

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

PRESENT: Mark Barnett President (Chair)
Duncan MacKenzie President Elect
Douglas Scott Chief Executive
Moirá Brady Company Secretary
Richard Sneddon Training & Development Manager - elect
Bruce McCall Minute Secretary

Plus 10 Executive and Ordinary members as detailed below:

Adam McLay, Bob Baillie, Roy Baird, Neil Cameron, Alan Kennedy, Murray Lauchlan, David Lindsay, Stewart Dempsey, Arthur Matthew, George Lees.

APOLOGIES: Stephen Sherriff, Hugh Pender, Jamie Chapman, John Chapman, Jack Meade, Dennis Meney, Wilson Ferguson, Graham Murdoch, Stuart Christie, Billy McFarlane.

MINUTE OF PREVIOUS EXECUTIVE MEETING: Hamish Deans approved the Minute of the previous meeting held in February; seconded by Duncan MacKenzie.

MATTERS ARISING: Hamish Deans observed that QMS were taking us at a higher profile and wondered if we should charge them for Douglas's time for Make it in Scotland events. Douglas said that he had attended two days in Perth and one in Dundee. This amounted to £ 295 as detailed in the accounts, John Farquhar was being paid direct by QMS. Douglas was only going to bill QMS if they did not provide some investment in our promotional campaign.

McCash & Hunter QC advise had arrived in the office this morning Douglas reported. McCash & Hunter's initial thoughts were that they did not feel the QC was particularly bullish. Douglas had given copies of the lengthy report to the presidential members. They would need some time to digest the report. Further copies are available to other executive members on request. Douglas initial thoughts were it was optimistic and would welcome some feedback from the Executive.

Roy Baird asked if paid members should read 367 instead of 267. Mark Barnett said he thought this was a year to date figure and suggested Convenor Lindsay would update us in his report.

Douglas Scott asked for clarification on the cost for butchers' collection of bones as he felt it was incorrect. Hamish Deans reported the figure was around £28 and the previous minutes were to have this sentence deleted. David Lindsay said he was going to pay £27 for the first bin and £ 17 for each additional bin on that collection for a 260 litre. Duncan Mackenzie said that according to his sources in Glasgow most were paying £40 + VAT. Mark Barnett said that David Lindsay price was expensive because Wm Forrest was charging £20 for a 360 litre. George Lees said most were paying around £ 40 based on their volume. David Lindsay said he would require less bin space for normal waste so this was a cost reduction which could contribute towards some of the costs associated with bone uplift. His council wanted to bill him after one month and then work out an amount to be paid by monthly direct debit. David pointed out to the council that his requirement for an uplift will be determined by the weather condition ie more lifts in summer and volume of business e.g. higher requirement for an uplift at Christmas. The council is still considering it. Mark asked if David had his council bins paid in advance. David replied they waited till the end of the period. Mark Barnett said the council gave him a credit note and this had caused some

complications. Mark reported he pays the Forrest van driver directly for each lift. David Lindsay reported that John MacGregor collected on behalf of the council.

Douglas Scott reported that Jack Meade had forwarded him information on Safe & Healthy Working.

RESOLUTION: Mark Barnett read the resolution that “ SFMTA presidents elected to office serve a two year term. The Executive agreed the resolution.

CHIEF EXECUTIVE REPORT: Douglas Scott reported that a lot of his time had been devoted to the Make it With Meat awards. Including the evaluation, certificates and press releases and presentations. He reported we had been well looked after by the James Watt College in Greenock. The previous night in Greenock he attended the Paisley Association AGM where Nigel Ovens was appointed their new president.

SCOTTISH COUNTRYSIDE ALLIANCE: report was circulated. Nicola Chalmers Watson is their facilitator for them to access markets for Venison and pheasant. They wished to highlight to members where this can be purchased and processed. They have agreed to provide an article for the next newsletter which we would print free of charge. Douglas noted that one or two product entered in MIWM awards used this meat.

MAKE IT IN SCOTLAND: This was a good event although it was snowed off after the first day. The kids because they were from a more agricultural area seemed more interested.

QMS & DYNAMIC INITIATIVES: covered under promotions report.

REGIONAL MEETINGS: Held in St Boswells and Elgin last week. Glasgow and Edinburgh this week with the final one in Dundee tonight. The turnout in Edinburgh at 10 was disappointing. 36 attended in Glasgow and 8 businesses in St Boswells. In Elgin they had 25 with people travelling from as far as Fraserburgh and Dingwall. Douglas said photographs were being taken of the MIWM award winners.

Douglas said the Borders Association held its AGM at St Boswells and suggested any other association could incorporate their event into a regional meeting if it did not take too long.

SVS COMPOSTING: their representative feels we should be pushing ahead getting people interested in composting. A demonstration plant is likely to be up and running soon in North Ayrshire. Douglas said some were concerned about the commercial viability of the product. SVS composting advised him that the plant operates at 70oC and the product produced would be completely sterilised.

Alan Kennedy asked about the size of the plant. Douglas said the larger plant resembles two petrol tankers parked next to each other and could be located almost anywhere. Douglas has brochures on it and more will be printed in the next newsletter.

MORRIS & YOUNG: Douglas was very impressed with our new auditors.

SCOTTISH FOOD ADVISORY COMMITTEE: was held on Dunfermline and report had been circulated. A Donaldson attended for SAMW but did not consider it to be one to attend in the future. Douglas did agree there was nothing likely to excite the meat trade discussed. The draft Diet & Nutrition Strategy was discussed. The committee were concerned it was going nowhere fast on this topic.

MEMBERSHIP AND DEVELOPMENT: Convenor David Lindsay presented his report. Paid members now stood at 329.

MEMBERS RESIGNED - 9 in total, Dougie Brunton, Connelys of Dundee (shop for sale), Thomas Donegan in Nitshill, Glasgow, Robert Lally Glasgow (under new ownership), Gough Pathhead (retiring), George Lhanbryde, Munro, Alness (retiring), John Bryan Organic - Biggar (business taken over), W Lobban, Kirkwall - Shop closed.

NEW MEMBERS since last meeting: – 3

Henderson, Hamilton
Grieve, Hawick
Royan, Elgin

CORPORATE MEMBERS: 3 paid in this financial year.

Direct Debit Monthly - 37
Direct Debit Quarter – 23

Membership final reminder letters have been sent requesting final payment by 20 March 2004 or services will be withdrawn.

REGIONAL MEETINGS: The final regional meeting takes place tonight at the Invercarse Hotel, Dundee.

HANDBOOK: To date advertisement income of £ 2,450 has been secured. Only paid members will be printed the booklet.

Douglas reported that completing the handbook was very difficult with everything else going on. He had spoken to the printer this morning and he was confident it would be out on time. This issue will have a bigger colour section in the middle of the book. He said that the revised cost of the book came in just under the income figure so therefore our costs are covered.

FINANCE REPORT: Douglas Scott reported the committee met earlier to discuss the three sets of accounts for Member Services, Scottish Meat Training and the European Social Fund Project(ESF).

This meant that Members Services had a few more thousand than it started with and equally the Training accounts had about £10,000 more in the projected surplus. It was noted that the ESF was running at a deficit of £ 14,000 this did not count with £12,000 advancement. Of the £14,000 we get back 40 % from ESF by the end of March. It therefore paints a very rosy picture of federation finances as long as we keep our skillseeker income up we will have good results on both sides of the business as a result of the ESF funding.

TRAINING AND DEVELOPMENT REPORT: Moira Brady reported.

SKILLSEEKER INCOME AND NUMBERS: As Douglas stated in his report Skillseeker income has shown a downturn this month, but as expenses have been below forecast, the overall performance for the month was net profit of £3000.

As projected in last month's report, Skillseeker numbers have increased slightly during February and this could be seen as a positive outcome from the work of our new Marketing Executive. Level 2 trainees increased by 8 in the Scottish Enterprise network but fell by one in Highlands and Islands. Modern Apprenticeships are down 3 and this is down to trainees completing their qualification. As candidates progress from Level 2 this figure will climb again! Adult MA's, the schedule has a typing error here and the figure on page four should read 10 and not 0 as shown. The Meat Plant figures remain the same as last month.

ESF PROJECT REPORT: To date marketing has been carried out in Tayside, Ayrshire and Fife. It appears that all members have welcomed a visit from the Federation's representative and the results are fairly positive. In Tayside a total of 7 candidates were put forward for training and these were in the age category of between 19 years and 25 years. The majority being 25 year olds. In Ayrshire a total of 8 were recruited. Three of which were in the 19 to 24 year old category and 5 over 25's. Last week saw a total of 7 recruited between Fife and Ayrshire with 7 falling into the over 25 category. You will note that we are not getting new recruits in the 16 to 19 year old age group, which is the guarantee group for Skillseeker funding.

SCOTTISH ENTERPRISE SKILLSEEKER CONTRACT 2004-05: In January Moira submitted Proposals for the April 2004 to March 2005 Contract and had included figures which would embrace the marketing exercise targeted for this calendar year.

On 4 March Scottish Enterprise Grampian telephoned to say that the projected figures could not be met and gave me a scale for reduction. Initially Moira had requested a total of 240 starts over the various age categories, with 109 falling into the Modern Apprenticeship age 19 to 24 year old and 32 for the over 25's. This figure has had to be trimmed back to 64 Modern Apprentices age 19 to 24 and 20 for the 25 plus age group. This is very disappointing indeed and as far as I can understand, the lack of achievement of the current year's targets has had an impact on the allocation for the next financial year. You will recall, that throughout the past year I have reported my concern about Scotbeef and their lack of commitment to training, and this has reflected on a very low achievement of the targets set for them. Of course this then has had an impact on our overall performance. This situation still prevails, although we are now seeing progress with their Level 2 candidates. We have tried our utmost to get Scotbeef moving forward, with Scottish Enterprise also trying to contact them to find out what their plans were for continued training. Both SE, and SFMTA had to wait several weeks, if not months, to get an answer, which resulted in a major trimming back of active numbers and re-adjustment to our set targets.

Moira feels sure that if we were to meet the figures set for 2004/5 that SE would give us an increased allocation.

MANAGEMENT COURSES: The East Kilbride Course went very well with all candidates passing their qualification. Certificates are currently being issued.

The Perth Course is currently being delivered and the feedback again is very positive.

MEAT SKILLS COMETITION: Entry Forms have been sent out, but responses are very slow in coming in. A new category has been introduced this year to encourage young people with under 18 months in training to get involved. Kerry Lucas Ingredients are sponsoring this event with Dalziel giving us their continued sponsorship for the other two categories.

NEW PRODUCT DEVELOPMENT WORKSHOPS: Invitations were sent last week.

Duncan Mackenzie asked if Scotbeef are not training any more or not with us. Moira Brady replied that they were training with us. Moira was told by Scottish Enterprise that they would not get a contract with anyone else. Moira has been able to show Scottish Enterprise that the fault lies with Scotbeef and not us. Moira has tried to go to meeting with them to resolve situation. Moira reported with the death of James Galloway and the Personnel Manager moving on to a new job that the new Personnel Manager does not seem to have the same commitment to training. Moira stated that the new Personnel manager felt the company had been trying to push too many people through at the one time and it could not be done effectively. Moira thought they tried to get them all through so they could get Investors in People. Duncan asked if the executive could help in any way. Moira said she was trying over the year to see what we can do. The numbers have been dramatically trimmed down from

about 70 to the current figure. Moira felt we should try and persevere with the current figure and try and keep it.

Hamish Deans asked where the numbers were for the ESF project. Moira replied that these numbers were just recruited over February and built into the figures on the front page of the figures circulated. Hamish pointed out there did not seem to be very many on the Federation Diploma with only 10 and this was the same as last November. Moira stated that it was probably because they had not been inducted yet. Hamish asked if these would come through next month. Moira replied this would show up between now and the next meeting. Hamish said it was important with such a new project that this detail should be shown.

George Lees asked how many Level 3 Trainees there were. Moira replied that these come under the Modern Apprenticeship and we do not have any Level 3 stand-alone. Progress is a made from Level 2 onto Modern Apprenticeship. Douglas said this was a good point as you could not tell from MA how many were on level 2 or level 3.

LEGISLATION REPORT: Douglas Scott reported that the feedback from regional meetings was that people wanted to talk more. At these meetings the first topic which arose was about animal waste & bones. Douglas has not come across any solutions to the problems. A Culloden butcher had sent 16 letters to MSP etc. Adam Dalgleish had circulated a list of MSP to the Glasgow members but a show of hands gave the impression that few had written letters. Douglas felt we were not getting anywhere until we get it further up the political agenda. No response had been received from Ben Bradshaw, Lord Whitty, Elliot Morley or Margaret Beckett. Ross Finnie had not responded but an acknowledgement was received from First Minister Jack McConnell. We know that supermarkets are asked to comply from 1 April. In Edinburgh some butchers are using a west Lothian contractor who takes the product to landfill. Douglas acknowledged that everyone was frustrated about the issue and butchers were being singled out. Douglas saw the need for a case to be built on the legal side to show that it was butchers who were the only ones to comply. Douglas has a letter from North Ayrshire which is specifically addressed to butchers. McCash and Hunter were asked and their advice was we need to get evidence.

Hamish Deans said that it would be easy to get evidence as it was factual. Duncan MacKenzie wondered if we should get in contact with the federations in Ireland & England. Douglas has meetings with them shortly so will discuss the subject. He confirmed the Irish situation is not resolved.

Mark Barnett said that sometimes to get things up the political agenda a press release was required. David Lindsay said will this do us any good. Mark Barnett asked how many times have we sat hear and said we will not do this incase it backfires on us. David Lindsay said when the council came to him that it was easy this year as next year they would have to go to every food establishment and David said how many times have we heard this before.

Mark Barnett said there was a need to raise the profile. Mark said that we have members who expect us to sit back and do nothing. He felt this is not what we need to here and our purpose was to help our membership and fight their corner. He was concerned if government officials were not active to our concerns then it was about time we started to shout. Mark pointed out this was his personal opinion and was putting it forward to the executive.

Hamish Deans said the best we can achieve was to include all other food establishments and this might not make it cheaper for ourselves but at least it would take away the stigma of the butcher being pointed at first. Duncan Mackenzie said it would take away from 99% of our membership that the executive sits round the table and achieves nothing.

Hamish Deans asked what was happening in England. Douglas replied that a collection service was available not everyone is using it and there is no enforcement this maybe

because supermarkets are not complying. Douglas has been asking members if they wanted it in the media. Highland said no because they were not paying anything at the moment. So the same would be the case for West Lothian, Inverclyde, Clackmannan Stirling, Angus we would be better to keep our heads in the sand for the moment. Mark Barnett said we can raise the profile by looking for guidance on the issues. Alan Kennedy wondered if we should get advice on what we should concentrate on.

Hamish Deans asked what authorities were doing as detailed in the survey. Douglas said the authorities mention plus West Dunbarton were the ones who would do nothing. Hamish asked what percentage of the membership this was. Douglas suggested it was around 25%. Hamish Deans was concerned that a public campaign could crucify 25% of our membership and the local authorities doing nothing start to enforce. Mark said the ones who are not enforced at present in a few months time may face enforcement and start shouting. If we act then questions will be asked why we are shouting about legislation that is 6 or 7 months old. Hamish said it would be our actions that will bring in the other 25 %. Mark Barnett said it would be the other 75 % we are not fighting for. Hamish said that fighting the local authorities required getting your own members fighting on the ground this is done by a local campaign not a national campaign. Hamish in local campaigns you know your councillors and you target them and ask for favours. Hamish is worried about the impact of a high profile campaign. Alan Kennedy said he is one of the 25% not affected at present and feels that he is taking advantage of it but feels he or the other members are not that naïve to think it will not impact on them in some point in the next year or two. Alan was willing to accept the downside of a high profile campaign to get the long term benefit. Hamish Deans accepted this as a valid point. Duncan Mackenzie said he is paying nothing at the moment and accepts it will happen at some point.

Hamish asked about the collection point at abattoir Jamie Chapman as working on. Douglas read out the extract from Jamie's report as follows;

After the report in the newsletter about trying to get bone collection centres at the butcher's abattoirs I had a chat with John Black from Forrests who seemed concerned that I was trying to pinch some of his business. He feels that if some butchers take their own bones to a collection centre then it will make the collection service even more expensive for those who still need their service.

I think he saw their profit taking a knock. (Please be careful how to word this if you mention this in a newsletter, as Forrests are corporate members). On the subject of collecting bones at the abattoir I am still talking to the vet to put together a plan to take to the Scottish Office to seek their help in getting approval for this.

Douglas said that a central point would reduce the profit margin for Forrest and they would not like it. If an alternative was put together the service could be withdrawn and it would be back to the council. David Lindsay said the sooner the composting was up and running the better and any help we can give to the local authority would assist this. Douglas said this could be a better angle for a media angle to come out with a solution to the problem it would reflect well on us at the same time saying we are singled out.

The executive agreed to raise the profile and proceed with a press release.

REPLY from FSA (Scotland) RE CONSULTATION PROCESS: A reply was given to Douglas's comments on the new meat product regulations. Douglas pointed out these regulations did not need to be complied to until 4 August 2004. He suggested no one should use the new declarations before that time as it will portray products with lower meat content.

Douglas was concerned when he attended the Quid regulations in January he asked Mark Woolfe if anything had changed as a result of the Scottish consultations. Mark Woolfe's look

was of bemusement that nothing would change. Douglas said the subject of consultation would be raised at the afternoon of the SFAC and Mike Gibson assured us it would be discussed. Douglas said in future he would respond to national consultations. Mark Barnett said their EHO's were of the same opinion that nothing would change.

David Lindsay said he had another visit from the EHO to see sausages being made. They took samples of VL meat, recipes and samples of final product. This will take six weeks for the product to be analysed. Mark Barnett heard that all local authorities were concentrating on pork sausages first. Alan Kennedy suggested there would not be surprise sampling, the authority needed to take away what was going into the sausage mix or pie etc. This would mean in future they are likely to phone and say can we come in and do a check.

Douglas Scott said the handbook will contain the computations and the reserved descriptions over about seven pages. He intended at the beginning of May to make up various calculations based on each product type. The butcher could then make a judgement if it was close to their recipe and use that Quid. George Lees pointed out that it would be handled differently in Borders and probably other areas too. Mark Barnett said Fife had a budget and they would make full use of it.

LIVESTOCK REPORT: Douglas tabled Jamie's report as he was attending another engagement.

Cattle numbers are still holding up at the markets and prices remain strong. Hoggets are now getting scarcer and this is reflected in the rise in their price with small hoggs (40kg) often making as much if not even more than larger ones.

Hides and skins have not been so good with hides being just over twenty pounds and sheep skins down to about £2.20- £2.50.

QMS BEEF & LAMB FORUM: Jamie attended the second beef and lamb forum at the Marriot hotel in Edinburgh on the 24th Feb.

Before the meeting a finger buffet was served and some new products that QMS have paid a company to develop were presented for tasting. There was a dish made with minced lamb (like lasagne), one with a spicy lamb stew, a smoked streaky bacon product made by bonding lean and fat lamb together then pickling and smoking (unless you can't eat pork I would think using pork flanks would be much easier and cheaper), a dried smoked ham type product like Parma ham (again only good if you don't eat pigs) which was completely tasteless and a strong pate/parfait type product which I don't think will replace pate on many menus but was actually very nice.

The meeting opened with Jan Polley outlining some of their current activities.

Product integrity, a new audit scheme for butchers and restaurants

Meat eating quality

The new PGI, which should be accepted by the EEC in June.

Assurance Development, having joint inspections with other schemes (dairy, grain)

Simplifying standards, document down from 26 pages to 6

Development of new software to identify farm assured cattle.

Health education and diet, working with schools on making things with meat.

Lamb marketing aiming at the English market

Beef marketing, Scotch beef club has countries top 50 restaurants with big demand for entry. Mail shot with newspapers aimed at the housewife to let her check labels in shops. The support of Scottish rugby.

Market Development. Morrison is 90% scotch beef in Scottish shops. Asda has changed its policy to use more scotch. To target schools and prisons to use scotch beef.

The meeting then split into three discussion groups, understanding customer needs in export markets, decision making post CAP reform, and farm assurance. Nothing exciting to report.

There was a short presentation about an automatic carcase-grading machine, which at £100000 was of little interest to the processors present.

This was a fairly boring afternoon and was attended by less than half those at the first one. I fear it will be even less next time.

PROMOTIONS REPORT: Duncan Mackenzie presented his report as follows;

The Spring Make it with Meat Awards for Chicken products, Speciality Sausages and Burgers took place at Greenock in February at the James Watt College. Entries rose to 180.

Transport to Greenock was arranged from Stonehaven, Inverness, Perth and Camelon. This was well used and much appreciated by those who participated. Presentation of awards is taking place at the March Regional Meetings. Don McGovern from the James Watt College attended the Glasgow meeting and presented the awards there. At the other venues Jim Fox from Dalziel Ltd has done the necessary.

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QMS will support the aforementioned New Product Development events by producing colour posters and tray highlighters to back the new products that Dick van Leeuwen comes up with.

On Thursday 26th February Douglas and Dynamic Initiatives had a meeting with regard to the "Re-Invigorating the Scottish Independent Butcher" campaign. They reported that they had over £50,000 to put to the campaign, which took QMS rather aback. They are now considering where they can come up with similar sums of money to support the campaign.

Letters will go out inviting members to select Adshell sites for their own promotion and to buy into a leaflet drop. Prices will be sought for positions as requested on a first come first served basis.

At the meeting with QMS June Lomax suggested that a Customer Service Seminar might be appropriate before the radio campaign that should be launched in May. The Customer Service nights would be aimed at front line assistants and employers and are likely to be put on by QMS in April.

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A sample leaflet was handed out. The idea was put together by Dynamic Advertising. On the right hand side of the leaflet. Under the heading locate your local butcher those who buy into the scheme will have their details printed. The price would be £ 195 per member to print and distribute the leaflets in their area.

The campaign will be running on the radio throughout Scotland in May of this year.

Duncan confirmed that £ 50,000 had been secured so far for this initiative. Duncan said that we need further support from members to realise the real benefits of the campaign by buying into the leaflet distribution. He said that this was an exciting campaign and a minimal investment to expand your customer base and ensure the long term future of this industry.

We asked all the radio stations involved to target the airtime to housewives, ensuring that our target market would hear the adverts a minimum of four times each week.

The stations included in the schedule are - Real Radio, Northsound, Radio Tay, Moray Firth, Westsound (incl. West FM), Radio Borders, Central FM, Isles FM, Argyll FM, Clan FM, River FM and QFM.

The scripting, production, licensing and ISDN distribution to each of the above stations totals £11,885.50 + vat.

The total airtime advertising comes to £46,452 + vat for a three week campaign.

Total cost = £58,337.50.

The final contribution list that was received from Tom Knox at Dalziel this morning totals £34,700, plus our own proposed contribution of £20,000, leaves us £3,637.50 short of this total.

The advert was going to be to the tune of Hey Big Spender but has had to be changed it is now to the Barber of Seville. Duncan questioned how anyone listening was going to understand what was going on although he has not heard the words to it as yet. Duncan suggested if the words did not come over clearly then he did not think we should go along with it.

Douglas said that Dynamic Initiatives were very enthusiastic about it.

Hamish Deans asked if there was possibly £ 50,000 coming in from Dynamic Initiatives and a deadline on when we get to know if a contribution is coming in.

Douglas replied that Dynamic will be chasing them for a contribution. He said that QMS has problems in what they can and can't do. Andy Ovens has said he should be able to cover the tracking, which, is the market research to see how effective the advertising will be, and also

some parts of the creativity costs. Douglas said both Andy Ovens and June Lomax have been keen to support where they can.

Mark Barnett asked if butchers are going to opt in if they will have to in writing. Douglas replied the invitation was in draft form and needed to be suitable altered. It does not indicate the number of leaflets a member would get and the type of incentive that the butcher could be involved in. The letter would be going out the beginning of May and would need to be redeemed by the end of May. The letter does not explain why the butcher should opt in. For example a 35 year old new customer could potentially be your customer spending £ 10 per week for the next 30 or 40 years. Douglas said that to give a customer an incentive may look expensive but when you take into account the potential revenue from those new customer it is relatively small. Douglas said this message needed to be put forward much more strongly. Douglas said they were looking for 140 butchers to take this up to keep the production costs minimised.

Mark Barnett said that the incentive should not be too big to ensure it will not just be exclusively for the bigger butchers. He said it was the smaller members which, needed the most help.

Alan Kennedy asked if the leaflets would be distributed in a post code area. Duncan said there was a number of things which would need to be tied up.

Mark Barnett asked the executive what they thought of the offers should it be a discount or a give away.

Alan Kennedy said he ran a campaign where the customer would bring in a voucher to the shop and when a purchase was made a D & A Kennedy £ 1 note was given to them. This means that the customer would come into the shop at least twice.

Hamish Deans said this was a sure way to see if the advertisement had worked.

Douglas said that Dynamic Initiatives were keen on the idea of Buy 1 get 1 free. David Lindsay said a discount voucher would be best. Mark Barnett said buy 1 get 1 free was a mark of desperation. An amount of money of when ten pounds spent was a reasonable offer suggested by David Lindsay. Alan Kennedy suggested that it could be 'visit the local butcher to see what their offer was'. David Lindsay suggested this approach could pose problems with the customers going into the shop saying the butcher round the corner is running a better offer.

LABOUR CONDITIONS REPORT: In the absence of David Jarron, Douglas read this report.

JIC AGREEMENT: Kerr Smith has agreed that we can discontinue with the JIC agreement. However, those members who currently have employees with the current agreement will be stuck with it unless the employees give their consent.

Douglas got a survey form from the NFMFT, which members filled out their region of the country and salary levels were filled out for a manager, qualified butcher, trainee butcher and a counter assistant. The average wage rates per area and job type were calculated and distributed to members.

Douglas asked for agreement to carry out the anonymous survey.

Hamish Deans said the JIC agreement had run its course and was now obsolete. The National minimum wages was available now and much of the new legislation coming out now is geared very much towards the employee. He felt information held in the office on wages will be fine for guidance and noted some caution on the type of information if printed in the

handbook. He also felt that we needed to point out that we had withdrawn from the agreement.

Douglas said that we would print the national minimum rates on the survey form and give some indication of the percentage increase in pay applied by industry in general. He will point out to members what we are doing and why.

Hamish noted caution on what was printed so as members were not regimented to sticking to a fixed system. Douglas pointed out that when staff rules and procedures are sent out from the office members can return them with alterations to suit their business needs.

ANY OTHER COMPETENT BUSINESS:

Mark Barnett noted due to lack of time he was unable to make arrangements as yet for the Frankfurt trip.

The potential removal of the annual £100 licence fee has still to be progressed.

The President suggested that a special event could be organised for Edinburgh butchers to galvanise interest.

George Lees requested a list of paid members for the Borders area. It was agreed that Bruce McCall would distribute the list.

Neil Cameron had seen something on the news about a credit union and wondered if the federation could set up a loan facility or a saving facility. He said a fire station had done this with 50 members taking part.

Hamish Deans said they take a bit of organising and it would probably mean someone working on it full time. He said that some people put some money in and get interest and others take a loan with less interest than the banks are charging. The whole system relies on a large element of good will on each of the participants.

Neil suggested it would be a good way to help new members or businesses in getting started.

DATE OF NEXT MEETING: President stated that the next meeting would be held on Wednesday 14 April 2004 at 2.30. There being no further business the meeting closed with a vote of thanks to the Chair.

