

## **Summary of the Minutes of the Agricultural Advisory Panel (AAP) Meeting 14 – 17 January 2019**

Welsh Government Pavilion, Royal Welsh Showground, Llanelwedd, Builth Wells

### **Attendance**

Lionel Walford – Chair  
Steve Hughson – Independent Member  
Peter Rees – Independent Member  
Darren Williams – FUW  
Paddy McNaught - UNITE  
Ivan Monckton - UNITE

Helen Snow – Geldards

Ryan Davies – Welsh Government (Panel Manager)  
Dan Ricketts – Welsh Government (Secretariat)  
Rebecca Philp – Welsh Government

### **Apologies**

Will Prichard – NFU Cymru  
Spencer Conlon – Welsh Government

### **Item 1 - Welcome**

The Chair welcomed attendees to the meeting noting two apologies.

### **Item 2 – Update from Chair**

The Chair had written to the Minister for Environment, Energy and Rural Affairs outlining the changes to the 2019 Agricultural Wages Order and a response had been received stating the Minister would continue to work with the Panel in a timely manner.

### **Item 3 – Approval of Notes of Meeting 13 (29 October 2018)**

The minutes of the previous Panel's meeting were discussed and approved.

The Action Points from the last meeting were also discussed:

- Three updates with regard to the Executive Summary on the changes to the Agricultural Wages Order for 2019, Employment Status and the modernisation of the Order from 2020 were all on the agenda for this meeting

- Advertising Future Consultations – the Panel discussed various options for maximising the advertising of consultations with regard to future Wages Orders. It was stated that it is most important that responses are received from people who set wages using the Agricultural Wages Order and the easiest way to do this is through advertising in the farming press. The use of social media and the Royal Welsh Annual Journal were also discussed. It was agreed that advertising costs would be looked into and an update would be given at the next meeting.

#### **Item 4 – Update on Executive Summary of Changes to the Agricultural Wages Order 2019**

A draft copy of the Executive Summary that will be added into the 2019 Guidance was circulated to the Panel. A discussion took place on whether a Press Release should be issued regarding the changes and if so, when? The Panel's legal representative stated that the timing is generally when the Order would come into force (in this case 1<sup>st</sup> April 2019). The protocol regarding the issue of a press release will be investigated and reported back to the Panel.

#### **Item 5 – Update on the Paper on Employment Status**

An updated version on the “Guidance on the Employment Status of Agricultural Wages in Wales” was presented to the Panel. It had not been possible to draw up a flowchart as discussed in Meeting 13 however there is a checklist that can be used by employers to come up with the correct employment status. It was agreed that this was better than anything before and that although there will always be cases that fall out of the remit the checklist will be relevant in the majority of the cases. The Panel members gave their views on the wording of the document – the subject can be very “legalistic” but it had to be kept as simplistic as possible or else people would not use it. It was agreed that it would be re-worded in some areas and circulated to the members of the Panel as soon as possible in order to be published on 1<sup>st</sup> April 2019.

#### **Item 6 – Update on the Modernising of the Order from 2020**

Following on from Meetings 12 and 13 with regard to the statistical baseline data required for future Orders it was confirmed that a meeting had taken place with the Welsh Government Departmental Statisticians and had got no further forward. It is not possible to obtain the statistics that are required from within the Welsh Government.

The Panel stated their disappointment and concerns over the lack of data and discussed other viable options on how these statistics can be obtained. It was stressed that the data is required in order to undertake the Regulatory Impact Assessment to settle on a new wage grade structure that is vital for modernising the Order.

It was noted that DEFRA appear to gather a lot more information through their Farm Business Survey in England. It was agreed that contact would be made with DEFRA to obtain a copy of their survey.

An update was also given on the progress of the 2019 Order. As there are minimal changes to the 2018 Order it was on schedule to come into force on 1<sup>st</sup> April 2019.

**Item 7 – Any Other Business**

There was no other business from around the table

**Item 8 – Next Meeting**

The next meeting date was agreed - Monday 15 April 2019

The Chair then closed the meeting.