

AGRICULTURE INDUSTRY ADVISORY COMMITTEE (AIAC)
Minutes of the 8th meeting held on Monday 29 October 2007

Chair	Representing
Elizabeth Gibby	HSE
Members	
James Brown	AFAG
Madge Moore	Lantra Sector Skills Council
Andrew Clark	NFU
Marcus Themans	NFU
Pat Stanley	NFU
Chris Kaufman	Unite the Union - TGWU Section
Ian Beeby (new member)	Unite the Union - TGWU Section
David Knowles (new member)	Institution of Safety and Health (IOSH) Rural Industries Specialist Group
Advisors	
Roger Nourish	HSE
Graeme Walker	HSE
Alan Plom	HSE
I	
HSE Staff	
Stewart Campbell	Field Operations Division (Scotland)
Cheryl Anthony	Field Operations Division (Scotland)
Jason Liggins	HSE: Agriculture & Food Sector
Observers	
Charlie Clutterbuck	For Ivan Monckton - Unite the Union - TGWU Section
Keith Hawken	For Roger Lane-Nott - Agriculture Engineers Association (AEA)
External Speakers	
Brian Cherrie	Healthy Working Lives (HWL)
Emily Ramsey	Forestry Commission (FC)
Bob Wilson	Marine Harvest Scotland Ltd
External Guests	
Bob McIntosh	Forestry Commission
Jamie Smart	NFU Scotland
Scott Walker	NFU Scotland
Apologies	
Roger Lane-Nott	AEA
Ivan Monckton	TGWU
Caroline Bedell	Country Land and Business Association (CLA)
James Eckley	National Federation of Young Farmers Clubs (NFYFC)
Jill Hewitt	National Association of Agricultural Contractors (NAAC)
Chris McCann	ASDA
Absent	
Zad Padda	Ethical First

Item 1. WELCOME AND OPENING REMARKS

- 1.1 Chair welcomed members to the eighth AIAC meeting.
- 1.2 Jamie Smart, Chair of NFU Scotland’s Legal & Technical Committee welcomed the AIAC to NFU Scotland (NFUS). He advised the Committee that NFUS’s members work largely alone and that they needed to be aware of health and safety both on their own and on others behalf. This was particularly important in the light of recent countryside access legislation. Many members of the public were unaware of the risks associated with farming. NFUS welcomes Safety and Health Awareness Days (SHADs) at farming marts and other venues as a means to help focus the farming community’s attention on the importance of health and safety issues
- 1.3 The Chair thanked NFUS for hosting the event and reminded all present that the AIAC was appointed by the Health and Safety Commission (HSC) and that its membership represented the industry’s stakeholders. The committee’s essential purpose was to work and encourage others to work in partnership to promote better standards of health and safety in the industry.
- 1.4 The Chair welcomed Ian Beeby and David Knowles as new members and advised the committee that David Leavesley (NFU Mutual), Teresa Mackay - Unite the Union (TGWU Section) and Rick Sunderland (Bishop Burton College) had resigned since the last meeting. Chris Kaufman advised that Teresa Mackay had resigned after many years involvement with AIAC having taken up a full-time post within the union. The Chair joined members in thanking David, Teresa and Rick for their hard work, interest and many contributions to the work of the committee.
- 1.5 Apologies were received from: Roger Lane-Nott(AEA) and Ivan Monckton (Unite the Union – TGWU Section) for whom Keith Hawken and Charlie Clutterbuck respectively were substituting; and from Caroline Bedell (CLA); Chris McCann (ASDA), Jill Hewitt (NAAC); James Eckley (NFYFC) and Ian Jewitt on behalf of NFU Mutual.

Action: HSE to write to Rick Sunderland, to thank him for his commitment to and support for the AIAC.

N.B. Geoffrey Podger, Chief Executive (HSE) has previously written to David Leavesley and Teresa Mackay to thank them for their hard work on AIAC.

Item 2. MATTERS ARISING FROM THE LAST MEETING

- 2.1 The minutes from the last meeting were agreed subject to amendment of agenda items 3.8,4.8 and 6.3.
- 2.2 Below is a summary of actions from the last meeting.

SUMMARY OF ACTIONS FROM MEETING HELD ON 2 MAY 2007			
3.2	Alastair Mitchell to contact AIAC members (TGWU, IoSH, Lantra and NFU) and form a MSD working group.	Alastair Mitchell	See agenda item 3(c)
3.4	Michael Britten, NFU to keep members informed of developments in Europe.	Michael Britten	Ongoing
3.5	Chair to contact MSD Programme Manager and forward a 'lessons learned' report.	Chair	See agenda item 3(b)

SUMMARY OF ACTIONS FROM MEETING HELD ON 2 MAY 2007

3.7	HSE to provide statistical data on the size of the problem in the industry so that NFU can estimate the cost to agriculture.	AIAC Secretary	Statistics to be posted on HSE's webpage.
3.10	Roger Nourish to make contact with individual insurance companies and invite CMi to the next AIAC meeting.	Roger Nourish	See agenda item 5
3.11	Alan Plom to post a copy of the article published in HSE's internal magazine on the AIAC webpage.	Alan Plom	Discharged
4.2 (iv)	Alan Plom to forward preliminary findings on exposure to pesticides during planting operations to Andrew Clarke (NFU) and Charlie Clutterbuck (TGWU), and any available information on lone working to Chris Kaufman.	Alan Plom	See agenda item 4(a)
4.8	Alan Plom to discuss training of police officers with Andy Freeman (HSE Safety Unit/Transport Section), to raise awareness of health and safety legislation relating to safety of children and operation of tractors on the public highway	Alan Plom	<p>Alan had been advised that this is difficult to follow up centrally due to the large number of separate Police Forces in the country, each with their own policies/priorities and training arrangements. He proposed to wait until the new guidance on transport legislation applying to farm vehicles (proposed by NFU and DfT) is available, as this would give us a basis with which to approach ACPO centrally or individual local forces.</p> <p>Jim Brown pointed out that ACPO did not represent forces in Scotland.</p>
4.10	Alan Plom to report back rail issues to AIAC committee.	Alan Plom	See agenda item 4(b)
4.11	Alan Plom to circulate Farmers Weekly Academy article and identify or produce a tractor checklist for NFU and IoSH.	Alan Plom	Discharged
4.21	HSE to help NFU develop a child safety resource pack for farmers.	Bernadine Cooney	Discharged
5.4	Alastair Mitchell to monitor uptake of VQs and report back findings to AIAC.	Alastair Mitchell	See agenda item 3(d)
6.1	HSE to update work plan and record progress made.	AIAC Secretary	See matters arising

SUMMARY OF ACTIONS FROM MEETING HELD ON 2 MAY 2007

6.5	HSE and NFU to produce a paper on the changing industry.	HSE/Andrew Clark	See agenda item 8
9.1	HSE to send a URL link to the consultation webpage on the proposed merger of HSC/HSE.	AIAC Secretary	Discharged
9.3	Chair to submit David's nomination to AIAC for DCE approval.	Chair	Discharged

Item 3. MATTERS ARISING

- 3.1 **Health and Safety Commission paper HSC/07/60** - The Chair thanked members for their comments on the draft paper. The paper was important in its own right but had the added benefit of gathering together the information the Committee would need in 2008 to build the case for reconstituting the AIAC at the end of its first three years of operation.
- 3.2 She reported that the paper had been discussed at the Commission's meeting on 9 October 2007. The discussion had been very heartening and encouraging. The Commission had welcomed the paper and every Commissioner had taken the opportunity to speak; acknowledging the work of the Sector and of the external stakeholders in communicating with and influencing difficult, hard-to-reach target audiences. They had expressed disappointment that the statistics were stubbornly flat and felt that we needed to find new ways of reaching our target audiences. Further progress would be achieved by refining the existing strategy, not by increasing or decreasing the resources available for agriculture. They made a number of suggestions; some of which had been tried before. HSE would need to return to the Commission with proposals for a new plan
- 3.3 In particular, the Commission felt it needed to be more closely aligned with the AIAC. It wanted a champion for agriculture and Judith Donovan had been asked by the Commission's Chair to provide that lead. The (AIAC) Chair felt these were very positive developments. She was due to meet with Judith Donovan in the near future to agree the way forward. She advised members that unfortunately Judith Donovan had been unable to attend the meeting in Edinburgh due to a pre-existing Commission commitment but she proposed to arrange the next meeting to allow her to attend and meet the Committee.
- 3.4 Andrew Clark asked for information on Judith Donovan's background. The Chair advised she was a businesswoman who had run her own marketing company and as result, lead for the Commission on small businesses issues. She chairs the Commission's Small Business Task Force and would bring communication and marketing skills and experience to bear in support of the AIAC whilst providing a direct link to the Commission.
- 3.5 Chris Kaufman expressed surprise at the HSC paper but also satisfaction that it seemed to have been to the benefit of the industry and the AIAC. He felt that in commenting on the draft, members had discharged their role of protecting health and safety in the industry. Independent feedback from the TUC Commissioners suggested there was a need for "more innovative approaches" and a "wider range of interventions/involvement of stakeholders etc.". He felt this was encouraging in the context of declining HSE resources for the industry and looked forward to meeting the Commission's champion. He also asked how the AIAC would be involved in developing the response now required by the Commission.
- 3.6 The Chair advised that HSE would draft the response and in doing so, consult with members. The meeting with Judith Donovan would be used to explore what she and the Chair of the Commission wanted. On the issue of AIAC involvement she felt it would be impossible to go back to the Commission without consulting members.

- 3.7 Chris Kaufman argued in favour of holding an emergency meeting of AIAC to discuss the draft Commission report. The Chair promised to look into it but cautioned that the Commission had suggested the report be submitted to it in December. Unless she could negotiate an extension in her meeting with Judith Donovan, it would mean her having to draft the report in the immediate short-term, which would almost certainly not allow time for an ad-hoc meeting.
- 3.8 Roger Nourish suggested an ad-hoc meeting would help slow the process. It might be helpful to use the meeting with Judith Donovan to defuse the Commission's expectations and any review would need to be carried out in the context of the current 10-point Strategy for Agriculture.
- 3.9 Marcus Themans commented that AIAC had seen major initiatives before citing Revitalising Health and Safety (2000) as an example. The Chair responded that it was more a 'refreshment'. The paper had 'captivated and enthused' the Commission which had been distracted in recent years by other priorities e.g. construction. HSC now wanted to be more engaged and involved with agriculture as part of its continuing commitment to the RHS initiative and delivery of the PSA targets on injuries, ill health, rehabilitation and absence from work. Members also needed to be mindful that HSC/E still did not know the outcome and impact on it of the Government's triennial Corporate Spending Review or of proposals for the 3-year targets.
- 3.10 By way of example, Roger Nourish advised that amongst the ideas suggested by Commissioners were:
- A(nother) stakeholder event to re-engage with potential partners;
 - The need to work with farming women/wives
 - Working with the insurance/financial sectors
 - A 'hearts and minds' approach; focusing more on emotional messages; and
 - More segmentation.
- 3.11 The Chair commented that perhaps some of their suggestion demonstrated a lack of familiarity with what the AIAC and Sector had been doing and that the AIAC needed to help them understand better. She also suggested that we may also need to repeat things.
- 3.12 Charlie Clutterbuck suggested:
- (i) That what was needed was more money being directed to agriculture by HSE. The level of fatal injury in agriculture was the worst of any industry and the under-reporting of injury and ill-health in agriculture was gross. He was disappointed the Commission had not proposed allocating more resources to agriculture. Previously HSC/E had based its prioritisation on risk assessment so why not now?
 - (ii) There might be scope for using the food chain and the ethical trading routes to promote better health and safety in the industry.
- 3.13 The Chair replied that distribution of resources was dependent on risk as a whole, not just the fatal injury rate. HSC would have to make hard decisions in the future about what HSE would not be able to do, but the information which would inform those decisions was not currently available. Moreover, HSC/E hasn't got evidence to show that we are having a direct impact with current interventions. In the absence of such evidence, there was no basis for justifying a shift of resources to agriculture and we should therefore concentrate on using the available resources to best effect.
- 3.14 Marcus Themans advised that the consensus view of the AIAC was that more resources were required in agriculture. Members may disagree on how best to use it but there was no disagreement about the need for more.

- 3.15 The Chair commented that it would be argued that HSE as a whole needs more resources, but we have to work within the allocation we are given. Members' comments had been included in the annex to the paper and thus the Commission had seen AIAC views direct and not in summary. As HSC had not agreed to increase resource illustrated the degree of difficulty that HSC/E currently faces with decisions on how to distribute resources between competing priorities.
- 3.16 Chris Kaufman felt there was a need to confront the arguments and apply political pressure. It was claimed the statistics had not shown any improvement but the strategy had not been given time and had been implemented against a background of continual cuts to the resources allocated.
- 3.17 Pat Stanley cautioned against the statistics. They needed to be analysed in far greater depth before approaching the food supply chain/retailers.
- 3.18 The Chair reminded members that in terms of the fatal accident rates, agriculture is not the highest industry but is currently second, behind waste and recycling. Charlie Clutterbuck countered that whilst that might be the case now, it has not been the case over the past ten years.
- 3.19 The Chair reminded members that the Commission's response should be seen as positive. They hadn't decided to cut the resources to agriculture but rather to refine the strategy.
- 3.20 Roger Nourish commented that everyone falls into the trap of equating agriculture with farming. Agriculture as defined by the Standard Industrial Classification includes conventional arable/livestock etc. farming but also forestry, fish farming, equine etc. The Commission is probably saying that we need to do more by way of segmentation. On resources it reinforced the need for us to continue efforts at formally evaluating our initiatives e.g. by the use of the barometer of culture change and other tools. Our best access to money is to prove what we do, works. Having returned from a meeting of the International Social Security Association (ISSA) he advised members that the UK is very much in the vanguard of evaluation. Apart from the UK, only Germany is doing work on evaluation.
- 3.21 David Knowles commented that IOSH faced very similar problems when setting up its Specialist Group. It had considered various definitions of agriculture before opting for 'rural industries'. He would support demands for an ad-hoc meeting to talk about the future but cautioned that from IOSH's experience, it takes at least 6/7 years to demonstrate real behavioural change.
- 3.22 The Chair agreed that it takes years to demonstrate behavioural change and concluded that perhaps we need to be more explicit about the segmentation we have done and the differential success we may have had to date

Action: The Chair would seek to persuade Judith Donovan that we needed more time to respond to the Commission. Arrangements would be made to consult AIAC on any future submissions to HSC and this might be done by calling ad-hoc meeting of AIAC. Such a meeting might have to be called at short notice when some members might be unavailable.

- 3.23 Re: training of police officers to raise awareness of health and safety legislation relating to safety of children and operation of tractors on the public highway.

Action: Alan Plom to discuss training of police officers with Andy Freeman (HSE Safety Unit/Transport Section).

3(b) AIAC paper 071001: Feedback from the 'Better Backs' campaign

- 3.24 The Chair tabled the paper in response to a request from members at the last meeting for feedback on lessons learnt from HSE's Better Backs 2006 campaign. She hoped the paper would assist members to understand how evaluation is being used by HSE, which is

learning all the time. HSE is currently running a major campaign on falls from vehicles but is approaching it in a targeted way.

3(c) AIAC paper 071002: MSD

- 3.25 The Chair introduced the paper which followed on from discussion at the last meeting about forming a working group to address MSDs in agriculture/horticulture. The paper concluded there was insufficient support to form a working group. Instead members were asked to promote the new training courses and certificates of competence in manual handling developed by HSE with awarding bodies in the land based sector.
- 3.26 Andrew Clark thought that the paper was the right way forward. The NFU is heavily involved with the European Commission on work to do with competences and equivalence of qualifications. NFU is concerned about the direction in which the European debate is heading and believes we need to focus in the UK on promoting competences on farms. The certificates are a sensible way forward.
- 3.27 James Brown considered that AFAG and the Forestry SHADs were vehicles by which the courses and certificates could be promoted.
- 3.28 David Knowles supported initiatives to support training on MSD in the industry.

3(d) AIAC paper 071003: Vocational Qualifications

- 3.29 The Chair tabled the paper in response to a request from members at the last meeting for an update on progress with the Vocational Qualifications.
- 3.30 Charlie Clutterbuck reminded members that the VQs stemmed from the RHS (2000) initiative but cautioned that as yet no work has been done to evaluate them. He was encouraged by the uptake in agricultural colleges and suggested they should be piloted through the Agricultural Wages Board Scheme. In this way the VQs would be recognised as a vehicle by which workers could be upgraded. The obvious problem was that the cost of getting a VQ would far exceed the value of any increase in wages which would result. The way forward would be to go back to Government and ask them to underwrite the qualifications. We would not be talking large numbers but rather a few hundred students a year.
- 3.31 Madge Moore felt the suggestion commendable but cautioned that from Lantra/LSC experience we would need to demonstrate impact. She advised members that funding is currently targeted at the first not subsequent qualifications and that the land based sector tended to take up qualifications in bite sized pieces rather than major qualifications. The biggest challenge was that it is employers' responsibility to ensure that workers are properly trained and that this wouldn't attract funding.
- 3.32 James Brown commented that the discussion had touched on a critical issue; training costs money. Employers are reluctant to pay for training to up-skill their workers as their workers can leave and go to work for someone else. Without an individual learning account there would be no incentive for training to up-skill. The point needed to be made to the Commission and the AIAC needed an update and review of access to funding.
- 3.33 Roger Nourish commented that at a recent meeting of the International Social Security Association (ISSA) (Agriculture Section) he had proposed an exercise to map competences across the EU. The Polish Chair and members were very supportive and Roger has subsequently been invited to visit Poland and Scandinavian countries. Madge Moore advised that mapping equivalence was a major challenge but that it should be pursued.

Action: The Chair proposed that HSE provide an update on access to funding as an agenda item at the next meeting.

3(e) AIAC paper 071004: SHADs

- 3.34 Alan Plom outlined the current programme of farming, forestry and arboriculture SHADs. Of the 18 farming SHADs proposed for 2007/8, 13 had been confirmed (as listed in the Annex to the paper). Although only one has been held so far (and one other postponed due to the outbreak of Foot and Mouth Disease), farming SHADs tend to be held mostly in the second half of the year. Discussions are ongoing with Field Operations Division (FOD) to arrange and deliver the remaining 5 farming SHADs. The 3 forestry SHADs and 3 of the 4 arboriculture client SHADs planned have also been delivered
- 3.35 Andrew Clark asked if the SHADs included equine. He suggested the annexed table would be more informative if it included the themes (scenarios). Alan Plom confirmed that SHADs did not cover equine issues specifically but featured the key 'Fit3'/priority topics which are applicable generally and were biased towards 'arable' or 'livestock' farming depending on the area of the country in which they were being held. Alan also pointed out that a number of SHAD-type events had also been organised and run locally by FOD staff, working with other organisations. Recent examples reported to the Sector (in the paper) included an equine SHAD run by a Local Authority (nb. LAs are responsible for enforcement at most livery and riding schools, HSE at racehorse breeding and training establishments).
- 3.36 Marcus Themans suggested that their badging under health and safety might be counter-productive in attracting farmers and that they could perhaps be piggy-backed instead on the existing network of farmers' discussion groups. Andrew Clarke suggested linking SHADs with Regional NFU meetings. Alan Plom explained that HSE's local organisers were encouraged to contact Regional Directors of the NFU and Unite Branch Secretaries, to help promote the pilot event to involve employers and employees, as previously requested by AIAC. An event is being organised in Berkshire College in February 2008 (although this is currently in the FMD restricted area).
- 3.37 Other Members suggested other topics, e.g. dust and more information on accident statistics and examples (James Brown). Charlie Clutterbuck suggested a SHAD in the Archers (BBC Radio 4 serial).
- 3.38 The Chair acknowledged that the health and safety label could be a problem and that there might be scope for re-badging or bundling them with other (industry) events and suggested that this could be discussed with Judith Donovan (the new HSC 'Champion' for agriculture).
- 3.39 Madge Moore felt that as with training, there was a need to demonstrate the financial, business benefits of health and safety to motivate farmers. Alan Plom reported that a large vegetable grower/processor who had organised a number of SHADs for their own staff and local contractor/farmer suppliers (reported in the paper, and resulting from the Sector's Food Chain project), employed a large number of migrant workers and were keen to share their 'good practice' in training and managing occupational health with others. Alan had also asked them to produce examples of 'cost/benefit analyses'. The company would be willing to hold a future AIAC meeting at their premises, which Members were keen to accept.
- 3.40 David Knowles informed members that the IOSH Rural Industries Specialist Group had with HSE (Sector) support, run two networking days focusing on visitor safety in the countryside. He suggested visitor safety might be a future SHAD topic.
- 3.41 Roger Nourish suggested that tactically any members' requests for additional SHADs or support for innovative 'local' SHADs should be made to the appropriate HSE Divisional Director, and copied to him. He also wanted to draw members' attention to the efforts of Alan Plom and his team in keeping the SHAD programme intact and on track.

Action: Marketing and future content of SHADs to be considered by the Sector and discussed with Judith Donovan. Alan Plom to contact G's/Shropshire Group re: a future AIAC meeting to be held at their premises.

Item 4 REPORT BACK FROM AFAG AND AIAC PROJECT GROUPS

4(a) Paper 071005: AFAG

4.1 Roger Nourish presented the AIAC paper, summarising the progress made by AFAG and its 'task and finish' working groups since 2005. He pointed out that this was a good example of the 'segmentation' of the industry suggested by the HSC. AFAG has recently reviewed and assessed progress, the paper indicating the status of each project using traffic-light indicators. Progress and outcomes are set out in Table 1 from which it can be seen that some have (or are about to have) reached fruition e.g. project B1 (Steep ground working), or are well-advanced, e.g. A2 'Training and Certification', (which needs further consultation with the industry). In contrast others e.g. projects A1 (Accident analysis) and B5 ('Machine assisted takedown of trees') require extra resources, e.g. further research. Phase 1 of project B5 has been funded by the Forestry Commission (FC) and the Sector had bid for matched funding from HSE for Phase 2 and were hopeful the project would be funded. James Brown stressed the importance of this work in accident reduction and confirmed that enthusiasm within the industry for the work in these areas is high. HSE's credibility and reputation would be at stake, if it was seen not to be contributing.

Action: Chair to emphasise the significance of these projects and the need for urgent HSE funding/support.

- 4.2 Alan Plom drew member's attention to Project C4 'Reduce exposure to pesticides used in tree planting'. He apologised that the report had not yet been made available to AIAC members who had requested it, but this was still awaiting final agreement with FC. HSE has discussed and agreed the report in principle with the FC's Safety Department and the final report would be issued as soon as it was available.
- 4.3 The Table also identified some new areas of work, e.g. to produce practical guidance on 'lone working', but Alan entered a note of caution about future progress on some of the AFAG projects, many of which relied heavily on Jason Liggins. Jason was about to go on a period of extended special leave. The Sector was hoping to provide cover but notwithstanding, anticipated some impact on progress in his absence.
- 4.4 Madge Moore advised that Lantra (Sector Skills Council) has appointed Ros Johnson to lead on arboriculture in England and she was discussing this area with her colleague in Scotland, who leads on forestry. It was proposed that Ros should join AFAG to represent Lantra SSC. Madge also informed AIAC that Simon Richmond – a mainstay of AFAG and chair of the Training & Certification group – would shortly be leaving Lantra Awards. Roger Nourish took the opportunity to pay tribute to Simon Richmond and asked that thanks be placed on record for his time and efforts on behalf of AFAG.

Action: 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.

4(b) Paper 071006: Transport Project Group

4.5 Alan Plom introduced the paper and drew members' attention to the fourth AIAC Transport Workshop, to be held at Stoneleigh Park on 15 November. This is being run jointly with the Department for Transport (DfT), on the theme of 'Safe On Road, Safe Off Road'. A follow-up technical conference being planned with the Institution of Agricultural Engineers on 12 March 2008 will provide an opportunity to review and publicise the findings and

recommendations of the numerous research projects and initiatives which have been funded by HSE, DfT and the industry. The AEA were thanked for their support in this area.

- 4.6 AIAC had previously asked for a report on the study into level crossing safety carried out by HM Railway Inspectorate/the Office of the Rail Regulator. Alan will now do this at a future AIAC, after HMRI have presented their initial findings to the Transport Workshop on 15 November. Alan also drew Members attention to the current HSE campaign on falls from vehicles. Further details are available on HSE's website [at http://www.hse.gov.uk/fallsfromvehicles/index.htm](http://www.hse.gov.uk/fallsfromvehicles/index.htm)

Action: Alan Plom to report on the study into level crossing safety at a future meeting.

4(c) Paper 071007: Casual, Temporary and Migrant Working

- 4.7 Madge Moore referred members to the update given at the last meeting. She confirmed that the group had achieved its original aims and objectives having published:
- Guidance to workers in the form of a pocketcard, translated into multiple Eastern European languages; and
 - Guidance for employers on employing overseas workers – targeted at SMEs.
- and advised members of further possible areas of work referred to at para.14.
- 4.8 Chris Kaufman asked whether the Gangmasters Licensing Authority was aware of the guidance. This was confirmed.
- 4.9 The Chair thought the possible areas of future work were sound and felt it important that the Group should remain active. She suggested the group should reconvene to review the position, its terms of reference, possible future research needs and its membership and come up with a new plan of work.
- 4.10 Andrew Clark queried whether it might be helpful for the membership to include a labour user who uses the services of a gangmaster.

Action: The group to meet to consider a new plan of work.

4(d) Paper 071008: Child Safety Working Group

- 4.11 Andrew Clark introduced the paper. He advised members that the group had met three times. It wanted to do something but had limited resources. As a result its focus was on ensuring the issue is raised by and through as many vehicles/avenues as possible e.g. SHADs. The group had considered developing an animated DVD but cost - estimated at £10-20k - was a stumbling block. Instead the group sought to exploit opportunities such as SHADs, the Year of Food and Farming (with FACE) and Farmers' Wives groups. The principle being that if you can make farms safe for children they will be safe for visitors. The group hopes to meet annually and in the interim:
- to exploit opportunities as and when they arise
 - to focus on the latest statistics involving children; and
 - to analyse the statistics on when and where children are at most risk.
- 4.12 Alan Plom reported that child safety messages and statistics were now incorporated in relevant scenarios at SHADs, e.g. on transport, access and roofwork. Copies of Farmwise and relevant leaflets are also issued to attendees.
- 4.13 Chris Kaufman advised that the TGWU had drawn the issue to Lord Rooker's (Defra Minister) attention at their meeting earlier this year. They had also referred this to Margaret Hodge in the past and would raise this again with the current Minister responsible for education and schools.

Action: Chris Kaufman to pursue this issue with Ministers.

4(e) Paper 071009: Worker Involvement

- 4.14 Graeme Walker introduced the paper. He advised members that the group had not met since the last AIAC and that given the Commission's emerging position on worker involvement and the resignation of Teresa Mackay there was a need to review the remit and membership of the group.
- 4.15 David Knowles was supportive of the work on worker involvement. He reported that a lot of information had been gathered as part of the research project on roving safety representatives which had not found its way into the final report. He felt it might be worthwhile to look at the practicability of some of these ideas.
- 4.16 Ian Beeby offered himself as a replacement for Teresa Mackay. Chris Kaufman suggested there was scope for the group to examine international comparisons and links with migrant worker issues e.g. the GLA/TGWU agreement.
- 4.17 The Chair felt the group needed to consider the success of worker involvement in other sectors e.g. engineering and construction particularly on issues such as noise and HAVs – reflected in improved health outcomes and communications.

Action: That the group be reconvened and re-focused based on work elsewhere in HSE and industry.

Item 5 INSURANCE PROJECT UPDATE

- 5.1 Roger Nourish drew members' attention to the references in the HSC paper to the work with the insurance industry. He advised that the project had reached a commercially sensitive stage following a series of bilaterals with insurance and other companies and that he had cleared the approach and the rules of engagement for business partnerships and sponsorship within HSE. In the meantime articles had been placed in the insurance industry press and work had continued with Checkmate International (CMi) to refine the risk assessed underwriting process. HSE had sought a major insurer to pilot the scheme. A candidate had come forward and we now needed to sign a confidentiality agreement with CMi before finalising and piloting the scheme.

AOB

The Chair drew members' attention to the National Director for Health and Work, Dame Carol Black's review of the health of Britain's working age population – launched earlier this year on the behalf of the Secretaries of State for Health and Work and Pensions. Dame Carol has called for evidence and the Chair suggested members may want to see the questions and/or respond by the deadline of 30th November 2007. Further details of the review can be found at:

www.workingforhealth.gov.uk/Carol-Blacks-Review/Default.aspx

Action: Members to review and respond.

[AFTERNOON SESSION]

Item 6 AGRICULTURE IN SCOTLAND

6(a) Presentation: 'Agriculture in Scotland'

- 6.1 Stewart Campbell – HSE Director gave members a presentation in which he summarised the agricultural industry in Scotland and its importance to the Scottish economy and outlined the rural development strategy for Scotland. He explained that health and safety is a matter reserved to Westminster, hence HSE's responsibilities and role in Scotland. He

provided members with an insight into the impact of devolved government and the implications for HSE working with the administration and suggested there was scope to be more innovative and to work in a more integrated way with the government and industry partners than in England and Wales. Summarising the injury and ill health record in Scotland and the challenges for HSE, he outlined the Partnership on Health and Safety in Scotland (PHASS) and the health and safety networks in Scotland.

- 6.2 He concluded by summarising HSE Scotland's successes to date and the challenges for the future. On a point of information he confirmed that 'monitor farms' in Scotland were broadly the equivalent of demonstration farms in England and Wales.

6(b) Presentation: 'Healthy Working Lives'

- 6.3 Brian Cherrie (Healthy Working Lives) gave a presentation on occupational health in Scotland. He summarised the demographics of the workforce, the ill health outcomes and the effect on the economy and people at work. Major drivers were the cost of sickness absence and the loss of productivity and competitiveness. He introduced the 'Improving Health in Scotland: The Challenge' strategy which started in 2003 and explained the role of the Scottish Centre for Healthy Working Lives and its partnership work with HSE Scotland in agriculture through the 'Farmsafe' project which focuses on 'key' topics of falls, from height, workplace transport. MSDs, child safety, chemical/pesticide exposures and occupational asthma and SHADs. Looking to the future, he suggested there might be scope for further partnership work targeting arboriculture and aquaculture and promoting greater worker involvement.

6(c) Presentation: 'Health and safety priorities for the forestry industry'

- 6.4 Emily Ramsey (Forestry Commission) gave a presentation on forestry in Scotland in which she defined the range of activities within the industry, outlined its importance to the Scottish economy and gave a brief analysis of the injury and ill health record. She summarised the main health and safety problems and the key issues confronting the industry e.g. commercial pressures, on-the-job communication, training, site safety co-ordination, safety standards and the suitability and competence of the workforce, confirming the increasing role of foreign (migrant) workers. She emphasised the importance of AFAG as a vehicle for promoting improvement, summarised its recent work and looked to the future, outlining the emerging workplan for 2008-2011.
- 6.5 Chris Kaufman asked whether the accident trend in the industry was downward. She advised that there was evidence of a decline since 2000 but that there were still too many fatal and major injuries. Within the overall figures, those for forestry were declining but those for arboriculture were increasing.
- 6.6 Roger Nourish reflected that the Forestry Commission undersold itself, pointing to the Forestry Initiative by way of example. It also faced major challenges as a result of continual technological development. Emily Ramsey agreed but pointed out that the FC's managers believed that managing a health and safety worked.
- 6.6. David Knowles commented that visitor access was a major challenge. It was difficult to manage risk when the purpose of many leisure activities was to encourage members of the public to take risks e.g. mountain biking.

6(d) Presentation: 'Perils of fish farming'

- 6.7 Bob Wilson (Marine Harvest Scotland) gave a presentation which provided members with an introduction to the wide-ranging risks and health and safety challenges confronting the industry.
- 6.8 The Chair commented that from Stewart Campbell's introduction and the presentation from Bob, Brian and Emily, it was clear that industry is already working closely with HSE and other agencies to identify, develop, share and publicise good practice.

Action: HSE to provide members with copies of the presentations.

Item 7 AGRICULTURE: STATISTICS UPDATE

- 7.1 Roger Nourish provided members with an update on the injury and ill health statistics for the industry in 2006/07. He summarised the major causes and drew particular attention to the significance of 'injured by an animal' (26% of the total) in the figures for the year. He summarised the fatal accident data over the past ten years and the fatal accident incidence rates (per 100,000 workers) over the past twenty years and provided an estimate of the costs of accidents in the industry in 2006/07.
- 7.2 Andrew Clark commented that the increase in animal related deaths involving livestock might have been due to the new requirements on cross compliance, which anecdotal evidence suggests has led to an increase in tagging and clipping cattle and in some cases double tagging. Deaths caused by animal handling will need to be analysed further to see if this new practice caused the increase.

Item 8 AGRICULTURE: A CHANGING INDUSTRY

- 8.1 In response to a request from members at the last meeting, Andrew Clark (NFU Policy Services) gave a presentation on the 'Changing face of farming'. He summarised the changes under the headings:
- Economics
 - Labour
 - Business structures; and
 - New uses (diversification)

and concluded that given the changes over the past decade and the recent Commission paper, it was opportune moment to review the HSE/AIAC strategy for the industry.

Item 9 OTHER BUSINESS AND CLOSING REMARKS

- 9.1 The Chair thanked members, guests and observers for their contributions and involvement in what had been an interesting, stimulating and thought provoking meeting.
- 9.2 She thanked NFU Scotland for hosting the meeting and for their hospitality and the guest speakers for their overview of health and safety in agriculture in Scotland.

Next meeting

- **The Chair to liaise with Judith Donovan to identify possible dates for a meeting in early-to-mid March 2008; and**
- **The Secretary to contact members to agree a date (and venue) for a meeting in early-to-mid March 2008**

SUMMARY OF ACTIONS FROM MEETING			
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	
3.23	Alan Plom to discuss training of police officers with Andy Freeman (HSE Safety Unit/Transport Section)	Alan Plom	
3.33	HSE to provide an update on access to funding on VQs at the next meeting	HSE	
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	Discharged
4.1	The Chair to emphasise the significance of these projects and the need for urgent HSE funding/ support.	Elizabeth Gibby	
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	
4.6	Alan Plom to report on the study into level crossing safety at a future meeting.	Alan Plom	
4.10	The Casual, Temporary and Migrant Worker Group to meet to consider a new plan of work.	Madge Moore	
4.13	Chris Kaufman to pursue the issue of child safety on farm with Ministers	Chris Kaufman	
4.17	The Worker Involvement Group to be reconvened and re-focused based on work elsewhere in HSE and industry.	Graeme Walker	
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