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**MINUTES OF THE FPS QUARTERLY COMMITTEE MEETING**

**Date:** Thursday 29th April 2021

**Time:** 10am – 12.30pm

**Location:** Webex Meeting

**PRESEN**T: Phil Hines Bachy Soletanche

Mark Sheridan BAM Ritchies

Michael Jones Bauer Technologies

Laylee Eftekhar Bauer Technologies

Jane Towse Laval BBGE

Mark Pennington BBGE

John Chick Expanded

Stephen Edmondson Foundation Piling

Sam Pyper FK Lowry

Martin Pedley GSS Piling

Bob Thompson Keller

Simon Jones Keller

Luke Deamer Keller

Stuart Norman Keltbray

James Blackwell Martello Piling

Andrew Waghorn Murphy

Julia Hill Roger Bullivant

Darren Brockett Rock & Alluvium

Malcolm O’Sullivan Van Elle

Brandon Ferreira Van Elle

**In the Chair:** Steve Hadley Central Piling

**In Attendance:** Ciaran Jennings FPS Secretariat

Isabel Jennings FPS Secretariat

Melissa Bramley FPS Secretariat

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| **No** | **TOPIC** | **ACTION** |
| **1** | **APOLOGIES FOR ABSENCE** |  |
|  | Stuart Norman – Keltbray, Jamie Dunbar – Cementation Skanska, Steve Wilson – Abbey Pynford |  |
| **2** | **MINUTES OF THE MEETING HELD ON 23rd July 2020** |  |
|  | The minutes of the meeting held on the 11th February 2021 were approved by the Chair. |  |
| 3. | **MATTERS ARISING** |  |
|  | 1. **Attracting talent to the industry – potential Timewise project**   The Chair stated that a discussion took place at the previous meeting on the proposal to work with Timewise, a flexible working consultancy. There had been reservations at the previous meeting, due to the initial proposal cost of £30,000, so the Chair had spoken to Timewise to address the issue. It was mentioned how within the office environment there was a great deal of flexible working taking place, and agreed the largest issue was on site. The Chair mentioned the implementation of flexible working can help to address mental health and gender diversity issues.  The Chair stated the proposal had been circulated and feedback had been received which was constructive towards to proposal – and centred around the industry already knowing there is an issue on site, so the proposal had been focused on this. The proposal would require three individual members to sponsor the project.  The Chair proposed the proposal was approved, with the aim of launching in the summer months, with an aim of delivering three workshops at a suitable time for all. SH asked for feedback, and this proposal was approved.   1. **Build UK issues – Construction Playbook**   CJ updated the committee on the Construction Playbook, which Build UK worked with the Government to produce, which includes a set of policies aimed at Construction for improving the way the industry operates. CJ stated the commercial committee were reviewing this, and as a progressive document and intentions on collaborating more effectively, looking at digital construction, engaging with contractors, and with the aim of driving out poor contractual behaviours like poor retention, unfair certification and trying to stop the race to the bottom on cost.  CJ wondered how the playbook would translate into legislation and stated he would circulate the document following the meeting, as to how it can be applied and what value it has, it would be expected the Commercial Committee should report back on these matters.  **Action: CJ to circulate the document**  **Action: Commercial Committee to investigate and report back to the Quarterly Committee**    The Chair asked for an update on the trainee operator card and whether this issue had been raised with Build UK. CJ stated that because there was not currently a formal route for training rig operators, it was hoped a training standard for rig operators could be agreed, which would allow trainees the ability to spend their 250 hours training on a rig on site, without a card, which currently was posing an issue with Main Contractors. CJ mentioned a proposal was put to the CPCS asking for a trainee card to allow trainees on site, whilst under supervision, however the CPCS reported back that they did not want this to occur and were reticent to creating a further card category, and felt the employer could set their own rules for their site, and the industry should be working with Employers on site to address this rather than creating a further card.  CJ stated a new ‘Plant Sector Representation Organisation’ which had been set up by the CPA, the BDA and the FPS and others who have an interest in plant in conjunction with Build UK. CJ said Build UK would help, but felt the new PSRO would be the route to pursue a push back to CPCS.   1. **Skilled Worker visas**   PH stated this was an ongoing issue and the route for getting non-professionals into the UK, had to be done through a shortage occupation list, with criteria applicable for the skilled worker visas. PH stated the academic qualifications required for the role did not sit within the skill worker process as it is not a level 3 academic qualification.  CJ mentioned that Rig Operation was part of the National Occupational Standard, which had classified the qualification as a level 3**.**  **Action: CJ to review the status.**  SH asked PH what level of issue this was going to cause. PH said it was dependant on how long it takes to train Rig Operators and the number of Operators required over the coming years. PH stated the issue is more to do with the specialist hydrofraise cuttermill drivers, which are not common in the UK, and therefore the operators would be brought in from overseas. PH stated perhaps finding Technician roles as entry qualifications would be a route, however there are English Language tests, and the is currently a 90 day restriction of these not taking place.  SH mentioned the Migration Advisory Council, and whether a list of occupations could be agreed and a letter sent.  **Action: CJ to send a letter to the Migration Advisory Council**  PH stated the next review of skilled worker categories will be taking place in 2022 and as an organisation we need to define what the shortage of occupations are to ensure these meet the requirements of the vision of the Home Office.  **Action: CJ to create a job spec template – title and attributes, circulate to FPS Membership, also, why there aren’t the skills available, and send this out via the GF to make a submission to Government.**   1. **Reinforcement Suppliers Audit**   CJ stated he was aiming to create a meeting with the Reinforcement Suppliers, but he was still lacking information. CJ stated he would chase the Reinforcement Suppliers individually over the forthcoming week.   1. **Fatigue Science**   SH stated the project ran last year, which was successful in terms of changing culture in the industry and looking at fatigue more, and the aim had to further review the information to identify trends, which would be able to be reviewed following the further provision of information from companies that had taken part.  The Chair considered what currently could be created was limited with what could be achieved by the information that was provided.  MJ felt the companies who participated should be chased further to see if any more information could be provided.  **Action: SH to chase organisations**  MJ stated Central Piling, and Keller have responded but the other organisations who had participated had not.  CJ mentioned the trend viewed at the previous meeting where the Accident Statistics had indicated an increase in mid-week incidents, which could be as a result of fatigue.  MJ stated the organisations vary so widely, especially geographical relation to sites, and travel expected, either travelling to and from site from home on a Monday or Friday, or working and living near to sites provided great complexity.   1. **Sonic Logging Incidents**   The Chair mentioned the discussions that had taken place previously at the Executive and Quarterly Meetings in relation to the avoidance in use of sonic logging tubes due incidents that have occurred.  The Technical Committee have been tasked with pushing the issue to push back to Structural Engineers.  CJ stated the Technical Committee and Operations Committee were due to join a task group to address and define guidance of safer ways of installing sonic tubes on site, with a mix between the operations and technical side, to approach integrity testing for projects.  SH stated one of the issues that had occurred was the lack of evidence that can be attributed to the use of Sonic Logging. CJ stated he had looked through accident reports and data but could not find a great volume of evidence to support the assertion that it is causing injuries.  MP stated the Technical Committee still believed Sonic Logging was required as it provided good technical data on anomalies. MP stated they were seeking data to provide where sonic logging had provided information on issues in the pile that needed remediation.  PH stated he felt the issue was a repetition of previous discussions and what was really required was information from the companies which had still not been provided on the frequency of anomalies. PH wondered if there was a better way of gaining input.  JH felt anomalies were found and he would take an action to call individuals personally to respond to the request.  **Action: CJ to send the responses document to JC**  **Adoption of Accounts**  The Chair proposed that the audited accounts for 2020 should be adopted and John Chick seconded this resolution.  **Auditors – Crane & Partners**  SH stated Crane and Partners had been the FPS Accountants for a number of years but following a price check two years ago.  It was agreed Crane & Partners should be retained  **Adoption of Executive Committee**  It was proposed to confirm the following Officers for 2021:   * Steve Hadley, Chair * John Chick, Senior Vice Chair * Phil Hines, Immediate Past Chair * Stuart Norman, Junior Vice Chair * Malcolm O Sullivan, Junior Vice Chair     Steve Hadley to be proposed as Chair, and Bob Thompson seconded this. | **CJ**  **Commercial Committee**  **CJ**  **CJ**  **CJ**  **SH**  **CJ / JC** |
| **4.** | **FPS STRATEGIC PRIORITIES 2020-21 - Updates** |  |
|  | 1. **Health**  * **Labour only best practice guidance**   MP updated the Committee that a high-level draft report has been completed, which MP is reviewing. MP will then circulate to a wider group for comments, with the plan to hold a workshop with agencies to understand how they can work with the FPS to formulate workable solutions.  SH hoped the document will be released towards the end of the summer.   * **Dust suppression guidance**   SH stated – it was agreed to discuss this later in the year.   * **Fatigue management best practice**   Discussed previously in the meeting.   1. **Safety**  * **Concrete Pumping Guidance**   SJ updated the best practice guide had been updated and has been uploaded to the website, and also stated the Working Group had created some quick reference guides to talk through later, with the bulk of the work having been completed.   * **Rig Operator Training**   The Chair mentioned simulators had been discussed previously, and the approach to working with CPCS on the matter.   * **Restricted Zone implementation**   The Chair mentioned this topic would be discussed later in the meeting as part of the breakout sessions.   * **Minimising manual handling**   PH stated the Grout bag handling guidance was on the website, and is available for all to see, and further implementation of the development of it should occur. CJ wondered if the guidance should be implanted into the audit.   1. **Quality**  * **Update to FPS Audit**   CJ stated there were volunteers from each committee. CJ to send an introductory email and agree a date amongst the group.  **Action: CJ to confirm volunteers and convene meeting**   * **Scorecard for best value procurement**   The Chair stated the item is currently on hold and also with a change of leadership occurring in the Commercial committee, this process there will be some further ideas generated.   1. **Environmental**   CJ stated the Sustainability Committee, chaired by Stuart Norman, Keltbray had set an ambitious work programme was taking place, with a large group of initiatives:   * Increase awareness of sustainability * HVO fuels as alternatives to diesel which was a stepping stone to de-carbonised rigs * Optimisation of pile design * Low Carbon Materials * Water Reduction & Consumption * Sustainability Charter   CJ mentioned a webinar would be taking place in the coming months on Low Carbon Concrete.  CJ also mentioned the EFFC have a group on sustainability which was developing a road map based on the UN Sustainability goals, and they are looking to provide practical sustainability guidance to improve practices.  CJ mentioned EU Taxonomy and this was likely to have a major impact on everyone and suggested it may be beneficial to invite Chris Harnan to the meeting in future to present on this.  **Increasing Member engagement**  **Early Careers -** The Chair welcomed Julia Hill and Laylee Eftekhar as Chair and Vice Chair of the Early Careers Group  **Podcast** – The Chair mentioned the current episode was the first episode in the series which had been created under the guise of the Ground Forum, in order to generate more interest. The Chair confirmed the current episode was focused on the Piling 2020 conference.  **Value proposition**  The Chair stated that this centred around the creation of a stronger FPS brand, and there had been some good discussions at the Commercial committee and the scorecard. |  |
| **6.** | **QUARTERLY ORDER STATISTICS** |  |
|  | The Chair invited Brandon Ferreira from Van Elle to the meeting, and asked him what was occurring in his sector. Brandon said the Van Elle business was split into Rail, Housing and Specialist Piling, and currently the latter, and housing were the busiest areas.  The Chair asked from an update on HS2 from Members of the Committee. MJ said the Bauer Keller joint venture for the central section, and thought the work would carry over the next three years. MJ stated piling had already commenced.  The Chair mentioned materials prices appeared to be approximately 15% higher than last year on the west side of London, but a recent price in Birmingham of concrete was perhaps as a result of HS2, or concrete demand in general.  BT said the large consortiums have only had a chance to concentrate on ‘big ticket’ work, and felt there may be reasonable sized projects may occur. The Chair wondered if this would be housing works around HS2 sites or enabling works. BT stated the drive thus far had been the major technical components, and felt there would be smaller packages of work that would arise. The Chair mentioned a broad estimate of HS2 works over the coming years was £500m a year, and wondered whether that aligned with BT’s thinking on piling work. BT stated he was unsure – PH felt this perhaps was the total projected spend on HS2 as a whole.  JTL suggested the material price hikes were perhaps due to supply chain issues due to furloughed workers, rather than demand – especially in the north. The Chair mentioned pulvised childash ? could be a factor and worldwide demand on the rise.  The Chair asked if there was a geographic element to the statistics, and invited Steve Edmondson, Foundation Piling to speak. SE stated they had been more active in Scotland over the past eighteen months. Sam Pyper, FK Lowry stated the southern Irish work had been stopped due to COVID, and work that should have been completed in Q4 had been put on hold, but was shortly to re-commence. SP mentioned Scotland had also been a source of work for FK Lowry.  SH reviewed the historical sector data, with the caveat of the increase in membership. SH stated infrastructure had been trailing over the previous months, and there was a clear relationship between the volume of work and the success of companies.  MOS wondered if two to five years of information might be able to see, and wondered if the data can be viewed more clearly.  **Action: CJ to review whether the aggregated data could be shared**  The Chair asked if the group felt comfortable with the aggregated data should be shared.  The Chair asked if there were any views on driven or sheet pile information. MOS and PH mentioned the market for pre-cast piles was very busy at present.  BF – wondered if HS2 and Cross Rail data was set out differently.  **Action: FPS Secretariat to split the data to demonstrate HS2 and Cross Rail projects for next Quarter**  **Safety Statistics**  The Committee then split into virtual breakout rooms to discuss the following topics:   1. **Areas of focus for incident reduction** 2. **Respecting Restricted Zones** 3. **Adding more diversity into the Quarterly Committee** 4. **Areas of focus for Incident reduction**   PH reported back following the group’s discussion stating there was one clear driver which would improve incident and accident frequency, which was culture, which was key to improving the safety performance. PH wondered what could be done as a collective within the FPS to assist and help. PH mentioned change management on how to get the message across was key about the biggest risk was when change takes place.  PH stated short videos to promote FPS initiatives for example on why it is important to have a Working Platform certificate, as education initiatives to inform and educate clients.  It was agreed the use of video were more accessible, and this was agreed. PH felt 3-5 minute videos would work well.  **Action: All to consider topics would be useful for video processes**  **Action: Add topic to the next agenda of the Safety, Plant & Operations Committee**   1. Respecting Restricted Zones   MOS reported back and confirmed all the members in the group were using the Restricted Zones document. MOS mentioned the document was quite a lengthy document, and there was some conflict with it, especially with contractors and the operation of managing that with clients.  MOS said the clients’ subcontractors may enter zones and some techniques are easier than others, but the real message was pushing from a senior level. MOS mentioned most Members had made good progress.  MOS mentioned barriers and chains have been used by one Member. MOS said sharing knowledge and learnings, and significant instances between plant.  MOS also reported it was for the businesses to drive and embed the use of the document. MOS said the use of techniques with lots of piles during a day in a large area proved challenging, and it would be good to share with FPS members the instances around plant.  MOS mentioned over time the gripes on moving barriers may well disappear with time, and stated that pinch points can be created, and the zones need to be managed effectively, rather than creating an extra risk, by created barriers in tight spaces.  The Chair said that excluding vehicles that can move more quickly particularly, wheeled versus tracked machines to stop vehicles joining working areas, would significantly reduce risk. MOS agreed and said he believed the highest risk were third party vehicles entering the restricted zone.  PH encouraged everyone sharing good examples of the use of restricted zones, and the more examples to encourage publicity with photos will benefit the industry as a whole.   1. Adding more diversity into the Quarterly Committee   The discussion reported back by the Chair, was that the focus on diversity should lean more towards inclusion aspects rather than diversity aspects but stated there was a great need to understand how to make events more attractive to others. The Chair mentioned a broader range of people working on the events would assist, with the creation potentially of a panel of representatives to review this, and the committee work to encourage different people into those groups.  The Chair suggested there should be a diversity representative and the Timewise project will allow for assistance, and said the key items to address was the groups encouraging more representation and the emphasis should be on creating a group people would like to participate in.  **Executive Committee report**  The Chair felt the majority of items discussed had already been covered.  **Technical Committee**  MP mentioned five quick points:  Committee Chair  A new chair and vice chair were being sought, and asked for nominations to be submitted.  Piling 2020 Conference  MP stated the Piling 2020 conference took place from 23-26th March, and asked for any views on the conference. The Chair mentioned this had worked very well as an event, and the only thing missing were the networking opportunities.  Eurocodes and Minimum SI expectations  MP said to try and improve the SI information received as a federation to reduce risk overall, and tying the information with the new Eurocode to reduce risks overall was a key focus area.  CIRIA Guides  MP said the CIRIA guides are paused at present, as the FPS were contributing towards that.  Digital Data Capture  There has been interest in this with HS2, and looking at using the AGS data format, in how this has been developed.  **Safety, Plant & Operations Committee**  New Areas of Focus  SJ reported back the Committee had a number of standing items that would be added to the forthcoming meetings, including Innovation & Technology and Mental Health Campaigns, and further industry wide focused safety campaigns by quarter.  Accident Statistics  Incident and accident statistics show an increase in the number of mid-week incidents which may be a focus for an upcoming safety campaign, as well injuries to fingers, hands and thumbs.  Concrete Pumping Guidance  There had been a challenge in pushing the standards and the conflict between members and wat they are prepared to do. SJ asked for assistance with the guides.  PH asked how prescriptive the guides needed to be in order to make the processes effective, and there were not written detailed procedures in how these will be done. PH asked if there was a common view and whether the processes were the level of document people were looking to see. SH said the key was ‘best practice’  BT stated the most important thing was that procedures were reviewed.  PH said he would have liked the FPS to have considered these and having a common guide that is relatively detailed – concrete pump and common ways of doing so. JC said placing something as best practice or a documented procedure that was safe versus best practice and was not sure what was trying to be achieved.  The Chair said the precedent had been that something was produced as best practice guidance. PH said the key was on how detailed the best practice guidance was, and whether the current documents were enough.  EFFC Golden Rules  SJ stated these had been circulated with the pre-read and wondered if the FPS was happy as a collective to stand behind these as a group, and support the initiative.  The Chair stated anything that commonality can be found on, that is going to raise the standards should be pushed forwards. It was agreed this should be supported.  **Commercial Committee**  Committee Chair  MS said he wondered if there was an opportunity to advertise the position promoting inclusivity for all.  MS felt making this opportunity open to all, as the committee was not as well attended as it should be, and the diversity was not enough. MS urged for greater uptake on bringing an individual who would not usually get the opportunity to attend.  MS mentioned the topics being reviewed included Fair Certification, PI insurance, Facilities and Attendees, Data safeguarding and the Balanced Scorecard.  **Early Careers Group**  Julia Hill as new Chair of the FPS ECG committee updated the group, specifically on the focus on educational outreach, in relation to the industry skills plan for the construction sector, and the recruitment of new Members to the ECG group.  Education Outreach programme – Attracting Talent  JH mentioned the Education initiative the ECG were hoping to achieve and how to provide careers education on careers within Piling and the wider sector could be addressed at the appropriate stages within the educational system.  JH stated the focus was not just on Graduates, but attracting individuals into the Geotechnical Engineering industry as a whole from schools, including invigorating students to choose geoscience and engineering subjects, and the promotion of the Level 6 Apprenticeship Scheme.  JH also mentioned linking the programme with the Industry Skills plan for the UK Construction Sector as set out by the CITB.  JH said David Major, Laylee Eftekhar had previously presented to Universities, but were also looking to widen the scope of presentations offered, highlighting ground engineering careers to secondary schools.  JH reported some research she had undertaken with Earth Science students at the University of Liverpool, in relation to Geology students not pursuing careers in construction, and the relation of careers within the industry not being considered environmentally friendly. JH mentioned a key result reported had been that 100% of the students survey had responded they would like a better understanding of the different job opportunities available within the ground engineering industry in the early stages of their degree to help with their decisions on modules and undertaking work experience.  Attracting Individuals to the group  JH shared a poster that had been created for MD’s of FPS Member companies to distribute amongst their organisations, to encourage those early within their careers to join the group, and also to be shared via social media channels.  FPS Website – Early Careers section  JH mentioned this would be an area to inform those on the aims and objectives of the group, to understand the roles available, whilst also catching up on missed webinars for example.  Careers in Geotechnical Engineering video  JH detailed a proposal on videos to encourage new talent to develop a career in geotechnical engineering, and was seeking approval on budget to produce videos of this sort.  Longer term plans  JH shared the wish the Early Careers voices are heard, and wondered how it would be best to ensure this could be facilitated across the FPS. The Chair mentioned the Ground Forum were looking to set up an Early Careers group.  The Chair asked to see a proposal for the Early Careers video.  **Sustainability Working Group**  **All Task Groups (TGs)**  Currently Stuart Norman (Chair) and Luke Deamer (Vice-Chair) are outlining briefs for each of the TGs. Once finalised TG work will commence. The current task groups are:   * Carbon Metrics (see more information below) * Circular Economy * FPS Sustainability Charter review (see more information below) * HVO Fuels and Machinery * Low Carbon Materials (see more information below) * Reuse of Piles * Water Reduction & Consumption   **General task group approach**  With the exception of Carbon Metrics and FPS Sustainability Charter review, all task groups are following the same approach. We expect the groups will highlight: **what** each area of sustainability means for geotechnical companies; **why** it matters to geotechnical companies (e.g. legislation, client demand etc); and **how** companies can implement improvements (short-, medium- and long-term best practices). The expected output is a ‘how to guide’ and an accompanying webinar. This should also compliment our collaboration with the EFFC sustainability working group.  **Carbon Metrics/Baselining**  The group are working on a simplified baseline to benchmark sustainability. The aim is to finalise the baseline by the end of the year so that reduction targets, for all FPS Members, can be set. One proposition for baselining is using the EFFC carbon calculator on every tender over £1million. A quick, easy measure would also be drawn up for smaller projects with varying piling methods. Stuart has started this initial baseline work.  **Charter Review/Sustainability Roadmap**  Stuart has started to review the FPS Sustainability Charter and is drafting a sustainability roadmap. This roadmap considers the UN Sustainable Development Goals (SDGs) and the pledge to net-zero by 2050. The EFFC SWG are also creating a sustainability roadmap, the FPS group are aiming to align their efforts with the EFFC.  **FPS Sustainability Audit**  The WG are currently reviewing the FPS audit schedule for feedback at the next meeting.  **Sustainability Series: Low Carbon Concrete in Piling [WG webinar]**  Stuart Norman, Heleni Pantelidou, Andrew Mulholland and Andrew Waghorn will be presenting a 1.5-hour webinar on low carbon concrete. The webinar date will be confirmed shortly and promoted via all FPS channels.  **Working Group Collaboration**  The working group is actively looking to collaborate with other FPS WGs. So far Ben Smith has attended a Technical committee meeting to discuss the (carbon reduction) benefits of using test piles and reducing factors of safety. The group would also like to talk with the Safety, Plant and Operations committee and the Plant Manufacturer Associate Members. | **CJ**  **CJ/IJ**  **All**  **FPS Secretariat** |
| **7.** | **MEMBERSHIP MATTERS** |  |
|  | 1. **Membership Audit**  * Fugro Membership- Associate Membership * Deconstruct have also expressed an interest in Membership.  1. **Membership Applications** |  |
| **8.** | **CONTACT WITH OTHER ORGANISATIONS** |  |
|  | 1. **Reports as necessary: Build UK, EFFC, CITB, Ground Forum, AGS**   **EFFC**  BT mentioned there had been a recent EFFC meeting on rig licences and strategy going forward, plus a discussion on universal rig licences and progress on this.  BT also mentioned the EFFC DFI Conference in Berlin planned for 2022.  CJ mentioned a framework for sustainability reporting for Member federations to use going forward.  BT said the idea was the EFFC Sustainability Group come up with a set of guidelines against the United Nations Sustainability Development Goals. LD also mentioned the link between what was being achieved at the FPS Sustainability Working Group and the UN Sustainability Development Goals, supporting people on the journey, as well as measuring.  **CITB & Build UK –**CJ stated a vote would be taking place in June, and proposals to be circulated on for comment. CJ mentioned, as individual organisations would there be continued support the existence of the CITB in it’s current guise.  **Ground Forum**  The Chair stated there were no actions as a result of recent meetings with the Ground Forum. |  |
| **9.** | **SOCIAL EVENTS** |  |
|  | 1. **2021 Events** 2. The Chair mentioned the Annual Dinner which will be taking place on 15th October at the London Hilton Tower Bridge |  |
| **10.** | **ANY OTHER BUSINESS** |  |
|  | Breakout Rooms   * The Chair asked everyone to feedback information on the efficacy of these, and any topics they would like to bring to discuss in this way. * The Chair also suggested the length of the meeting should be changed to 3 hours rather than the two and a half allocated today. |  |
| **11.** | **DATES OF 2021 MEETINGS** |  |
|  | * + 21st July   + 15th October |  |