

AGRICULTURE INDUSTRY ADVISORY COMMITTEE (AIAC)

Minutes of the 9th meeting held on Tuesday 18 March 2008

Chair	Representing
Elizabeth Gibby	Health & Safety Executive (HSE)
Members	
Andrew Clark	National Farmers Union (NFU)
Marcus Themans	National Farmers Union (NFU)
Pat Stanley	National Farmers Union (NFU)
Chris Kaufman	Unite the Union - TGWU Section
Ivan Monckton	Unite the Union - TGWU Section
Ian Beeby	Unite the Union - TGWU Section
James Brown	Arboriculture and Forestry Advisory Group (AFAG)
Madge Moore	Lantra Sector Skills Council
David Knowles	Institution of Safety and Health (IOSH) Rural Industries Specialist Group
James Eckley	National Federation of Young Farmers Clubs (NFYFC)
Geoff Gregory	Plumpton College / Landex (land based colleges aspiring to excellence)
Chris McCann	ASDA
Advisors	
Roger Nourish	HSE
Graeme Walker	HSE
Alan Plom	HSE
Alastair Mitchell	HSE
Nick Sangha	HSE (Secretariat)
Observers	
Keith Hawken	For Roger Lane-Nott - Agriculture Engineers Association (AEA)
Guest	
Judith Donovan	HSC Commissioner/HSE: Non-Executive Director
Apologies	
Roger Lane-Nott	Agriculture Engineers Association (AEA)
Jill Hewitt	National Association of Agricultural Contractors (NAAC)
Absent	
Caroline Bedell	Country Land and Business Association (CLA)
Zad Padda	Ethical First

Item 1. WELCOME AND OPENING REMARKS

- 1.1 Chair welcomed members to the ninth AIAC meeting since it was reformed in 2005. The Chair also welcomed Judith Donovan, HSC Commissioner (soon to become one of HSE's non-Executive Directors upon the merger of HSC and HSE) and Geoff Gregory as a new member to AIAC representing Landex (Land Based Colleges).
- 1.2 Apologies were received from Roger Lane-Nott (AEA) for whom Keith Hawken was substituting, Jill Hewitt (NAAC) and Ian Jewitt on behalf of NFU Mutual.
- 1.3 Alan Plom informed members of the recent death of John Summerscales, retired Deputy Chief Agriculture Inspector. He recalled his invaluable contribution made to the agricultural industry during his long career with HSE and MAFF, including his work on the original AIAC. Chris Kaufman also commended John for his work, in particular on the AIAC's CHEMAG Committee and his contribution to improvements in pesticide safety.

Item 2. AGREE MINUTES AND ANY Matters arising from the last meeting

- 2.1 The minutes from the last meeting were agreed subject to some minor amendments to items 3.36 and 7.2.

Item 3. Matters arising

- 3.1 Members reported that the new EU/Defra¹ requirements on cross compliance had led to an increase in tagging and clipping cattle in preparation for marketing and felt this was a potential cause of accidents. James Brown advised that the processes carried out in Scotland for slaughtering (and TB testing) meant that cattle were handled more often and in a more stressful environment, increasing the risk. HSE agreed to gather intelligence and monitor accidents involving animal tagging and clipping.
- 3.2 A member asked why the 2006/07 Agriculture Fatals Report had been removed from HSE's website soon after it was launched and had not been reinstated. Members found the descriptive case studies in the report helpful for publicity purposes and requested more so that they could be better informed on accident causation. HSE reported that withdrawal of the report and the subsequent delays were due to a need to verify some statistical data and check some potential discrepancies in historical cumulative data.

Action: HSE agreed to gather intelligence and monitor accidents involving animal tagging and Sector to post the 2006/07 Agriculture Fatals report on website.

- 3.3 Below is a summary of actions from the last meeting.

SUMMARY OF ACTIONS FROM MEETING HELD ON 29 OCTOBER 2007			
1.5	HSE to write to Rick Sunderland, to thank him for his commitment to and support for the AIAC.	Nick Sangha	Discharged
3.22	The Chair to request more time to respond to the Commission. The AIAC would be consulted about any future paper and plan that was to be put to the HSC.	Elizabeth Gibby	Meeting arranged on 23 April 2008 to discuss the results of the Insight report which would inform the AIAC plan of work.

¹ The requirements on cattle identification, registration and tracing are governed by several pieces of EU legislation. European Community regulations have the force of law in the UK, but legislation is required in GB to enable their enforcement.

SUMMARY OF ACTIONS FROM MEETING HELD ON 29 OCTOBER 2007

3.23	Alan Plom to discuss training of police officers with Andy Freeman (HSE Safety Unit/Transport Section)	Alan Plom	Reported that this was complicated by the large number of police forces. Proposed to wait until the new guidance being developed by NFU and DfT was available before taking this forward. Proposal agreed. Item Discharged.
3.33	HSE to provide an update on access to funding on VQs at the next meeting	HSE	Agenda item 7
3.40	(i) The Sector to consider and discuss with Judith Donovan the marketing and future content of SHADs. (ii) Alan Plom to contact G's/Shropshire Group re: a future AIAC meeting to be held at their premises.	HSE Alan Plom	Ongoing see agenda item 8(a). Agreed in principle 8/9 July 2008.
4.1	The Chair to emphasise the significance of these projects and the need for urgent HSE funding/support.	Elizabeth Gibby	HSE funding obtained. Discharged.
4.3	Roger Nourish to write to Simon Richmond (and Lantra Awards) to thank him for his efforts and work in support of AFAG. Ros Johnson (Lantra SSC) to be invited to join AFAG.	Nick Sangha	Discharged. Simon has agreed to continue on AFAG, representing the Arboriculture Association.
4.6	Alan Plom to report on the study into level crossing safety at a future meeting.	Alan Plom	Outstanding – awaiting ORR project report. NFU had attended a meeting with ORR and published an article. Alan will make this available via the AIAC Transport Group webpage.
4.10	The Casual, Temporary and Migrant Worker Group to meet to consider a new plan of work.	Madge Moore	Agenda item 10
4.13	Chris Kaufman to pursue the issue of child safety on farm with Ministers	Chris Kaufman	Little progress due to Union merger.
4.17	The Worker Involvement Group to be reconvened and re-focused based on work elsewhere in HSE and industry.	Graeme Walker	Agenda item 6(e) & 10.
6.8	HSE to provide members with copies of the presentations	Nick Sangha	Discharged
9.2	The Chair to liaise with Judith Donovan to identify possible dates for a meeting in early-to-mid March 2008.	Elizabeth Gibby	Discharged
9.2	The Secretary to contact members to agree a date (and venue) for a meeting in early-to-mid March 2008.	Nick Sangha	Discharged

Item 4. INTRODUCTION TO CHAMPION FOR AGRICULTURE

- 4.1 Chair was pleased that Commission member Judith Donovan (HSC Commissioner) was able to attend the AIAC meeting in her new role as HSC's champion for agriculture. Judith described her background, knowledge and marketing skills including her public and Commission work. Having moved to a rural village she has close contact with neighbouring farmers. She explained how she had set up a small direct marketing business, and represented small businesses. She became Commissioner in 2000 with very little health & safety background but a wealth of business experience. She has carried out marketing in agriculture and to that end was willing to share her knowledge and experiences with AIAC members.
- 4.2 Judith was supportive of agriculture and believed that attention needs to be given to the industry because of its high fatality rate. There was also a need to explore new ideas for communicating with the industry.
- 4.3 Judith invited members to ask any questions, share their views and voice any concerns.

The following points were raised during discussion:

- (1) What opportunities are there for the Commissioners to work outside HSE to influence others? Judith informed members that should opportunities arise she would make contact with Ministers and speak to the media.
- (2) Members requested more factual reporting on accidents. Accident summaries such as those previously published in the Annual Report provided good resource material since they provided detailed information on what happened and what went wrong. Good intelligence had a high impact on the target audience and there was a need to explore opportunities on how to best communicate messages to the audience.
- (3) There was general consensus amongst members that the industry had a poor record and that it had not been resourced adequately. Marcus Themans reminded the committee that AIAC had agreed a 10 point strategy and plan of work but the lack of resource to deliver this was a real concern. Members agreed that resources are high on their agenda and this issue needed to be settled. In response Judith reminded members that like any other organisation resource was finite, that there were competing demands within HSE and that last year HSE had been heading towards some financial difficulties. However, HSE was running a recruitment exercise for more inspectors so there would be more frontline staff but we need to explore other ways of reaching out to the farming industry.
- (4) Ivan Monckton agreed that funding was a major problem that needs to be tackled. He had seen HSE adopt many new, innovative approaches but some of them had sadly been blocked or deferred e.g. Roving Safety Representatives, the SHAD programme etc. He was also concerned that HSE could not inspect the industry due to lack of resource but would be interested to hear about different delivery methods. He described farmers and farm workers as stubborn and old fashioned people who do not want to be told what to do. The 'carrot and stick' approach started in the forestry industry 21 years ago and had led to a culture change. This method of approach is also needed for agriculture otherwise we are wasting our time and effort. The SHAD invitation letter threatening an inspection was a good example of how to get attention and encourage involvement. 'Naming and shaming' is another good method. Andrew Clark reiterated that a few farmers have complained about the SHAD letter but HSE does get their attention in the end.
- (5) Ian Beeby observed that in his opinion, inspectors' knowledge of agriculture was now poor and that specialist knowledge is needed to gain respect and authority in the industry. He also identified a specific case where the thoroughness of an HSE field inspector's visit had been questioned by Union members.

- (6) Chris Kaufman also considered that resource was the big issue and that Judith as champion for agriculture should fight for more inspector resource. He agreed that we need to look at new approaches but programmes needed to be resourced adequately if we are to achieve outcomes. Employment patterns had changed, there are a high number of migrant workers in the industry and there is a need to concentrate on the self employed and perhaps explore new ways of approaching the industry.
- (7) David Knowles observed that some of HSE's initiatives were short term and that a 3-year rolling programme was not looking far enough into the future to make and measure of change in agriculture. He pointed out that there were no real quick fixes and there was a need to look at longer term plans.
- (8) Pat Stanley welcomed Judith's appointment as champion for agriculture and for her input and expertise in what is a very difficult arena.
- (9) Keith Hawken was concerned that HSE's input to standards work was not being maintained. The involvement of HSE's inspectors who understood the industry in European and International Standards forums was vital to maintain and improve design of machinery.

4.4 Responding to Ian Beeby's point, Roger Nourish acknowledged that the number of field inspectors with detailed knowledge and experience in Agriculture had declined substantially in recent years and given other HSE priorities, field inspectors were now organised in 'multigroups' covering many industries. Although it was now the case that inspectors might get their first exposure to agriculture when investigating a serious or fatal accident; there was however support available from the Sector and training courses were delivered backed up by source material which was made available to help increase inspectors knowledge on the subject. Dr Nourish offered to investigate the circumstances of the specific case mentioned by Ian Beeby if details were provided to HSE.

4.5 Chair informed members that a revised strategy for consideration by the new HSE Board would be developed and submitted by Judith Donovan on 28 May and that, as previously requested by members, a meeting need to be arranged in advance to discuss some proposals following the 'Insight' work carried out by Oxford Strategic Marketing. There was a role for stakeholders and she accepted that it may take many years to demonstrate any patterns of behavioural change in the industry. Perhaps we now need to be more explicit about the segmentation that we have done in the past and the differential success we may have had to date.

Action: Secretariat to arrange a workshop in April to discuss a refreshed plan for consideration by HSE's Board.

Item 5. PRESENTATION ON MARKETING RESEARCH

5.1 Graeme Walker gave a presentation on the Insight Research that was being conducted to inform future plans for agriculture. He considered this to be a timely and independent review of our work in the farming sector.

Oxford Strategic Marketing had been contracted to:

- develop a robust, fact based strategy, informed by insight, to inform future plans, which are capable of reducing fatalities and accidents in the agriculture sector;
- develop the insight which can drive effective engagement of those who are self-employed (farmers) in a sector where achieving attitude and behaviour change is demonstrably challenging; and

- specifically to evaluate the 2004 strategy and its execution to, in turn recommend outline marketing plans for the future.

The project aims were to develop and refine HSE's strategy for agriculture by:

- applying segmentation;
- targeting, local and intermediary stakeholder engagement; and
- marketing techniques etc. to improve impact.

Graeme described the approach taken and the 3 phase process:

- phase 1: fact finding;
- phase 2: develop and 'sell' the strategy; and
- phase 3: develop communications and marketing plan) timescales and interim conclusions.

5.2 Graeme reported that researchers from Oxford Strategic Marketing had asked why the injuries in agriculture had not been falling and that some AIAC members had been interviewed. Their recommendations would not include reference to communication budgets or funding.

5.3 Pat Stanley wanted to know what views were shared at the last meeting with the research team. Graeme Walker said that whilst it was largely a 'refreshing' of issues we had already thought off, it appeared unlikely that they would suggest anything new or novel.

Their initial findings suggested we look at:

- market segmentation - clear target groups and fewer messages;
- how we apply marketing techniques;
- how we overcome attitudes and barriers by exploring marketing techniques; and
- how to target our audience including older workers;

5.4 Members were advised in particular to think about 'what the influences were and what work we need to do with other partner/stakeholders' before the proposed meeting to be held in April to discuss the presentation to the Board. The final 'insight' report will be presented to HSE in April 2008

Item 6. REPORT BACK FROM PROJECT GROUPS

6(a) Arboriculture & Forestry Advisory Group (AFAG) - AIAC paper 080301

6.1 Roger Nourish presented AIAC paper 080301 which provided an update and review of progress made by AFAG since 2005. This included activities completed in 2007-08 and proposals for future work 2008-09 and beyond. Further details on each project can be found in the summary table attached to the paper. AFAG was described as a very successful subcommittee operating through a number of dynamic 'task and finish' working groups with a large number of members from industry, many who run their own businesses and give up a significant amount of time for AFAG committee work. Roger paid tribute to their contributions with thanks.

6.2 Roger reported that there were a number of topics and issues AFAG proposed to cover in its new work programme. New work included the subject of working near to Overhead Power Lines (OHPL). This is increasing due to the new 'supply continuity' regulations. Different supply companies operate under different rules and AFAG had concluded that there was a need for common standards throughout industry. Alan Plom reported that the Sector were liaising with the Energy Network Association and working directly with

suppliers to develop common standards and guidance. Chris Kaufman was concerned that larger/higher machinery was being used in hazardous areas near to OHPL. It was agreed that this topic should be included as an agenda item in future discussion at AIAC.

Action: OHPL Item to be added to a future AIAC agenda.

- 6.3 Roger highlighted the new communication methods that AFAG was developing with the Sector, including developing 'podcasts' and safety alerts. The Sector had obtained funding to run an additional forestry SHAD which is to be filmed to provide short clips and hazard alerts, e.g. on hand-arm vibration. These would be made available via a new 'Tree work' website. A similar approach had been developed by British Columbia and the Sector was seeking permission to use their material.
- 6.4 Roger reminded members that the AFAG guidance is well received and widely used internationally. Alan Plom mentioned the recent disastrous snowstorms in China which had decimated huge areas of forest. Standards of protection and training for operators clearing up were poor and Jason Liggins in the Sector had arranged, through the Forestry Commission, to translate and make available AFAG guidance and training material to help the Chinese authorities deal with the problem more safely.

6(b) Transport Project Group - AIAC paper 080302

- 6.5 Alan Plom presented his paper summarising progress made by the Transport Project Group from 2005 to 2008. Transport is a main cause of fatal accidents in agriculture (approximately ~33% of fatal's), and the industry contributes to ~25% of transport-related fatalities across all industries. The Group has held 4 'Workshops' for key stakeholders, (including some non-AIAC members). The latest was held in November 2007 and was funded by DfT focussing on the theme "Safe On-Road/Safe Off-Road". This event had been fruitful in bringing an even wider range of stakeholders and Government Departments/Agencies together, promoting joint working to produce guidance, fund research, etc. A report of the meeting is available on the AIAC Project Group webpage.
- 6.6 This workshop in November had led to the national Agricultural Transport Conference 'Which Way Forward', convened by the Institution of Agricultural Engineers (IAgrE) on 12 March 2008. This was used to highlight accident trends 'on and off' road and announce the provisional findings of the HSE/DfT/AEA joint-funded research on tractor-trailer braking, and the earlier BAGMA study on the condition of agricultural vehicles. AIAC members had been invited and ~ 120 delegates attended, including farmers, contractors, manufacturers/importers, advisors, Government agencies, etc. It is likely to get extensive coverage in the farming journals, as the braking research findings are alarming. Alan will be producing a summary for the IAgrE journal and all papers will be posted on the AIAC Transport website. Alan Plom also to produce a summary for IAgrE and post conference papers on the IAE Transport Group Webpage.
- 6.7 Alan also referred to the previous successful workshop held jointly with the Energy Network Association in December 2006. This had proposed that common guidance and standards should be developed and work with the electric supply companies was ongoing. Work on rail crossings is also still underway by the Office of Rail Regulators (ORR). Further information is provided in the paper and all Workshop papers are available on the AIAC Transport webpage.
- 6.8 Members agreed that transport is a key priority for the industry, where more resource is needed. Ian Beeby reported examples of farm vehicles being driven illegally on motorways. Unsafe trailers are often sold, e.g. one owner reported a new trailer's brakes wearing out after only 30 miles in its 1st year of operation. Instructions provided by foreign manufacturers can be very confusing and difficult to understand. Chris Kauffman had heard about problems with trailer horse racing starting stalls. The Sector offered to follow up specific issues, but Alan emphasised that purchasers should refer complaints to their

suppliers. He also advised members that there is a mechanism for sharing information on non complying machinery between EU Member States.

- 6.9 David Knowles reminded members that from April corporate manslaughter legislation will be introduced and that police will lead on Road Traffic Accidents and in particular traffic offenders.

Action: Alan Plom to post conference papers on the IAE and AIAC Transport Webpage

6(c) Casual, temporary & Migrant Workers Project Group

- 6.10 Madge Moore reported that she and Graeme Walker had met in November to address the issue of casual and temporary workers. An initial meeting was arranged to identify better ways of working with organisations such as British Fresh Produce Consortium and the British Retail Consortium (BRC). Chris McCann had provided technical support. The project group now needs to consider other approaches and products such as using more widely HSE's electronic risk assessment tool. ASDA has agreed to trial the tool.
- 6.11 Members were informed that the technical managers from BRC and the ethical trading groups do meet on a quarterly basis. These include large organisations such as Tesco, Sainsbury's etc that are keen to work with the project group. Judith Donovan advised members that Elizabeth Snape a fellow non Executive Director was HSE's champion on migrant workers.
- 6.12 Marcus Themans asked if there was a linguistic translation service available for employers. Members were advised that language services are available and the National Centre for Languages (CiLT) offer teaching. David Knowles advised that IOSH also has access to translation experts.
- 6.13 Ivan Monckton commended the good work carried out by the Group which was originally formed because of problems within agriculture due to the influx of migrants from Europe, even though it is difficult to put a figure on the exact number of workers across all sectors. He argued that more needs to be done to address exploitation of workers including using other avenues for distributing HSE's guidance developed for migrant workers and their employers.

Action: 'Unite' to identify ways of distributing literature on migrant workers.

6(d) Child Safety Working Group

- 6.14 Andrew Clark reported that the group had not met due to time constraints and other commitments. However, there had been some opportunities to promote child safety on the 'Farm Sunday' initiative which attracts ~150k visitors and other marketing opportunities will be looked into. Child safety is also included in SHAD scenarios. It was suggested that a marketing strategy e.g. to get TV programmes such as 'BBC Countryfile' to include health & safety issues, ought to be considered further. Ian Beeby reported that he had been involved in many child safety events and agreed to represent Unite the Union on the working group and members to explore other initiatives further with Andrew Clark.

6(e) Worker Involvement and Safety Reps

- 6.15 Graeme Walker reported that the worker involvement project group had not re-convened. Graeme had submitted AIAC paper 070504 to the AIAC back in May 2007. There is generic guidance on worker involvement being developed, which could apply to agriculture and the project group could consider the generic learning policy developed by the HSE's Worker Involvement Team to see if this was applicable to agriculture. Unite the Union were supportive of any initiative on worker involvement in agriculture since the Sector took the initial lead. Dave Knowles reminded members that it was the Agriculture

Sector that had identified the way forward for others to pick up the principals and the ADAS research report provided positive feedback on the pilot.

Item 7 UPDATE ON VOCATIONAL QUALIFICATION (VQ's) INCLUDING AVAILABILITY OF FUNDING

- 7.1 Alastair Mitchell introduced AIAC paper 080303 on funding and marketing of VQ's. The paper provided details of funding streams and other sources including details of Regional Development Agencies (RDAs) and outlined a strategy for identifying, developing and promoting appropriate funding opportunities that might arise. The paper also suggested members should re-establish the AIAC Training and Education Project Group as a focal point for promoting VQs. It also highlights the issue of financial support as a key issue, influencing both the level of interest and uptake and provides information about the current position on funding in England, Wales and Scotland.
- 7.2 Funding was seen as a major impediment to take-up of the VQs. Alastair reported that he found funding a challenging subject since there was no single point of funding throughout England, Scotland and Wales. AIAC members were advised to promote and explore RDA funding. Funding is also available in Wales and similar opportunities exist in Scotland. Judith Donovan mentioned that educational charities which source funding for students also exist. Madge Moore from Lantra agreed to look into the guidance on funding.
- 7.3 Members were encouraged to establish and maintain contacts within their local/regional funding providers, to actively encourage the provision of funding for VQs and to promote their uptake. Ivan Monckton suggested we should press government for funding and that funding for health & safety should be made compulsory. Some members were of the view that retailers should develop conditions and put in place checks to ensure they only trade with suppliers who train their workers or who employ ready-trained farm workers. Pat Stanley was not in favour of imposing any conditions requiring retailers to only trade with farmers who train their workforce. Chris McCann agreed to explore sources of funding.
- 7.4 James Brown pointed out that it was very expensive to train people, only to then lose them to a competitor. Training budgets consume a significant part of business overheads and the cost is disproportionate for small companies. He suggested that the Government should provide proper 'individual learning accounts' to land-based industries that do not have the financial means to train their employees.
- 7.5 Alan Plom suggested that more should be done to promote the benefits of training to businesses. Lantra Industry Groups were compiling case studies on the benefits of training and he felt that Lantra could do more to promote the availability of VQs and their benefit to businesses in improving management skills and profitability.
- 7.6 It was agreed that Alastair Mitchell should convene a project group to develop a funding strategy and explore funding from charities and other sponsors.

Action: Madge Moore from Lantra to look into the guidance on funding.

Members encouraged to establish and maintain contacts within their local/regional funding providers, to actively encourage the provision of funding for VQs and to promote their uptake.

Chris McCann to explore funding and

Alastair Mitchell to reconvene a project group, develop a funding strategy and explore funding from charities and other sponsors.

Item 8 COMMUNICATIONS UPDATE AND FUTURE PLANS

- 8.1 Roger Nourish gave a presentation on communications. He summarised what activities had been delivered in the 2007/08 budget and future plans for 2008/09. Judith Donovan

was supportive of stakeholder involvement because a lot of good work had already been done. Graeme Walker mentioned that the 'Insight' project had suggested some new contacts.

- 8.2 James Brown informed members that there had been some changes in the trade associations in forestry.
- 8.3 Alan Plom reported that the Sector was trying innovative approaches in the specialist press, e.g. Jason Liggins' recent hard hitting article on 'working alone' (based on the outcome of a fatal accident) had raised a lot of interest and reaction in the industry and the Forestry Commission was now using it in their induction/training packs for new staff to emphasise the dangers and importance of good communications on site.

Item 8 (a) SHADs - Review of delivery, including proposals for 2008-09 (paper 080304)

- 8.4 Alan Plom tabled AIAC paper 080304 which summarised progress on delivering SHADs since their inception in 2000 and included some new proposals. He reminded members that the target audience continues to be the self-employed and smaller family run farms, although larger employers and employees who had asked to attend were not normally turned away. In response to the request made by AIAC members to invite employers and employees to a SHAD national and local NFU and Unite/TGWU officials had been contacted to publicise the event held at Berkshire College on 20 February. This SHAD was also advertised on HSE's Events webpage, and through local and national e-newsletters as well as Unite's 'Landworker' magazine. All had links to further information including a booking form on HSE's Agriculture webpage. However, these new 'advertising' routes had not attracted significant additional enquiries or attendees.
- 8.5 It was assumed that a similar number of farming, forestry and arboriculture SHADs would be run by HSE in 2008-09, although the communications budget was still to be confirmed. Also, new arrangements had been introduced in HSE for planning and organising events, which had given Field Operations Divisions more flexibility to organise their own events. It was reported that some FOD managers were less inclined to run farming SHADs in their area, feeling they had 'reached saturation point' in some parts of the Country and had commented that it was becoming more difficult to attract an audience and find new venues. Discussions were ongoing to clarify the position and to find ways to deliver a full programme.
- 8.6 David Knowles was supportive of extending SHADS to include employers and employees. He also offered to attend and promote future events. Alan agreed to forward the 2008/09 SHAD programme to members as soon as it is finalised.
- 8.7 Marcus Themans also mentioned the 'Rural Hubs' in the West Midlands. These disseminate information on rural matters through their monthly newsletter and contain promotional information on relevant events, including useful background information on how rural issues are developed. Further support from HSE would also be helpful to IoSH in raising awareness through their 'Visitor Safety in the Countryside' Group e.g. at mini 'SHADS' IoSH members were particularly concerned about Corporate Manslaughter and Public Safety/s3 HSWA issues in relation to management of sites, trees etc..
- 8.8 Alan reported that some HSE Divisions had run some effective locally-funded 'mini SHAD's' targeting specific groups, e.g. glasshouse growers, pig producers and horse trainers/livery owners. Part of the original 'Self-Employed and Family Farms' project required Divisions to carry out follow-up visits. The original target was for Health and Safety Awareness Officers (HSAO's) to visit up to 20% of non-responders/non-attendees (subject to availability of trained staff). These were intended to provide information on the level of compliance and standards of non-responders farms, which could then be used in publicity to encourage attendance at subsequent events. However, not many of these visits were being carried out, due to other pressures.
- 8.9 Ivan Monckton was concerned that follow up inspections were not being carried out and believed the law would be flaunted without the threat of inspection. Andrew Clark agreed

that SHADs were an effective way of communicating with the industry. However, the hidden costs should be factored in e.g. staff time in setting up an event and the costs to business for staff attending them. Alan Plom pointed out that SHADs also provided good training opportunities for inspectors and helped demonstrate to farmers that HSE are 'approachable'.

- 8.10 Ivan also suggested that 'rights of way' contractors also need to be looked at as a target group for future SHADs and that HSE could work with local authorities to target this group. Alan Plom commented that HSE needed to focus its resources on those sectors/activities with high accident profiles, not just 'compliance' issues.
- 8.11 Chris Kaufman said he would consider raising a Parliamentary Question on the cost of a follow-up visit to non attendees of SHAD's in order to get them properly run. The Chair commented that there were some follow-up visits, but this was not consistent across Divisions, due to other pressures. HSE could obtain details of the costs of staff resource via Divisional Directors, but the reality is that HSE simply does not have the resources and cannot follow up each event after it has been delivered. Chris suggested using the Unions trained Roving Safety Representatives to help out at SHADs, and to provide training to HSAOs. Judith Donovan suggested employing one inspector staff year per event for follow up visits. Alan Plom agreed to look into this further and update and circulate the 2008/09 SHAD programme, asap.
- 8.12 Alan Plom highlighted that the strategy for communicating with the farming industry would be re-focused following the Insight Report, and this would probably include some recommendations on delivery of SHAD's. He also suggested that AIAC members might like to attend a SHAD being organised by G's for their own staff near Ely, Cambs on 9 July 2008, this could be combined with the next AIAC meeting.

Action: Alan Plom to produce a SHAD programme for 2008/09.

Next AIAC meeting to be arranged at Gs or in the vicinity.

9 DISCUSSION ON OLDER WORKERS

- 9.1 Graeme Walker introduced an item on 'older workers in agriculture'. Statistics show some demographic changes in the industry and changes in the incidence and pattern of fatal accidents involving older workers; in particular self employed workers over the age of 65 and older workers handling livestock. Older workers were more predominant in the 2006/07 fatal accident figures; this may simply be a reflection of the ageing profile of the workforce. He reported difficulties in getting accurate statistics on the size of the problem even though Defra figures showed clear evidence of an ageing workforce within the industry. David Knowles had some reservations on Defra figures and warned the data should be used with caution. He advised that ADAS also hold data on age profile and have resource material available
- 9.2 Research suggested that farming was not attracting younger people. The ageing worker population may be due to the fact that farmers are not retiring because their younger counterparts are leaving the industry. Pat Stanley advised that this may be the case now but the trend is changing and the future for agriculture looks more promising with a renewed impetus encouraging young people back into farming.
- 9.3 Members discussed various options on how to take the 'older workers' issue forward: produce a paper; hold a debate or form a project group. Other factors such as animal testing for foot and mouth, blue tongue disease etc. may have led to an increase in livestock related accidents due to an increase in the handling of animals. Marcus Themans advised that there had been a significant increase in people entering the farming industry much later on in their life and that not all of them are necessary main stream farmers from a farming background. Members agreed that there was need to explore this further. There was also some anecdotal evidence that suggested that even life time experience farmers were appearing in the accident statistics. There were other

drivers such as: a reduction in the workforce; new types of animals e.g. Limousins; inexperienced/untrained farm workers/people handling cattle without knowledge and understanding on cattle behaviour etc. Andrew Clark suggested that we look at the evidence in the case studies before forming a working group. Roger Nourish mentioned the political impetus in Finland were fiscal incentives encourage people to retire from 63+. Graeme Walker offered to produce a paper on 'older workers' with some supporting evidence for next meeting.

Action: Graeme Walker to produce a paper on 'older workers' with supporting evidence for next meeting.

Item 10 REVIEWING & REFRESHING AIAC AND ITS PROJECT GROUPS

10.1 This item was deferred until the outcome of the Insight project and the revised agriculture strategy were further developed.

Item 11 OTHER BUSINESS AND CLOSING REMARKS

11.1 Chair updated members on the proposed merger of HSC with HSE scheduled for 1 April 2008. The Legislative Reform Order had passed through the House of Lords and the Minister was planning on signing the legal papers. Two bodies will be merged into a single Board. The meeting of the Commission in April is likely to be the first meeting of the new HSE Board.

11.2 AIAC was originally reconstituted for a period of 3 years ending in April 2008. A new business case and progress report on what members have done and delivered will be required if it is to be carried forward. It was proposed that as part of this review, a horizon scanning exercise be carried out to identify the most appropriate organisations to be represented on the committee. Madge Moore suggested that we need to look at the scope and remit of the committee. It might be better to develop a business case for reconstitution based on a wider range of 'land-based' industries (as covered by Lantra SSC) and not 'agriculture' alone.

11.3 Alan Plom distributed a Lantra consultation paper on job profiles. This summarised how the industry is being asked to comment on these fundamental "Sector Approved Profiles", through the Lantra website at www.lantra.co.uk/jobconsulter. Members to look at the work done by Lantra Industry Groups and also to provide any feedback on the apprenticeship review direct to Lantra.

Action: Members to publicise and encourage comments on Lantra's consultation documents on 'Sector Approved (Job) Profiles' and Apprenticeships. Comments to be sent direct to Lantra, or via their website.

11.4 The Chair thanked members, guests and observers for sharing their views and thoughts with Judith and for their contributions at the meeting.

Next meeting

- **Special meeting to be arranged on 23rd April 2008 for 'brainstorming' the Commission paper.**
- **Next AIAC meeting proposed to be held on 8 July 2008 along with a visit to Gs on 9 July 2008, Ely, Cambridge. The Secretary to contact members for availability.**

SUMMARY OF ACTIONS FROM MEETING

3.1	HSE agreed to gather intelligence and monitor accidents involving animal tagging.	HSE Secretariat	
3.2	Sector to post the 2006/07 Agriculture Fatals report on website.	HSE Secretariat	
4.5	Secretariat to arrange a workshop in April to discuss a refreshed plan for HSE's boards consideration.	HSE Secretariat	
6.2	It was agreed that working near OHPL should be included as an agenda item in future discussion	HSE Secretariat	
6.6	Alan Plom to post conference papers on the IAE and AIAC Transport Webpage.	Alan Plom	
6.9	Unite to identify ways of distributing literature on migrant workers.	Unite	
7.2	Madge Moore agreed to look into the guidance on funding for vocational qualifications and training.	Madge Moore	
7.5	Alastair Mitchell to reconvene a project group, develop a funding strategy and explore funding from charities and other sponsors.	Alastair Mitchell	
8.7	Alan Plom to produce a SHAD programme for 2008/09	Alan Plom	
9.3	Graeme Walker to produce a paper on 'older workers' with supporting evidence for next meeting.	Graeme Walker	
11.3	Members to publicise and encourage comments on Lantra's consultation documents on 'Sector Approved (Job) Profiles' and Apprenticeships. Comments to be sent direct to Lantra, or via their website	Members	