

Date: 3 June 2020	Location: Virtual meeting using Microsoft Teams	Taken by: Nick Sangha		
Subject: AGRICULTURE INDUSTRY ADVISORY COMMITTEE (AIAC) MEETING				
<table border="0"> <tr> <td style="vertical-align: top;"> Present: HSE Members Adrian Hodkinson (Chair) Kirsty Storer-Cottrell Wayne Owen Nick Sangha (Committee Secretary) </td> <td style="vertical-align: top;"> AIAC Members Thomas Price (NFU) and Alison Taylor (guest) John Charles-Jones (NFU) James Thompson (NFU) Evita Van Gestel (NFU Mutual) Marcus Potter (Lantra) Jill Hewitt (NAAC) Gerald Davies (Landex) Elizabeth Creed (IOSH RIG) James Eckley (NFYFC) John Burbridge (Unite) </td> </tr> </table>			Present: HSE Members Adrian Hodkinson (Chair) Kirsty Storer-Cottrell Wayne Owen Nick Sangha (Committee Secretary)	AIAC Members Thomas Price (NFU) and Alison Taylor (guest) John Charles-Jones (NFU) James Thompson (NFU) Evita Van Gestel (NFU Mutual) Marcus Potter (Lantra) Jill Hewitt (NAAC) Gerald Davies (Landex) Elizabeth Creed (IOSH RIG) James Eckley (NFYFC) John Burbridge (Unite)
Present: HSE Members Adrian Hodkinson (Chair) Kirsty Storer-Cottrell Wayne Owen Nick Sangha (Committee Secretary)	AIAC Members Thomas Price (NFU) and Alison Taylor (guest) John Charles-Jones (NFU) James Thompson (NFU) Evita Van Gestel (NFU Mutual) Marcus Potter (Lantra) Jill Hewitt (NAAC) Gerald Davies (Landex) Elizabeth Creed (IOSH RIG) James Eckley (NFYFC) John Burbridge (Unite)			
Item No	Description			
1	<p>Welcome and Opening Remarks</p> <p>(1.1) Adrian Hodkinson (Chair) welcomed everybody to the first AIAC meeting that was held by virtual means (using Microsoft Teams) due to Coronavirus (COVID-19). The Chair thanked Alan Plom and Duncan Russell for serving on the committee and welcomed Jill Hewitt and Elizabeth Creed as new AIAC members including Kirsty Storer-Cottrell HSE (replacing Andrew Turner in sector) and Wayne Owen HSE (temporarily promoted into his post). Gerald Davies advised committee members that he had retired as Deputy Principal from Moulton College but will continue in his role on AIAC as the Landex representative.</p> <p>(1.2) Apologies had been received from Rob Miguel and Matthew Belsey (Unite).</p> <p>Action: 1.1 Chair to formally write to IOSH RIG welcoming Elizabeth Creed as committee representative.</p>			
2	<p>Matters arising and actions outstanding from previous meeting</p> <p>Actions from the previous meeting had either been dealt with and discharged or were listed as agenda items for discussion. Additional agenda items submitted by members included safety on potato boxes; bale stacking (lifting plans); welfare and toilet facilities for agriculture contractors.</p> <p>(4.2) An action from the last meeting was for AIAC members to forward examples of fatal notifications that contained information that was too vague to AIAC Secretariat. Members concluded that this item can now be discharged since the issue only related to a couple of alerts issued before the November meeting.</p>			
3	<p>Fatal injury alerts including engagement and action from within the industry</p> <p>(3.1). The Chair informed members that he had sent an email to all three FSP Chairs on the recent increase in farm deaths and HSE efforts to draw attention to the way farmers should be controlling risk on their farms. FSP Chairs were invited to consider what they can do in return through their respective partnerships to re-emphasise the need to manage safety in the workplace. These included simple steps on transport, machinery, cattle handling, training etc.</p> <p>(3.2) Members agreed that we should not draw too much from the recent 'spike' in numbers since agriculture continues to have the worst fatal injury rate across all industries and statistically, we see clusters of deaths (like those experienced) at different times of the year. While some progress had been made in reducing deaths over a long period, the culture across the industry remains a problem. While the number of deaths varies each year, the most common causes of death remain the same.</p> <p>(3.3) The Chair reminded members on the arrangements agreed with AIAC representatives and FSP Chairs receiving initial notifications of a person killed at work in agriculture. Members are discouraged from re-posting text in the same format but are encouraged to re-write in their own words and language in a variety of ways more suited to their membership and wider stakeholder needs. Members understood that it is the key safety message that adds value and is more relevant than the detailed issue or situation.</p>			

John Charles-Jones felt that social media platforms, such as *Twitter*, are powerful communication tools to cascade messages amongst a wide-reaching audience but this can also draw attention and criticism if the message phrasing is insensitive. Elizabeth Creed suggested an AIAC members' stakeholder template to help with cascading bespoke key health and safety messages on social media channels to avoid simply posting the HSE form. Members also suggested a running total of AIAC/FSP notifications based on cause to be sent with fatal alert email.

(3.4) Members agreed that the main causes of death remained the same but wondered if mental health issues during COVID-19 and other pressures of farming had caused the recent increase and rate of accident reporting. Mental fatigue can have some effect and influence over decision making process even with experienced operators. Members agreed that this was a challenging time and sensitivity is required since COVID-19 has distracted everyone across all industries. More needs to be done to drive down the numbers and address the poor industry safety record. Members suggested a capital grant, recognition or rewards scheme of some kind to help encourage farmers to bring about some behavioural change and take ownership of safety issues and tackle them properly but recognised the industry must do more for itself to challenge attitudes.

(3.5) Members felt a new approach to tackling the poor industry safety record was required given that some of the messaging was not working. A strategic and or technical thinking workshop to generate new approaches to help tackle the poor safety record was suggested.

(3.6) Jill Hewitt agreed that COVID-19 was a distraction but weather and other work pressures were equally a factor. Contractors also experienced challenges with shared welfare facilities but good communication in advance helped resolve some difficulties. Working closely during sheep shearing and with vets within the 2m social distancing rule had its own challenges. Jill informed members that NAAC had produced some guidance on [Covid-19 Checklist for Shearing Contractors and Farmers 2020](#). Members agreed that good communication between farmers and contractors and pre-planning before workers arrived on farms was a good practical measure. This included transport and movement of workers (one way systems in farm yard) and multi-use of vehicles such as telehandlers and FLT's etc location maps and other innovative ideas such as [DocuSign](#) and or photos taken and sent on 'WhatsApp'.

(3.7) Tom Price confirmed that NFU had pushed out some messages on challenges experienced but some farmers had already adopted a common sense approach. However, it may not be reasonably practical to install washing and toilet facilities in very remote areas given build requirements so other provisions were being considered i.e. hand sanitisers, portable facilities etc

(3.8) Members discussed risk assessments during COVID-19 and whether a separate assessment was required with additional hygiene measures or one single assessment that covered all risks and control measures. Further clarification was also sought on RIDDOR reporting and face coverings. Good risk management procedures should be put in place and although face covering was not a legal requirement it is being supported by wider government for members of the public in limited circumstances. Members agreed a stronger line was required given some practical issues such as moisture, cleaning and touching face including requirements recorded in risk assessment. Kirsty Storer-Cottrell advised members that further guidance on the subject was being developed on HSE's [Coronavirus micro site](#).

4 Overview of HSE work on COVID-19

(4.1) Kirsty Storer-Cottrell updated members on the wide range of guidance produced and published in consultation with OGD's and Public Health England (PHE). The Department for Business, Energy and Industrial Strategy (BEIS) had also hosted webinars on working safely during coronavirus. HSE was also working with the Scottish and Welsh Governments (in consultation with industry) to produce guidance to help make sure [workplaces are as safe](#) as possible with [social distancing](#) and other control measures required during the outbreak. Other issues included a [short guide](#) and additional information as research and science develops, air conditioning, [non-clinical PPE](#), [welfare facilities](#) etc

(4.2) The HSE coronavirus (COVID-19) microsite has now received over 2.5 million pageviews, with the main COVID landing page accounting for over 1.1 million, ranking above the hse.gov.uk home page for the period since it was launched.

(4.3) Members welcomed HSE's work on producing guidance but sought further guidance on welfare requirements for contractors and other visitors. Kirsty reminded members that provision of welfare facilities for employees is a legal requirement under the Workplace (Health, Safety and Welfare) Regulations 1992. Delivery drivers should be allowed to use welfare facilities at the delivery/collection site. Gerald Davies enquired about legal position for delivery drivers on college farms because of child safe-guarding issues. Wayne Owen suggested that Gerald look into the possibility of colleges having an arrangement where drivers are escorted to the facilities without compromising on child safeguarding or COVID-19 hygiene arrangements. Portable or temporary facilities can be a solution in many cases.

5	<p>Agriculture work: sharing best practice for reducing infections</p> <p>(5.1) Members discussed best practices and what had worked well in reducing infections on farms amongst workers. All agreed that good communication and social distancing were key in reducing the spread of the disease. Hygiene is also crucial. Where possible some larger farms are dedicating machinery to individual staff members. Preplanning before contractors come to site is important on most sites. Paperless systems e.g. electronic maps and use of 'what three words' can direct people to the right places without close contact. Some farms had adopted the principles of families i.e. workers stay in same group as a family (cohort) of up to 5 workers and arrange tasks matched against a group of workers. Buddy grouping and social bubbles had improved efficiency with large farm processors such as potato harvesters/fresh product producers with factory/packhouse settings and grading lines. This included limiting workers onto site, night shifts and other measures that involved rotating work with the same group. BITA, the British Industrial Truck Association had produced a fact sheet on Coronavirus, COVID-19: Cleaning Methods for MHE and Plant. Members agreed to share good practice with other committee members.</p>
6	<p>Discussions on work related Personal Protective Equipment (PPE): supply issues and solutions</p> <p>(6.1) Tom Price presented a paper on PPE availability in agriculture. This included statistical information and evidence gathered from members via an online survey. PPE is in short supply across all industrial sectors within the UK as a result of the COVID-19 outbreak. In agriculture the most acute shortage reported by NFU members appears to be in respiratory protection to workers exposed to dusty environments, primarily in the poultry sector. However, all sectors have a requirement for respiratory protection at some point dependant on the tasks being carried out (e.g. cleaning grain bins for harvest).</p> <p>(6.2) The Government focus and actions have been to secure PPE supply for the NHS and social care sector. The precautionary use of PPE to protect against COVID-19 outside clinical settings should not be encouraged. NFU has provided feedback to Defra and wider government. Although there have been reports of a PPE shortage it is important to note that there is no evidence that agricultural businesses have been forced to stop operations because of a lack of PPE equipment.</p> <p>(6.3) Members discussed the continued Government effort to increase PPE production and acknowledged that PPE/RPE should only be used within a COSHH settings as the last line of protection, in addition to using other control measures where they can be effective. Further guidance on Using PPE at work during the coronavirus outbreak is available on HSE's micro Coronavirus website.</p>
7	<p>Face-to-face training and guidance for providers and instructors</p> <p>(7.1) Marcus Potter informed members that Lantra had issued guidance and produced a risk assessment for instructors. Some challenges included practical training on 4x4 vehicles such as Quad Bikes and risk assessments within a cab environment. Lantra was exploring how soon trainers can go back to training. Approximately 15-20% of trainers have re-started training, but further adjustments are required. Online training uptake had been initially slow but now picking up some momentum. However, some of the practical training elements may require more time so that trainers and delegates can adapt to the current Governments social distance working measures. Highways training had increased but will keep an eye on the situation in other settings. Marcus agreed to share guidance package developed for instructors.</p> <p>(7.2) Gerald Davies advised members that colleges had maintained attendance and had also seen an increase in online training. However, there appears to be a huge backlog on practical training in all settings. NFUM and NAAC had also provided guidance for farmers.</p> <p>(7.3) Elizabeth informed members that IOSH had successfully delivered training using Zoom including toolbox talks and webinars reaching ~15-18,000 delegates. The Chair informed members that HSE inspectors had also remotely used virtual IT mobile platforms to give advice and to view photos and videos on required changes/actions carried out by dutyholders. All agreed that advances in IT had created innovative communication tools to help facilitate training and meetings etc</p>
8	<p>Farm Safety Week 2020 and launch of HSE's annual 2019/20 fatal injury statistics</p> <p>(8.1) The Chair informed the committee that HSE will launch its annual all industry fatal injury statistics for 2019/20 on 1st July 2020 followed by the detailed annual agriculture fatal injuries report on Monday 20 July 2020 to coincide with FSF's farm safety week. The timetable for the annual release is governed by the ONS statistics standards and announcement so cannot be released in advance. Members agreed with restrictions and shared their concerns in that industry has not made much progress or had any real impact in driving the numbers down when compared against other industries such as construction.</p> <p>(8.2) Stephanie Berkeley, Manager for the Farm Safety Foundation is well on the way with personal stories from incidents, films and messages to share throughout the week beginning 20th July. This will</p>

	<p>include child safety; how technology is helping with safety; a focus on transport including ATVs (training/helmets), tractors (seat belts and maintenance) and on rural road safety. FSP toolkits and communication resource packs will be made available to AIAC members. Gerald Davies welcomed resource material but felt that FSW timing was not favourable to colleges since it was during summer break. AIAC members and chair to discuss with Stephanie for future years.</p> <p>(8.3) In response to a comment about messaging to key groups, the Chair reminded members that HSE had produced ‘What a good farm looks like’ following insight research into farmers behaviours. HSE will continue to explore communication techniques and direct farmers to guidance that is relevant to their needs. Members discussed bad practice posted on social media sites such as TikTok and how to challenge risk taking behaviours. Elizabeth Creed advised members that IOSH was also exploring behaviours of workers and how farms should be run as a professional business. Members agreed that a discussion forum previously suggested in meeting ought to be considered to supplement AIAC committee meetings rather than an extension to committee meeting. This can be done via teams/zoom. Chair agreed in principle to help re focus strategy and stakeholder commitment but thought it may be better hosted within the FSP’s wider agenda. Members were invited to think of items or topics for discussions to help shape an agenda for the day.</p> <p>Action: 8.1 & 8.2 HSE to share HSE’s 2019/20 annual fatal injuries report when released and planned activities for Farm Safety Week.</p>
<p>9</p>	<p>Report back</p> <p>Farm Safety Partnership (FSPs) in England, Scotland and Wales</p> <p>England</p> <p>(9.1) Tom Price reported back on workstreams planned by the FSP for England. Due to COVID-19 planned workstreams such as those planned around cattle handling will now be postponed until later in the year, if appropriate. Child safety on farms will pick up momentum as the country moves out of lockdown and communication activities will kick off again ready for the summer months. Harvest transport and maintenance will be promoted where appropriate.</p> <p>Scotland</p> <p>(9.2) The Chair informed members that Rick Brunt Head of OPStD (HSE) and Ian Brodie, FOD Director for Scotland had met the Scotland FSP Chair following the increase number of fatalities in Scotland during 2018/19 and were discussing how the FSP could be given fresh impetus.</p> <p>Wales</p> <p>(9.3) The Chair informed members that the Wales partnership continues to be active and is tackling ATV use - training and helmets. At the start of the year a farmer story featuring somebody who had been injured in an ATV incident and talked about the need for helmets and training received 30,000 views. Another video featuring livestock practice was proposed but not completed due to COVID-19. Other suggestions had included a film that could be shown to drivers before they do their tractor driving test pointing out key safety features, what safety checks to make, highlighting Safe Stop, seatbelts, etc.</p>
	<p>AFAG and FISA</p> <p>AFAG</p> <p>(9.4) Kirsty informed members that the next AFAG meeting is to be held on Thursday 11 June 2020 so there is no report back but a paper on discussions held will be produced after the meeting has been held. Workstreams included safe working on trees and HAVs. The Arboricultural Association had produced an ICoP on Tree Work at Height.</p> <p>FISA</p> <p>(9.5) Kirsty informed members that consultation was still open for the FISA guidance developed on welfare facilities for forestry workers. FISA were working closely with the Scottish Government to publish guidance relating to forestry working during the coronavirus outbreak.</p>
<p>10</p>	<p>Any other business</p> <p>(10.1) Evita Van Gestel sought further clarification on stacking of potato boxes following a notice served on a NFUM member citing British Standard (BS) BS 7611:1992: Specification for potato storage boxes for mechanical handling. Evita asked whether farmers were aware of the BS. The Chair was aware of a variety of standards including the AHDB potato store managers’ guide. HSE inspectors would look at a</p>

range of guidance and standards during inspections and investigations to form a view on whether the company or individual had done all that was reasonably practicable to manage and reduce risk. HSE also takes account of good industry practice when considering the seriousness of any legal breach.

(10.2) Evita Van Gestel also asked a question about lifting plans in relation to bale stacking. Wayne Owen answered this query by email directly to Evita post meeting.

(10.3) The Chair thanked everyone for their contributions and making the virtual meeting a success. It was agreed that it was a useful format and saved travel time and cost.

Date of next meeting:

The next AIAC meeting will be held in November location TBC.

Notes Item No	Description of Actions	Progress
1.1	Chair to formally write to IOSH RIG welcoming Elizabeth as committee representative.	
8.1 & 8.2	HSE to share HSE's 2019/20 annual fatal injuries report when released and planned activities for Farm Safety Week.	