Llywodraeth Cymru
Welsh Government

**Number: WG55605**

# Consultation on The Agricultural Wages (Wales) Order 2027

## Consultation Document

Date of issue: 5 November 2027

Action required: Responses by 19 November 2027

Mae'r ddogfen hon ar gael yn Gymraeg hefyd / This document is also available in Welsh
Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg / We welcome correspondence and telephone calls in Welsh

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## Overview

The independent Agricultural Advisory Panel for Wales wishes to seek views on the Agricultural Wales Order 2027, containing changes to minimum wage rates and allowances and other conditions of employment for agricultural workers (“Agricultural worker” as per the definition of agriculture stated within the Agricultural Sector (Wales) Act 2014.

## How to respond

Please respond by completing the online form or completing this questionnaire and sending it to:

Email: AAP@gov.wales

If you intend to respond in writing, please send completed forms to:

**Agricultural Advisory Panel Manager**
Welsh Government
County Hall
Spa Road East
Llandrindod Wells
LD1 5L

## Further information and related documents

This document is also available in Welsh.

Large print, Braille and alternative language versions of this document are available on request.

## Contact details

For further information:

Email: AAP@gov.wales

## UK General Data Protection Regulation (UK GDPR)

The Welsh Government will be data controller for Welsh Government consultations and for any personal data you provide as part of your response to the consultation.

Welsh Ministers have statutory powers they will rely on to process this personal data which will enable them to make informed decisions about how they exercise their public functions. The lawful basis for processing information in this data collection exercise is our public task; that is, exercising our official authority to undertake the core role and functions of the Welsh Government (Art 6(1)(e)).

Any response you send us will be seen in full by Welsh Government staff dealing with the issues which this consultation is about or planning future consultations. In the case of joint consultations this may also include other public authorities. Where the Welsh Government undertakes further analysis of consultation responses then this work may be commissioned to be carried out by an accredited third party (e.g. a research organisation or a consultancy company). Any such work will only be undertaken under contract. Welsh Government's standard terms and conditions for such contracts set out strict requirements for the processing and safekeeping of personal data.

In order to show that the consultation was carried out properly, the Welsh Government intends to publish a summary of the responses to this document. We may also publish responses in full. We publish responses anonymously and your name and contact details will not be included. If you would like your name or other details published alongside your response, please let us know when you submit your response, and we will include them.

You should also be aware of our responsibilities under Freedom of Information legislation and that the Welsh Government may be under a legal obligation to disclose some information.

If your details are published as part of the consultation response, then these published reports will be retained indefinitely. Any of your data held otherwise by Welsh Government will be kept for no more than three years.

## Your rights

Under the data protection legislation, you have the right:

- to be informed of the personal data held about you and to access it
- to require us to rectify inaccuracies in that data
- to (in certain circumstances) object to or restrict processing
- for (in certain circumstances) your data to be 'erased'
- to (in certain circumstances) data portability
- to lodge a complaint with the Information Commissioner's Office (ICO) who is our independent regulator for data protection

For further details about the information the Welsh Government holds and its use, or if you want to exercise your rights under the UK GDPR, please see contact details below:

Data Protection Officer:
Welsh Government
Cathays Park
CARDIFF
CF10 3NQ
e-mail: dataprotectionofficer@gov.wales

Information Commissioner's Office:
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF
Tel: 0303 123 1113
Website: https://ico.org.uk/

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## Introduction

## Background

The Agricultural Advisory Panel for Wales (“the Panel”) is an independent body that proposes the minimum rates of pay for agricultural workers and what their working conditions should be. They also encourage people to work in agriculture and seek to identify any skill needs the industry make have. The Panel are also duty bound to provide advice to the Welsh Government when requested.

The Panel includes members from different groups: the Farmers Union of Wales, National Farmers Union Cymru, Unite the Union, and three independent members.

Every year, the Panel reviews the minimum rates of pay and work conditions for agricultural workers, including sick pay and overtime allowance.

When making decisions, the Panel review the economic situation in the agricultural sector in Wales. In addition, the effects of wider events like the UK’s exit from the European Union (Brexit), the Covid-19 pandemic, and the war in Ukraine are considered.

Brexit has caused uncertainty in farming because of changes to trade deals, rules, and immigration policies. These changes can make it harder to source seasonal and skilled workers. Agricultural businesses can also have concerns about future financial support and payment rates, which can make planning difficult.

The current instability in Ukraine and the Middle East has increased the cost of farming supplies and affected the availability and prices of food and animal feed around the world. At the same time, the cost of living has risen dramatically, which is tough for workers, especially those with low incomes living in rural areas where things like housing, transport, food, heating, and services are more expensive.

The Panel consult on their proposals before sending them to the Welsh Government for consideration. Once approved, the proposals become law in Wales.

In June 2023, a survey showed that 12,000 people worked in agriculture in Wales, an increase of 5% since 2022. This includes both regular workers (full-time and part-time) and casual workers. Some jobs, like shearing and harvesting, are done by contractors who are not counted in this survey because they are self-employed.

## Responding to the consultation

Please note, **you are not required to answer all the questions**.

Where possible, **please explain your answers and provide examples, evidence or case studies to support your views**.

## Personal information

| Confidentiality |
| --- |
| Responses to consultations may be made public on the internet or in a report.<br><br>If you would like only your **organisation** to be published alongside your response, please cross here: ☐<br><br>If you would like your **name and organisation** to be published alongside your response, please cross here: ☐<br><br>If you would prefer your response to **remain anonymous**, please cross here: ☐ |

| |
| --- |
| Your name: |
| Your organisation (if applicable): |
| Contact details and email address: |
| Please indicate your interest in the draft strategy:<br><br>☐ Member of the public<br><br>☐ Professional responding as an individual<br><br>☐ Organisational response<br><br>☐ Prefer not to say |

## Consultation questions

**Question 1: D**o you agree with the suggested minimum pay rates and allowances for agricultural workers starting 1 April 2027?

☐ Yes

☐ No

☐ Don't know/unsure

If not, please explain why and what you think would be better.

**Question 2:** What do you think the effects will be on businesses, workers, and the farming industry as a whole (both good and bad)?

**Question 3:** Do you agree that Agricultural Sick Pay should be aligned with Statutory Sick Pay by removing the three-day waiting period?

☐ Yes

☐ No

☐ Don't know/ unsure

**Question 4:** Do you agree that Agricultural Sick Pay should be aligned with Statutory Sick Pay by removing the three-day waiting period?

☐ Yes

☐ No

☐ Don't know/ unsure