

Agriculture Industry Advisory Committee (AIAC)

Project Group: Casual, temporary and migrant working

Minutes of 1st Meeting: 23 September 2005 (HSE Stoneleigh)

Present:

Janet Gee - Chair
Jill Hewitt - NAAC
Madge Moore - Lantra
Nick Moulson - Work Permits (UK)
Graeme Walker - Secretary

Apologies:

David Matthey - IOSH

Agenda

1	Welcome and introduction	JG welcomed the members of the group and Nick Moulson to the meeting. Members introduced themselves and indicated their interest and experience in the area of casual, temporary and migrant working.
2	Membership and purpose of the group	GW reminded members of: (1) the relationship between the AIAC (and its project groups) and the Health and Safety Commission; (2) that much work was going on within agriculture and related industries in this area in terms of developing good practice; (3) that the link with the HSC could invest the work of the group with a status, significance and influence which industry based groups/initiatives did not have; and that therefore (4) Any products/services the group might wish to develop should seek exploit that linkage and 'add value' to work going on elsewhere i.e. should not be more of the same. In discussion it was agreed the group should focus attention on gaps (identifiable needs) in the provision of advice and guidance on the employment of casual, temporary and migrant working.
3	Aims and objectives	JG introduced draft Project Proposal (v3 - dated 18/07/05) explaining this was an amendment of the original draft table at the AIAC on 23/5/05) reflecting subsequent discussion between herself and GW. Members agreed to use version 3 as the basis of the

		<p>Discussion centred on:</p> <ul style="list-style-type: none"> • Scope. Agreed it extended beyond agriculture and could include all land based industries. Further agreed that the project should focus Initially on developing generic guidance which could subsequently be adapted to sectoral needs. • Employers -v- employees. Agreed that given industry based initiatives targetted at providing employers the project should focus initially on developing basic guidance for employees on their rights and responsibilities. • Labour users -v- labour providers. Further work might address the needs of small labour users (farmers/growers) who employ small numbers of casual or temporary workers directly or indirectly. Work in this area e.g. by the British Retail Consortium (BRC), the Ethical Trading Initiative (ETI) or the Assoc.of Labour Providers (ALP) has to date focused on labour providers rather than users. • Health and safety -v- general employment guidance. Agreed the constraint was imposed by the remit of HSC/E. • Language. Agreed it was important that any guidance be made available in a wide range of languages. • Further identification of work in this area, in particular of existing work, of gaps/need. Agreed to publicise the work of the group and seek information by posting a common request for information on group members' websites etc. • Partner organisations. Agreed we should seek to co-opt other key stakeholders, either in the short-term as group members e.g. the Gang-masters Licensing Authority (GLA), the Citizens' Advice Bureau (NACAB), the BRC, ETI and/or ALP or possibly in the longer-term as communications partners e.g. Crop Assurance Schemes, DEFRA (Whole Farm Approach), the farming press (Farmers' Weekly/Farmers' Guardian) etc. • Links to Europe. The group agreed that longer Term, it was important to explore the possibility of providing information to potential migrant workers through the EU labour supply chain. • Race equality. The group agreed that any
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		<p>Products developed should comply with HSE's Race Equality Strategy/Scheme.</p> <ul style="list-style-type: none"> • Raising management competences. Agreed there was scope for work in this area but that we should refrain from agreeing action at this time in the absence of Chris McCann (ASDA) who was known to have particular interest and expertise. • Revised Project Proposal. See Version 4 attached.
4	Next steps	<p>GW to draft minute and action note of the meeting GW to liaise with AIAC Secretariat to agree the form of report back to the AIAC on 14 November GW to draft a common description of the work of the group and request for information on any ongoing related work, or identified needs in the area of casual and temporary employment for posting on group members' websites etc. ALL to post agreed draft on websites etc. and to report on the outcome/feedback at the next meeting. GW to revise draft Project Proposal.</p>
5	Further meetings	10.30 am on Thursday 15 December 2005 at HSE Stoneleigh
6	AOB	None