

NORTH YORKSHIRE COUNTY COUNCIL

STANDARDS COMMITTEE

Minutes of the meeting held at County Hall, Northallerton on Monday 10 May 2010.

PRESENT:-

Mr James F S Daghish (Chairman).

County Councillors Philip Barrett, John Blackie (as Substitute for County Councillor Peter Popple), J W Marshall, Peter Sowray and Geoff Webber.

Independent Members: Hillary Gilbertson, Dr Janet Holt and Henry Cronin.

Also in attendance: County Councillor John Weighell.

Apologies were received from County Councillors David Jeffels and Peter Popple.

COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK

38. MINUTES

RESOLVED –

That the minutes of the meeting held on 1 February 2010 and the Special Meeting held on 5 February 2010, having been printed and circulated, be taken as read and signed by the Chairman as a correct record.

39. PUBLIC QUESTIONS OR STATEMENTS

RESOLVED –

That it be noted that the Assistant Chief Executive (Legal and Democratic Services) had received no notice of any public question or statement to be made to the Committee.

40. LEADER AND GROUP LEADERS' DISCUSSION

The Chairman stated that the Leader of the County Council and the Group Leaders for the Liberal Democrats and Independent Members Groups had been invited to the meeting to discuss issues relevant to the Standards Committee and the ethical conduct of the County Council. Each Group Leader was invited to make an opening statement which were provided as follows:-

County Councillor Weighell – the Leader of the County Council outlined what he considered to be the main issues for the Authority. He considered that it would be appropriate if there could be an overarching Standards Committee for the whole of North Yorkshire, rather than the fragmented approach, whereby each authority had its own Standards at the present time.

In terms of the County Council he stated that he had no concerns regarding the ethical standards within the Authority, in terms of Members and, in the main, the behaviour within meetings and in the Council Chamber was very good.

County Councillor Geoff Webber – Group Leader for the Liberal Democrats considered the current Standards Committee to be a little un-engaging for Members and suggested that there should be more debate and deliberation in terms of standards within the Authority.

County Councillor Blackie – Group Leader of the Independent Group of Members suggested that group representation should not be taken account of in respect of appointments to the Standards Committee. He noted that he had sent an email to Members of the Committee in relation to that. He stated that the North Yorkshire Independents did not use group line, policy or whip in terms of issues discussed as they were Independent. A Member of the Committee raised concerns regarding County Councillor Blackie's statement and emphasised that no political whip had ever been employed for items discussed at the Standards Committee. Continuing, County Councillor Blackie stated that he would like to see the Standards Board and Standards Committees abolished and a new system developed as he considered that many complaints were unfairly placed against Members and were of a vexatious nature. He noted that issues could be used as a political tool to make complaints into the Standards regime and he stated that this should be eliminated through a new process.

Following the opening statements the Chairman of the Committee stated that he had drawn up a list of issues to discuss with the Group Spokespersons in terms of Standards issues for the County Council. Among the issues where:-

- The maintaining of high standards for North Yorkshire through the Standards Committee.
- Communication.
- Training.
- Complaints – the handling of these, whether they were seen to be fair and the quality of the process.
- The influence of the Standards regime.
- Any other issues that the Group Spokespersons may wish to discuss.

In response to the issues set out by the Chairman a long and detailed discussion took place with issues raised by the Group Leaders, and Members of the Standards Committee.

Some of the major issues discussed were as follows:-

- Some concerns regarding officer/Member relationships.
- The need to enhance training for new Members.
- Difficulties for dual hatted Members and how to overcome these while abiding with Standards rules.
- The need to ensure that the complaints process did not treat people as though they are already guilty and have to prove their innocence – a need for transparency and openness in terms of complaints.
- Some reservations regarding the granting of dispensations.
- The need to investigate more closely politically restricted posts.

- The dilution of the humour generated by political discussion, due to the standards regime as this was sometimes considered to be insulting.
- The costly nature of local complaints and the need to look closely at reducing the amount of paperwork/officer time required within the, what is at times, complicated process.
- The need to address the isolation Members feel when they are the subject of a complaint and the possibility of introducing a system to give more support to those Members.
- Groups playing a larger part in the development of Members and training of Members, especially when they are new to the County Council.
- Better advice from Group Leaders to Members in terms of politically vexatious complaints an attempt to prevent “tit for tat” responses to complaints that have been made.
- It was suggested that legal advice was required for Members who were subject to the complaints process to enable them to defend themselves appropriately. The Monitoring Officer noted this issue, however, she emphasised that the legal section of the County Council was not in an appropriate position to offer such advice. It was suggested therefore that members of staff within Legal and Democratic services, who were not seen as being able to influence the process could be utilised to provide advice to Members in respect of this. The Monitoring Officer noted this and stated that she would address this matter.
- There was a need to address some complaints more quickly, rather than undertaking the full process, as some simply required an explanation or an apology and were time consuming and costly when the full process was followed. The Chairman explained that under current regulations all complaints had to be treated in the same way and follow the same process. It was noted, however, that the issue had been raised with Standards for England and consideration was being given to simplifying the process for less complicated complaints. Members and Group Leaders welcomed this.
- It was suggested that Group Leaders should endeavour to address Members to take more care in certain situations to prevent them having to go through the current complaints process, as issues had arisen regarding simple matters that could have been avoided. A Member noted that the process was costly and savings could be made to the Authority by Members being more careful.
- It was suggested that the induction training provided for new Members should be split into modular sessions, as, presently, huge amounts of information were provided all at the same time, which could cause “information overload” and confusion. A Member of the Committee suggested that there needed to be a differentiation made between the types of information required to be given to Members, allowing some advice to be given simply through on-line training, with other more complicated advice given through face to face training.

- It was unclear whether Standards for England would remain in place and, therefore, at the present time unclear whether the Standards process would remain as of now.
- The Chairman suggested it may be worth Group Leaders debating with their Members the issues raised at the Committee in terms of training, the complaints process and the Standards regime in general to obtain their perception of these. It was suggested by Group Leaders that it may be worth waiting to determine what became of the current standards regime before discussing this matter.
- County Councillor Blackie referred to his significant experience in terms of the Standards regime and process and stated that he could advise Members, and act as a mentor, when Members were going through the process themselves. He too suggested that a lot of humour had been taken away from political debate by the Standards regime. He acknowledged the need for training, and suggested that a great deal of this could be provided by more experienced Members. He noted that one key issue he had concerns with related to the involvement of a local Councillor on Planning Committees, with “dual hatted” commitments. He considered the current Standards regime to leave this Councillor in a difficult position, because of the need to represent the local community and being unable to do so because of the Standards regime.
- It was suggested that the Monitoring Officer and Chairman of the Standards Committee should look more closely into the motivation for some complaints, to determine whether these were politically motivated. These could then be eliminated from having to go through the full process.
- It was again suggested that the process was costly and time consuming, however, Members noted that, currently, it was a national requirement to follow the appropriate process, therefore the County Council was unable to adopt an alternative approach.
- Members of the Standards Committee emphasised that any frivolous/vexatious comments would be eliminated at an early stage of the current process and would not have to go through the full complaint investigation and determination.
- The Chairman asked whether it was considered appropriate to promote the high levels of Standards within the County Council to the general public. In response it was suggested that these issues required internal publicity, rather than sharing with the general public, who had little interest in these matters until they were involved in a complaint. It was not considered appropriate to publish the results of complaints in free publications provided to all households. Clarification was provided in respect of the communications required in terms of complaints and when these were treated as confidential.
- A Member suggested that the Standards Committee could take an interest on planning issues, ensuring that County Councillors had appropriate training and observing the process to determine whether it was seen to be carried out appropriately. It was noted that Members of the Standards Committee were invited to meetings within the County Council to observe and this had been taken up on many occasions.

The Chairman summarised the issues raised, highlighting the main concerns of the Group Leaders and Members and suggested that these issues should be considered further and developed into the Standards Committee's Work Programme for further in- depth analysis.

RESOLVED –

That the issues raised in the above discussion be noted, and acted upon where appropriate.

41. ELECTION OF CHAIRMAN WITH EFFECT FROM 19 MAY 2010

RESOLVED –

That Henry Cronin be appointed Chairman of the Standards Committee until the first meeting of the Committee following the Annual Meeting of the County Council in 2011, with his term of office commencing on 19 May 2010.

42. ANNUAL REPORT OF THE STANDARDS COMMITTEE

CONSIDERED –

The report of the Monitoring Officer providing Members with the draft of the Annual Report of the work of the Standards Committee to be recommended for approval to the next meeting of the North Yorkshire County Council.

The Annual Report provided details of the following:-

- Further implementation of the local Standards regime.
- Communications Strategy.
- Review of ethical arrangements.
- Dispensations.
- Public perception of ethics.
- Training.
- Monitoring of corporate complaints.
- Complaints in relation to alleged breaches of the Code of Conduct.
- Review of Standards developments.
- 2009 Annual Assembly.
- Standards Bulletin.
- Employee surveillance procedures.
- Protocol for Officers gifts and hospitality.
- Standards for England report assessing the impact of Standards Committees.

- Standards Work Programme 2010/11.
- Monitoring.

A revised version of the Terms of Reference of the Standards Committee was circulated at the meeting.

The Chairman referred to paragraph (e) – public perception of ethics, and noted that although the public's attitudes towards local Councillors had changed less markedly than for MPs, in terms of ethical standards, there was a rather poor perception of the conduct undertaken by politicians and, although the rating of Councillors was moving up, the public's views had not changed much since the MPs expenses scandal had broken. He noted that this issue would be clarified in the Annual Report.

RESOLVED –

That, subject to the alterations indicated, the draft Annual Report would be presented to the next meeting of the North Yorkshire County Council for them to note.

43. STANDARDS FOR ENGLAND ANNUAL RETURN

CONSIDERED –

The report of the Monitoring Officer presenting, for information, the completed Annual Return to Standards for England 2010. The Monitoring Officer stated that the report provided details of the comprehensive return allowing Members to be aware of the detail that was required.

A Member noted that Section 2 of the Annual Return highlighted what was expected to be contained within that and he asked how that was determined. In response the Monitoring Officer highlighted how these had been collected from other Authorities over the years, providing examples of what frequently occurred. The information had been gathered together to create a template for future annual returns. In respect of the information gathered this was fed back to all authorities and used for corporate assessments. Awards were provided in terms of achievements in respect of the aims set out. Details of good practice were provided in publications from the County Council and in the Standards Bulletin.

RESOLVED –

That the report be noted.

44. STANDARDS COMMITTEE COMMUNICATIONS STRATEGY

CONSIDERED –

The report of the Monitoring Officer inviting the Committee to review progress against the Standards Committee Communications Strategy Action Plan objectives and actions.

The report set out the action plans for 2007-2009 and 2009-2011 and highlighted the progress that had been made against those plans. The Monitoring Officer outlined how in the vast majority of cases good progress had been made, however, some areas were still outstanding, for example updating profiles on the website.

The report suggested that further opportunities would be available to publish standards information in the NY Times and, in relation to that, the Editor of the NY Times, Martin Feekins was in attendance at the meeting to assist Members with the development of such articles and the timing for those.

Mr Feekins stated that the information put out in the NY Times depended upon what message the Committee wished to convey. He emphasised that the publication had a great of flexibility in comparison to local press and did not have to meet certain news criteria. He emphasised it would be better if a development or a new issue had arisen in terms of Standards to provide a reason for the item and he suggested examples such as the Chairman leaving the Committee after a substantial period and also possible changes to Standards for England.

The Chairman suggested that, in the future, as an event for Democracy Week, a mock complaints hearing could be held and that could be promoted through the NY Times. The article could also include facts relating to the good ethical standards generated at North Yorkshire County Council. It was also suggested that the number of complaints, those upheld and those dismissed, would be useful to be provided as details in the publication.

Mr Feekins stated that the NY Times was delivered to every household and business in North Yorkshire with 11 additions per year. It was noted that the initial distribution problems had now been overcome and it was believed that everyone who should receive the publication did now get it. It was therefore considered to be an appropriate format to further promote the high ethical standards of the County Council.

The Chairman asked whether there were links between the NY Times and the County Council's website. In response it was stated that these were provided on occasions with further information supplied on the website from links given in the NY Times.

It was asked how often issues on ethics and standards had featured in County Council publications in the past. In response it was stated that the County Talk publication often raised issues in relation to those matters as well as NY Times and the intranet.

It was noted that Members had some difficulty pin pointing where references had been made to standards and ethical issues in County Council publications and it was suggested that further details should be provided to the Standards Committee highlighting where and when these issues were being highlighted.

It was noted that the recruitment pack for the County Council had reference to ethical standards and that the Officers Code of Conduct was included as part of that. In future it was likely that job descriptions would include more details on ethical issues when the Code of Conduct was in place. It was suggested, therefore, that representatives of Human Resources be invited to a future meeting of the Standards Committee to discuss how these issues were being addressed.

RESOLVED –

That the progress against the Standards Committee Communications Strategy Action Plan objectives and actions as annotated in the Strategy Action Plan at Appendix 1 to the report be noted, together with the current opportunities for the promotion of the Committee via the NY Times.

45. CORPORATE COMPLAINTS AND COMPLIMENTS – QUARTER 3 OCTOBER/DECEMBER 2009

CONSIDERED –

The report of the Monitoring Officer presenting schedules of the corporate

compliments and complaints received during Quarter 2 (July to September 2009) and Quarter 3 (October to December 2009).

It was noted that at this stage there was no separate Quarter 4 (January to March 2010) report, therefore Quarter 4 figures would be included in the Annual Performance Report for 2009/2010 which would be brought to the Committee's September meeting. Details of the local ombudsman letter to the Authority would also be provided in that report.

It was noted that complaints were expected to rise in the future as better systems were introduced and less resources were available to the County Council to provide services.

It was asked whether the Authority undertook benchmarking in comparison to other authorities of a similar size and structure in terms of complaints. It was stated that this issue would be investigated and details provided.

In comparing the two quarters, Members were pleased to see improvements in respect of the figures provided relating to complaints in respect of poor service and poor communication.

RESOLVED –

That the report be noted.

46. ANNUAL REVIEW OF ETHICAL AUDIT ACTION PLAN 2010

CONSIDERED –

The report of the Monitoring Officer providing a review of progress against the Committee's Ethical Audit Action Plan.

The Monitoring Officer introduced the report, which included details of the Ethical Audit Plan and the action that had been taken in relation to that. She stated that it would be helpful, for future meetings, for the format of the plan to be revamped to enable Members to identify the progress that was being made on particular issues. It was noted that a good deal of progress had been made on most of the items, whereas some of them, by their nature, were on going.

In respect of the accountability section of the action plan it was asked what progress had been made. In response the Monitoring Officer stated that this had been firmly embedded into current practices.

In terms of partnership working and ethical conduct it was stated that documentation had been formulated and firmly embedded into the procurement process which explained the ethical standards required of partners. Requirements were in place to ensure that those ethical standards were being met appropriately.

A Member asked that the Action Plan be linked into the Work Programme and Communications Strategy to ensure that all issues were being addressed appropriately by the Committee, and action taken could be pin pointed.

RESOLVED –

That the review of the Ethical Audit Action Plan continue and the issues raised be acted upon where appropriate.

47. OFFICER CODE OF CONDUCT

CONSIDERED –

The report of the Monitoring Officer seeking Members' direction in relation to the revision of the Officer Code of Conduct.

The Monitoring Officer outlined how the County Council's current Officer Code of Conduct had been left in abeyance awaiting the publication of the model Officer Code from the Government. A consultation had taken place on that, however, no time indications had been provided as to when the model Code would be produced. Members were asked, therefore, whether a review of the County Council's existing Officer Code should take place or whether the introduction of the Model Officer Code should be awaited.

In response a Member suggested that for a total review of the Officer Code, the details of the new Model Code should be awaited, but in the meantime, appropriate amendments could be made to ensure that the Code was up to date.

It was suggested that the current Officer Code for the County Council should be considered again alongside current Human Resources Policies to determine whether it was relevant and to determine whether any additional issues should be included.

RESOLVED –

That the current Standards of Conduct Procedure document for officers should be considered, to determine whether any information required updating or adding, with an overall review of that procedure being undertaken when the Model Code of Conduct for Officers was introduced.

48. INDEPENDENT MEMBER APPOINTMENT TO AUDIT COMMITTEE

CONSIDERED –

The report of the Monitoring Officer updating Members regarding the appointment of an Independent Member of the Standards Committee as a co-opted Member of the Audit Committee.

It was noted that, as the Audit Committee required the position to be filled as a matter of urgency, this had been undertaken through an appointment process and Mr Henry Cronin had agreed to take his place on the Audit Committee. A recommendation would be made to the Annual Council meeting in relation to the appointment, therefore.

RESOLVED –

That the report be noted.

49. COMPLAINT FEEDBACK QUESTIONNAIRE

CONSIDERED –

The report of the Monitoring Officer updating Members regarding the introduction of a Complaint Feedback Questionnaire.

A first draft of the proposed Complaint Feedback Questionnaire was circulated at the meeting and Members were invited to comment on that.

A Member asked whether it would be possible for a meeting to take place between the complainant and the Monitoring Officer, before a complaint became official and

had to go through the process, to determine whether the issue could be resolved without the full, detailed process having to be followed. In relation to that another Member of the Committee had some reservations, suggesting that if the issue was "Member to Member" then that step may be able to be carried out through Group Leaders, however, he did not want to put in a step that may make it more difficult for the public to make a complaint as he considered that the wrong message would be sent out.

It was suggested that the Committee had to tread a fine line to ensure that they were not being seen to be addressing complaints behind closed doors. It was suggested that the process and the form encouraged an equitable process. Issues relating to complaints could be discussed between the Chairman and the Monitoring Officer to ensure that the complaints coming forward were appropriate and should be put through the entire process, however, again it would have to be guarded against that decisions were being made that were not open and transparent.

It was also suggested that the form could contain a warning against vexatious complaints, however, it was noted that the majority of these related to behaviour and in the main did not affect County Councillors.

It was noted that there appeared to be a great deal of time between the complaint being lodged and the Member knowing the details of that complaint and it was asked whether the process could be speeded up. In response it was noted that the Member was informed of the complaint after the assessment had taken place and only when that had been deemed that the complaint was appropriate. It was noted that the subject Member would be informed of the complaint whether the complainant wished to remain anonymous or not. It was emphasised that every effort would be made to try and reduce the amount of time in which the Member did not know about the nature of the complaint.

The issues highlighted would be discussed further at a subsequent meeting of the Committee.

In terms of the complaint feedback questionnaire it was suggested that the following issue should be included:-

- Details of how those involved had found the process.
- Include issues stating whether the response to the questionnaire was intended to be confidential and/or anonymous.
- Request specific issues to be fed back into the Committee.
- Provide a paragraph highlighting that contact details would not be put into a public arena.
- Ensure follow up was carried out where any person was very dissatisfied with the process.
- Make each section clearer to the complainant and the subject Member to ensure they know which parts to fill in.

RESOLVED –

That, further to the comments made, a revised version of the draft Complaint Feedback Questionnaire would be submitted to the next meeting of the Committee to take account of those comments.

50. PROTOCOL FOR OFFICERS - GIFTS AND HOSPITALITY

CONSIDERED –

The report of the Monitoring Officer seeking final endorsement of the proposed Protocol for Officers – Gifts and Hospitality.

The approved draft of the protocol had been submitted to Human Resources, the Management Board and the Corporate Governance Group. The only change suggested related to the identification of a value of gifts for declaration purposes. The Management Board considered that a threshold of £10 on a single occasion would be appropriate as a maximum value level for the acceptance of a gift, but any gift should always be recorded.

It was suggested that corporate discount schemes were not part of this requirement.

RESOLVED –

That, subject to the amendment, the Committee agrees the protocol and delegates the decision as to whether this should be included in the Constitution to the Chairman of the Committee and the Monitoring Officer.

51. STANDARDS TRAINING PLAN 2009-2010

CONSIDERED –

The report of the Monitoring Officer providing a review the Standards Committee's Standards Training Plan for 2009/2010.

Details of the training plan were appended to the report.

In terms of the induction training for new Independent Members appointed to the Committee it was suggested that all substitute Members of the Scrutiny Committee also be invited as this would be appropriate for their training purposes.

More detail on the training on the new National Members Code of Conduct would be provided to the next meeting of the Committee.

RESOLVED –

That, subject to the inclusion of the issues raised above, the Standards Training Plan be noted.

52. APPOINTMENT AND TRAINING OF INDEPENDENT MEMBERS

CONSIDERED –

The report of the Monitoring Officer informing Members of the Independent Member appointments approved by full Council and considering their induction and training needs.

The Monitoring Officer informed the Committee that the full Council, at its February meeting, on the recommendation of the Standards Committee, appointed Mrs Hillary Bainbridge, whose term of office will commence on 19 May 2010, and Mrs Hillary Gilbertson whose term of office commenced on 1 March 2010.

It was noted that the Independent Member induction training, set out in the report, included work on the new Model Code of Conduct, however, the introduction of that appeared to be further back than first thought. It was emphasised that the training

plan outlined was not dependent on the publication of the new Code and it would be determined, as the year progressed, whether specific training on that issue would be required.

It was noted that previous training undertaken with officers had broken up into groups and considered various reports, which had worked particularly well, and it was suggested that any further training of this manner be conducted in a similar way.

RESOLVED –

That the contents of the report be noted and the issues raised be taken into account.

53. LOCAL GOVERNMENT CHRONICLE AWARDS 2010

CONSIDERED –

The report of the Monitoring Officer informing Members of the outcome of the Local Government Chronicle Awards' "Standards and Ethics" Category 2010.

The report highlighted how Leeds City Council were announced as the winner of this category, with Waveney District Council being highly commended by the judges.

Key aspects of both Authorities' applications, which were favoured by the judges, were highlighted in the report.

RESOLVED –

That the report be noted.

54. MEMBERS' ATTENDANCE AT COMMITTEES

CONSIDERED –

The report of the Assistant Chief Executive (Legal and Democratic Services) highlighting the attendance of Members of the County Council at meeting within the Constitution of the County Council during the period April 2009 to March 2010.

As in previous years, the Chairman requested that a letter be written to Group Leaders highlighting what the Committee considered to be low overall attendance. The Committee determined that to be 60% or less. In terms of Independent Members those would be written to individually.

It was asked what response was received in relation to these letters and the Chairman noted that a response had been received from Group Leaders in the past, however, not from the individual Members written to. It was noted that the letter would indicate that their response would be discussed at a subsequent meeting of the Committee.

RESOLVED –

That letters be written to Group Leaders and individual Independent Members in respect of Members of the County Council whose attendance at meetings had been 60% or less, together with details of the figures provided in respect of attendance.

55. COMPLAINTS AND FINDINGS/GUIDANCE FROM STANDARDS FOR ENGLAND

CONSIDERED –

The report of the Monitoring Officer updating Members on the development of the ethical agenda and any complaints received about Members of the Authority.

The report highlighted the following issues:-

- Standards for England on-line guides.
- The Committee on Standards in Public Life Annual Review and Report 2008/2009.
- SFE stakeholder tracker 2009.
- Standard for England corporate publications.
- Outstanding parts of the ethical framework.
- Annual Assembly of Standards Committees.
- New complaints received and previous complaints updates.
- Standards for England monitoring.

A number of the Standards for England corporate publications were circulated.

Members were requested to provide their availability in terms of the Annual Assembly of Standards Committees taking place on 18 and 19 October 2010.

RESOLVED –

- (i) That the report be noted; and
- (ii) That should Hillary Bainbridge be unavailable, then Henry Cronin attend as an Independent Member representative of the Committee and County Councillor Philip Barrett attend as an elected representative of the Committee, dependent on availability, at the Annual Assembly of Standards Committees on 18 and 19 October 2010.

56. STANDARDS BULLETIN

CONSIDERED –

The report of the Monitoring Officer presenting to the Committee, for consideration, a draft Standards Bulletin.

RESOLVED –

That the Bulletin, as presented to the Committee, be circulated to the Authority's Members and senior officers.

57. WORK PROGRAMME 2010

CONSIDERED –

The report of the Monitoring Officer providing details of the Committee's future Work Programme.

It was suggested that the Committee's power in granting dispensations be added as an item to consider at future meetings. Full details of other items to be considered at forthcoming meetings were provided as an Appendix to the report.

RESOLVED –

That, subject to the additional item highlighted above, the Standards Committee's Work Programme be noted.

58. MR JAMES F S DAGLISH

Members noted that this would be the last meeting that Mr James F S Daghish, the current Chairman of the Committee, would be attending, before his retirement from the Committee. Members thanked the Chairman for his service and Chairmanship of the Committee over the years and asked for their thanks to be recorded.

Mr Daghish thanked all those present and all those that had served previously on the Committee for their assistance over the years.

RESOLVED –

That the appreciation of the Committee for the service provided, both in Chairing and serving the Committee, by Mr James F S Daghish be noted.

SL/ALJ