

BRITISH INSTITUTE OF VERBATIM REPORTERS

135th ANNUAL GENERAL MEETING

held at

Kents Hill Park Training and Conference Centre
Timbold Drive, Kents Hill Park, Milton Keynes
Buckinghamshire, MK7 6BZ

on

Saturday 9th September 2017

MEMBERS PRESENT:

LEAH WILLERSDORF
VICTORIA DAVIES
FRANCES DOBSON
SHELLEY DUTTON
RACHEL LLOYD
MARY SORENE
JEAN GOUGH
GEORGINA FORD
MIRIAM WEISINGER
NICOLE HARRISON
KAREN YOUNG
SUSAN HUMPHRIES
SHERYLL HOLLEY
NEIL HOLLEY - IT Tech
BETHAN HOLLEY
CARRYL SORENE
CINDY WU
JACOB SMITH
JOHN GOWER
DAVID ERDOS
MARY KRELLE
NATALIE BRACKEN
SUSAN McINTYRE
MIRELLA FOX
RICHARD WARD
ORLA PEARSON

Remote

WENDY OSMOND
KATH SYKES
SUMANTH NAYAK
IAN DAWSON

Welcome and introductions

MIRIAM WEISINGER: Leah has asked me to open the meeting this afternoon and I would ask you all to stand for one minute in memory of Betty Willett, past President.

[A minute's silence in remembrance of Betty Willett]

MIRIAM WEISINGER: Thank you all. Leah has asked me to say a few words about Betty Willett, which I will do now. I think it is pretty safe to say the majority of us here knew Betty, whether in person or by name. That in itself speaks volumes

about the person she was and the person who remains in our hearts. Betty Willett. What do those two words conjure up in your head? The Chief Examiner who was going to mark your exam; a champion for speech-to-text reporting; an advocate for our profession; a woman who spoke wonderful tales of her career, but, more than all that, a woman who was always ready, willing and able to lend a hand, give advice and tell you exactly what she thought. Betty was a witty woman and a stalwart of our profession and we were oh so lucky to be able to have the benefit of her knowledge, experience and expertise in anything and everything to do with anything shorthand related. I have no doubt you have all read our tribute to Betty in the newsletter which went out not long after her passing on 1 February. Betty was a champion of all things related to our profession. She was one of a kind and I know I am not alone when I say that she is dearly, dearly missed.

The Betty Willett Award

Today we present the inaugural award posthumously to the lady herself through Amanda and Callie. Amanda is Betty's daughter and Callie is her granddaughter. We will have a discussion later in the AGM as to what you think it should be awarded for in the future but, without further ado, please give a warm BIVR welcome to Amanda and Callie to accept the award. (Applause)

AMANDA WILLETT: I am absolutely honoured to be picking this up on mum's behalf, as is little Callie, who is mum's granddaughter. Thank you, all of you, for the many messages of support we had after mum died, through Facebook and other means. Yes, she was an inspiration. Thank you very much. (Applause)

THE PRESIDENT: Thank you, Miriam. Welcome to each and every one of you to this 135th Annual General Meeting of BIVR. Everybody has received the Minutes from the last meeting so we need to read out the Notice. Just before you do, Mary Krelle is taking the note this year as well as attempting her membership test. We also have two students over in the corner, who are taking a practice note. During discussions, could you speak up, announce yourself and speak slowly, which I will try to do. Mary will now read the Notice to open the meeting

(THE SECRETARY DULY READ THE NOTICE OF MEETING)

THE PRESIDENT: Thank you, Mary. Now could we have the apologies for absence?

THE SECRETARY: Lindsay Bickers, Margaret Beaumont, Áine Aughney-MacDonald, Amanda Bavin, Ann Lloyd, Alan Bell, Carol Evans, Joan Webb, Julie Whitaker - I did have Katherine Sykes but I believe she is Skyping in - Pauline Miller, Rita Fox, Sandra Evans, Alicia Pierre, Christine Lawton, Robyn Nott, Neil Scott, Stephanie Stamp, Deirdre O'Malley, Helen Davies, Ian Dawson - who I now believe is Skyping in - Jean Lukins, Ian Roberts, Helen Edwards, Cheryl Slater and Sarah Edwards. That is all the names that I had up to last night. Members may add any more.

NICOLE HARRISON: Sharon Golder called me and said she is not making it. I do not think she is on Skype.

THE SECRETARY: Miriam, did you have some?

MIRIAM WEISINGER: Rebekah Lamplough and Sandie Khan.

THE SECRETARY: Do other members have any? (No response)

THE PRESIDENT: Just for the record, and so you know who is on Skype, we have: Sumanth Nayak, Wendy Osmond, Ian Dawson and Kath Sykes.

Minutes of the last meeting have already been circulated. I think, Mary, there are spare copies if anybody wants one. Does anybody have any issues to raise on the last Minutes?

THE SECRETARY: They have been on the BIVR website since November.

THE PRESIDENT: No?

SUSAN HUMPHRIES: Can I raise a matter later?

THE PRESIDENT: Yes, I think so.

SUSAN HUMPHRIES: It is about the editors' section.

THE PRESIDENT: Do we do that now?

THE SECRETARY: Is it relating to the Minutes of last year?

SUSAN HUMPHRIES: I suppose it arises out of.

MIRIAM WEISINGER: So it is matters arising then.

THE SECRETARY: Can we agree these Minutes and sign them?

[Minutes signed]

The President's Address

THE PRESIDENT: Now my address and I will go slow - or I will try. I shall keep this brief as we have a lot to get through.

Thank you all for coming to this AGM which we have entitled: "The Future is Bright; the Future is BIVR", and we welcome some non-members too. We know that life is busy and so we really do appreciate you taking a Saturday out to come and join us today. What a year it's been. Since we were here at this venue last, the biggest thing on our agenda was organising the BIVR Awareness Weekend. It came around pretty fast and was over and done with just as quick. By far the most successful day, in my opinion, was the "Presentations, Popcorn & Prosecco" event on the

Saturday. There was standing room only and we had some fantastic presentations on a variety of topics, which left us feeling inspired and motivated, particularly after the last presentation of the day. We videoed most of the presentations, much like we are doing today, and we hope to be able to eventually upload them on to the Members Only area of the website. Again, even though he is not here, we would like to thank Andrew Howell for his superb captioning of the whole day and for taking down the entirety of the court reporting film we showed, including the snippet for the *Guinness Book of Records* dictation which sounded like 400 words per minute. Bravo to Andrew.

It was quite a feat that day to get quite a number of the agencies in one room at the same time. That is probably what has prompted us to have this discussion we have scheduled for the last part of today about rates. While I am on that point, I should point out that that discussion is for BIVR members only, so for those who are not members, we are sorry to say that your day here shall end at around 5 pm, but, by all means, do stay and join us in the bar for a drink - which we shall be having!

Unfortunately, the London Expo at the beautiful Law Society was not as successful as we had hoped. The footfall through the door was a bit dismal. We have come away from the entire weekend having learned a few lessons of what not to do and that can only be a good thing. BIVR is new to this type of thing and, whilst mistakes may be inevitable, we feel we have some good ideas looking towards the next one, which, I hasten to add, will not be this coming year.

We had people from all over and they thoroughly enjoyed themselves and said they would definitely come to the next one. A common comment from a lot of our non-British attendees was that they were a little disappointed to have not met more of our members, and it was a little disheartening, but we made it through with smiles on our faces and, more importantly, having put smiles on everybody else's faces.

You will have seen from the resolutions that we have gone through the Mem & Arts with a fine-tooth comb to bring them in line with the 21st century. At the end of August, your Council was holed up in a hotel near Heathrow for an entire weekend working our way through the Mem & Arts. We also began looking at examination criteria. Writing the syllabi for the membership exam is no small task and it is one that will take some time. You can rest assured we are working hard behind the scenes to have this completed as soon as we can. It is all a work in progress but we want to include you in it. To that end, we are looking to set up a working group to look at the theory questions we are proposing to set since there will be both a practical and theory aspect to the exams. This work is at the top of our current agenda. It is work which we can put all our focus on seeing as there is no event to organise this coming year. We need to get these syllabi written as soon as possible because without them we cannot really go out on so-called recruitment drives unless we have the examination procedures set in place. I would love for us to take BIVR (with our beautiful blue tablecloths) to schools and career days and to legal and professional trade shows. We have worked hard to put BIVR on the map and I think

we are doing a pretty good job, but we must not stop. We have to let the world know we are here and that we are this country's professional body for all things verbatim reporting. So you see the future is bright and the future is BIVR!

Before I finish, I would just like to thank all the Council for their work this year. We have had four new Council members in the last six months: Miriam Weisinger, to my right, who is also now Chief Examiner; Susan McIntyre, Orla Pearson and Alan Bell, who were co-opted around the beginning of August. We welcome you all and we also say goodbye to Nicola Dutton on the Council. Thank you for serving, Nicola, and we look forward to your continued contribution as a member.

With that, I will stop my waffle and ask if anybody has any comments or questions? I did not even cry!

JEAN GOUGH: On the BIVR Awareness Weekend, on the Monday, there was the Expo. You say that it was a disappointing day. If you have something similar again, can you think of what you might do differently?

THE PRESIDENT: Yes, people also gave us feedback. After that Monday, I had emailed all the exhibitors and asked what their feedback was and I think it was a member, John Larking, who suggested a different time of year. Really we needed more lawyers and professionals there rather than just our members, for us to network. We have also thought that maybe next time to have the presentations and exhibition on the same day and just have longer breaks in between presentations so that people can walk around. We would probably get more people there for that. It is the time of year thing as well.

JEAN GOUGH: That sounds like a very good idea, actually, because I came along on the Monday just in the morning but it did seem a very long day, to be honest. I was only there for part of the day but maybe people just thought they could come at any time, so the whole day was too spread out.

THE PRESIDENT: We could probably mix it in with something else next time and get more lawyers and judges, even if they just pop in at lunchtime.

VICTORIA DAVIES: From the members' point of view, can I thank the Committee for the whole BAW Week, especially the Saturday presentations. If anyone has not seen them, I would really recommend going on the website. There were some absolutely fantastic speakers, one in particular about "know your worth". I would also like to commend Andrew for doing captioning to what must be the worst audience there is. (Applause)

FRANCES DOBSON: Could I suggest a presence at court open days as well. All courts do an open day. It is not just transcripts that the courts order; sometimes people want to see what we do and they use us for other things. It might be in a foyer and it does not cost anything for the venue.

THE PRESIDENT: That is what we want to do; get out there. I go on about these

tablecloths, don't I, Mary? Mary has one and I have one. We want to get out there to trade shows as well; anything that we can find.

FRANCES DOBSON: I like the idea of the schools as well.

THE PRESIDENT: And career days and things. Is there a website we can find for those court open days?

FRANCES DOBSON: I think the MoJ do publish it. They involve all the agencies and they are all showing off.

THE PRESIDENT: So they all go?

FRANCES DOBSON: Yes.

THE PRESIDENT: Then we need to be there if they are there. Anything else? Any other comments? I think we move on to the Treasurer's Report.

[Microphones adjusted to allow Skype participants to hear]

FRANCES DOBSON: Can you hear me? I was suggesting that BIVR do court open days as well because that is a captive audience and we can demonstrate what we do.

THE PRESIDENT: Frances has recommended that BIVR try to get a presence at the court open days that happen. Every court has an open day.

Mary, shall we go to the Treasurer's Report?

Treasurer's Report

THE SECRETARY: This was sent out with the Notice. I have a few copies here. I know, Jean, you wanted a copy. (Copies of Treasurer's Report handed round) (After conferring with the President) Are there any questions? Probably lots. Jean? You will have to speak up because I am also hard of hearing these days.

JEAN GOUGH: It is just a general question without necessarily having studied the accounts. With the BIVR Awareness Week that we have had this year - and last year but particularly this year - we had a number of delegates and speakers from the States. I just wondered if they were paid to come and give a presentation or did we cover their expenses?

THE PRESIDENT: They were not paid to give a presentation, but for anybody who presented we paid for their lunch. For that day for non-members it was £100 and for members it was £80.

THE SECRETARY: And students were £60 or £65.

THE PRESIDENT: Nobody was paid other than for their lunch, which we paid for. We had a daily delegate rate.

JEAN GOUGH: I was slightly concerned because we had people coming over from America and I did not know if we paid for the speakers.

THE PRESIDENT: A very sensible question, Jean.

JEAN GOUGH: It is simply because I noticed there had been a loss in the last couple of years, so I was slightly concerned that a lot had been spent on that. It was a very good day; certainly the Saturday was quite inspiring. I just wanted to check.

THE PRESIDENT: And getting all these agencies in the one room.

FRANCES DOBSON: Following on from that question, when you went to America, did any of that come out of BIVR's funds?

THE PRESIDENT: I think I paid for the Firm Owners. BIVR paid half and I paid half for the table out of my own money.

THE SECRETARY: Leah was representing BIVR there. She was not representing herself. BIVR was the firm.

FRANCES DOBSON: Who paid for the flights and hotel?

THE PRESIDENT: That was paid for by me.

THE SECRETARY: You will see that of course in next year's accounts because these are always a year behind. As Jean said, we made a slight loss; we expended just a little more money on the BAW this year than we received in.

THE PRESIDENT: For the next BAW, if we have one, which hopefully we will, it will have to be a whole different format; not four days, probably just two. Any other questions?

THE SECRETARY: Next, are the Report & Accounts adopted? Could we have a proposer?

Proposed by: Frances Dobson
Seconded by: Nicole Harrison

(Agreed on a show of hands)

Special Resolutions

THE PRESIDENT: Then we go to the Special Resolutions. These can be done globally on a show of hands or by ballot. Is everyone happy to do it by a show of hands or would you prefer a ballot? I would point out that we do not have official

slips other than for the vote on the President. Is everybody okay with hands or do you want a ballot? We might have to vote on hands or ballot.

VICTORIA DAVIES: Is that by hands or ballot?

THE SECRETARY: Those in favour of just raising your hand to agree. (Show of hands)

THE PRESIDENT: Now we are moving on to the Special Resolutions.

THE SECRETARY: First, "To consider and if thought fit, to pass a Special Resolution regarding changing the Memorandum & Articles of Association to not only update it for the 21st century so that it is gender neutral but to regularise the position regarding membership categories of accreditation by having designatory letters", and we give an example of F/MBIVR; (ASTTR); (AVR); (ATT) and (AEd).

The document included in the Notice, which I will have to find, included an explanation that from the renewal in January these accreditation designations will be applied to your practice certificate. We are not asking that you resit at your current level of competence but you may wish to add to it by taking the scopist/editor examination or audio transcriber examination.

3. As discussed at the 2016 AGM, the associate membership is no longer being offered and, in accordance with our rules and as expressed by the membership last year, the position should be regularised so that those associates who have not updated their associate membership by the AGM in 2019 - that will be three years from last year - will cease to have membership of BIVR. This does not take away the associateship that most members attained prior to upgrading to full membership but in those cases associateship was superseded by membership or fellowship.

Then the next one was to do with the increase in fees. I will not do that until a little later. That was a little by the bye. I have it here in printed form. While we welcome input from everyone, it is only members who may vote. Who would like a copy? I have copies of the current one. Again, this is on our website. Does anybody else want a copy of the current ones, because this one is showing in red the amendments proposed? (Copies handed round)

VICTORIA DAVIES: Can we have one here, please?

[KATH SYKES]: Could Mary please explain the sample categories of designatory letters and also further clarify Special Resolution No. 2.

THE PRESIDENT: To answer your question, Kath, we have the F/MBIVR, which is either Fellow of the British Institute of Verbatim Reporters or Member of, and then after that people would have in brackets "Accredited Speech-To-Text Reporter", "Accredited Verbatim Reporter", "Accredited Tape Transcriber", "Accredited Editor", which is a scopist.

FRANCES DOBSON: What about proof-readers?

THE PRESIDENT: That is a whole different thing.

NATALIE BRACKEN: It is just that all the different categories and everything, the ASTTR, I am slightly concerned that it might be confused with AVSTTR. When I first looked at it, I read it as AVSTTR. Could it not be STTR(A) instead?

THE PRESIDENT: "Speech-To-Text Reporter (Accredited)"?

NATALIE BRACKEN: Yes.

VICTORIA DAVIES: Can I add something please, President? Can I agree with Natalie's point about AVSTTR, but also AVR: if I was an outsider and someone was AVR, it would mean nothing to me. I would think of "Audio Visual something or other". I am not sure it says what it is.

THE PRESIDENT: You think ACR is better for "Accredited Court Reporter"?

NATALIE BRACKEN: What was the reasoning behind wanting to categorise everything so specifically?

THE PRESIDENT: Because if we are adding these two new things - tape transcribers and editors - then all the categories have to be formalised.

GEORGINA FORD: There is a concern about people who are not court reporters but who work as scopists being called "court reporters". By specifying the level of membership, that evens it out, so they are not court reporters like machine reporters; they are editors. It just clarifies it. Some people raised concerns about everybody being called a court reporter.

NATALIE BRACKEN: Could you not have E/BIVR and then everybody else M/BIVR? Is that not simpler?

MIRIAM WEISINGER: There is only going to be one exam. Nobody nowadays is going to take a fellowship exam, I do not think. Maybe in the future, when we are all forgotten about, people will then take the Institute further forward and people will start sitting the fellowship exam again. I do not know when the last fellowship exam was; not in my time. People will take membership exams. How are they going to take their membership exams? What are they taking their exam in? They have to do an exam in some form or another to become a member.

VICTORIA DAVIES: I agree with the categorisations; I am not sure I agree with the terms.

MIRIAM WEISINGER: If we just said you are a verbatim reporter, we do not work in court any more. We do not do court reporting as such normally. We do verbatim reporting in very different fields sometimes. We could still be called court reporters.

It is fine. People ask me what I do and I say I am a stenographer. They say, "You look at X-rays, do you?" I say, "No, that's a sonographer; I'm a stenographer". "Do you use one of those funny machines then?" "No, I write shorthand. You can also call me a court reporter" "What's that then, do you go into court?" "No, I used to go into court. I go into other hearings". You can call me a verbatim reporter then. It does not matter. It is all the same thing. We have got to have some way of designating it. Court reporter is fine.

VICTORIA DAVIES: Court reporter is more international.

MIRIAM WEISINGER: That is fine, yes.

JEAN GOUGH: This demonstrates that using just the initials is getting too complicated. I am a Member of BIVR with a capital letter and the other descriptions that you have chosen, although I do agree with what Natalie said - as soon as I saw ASTTR, I had to do a double-take. I thought, "What does this stand for?" The initials are too complicated. You really have to think too hard. They will not mean anything to somebody who does not know what we are talking about. I think it needs to be spelt out, so "Jean Gough, Member".

THE PRESIDENT: Put it in full in brackets and that takes away from seeing AVSTTR when it is not the "V".

JEAN GOUGH: I do not have a problem with the other descriptions. I can see what has happened, but spelling it out will mean everybody knows exactly what somebody does.

FRANCES DOBSON: I just think that we are putting STTR as a type of work and nobody else's type of work is considered. If you do depositions, that is completely different from STTR, but you are excluded.

VICTORIA DAVIES: That is verbatim reporting.

THE PRESIDENT: No you are not because you are an ACR or AVR.

FRANCES DOBSON: I am trying to get my head round it. If you come in as an AVR, can you become a member of BIVR after that?

VICTORIA DAVIES: You are.

FRANCES DOBSON: "A" stands for "Accredited". I am still thinking "Associate".

THE PRESIDENT: Associate has gone.

FRANCES DOBSON: For those in the know.

THE PRESIDENT: It will be from three years after last year.

VICTORIA DAVIES: What is the difference between a captioner and a speech-to-text reporter?

THE PRESIDENT: I would not have thought anything.

VICTORIA DAVIES: Can we be a captioner in BIVR?

SUSAN MCINTYRE: It is more of a TV broadcast captioner to my mind.

FRANCES DOBSON: That is another kind of work, broadcast.

VICTORIA DAVIES: CART.

FRANCES DOBSON: Do you mean broadcast or do you mean web? Do you mean in the classroom doing captions? It is different.

THE PRESIDENT: It is all speech-to-text.

MIRIAM WEISINGER: I was going to say exactly what Leah said.

THE PRESIDENT: It is all speech-to-text.

VICTORIA DAVIES: I am thinking of something different so it does not read AVSTTR.

MIRIAM WEISINGER: Let's put it in full. You are an Accredited Speech-to-Text Reporter. You have done your exam as a speech-to-text reporter; you have not produced a final transcript to produce to a client, which a speech-to-text reporter does not do.

NATALIE BRACKEN: Are you talking about the NRCPD registration?

MIRIAM WEISINGER: It is nothing to do with that. We are an examining body.

NATALIE BRACKEN: This is a new thing that is coming in?

VICTORIA DAVIES: I do court reporting and speech-to-text.

MIRIAM WEISINGER: And you are a member of BIVR. You do not have to sit your membership exam. It is to try and build the membership of BIVR. We need new members.

VICTORIA DAVIES: After my name do I get "AVR ASTTR?"

MIRIAM WEISINGER: Or in full "Accredited Verbatim Reporter" and "Accredited Speech-To-Text Reporter". Somebody now training who does an exam in a year's time or two years' time will do their exam in the field of their work. If they are a speech-to-text reporter, they will do an exam through BIVR in speech-to-text

reporting and be an accredited speech-to-text reporter. If after the scoping sessions today, people want to train to become an editor, not inputting, you would do an exam as an accredited editor. You have become a member of BIVR, but your exam would be as an editor and you would then become an accredited editor. We need new members for the future because we are all getting older.

[IAN DAWSON]: Is the difference that one group writes shorthand/steno and provides the transcript afterwards (i.e. court reporting, depositions etc.) whereas someone else is accredited to provide realtime?

THE PRESIDENT: No.

MIRIAM WEISINGER: No.

NICOLE HARRISON: The difference is one is going back into court reporting. Anyone new coming in will study to be a court reporter to do depositions and arbitrations or they will come in to be a speech-to-text reporter. If you want to do both, you take both the tests and that is when you get the letters behind your name. If you want to go in, as someone has asked, saying, "I don't want to write any more; I want to just scope", you take that test to scope, so you can have that behind your name. When someone else, say Leah, is looking for a scopist; she can go on to the BIVR website and say, "You're an accredited scopist; I'll use you". It is building our body of people again with new people coming in who have the right things and knowing what they actually do. Because people are going in certain places and they are not able to do that work, but they can do something else, and that is why we are separating everything out.

NATALIE BRACKEN: You have kind of said what I was about to ask: basically is it for designations on the website? I am still an MBIVR but then on the website it will say whatever, all these things, and I can also use those on my cards or things like that?

THE PRESIDENT: Yes, you do not have to take an exam unless you want, as Nicole said, to start scoping.

[KATH SYKES]: I thought we agreed last year that editors and tape transcribers would be described as 'Friends of BIVR'. No.

NATALIE BRACKEN: That was international people.

THE PRESIDENT: That was for international. Just while we are on that, that has been parked until someone approaches us. We have enough to do. We thought we would park that until someone asks. The tape transcribers and editors - I have answered that.

JEAN GOUGH: I see what Ian was saying. He said the difference is between somebody who is doing court reporting and somebody who is writing realtime. Yes, at the moment, a speech-to-text reporter needs to write real time whereas the

current membership exam is for a verbatim reporter and is not a realtime exam. It is producing a transcript that is fit for purpose for the client.

THE PRESIDENT: Sorry to interrupt, do you mean the QRR when you say that or the court reporter part?

JEAN GOUGH: Somebody who provides speech-to-text for communication support needs to be writing realtime. The add-on is the QRR. For somebody to be an accredited verbatim reporter, at the moment there is no requirement for them to be writing realtime as long as they produce a transcript. I see what Ian was saying. That was what he was getting at.

THE PRESIDENT: Thank you for that clarification. There you go, Ian.

FRANCES DOBSON: I said no to Ian because he said "steno". Of course you can be a member of BIVR without being a stenographer.

THE PRESIDENT: He had shorthand/steno.

FRANCES DOBSON: I do not like it that it must be steno because there are pen writers and Palan writers.

THE PRESIDENT: He did say both.

FRANCES DOBSON: I do not think that steno comes into it. Where you have "stenographers" all over this I would take that out and say shorthand.

THE PRESIDENT: If you look at it in the dictionary, stenography is shorthand and typing.

FRANCES DOBSON: Shorthand writing is shorthand.

THE PRESIDENT: That is what stenography is. It has not got a capital "S". It is not Stenograph.

NICOLA DUTTON: Is that relevant to the discussion?

SHELLEY DUTTON: Yes, it is relevant. She is raising something that is being said in the document. It is relevant.

THE PRESIDENT: That is what we have got there. If you look, Frances, at the Memorandum of Association, paragraph 3A.

[WENDY OSMOND]: How is status decided of existing members though, i.e. which categories we can claim to be in?

[IAN DAWSON]: So, it's basically transcript vs. realtime output rather than specifying what field they're in?

FRANCES DOBSON: They would have to write it. It is not just a transcript. They have to write it.

THE PRESIDENT: Back to this point about the word "stenography", we have in brackets "... (encompassing all forms of machine and pen shorthand) and verbatim reporting". Do you see what I mean?

FRANCES DOBSON: I am with you.

THE PRESIDENT: We could have also put Palan – no disrespect ladies - noses out of joint.

GEORGINA FORD: I suggested the use of "stenography" to cover all of us.

VICTORIA DAVIES: I have the dictionary definition of "stenography" if that would help: "The action or process of writing in shorthand and transcribing the shorthand on a typewriter".

MIRIAM WEISINGER: It is the profession.

FRANCES DOBSON: So understanding that it is the machine ---

VICTORIA DAVIES: It is a small "s".

THE PRESIDENT: That is why we have that in brackets. That is not going anywhere because that shows you exactly what it is.

NATALIE BRACKEN: I do not know. I am just a bit confused about this "A" letter at the beginning of everything with the "Accredited" because if we are a member of BIVR ---

MIRIAM WEISINGER: It shows you have done your exam.

NATALIE BRACKEN: Does it not anyway?

MIRIAM WEISINGER: No.

NATALIE BRACKEN: I should not be calling myself a "QRR" if I have not done the exam.

MIRIAM WEISINGER: This is going forward for the future. It is trying to move the profession into the 21st century so the profession does not die, and remains a profession.

NATALIE BRACKEN: You do not have to shout.

MIRIAM WEISINGER: I am not shouting; I am making sure everybody can hear.

NICOLE HARRISON: There are conversations going on that I cannot hear so I am sure people on Skype cannot hear either.

[KATH SYKES]: Please stop shouting!

JEAN GOUGH: Can I just say, Natalie, you are concerned that you are going to have a different job title and from what I can understand that is not the case. You are a BIVR-accredited reporter, I think, are you?

NATALIE BRACKEN: Yes.

JEAN GOUGH: You are also an NRCPSD-registered speech-to-text reporter. That is not going to change. I am an accredited court reporter and also a realtime reporter because I took the QRR. That is not going to change, as far as I can understand.

THE PRESIDENT: You can have all of those after your name. Your email signature will be this long!

JEAN GOUGH: We are not going to have to take exams.

NATALIE BRACKEN: It is not that. It is just the amount of letters. Do you know what I mean?

MIRIAM WEISINGER: We are going to write it all in full instead. It is going to be in full "Accredited Speech-To-Text Reporter".

NICOLE HARRISON: Then there is no question.

VICTORIA DAVIES: Did we not always used to be accredited? You always aimed to do your accreditation.

THE PRESIDENT: This is also taking into account these two new areas going forward.

SHELLEY DUTTON: As a pen writer and a member, if I want to do transcripts, have I got to take another exam to have that under my belt?

THE PRESIDENT: No.

SHELLEY DUTTON: My other point is: have we voted on this? Have I missed out on the vote allowing new people in? Is that somewhere in here later?

THE SECRETARY: It is in here later.

SHELLEY DUTTON: I am on the wrong point, thank you very much.

THE PRESIDENT: It is in here. Nice one, Mary. I was going to go on and on.

Where have we got to then? We are happy with it or we want it in full?

VICTORIA DAVIES: In full, sorry, I think in full.

THE SECRETARY: Can I just clarify the ASTTR is now STTR(A)? Was that effectively agreed?

NATALIE BRACKEN: It was a suggestion.

THE PRESIDENT: If you do it for one, you are going to have to do it for all of them.

NICOLE HARRISON: If you want to look uniform, you need to have everything looking the same. If "Accredited" is at the beginning, it should be at the beginning of everyone's so we look professional.

THE PRESIDENT: Drop the "A".

VICTORIA DAVIES: I think it should be written out and just include it.

NICOLE HARRISON: I think it should stay the same written out and included.

THE PRESIDENT: What about STTR (Accr)? What if we take away the "A"?

NATALIE BRACKEN: Exactly.

THE SECRETARY: Then we take away the "A" for everybody.

NATALIE BRACKEN: That is what I was trying to say before.

ORLA PEARSON: Can we vote on the choices?

FRANCES DOBSON: Could I raise another point about these accreditations? There is NRCPD and they are going for the national occupational standards for speech-to-text reporters, are they not? Are we competing with that or not?

THE PRESIDENT: We are not with them.

FRANCES DOBSON: So we are not setting a national occupational standard?

THE PRESIDENT: Not as far as I know.

NICOLE HARRISON: If they want to come on board, they can get in touch.

NATALIE BRACKEN: What is the accreditation going to be for somebody new? You are saying it is for the future; shouting at me.

THE PRESIDENT: It is the syllabi.

NATALIE BRACKEN: You have a syllabus? You are going to write one, draw one up? Like Frances says, will it run alongside the NRCPD so you choose one or the other?

NICOLE HARRISON: NRCPD says you have to be BIVR-qualified.

NATALIE BRACKEN: No, they do not. I did not think they did any more.

FRANCES DOBSON: I think you are right.

NICOLE HARRISON: Jean, do you know if you have to be a BIVR member?

FRANCES DOBSON: You have to have one element.

NATALIE BRACKEN: To be qualified, but you do not have to carry on your membership. You do not have to the year after. I asked this before. You have to get on the register but after that you do not have to be a BIVR member.

ORLA PEARSON: It seems like the registration is closed. You cannot seem to get registered with NRCPD. There should be another route for people to have some kind of qualification to say they are speech-to-text reporters because it is shut. I agree with Miriam. You need to bring more people through and continue that. I think it is a really good thing because there is nothing else for people.

THE PRESIDENT: That is true. Then you can go to people.

ORLA PEARSON: If they do not open up the registration, it is going to dilute people who are registered because people will continue to work anyway.

THE PRESIDENT: Were they not making it mandatory?

VICTORIA DAVIES: It is mandatory now, is it not, but nobody takes any notice.

GEORGINA FORD: It is illegal to work ---

THE PRESIDENT: I missed that. (Conferring with the Secretary)

JEAN GOUGH: I think we are looking at Ian's point at the moment.

[IAN DAWSON]: So could we have ARR (Accredited Realtime Reporter) - i.e. having the QRR, and the NACRPDETC thing is a separate accreditation which includes all the extra communication support stuff? (which AVSTTR gets involved in)? Couldn't remember the acronym.

VICTORIA DAVIES: Does he mean NRCPD?

THE PRESIDENT: He is having a little joke. We need to remember as well that BIVR has been doing exams for 150 years and we have been accrediting people for

over 150 years.

VICTORIA DAVIES: I do not think Signature really comes into it.

THE PRESIDENT: It is a BIVR thing. Like Orla says, because it is closed, I cannot get registered, Nicola cannot get registered and there are a few others.

NICOLE HARRISON: There are quite a few others who cannot - Karen.

NATALIE BRACKEN: Will AVSTTR be involved in it in any way?

THE PRESIDENT: AVSTTR do not do exams.

NATALIE BRACKEN: Not that, to have some kind of input into the exam?

MIRIAM WEISINGER: They could probably join our working group. The working group is not the Council, it is members, and I think the working group should be anybody with an interest because we cannot do all the work ourselves as Council members. We cannot draw up syllabi for every branch of competence. As it says, they shall be accredited to reflect their competence in their chosen field of work. It is so that people can demonstrate their competence. That is all it is. We are trying to promote the profession so that we carry on being regarded as a profession and know our worth.

VICTORIA DAVIES: What is the route to get a working group together?

MIRIAM WEISINGER: That is not for the AGM particularly I do not think, but volunteer saying, "I am interested".

THE PRESIDENT: We can put a call out in a newsletter for people and maybe we will have a working group for each little bracketed thing.

VICTORIA DAVIES: I would be interested.

SUSAN McINTYRE: That would be wonderful.

FRANCES DOBSON: I will come on that as well.

THE PRESIDENT: We have got them all noted. Jean?

JEAN GOUGH: Going back to the NRCPD registration, effectively, at the moment, people are not able to register. Back in 2012, a number of people were able to take a registration assessment. In fact, I think about a dozen people registered and that was quite a workable assessment. AVSTTR and BIVR worked very closely with Action on Hearing at that time to get that assessment in place, and that worked. I have certainly been negotiating with NRCPD ad nauseam since then to try and say, "Actually, that was quite a workable assessment, maybe with a few tweaks ...", but there have been so many changes in personnel at NRCPD (or Signature) basically

nobody knows what is happening.

THE PRESIDENT: The left hand does not know what the right hand is doing.

JEAN GOUGH: I have been trying to say we have something in place and part of that was full membership of BIVR and the QRR, but now NRCPD are trying to reinvent the wheel. They have come up with possibly another assessment which just seems to have died a bit of a death. Orla is right, currently, there is no way for people to register. It is certainly not for the want of trying to get them to do something.

GEORGINA FORD: That is exactly why BIVR should take over. NRCPD have been failing us for years. We just have to take it over and maybe they will see what we are doing and get their act together.

JEAN GOUGH: The problem is that NRCPD regard themselves as a registration body. Their priority is going for statutory regulation, which is really not going to affect us particularly - it is more interpreters - but their focus is not on providing qualifications. In fact, it is Signature, it is not NRCPD because they have split.

THE PRESIDENT: That is interesting. You have got a lot of knowledge there, Jean. Do you want to come on the Council? Where are we up to?

SHELLEY DUTTON: We have got no further. What is the decision or the suggestions that maybe we can vote on?

THE PRESIDENT: We are voting with hands. That is what we decided. I suppose we are doing the whole resolution.

THE SECRETARY: I have handed the proxy votes to those who have been nominated to receive a proxy vote.

FRANCES DOBSON: I am a little bit split on the modifications because I like the wording of the objects of the Institute that the founders had.

MIRIAM WEISINGER: Are we still on the first page?

FRANCES DOBSON: It is page 1.

THE PRESIDENT: "The objects for which the Institute is established are: ..."

FRANCES DOBSON: "The promotion of the more efficient practice of the art of machine and pen shorthand in connection with legal and other proceedings". I do not see what is wrong with that.

THE SECRETARY: We just thought it was a bit over the top and otiose. We just do not need it.

FRANCES DOBSON: I think it really nails it because you are saying, "The promotion of the profession of stenography (encompassing all forms of machine and pen shorthand) and verbatim reporting".

SHELLEY DUTTON: On a personal note - sorry Frances - if I personally am against allowing editors in and against allowing transcribers in, then I am voting against this, am I not?

THE PRESIDENT: I expect so. That is a yes, is it not?

FRANCES DOBSON: I think it is just a bit mixed up. The ideas are a bit joined together.

MIRIAM WEISINGER: My problem with the objects of the Institute is they were from when it was first set up at the beginning. I think those go back to 1887.

FRANCES DOBSON: There is nothing wrong with that.

MIRIAM WEISINGER: We are in the 21st century. This profession has to move forward. We cannot stay in the 19th century.

FRANCES DOBSON: It still can though because ---

MIRIAM WEISINGER: We have to update ourselves.

FRANCES DOBSON: --- Number 2 is, "The raising of the qualifications and status of its members". That still allows for extra qualifications.

NATALIE BRACKEN: I am a bit confused. Can I check the fact this is all in red, the (A), (B), (C), (D), are they to go? Is that what you want?

THE SECRETARY: That is the new stuff

NATALIE BRACKEN: Why are they in red when they are already in the original? Should there not only be red ---?

MIRIAM WEISINGER: I was doing it at 5 o'clock ---

NATALIE BRACKEN: Do not shout at me, Miriam.

MIRIAM WEISINGER: --- after I got home after the BIVR weekend at about 9 o'clock at night. I got it done by 11 o'clock. Anything where there were changes was going to be red. If it was crossed out in red, it was going. If it was not crossed out in red, it was coming in, but there is a possibility that some of it is not right.

NATALIE BRACKEN: I just wanted clarification.

MIRIAM WEISINGER: We do not need the word "situate". That would have been

common parlance probably in the 19th century but in the 21st century we do not need the word "situate" in.

FRANCES DOBSON: I do not have a problem with that. It is wherever BIVR sits anyway. It has a registered office.

THE PRESIDENT: Do we need to go through every single red?

THE SECRETARY: I think we have to. We do not have to go at length through it, but we have to go through it.

THE PRESIDENT: Is everybody agreed number 2 to get rid of "situate"? 3(A) "The promotion of the profession of stenography", that paragraph, Frances, you would prefer it to stay?

FRANCES DOBSON: I would prefer it to stay as it was.

NICOLE HARRISON: Can we take a vote on stay or go? Who wants it to stay? (Show of hands) We have got four who want it to stay. Who wants it to change?

NATALIE BRACKEN: I am a bit confused. It is just that last bit "in connection with legal and other proceedings"?

MIRIAM WEISINGER: Yes, because we do not necessarily proceedings now. We do captioning as well which is not a proceeding.

THE PRESIDENT: 3(A) is in. 3(B) has changed.

MIRIAM WEISINGER: 3(B) is new.

THE PRESIDENT: 3(B) is new. That is effectively what we are doing at the end of today. If you do not vote that in, we are not having that discussion, basically.

NICOLE HARRISON: On (B) who wants it to be added? (Show of hands) (B) is in. (C) is the same.

NATALIE BRACKEN: What does the raising of the -- can the wording ---

THE SECRETARY: That was in the old one.

NATALIE BRACKEN: Can that be changed to "The raising of the qualifications ..."

FRANCES DOBSON: "The raising of the qualifications and status of its members". That was the old wording.

THE SECRETARY: We have left it in but it has changed its number.

NICOLE HARRISON: That is why it has gone red.

VICTORIA DAVIES: Can I say we have been voting but not asking the people on Skype.

SHERYLL HOLLEY: Do they have sight of the paperwork?

MIRIAM WEISINGER: It was sent to them.

THE PRESIDENT: Does everybody on Skype have the proposed amendments to the Mems & Arts that were sent on Sunday 20 August? We are now up to 1(D), the encouragement and maintenance of adequate training and examination facilities. That is a little change. (Show of hands)

NICOLE HARRISON: Anybody against?

NATALIE BRACKEN: Does it need the word "facilities"? What was the reasoning behind that word?

THE PRESIDENT: That is Mary offering online dictation for your exam.

THE SECRETARY: It was in the old one.

THE PRESIDENT: Then we go to page 3, number 3.

THE SECRETARY: Which we have already discussed.

THE PRESIDENT: Which we have discussed at length. We are keeping it but we want to change the AVR to ACR? No? You want to put it all in full?

VICTORIA DAVIES: All written out because if you take out the A, you end up with somebody just being an E.

THE PRESIDENT: Take out the As for everything?

VICTORIA DAVIES: No, I am saying if you take out the A you are left with someone just being an E which is meaningless.

NICOLE HARRISON: You just want it written out?

VICTORIA DAVIES: I would like it written out.

THE PRESIDENT: Vote for to have it written out.

NATALIE BRACKEN: What is an AE and what is an AEd?

THE PRESIDENT: Take out the first E. That should not be there. We had to get it out that night. Those on the line, are you happy with number 3 on page 3, that we write out what the designations are? "Yes" from Wendy and Kath.

THE PRESIDENT: Does anybody vote against, sorry? (Three voted against)

NICOLE HARRISON: So it is carried.

THE PRESIDENT: Just as generic, this word "stenography" all the way through; are we okay with that?

FRANCES DOBSON: I am not sure really. I am going to keep my hand down.

[KATH SYKES]: Yes, but still feel unsure allowing editors and tape transcribers in.

THE PRESIDENT: Against? Three against.

Also the generic where we have made it gender neutral, we have taken "him" out. I am sure everyone agrees with that. Then we go to page 4 under "Qualification and Admission".

NATALIE BRACKEN: Could it say "any new member"? I think it is a bit confusing. It reads as if it is any member. You are going to get lots of people saying, "Do I have to re-do it?"

GEORGINA FORD: It does say, "... to add their accreditation". The word "add" is in there.

THE PRESIDENT: You could already be a member but you want to go and get the scoping accreditation for example.

MIRIAM WEISINGER: I might one day. I am a pen writer. I do not know anything about machine writing at all. One day I might want to become an editor on Case CATalyst or Eclipse. I would not want to offer myself out as competent unless I had done an exam.

NICOLE HARRISON: You are in the minority.

MIRIAM WEISINGER: I am sure I am.

THE PRESIDENT: Number 2 under "Qualification and Admission". On the line? That is my Australian accent.

FRANCES DOBSON: I am not sure what I am voting for.

THE PRESIDENT: Page 4, "Qualification and Admission", number 2.

[KATH SYKES]: Why should an accredited verbatim court reporter need to take the scoping/editor exam?

THE PRESIDENT: Because it is a different accreditation.

VICTORIA DAVIES: It could be like Miriam just said.

THE PRESIDENT: You could be a speech-to-text reporter but you might want to start scoping, therefore, you have to sit the scoping exam.

SUSAN McINTYRE: If you want accreditation. If you want to just scope for somebody and they are willing to take you, that is fine.

MIRIAM WEISINGER: And you do not want to be paid professional fees, do not take the exam.

GEORGINA FORD: I think the issue there is Kath was accredited as a court reporter first before she did speech-to-text, in which case she is already qualified to scope her own work. I think that might be what she is querying.

[IAN DAWSON]: Verbatim court reporters may be shorthand writers.

THE SECRETARY: It is just one of the names we had.

THE PRESIDENT: Yes. Okay so number 2, we did number 2 yes. Number 3?

SHELLEY DUTTON: We have not voted against on number 2.

FRANCES DOBSON: I do not know what this means.

SHELLEY DUTTON: We have not voted against it.

THE PRESIDENT: It is like Miriam said: if you want to go for a scoping qualification with BIVR, that is what that means, because you are already accredited.

THE SECRETARY: "... wishing to add to their accreditation". You need to read every word.

FRANCES DOBSON: It does not prevent you from adding to your accreditation if you have been accredited by another body anyway.

THE SECRETARY: You cannot put it as a BIVR accreditation if you are accredited by somebody else.

FRANCES DOBSON: Not as a BIVR but if you are accredited by Signature.

THE SECRETARY: That is nothing to do with BIVR. If you want to put you are accredited by Signature, that is up to you. We are talking about BIVR.

THE PRESIDENT: Sorry to interrupt, but maybe we should put "any Member wishing to add to their BIVR accreditation".

SHELLEY DUTTON: Has that been voted on?

THE PRESIDENT: Number 2 for. Against? (Show of hands) Two against.

[KATH SYKES]: But will it be included in my case due to my previous accreditation?

THE PRESIDENT: It is for new people, Kath.

[WENDY OSMOND]: I think the confusion is around what we will already be accredited for as existing members.

THE PRESIDENT: Whatever your accreditation is now is what you are accredited for.

NATALIE BRACKEN: Should that not then go in here in the constitution really?

THE PRESIDENT: It is a given. We are not asking anybody to do an exam.

NATALIE BRACKEN: This is what all our questions are about because there is a bit of confusion, so to specify in here and say – and I will not do the wording, you decide - if you are already a member of BIVR and you have the QRR, you are automatically that. If you have this, you are automatically this.

THE PRESIDENT: That is what number 2 is, I think.

THE SECRETARY: Can I add something here? This is for Companies House. This document, when it is agreed, goes to Companies House and they approve it or not.

THE PRESIDENT: They might not even approve it.

THE SECRETARY: The nitty-gritty, if I can put it that way, is to assure our membership in our newsletters (which many people do not read) as that is where you will get all that information.

NATALIE BRACKEN: Right. It is just I have not had that information before today.

THE SECRETARY: You had it on 20 August.

NATALIE BRACKEN: No, I had this but I did not have the thing --- I am just saying there is just a bit of confusion because people are asking questions. Even Kath now is saying, "I am confused about whether I have to be accredited to be a scopist". If that was in here, or it had been in the newsletter, just to have that clarity; either send it in an email after today or it goes in here.

THE SECRETARY: It will be. I do not know why people cannot understand it.

NATALIE BRACKEN: You have all lived it and written it and everything so you all understand it but we are new to understanding all of this. Look how long it is taking

us to debate. That could have been solved by ---

NICOLE HARRISON: This could have been solved by questions being asked previously, before today, because it has come out for everybody to read. If you had any questions and you did not understand, you had X amount of weeks to ask those questions and we could clarify. Do you see what I mean? You have been given everything you need to look through.

NATALIE BRACKEN: Okay, I did not email and query anything because I thought I was coming here today and we were going to discuss it and I would let other people hear what I have to say, do you know that I mean, rather than just emailing to Leah. It would not be fair to bombard her. I thought that is what this was about, that we are discussing this. Anyway, I will shut up now.

THE PRESIDENT: I see your point.

SUSAN McINTYRE: Natalie, what would you suggest?

NATALIE BRACKEN: If you already have the QRR, you are now an AQRR or written out in full. If you are this, you are this and this. That's all.

THE PRESIDENT: In plain English.

MIRIAM WEISINGER: A constitution of any organisation is an official legal document and, as Mary said, how it works can be decided in a way - not completely - by sending out explanatory notes. Somebody in ten years' time will read that and say, "I have been a speech-to-text reporter, I now want to become ..." or, "I have been a tape transcriber, I now want to learn the machine" or something. This is just a legal document.

NATALIE BRACKEN: I know. It is just to have the clarification because this is all moving forward for new members. It is just for all us old members to know.

MIRIAM WEISINGER: I do not think anything is going to change for old members. I cannot say how it will change but we have to update it.

NATALIE BRACKEN: I do not have a problem with that.

THE SECRETARY: In the explanation I have read out, which I sent to everybody it said ---

ORLA PEARSON: Can we take this off-line? I think Natalie has got a good point: in a sense, if you are QRR does that mean you are qualified for speech-to-text? Can we just show what qualifications I am now transferring to so you know what you need to then become accredited for? I am a one-trick pony at the moment, but that does not mean to say I would not like to try other things. I think it would be a useful thing for everybody to know which accreditations they now have and where they are now, but if we can do that outside the AGM, if everybody is happy to move

forward as long as we produce a document to say, "You are a QRR, you are an accredited speech-to-text reporter, you are also an accredited realtime reporter, also an accredited ...", something like that. Then everyone knows what letters to put after their name.

VICTORIA DAVIES: Can I second that?

THE PRESIDENT: Yes.

VICTORIA DAVIES: Can we put something in the newsletter?

THE SECRETARY: Once it is agreed. If it is not agreed here, we do not put anything.

ORLA PEARSON: We could send that out for discussion after today and just get on, otherwise we are never going to get through this. I think lots of people have agreed with what Natalie has said.

THE SECRETARY: If I can just reiterate, we have said we are not asking you to resit your current level of competency.

ORLA PEARSON: But it is transferring that current level of competency in the new designations.

FRANCES DOBSON: It is matching what we have got.

ORLA PEARSON: I think that would be a just a simple thing to do if anybody has got any objections they can feed back.

THE PRESIDENT: Okay, so now we are on to number 3.

SUSAN HUMPHRIES: The rest of them seem to be ---

THE PRESIDENT: Very normal.

SUSAN HUMPHRIES: Common sense. Can we not do one vote and say get them in?

THE PRESIDENT: That is what I would like because we have got a big discussion on the fees.

SHELLEY DUTTON: All of them? You are doing the whole thing?

SUSAN HUMPHRIES: Unless anybody has specific objections.

SHELLEY DUTTON: I have some to raise.

SUSAN HUMPHRIES: We could discuss the specific ones you object to and if there

are no others perhaps we can just vote the rest in because they seem very common sense.

THE PRESIDENT: I think one we need to have a vote on is number 3 there, just to make sure everyone is on the same page and that everyone is happy if someone has an accreditation from another body. Say, for example, I was new from Australia and I had a certificate, it is that kind of thing, is it not. Is everyone for? (Show of hands)

SUSAN McINTYRE: Is this a totally new one?

THE PRESIDENT: It is number 3.

SUSAN McINTYRE: This is just re-wording something we already had.

THE PRESIDENT: Against? (None against) Does anybody have anything, because it is all, like Susan Humphries said, pretty self-explanatory?

NATALIE BRACKEN: Apart from number 14, which might require discussion.

THE SECRETARY: That will not come in until we have had the discussion on fees so that really is a bit previous. We will hold off on 14 until we have had the discussion.

SHELLEY DUTTON: Can I raise number 8 on page 5? So now Associate Members are to become Members, am I reading that correctly?

THE PRESIDENT: What number are you looking at?

THE SECRETARY: There are two number 8s. I beg your pardon. The second one should be 9.

THE PRESIDENT: Last year we had a discussion at the Annual General Meeting about the Associates and how we as Council and the Council before us had left how it was meant to be for three years. There are three Associates. I think two ---

THE SECRETARY: We may have two or three left.

THE PRESIDENT: From last year we have given them three years.

SHELLEY DUTTON: Did they not take the membership exam?

NICOLE HARRISON: That is what they need to do. They have not taken the membership exam.

SHELLEY DUTTON: They have to take the membership exam. That is fine.

THE PRESIDENT: They would not automatically become a full Member.

SHELLEY DUTTON: I understand, thank you.

THE PRESIDENT: After that there is no more Associate designation.

VICTORIA DAVIES: So, they have got three years from last year. Has anybody taken any so far? (Affirmative) Good.

JEAN GOUGH: Can I just check, those people who are still Associates at the moment, they have three years in which to take the membership exam. Are they allowed to call themselves Associates of BIVR until then?

THE PRESIDENT: Yes.

JEAN GOUGH: They are still allowed to put BIVR?

THE PRESIDENT: I do not think they are on the Reporter Search though, are they, Mary?

THE SECRETARY: I believe I may have taken them off.

THE PRESIDENT: I think I looked. I do not think they are. Anything else on any point? Some of it, like Susan said, is common sense. It is changing "Chairman" to "Chair".

FRANCES DOBSON: Could I just ask about qualifications again really and it is the one where you might be qualified by another body.

THE SECRETARY: What number was that, sorry?

THE PRESIDENT: 3.

FRANCES DOBSON: Matching that to the BIVR standard, I just do not know, that has to be approved by the Committee?

THE PRESIDENT: Yes.

FRANCES DOBSON: But how are you going to measure that? How are you going to compare them?

THE PRESIDENT: It depends, I suppose, on what document they have.

FRANCES DOBSON: If it is recognised: say you have an NCRA qualification, that is recognised pretty globally but you might have to do different things for the exam. You do a written knowledge test, so would it be part of the BIVR syllabus that you do a written knowledge test?

THE PRESIDENT: That is what we are having. There will be a working group for those questions as well. So we need help.

FRANCES DOBSON: The written knowledge test with the STTR, are the questions designed for that particular field as well?

THE PRESIDENT: Hence the working group.

MIRIAM WEISINGER: You have to know something about the needs of the deaf community and things like that, which we need help with.

THE PRESIDENT: Shall we just take a vote now for or against?

THE SECRETARY: Which one?

THE PRESIDENT: The whole thing with the amendments and the things that we have discussed.

VICTORIA DAVIES: Leaving the other bits for a discussion paper?

THE PRESIDENT: We will do a list and let you know in the newsletter what's what.

MIRIAM WEISINGER: What it means.

THE PRESIDENT: What it means to be accredited.

FRANCES DOBSON: I think you need to put the definitions in the newsletter. I looked at the "Ed" and I am thinking education.

THE PRESIDENT: That is a fair point. Okay, so those for. (Show of hands) That is carried. Thank you for that very lovely discussion.

"2. To consider and if thought fit, to pass a Special Resolution regarding increasing the membership fee, following discussion, [which we are going to have now] to £120 from £60, or whichever sum is agreed, after discussion, by Members present and voting". I am opening the floor. I am guessing there are people against.

VICTORIA DAVIES: I would be for it. I would be for a rise but I am not sure how much people would be prepared to pay. I would be prepared to pay the £120 a year for what I get now, which I think is so much more because of all the things that are going on, especially if we are going to have the syllabi and the new members and new accreditations. In the scheme of things it is part of your working output. It is not a lot for what we get paid.

THE PRESIDENT: It is 48 pence a day.

VICTORIA DAVIES: I thought that in my head, Leah, 48 pence a day! That is my view.

THE PRESIDENT: Before you go, Susan Humphries, I will just read this that

someone has sent in, she is against, "It is too much to double the subscription in one go. It is better to make it a given percentage every year for example".

FRANCES DOBSON: I think you need to sell why it is going up that much, the reasons we need to increase it.

THE PRESIDENT: I will come back to that one.

FRANCES DOBSON: Because of the syllabus and the working parties.

THE PRESIDENT: Also because we want to go to roadshows. We are all prepared to take days off and take BIVR to roadshows and attend them and promote the profession and hopefully go to careers days and all that sort of thing. To have a table at some of these things, there was one recently of £3,000, which we cannot do.

THE SECRETARY: It was over two days but, even so, it is a lot of money.

FRANCES DOBSON: And I think some people would question, "Why aren't you promoting speech-to-text?" or, "Why aren't you promoting arbitrations or depositions?"

SHELLEY DUTTON: Or pen shorthand.

FRANCES DOBSON: Or pen shorthand.

THE SECRETARY: We are promoting the whole profession.

VICTORIA DAVIES: That's it. It is the profession.

THE SECRETARY: Not just one aspect of it.

SUSAN HUMPHRIES: I agree with Victoria 100%. However, I think it is going to reflect on new members coming in and some that are on the edge of saying, "What does BIVR do for me?" I would say it is the Reporter Search and exams. I was perhaps thinking it could be increased incrementally over the years, although I can see from the accounts that we definitely need to pay the extra amount just to keep the organisation afloat.

SUSAN McINTYRE: What if it was £60 every half year?

SUSAN HUMPHRIES: I agree, that is a really useful point.

ORLA PEARSON: Maybe we could do a "try before you buy" thing for people who were wondering about joining. We could have other options to encourage people. If Susan is worried about those people, you could say you can join for the first year for half price.

THE PRESIDENT: They have to have done an exam. That is the problem.

ORLA PEARSON: They would have to pay for their exam and all that but I do not think £120 is going to stop people joining.

(Secretary conferring with President)

ORLA PEARSON: You could also sponsor a student from members.

THE PRESIDENT: We had that for today.

ORLA PEARSON: Companies will sponsor a student to join BIVR you know.

SHELLEY DUTTON: Talking about sponsoring people, how many people sponsored a student?

THE PRESIDENT: It was four or five.

SHELLEY DUTTON: That is a good return. My second point is I do not believe it should go up. I think it is wrong to increase it by 100% and people will show it with their feet really. I think you will find people will leave. That is my opinion.

THE SECRETARY: That is why I put in "or whichever sum is agreed".

SHELLEY DUTTON: I do not think it should go up at all.

THE SECRETARY: You think it should not go up at all?

SHELLEY DUTTON: It think it is too much. My salary has not gone up; in fact it has gone down.

SUSAN McINTYRE: I am right there with you, but how do we do the promotion if we do not have the funds to do it? It is a chicken and egg.

VICTORIA DAVIES: I agree with Susan.

JEAN GOUGH: I am with Shelley to a certain extent. When I saw it was doubling, my immediate reaction was to say, "If it doubles I will not be renewing", because I am also a registered speech-to-text reporter and the registration fee is very likely going up, too. It may even at some stage be over £200 a year. I am also a member of AVSTTR. Yes, I could afford the £120 but ---

THE PRESIDENT: With everything else.

JEAN GOUGH: It did seem a lot. We could possibly put it up to £80.

THE PRESIDENT: I was going to say what would people think of £80?

JEAN GOUGH: To double it: I tend to think I would probably renew if it was £120 and some of the workshops I maybe did not have to pay quite so much for. I realise that a lot of work goes on behind the scenes, but £120 did seem a bit steep, especially with the other commitments that I also have to - and do - pay.

GEORGINA FORD: I have a suggestion. How about tiered membership in that case? If you were willing to pay £120 but would expect a certain number of workshops free every year and, Shelley, if you wanted to stay at £60, but if there was a particular workshop or event you would pay for that one?

FRANCES DOBSON: That sounds quite a good idea to me. There are fewer workshops for pen writers.

VICTORIA DAVIES: But then we are no further forward in raising funds.

NICOLE HARRISON: We are all working to promote and what have you and you are paying £60 and I am paying £120 and you are getting the same thing I am getting excluding the ---

FRANCES DOBSON: No, because you would have the free workshops, the golden membership or the golden ticket workshops.

VICTORIA DAVIES: But then we are not increasing funds, are we, if we give that option? I am happy to pay more to make this Institute more prominent to get me more work. You have to bite the bullet really. What do you want? Do you want to go forward bigger and better or stay paying £60?

FRANCES DOBSON: For you, you could do voluntary CPD, manning a stand or demonstrating so you are earning CPDs; you are promoting BIVR and you might get work.

SUSAN McINTYRE: But you have to pay for the stand.

VICTORIA DAVIES: Then I would be on the BIVR stand handing out "Victoria Davies" business cards. There is the ethics there as well, is there not?

ORLA PEARSON: The point is it has increased because we want to do more.

THE PRESIDENT: We would not be able to do all that.

ORLA PEARSON: That is what we are talking about. That is what we are voting about.

SUSAN McINTYRE: Would a lesser fee be something that people would consider?

VICTORIA DAVIES: Is it the £100 mark that is making people go, "Oh"? What about if it was £95?

THE PRESIDENT: It is like the adverts on telly, buy the Dyson for £99.99.

ORLA PEARSON: I think you have to decide how much money you need to go and promote the profession. If £120 is what you have said, you either need to stick to that and say we need to double it.

SUSAN McINTYRE: It does not help us if we lose half the membership because we have raised it.

ORLA PEARSON: I do not think we are going to lose half the membership. We are having the discussion and we are going to have a vote on it. Of course there are going to be people who do not agree, but it is a democracy and people then have to make their own decisions. If it is half/half you would have to go away and think about it again, but if you have a majority with you, then you can go ahead.

VICTORIA DAVIES: What Orla has said has made me think. If people think, "I can join BIVR at £60, what am I going to get for that really?" if it is more they might expect more and that might encourage them to join if it is slightly dearer - in a roundabout way.

NATALIE BRACKEN: Is it not better - and maybe people are not going to agree with this - to ask all the members rather than just the people who have attended today? If it is something somebody is paying out for ---

THE PRESIDENT: They had the proxies and they could have filled that out.

NICOLE HARRISON: People do not read it. That is the problem.

NATALIE BRACKEN: If you do it and say reply, yes or no.

NICOLE HARRISON: We have done that and people are not replying.

NATALIE BRACKEN: To just that one question.

THE PRESIDENT: You can take a horse to water but you cannot make it drink. We send these things out and we can see the numbers opening them. If they are not being opened and read, we cannot help that.

NATALIE BRACKEN: At least you can say we emailed and we asked you that specific question.

THE PRESIDENT: You cannot say they have to open that. Do you see what I mean? You cannot force people to open their emails.

NATALIE BRACKEN: I think where you are asking for money, it is different attending an AGM to the fees actually going up.

THE PRESIDENT: That was all in the Notice about it, so if they have not read it ---

Do you see what I am saying?

VICTORIA: It did say read to the bottom.

NATALIE BRACKEN: It did say read to the bottom but it was quite a lot.

THE PRESIDENT: It was quite a lot because we have done a lot.

NICOLE HARRISON: Because we have done a lot.

NATALIE BRACKEN: People who are not coming might not have bothered reading because they are not coming.

MIRIAM WEISINGER: People very often do not read anything.

FRANCES DOBSON: Like Jean, I belong to quite a few organisations and I do a lot of CPD with different webinars and workshops. I spend a lot of money on different things. You pick and choose what you want to do and it is what you get for your money as well.

SUSAN HUMPHRIES: What increase will get BIVR back in the black?

VICTORIA DAVIES: Good question.

SUSAN McINTYRE: It is not only getting back in the black. It is getting enough money to move us forward.

SUSAN HUMPHRIES: I understand that, but if you can temper it in the next few years.

SUSAN McINTYRE: The money that we have makes us decide what it is we can do. If there is a table that is up in a place that we could go to and it is £1,000, if we have that £1,000 because we have increased the membership, we can go and do it. If we do not have it, we cannot. What is in the kitty is what determines where we go.

SUSAN HUMPHRIES: The other point is I was just saying before, if you are gas registered, so if you are a plumber, it costs you thousands to register per year.

MIRIAM WEISINGER: Plumbers do earn more than us though.

SUSAN HUMPHRIES: I know we are not life and death in that sense, but it is just a factor to bear in mind. If we want to be professional and proud of our profession, which we do, and we want you to take us forward and we want you to promote us, we have to pay up basically.

VICTORIA DAVIES: I bet NCRA is not \$60.

THE PRESIDENT: No, it is not. It is \$135 just to participate.

SHERYLL HOLLEY: Can I just say the NRCPD fees have gone up to £170 a year and I feel I get virtually nothing from them. I could see a lot of speech-to-text reporters jumping ship from the NRCPD to BIVR if that was what the qualification was and it meant that we did not have to have NRCPD. I think that would be a vast improvement because NRCPD give us nothing.

NICOLE HARRISON: They do not give you anything. I am paying for it as well and I am ---

FRANCES DOBSON: They do not want you really. They want the BSL.

NICOLE HARRISON: I am too vocal.

SHERYLL HOLLEY: If you sell that to speech-to-text reporters saying, "This is our intention", that might bring more over.

NICOLE HARRISON: Because we are a qualifying body and you can do the test, do the qualifications.

MIRELLA FOX: Some agencies still want the NRCPD registration number.

SHERYLL HOLLEY: They do not abide by it anyway.

NICOLE HARRISON: Who is policing it?

THE SECRETARY: If we promote BIVR, they will accept ours.

THE PRESIDENT: We might have a compromise. Technically, it is a double amount of increase so if we half that double to £30 and make it to £90, but then we may have to increase it in a few years' time again.

VICTORIA DAVIES: Can I go with Orla? You said £120. Maybe as a slight compromise, £90 this year and £120 thereafter just to take the sting out of it.

ORLA PEARSON: I think you need to stick to your guns. If you really believe this is going to make a difference to the profession and to students, you have to stick to your guns. If you need £120 you need to say. I do not think you should be bartering.

NICOLE HARRISON: I totally agree.

THE PRESIDENT: I do see your point. I quite like it.

ORLA PEARSON: There are a lot of fees to pay but we are freelance and that is part and parcel of it.

THE PRESIDENT: We have a few comments online. Kath Sykes said: "Agree with Victoria". Wendy Osmond said: "I like Georgina's idea and maybe one free workshop is included. In the higher rate". Kath Sykes agreed with that and then Wendy said: "Agree with Sheryll but difficult to ditch NRCPD until BIVR qualifications are actually in place".

MIRELLA FOX: If you bring in the £120 now, when would the next rise be put in place?

THE PRESIDENT: That probably would not happen for a while.

THE SECRETARY: We might have to say we would keep them at that level for five years.

THE PRESIDENT: Yes, cap it at X amount of years.

VICTORIA DAVIES: I would not agree with stating you would cap it.

THE PRESIDENT: For a certain amount of time.

NICOLE HARRISON: I would not even say that.

VICTORIA DAVIES: You do not know what is going to happen.

NICOLE HARRISON: If we are going to start doing exams and stuff, we are going to have to start booking rooms and start doing this and that. It all ends up costing a lot of money. I totally agree with Orla to say if we have said £120, go with £120.

SHERYLL HOLLEY: It is tax deductible anyway.

ORLA PEARSON: We need to set out what we are going to get for our money and then it is a challenge to the Council, "You have doubled the fees and now you have to deliver". If you are not delivering after we pay £120, you will soon see in 12 months' time people will leave. I think it is a good thing to keep everybody on their toes.

THE PRESIDENT: As Mary has just said, for what we have had to pay this weekend with the £60 and with the £105 for the workshops, we have only just covered our costs. I do not know; do we vote on whether to? It has to be a yes or a no.

NICOLE HARRISON: I think we vote yes or no.

THE SECRETARY: First of all, if we vote for the 120. If that does not get through then we will go down.

FRANCES DOBSON: If you did online webinars, then you could charge an attendance fee for them.

THE PRESIDENT: For the BIVR event we did on the Saturday and today's workshops, that is why we have a videographer. We can put each one up on the Members Only bit and because people paid -- if you have not attended, you would have to pay. Why should you get to see it for free when everyone else has paid?

FRANCES DOBSON: If you have attended and want to view it again, then it is free because you have attended.

NICOLE HARRISON: Every one has a time limit. If you pay for a webinar, you get X amount of time and then it stops. If you are paying £20, £40, £80, £100 for a webinar, you get an expiry date on it. If you want to go and look at this in a year's time you will have to pay for it again. That is how it is everywhere.

JEAN GOUGH: Could I suggest we vote for this? We have been going for nearly two hours and our lovely reporter has really gone beyond the call of duty at the moment. We ought to give her a break.

THE PRESIDENT: You say that every year. You're very good, Jean. Let's take the vote at Jean's suggestion. Those for the £120 increase to the fees. (Show of hands) Online, are we agreeing? Kath Sykes: "On reflection, yes". Against? (Show of hands) Five against.

THE PRESIDENT: That is carried.

[There followed an off-the-record discussion re data protection training]

After a short break

THE PRESIDENT: We are going to finish. Mary, you wanted to go back to the Mem & Arts, number 14.

THE SECRETARY: We just had to re-visit number 14 on page 5, the annual subscription. The bit in red is "or by two instalments due on 1st January and 1st July every year".

THE PRESIDENT: Is everyone agreeable to that?

THE SECRETARY: It says "or"; it does not mean you have to. You can pay it in one or pay it in two.

VICTORIA DAVIES: Can I raise a query? What happens if someone pays one and not the second instalment?

THE PRESIDENT: We did think about that.

THE SECRETARY: It is somewhere there later on that if they have not paid by the month after, their membership falls away, the same as it does now if they do not pay.

THE PRESIDENT: Everybody for? (Show of hands) Online people? Wendy Osmond for and Kath Sykes, she is typing.

THE SECRETARY: It is actually in number 15.

VICTORIA DAVIES: Sorry, I saw that.

THE PRESIDENT: Anybody against?

SHELLEY DUTTON: I have got two abstaining, just to be really difficult.

THE PRESIDENT: So that is the Mem & Arts done.

THE SECRETARY: Special Resolution number 3: "To permit the name of Leah Willersdorf to go forward as a candidate for the Presidency notwithstanding Article 21" which is the three-year rule. We are not actually at the moment voting for Leah for President but to allow her name to go forward. We do this by ballot. In this one we are voting for or against.

(Ballot held)

THE SECRETARY: The result of the ballot: against 6, for 22. The vote is carried.

Election of President for the present year 2017/2018

The next one is to vote for your President. Those eligible are: Georgina Ford, Nicole Harrison, Ann Lloyd (who is not here), Ian Roberts (who is not here) and Leah who is here. Those are the names to vote for. I will give you your voting papers.

(Ballot held)

THE SECRETARY: We are back on the record and I have the results. Do you want me to give the winner or the voting? For Nicole there were two votes.

NICOLE HARRISON: Thank you, I love you, everyone.

THE SECRETARY: Ann, 1 vote; Georgina, 7 votes; Ian, 5 votes; Leah, lucky 13, you are duly elected President. (Applause)

THE PRESIDENT: Thank you, everybody. I won't cry. I think it should be the last time. I must say it will be nice to do a year without an event which is all-consuming, and we can just do BIVR, BIVR, BIVR because the future is bright, you know; the future is BIVR!

Election of Vice-President

THE SECRETARY: The next one is number 4, "In the event that Leah Willersdorf is

elected President” - because had she not, she would automatically have been Vice President - we need to vote for our Vice President. The names are Georgina Ford, Nicole Harrison, Ann Lloyd and Ian Roberts.

(Ballot held)

THE SECRETARY: For Vice President, the vote: for Ann, 2; for Nicole, 10; for Ian, 4; for Georgina, 12, so Georgina is Vice President.

Date and location of next Annual General Meeting

THE SECRETARY: The date of the next Annual General Meeting?

THE PRESIDENT: I think before we do the date, we probably need to think of the location. Where would people like it? (Several suggestions including the Caribbean and Reading!)

THE PRESIDENT: We probably are due one in the North.

VICTORIA DAVIES: Not beyond the wall though.

THE PRESIDENT: Is that Hadrian’s Wall?

VICTORIA DAVIES: It is a *Game of Thrones* reference.

THE PRESIDENT: We have got Reading, the North, York, Manchester, Kent, Essex.

THE SECRETARY: Somebody said the Caribbean but I hope that was a joke.

SHERYLL HOLLEY: How about Cardiff? We have not done one in Cardiff for ages. Or Barrie Island.

[KATH SYKES]: York.

[SUMANTH NAYAK]: We’re not all walking dead up here.

THE SECRETARY: He is in Newcastle.

THE PRESIDENT: We will just have a look around. We will maybe have a change next year because we came here last year.

THE SECRETARY: So the date?

THE PRESIDENT: Do not we normally take it away and come back?

THE SECRETARY: We can do or we can do it now.

VICTORIA DAVIES: That will take another 20 minutes with everyone voting.

THE PRESIDENT: If we look at the same time next year, it is the 8th and 9th. Shall we do that provisional date and see what we can get?

Any Other Business

THE SECRETARY: Any other business? Does anybody have any other business?

VICTORIA DAVIES: I dare not really raise this, but I will.

THE PRESIDENT: Is it going to take 20 minutes?

VICTORIA DAVIES: There was a suggestion of international friends. Could we make the people who contributed to the BAW our first international friends? Mary Ann and Cassandra and the lady from The Hague, Jennifer?

THE PRESIDENT: We could. The thing with that because we were dealing with so much other stuff we did not really focus on the Friends of BIVR thing because we were thinking of our own Membership first.

VICTORIA DAVIES: Could that be a discussion for the future?

THE PRESIDENT: It could be because we thought the next time somebody who is international and does not work in the UK approaches us and says, "Can I join BIVR?" we would look at it again and give them honorary membership.

GEORGINA FORD: But not the firm owners from abroad.

ORLA PEARSON: I had a very similar Any Other Business. There used to be a college in Dublin and there are a load of Irish writers and, if we are talking about increasing our revenue, there is no body at all for them in Ireland and it would be another way of bringing more people in. There was still a course up until two or three years ago, so there are still people we could bring into the training who got left almost midway through training when the college just shut. There are quite a few angles there.

THE SECRETARY: I have had a few applications from people in Ireland. I have to write to them a clarify their qualifications and see how we could work testing.

ORLA PEARSON: That would up revenues.

SUSAN HUMPHRIES: How will Brexit affect them?

ORLA PEARSON: They will still be European and we will not.

THE SECRETARY: I do not know.

SUSAN HUMPHRIES: If you get them in now.

THE PRESIDENT: Brexit Schmexit!

VICTORIA DAVIES: Think of the reporter!

ORLA PEARSON: Northern Ireland is part of the UK so there are quite a lot of northern Irish writers who I do not really see on any of the books. We could advertise or find a way for the ones in the Republic, but, also, there are lots of writers in Northern Ireland.

THE PRESIDENT: Where is Michelle Coffey? Is she Northern Ireland?

THE SECRETARY: She is a member and has been for years.

ORLA PEARSON: She is Southern Ireland but there are lots of other writers out there.

THE PRESIDENT: What you could do when we do the newsletters, if you have people's emails - because the newsletters are not private and people can distribute them as they wish.

ORLA PEARSON: I can encourage. I know quite a few of the Irish writers.

THE CHAIRMAN: We can wind up now, not before thanking you, Mary Krelle, for taking the verbatim transcript today and our students smiling in the corner. Thank you to Georgina and Susan for doing your presentations this morning in your classes and Neil, as always, for your technical expertise and Linda Fleet for taking the video for today. Thank you all for coming.

SUSAN HUMPHRIES: I would like to place a vote of thanks to the Council members past and present, because I do not think people realise how much work has gone in just for today and going forward you are going to do even more work for us.

VICTORIA DAVIES: I will second that. We do not need a vote! (Applause)

Time 4.44 pm