

**TO ALL HERTFORDSHIRE CLUBS**

**Appointment of County Conciliation and Misconduct Officer**

The Executive Committee are pleased to announce the appointment of John Hay, a Life Member of Hertfordshire Bowls, and a former Police Officer with experience in the relevant areas, as the County Conciliation and Misconduct Officer.

Currently, Bowls England are in the process of reviewing Regulation 9, and we will be giving further information and guidance when we receive sight of the amended regulations.

In the meantime, the Executive would remind clubs that it is a requirement of Bowls England affiliation that their Constitution adopts BE Regulation 9.

John Hay is now available to help with conciliation and mediation procedures. Under the regulations any formal complaint must initially be sent to the County Chair, but John will be available to assist at an early stage to avoid this where possible. He may be contacted at

[scotfb-hb@yahoo.co.uk](mailto:scotfb-hb@yahoo.co.uk)

Allan Sayers

Executive Chair