrest would be unlikely to give money away.

Wilson Ferguson believed that an abattoir in the area acting as a collection point would be the answer to the problem. Stuart Christie asked if an abattoir would take bones if they had not been sourced from there. Duncan Mackenzie thought the charges would be on the basis of what went in. John Chapman did not see the problem with an area being sectioned off. The butcher would just have to put waste down a chute.

It was agreed to meet SEERAD as soon as possible to express our views.

QUID: The Meat Product regulations consultation was put out to England then later to Wales Northern Ireland and Scotland for further consultation. The consultation exercise ended on the 19 December and we sent of a submission. There were four pages of complaints about it. We highlighted how difficult it would be for butchers to what they asked. We have not heard the outcome of this. Douglas said that one council has asked him directly what we are going to do about this and another is showing keen interest. Douglas responded by saying he would do nothing because we need to know the outcome of the consultation. We asked in our submission for a pilot scheme as we did not believe that the system was workable and that it should be tested first. In England the regulations are supposed to apply by 1 February. Douglas said that no alterations should be made to tickets at this moment in time.

David Lindsay said that he had the EHO in his shop to see what was entailed in making a batch of sausages. They left with a greater understanding of what went on and agreed to return to see how a batch of white and black puddings were handled. At least they are showing some interest. Beaton Lindsay was asked by them if anyone every asked him about meat contents and he replied no. Mark Barnett spoke to his EHO about it they both agreed that VL was guess work and one person might have a different opinion from the next. David Lindsay said that when the EHO sends a sample away now the recipe needs to be included as well and the contents displayed on the label.

IBF COUNCIL: A report was produced by the NFMFT. Douglas reminded the meeting that we are not members of this Federation. A council meeting was held in November and Douglas was invited to go but declined the invitation. They were suggesting expanding the Beef Labelling Regulations to meat products and other avenues but this has quickly disappeared, as there is little interest. The Meat Hygiene regulations were discussed and Graham Bidston was concerned about the ultimate consumer catering derogation. Other associations are supporting the point on 50% of turnover or 1 tonne as the cut off point. IBF young butchers competition was discussed. Greece wanted to compete but are not

members so because we are not members Graham Bidston decided not to raise the idea of a UK team.

Douglas was going to take a keener interest into IBF activities and the Independent Retailers Consortium but lack of time has meant he has not been able to get to one of their meetings yet.

LABOUR CONDITIONS: David Jarron reported that a separate smoking area may need to be considered to protect the business from health claims about passive smoking from non smokers.

Douglas Scott said that he still has to investigate removing us from the JIC agreement.

Wilson Ferguson raised about the Disability Discrimination Regulations. Douglas said that QMS had an enquiry about whether it was right that we should be calling a steak a Popeseye Steak.

PROMOTIONS: With the first mail of the New Year, Haggis Posters and leaflets were distributed for Burns Night. Requests have been coming in for more posters and leaflets.

The recipe and poster for Swiss Style Pork Escalope that won Diamond for Douglas Graham in the last Make it with Meat Awards will be despatched on Friday 13th February. A Valentine poster will be sent out to replace the Burns Poster. This will be another exclusive-to-members poster that is being printed in conjunction with the Craft Butchers of Ireland – basically halving our costs to produce.

Since the last Executive meeting Jan Deans of Dynamic Advertising has presented the “**Re-Invigorating the Scottish Independent Meat Trade**” proposals to the AGM. She and Douglas visited both QMS and Dalziel Ltd. Presentations were given to Andy Ovens and June Lomax at QMS and to Stewart Dalziel and Ian Darroch at Dalziels.

On both occasions the proposals were well received. Andy Ovens did not say how much QMS would put in but indicated quietly after the meeting to Douglas that he would recommend £50,000 of support to the QMS Board.

Ian Darroch has pledged £15,000 from Dalziel and he has gone around his suppliers and raised £7,500 from Kerry Lucas, £2000 from Rippin Select, £250 from Kally and Tom Knox is keeping a list of who he is contacting:- Andover, Ashwood, Blue Seal, British Pepper and Spice, Caterbake, Dalebrook, Unifine Degens, Devro, Global, Hogarth, Linpac, MRC, Middlewich, Nafa, Oris, Unibac, SWC, Newly Wedge (RHM), SJ Roe, Spikomat, Verstegen, Westing Felder, Winning, Boland Foods.

SFMTA will be writing to other prospective funders within the next week.

QMS would take the money out of their budget for 2004-05 so it is likely to be April before this campaign can get up and running. Jan Deans and Dynamic Advertising have cost us nothing. They will make their fee out of commissions from commercial radio and ad agencies.

Reaction from the membership to the article in the January Newsletter explaining the promotion proposals has been very positive.

CALENDERS: We will be asking the members for an estimate of numbers they might take for 2005. If we go ahead we will require models and again we will be inviting members to participate. Get into shape now!

MAKE IT WITH MEAT AWARDS SPRING 2004: will take place on Wednesday 18th February in James Watt College, Greenock. The Federation will organise transport from Inverness, Stonehaven, Perth and Camelon on Tuesday 17th February. Awards will be presented at the March Regional Meetings.

SCOTTISH DAILY MAIL: have written to every member inviting them to participate in a feature on 15th and 22nd January and first two Thursdays in February. Uptake was fair, not as good as first time around but the editorial will be correspondingly larger.

A feature was run in the Gourmet Section of the Herald and Sunday Herald but following one complaint, from a member who had not read his newsletter, we are making sure that all members have the opportunity to be in any SFMTA features.

Stuart Christie said that one member who took part in the Daily Mail promotion received his bill in on the Monday after the feature finished. A phone call came on the Thursday to ask why they had not paid and on the next Monday a letter was received to say they would be taken to court. Mark Barnett said the reason was that the promotion was run over four weeks and they agreed to only bill at the end but their accounts saw this as outstanding from week one.

ANY OTHER COMPETENT BUSINESS: Douglas passed round a report on the Scottish Executive Retail Forum attended by Sandy Crombie. Sandy was disappointed that information was only handed out on the day and this did not give him a chance to digest it.

MLC AUDIT COMMITTEE: Wilson Ferguson said there was no point attending as all our services are from QMS. The meeting agreed not to send a representative.

Stuart Christie asked about the Disability Discrimination Regulations. Duncan Mackenzie said had attempted to put a ramp in five years ago and encountered problems. Once he got it in the Health and Safety people were at him because there was problems with wheelchair people getting up and down the street and a partially blind person not seeing the ramp so he had to take it away again. David Jarron said that fire regulations would come in to play as well with a safe fire exit being required at the other end.

John Chapman said that it was good to see a representative in Jack Meade from the Dumfries area. He suggested that an item be put in the newsletter to encourage someone to come along from areas not covered these were Edinburgh, Aberdeen and Ayrshire.

DATE OF NEXT MEETING: President stated that the next meeting would be held on Wednesday 11th February 2004 at 2.30.

There being no further business the meeting was closed with a Vote of Thanks to the Chair.