

**MINUTE OF THE MEETING OF THE EXECUTIVE COMMITTEE HELD WITHIN
8/10 NEEDLESS ROAD PERTH, ON WEDNESDAY 27th JUNE AT 2.30PM**

PRESENT: Paul Boyle, President
Douglas Scott, Chief Executive

Honorary Presidents: Arthur Matthew

Past Presidents: Beaton Lindsay, Adam McLay

Executive Members: Stewart Dempsie, Ian Faulds, Alan Kennedy, Amos Smith

Minutes: Claire Simpson

WELCOME: Paul Boyle welcomed everyone to the meeting.

APOLOGIES FOR ABSENCE: Jamie Chapman, John Chapman, Kevin McMillan, Hamish Deans, Scott Jarron, John Fleming, Bruce McCall, George Lees, Tom Courts, Stuart Christie

APPROVAL OF MINUTES OF EXECUTIVE MEETING 9th MAY 2018: The minutes were approved by Ian Faulds and seconded by Stewart Dempsie.

MATTERS ARISING: President Paul Boyle intimated Hamish Deans wishes to stand down from the Finance and Executive Committees. He gave a quick resume of the positions that Hamish had held since being elected a vice president in October 1984, saying that there can be few in the history of the Federation who have given so many years' service and who have contributed so much to the organisation. Hamish served as President in 1990/91 but 27 years of service as a Past President were equally important. His contribution in the areas of slaughterhouses, livestock and finance were of particular value.

PRESIDENTS REPORT:

Paul attended the Royal Highland Show on Sunday 24th June. Alan Clarke hosted what was a busy stand and there was a lot of footfall. Laurent Vernet will be leaving QMS in August. There was a pie challenge between the butchers and the bakers. Alan Pirie against Stephen McAllister from the Kandy Bar. It was all good mannered banter and it went well. The winner this year was the Kandy Bar bakers. All in all it was a good day.

Shetland Isles visit: Monday morning first visit was Tesco, to see what they are selling and comparing prices. Chris Wright and Jay Joubert welcomed us at Anderson butchers, Lerwick. They were very pleased to see us and the shop was well stocked for a Monday morning. The next visit was to the Toll Clock Shopping Centre in there was a branch shop for Scalloway Meats. The shop had a very good display of beef, lamb and pork. The third visit was to Anderson, Whiteness, some of the manufacturing is done there for the Lerwick shop. It was a spectacular setting. Stuart Eunson showed us the production room which was very modern. The cold store was full of good quality meat and they were also maturing their sirloin and fillet for their own steak house restaurant. The fourth visit was to Scalloway Meats main shop in Scalloway. My first impression was either a supermarket with a butchers or the other way around. It started off as a butchers and things have been gradually added on. Danny Christie the shop manager met us there. Neil Watt then came and showed us round the state of the art cook meat production unit. It had not long been completed. All the ready meals and bakery products are prepared there.

He still has some issues with EHO'S. On the Monday we were joined by Colin Hewitson and Iain Anderson and Neil and Danny from Scalloway Meats. We had a meeting over dinner. On Tuesday morning we visited a pop up shop of Shetland island produce. Anderson of Lerwick had a stand within this shop. We set off for the island of Whalsay. It is the UK most northerly butcher shop. We met Ann Marie there. It is a very well stocked shop. They prepare all their products two days a week for their own shop. The shop had all ladies working there. I was impressed with the island and enjoyed his visit to Shetland isles.

DS said there is a lot of work in the visit to the islands and when you deal with politicians you get a good insight into how rural communities work.

CHIEF EXECUTIVE REPORT: Douglas Scott reported.

Douglas said he attended the Royal Highland Show on the Thursday and was invited to the breakfast briefing. The president did not seem to get an invite to it. It was a well-attended briefing with the usual industry suspects. Suzie Carlow is leaving QMS as well which was announced. Alan Clarke could not take on any more staff as they have to work on one out one in basis. He will lead in the newsletter with Scottish Government desire to reduce CO2 emissions and a level which makes farming unsustainable. Most of the things announced affect farmers. Douglas then had a look round the Food Hall where the feeling was that this was very disappointing, even Macsweens did not take a stand. Jock Gibson had a stand but after that although Orkney and East Lothian were well presented but there was a general lack of Scottish Product. Douglas said Taste of Grampian is full of Scottish producers. Douglas then met Carol McLaren and Graeme Sharp and updated the things that we were planning with them. We discussed the Heart of the Community photo call with Falleninch. They provided a photographer and videographer. QMS have put up a prize for Young Butcher Ambassador. The criteria would be to portray knowledge and passion for the industry and be under the age of 26. We would open for nominations in July and complete nominations by the end of August. Announcing the winner in September. More information on this in the August newsletter. They agreed to do a 90 second training video. It was to be designed for social media to make the industry more attractive destination for youngsters.

They have agreed to sponsor the training awards at the AGM at a cost of £1200. They will also contribute to cost for the speakers coming north and to accommodate them or the beef at lunch. Douglas said he questioned their wisdom sponsoring savoury products in January when people are talking about going on diets. QMS announced they will be doing a pork initiative and part would be to promote pork as a healthy product in January. Douglas asked if they would sponsor a pork products awards judged in November and announced in January the same way as we did with the pastry awards. They were very amenable to that idea. They said they thought they would not sponsor the World Scotch Pie Awards next year (to the sum of £1500 in 2018). Douglas was happy with the meeting. He then returned to the office as he was not involved in the stand. He still did not understand bringing an Englishman to demonstrate at a Scottish event like this on the Thursday. Frank Yorke demonstrated on the Thursday. Stewart McClymont gave the commentary on both the days. Stewart also demonstrated on the National Sheep Association stand. The cost to attend is £29 a bit steep and the traffic management to get in and out is not good.

Since our last Executive meeting we have held a catch up meeting with Ben Doherty from our employment law advisers, Lindsays. We discussed the service and usage which appears to be regular. Lindsays do not make money out of us and Ben said that our contract had involved £126000 worth of charges. Beaton Lindsay said he has used them a couple of times and they are very good. Douglas said some members have not been but it is probably they do not like the answer they were given.

We discussed the benefit of the insurance policy that gives members indemnity as long as they follow Lindsays advice and concluded, given increased likelihood of employment law tribunals in future that this should be continued if affordable.

I attended a Lindsays Employment Law briefing on 30 May and a report on that is on the Member's Only Website. Yesterday I attended another Lindsays Employment Law breakfast briefing on the subject of GDPR. Amos Smith asked if Gdpr would go on as a training unit. Claire said that a lot of the pathways are up for renewal, we could ask Improve to put it in. It is important as we hold such sensitive information. Douglas said he will note in the newsletter a resume will be posted in the members only website.

Since I last reported I have visited 15 members in Erskine, Lerwick, Scalloway, Whiteness, Whalsay, Fochabers, Aberlour, Nethy Bridge, Dalbeattie, Castle Douglas (2), Dumfries, Strathaven (2), North Berwick.

I attended the Scottish Red Meat Industry Forum in Edinburgh in May and a report of that meeting is attached to the agenda. More under legislation.

The final of the Scottish Beef Sausage and Scottish Black Pudding Championships at the Edinburgh Cook School. Presentations were made by the sponsors to the winners at their shops, Beef Sausage championship was presented by Judith Johnston of Lucas Ingredients to TH Carson in Dalbeattie. Black Pudding championship was presented by Fraser of Dalziel Ltd to Anderson's Quality Butchers in North Berwick yesterday.

I was at Holyrood two Wednesday nights running in May for a National Sheep Association reception and the Cross Party Food Group. The NSA made a very good case for future support for their sector. I also used the opportunity to speak to John Scott MSP about business rates view. He has subsequently phoned me to say that the politician with responsibility for this - Murdo Fraser - will make an appointment to come and meet us. Douglas felt the business rates should be made on their profit and ability to pay rather than the premises. In other words Amazon would pay a lot more because of the profits they generate selling to people online. Alan Kennedy said his five shops have been brought together over the years. Effectively he is subsidising the opposition with only one shop. Alan felt everyone should pay rates. If a single shop can pay rates it should not be there. Beaton Lindsay thought a percentage of profits was a better system. Ian Faulds felt there was nothing wrong with the old system. Then it became a subsidy. If you have been in business for 120 years you should put something into the pot. Beaton followed on that you could have a large premise and not make a lot of money. Ian Faulds said there are also small premises making quite a lot of money. Ian felt we needed a wider debate on the manner and the current system is not fair. Douglas said anyone who wants to join us for the meeting on the 1st August 10.30am is welcome.

On Friday I attended the Scottish Food Enforcement Liaison Committee in Perth but left early to attend Jim Fox's farewell from Dalziel in Bellshill. Jim got a good send off after working for them for 17 years.

On the Q Guild side we have helped organise and attended their National BBQ Final and Business Conference that was held at St Albans. Bruce attended the Q Guild Scottish regional meeting at S Collins & Son and I attended the Q Guild Executive meeting in York last week. The Rick Stein story was in the last newsletter and there is another two stories to appear in subsequent newsletters. Drew McKenzie said it was the best conference he had been at with the Q Guild. There were only 20 members in attendance, it was possibly because the location that was not good for members who had to travel from the north.

FINANCE REPORT: Douglas Scott reported.

The finance committee met ahead of the meeting. Scott Jarron will come on to the committee now that we have a vacancy.

Member Services

We are at break-even point. We have three months left to account for, we are around £1000 above budget. Expenses are £2000 beyond budget. The aim is to break even on this side.

Scottish Meat Training

Not as good news. At this point going forward it is critical how we perform till the end of August. Income from Skills Development Scotland is important. If we have any shortage in budget, the immediate impacts on the net loss. April and May figures are lower than normal. This is all caused by Claire going on holiday and we had not claimed for these two months. This is why we have a bigger amount for June than we had budgeted. The assessors are in on Friday they will be told this is the effect of lack of income and they will need to address it. It's not an easy one we do not want people raced through it. Alan Kennedy suggested with the amount of people cancelling, if we billed members say £10 for each trainee they had then they would lose it if cancellations took place. Douglas felt a fee for commitment to training could be used. Claire said the businesses do not put a value on training as it is provided free of charge a lot of companies do not see the cost to us. Leavers are a disaster to us as we are judged on our achievement rate. The income is loaded at the end of the qualification as well. Amos said it is hard picking the right people to take on. Claire said we can get employers to write into an employee's contract that the money is deducted from their final salary so there is a commitment. Beaton said that he does not put anyone on a scheme until he is happy they are going to stay. Claire Simpson said we

always advise not to pay the apprentice rate of pay it is fraught with difficulty and is a disincentive to stay with the employer.

MEMBER SERVICES: Douglas Scott reported.

300 Members have paid this year with another 94 branches.

1 new member Brian Henderson Family Butcher, Bonnyrigg, assessor Sean Graham signed him up.

CORPORATE MEMBERS

34 paid one new IMC Group was previously in as another name last year.

CENTENARY PRIZE DRAW

First Prize is a £2500 holiday voucher with Barrhead Travel. Posters will be issued early in July. Winners will be announced at the AGM.

GOLF OUTING

The golf outing will be held on the 22nd August at Dundonald Links where the Scottish Open was held last year. Entry forms distributed with the newsletter.

REGIONAL MEETINGS:

Regional meetings will be held the week commencing 17th September venues to be confirmed. Presentations will be made by Dalesman, KellyBronze Scotland, Walters Turkeys, Scobie & Junor, Scotweigh, TPS and Paragon Products.

CENTENARY ANNUAL GENERAL MEETING

The annual general meeting will take place at the Grand Central Hotel, Glasgow on Sunday 18th November at 10 am to 4pm. Invitations have been sent out to guests and we have had positive responses.

The centenary prize draw will be announced on the 26th July along with the announcement of the AGM line up and the Young Butcher Ambassador application opening. We have invested in a new logo with 100 years across the middle.

The finance committee had agreed to ask the corporate members for £100 each to contribute to the cost. They may or not take it up and we would print all the logos on the brochure for the day. We should also ask City of Glasgow council and see if they would fund a wine reception in with the event.

Ian Faulds raised he has been having problems with Paragon Products. He tries to give them a turn as with all corporate members.

SCOTTISH MEAT TRAINING: Claire Simpson reported.

Scottish Meat Training currently has a total of 194 trainees funded through Skills Development Scotland and 15 on staged inductions.

Claire said we have a conversation with employers on how to recruit. The QMS joint video showing careers will help to encourage candidates. If they become a butcher they are never going to be unemployed. We also had a complaint that someone got through in 16 months not 2 years and they were annoyed. We do not have fixed terms it can be based on the candidate's abilities.

Gordon King attended the Meat Management Magazine Awards dinner, we did not win but it was good to be nominated as a finalist in the Training Scheme of the Year.

Sean Graham has been asked to give a demonstration to Gordon Ramsay on boning out to be aired on television.

Douglas said that businesses raised that we do not train but we assess. It has been suggested we have a training centre where candidates can go in and learn how to breakdown beef, lamb and pork. Lack of facilities is a problem there. City of Glasgow College do have a room, they could take 8 students at a time. It would cost around £450 to hire the facility for the day. You would then have to pay for the materials and the meat. Gordon Wallace works there and could deliver the course. Douglas felt it may be difficult to get trainees off the job on a regular basis to attend the venue in Glasgow. Amos thought a video done would be better. Douglas said QMS have done videos. The meeting felt each shop has its own way of working. Beaton Lindsay thought everyone was entitled to the full apprenticeship.

Paul Boyle said City of Glasgow College have the facility to train and a retail facility as well. Douglas said he would look to try to progress the offering but questioned its viability.

17 trainees have achieved their Modern Apprenticeship since 1 April 2018. We are quickly replacing these achievers each month. We have been awarded 133 starts on our new SDS Contract (113 last year). Trainee recruitment is positive at the moment – employers are contacting the office for information on how to recruit, funding assistance through their local council and also marketing material. We advise the employers to advertise on social media and also to put one of our recruitment posters in their shop windows.

We have contacted all employers and trainees regarding visit cancellations and are hopeful that this will see less visits being cancelled.

Meat Managers Hygiene and HACCP: Paul Bache from Verner Wheelock will again host the event on the 6th June 2018 at the Hilton Grosvenor, Haymarket, Edinburgh – 12 candidates were on the course. The next Meat Managers course will be held in September and will cost £250 each. The trainer and the travel costs have gone up. It costs £2000 to have Paul for the day. Amos Smith said Paul is good at holding your attention by the way he explains it. Claire said we aim to break even when we run a course.

Skills Development Scotland: We have been appointed another new Contract Manager – Sandra Fisher. They intend to visit us ten times per year.

Livestock Droving Qualification: Gordon Wallace has delivered a Health & Safety Course at Stirling Market. It was well received by the candidates and the management. Lanark Market have selected candidates for modern apprenticeships and are also requiring Health & Safety training.

Additional Support Needs: Alan Taylor from Concept Northern attended a team training day to discuss the support needs for trainees who have dyslexia, dyspraxia and dyscalculia. There is additional funding available through the government to enable those who have ASN to purchase training, hardware and software that will assist them.

LEGISLATION REPORT: Douglas Scott reported.

Red Meat Industry forum was held in Edinburgh. They had done a survey on clean and dirty cattle. The survey proved there was no difference in the quality of the meat coming through. Andy McGowan commented on the day that it proves the staff in the slaughterhouses are doing the job right. FSS were not happy because it was not the result they wanted.

The lack of abattoirs was discussed with no solutions offered. The Orkney abattoir is at feasibility stage, it might happen.

SFELC - Douglas was not there long due to a commitment to attend at Dalziel in Bellshill but nothing cropped up.

The FSS guidance on durability run in the newsletter was for approved plants. It was a back off from FSS. They would accept common practice from the industry. There was no comment back from anyone.

PROMOTIONS REPORT: Douglas Scott reported.

There is the Slice Sausage and Speciality sausage evaluations on 16th August, further entry forms are going out with the newsletter this weekend.

We would like your ideas for future posters. Ryan Anderson, North Berwick said he liked the posters.

2019 is the year of the haggis the last time we did this was 2014. A five year cycle on this would be about right. It does make sense to have it on a trade fair year. He wanted the meetings blessing to progress the idea.

We would also judge a haggis product evaluation in November to announce in January.

Butchers at the Heart of the Community, the launch was held today. QMS took the photographs and they will be sent out with a press release. There were around 40 people present at Falleninch Farm shop in a field with Stirling Castle in the background. Photographs were taken for both national and local media. Hugh Black & Sons are leading the way raising £500 in 10 days in their Coatbridge shop. Pamela Hunter is pushing the initiative very hard.

ANY OTHER COMPETENT BUSINESS:

Alan Kennedy said The Aberdeen bypass is opening. He asked if Douglas could approach Scotbeef for a group price for slaughtering and haulage for SFMTA members. He said Shotts has been his nearest port of call, but it is worth enquiringly for. Douglas said Thainstone will only be for beef. Beaton Lindsay said there price is high and they do not hang it. Beaton Lindsay said he is in a group using Paisley and it works really well.

Alan Kennedy said in Forfar today the average price per bullocks went up 10p per kg and heifers went up 18p per kg.

Douglas said everywhere he goes people ask him the same question, "When is he retiring?" So he has decided he would like to retire on 31st May next year. Stewart Dempsie said you are joking you are too young. Douglas said he will be 67. Stewart said he did not think we could accept it. Paul said he had heard rumblings but he hoped today would never come. Stewart Dempsie said it was the worst news we had heard today. Douglas said it was the right time and it allows other people to put names forward. Stewart Dempsie said he was very sorry to hear it. Douglas said he started at the beginning of August 2001. Amos Smith said is that date flexible if we cannot get anyone. Stewart Dempsie said it maybe could take a year or two. Alan Kennedy felt we all had benefited from his vast knowledge and eternally grateful for all he had done for us. Stewart Dempsie said we have not accepted it we are all in shock. Ian Faulds said we are all going to have think long and hard about this, we have 11 months and will need to give it some thought before our next meeting in September.

Paul Boyle said over the last three months he has tried to get Douglas to reconsider.

The meeting closed with a vote of thanks to the chair.

DATE OF NEXT MEETING: Wednesday 12th September 2018.