



Scottish Police Federation North Area Committee

Minute of the 4th quarterly meeting of the Scottish Police Federation – North Area Committee held on Monday 3rd and Tuesday 4th December 2018 at the Atholl Palace Hotel, Pitlochry.

1. Members Present

Full Time Officials

Gordon Forsyth	Chair
Neil MacDonald	Secretary
Davie Threadgold	Vice Chair
James Thomson	Deputy Secretary
David Kennedy	Deputy General Secretary Day 2
Calum Steele	General Secretary Part Day 2

Constables	Sergeants	Inspecting Ranks
Fraser Robertson	Karen Harrison	Neil Cameron
Mike Purdie	David McAlpine	Gordon Milne
Mark Douglass	Grant Letham	Gary Brown
Andy Horne	Simon Lewis-Dalby	Scott Macdonald
Shirley Moran	Kevin Hird	Marc Lorente
Gary Johnston		Nick Clasper
Ross Polworth		James Rice
Linsey Burns		
Sandy Smart		

2. Opening of Meeting

The Chairman opened the meeting and welcomed all members present and he encouraged everyone present to take an active part in the meeting and to contribute to discussion and debate. He extended his welcome to Cara Riley, who has recently taken up the post of Administrator in the Dundee office. He then went on to advise future meetings would take on a new format with the Committee breaking into separate groups to discuss relevant topics. He also advised there would now be a presentation from Chief Inspector Lynn Ratcliff from Professional Standards.

Chief Inspector Ratcliff gave a detailed presentation covering the structure of the Professional Standards Department, the Misconduct process, PIRC etc and ended with a question and answer session.

Gordon Forsyth, Chair thanked Chief Inspector Lynn Ratcliff for her input.

3. Apologies for Absence

Apologies were received from:

Julie Connor
Andy Barclay
David Forsyth
Martyn Turner
Katy Townhill
Maggie Miller

Neil Cameron – Day 1 only

Excusals during meeting;

4. Approval of Previous Minute

The Minute of the previous meeting which were circulated in advance of the meeting were formally approved having been proposed and seconded by Linsey Burns and David McAlpine.

5. Matters Arising

5.1 Action/Decision Log

There were two outstanding actions from the last meeting;

- 06/18 Details of motions being presented at JCC to be circulated so that views of Reps can be obtained before it is voted on. Update – information will be sent out when motions are to be discussed. Completed - Action closed.
- 07/18 Creation of some type of FAQs. Channel questions to Secretary for forwarding to JCC Vice-Chair. Ongoing.
- 08/18 Secretary – Review costs of NAC meetings and accommodation and advised all further NAC meetings would be held at the SPF Office in Dundee. Action closed.

The Committee then broke into three groups to discuss “Proposals for promotion / Diploma. When the meeting reconvened discussions took place around the individual group thoughts.

6. Standing Items

6.1 JCC Update

The Joint Central Committee (JCC) is the statutory embodiment of the Scottish Police Federation (SPF). The role of the JCC is to discuss and co-ordinate SPF policies and come to decisions that have the approval of the majority of the JCC and which are then supported publicly by the JCC as a whole. It should then make sure that the decisions of the JCC are actually carried out.

Gordon Forsyth, Chair gave an update of the JCC which met on Tuesday 6th and Wednesday 7th November 2018 at the Dundee SPF Office.

The Minute will be circulated when received.

The Agenda comprised the usual items.

Legal Advice and Assistance

The Deputy General Secretary, David Kennedy reported on case statistics and updated the JCC on:

Personal Injury cases have been settled - 2 claims £230,000

Criminal on duty - 3

Criminal off duty - 13

Civil off duty - 1

Misconduct - 1 on duty, 2 off duty

RTC - 4 on duty, 4 off duty

CICA - 1

FAI - 4

PI - 14 on duty, 7 off duty

Employment disputes - 9 (plus 1 spouse)

Employment disputes ex officers - 1

Contract dispute - 6

Property protection - 1

Other - 1 on duty, 4 off duty

Holiday Pay Claim

Almost at an agreed position, formula has been agreed for the future and will be applied to overtime in December each year. A judgement in Northern Ireland on 4th November allows a retrospective for the past 20 years. ACAS have been engaged, it is hoped that this may be settled by the next JCC however this may be affected by the NI judgement in the event it is appealed. Legal action remains sisted. The pay formula for future holiday pay is inferior in England and Wales to the one in Scotland. Deputy General Secretary gave a further update.

Allard

Continue to receive responses from members in response to the pro forma that was circulated. Discussions with the actuary acting on our behalf continues. Frustration amongst the membership continues however the timeline is not within our control, there is an appetite to resolve this matter to meet the best needs of our members rather than reaching an incorrect settlement. We need the right deal not a quick deal – there are issues around the data that has been provided by both members and the Force due to the diverse remuneration arrangements adopted by the legacy Forces. There is a wider element around other on call operators (OSD, TFA). SPA have reduced their budgeted liability from 4 to 2 million however we believe this to be an under recognition of the potential liability. The category formula will continue to be applied due to the lack of data provided by the Service. Local agreements have created issues around legacy practices which needs to be included in the figures. The Deputy General Secretary is preparing a Circular however this requires legal review.

CICA

Appeals being monitored as there are a number of successful appeals for officers who were injured by suspects resisting arrest. They must be the victim of an act of violence. Officers injured during a pursuit as a result of a fall would not be subject of an award.

Police Negotiating Board

No formal meetings of the PNB other than the formal meeting in September which saw the pay offer which was concluded.

The pay award and its value to members was highlighted:

The pensions of all members, particularly the value in the CARE Scheme.

This was a difficult set of negotiations to secure the final offer.

Further negotiations saw CRTP being included as a fixed income, they will get it at the earliest opportunity and it cannot be removed. This is important where other areas in the UK have lost this payment, it is only held on by fingertips in PSNI.

Shortening of pay scales for Sergeants and Chief Inspectors, small increase in the remuneration for Chief Inspectors which recognises the important element of the ranks.

Our pay settlement has created angst amongst other areas as this was a cash loaded up front deal.

Previous negotiations and years have been difficult, the steer and support provided by JCC and the membership to staff side allowed the best pay deal in over a decade to be achieved.

The approaches that were advocated were critical in achieving the pay settlement particularly with the spectre of Brexit looming.

The 6.5% is being funded by Scottish Government, the delay in delivering this was achieving the funding from the Government which impacted on public sector budgeting and finance. Funding is allocated on an annual basis to the Authority, this was particularly relevant when considering the impact of the pay settlement on existing budgets.

The budget was always stretched as the Force and Authority had predicted and financed on a saving equivalent of 300 officers, the pay deal has not impacted on this position. The increase should be applied in November (4 weekly may not see until December). The mileage issue around casual, temporary and normal were agreed.

The examples sent in by members were critical in focusing the minds of the Cabinet Secretary, SPA Chair and the Chief. Some members stood up as talking heads which positively affected the negotiations.

Pay increase is being funded by Government spending review. It hasn't made the position financially worse since the start of the financial year.

Close to finalising the casual/temporary/normal place of duty for the payment of mileage.

Should now be a quiet period for PNB for pay negotiations, but this will give time to focus on conditions of service.

Pensions

Revaluation of Police Pension Schemes – one of the features of Public Sector Pensions Act (governance of CARE Schemes – requirement to be revalued every 4 years).

Revaluation does not affect the core elements of the Pension Scheme, this process looks at the operation of the Scheme. This involves a technical element including the SCAPE and Discounted rates – these are core to the revaluation exercise completed by GAD – these elements were not known prior to the negotiations. The assumptions that are operated by GAD are robust and provide UK data looking forward for over 100 years.

Prior to the revaluation there was considerable scepticism of the outcome as the two important elements of the actuarial equation were not known.

There is likely to be a benefit to the CARE Scheme for members, 55.3-55.6, accrual rates will drop to 48.1 which is a considerable benefit. There is an impact on the employer, the contribution rates will remain static for employees. This increased cost will be an additional 1% on employer contribution to Pension Schemes, this is public sector liability on employers of 4 billion for 2019/20.

CARE Scheme members will see significant growth as a consequence of the changes of accrual rates and the recent pay settlement.

The Scheme Advisory Board will review the accrual rates in an effort to smooth any impact on the pension, particularly as the revaluation in 2022 won't be known.

Government (Treasury) are reviewing the methodology for revaluation in public sector Pension Schemes – this will be intensive as these will be the future fundamentals which will affect members in the decades to come.

The review will look at member's benefits, contribution rates for employer and employees.

GAD have also produced the recent commutation tables for PPS (1987) Scheme, this is completed on an ongoing basis. The tables have been circulated and came into effect on 31st October 2018, there is no guarantee or indication when these will be published in the future – this shows a further gain for commutation in those in the 1987 Scheme. There are tax implications in relation to the lifetime allowance.

The safeguarding clause for Scotland obtained by SPF in 2011 until 2021 remains, this does not provide a detail around when new factors will be considered. There is no predictability re pensions. SPPA Circular 02/2015.

The Annual Allowance may be affected by the changes in the 6.5% and commutation factors (increase in benefit).

There needs to be a change in annual benefits statements, they need to combine these to highlight whether someone could be in breach of annual allowances.

It is a difficulty when earnings and benefits increase to those above those expected by the Government (HMRC).

Annual allowance breaches can be offset using previous allowances, there is an opportunity to offset tax liabilities using these previous elements. This requires a calculation using HMRC website to establish the liability for tax – requires self-assessment online and requires further work with SPPA to prevent in the future.

The calculator will be updated in the future with the new economic factors, pay rise and commutation figures.

The reconciliation with the state benefit – there will be no police officer loss on the State Pension. This is nothing to worry about and no police officer will be worse off, this is as a consequence of the transition to single State Pension.

There is a new Chair and Vice Chair of the Pension Board both of whom have a background.

The SPPA are now providing information around participation rates in the Pension Schemes.

Scottish Police Authority

There has been little contact with the Chair of the Authority.

Forum involving SPA, Staff Associations and Force planned for 30th November. This is a positive outcome and allows discussion at SPA and Force level for matters to be addressed rather than the current ping-pong. This is effectively a liaison Committee which SPF had sought in Chair's address at the 2017 Conference.

SPA increasing number of officers to focus on accountability of the Force, change in direction – recent meeting held at Dunkeld which showed the rigour and examination of issues faced by the Force. Description of mental health and dealing with it were accurately described by the Force representative, Chief Superintendent Andrew Todd.

Balance around local policing and centralisation was discussed and realisation that this may have swung too far.

Recognition that local approaches have been exhausted and it requires address and review by SPA, Government and Health.

Scottish Police Budget and Financing

Revenue position is likely to remain unchanged – 2019/20 likely to be the difficult year.

Capital – this position is unknown.

Increased cost for employers contribution re pensions, money required for IT and other capital spends.

JNCC

David Kennedy, Deputy General Secretary gave an update re various Divisional pay dates being brought into line. SPF have requested a loan be made available to officers whose pay date is altered to prevent financial hardship.

Next meeting of JNCC is 3rd December.

WFA – Meeting held around WFA the primary focus was the operation of shift patterns and reticence to adapt or amend shift patterns. Reminder that this is a WFA for the Force not a SPF document.

Roads Policing and OSD require to amend shifts, many of these are under discussion and it will be raised at JNCC that this requires to be addressed.

Flexible Working was discussed and it was highlighted for the requirement to deal with elements on an individual basis.

Dog Handlers – This will be discussed and the constant referral to legacy practices.

CHIS – They are reviewing the working operation and a proposal to centralise amend the shift pattern. Not convinced that this will be a benefit to handlers, expectation around 'on call' which has been challenged.

People and Operational Delivery Group (This group was previously the LNCC)

Under attended by the ACC's which was recognised by the Chair.

Stop Search – Reduction in searches being recorded. Questions raised regarding the accuracy of the recording. Local audit of searches.

ACC Mark Roberts, NPCC lead for football – review of PSOS response to football.

Half Pay Letters – Review of process in operation around half pay. People and special circumstances. Reps encouraged to maintain contact with members on long term sick to ensure that any half pay matters be addressed. Neil Macdonald, Secretary gave his views and asked to be copied in on all such letters sent out.

Vehicle Safety – ACC Anderson to progress with the Vehicle Group.

2026

DIGITAL

Mobile Data – moving quickly – roll out expected in Jan/Feb 2019 – will follow the Adele rollout – will have access to systems. Further systems will go online after circulation. Further update provided by James Thomson, Deputy Secretary on this following his meeting with Forces recently issued with the equipment.

Core Operating Systems – Missing Persons to be launched in D Division, productions in April and direct measures in 2019. 2020 – intelligence and crime packages. Crime and Custody to get new refresh – desire on reduction in double keying – 13 times same details being placed on different systems.

Users have not been updated at present, there is a desire to communicate with officers and make them aware these devices and changes are coming in 2019.

CAMS

Pilot planned for Q Division for March 2019 – dependent on Brexit. Training packages being prepared, to deliver THRIVE methodology, there will be system changes – STORM upgrade on 26th March which goes live in April.

30 planned for pilot team – 10 Q Division, 10 Force, 10 C3.

FIREARMS

National Standard around GP review – BMA have developed a letter for GP's regarding onus on the reporting of concerns due to special occupation. AFO's will involve six year cycle – initial element will be the GP. There is an awareness that some GPs will not engage and are conscientious objectors, this will not be a barrier for the officer, the Force will pay for any costs incurred.

BTP Integration

No significant update.

SURVEY

Linda Duxbury and her team recently returned to Scotland, they were involved with the Deep Dive into Forth Valley.

This will be prepared as a Circular in the future with the survey results.

Research Advisory Group met two weeks ago this was used to decide what was the second tranche of research going to be

Wellbeing survey in D Division around the launch of the new mobile data – would this produce a cash saving.

Police Charities

The Chair gave updates on all Police Charities.

Police Treatment Centres – 3,057 officers treated at the Police Treatment Centres in the last 12 months. The waiting list is back to 3-4 weeks following the summer period where there was no wait.

Again it was emphasised that the St Georges Fund covers support to the children of officers who have gone through the IHR process.

The Scottish Police Memorial was held at the SPC on Wednesday 5 September. A great turnout and service.

National Police Memorial was held in Belfast on the last weekend in September. Callum Alcock did a great job representing his father by lighting the candle. Next year's event is to be held in Glasgow on the weekend of 28th/29th September.

PDT – 24th/25th October – creation of major grants process being explored.

Creation of wellbeing rooms and other projects; relaunch as Police Care UK in 2019; survey and peer support project (ill health retirements – cope with failure of not completing career).

Bravery Awards – 29th November – Afternoon session with Cabinet Secretary at Bute House. Awards ceremony was attended by many worthy winners.

ICPRA/EuroCOP

ICPRA met in Canberra. David Kennedy, Deputy General Secretary gave update on new mobile app that has been developed by Victoria Police and Apple for rostering and wellbeing. It is used to record working time, breaks etc also asks wellbeing questions that can flag issues. Significant amount of work went into the development, but Apple have been involved from the start and can see the future benefits for them in the production of such an app.

The Chair gave update on EuroCOP which met in Vilnius, Lithuania on 30th/31st October. The main presentations were on dealing with/recognising mental health/PTSD issues. Massive issue elsewhere with officer suicide particularly due to their being armed. Inputs from Belgian Police regarding health, safety and wellbeing. They seem to have their finger well on the pulse. Vehicle Safety Week was presented by Brian Jones. A revamped survey regarding the fleet across Europe will be resent in the near future. A real eye opener regarding the pay and conditions of other Forces particularly Lithuania and the working conditions especially in Greece and Spain.

Deep dive

The first deep dive of a Division took place in Forth Valley. Gathered a lot of useful information. Very clear that change is driven on promotion process. Van in Alloa with 220,000 miles put off road due to defective brakes and a door that wouldn't close.

6.2 Subject Committees

The Minute of all national Subject Committees were circulated as JCC Circular 38/2018.

- **Conduct**

Davie Threadgold, Vice Chair gave update.

Included as a reminder is the structure for Conduct in the North:

- 1 x CI for the North (Lynn Ratcliff, also covers East)
- 2 x PI for A Division (Kara Chapman, Salter Watson)
- 1 x PI for D Division (John Philip)
- 1 x PI for N Division (Alasdair MacLeod)

The structure for Criminal is as follows:

1 x CI for the North (Derek Hiley)
1 x DI (Malcolm Jones) and 2 x DS (Craig Kennedy and Tanya Leiper) for A Division
1 x DI (Dave Barnett) and 2 x DS (Greg Burns, Fiona Hetherington) for D Division
1 x DI for N Division (Gavin Andrew)

The Vice Chair met with Derek Hiley from PSD to make sure their workloads were aligned in terms of the support that can be provided to officers who are subject to ongoing proceedings. Suffice to say, there were slight differences, but those who require support are getting it.

Amanda Givan, Assistant to General Secretary, (Conduct), is collating any examples of issues with the PIRC from across the area. Examples could be organisation of appointments, access to Reps, conduct of PIRC staff etc etc, please get back to me with any issues so I can feed back to Amanda.

North Area Conduct Meeting

The Conduct Leads from across Scotland met with Amanda Givan, Assistant to the General Secretary, (Conduct) on 18th September. We looked for trends across the country to try and see if we could mitigate any of the work that comes our way.

It was acknowledged that the ongoing case at Judicial review involving the 'Whats' appers' has passed stage 1 at Judicial review and will now pass to a full Hearing. This may have a significant effect on the way PSD conduct their business.

The NAC Conduct Committee met with Amanda Givan, Assistant to the General Secretary (Conduct) in Dundee in October.

No plan to review the structure of the Conduct Committee until after the upcoming elections, when Amanda will travel to deliver training to those in post after the elections.

JCC Conduct Meeting

The Conduct Sub Committee last met on the 2nd October in Dundee. The Minute of this meeting has been circulated with a request for any questions to be fed back to the Conduct Lead prior to the NAC on 3rd and 4th December 2018.

- **Equality**

JCC Equality Subject Committee

James Thomson, Deputy Secretary gave update on Equality stating he is keen to hear of any new matters.

Met on 10th October 2018 at Dundee. The Minute from this has been circulated and no issues or questions have been raised.

PNB(S) Equality Working Group

Equal Pay Audit continues, the Staff Side await the data from PSoS in order that analysis can be undertaken. Ultimately the data will be scrutinised by both the SPF and PSoS and issues will be taken forward.

Equality, Diversity & Inclusion Employment Group

Flexible working still ongoing and is a priority. Looking at officers with disability/modified duties moving between Divisions.

Agility & Flexible Working

It was noted that there had been little progress with this Group and it was hoped that it could be reinvigorated with a new Chair.

Disability

Nigel Bathgate, Assistant to the General Secretary, (Equality) is progressing some work with Concept North to help officers with Dyslexia.

Maternity

Reminder for all that plain clothes allowance is available and can be back dated to 2013.

Training/Legal Updates

SPF Flexible Working Guide and has been circulated through the Committee prior to a finalised document being agreed.

Ms Fiona Mair v Chief Constable of the Police Service of Scotland, relating to Flexible Working, was circulated to the Committee.

As well as the Brown v Network Rail, which related to disability and highlighted her treatment and lack of inclusion.

Conference 2019

David Kennedy, Deputy General Secretary and Nigel Bathgate, Assistant to the General Secretary, (Equality), are in the process of preparing the Conduct and Equality Committees joint input for Conference.

Competent Business

There is an awareness that all Reps will be dealing with issues out with their portfolio and as such, it is requested that James Thomson, Deputy Secretary is copied into all potential

equality issues so he can provide support and get a jist of what's happening in all the areas.

Example - officer in A Division has been waiting almost a year for her reasonable adjustments to be put in place.

Absence Review

No current statistics for Ill Health Retiral are available however it is known that a number of the officers have been recommended for IHR/Redeployment.

Anxiety/Stress/Depression continues to be the most significant cause for long term absence.

- **Health & Safety**

Gordon Forsyth, Chair gave an update. The Minute of the last JCC H&S Committee along with local meetings have been circulated to representatives.

Driver training – continues to be an issue nationally between 2,500-3,500 require to attend standard driving course.

Vehicles weights – continues to be ongoing issue. Force think everything and everyone is too heavy for the vehicle.

Risk assessment – Memo 151/18 from DCC Taylor regarding up to date risk assessments. Generic risk assessments being used when they should be role/task specific. Legal requirement that is often being ignored when changes happen ie PC led custody.

6.3 Standing Committees

The Minute will be placed on the SPF website when ratified.

- **FINANCE**

Neil Macdonald, Secretary confirmed that the Finance Standing Committee had met on Monday 22nd October 2018 at Dundee SPF Office and he updated on the discussions at that meeting. The main points of note were:

- The renovation works at Woodside Place are underway and should be concluded within 6 weeks. This has now been completed.
- Discussion has taken place with DCC Kerr regarding the provision of coffee machines and progress is expected with this in the near future.
- Cinema Club discounts are up and running - online form requires to be completed.

The Minute will be placed on the SPF website when ratified.

- **LEGISLATION & REGULATIONS**

Neil Macdonald, Secretary gave update on meeting of 22nd October 2018 at SPF Office, Dundee.

- BTP integration. Joint reporting/accountability model seems to be new preferred route so BTP report to SPA and their own authority.
- Currently there is a post legislative review of the Police & Fire Reform Act by Scottish Parliament Justice Committee. The consultation responses have been submitted and the General Secretary was to attend for oral evidence the following day.
- A Review of Complaints Handling, Investigations and Misconduct has been instigated by the Scottish Government and it will be led by Dame Elish Angiolini. The terms of reference are primarily pointed at the role of the SPA and PIRC. Notification has been received that the review wish to speak to SPF.
- An independent review of policing on affected communities during the 1984-85 Miner Strike. This has been initiated by the Scottish Government and John Scott QC will be the lead. As this will only potentially affect retired officers at this time the SPF will maintain a watching brief.

- **OPERATIONAL DUTIES**

The meeting took place on 22nd October 2018 at the Dundee SPF office.

Post Incident Procedures – Joint live play exercise took place in Aberdeen along with Met officers. Lots of learning and discussion over representation.

Workforce agreement - PSoS would not be compliant with the agreement by 31st October and that there was a distinct lack of urgency within parts of the Service around changing to comply. This would be discussed at the JNCC.

Firearms medicals - It was noted that the Force will be changing the medical process for AFOs. This will bring PSoS in line with national standards. The SPF have been consulted in respect of these changes. Involves BMA guidance to GPs being sent and the requirement to notify should an AFO have a condition that would affect their carriage of weapons.

6.4 Force/Area Meetings Update

Divisional Management Meetings

N – Neil Macdonald, Secretary advised the N Divisional management meeting has been replaced by a Peoples Board which meets every month and attended by SPF.

The Secretary meets with Chief Superintendent Macdonald and the Senior Management Team monthly or as and when issues arise.

A – Gordon Forsyth, Chair advised the FTOs meet with Chief Superintendent Thomson every quarter and will see him as and when he needs to. A meeting was held with Chief Superintendent Thomson on 17th October. The Commander is keen to look at projects to support wellbeing and acknowledge the good work being carried out within the Division.

Sergeant and Inspector forum –

Body Worn Video – new cameras that are simpler to use are being trialled. Divisional BWV now easier to use since IT upgrade.

Trousers have arrived and available from Stores!

Significant training commitments in next 12 months – Domestic abuse training, driver training, offshore training.

Recruitment continuing for A Division for the foreseeable future.

Vehicles – Fleet will not grow but loss of vehicles for servicing/repair leaves daily hunt in many areas for a vehicle. A vehicle written off last week will not be replaced until June 2019 at the earliest as that was when it was due to be replaced.

D – James Thomson, Deputy Secretary meets on a regular basis with the Command Team and is in constant contact with Support Superintendent, Shaun McKillop. The FTOs also hold quarterly meetings with Chief Superintendent Todd, the latest was 20th November 2018.

Topics discussed at the latest meeting;

Resourcing, Telematics and the need to reassure officers of its use/purpose, Naloxone, Mobile Data, PIRC and Operation Mailbox.

James Thomson, Deputy Secretary also met with ACC Hawkins discussing resourcing, promotion and concerns around centralisation.

7. New Business

No notifications of new business

8. AOCB

No other business.

9. Correspondence

Officers not Standing for re-election are as follows:-

Grant Letham
Gary Brown
David Forsyth
Andy Barclay
Katy Townhill

Maggie Miller

Chair offered and minuted the Committee's appreciation to all who are not standing for election.

10. Time and Date of Next Meeting

The Chairman advised the next Meeting of the North Area Committee would be held on Monday 4th and Tuesday 5th March 2019 at the SPF Office, City Quay, Dundee commencing at 1300 hours on Day 1 and 0900 hours on Day 2.

Dates of future meetings

4/5 June 2019

2/3 September 2019

2/3 December 2019

11. Closure of Meeting

The Chairman thanked the Committee for their active and constructive participation and closed the Meeting by wishing everyone present a safe journey home.

He was thanked by the meeting in the customary manner.

Gordon Forsyth

Chair

Neil Macdonald

Secretary