

**Police Federation
of England and Wales**



Established by Act of Parliament

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**Ffederasiwn Heddlu
Lloegr a Chymru**

IR/lm

1 July 2011

**RATIFIED MINUTES OF A MEETING OF THE JOINT CENTRAL COMMITTEE
HELD AT FEDERATION HOUSE, LEATHERHEAD
ON 29 – 30 June 2011**

*P J McKEEVER, BA (Hons) (CHAIRMAN)

*I RENNIE (GENERAL SECRETARY)

*M MORDECAI, BA (Hons) (TREASURER)

* S Reed, BSc (Hons)
* P Barker
* PR Davis
* JFM Giblin, MA
* P Huitson
* Mrs J Lawrence, (BA)
* R Nelson
* W Riches
I Trueman

S Smith
*J Coppen
* A Dumbiotis, F Inst.L.Ex
A Harper
* A Jones
* W McManus
* Ms JA Nesbit
* G Stuttaford,FCMI
* S White

* G Gallimore, BSc (Hons)
* Ms C Davis
* S Evans BA (Hons)
K Huish
* Mrs AM Kirkwood
* Z Mader
* K Powell, BSc(Hons)
* M Taylor
* S Williams

***Denotes Attendance**

1. ATTENDANCE and NOTICES

Apologies were received from Ian Trueman, Kevin Huish, Tony Harper and Steve Smith. (Mr Harper and Mr Smith were present on day two).

All were welcomed by the Chairman and in particular the new members of the committee. Alan Ogg, who will be joining the Inspectors Central Committee later in the year, was also present.

One nomination for the Training Manager was received, Mr Kevin Huish, who was duly congratulated in his absence.

One nomination for the Deputy Training Manager was received; Ms Davies was duly congratulated in her absence.

2. JCC MEETING HELD ON 23-24 MARCH 2011, EXTRAORDINARY MEETINGS HELD ON 30 MARCH 2011, 1 APRIL 2011 and JCC STATUTORY MEETING HELD ON 20 MAY 2011.

The meeting agreed the minutes of the meetings of the Joint Central Committee held on 23-24 March 2011, 30 March - 1 April 2011 and 20 May 2011.

3. MATTERS ARISING

There were no matters arising.

4. POLICE NEGOTIATING BOARD

(a) A report was circulated which provided updates on the following:

Independent Review of Pay and Conditions of Service, Future Data Requirements, South East Regional Allowance, Temporary Promotion-reckoning of service, Payment of Allowances whilst on sick leave without pay, Part-time Working, Equal Pay Audit, KIT days, Part-time Inspectors & above, Staff Side Strategic Planning Session, Mutual Aid, Housing Allowance, Held in Reserve Allowance

The General Secretary reported there had been very little movement as the majority of PNB matters are on hold pending the outcome of the Winsor negotiations. The Meeting noted the next PNB is 26 July 2011.

(b) The meeting noted that minutes of the Staff Side of the Police Negotiating Board held on 13 April were still to be agreed.

(c) The meeting noted that minutes of the Full Police Negotiating Board held on 14 April 2011 were still to be agreed.

5. PENSION MATTERS

(a) A report was circulated which provided updates on the following:

Injury Awards Review, Independent Public Services Pensions Commission, HMT/HMRC Discussion Document on restriction of Pensions Tax Relief, HMT Consultation on discount rate to set unfunded Public Service Pension Contributions.

The General Secretary reported that on 4 July 2011 the Pensions Working Group meeting will take place. There has been little movement and the informal working group is considering the proposals to change the contribution rates.

The General Secretary gave a verbal update in respect of the on-going informal pension negotiations in respect of the proposed increase to the contribution rate and confirmed that the formal consultation period was expected to start soon.

6. FEDERATED RANKS COMMITTEE OF THE POLICE NEGOTIATING BOARD

- (a) A briefing paper was circulated which provided updates on the following issues:

Competence - related Threshold Scheme; SPPs; Part-time Workers- free days to be treated as rest days; Standby/On Call; Probationer's Pay (First Increment)-IPLDP; DTI Statutory Leave Consultation-statutory holiday entitlement; Compensation for a requirement to work on a rest day or free day within a period of annual leave; Public holiday and rest day.

The General Secretary reported that the recent Federation supported claim of Claire Clark had provided a significant judgement in respect of part time Officers entitlements. The General Secretary recorded his thanks to Mark Crake and Perry Oliver from the Metropolitan Inspectors Branch Board for firstly identifying her as a claimant and then supporting her during the litigation process.

The committee noted the next PNB meeting is 26 July 2011.

- (b) The meeting noted the minutes of the Federated Ranks Committee Staff Side held on 13 April 2011 have yet to be agreed.
- (c) The meeting noted that minutes of the Federated Ranks Committee held on 14 April 2011 have yet to be agreed.

7. POLICE ADVISORY BOARD

A report was circulated which provided updates on the following:

Review of Substance Misuse Testing Regulations, Reform of Police Disciplinary Arrangements; Terms and Conditions for Seconded Officers; National Recruitment Standards; National Police Promotions Framework (Work Based Assessments); Delegation of Functions; Insight Programme; PABEW Fitness Working Group; Biometric Vetting.

The General Secretary reported that there were some issues in respect of Winsor's recommendations still on-going at the PAB with which the Deputy General Secretary was representing the PFEW.

8. REVIEW OF PAY AND CONDITIONS

(i) Winsor One

The General Secretary updated the meeting on the current position regarding negotiations and reported that there is a meeting on 6 July in respect of the Winsor recommendations. Part-time working, maternity benefits and vehicle allowances are the final recommendations to be considered. Following this, PFEW will have provided their views to the Official Side on all of Winsor's recommendations.

A meeting is scheduled for 14 July and 19 July 2011 where the Official Side will respond to the issues PFEW have raised and negotiations will

continue. Further to this on 26 July 2011 the formal part of the process will take place to determine if agreement is reached or that a failure to agree is registered. If this happens Winsor's recommendations either in part or in whole will be referred to the Police Arbitration Tribunal.

The meeting noted that the Chairman and the General Secretary will be meeting a representative from ACAS for discussions and advice.

(ii) Winsor Two

The General Secretary reminded the meeting this has been circulated to stakeholders. The meeting noted that the proposed consultation process has changed from how it was conducted during the first part of Winsor's review. Then he requested written submissions prior to holding seminars and meetings with stakeholders, however for the second part of his review he had indicated that he would be holding five seminars during July and had identified the 12 September as the closing date for written submissions.

The General Secretary advised the meeting that as agreed by the Executive he had written to Winsor identifying that PFEW were unable to engage in the seminars during July as this could be detrimental to the on-going negotiations at PNB in respect of his Part 1 recommendations. This position has also been agreed by the constituent parts of Staff Side. Also, that the PFEW would be unable to provide written evidence until the end of September at the earliest but that he had not yet received a reply from Winsor.

The meeting noted there were five headings with over 100 questions included within them and it was agreed to formulate the PFEW response to address the headings rather than each question, many of which were closed and are clearly seeking specific answers.

The meeting noted independent organisations would be engaged to provide evidence in support of PFEW's response to the second part of Winsor's review. Branch Boards will be asked to assist in holding focus groups with members to raise awareness to what is being proposed and obtain their views. Branch Boards will also be asked to engage with Chief Officer Teams and will be briefed at the Chairs and Secretaries Meeting on 20 July 2011. The meeting noted the CCC is also undertaking research in conjunction with PILAT.

The meeting noted that the Fitness Test Working Group is seeking to secure agreement that the PAB Working Group is recognised as the vehicle for giving the viewpoint and evidence of all stakeholders to Winsor.

The General Secretary proposed a timeline whereby an early draft will be available for consideration during the first week in August and for further work to then be undertaken for the JCC to then consider a more substantial version at the September statutory meeting. If further work is required on the response this would allow 3 weeks until the end of September for it to be completed and if necessary an extraordinary meeting of the Executive will be convened to sign it off. The committee agreed to use the PNB Pay and Conditions Working Group for

consideration of the draft version in early August and the General Secretary undertook to arrange a meeting of the group.

9. TREASURERS SUB-COMMITTEE – 12 APRIL 2011

(a) The minutes of the Treasurers Sub-Committee Meeting held on 12 April 2011 were noted.

(b) BDO Proposals

The meeting discussed the two versions of the agenda paper that had been distributed. The General Secretary of the SCC proposed that Agenda Paper A was amended to include the original proposals:

1. The will of the meeting is that 70% goes to the centre and that the Joint Fund then fund the separate central committees.
2. That the JCC move to a single central fund unless a decision is made previously by the Separate Rank Committees.

There was a break in proceedings whilst the other Separate Committees considered their positions.

On reconvening the CCC General Secretary drew the meetings attention to the minutes of the BDO meeting:

'Recommendation: The will of the country is that 70% goes to the centre and that the Joint Fund then fund the separate central committees.'

After lengthy discussion and debate the view of the Working Party was that as a first stage, the centre moves to a Joint Fund which then funds the Separate Rank Committees, although there was not universal agreement in the room. The Joint Treasurer stated that this would be a decision for the Separate Rank Conferences to agree in the first instance. The ICC and SCC secretaries indicated that they would be happy to move to a centrally-funded system with caveats in place, as discussed at the previous meeting. It was also noted that the CCC would be taking any decision of that nature to their Conference prior to agreeing or otherwise. There was also comment made that to change the funding stream, both the Regulations and Fund Rules would need fundamental and wholesale change. After much further discussion and debate there was a further recommendation suggested by those present in relation to centralised funding as below:'

In addition it was noted that this was debated at JCC in 2010 and agreed that it would be a time related matter.

The CCC maintained that the proposals should not form part of paper A and declared the issue as a separate matter in respect of the proposal put by the SCC General Secretary to the meeting.

Paper A as circulated with the Second Agenda was admitted.

The CCC raised concerns about a number of Fund Rules and proposed a complete rewrite of Fund Rules into plain English rather than dealing with Paper A in isolation. The CCC declared recommendation 1: *'The*

proposals and Fund Rule proposed changes are discussed by Regional Reps at their Regional Separate Rank meetings', as a separate matter. The CCC Chairman further suggested Paper A is withdrawn and the Fund Rules in their entirety is looked at and brought back to September JCC.

The Treasurer asked the meeting to consider any proposals in context of the HMRC visit which may result in further changes to the fund rules in the near future.

A further timeout was called for the Separates to discuss this.

Clarification was requested by the SCC Chairman on standing orders regarding the situation that at the first time out the proposal made was still being discussed. The Chairman confirmed that he was able to accept the declaration of the matter being separate prior to a vote on the SCC proposal as the outcome would have remained the same.

The Chairman of the ICC proposed that paper A is deferred until a suitable time. This was seconded by the CCC chair.

The Joint Central Committee accepted the recommendation

For 13 Against 6 Abstentions 4

(c) **LIBOR Interest Rate Swap**

The interest rates are expected to stay at the same levels which mean PFEW are paying at a higher level than necessary.

The recommendation is that the Joint Central Committee terminates the LIBOR Interest Rate Swap as soon as possible

The Joint Central Committee accepted the recommendation

Unanimous

(d) **Federation House**

The meeting noted the contents of the paper.

(e) **Management Accounts**

The paper recommended that the meeting noted the accounts

The Joint Central Committee accepted the recommendation

For 22 Against 0 Abstentions 3

10. JCC TRUSTEES

- (a) The meeting noted that the Trustees met on 16 and 17 June 2011. It was noted that the Trustees report was awaited and that they had declined to attend as they had no issues to raise with the Committee.

The chairman noted Mark Nuthern is on sick leave and sent the meetings best wishes.

11. EQUALITY SUB-COMMITTEE MEETING – 5 APRIL 2011

- (a) The minutes of the Equality Sub-Committee Meeting held on 5 April 2011 were noted. There were no recommendations to consider

Additional Equality Matters

There were no additional matters.

12. JCC EQUALITY ACT (POSITIVE ACTION PROVISIONS) WORKING GROUP – 10 MAY 2011

- (a) The notes of the JCC Equality Act (PAP) Working Group held on 10 May 2011 were noted. There were no recommendations to consider.

(b) Equality Act (Positive Action Provisions) Working Group Update

The meeting noted the contents of Paper N.

Additional JCC Equality Act Working Group Matters

The meeting noted that the CCC, SCC and ICC have 100% response rate on the election nomination forms.

13. EXECUTIVE COMMITTEE MEETING – 12 April 2011

- (a) The Meeting noted the minutes from the Executive Committee Meeting on 12 April 2011.

Additional Executive Matters

(i) Chairman's Report

The Vice Chairman updated the meeting in respect of the Open Meeting on 13 July 2011. All branch boards have responded and all seats will be taken. The agenda will be Sir Hugh Orde, Derek Barnett, Elfyn Llwyd, Keith Vaz, David TC Davies, Yvette Cooper and Brendon Barber. The event is midday to 1:30pm. Following this there will be an MPs lobby at 1 Great George Street. The strategy team, Mr Enver and Mrs Mellors were thanked for their work on these events. The purpose was confirmed as giving the Home Secretary the message that the full negotiating process is followed. The meeting were asked by the ICC Secretary to consider attending in their own time to show support for members who have taken leave to attend.

(ii) Election of JCC Training Manager and Deputy Training Manager

The elections were dealt with under item 1.

(iii) Letter of Thanks – Archie Torrance

The meeting noted Paper D.

(iv) Flint House Trustees

The meeting noted Paper E. It was also noted that Members of the JCC attended a recent Open Day at Flint House.

(v) JCC Leaving/ Presentation Dinners

The meeting noted this paper was withdrawn and will be discussed outside of the meeting to gain consensus prior to being returned to the Joint Central Committee at a future date.

(vi) National Memorial to Victims of Crime

The meeting understood the sentiment of the paper but had concerns about the definition of 'victim of crime'.

Recommendation 2: That the JCC undertakes work to explore the feasibility of a national memorial to the victims of crime'

The Joint Central Committee rejected the recommendation

For 0 Against 24 Abstentions 1

Recommendation 1: 'That the JCC supports the creation of a national memorial to the victims of crime and that we become a member of a group putting a proposal to the National Lottery Board'

The Joint Central Committee rejected the recommendation

Recommendation 1 '

For 0 Against 24 Abstentions 1

The Chair undertook to respond to Mr Elisha accordingly.

(vii) Neil Hickey JCC Presentation Piece

The General Secretary confirmed no written objections were received and the recommendation to award Mr Hickey the JCC presentation piece at a function organised to mark his retirement was therefore carried.

(viii) Vic Marshall Presentation Piece

The General Secretary confirmed no written objections were received and the recommendation to present the JCC Honorary Award at a suitable occasion was therefore carried.

(ix) Amendment to JCC Standing Orders

The Deputy General Secretary proposed amendments to Standing Orders to incorporate the decision made during the March Joint Central Committee Statutory meeting to amend the procedure for JCC Presentation Piece and Honorary Awards.

The CCC proposed that 17(ii) and 18(iii) are amended to include 'for consideration at the next Joint Central Committee Statutory Meeting.'

The Joint Central Committee accepted this recommendation as amended

Unanimous

(x) Paul Lewis JCC Presentation Piece

The General Secretary confirmed no written objections were received and the recommendation that Paul Lewis is awarded the JCC Presentation Piece at a suitable function was therefore carried.

(xi) Visit to Australia

The paper was withdrawn.

(xii) Winsor Review

Paper Q was prepared by Mr Giblin in respect to Special Constabulary medals. Mr Giblin recommended that in respect of Recommendation 16 'A medal should be awarded for five years' service as a Special Constable', that this should be amended to be for ten years' service.

It was proposed by Mr Davis that the PFEW response is in accord with the final paragraph of the paper: 'We believe that no detailed or strong case has been put forward for the award of a Special Constable medal at 5 years' service and, if anything, by comparison with other UK awards and in the interests of standardisation, there is a stronger argument that it be moved from the present 9 years to 10 years

The Joint Central Committee accepted the recommendation

Unanimous

In respect of Recommendation 18 'Special Constables should be eligible for all new police medals'. The meeting were not aware of any 'new' medals and as such were unable to comment.

Paper Q1 was in the Chairman's name and is regarding a request from the Home Secretary to look at awards available to Police Officers. The disproportionality in respect of rank was noted. The CCC Chairman read a letter from Peter Neyroud showing support for Constables receiving more awards. Mr Neyroud also mentioned he felt that a Professional Body would assist in achieving this aim.

Mr Coppen reported a growth in awards for Policing to non-police officers and mentioned that Heads of HR and other support roles were receiving awards in this respect. The meeting felt the current system was elitist. In comparison the military model has more symmetry between leaders and ranks.

The recommendation proposed that the Joint Central Committee requests the Home Secretary to review the present system of awards and honours for police officers and that the Home Secretary creates a more equitable system of awards for police officers correlating more closely to the number of officers in each rank.

The Joint Central Committee accepted the recommendation

For 24 Against 0 Abstentions 1

The Chairman will write to the Home Secretary accordingly.

(xiii) Paul Ginger JCC Presentation Piece

The General Secretary confirmed no written objections were received and the recommendation that Paul Ginger is awarded the JCC Presentation Piece at a suitable function

(xiv) JCC Networking Meetings

The dates of the JCC Networking Meetings for 2011 were confirmed as: 20 – 21 October 2011.

14. HEALTH AND SAFETY SUB-COMMITTEE –5 APRIL 2011

- (a) The minutes of the Health and Safety Sub-Committee held on 5 April 2011 were noted.

Recommendation 11 was noted. Work is on-going within the sub-committee.

Additional Health and Safety Matters

An update on Lord Blencathras amendment was given. The meeting noted the questions were weighted in favour of the government. Mr McKeever attended a parliamentary group regarding the Health and Safety requirement for Officers and reported this was constructive.

Mr Stuttford was thanked for taking on the role of Secretary for this sub-committee.

15. LEGISLATION SUB-COMMITTEE – 5 APRIL 2011

- (a) The minutes of the Legislation Sub-Committee held on 5 April 2011 were noted. There were no recommendations to consider.

Additional Legislation Matters

Mr Taylor and the Chairman have met with the group 'Protection Against Stalking'. The meeting noted this impacts widely across other business areas. Mr Taylor will be the point of contact for this.

Criminal Justice in Meltdown has been published jointly with the Prison Service and NAPO and this report was commended. The meeting noted on 6 July 2011 there was a parliamentary reception for this and Mr Taylor undertook to ensure copies of the document were available prior to this for attendees.

16. OPERATIONAL POLICING SUB-COMMITTEE – 5 APRIL 2011

- (a) The minutes of the Operational Policing Sub-Committee held on 5 April 2011 were noted. There were no recommendations to consider.

Additional Operational Policing Matters

A letter from the General Secretary will be sent to Bill Lewinski to ensure he delivers his final report as promised.

Mr Davis and Mr Riches have met with Northern Ireland colleagues in respect of the mutual aid proposals. The meeting noted ACC Mark Gilmore was now leading in this area and there has been no further update to date.

17. PROFESSIONAL DEVELOPMENT SUB-COMMITTEE – 6 APRIL 2011

- (a) The minutes of the Professional Development Sub-Committee held on 6 April 2011 were noted. There were no recommendations to consider.

Additional Professional Development Matters

- (b) PDR Review Update

The meeting noted the contents of the paper. The importance of PDR in the current climate was noted. The meeting also noted that recent correspondence linked the NPPF to behavioural profiles for all ranks and the need for continuous improvement.

The meeting noted that in relation to promotion the PPEB voted in principal to accept recommendations to adopt the revised NPPF but actively suspended this until the roll out of Neyroud report.

Thanks were placed on record to Ruth Meade for her hard work in relation to Neyroud.

The future options for the NPIA were discussed and the meeting noted that discussions regarding NPIA becoming a mutual were currently taking place.

All ranks were asked to ensure they are represented at the next Professional Development Sub-Committee to consider work which is underway regarding role related pay, and PCSOs. There is an additional paper for discussion is regarding standards for Special Constables.

18. PROFESSIONAL STANDARDS SUB-COMMITTEE – 7 APRIL 2011

- (a) The minutes of the Professional Standards Sub-Committee held on 7 April 2011 were noted. There were no recommendations to consider

Additional Professional Standards Matters

The Sub-Committee met today to elect the new chair and Secretary. Mr Gallimore is the chair and Mr Evans the Secretary. Mr Dumbiotis is deputy chair and Mr Mader deputy secretary.

19. LEARNING AND DEVELOPMENT

No update was available.

Additional Learning and Development Matters

There were no additional matters

20. OLYMPICS WORKING GROUP- 19 APRIL 2011 and 2 JUNE 2011

- (a) The notes of the meetings held on 19 April and 2 June 2011 were duly noted. There were no recommendations to consider.

Additional Olympics Matters

Mr Coppen and Mr Evans had met Mr Feavoyour to discuss misconduct arrangements during the Olympics. It was agreed there will be a panel with input from the PFEW. The panel decides whether to return the officer to their home force, without commenting on the severity of the incident. Any officer adjudged not to have committed an offence serious enough to warrant removal will be dealt with by local management procedures.

Mr Davis reported advisory documentation is available from Metropolitan HR to be used for any incidents. It is not yet clear if an Impact Assessment has taken place yet.

The clash with Annual Conference and Olympics was raised. It was confirmed the torch relay commences on 19 May 2011 but that no other difficulties were envisaged.

21. FUTURES WORKING GROUP- 4 MAY 2011

(a) It was noted that the notes of the meeting held on 4 May 2011 were duly noted. There were no recommendations to consider

Additional Futures Matters

The Vice Chairman informed the meeting that the actions from the Futures Working Group correspond to the proposals for focus groups and suggested that the Futures members can assist with these once the focus group process/questions have been decided upon.

22. RESOURCES WORKING GROUP – 14 MARCH 2011 and 11 MAY 2011

(a) The notes of the Resources Working Group held on 14 March 2011 and 11 May 2011 were duly noted. There were no recommendations to consider.

Additional Resources Matters

There were no additional matters.

23. CONFERENCE 2011

The Chairman thanked all involved in Conference, staff and JCC members as well as Conference Arrangements Committee and stewards.

(a) Motions to conference

The General Secretary reported that the Deputy General Secretary was working on improving communication with the Branch Boards in relation to how motions are progressed by the organisation, that should hopefully address the concerns identified by motions (i) and (ii) below.

**(i) MOTIONS AND AMENDED MOTIONS AT CONFERENCE-
Metropolitan**

“That this Conference directs the JCC that any motion or amended motion, passed by the delegates at the Police Federation of England and Wales AGM at Conference is binding on the JCC and cannot be amended except by a further motion passed at a future AGM of the Police Federation of England and Wales Conference.”

LOST

(ii) MOTIONS AND AMENDED MOTIONS PRIOR TO CONFERENCE

Metropolitan

“That this Conference directs the JCC that any proposal, motion or amended motion, accepted by the JCC prior to the Police Federation of England and Wales AGM at Conference is binding on the JCC and cannot be amended except by a further motion passed at a future AGM of the Police Federation of England and Wales Conference.”

LOST

(iv) SPECIAL CONSTABULARY MEMBERSHIP

(Special Constabulary Working Group) JCC

“That this conference instructs the JCC to seek changes to police regulations and the police act so that all special constables become non subscribing members of the PFEW.”

REMITTED

Mrs Lawrence offered assistance to the Working Group in relation to the issues raised under Professional Development. Mr Riches reminded the

meeting that Conference had asked for more detail regarding what membership might look like.

The meeting agreed to report on Special Constabulary Working Group under Executive matters.

(v) IPCC INVESTIGATIONS COMPLAINT PROCEDURE

Northamptonshire

“Where a Police Officer has been subject to an investigation by the IPCC and believes that it has been unfair, inadequate or disproportionate, and then they can make a complaint with regard to how that investigation is being or has been conducted.”

CAC Rejected – did not comply with procedures as set out in CAC Circular 2/2011

Mr Evans has progressed this with Northamptonshire and they are now content.

(vi) MERSEYSIDE EMERGENCY MOTION

CARRIED

The General Secretary reported that this motion could cause some difficulties in the current climate. The motion says it should be adopted ‘immediately’. The General Secretary proposed the motion should therefore not be adopted as policy at this time

The committee agreed that the General Secretary should correspond with Mr Leyland to obtain the views of the Merseyside JBB in relation to the proposal prior to the committee making the decision and that the matter be brought back to September JCC

23. PUBLICATIONS

The meeting noted the circulars which have been issued since the last meeting of the JCC

24. ANY OTHER BUSINESS

The Treasurer advised the Sub-Committee Secretaries that the Sub-Committee update for the Reps Disc was due.

25. NEXT MEETING

The next statutory meeting will be held at Leatherhead on 7-8 September 2011

26. CLOSURE

There being no further business, the Chairman declared the meeting closed.

PAUL McKEEVER, BA (HONS)
Chairman

IAN RENNIE
General Secretary