

Agriculture Industry Advisory Committee (AIAC)

Project Group: Casual, temporary and migrant working

Minutes of 2nd Meeting: 15 December 2005 (HSE Stoneleigh)

Present:

Madge Moore - Lantra
 Ivan Monckton - TGWU
 David Matthey - IOSH
 Martin Swinney - Home Office: Work Permits (UK)
 Graeme Walker - Secretary

Apologies:

Jill Hewitt - NAAC

Agenda

1	Welcome and introduction	Members introduced themselves. Martin Swinney advised that he would be representing HO pro-tem. GW introduced a revised agenda for the meeting.
2	Minutes of the last meeting	Confirmed as accurate and agreed.
3	Actions arising	GW advised that the main action from the first meeting was the trawl of members' representative organisations for intelligence on activity in the area of casual, temporary and migrant working which would form the basis of agenda items 5 and 6.
4	Appointment of new Chair	GW advised members that following the resignation of Janet Gee from the AIAC the group needed to appoint a new Chair and suggested it should be a member of the full AIAC. Members agreed. Madge Moore offered her services and was duly elected.
6	Review of feedback from members on current initiatives	Members reported back individually on the outcome of trawls within their representative organisations on current initiatives/activities. In summary, whilst there appeared to be much interest and recognition of the problems amongst employers, trades and representative associations/organisations, the trades unions, support agencies e.g. the NACAB and Regional Development Agencies (RDSa) and similar, the level of activity was variable. IM advised of a TUC/TGWU conference on migrant

		<p>working provisionally scheduled for early 2006.</p> <p>Evidence of good work being done by some labour supply organisations/consultants/industry working parties etc. and of general concern over the employment of legal -v-illegal.</p> <p>Much existing activity was targeted at providing generic guidance on 'workers rights' and although health and safety was often included, it was only one of a number of issues.</p> <p>Difficult to conclude that large employers/labour providers were necessarily better than smaller employers. A mixed picture.</p> <p>GW advised members that Defra/GLA research estimates that there are between 420,000 and approx 600,00 people employed in on-farm agricultural activities under some form of temporary contract.</p> <p>Members agreed that the priorities agreed at the first meeting i.e:</p> <ul style="list-style-type: none"> • Provision of guidance to workers • Provision of guidance to small employers – linking if appropriate to existing work in the food industry on recruitment and training of multi-ethnic workforces <p>should stand.</p> <p>Members also agreed that they wanted to develop and promote through the AIAC the concept of SADs focussing on the employment of casual, temporary and migrant workers.</p> <p>Members agreed that the initial focus of our work should be to develop essential health and safety guidance to casual, temporary and migrant workers e in the agriculture (incl. Horticulture) sector i.e. farming and on-farm food processing. Any guidance should address differences in health and safety culture and what it was workers <u>needed</u> to know and should include essential information on rights <u>and</u> responsibilities under h&s legislation.</p>
7	Drafting arrangements	Action: GW to draft initial (bullet point) version of possible A4 (folded) guidance leaflet by 30/1/06 for discussion/editing at next meeting.
8	Communications strategy	Members discussed possible delivery/distribution mechanisms and the use of intermediaries e.g. the Gangmasters Licensing Authority, the Forestry

		<p>Commission, IOSH, industry stakeholders, the retail s chain, RDAs etc.</p> <p>Agreed to defer further discussion pending publication of reports on HSE commissioned research on migrant working, due in early 2006.</p>
9	Next Steps	<p>GW to draft initial version of workers' advisory leaflet (see 7 above)</p> <p>MM and GW to submit the Group's milestones and targets up to 31/3/06 to the Secretariat as required at the last AIAC.</p>
10	Next meeting	16 February 2006
11	AOB	None