



**MINUTES OF THE 35th ANNUAL GENERAL MEETING
of THE INSTITUTE OF ANIMAL TECHNOLOGY
14.00 hours on Tuesday 9th March 2021,
Via Zoom**

The AGM was chaired by the IAT President, Robin Lovell-Badge FRS and was attended by 91 members.

Linda Horan (LH) gave a few housekeeping points. If anyone had any questions they could use the Q&A button, and in order to vote, the poll feature should be used. The meeting would be recorded.

LH welcomed everyone to the meeting, especially the overseas visitors who were able to attend.

Robin Lovell-Badge (RLB) then welcomed everyone to the 35th IAT AGM.

1. Apologies

Apologies had been received from Adele Kitching.

2. Minutes of the 34th Annual General Meeting of the Institute of Animal Technology held on 8th July 2020 via Zoom

The minutes were unanimously accepted as a true and accurate record of the meeting, with 65 votes for, none against and 4 abstentions.

3. Matters arising from the minutes

SAC reported that the minutes had been published in full on the website, and an abridged version in the Bulletin.

Item 10.2 Following on from being appointed an End Point Assessor for Level 2 Apprenticeships, the IAT are using video conferencing for assessments. RAnTech interviews are also currently being carried out via zoom.

4. Correspondence

There was no correspondence to be covered under this item.

5. Annual Report

The full IAT Annual Report had been published on the IAT website prior to the AGM and all members notified via email.

Hon Secretary Simon Cumming (SAC) spoke to the Annual Report, thanking IAT Council for all their hard work during a challenging year.

Council had met five times during 2020/21, with one face-to-face meeting and 4 via Zoom.

Nathan Hill had stepped down from Council following the December 2020 Council meeting, and SAC thanked Nathan for all his work during his time on Council.

Three new members had put forward their names to join Council for 2021/22, and as there were eleven candidates for eleven places, they have been duly elected. The three new

members of Council are: Carmen Abela, Diane Hazlehurst and Robin Labesse. Simon welcomed them to Council.

Eight existing members of Council had re-stood for election, and they are:

Nicky Gent	Sam Jameson	Theresa Langford
Alan Palmer	Allan Thornhill	John Waters
Carole Wilson	Adrian Woodhouse	

No new Vice Presidents were elected in 2020/21, but Jose Orellana and Brian Cass stood down. Council wished to record their thanks to both Jose and Brian for all their help and contributions over their time as VPs.

SC reported that the membership of the Institute at the end of 2019 was as follows:

Total membership **2540** (which is an decrease of 98 on the previous year)

This is broken down as follows:

Fellows (FIAT)	94	(+9)
Members (MIAT)	418	(-16)
Associates	128	(-21)
Affiliate	1231	(+55)
Education	669	(-59)

There are 225 Registered Animal Technologists (RAnTech).

These figures did show a change from those in previous years. This is due to the change over to the new database, which does not record those undertaking IAT qualifications as members, but as a separate education group.

Ken Applebee was made a Life Member at the 2020 AGM, and Stuart Mackrell was made an Honorary Member. Their plaques will be awarded at Congress 2022.

AST2020 did not proceed, as the contract was frustrated. There were lengthy legal negotiations to recoup costs, and pro rata refunds were received back from the hotels and venue. Pro rata refunds have been offered to all trade and delegates who registered to attend. SAC offered thanks to all those involved in these negotiations.

The Equality and Diversity Group has evolved and there is a separate page on the IAT website. The aim is to promote knowledge of equality and diversity and promote awareness of support mechanisms. A series of "It's OK not to be OK" articles have been published in the Bulletin and on the website.

A total of 222 Diplomas were awarded during 2020, broken down as follows:

IAT Level 2 Diploma in Work Based Animal Technology – 600/8401/7	0
IAT Level 2 Diploma in Laboratory Animal Husbandry – 600/0558/0	2
IAT Level 2 Diploma in Laboratory Animal Science & Technology – 600/0559/2	135
IAT Level 3 Diploma in Laboratory Animal Science & Technology – 600/0560/9	66
IAT Level 4 Diploma in Laboratory Animal Science & Technology – 601/4151/7	7
IAT Level 5 Diploma in Laboratory Animal Science & Technology – 601/4156/6	6
IAT Level 6 Diploma in Laboratory Animal Science & Technology – 601/4157/8	6

In addition nine Level 2 apprenticeships were awarded, and ten Level 3 apprenticeships. End point assessments (EPA) are now being undertaken remotely, using both video and live streaming. The pandemic has had a drastic effect of apprentice recruitment in 2020, and this will be reflected in reduced numbers of EPAs in 2021 and 2022. Congratulations to all who have attained IAT qualifications this year.

The syllabus review of Levels 2 and 3 is on track, and it is hoped they will be in use by September 2021. Steven Cubitt (Chair of the Board of Educational Policy) wished to thank those who had been involved in the syllabus review:

Ian Horseman	Gary Childs	Trish Hayes
Alan Palmer	Mark Gardiner	Simon Cumming
Sylvie Mehigan	Adele Kitching	Jock Fraser
Steven Cubitt	Patrick Hayes	Sue Ojakowa

There were three new Registered Animal Technologist during 2020, and 103 NACWO certificates were awarded. A total of 2,143 NACWO certificates have now been issued.

The Communications Group had acknowledged and celebrated the 70 years of the IAT. Celebrations could not take place as planned, however Bulletin articles have been produced, showing how things have changed over the years.

SAC expressed thanks to all those who had managed to keep the IAT publications going throughout the pandemic. The Animal Technology and Welfare became fully digital with Open Access. The Deputy Bulletin Editor passed from Karen Dunford to Paul Barwood.

Branch and BING representatives continued to meet via zoom during 2020. BING ran several competitions including an "On my doorstep" photograph competition, two crosswords, a pumpkin carving competition for Halloween and a Christmas emoji competition. Thank you to all those involved in organising these competitions, but also to those taking part.

Zoe Windsor won the Andrew Blake Tribute Award for 2021 with her paper "Refinements in head plate mouse nesting: Using composite nests to enhance welfare". Zoe will present her paper during Congress 2021, as will Stuart Mason, the winner from 2020. Thank you to the ABPI for sponsoring this prestigious award.

Tech Month is running during March, with quizzes and a Technician Bingo game. Whilst technicians cannot be encouraged to meet up, there are still things they can do to get involved.

SAC outlined the main objectives for Council for 2021:

1. Continue to update the IAT Education syllabi for Levels 4, 5 and 6.
2. Strengthen links with external partners.
3. Grow IAT Education profile and apprenticeships.

4. Continue to support the membership and be visible in the current Covid-19 pandemic.
5. Increase profile of Equality and Diversity Group, and undertake membership survey.

The full Annual Report is available on the members section of the IAT website. There were no questions on the annual report.

6. Financial Report

Glyn Fisher (GF) spoke to the accounts for 2020. These accounts are available on the IAT website.

GF reported a surplus of expenditure over income of £57,346

The main reason for this operating loss is a reduction of income from nearly all areas of the Institute, due to the Covid-19 outbreak. AST2020 was declared non-viable on grounds of frustration, there has been a reduction in educational income and a reduction in advertising across all publications. This has been the same across the whole industry. The IAT has, however, carried on operating.

AST2020 was a joint meeting between three organisations – IAT, LASA and LAVA, and over 800 delegates were registered to attend. The meeting was declared as non-viable on the grounds of frustration and a steering committee was set up between the IAT and LASA to look at recouping as much of the expenditure costs from the hotels, venue and catering company as possible. Once it was clear the organisations were not going to negotiate, a solicitor was instructed. A further complication arose in the fact that both English and Scottish Law were involved as the venue was based in Scotland, but the catering company had its head office in England.

The Steering Group and the relevant Councils agreed that the legal costs involved in securing refunds would be deducted before any pro rata refunds were issued to delegates and trade. This was in line with the terms and conditions of booking and registration. The IAT Accountant carried out a full review of the income and expenditure of AST2020, and a 74 - 75% refund was able to be offered to those who had registered to attend AST2020. Refunds are still in progress, and so the AST2020 accounts will not be finalised until after 31st March 2021. Once generated, the accounts will be shared with IAT and LASA members.

Going forward savings will need to be made, and some areas have been highlighted for this. There will be reduced running costs for IAT Council meetings, with three out of five meetings being held virtually from 2022. It is likely that only one face to face meeting will take place in 2021. Other meetings, such as the Registration & Accreditation Board, Board of Educational Policy etc, will also be virtual. The ATW has moved to wholly electronic publication which has reduced printing and postage costs. There will be a general “tightening of belts” across all areas.

GF reported that there will be no changes to membership subscriptions for 2022. All other fees will also remain unchanged for 2022. All prices are displayed on the IAT website.

GF asked if there were any questions:

Does anyone know of job losses through the Covid-19 outbreak?

RLB suggested asking the audience, but no-one did. LH reported that one small unit of 1.5 staff had closed. GF did report that recruitment freezes, as well as a freeze on educational spending would have a knock on effect for the next couple of years.

The Financial Report and the Audited Accounts were then proposed.

Proposed: **Glyn Fisher**

Seconded: Steven Cubitt

Carried by a majority of 64 votes for, 1 against and 4 abstentions.

7. **Appointment of the Auditor**

The Treasurer proposed that King Loose be re-appointed as auditors for 2021. They have done a sterling job in 2020, and have been a great asset to the Institute.

There was a question asked : *Is there any cross reference of auditor costs?* GF reported that this was not the case.

Proposed: **Glyn Fisher**

Seconded: **Jenny Parks**

Carried by a majority of 57 votes for, none against and 6 abstentions.

8. **Election of Officers**

Linda Horan (LH), Chair IAT Council, took over as chair of the AGM for the appointment of the President.

8.i **President**

Council wished to propose Robin Lovell-Badge FRS as President for the forthcoming year.

Proposed: **Council**

Seconded: **Michael Barnes**

Carried by a majority of 68 votes for, none against and 2 abstentions.

LH was delighted to welcome RLB back as President of the Institute.

8.ii **Vice-Presidents**

RLB reported that the last President's Advisory Group meeting (held via Zoom) had been very well attended, and a further meeting would be held shortly.

No new Vice Presidents were proposed.

The following were proposed *en bloc* as Vice Presidents:

David Anderson	Stephen Barnett	Miles Carroll
Paul Flecknell	Penny Hawkins	Wendy Jarrett
Judy MacArthur Clark	Fiona McEwen	Tim Morris
Clive Page	Jan-Bas Prins	Vicky Robinson
Gail Thompson	Robert Weichbrod	Senga Allen
Paul Sanders	David Spillane	

Proposed: **Council**

Seconded: **Robin Labesse**

Carried by a majority of 59 votes for, none against and 4 abstentions.

8.iii Council

There were eleven candidates for eleven vacancies on Council, so no election was held, and the following eleven candidates were appointed to serve a three-year term:

Carmen Abela	Nicky Gent	Diane Hazlehurst
Sam Jameson	Robin Labesse	Theresa Langford
Alan Palmer	Allan Thornhill	John Waters
Carole Wilson	Adrian Woodhouse	

Congratulations to all those joining and re-joining Council.

9. Proposals for Honorary and Life Membership

There were no proposals for Life or Honorary Members.

10. Any Other Business

- 10.1 *RLB highlighted that there had been a high emotional toll on IAT members, particularly at the beginning of the year with the anecdotal reports of mass culls of animals. How much are the IAT monitoring the emotional welfare of members?*

LH reported that the Equality and Diversity survey will address this. It was originally due to be sent out after the first lockdown, but then further lockdowns occurred, members were too busy to respond, and often were split into working teams which did not reflect normal working practices. The Equality and Diversity Group have now introduced a “Cuppa and Chat” open meeting on Wednesday afternoons, for people to drop into. It has been suspended for the three weeks of Congress, but will pick up again after that and run until the end of the year.

- 10.2 *A vote of thanks to the Congress Committee was proposed, for all their efforts in putting together a virtual Congress.*

LH seconded this, and stated that the whole of Council had been exceptional during the pandemic.

- 10.3 *Another vote of thanks was given to all those working behind the scenes.*

RLB added his thanks to all of Council for their hard work, but also to those who have contributed during the year. He also thanked everyone for attending the AGM.

- 10.4 *John Waters wished to thank Haley Daniels for all her hard work on the Diversity and Equality Group and her support of animal technicians via this group.*

- 10.5 *Gail Thompson thanked the Congress Committee for making it so easy for her to attend the AGM.*

There being no other business, RLB thanked IAT Council for all their hard work over the year. RLB also thanked AT for running the Zoom webinar.

The meeting was closed at 14.40 hours.

Michael Barnes asked if there were plans for future virtual events, say 6 months after the face to face meeting, if they are allowed to resume? Unfortunately this did not come through in time for an answer to be given.

END