

Kyle of Sutherland District Salmon Fishery Board



MEETING TITLE: Board Ordinary Meeting
Meeting Date: Friday 5th April 2019
Meeting Time: 10.30am
Meeting Place: Kyle Fisheries Office, Ardgay

MEETING MINUTES *(Draft)*

Chair/Facilitator: Richard Sankey

Minute taker: Jacqui Hamblin

In Attendance

Board	Attending
Richard Sankey (RS) CHAIR Keith Williams, (KW) John Green (JG) Ashe Windham (AW) Rob Whitson (RW) Steven MacKenzie (SM) Nicky Griffiths (NG) Peter Routledge (PR)	Jacqui Hamblin (JH) KSDSFB Sean Robertson (SR) KSDSFB Ricard Fyfe (RF) SEPA Alastair Stephen (AS) SSE Anna Gillies (AG) Public Michael Baird (MB) Public
Apologies	Guests
Robbie Douglas Miller Alex Hunter Gary Gruber Nim & James Vesty James & Annie Greenwood Colin Gilmour Alastair Harington	

1. Welcome

Richard Sankey – Chairman, KSDSFB.

RS Welcomed the members of the Kyle of Sutherland District Salmon Fishery Board and the members of the public to the meeting. He also welcomed Richard Fyfe from SEPA & Alastair Stephen from SSE.

2. Approval of Minutes – Board Ordinary Meeting held 12th October 2018

AG- Item 6 Complaint: In the section 'Community Council' it was noted that the date of their meeting was after the demolition of the bothy therefore the wording "the future of the building was discussed" is in error. KW- Agreed that the wording is misleading and shall be amended to read the 'demolished building was discussed'. AG- also commented that the Community Council's comments were just toeing the party line. KW- stated that there was no prior conversation or influence brought to bear on the Community Council prior to the

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matter being discussed and no subsequent contact about the matter. Their comments were their own views.

PR- Item 11, there is an error in initials PS should read PR.

Action JH (8) – Amend minutes of 12th October 2018 meeting and republish.

3. Open Actions B/Fwd.

No	For	Detail	Raised	Complete by
1	SR	<p>Drone Use -Put costings together. SR - has looked at drones and got costings. Need to make sure we get the right one and right training. IM- SSE use a guy from Ireland for training and it is very costly. Action IM - to pass these details onto SR</p> <p>Action SR Paper has been produced with costings that will be circulated to the JMG, to include thermal imaging option. AS – advised that at Aberdeen Uni there is a PHD being done on drone and thermal imaging usage and may be worth tapping into that. Action SR to circulate proposal to JMG in first instance.</p>	October 2017	Complete
2	KW KW RDM	<p>Establish meeting with all agencies and stakeholders to discuss Upper Shin situation.</p> <p>Concerns sub strains, spawning. In conversation and RDM, C/Fwd.</p> <p>KW Had a meeting in Dingwall with SSE, SEPA and MSS in same room. MSS came with a particular agenda of only helping to run trap at Merkland. They were not willing to do any work in terms of genetics on the upper shin. However, we had reasonably productive discussions. All are keen about the restoration side, but all stated that what we really need is for fish farmers to stop losing fish. It is disappointing to see how the fresh water aquaculture operations have been ignored. There is a regulatory gap. We have received a preliminary report from the Rivers and Lochs Institute regarding the progression issue on the shin. The report shows some issues relating to integration. RDM – Migdale smolts contribution ongoing. Action KW engage</p>	October 2017	Complete

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		with Migdale. Action RDM re-engage with Cooke Aquaculture. <i>Cheque for £12K has been received from Cooke Aquaculture with letter stating for monitoring</i>		
3	KW	Report back to the board on options for remedial action at Gleann Beag. Flat flow is a possibility. SSE's point of view is that flat flow would be preferable. However, there are significant H&S issues. The plan is to use some of the ring-fenced monies for Carron projects. RF – spoke about a floating gate. We need to sit down with SSE and Carron proprietors to discuss how to move forward with the Carron. RF stated that if SEPA commit resources to this that it must be led by the science. KW action engage with all parties. KW Monitoring a way from altering flow pattern. On site when plate inserted. Proposed radio tracking on Carron. Action KW have some baseline data before considering what can be done. Action KW Speak to Carron Proprietor Group. <i>Agenda Item 9</i>	April 2018	As soon as possible
4	RS	Invercharron fishing – KW to speak to legal representative to confirm present situation. Action to instruct solicitors to find amiable solution quickly. Action RS respond to proposal with Board decision. <i>RS- Heard no more</i>	October 2017	Closed
5	SR	APEM Fingerprinting analysis Action SE in confidence share with SEPA. APEM sediment mapping study across different sites to identify sediment came sources. June 2019 planned date. Action SR – Keep Board informed. <i>This is a Trust project – keep Board informed</i>	June 18	Complete
6	IM	Advise board on Duchally. AS - Mk11 & Mk12 still investigating best way of giving us data. New software event and time stamped. We can scroll through and get raw data. Duchally 151, Shin 150. Action IM – Put dates in diary for update meeting. SR – Data is still patchy. AS- IP problems. <i>Action SR- continue to engage with Andy Jacobs of SSE and invite him to next meeting</i>	June 18	As soon as possible

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7	KW	Complaint on Netting Station demolition to be closed and complainants written to.	October 18	Complete
8	KW/SR	Health & Safety policy to be updated	October 18	As soon as possible
9	AS RS	SSE agreement AS to provide electronic version for review. AS- will be attending a meeting in Glasgow. Recommend speaking to JMD. Action RS- speak to JMD	October 18	As soon as possible
10	KW/SR	Conservation Policy include cease fishing at 18 Degrees water temperature. A4 poster to be produced.	October 18	Complete
11	RS	Carron Pollution – Septic tanks soak aways – research educate on chemicals and products. NG – Phosphate. AH has done a lot of work on appropriate detergents etc. RS – Wildlife Trust has information. Action RS – obtain WT data and share	October 18	December 2018
12	SR	Fishery Management Plan 2018-2021 – Put draft on Website & Dropbox for review.	October 18	Complete
13	KW/SR	Youth Angling Projects – Monies from Firth fishing permits to be donated to Trust for seed core funding. Develop project. Trust Project	October 18	Complete
14	KW	Nominations requested for FMS Directors – RS to be nominated as proprietorial director.	October 18	Complete
15	KW/SR/JH	SSE require a targeted annual report and finance attribution.	October 18	Ongoing
16	SR	“Keep em Wet” campaign provide more marketing on catch and release. A4 posters, website, FB, folders, etc. New posters & material being produced. Action SR	October 18	As soon as possible
17	KW	River Workers meeting minutes make available to proprietors. Previous minutes shared. Recent meeting minutes when complete will be shared	October 18	Complete
18	JH	Gain consensus on annual meetings closer to season end. Checked previous dates over several years. Only held a couple of times in September. To move too much earlier would impact other meeting dates. Moved this year to late September	October 18	Complete

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4. Standard Items

- a. Declarations of interest in agenda items to be discussed
No changes reported
- b. Health & Safety
No H&S instances or near misses reported.
AW- Do ghillies report H&S issues to the Board? RS- responded no this is for the proprietor/employer to have their own H&S policy.

5. Complaints

No new complaints were received.

6. Governance

Adoption of new governance documents. New Sickness & Absence Policy, New Flexible Working Policy and New Volunteer Policy. To be reviewed by 27th June 2019. Any issues to be raised prior to this date, thereafter the policies will be adopted. **Action JH (9)** – Share new policies with the Board.

AS- Do you have death in service insurance? KW- Advised that we do have death in service as part of the commercial insurance policy. We will be having an annual review of all insurance imminently. **Action KW/JH (10)** review death in service with NFU and report to RS.

7. Directors Report

A copy of the report was circulated for review prior to the meeting.

8. Budget & Finance

- a. 2018-2019 Budget
Legal provision was £2K, spent £5K.
UHI genetics forecast £3K not used as outcome delayed.
Pension oversight of £4.5K due to an historical error.
Original Forecast for the year was for a £18.5K deficit, Now projecting around £7K deficit with a final healthy balance of around £90K inclusive of ring-fenced activities.
- b. 2019-2020 Budget approval
3% salary increase.
79p assessment remains the same as 2018-19.
Reduced the Boards donation to the Trust from 10K to 5K.
Legal Fees contingency has been increased to £5K.
Reserves policy – RS noted that now that the assessment appeals had been dealt with, the budget and reserves were broadly in line with where they should be.
Vehicle policy – no new vehicle 2019/20. We have 4 x L200 and 1 Hilux. Three new vehicles were purchased in the previous financial year. Replacement policy is 1 at year 3, 1 at year 4 and 1 at year 5.
Trap Rental line 95 should say Trust Trap Rental. **Action JH (11)**
Provide AS with a breakdown of our forecasted SSE income for 2019/20
Action KW/JH (12)

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2019/2020 Budget approved by the Board.

c. Croick Church Repayment

It appears that the Croick Church never had ownership rights to fish the Blackwater and have therefore asked to be removed from the assessment roll and be refunded.

Action KW (13) – Refund to Croick church and discuss ownership with James Hall. Check required on any limitations to period of rebate.

9. Carron

Glean Beag –

Salmon have been sighted above Glean Beag. It is possible this has occurred by swimming through scour sluice when winter plate is being inserted into compensation flow chamber on the 1st October. It is possible that fish can also pass the structure in high flows.

One solution is to change level of compensation flow via a ‘compromise’ plate that stays in all year round.

AS – The CAR licence is complicated and it is unknown if the present arrangements are compliant.

RF- The flow is a ‘hands-off’ flow rather than compensation flow. There is no logic to a winter flow plate. Keen to see changes made.

AS- It is happening.

RS- Science and evidence is required to make changes and will deliver long term benefits.

AS- It has become evident the freshet system is sophisticated and that the tunnel screens may have altered things, particularly when partially blocked. It is likely the screens will be removed.

RF- Intake removes 10 cubic metres of water per second when full, 200 million gallons a day. Changes may benefit SSE and the fish, it is a win win scenario. Reach consensus that this is way forward.

RS- Emphasised the importance of ongoing monitoring that leads into decision making. Use evidence and monitoring as any changes may require some degree of tweaking and rebalancing. Apply adaptive management.

PR- How many extraction points is the summer level more than the winter level? RF responded that all the compensation or ‘hands-off’ flow comes from the structure at Gleann Beag.

AS- Historically the flows were not designed for young fish.

RS- We now think of the fish first.

Radio Tracking -

KW- Spoken to Johnny Shaw and Nicholas Forman hardy and they are supportive of the radio tracking project on the Carron.

NG- Who is doing that work on the ground? Glencalvie have a new ghillie. KW will continue to liaise with the estates.

RS- Is there a wisdom in catching lower down Glencalvie? SM- If they don’t make it past Glencalvie Falls early enough, they are not fit and won’t make it anyway. Fish can go early at right temperature and flow.

RS- They are hard wired to the environment, rest in pools or keep running.

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RF- SEPA concerned this year will be another low flow summer.

RS- To sum up are we happy with strategy? It was agreed that things were moving in right direction.

RF- offered to attend Carron proprietors meeting.

RS- informed NG that if CPG wanted anyone from the Board to attend their meeting he was happy to do so.

Action KW/RS (1) Ensure the main players see sight of the tracking proposal. RS/KW set terms of reference.

Rainbow Trout have been seen up and down the Carron. 1 has been caught this season and more seen jumping.

RS- Brown and rainbow trout stocking is licensed by Marine Scotland and the Board has no authority. There is a disconnection from appropriate stocking of trout, and this is happening all over Scotland. Trout stocking can potentially result in the introduction of signal crayfish.

AS- Trout stocking is a significant bio-hazard.

PR- Appalling lack of control compared to the historical situation.

10. AOCB

a. Vicarious Liability – David McKie happy to give talk/training to owners and ghillies. It may be appropriate to invite other neighbouring boards. **Action RS (14)** bring to attention at FMS regional meeting.

Seal licences has named marksmen. Liability is on board as well as individuals and owners.

b. RF - Fiag may be re-classified as good based on electro-fishing data received. The Diebidale Dam issue is being revisited with the proprietor.

Open & *New Actions* C/Fwd.

No	Action Title	Actions	Owner	Raised	Complete by
1	CARRON GLEAN BEAG	Report back to the board on options for remedial action at Gleann Beag. Flat flow is a possibility. SSE's point of view is that flat flow would be preferable. However, there are significant H&S issues. The plan is to use some of the ring-fenced monies for Carron projects. RF – spoke about a floating gate. We need to sit down with SSE and Carron proprietors to discuss how to move forward with the Carron. RF stated that if SEPA commit resources to this that it must be led by the science. KW action engage with all parties. KW Monitoring a way from altering flow	KW	April 2018	ASAP

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	CARRON RADIO TRACKING	pattern. On site when plate inserted. Proposed radio tracking on Carron. Action KW have some baseline data before considering what can be done. Action KW Speak to Carron Proprietor Group. Agenda Item 9 KW - Ensure main players have sight of tracking proposal	KW	April 2019	ASAP
2	DUCHALLY	IM Advise board on Duchally. AS - Mk11 & Mk12 still investigating best way of giving us data. New software event and time stamped. We can scroll through and get raw data. Duchally 151, Shin 150. Action IM – Put dates in diary for update meeting. SR – Data is still patchy. AS- IP problems. Action SR- continue to engage with Andy Jacobs of SSE and invite to next meeting	SR	June 2018	ASAP
3	HEALTH & SAFETY	Health & Safety policy to be updated	KW/SR	October 2018	ASAP
4	SSE AGREEMENT	SSE agreement AS to provide electronic version for review. AS- will be attending a meeting in Glasgow. Recommend speaking to JMD. Action RS- speak to JMD	AS RS	October 2018	ASAP
5	CARRON POLLUTION	Septic tanks soakaways – research educate on chemicals and products. NG – Phosphate. AH has done a lot of work on appropriate detergents etc. RS – Wildlife Trust has information. Action RS – obtain WT data and share	RS	October 2018	December 2018
6	SSE ANNUAL REPORT	SSE require a targeted annual report and finance attribution.	KW/SR/ JH	October 2018	Ongoing
7	KEEP EM WET	“Keep em Wet” campaign provide more marketing on catch and release. A4 posters, website, FB, folders, etc. New posters & material being produced. Action SR	October 18	As soon as possible	
8	MINUTES AMENDMENT	Amend October 2018 minutes and republish	JH	April 2019	Immediate
9	NEW POLICIES	Share policies - Review/approve and respond to new policies in dropbox	JH/ All	April 2019	June 2019
10	DEATH IN SERVICE	Review NFU current death in service policy	KW/JH	April 2019	June 2019

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11	TRAP RENTAL	<i>Adjust line 95 on budget to read Trust trap rental</i>	JH	April 2019	Immediate
12	SSE PAYMENT FORECAST	<i>Provide AS with breakdown of expected SSE income Year 2019-20</i>	KW/JH	April 2019	Immediate
13	CROICK CHURCH	<i>Refund assessment to Croick Church. Investigate who owns rights</i>	KW/JH	April 2019	ASAP
14	VICARIOUS LIABILITY	<i>Introduce option to attend to neighbouring boards at FMS regional meetings</i>	RS	April 2019	ASAP

Date of next meeting: Friday 28th June 2019

Meeting closed: 1.20 pm