

Minutes of the 405 Meeting of Council

Thursday 5 December 2024 10:00-5:00pm GMT and Friday 6 December 2024 9:30-11:30am

Venue: In person at 14-16 Meredith St, London, EC1R 0AB

Chair: Professor Gurdial Besra, President

Present:

Gurdial Besra (President, in the Chair)
John Sinclair (Treasurer)
Karen Robinson (General Secretary)
Kalai Mathee (co-Chair of Building
Communities Committee)
Paul Hoskisson (co-Chair of Building
Communities Committee)
Jo Kite (co-Chair of Early Career Forum
Executive Committee)
Jack Ferguson (co-Chair of Early Career Forum
Executive Committee)
Catrin Moore (co-Chair of Impact and
Influence Committee)
Tina Joshi (co-Chair of Impact and Influence
Committee), online from item 6
Geertje van Keulen (co-Chair of Sustainability
Committee)

Sarah Hooper (co-Chair of Sustainability
Committee)
Alan McNally (Elected Member)
Kim Hardie (Elected Member)
Lorena Fernández-Martinez (Elected Member)
Sheila Patrick (Elected Member), online from
item 6
Nigel Brown (Elected Member)
George Salmond (Elected Member, for items 1
to 6.5, 7.1 and 7.3)
David Clarke (Elected Member)
Kevin Maringer (co-Chair of Members Panel)
Ed Cunningham-Oakes (co-Chair of Members
Panel)

In attendance:

Gordon Dougan (President-elect)
Jonathan Cox (co-Chair-elect of Impact and
Influence Committee)
Rebecca McHugh (co-Chair-elect of Early
Career Forum)
Gerald Barry (incoming Elected Member)
Justine Rudkin (incoming Elected Member)
Peter Cotgreave (Chief Executive)
Jo Manning (Chief Operations Officer)
Sarah Buckman (Chief Programmes and
Partnerships Officer)
Charlotte Mitchell (Chief Communications
Officer)
Pippa Evans (Projects Delivery Lead)
Andrea Monica (Head of Scientific
Programmes)

Charlotte Holtum (Head of Engagement and
Storytelling)
Vicky McCulloch (Head of Marketing and
Development)
Tom Sharp (Publishing Manager for item 5)
Lorena Buiatti (Communications and
Engagement Manager for item 6.5)
Kofo Balogun (Associate Director of HR for
item 6.2)
Ffion Lane (Member Engagement and
Communities Manager for item 7.3)
Sarah Cooper (Journal Marketing and
Development Lead for item 2)
Emily Hugo-Webb (Policy and Engagement
Manager for item 2)

1. Apologies for absence

The President welcomed everyone to the 405 meeting of Council and in particular those incoming members who were joining for their first time as observers: Gordon Dougan, Gerald Barry, Justine Rudkin, Jonathan Cox, Rebecca McHugh, Kevin Maringer and Ed Cunningham-Oakes

Apologies were received from Arindam Mitra, Christine Edwards and Bruno Silvester Lopez.

2. Strategy 2023-2027 progress presentation

The Projects Delivery Lead, Head of Scientific Programmes, Head of Engagement and Storytelling, Head of Marketing and Development, Journals Marketing and Development Lead, and Policy and Engagement Manager presented a summary of activities and initiatives currently underway in the context of the Society's five-year strategy.

3. Formal Business of Council

3.1 Conflicts of Interest

No new interests had been declared.

The Chief Executive reported that from 1 January 2025, under the new governance structure, the Interest Statements of members of the Board of Trustees would be published on the website, while those of members of the Advisory Council - as with senior staff - would be kept up to date but it would not be necessary to publish them.

Action 01: Chief Operations Officer to ensure that Advisory Council members' conflicts statements were collected.

3.2 Minutes of the 404 meeting of Council

The minutes of the 404 meeting of Council were accepted as a full and accurate record.

At the request of Professor Brown, it was agreed that draft minutes of the 405 meeting would be circulated as soon as they had been agreed by the Officers.

3.3 Matters arising and action points

The Chief Executive reported that all of the action points had either been completed or were in train.

4. Finance Committee

4.1 186 Meeting of the Finance Committee

The Treasurer reported on the 186 Meeting of the Finance Committee, which had taken place on 28 November.

The Treasurer directed Council's attention to the report received from the Finance Committee which was distributed by the Chief Operations Officer on Monday 2 December. He invited Council to note the content of the report and asked it to consider in particular the points which required approval from Council.

The Treasurer updated Council on a further temporary drawdown from the investment portfolio, within the budgetary limit approved by Council in December 2023. This was a drawdown of £200k in October and it would be returned to the portfolio towards the end of the year.

The Treasurer reported on the effect that the UK Budget had on the Society's finances. He continued that the increase in Employer's National Insurance, including the reduction in the threshold as well as the increase in the rate, would make a big difference to the Society's salary bill. He noted that at current staffing and salary levels, the result for the Society would be an increase of £49,133 annually on the tax bill and £42k in 2025 as the change came into effect in April 2025. He noted that Finance Committee and Council took care to set a budget for next year with a deficit that was uncomfortable but bearable at -£560k, and this would now increase to just over -£600k. He noted that the senior team had reported that this reinforced the need for headcount discipline and that there were two courses of action to address this which included the trimming of some posts and a more detailed proposal for the future being brought to Finance Committee and the Trustee Board in 2025. The Treasurer reminded Council that despite this, the Society's finances remained robust.

FC186-02 – Management accounts to 31 October 2024

The Treasurer reported on the draft management accounts for January - October 2024. He noted that these showed a deficit of -£610k vs. the deficit at this point in 2023 of -£917k. The outturn was expected to be in line with the reforecast overall however with some variance across individual budget lines including the costs of Committees Day, which was currently being addressed and would be discussed by the Trustee Board in 2025.

Journal business update

The Treasurer reported that Finance Committee had received a detailed presentation from the Publications and Business Strategist summarising journal business performance for 2024 and income for 2025 to date which was going well. He had also provided a report on a recent visit to China and Hong Kong with the Editor-in-Chief of the *Journal of General Virology (JGV)*, Paul Duprex and the Reviews Editor of *JGV*, Nic Locker, which had been useful and had opened up several potential opportunities for future income from Asia.

FC186-03 - Funding from other sources

The Treasurer reported that the Chief Programmes and Partnerships Officer had presented the latest update to raising funds from other sources. He reminded Council that this approach brought together staff and activities across the organisation to focus efforts on driving forward opportunities to secure financial support and to increase income and had made some excellent progress as detailed in the report.

FC186-04 – Update on significant operational matters

The Treasurer reported that the Chief Operations Officer had presented this update which covered HR and Technology matters. He noted that staff turnover remained low and there were no other HR concerns to report. He continued that the main item to report to Council was progress on the tender to replace the Society's CRM supplier. He continued that the process was complete and that the full

details of the process and all of the due diligence that had taken place was included in paper 186-04. He noted that the original indicative cost for replacement was £500k and that the preferred supplier's proposal (from a supplier called BlueLight) was for £377k. He further noted that this £377k figure included additional costs for integration with the Society's website not previously known, and continued that the main reason for this difference related to BlueLight's previous experience working with the Society's website supplier for other clients. The Treasurer also highlighted that the cost estimate had been spread over 2-3 years with the aim of completing some of the work in 2025 to allow the Society to move away from its existing supplier by the end of 2025.

Action 02: Council approved BlueLight as the Society's preferred CRM supplier as set out in paper FC186-04, with costs to be spread over the remainder of 2024, 2025 and 2026.

AOB-01 – Change to bank mandate

Action 03: Council approved the change to the bank mandate to remove Professor Gurdyal Besra as President and signatory on 31 December 2024 and to add Professor Gordon Dougan from 1 January 2025.

FC186-06 and FC186-07 – Annual review of investment performance

The Treasurer reported that at the final meeting of Finance Committee each year, Council members were invited to join the meeting to hear an annual review of the Society's investment performance. He noted that several Council members had joined and had received reports from Giorgio Venosa and Aoife Lagan from the Society's investment advisers, Asset Risk Consultants (ARC) and Matthew Dickens from the Society's investment managers, Evelyn Partners.

He summarised the portfolio performance to the end of October, noting that it had increased by 6.5% and was ahead of CPI+4% target, but that it was slightly behind the peer group, and behind the benchmark. He confirmed that this was because of a lack of exposure to the 'magnificent seven' technology stocks. He noted that the dominance of the technology stocks was starting to wane and that other companies were making some good progress. He noted that November had been a good month for the portfolio and that Evelyn Partners had even had to trim some of the funds during the month because the positive returns took the equity portion over its limit. He continued that the performance of the portfolio over one year, three years and since inception, looked very positive and the investment portfolio was performing well overall.

There were no further questions or comments on the report from the 186 meeting of Finance Committee.

4.2 Collated finance papers

The President drew attention to the fact that the full Finance Committee papers were available on the Council hub for information.

4.3 Critical risk register

The Chief Operations Officer reminded Council that the trustees reviewed the Critical Risk Register twice a year, and that Audit, Risk and Evaluation Committee continued to look at risk in detail at its meetings throughout the year; she further observed that its chair reported annually to the trustees.

She further reminded Council that it had approved the register at its 401 meeting in December 2023 and that earlier in 2024, the Committee chair had suggested a new way of examining risk. Under this system, members of staff responsible for specific areas highlighted on the register were now invited to report to the Committee to discuss how the risk was being managed. The Chief Executive had spoken about income risk in February, the Chief Operations Officer about cybersecurity risk in May and the Chief Communications Officer about reputational risks in September. At its November meeting, the Committee had subsequently reviewed everything that had been raised at these sessions and suggested appropriate edits to the risk register. These were mainly edits to the 'Further risk mitigating processes and their implementation status' column.

Council approved the changes to the Critical Risk Register.

5. President and Chief Executive's business – part 1 (Thursday)

5.1 General business

For the benefit of incoming members, the Chief Executive reminded Council that this section of the agenda included three broad categories of business:

- Matters where Council needed to be informed but which did not justify a detailed paper or which arose too late to circulate a paper in advance,
- Matters where Council had already been informed informally but which should be recorded in the minutes, and
- Matters for which there was a technical need for a decision, but where the decision was uncontroversial or there was no realistic choice.

5.1.1 WeChat

After a one year trial, authorised by Council at its 398 Meeting, it was clear that the Society's presence on WeChat was proving successful. Submissions from mainland China had increased by 25% compared to 2023 and while correlation could not be assumed to be causation, it was also true that a targeted promotion of *Microbial Genomics* from June to August had been followed by an 89% increase in submissions to that title. APC revenue from China in the third quarter of 2024 had been almost double the average of the previous two years. Council agreed that the Society would therefore continue its presence on WeChat.

The Chief Executive thanked the Journals Marketing and Development Lead and the Journals Marketing Intern for their efforts in successfully launching the account.

Action 06: Chief Communications Officer to work with the Journals Marketing and Development Lead to renew the WeChat contract for 2025.

5.1.2 Co-opted members of the Trustee Board

As previously agreed, the advertisement for co-opted trustees had been published as soon as the AGM had approved the changes to the Society's Articles of Association in October. Eleven applications had been received, of which seven appeared strong, coming from candidates with good publishing experience, no substantial commercial conflicts with the Society and a clear understanding of and enthusiasm for the role. These seven would have short first interviews with

senior staff the following week, after which a shortlist would be invited for more in-depth interviews with the Officers and members of the Trustee Board a week later.

5.1.3 Elections to the Trustee Board

The elections to the Trustee Board under the Transitional Provisions adopted at the AGM had resulted in two candidates being elected outright: Alan McNally and Lorena Fernandez-Martinez. Two candidates had tied in third place: Kalai Mathee and Jack Ferguson. Under Transitional Provision 2.4.4, a method had been devised for choosing by lot, which involved both staff and the Officers such that the system was transparent and not open to tampering. The outcome was that Jack Ferguson had been elected.

Under Transitional Provision 2.4.6, the Officers had determined the terms of office of the elected members in order to get to a future steady state of the election of one trustee per year, basing their decision on the number of votes received.

Alan McNally would serve three years, Lorena Fernandez-Martinez would serve two years and Jack Ferguson would serve one year.

5.1.4 Covid-19 Inquiry

Since the last meeting of Council the Society had met with the legal team of Module 9 of the Covid-19 Public Inquiry, had been served with a Rule 9 request for evidence, and had fulfilled the request with a 20,000 word submission.

In addition to the two members of the Society that Council had asked to review the document (Alan McNally and Paul Kellam), Mark Harris had also refereed the final submission. It had been signed off by all three Officers.

The Chief Executive reported that the Inquiry was now in the process of redacting the document, with the matter being handled on behalf of the Society by its lawyers. He reported that the Society was not seeking any redactions but that Deloitte was dealing directly with the Inquiry about the possibility of redacting the names of some of its staff, who had been operating as temporary civil servants in 2020 and who were named in the Society's submission as a result of direct contact with the Society in relation to Test and Trace matters.

The submission had been a major undertaking and Council thanked Charlie Holtum, who had taken responsibility for the work and written what was considered to be a document of which the Society could be proud.

5.1.5 International Committee on the Taxonomy of Viruses

The Chief Executive reminded Council that it made an annual financial contribution to the work of the ICTV, which published valuable content in the *Journal of General Virology*. This was paid via Oxford University and following previous discussions (Minutes of the 403 Meeting, item 4.1.3; Minutes of the 404 Meeting, item 5.1), the ICTV had been informed via its President, who had been in the UK for a JGV editorial board meeting in October, that the Society was willing to continue the financial support but wished to pay it more directly rather than through a large, well-funded institution. The ICTV intended to switch publication of some of its other highly cited content to JGV in recognition of the Society's financial support.

He thanked the Head of Scientific Programmes and the Publishing Editor (Tamanna Khanom) for their efforts on this matter.

5.1.6 Research Excellence Framework

The Chief Executive reported that the Research Excellence Framework would be advertising for panel members the following week. In previous rounds, the panel members had been nominated by “nominating bodies,” of which the Microbiology Society had been one. Four of the Society’s nominations had been successful in the previous round, which meant that various branches of microbiology had been represented.

For the next exercise, panel members would be selected from direct applications with no role for nominating bodies. It would therefore be essential to encourage strong applications from suitable microbiologists to ensure that the discipline was properly represented.

Action 07: Council members to encourage strong applications from suitable microbiologists once the REF advert was open.

5.1.7 Twitter/X and Bluesky

The Chief Executive reiterated that the staff were aware of public discourse about Twitter/X and the suggestion that many scientists were switching to Bluesky as their preferred social media platform. It was not as straightforward for a professional organisation to launch on a new platform as it was for an individual, but the matter remained under consideration. With 80,000 followers, it was certainly not appropriate to stop using Twitter/X.

Action 08: Chief Communications Officer to continue to investigate the feasibility of the Society launching a presence on Bluesky.

5.1.8 Request for funding

Former President Neil Gow had requested £10,000 towards a pilot project to develop a television documentary series about microbes with a production company. Given the current financial circumstances and the fact that such projects had a very low success rate, Council unanimously agreed that on this occasion it would not be possible to support the initiative.

Action 09: Chief Executive to communicate Council’s decision on this matter to former President Neil Gow.

5.1.9 Tony Trinci Award

The Chief Executive reported that he would be liaising with the Chair of the Eukaryotic Division regarding the Society’s representatives on the judging panel for the 2025 Tony Trinci Award and that he had recently agreed with the British Mycological Society a formal Memorandum of Understanding for the initiative, with a clause to review it in five years.

5.2 Annual Staff Survey

The Associate Director of Human Resources joined for this item. The Chief Executive reported that once again the survey had shown extremely positive results, with well over 90% of staff who completed the survey feeling valued, and with “friendly” as the most commonly used word used by staff to describe the working culture. Since 2023, a small but discernible theme had emerged of staff perceiving a level of disorganisation, which had come about because of an unavoidable degree of

uncertainty during a period of difficult changes. It was now essential to return to a relentless focus on delivering the core of the principal goal expressed in the strategy.

He and the Associate Director of HR responded to questions of detail from Council members, and in answer to a request from Justine Rudkin agreed to flag to staff the existence and role of Trade Unions.

He thanked the Staff Forum and in particular its co-Chairs Pippa Nester and Clare Baker for their work and wisdom.

5.3 Fellowship Scheme

The Chief Programmes and Partnerships Officer reminded Council that the review of editorial boards and Divisions in 2023 had suggested that some form of Fellowship scheme might help to attract content to the Society's journal portfolio.

After detailed analysis, it was clear that such a scheme would require considerable resource with no guarantee that sufficient additional content would be forthcoming.

Council agreed that the idea should not be pursued further.

An alternative had been suggested, which was to expand the Honorary Membership category, rename it Distinguished Membership, and remove the element of free membership associated with it.

A variety of views was expressed including the wisdom of allowing a free membership category, the need to engage retired members (noting that a retired member was joining the Members Panel) and the potentially exclusive connotations of the word 'distinguished'.

Council agreed that in view of the various challenges and problems that had been raised, no changes should be made to the Honorary Membership category for the time being.

5.4 Naming of Society grants and prizes

Tina Joshi reminded Council that it had agreed to review the issue of whether or not to name grants and prizes after people and that it had established a working group on the issue under her chairship (Minutes of the 404 Meeting, item 6.2). The group had concluded that with the exception of the Fleming Prize Lecture and the Marjory Stephenson Prize Lecture, which were named after well-known founders of the Society and had long established brands, other names should be dropped.

Council approved this recommendation and the Chief Executive undertook to ensure that the families of those people whose names had previously been used were contacted.

One exception was the Tony Trinci Award, which was relatively new and was awarded in conjunction with another Society, and it was suggested that a review be mandated after a given period. The Chief Executive reminded Council that the arrangements with the British Mycological Society had been formalised with a five year review clause.

The President elect observed that it might in future be advisable to keep the option of naming activities after significant sponsors, and Council agreed that it would always be necessary to

recognise significant sponsorship (which is different for tax purposes than other forms of financial support).

In response to questions about donations from sources with potential reputational consequences, the Chief Executive reminded Council of the judgement in the landmark charity law case *Harris v the Church Commissioners*, which stated that “trustees may not make moral statements at the expense of the charity”.

Action 10: Chief Programmes and Partnerships Officer and Chief Operations Officer to ensure that the name changes were implemented.

6. President and Chief Executive’s business – part 2 (Friday)

6.1 Appointed positions and related matters

The Chief Executive reported the positions that would need to be filled during 2025, listed in Paper 405-08.

These included the next General Secretary and Treasurer-Elect. A panel would be convened by the General Secretary (but chaired by the Treasurer during its deliberations about the next General Secretary). In years when other Officers were being selected, the President was invited to join the panel as a non-voting member.

Council noted that some sections of the membership tended to be underrepresented in the leadership of the organisation, including virologists and those based in Ireland. Every effort should be made to ensure that the applications for posts across the governance structure reflected the diversity of the pool from which they were drawn.

Council approved the recommendation to extend the term of the current Chair of the Audit, Risk and Evaluation Committee by one year.

Council approved the recommendation of the Appointments Panel to appoint Matthew Diggle as Deputy Editor-in-Chief of the *Journal of Medical Microbiology*, and confirmed its previous decision to appoint Tina Joshi as co-Editor-in-Chief of the same title.

Council noted that the name of the FIS Chair would need to change to reflect the fact that the Society was no longer a main organiser of the FIS Conference while it remained keen to engage the infection science community.

6.2 General Secretary’s Group Annual Report

The General Secretary presented the Annual Report of Committee Business, the last time the General Secretary’s Group would meet under the new governance arrangements.

She observed that the Committees were highly engaged and keen to ensure the Society supported the microbiology community, but that a level of realism about current financial circumstances would be needed.

The Committees had heard about a large number of successful projects and outcomes during the year.

She reiterated the cross-cutting themes that had emerged from the Committees, namely:

- The need to update the salary cap for concessionary membership
- The possibility of renaming the Members Panel and the Sustainability Committee
- The need to engage wide communities to attract content for the journal portfolio
- The need for improvements and enhancements to the Early Career co-chairing scheme, and other Early Career opportunities
- The need for clear communication about changes to Annual Conference, including the delegate rates, which Council had introduced to ensure the event was sustainable.

The General Secretary recommended to Council that the International Development Fund grant should be discontinued because it received very few applications and was unaffordable, particularly given that all the Society's grants were international.

A variety of views was expressed, including repeated observations that staff resource was limited, headcount discipline was essential in the current circumstances, and that scarce resource would need to be found for any additional work. Council agreed to discontinue the scheme, while ensuring that the language used to promote and explain the other grants was sufficiently clear about their international remit.

Action 12: Chief Operations Officer and Chief Programmes and Partnerships Officer to ensure that the International Development Fund grant was closed and to implement the additional changes to the other schemes.

6.3 Governance Diversity Review Group recommendations

The General Secretary presented the recommendations of the Governance Diversity Review Group, set out in Paper 405-10.

The group had reviewed the impact of the various changes that Council had made to the elections and nominations processes in order to increase the representativeness and inclusivity of the governance structure. It had been difficult to evaluate the effect of any one change because several had been made at the same time, but there was general agreement that the number and diversity of applications had improved and the outcomes had been more diverse and inclusive than in previous years. However, there had been some complaints and discomfort, particularly to do with the anonymisation of candidates and the length of the statements that voters had to read.

The decision before Council was how to balance the views of those who felt that anonymisation prevented elections from becoming name-recognition exercises with those who felt that it was unusual and difficult to vote when the electorate did not know who the candidates were. The review group had been clear that a triage process was essential but had not been able to come to a firm conclusion about whether to anonymise the triage and then reveal names for the election (presented as Option 1) or to have names revealed at the triage stage and then anonymised at the point of election (Option 2).

A wide variety of views was expressed, with particular attention on the following points:

- The need for redactions to be consistent to prevent variation in the ease of identifying anonymised statements
- Divergent views about whether elections should be abandoned in favour of appointments in order to guarantee diverse outcomes (noting that the majority of Council was already appointed) versus the necessity of the membership having a stake in the governance of its own Society
- The possibility of setting quotas for different characteristics, and
- The need for the system to be practicable and straightforward for voting members to operate.

Taking all views into account, and noting that Article 19.3.1 stated that “the procedure for nominations and elections shall be agreed by the General Secretary and may without limitation include selection by a nomination panel,” Council agreed that, although some of its members did not agree, there was a majority in favour of asking the General Secretary to implement a version of Option 2, having regard to the points raised by Council members.

Action 13: Chief Operations Officer to work with the General Secretary to implement the recommendations for the 2025 round of elections and appointments.

6.4 Nominations for Honorary Membership

The Chief Executive reported that no nominations had been received for Council to consider.

6.5 Draft 2024 Annual General Meeting Minutes

Council had no amendments or alterations to the draft minutes, which would therefore be presented to the next Annual General Meeting unamended.

6.6 FEMS Update from the 2024 Annual Meeting

Council noted the report of the Society’s Delegate to FEMS, Professor Dave Kelly, and welcomed the news that former General Secretary Evelyn Doyle had been elected to FEMS Council.

Nigel Brown noted that FEMS was seeking nominations for its Early Career Researcher Award, and it was agreed that the Society should consider encouraging nominations of unsuccessful candidates for the Fleming Prize Lecture.

The Chief Executive reported that the Society was in discussion with FEMS about including a session based on the Knocking Out AMR project in the programme for FEMS Congress 2025.

Council agreed that members of the Society should be encouraged to apply for FEMS grants, which were available to all members in appropriate categories, noting that time needed to be included in the process for the FEMS delegate to review and support the application before the deadline.

6.7 Composition of the Governance Structure

Council noted the composition of the structure set out in Paper 405-13, and that in future the information would be made available but not provided as a separate paper for every meeting.

Kalai Mathee questioned why so many people needed to be involved in the governance structure and suggested that some parts, including the Members Panel and Divisions, should be smaller. Council noted that the composition of Divisions was reviewed by the Chairs every year and that the Members Panel was in any case reviewing its own working practices after its first cycle of three years, including the possibility of changing its name.

Sheila Patrick noted that the paper did not include the name of the Society's delegate to the International Committee on the Systematics of Prokaryotes, which it had previously been agreed that it should. The Chief Executive apologised and undertook to ensure that the information provided in future would include the name of the ICSP delegate.

Action 14: Chief Operations Officer to ensure that the name of the ICSP delegate is included on future versions of the governance composition.

6.8 Membership report

The Chief Programmes and Partnerships Officer presented the Membership Report in Paper 405-14, drawing particular attention to attempts to ensure that the Champions Scheme was used more strategically by targeting priority countries and focusing on activities relevant to the Knocking Out AMR project.

Council approved the list of new members of the Society.

7. Committee Business

7.1 Impact and Influence

Council noted the minutes of the Impact and Influence Committee from October 2024.

7.2 Sustainability

Council noted the minutes of the Sustainability Committee from October 2024.

7.3 Members Panel

Council noted the minutes of the Members Panel from September 2024.

7.4 Building Communities

Council noted the minutes of the Building Communities Committee from October 2024.

7.5 Early Career Forum Executive Committee

Council noted the minutes of the Early Career Forum Executive Committee from September 2024.

8. Any Other Business

The President thanked the following retiring members from their service on Council: Nigel Brown, Dave Clarke, Tina Joshi, Sarah Hooper, Paul Hoskisson and Jo Kite.

The General Secretary thanked the retiring President for his service and leadership, particularly for being such an accessible President to all the membership.

There being no further business, the meeting closed at 10.35am on Friday 6 December 2024.