

## **Summary of the Minutes of the Agricultural Advisory Panel (AAP) Meeting 10 – 14 June 2018**

### **Review of Agricultural Wages Orders**

Welsh Government, Spa Road East, Llandrindod Wells

#### **Attendance**

Lionel Walford – Chair  
Peter Rees – Independent Member  
Steve Hughson – Independent Member  
Bryan Godsell – UNITE  
Ivan Monckton – UNITE  
Paddy McNaught - UNITE  
Darren Williams – FUW  
Will Prichard – NFU  
Helen Snow - Geldards

Paula Whitfield – Welsh Government  
Ryan Davies – Welsh Government  
Karla Price – Welsh Government

#### **Item 1 – Welcome**

The Chair welcomed attendees to the meeting. Paddy McNaught is taking on Bryan Godsell's role as UNITE representative and Ryan Davies is replacing Paula Whitfield due to her retirement.

#### **Item 2 – Update from Chair**

The Chair updated the Panel on the Labour Market Information (LMI) research which had just been released. As the statistics and data referenced in the study were high level he would like to request the raw data from the consultants. The Panel will work to prioritise the messages inherent in the research and make recommendations to the Minister for consideration.

#### **Item 3 – Approval of Notes of Last Meetings (9 April and 24 April)**

The minutes of the previous meetings were discussed and approved.

#### **Item 4 – The Way Forward on Wages Orders**

The Chair restated the Panel's commitment to ensuring that Wages Orders are entirely lawful, up to date and relate directly to the industry in Wales. It would be difficult to achieve a "root and branch" review of Orders quickly and that the timetable for the process of proposing and then introducing legislation was tight. The work need to rely on available data, filling gaps where possible, as well as policy consideration, consultation and careful consideration.

Two options were proposed for the way forward:

- 1) Start the modernisation process now without introducing a 2019 Order to change rates
- 2) Propose an Order aiming for minimal changes to the 2018 Order with an introduction date of 1 April 2019 and initiate a longer term to propose detailed and significant changes to the Order from 2020.

The Panel agreed to adopt the approach as outlined in Option 2. The view was that the longer modernisation project would provide enough time to thoroughly go through the process including full and detailed public consultation.

The Independent members of the Panel would be in post until 1 April 2020 and there was considerable determination to achieve conclusion of the review by then.

The paper submitted in meeting 9 from the farming unions on changes to the structure of Wages Orders was a very useful basis on which to build proposals and consultation papers.

The Panel understood the need to examine each provision proposed carefully and to record the evidence, thinking and evaluation processes behind their decisions. It was noted the Welsh Government conducted several Impact Assessments on all legislation.

#### **Item 5 – Legal Issues**

The Panel's Legal Adviser clarified some legal issues arising in reference to introducing an Order in 2019. The Panel also considered which were needed now and which could be part of the longer term consideration.

#### **Item 6 – Commission Paper from an Independent Economist**

The Panel gave its approval for the Chair to approach AHDB to give a presentation to the Panel on the agricultural economy in Wales to assist the Panel in its considerations.

**Item 7 – Equality Considerations and Reporting Requirements**

The Panel were informed of the need to consider equality issues and the needs of all those with protected characteristics in all proposals and to report on those considerations. The Impact Assessment needs would be shared with the Panel.

**Item 8 – Any Other Business (AOB)**

The two departing members were thanked for their hard work and the Panel wished them well in their future endeavours.

The Chair then closed the meeting.