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Llywodraeth Cymru
Welsh Government

Welsh Government Consultation Document

Consultation on the Operation and Effectiveness of the Agricultural
Sector (Wales) Act 2014 and its Future.

Date of issue: 12 June 2017

Action required: Responses by 4 September 2017

Mae'r ddogfen yma hefyd ar gael yn Gymraeg.
This document is also available in Welsh.

Overview

We are seeking your views and comments on the operation and effectiveness of the Agricultural Sector (Wales) Act 2014 (the Act) covering the period from 30 July 2014 - 30 July 2017 (the review period). Responses to this consultation will inform the report on the operation and effectiveness of the Act, which must be published as soon after the review period as practicable.

Once the report has been laid before the National Assembly for Wales it will be published on the Welsh Government website.

The consultation also seeks views on whether the Act should be preserved. If, following consultation and completion of the report, it is decided that the Act should remain in force, the Act requires secondary legislation to be passed by the Assembly in order to preserve it. The Order effecting preservation must come into force no later than 30 July 2018.

How to respond

Responses can be submitted online via our website:

<http://www.wales.gov.uk/consultations>

<http://www.cymru.gov.uk/ymgyngoriadau>

Or you can send your comments to:

The Agriculture, Sustainability and Development Division
Welsh Government

Rhodfa Padarn
Llanbadarn Fawr
Aberystwyth
Ceredigion
SY23 3UR

E-mail: slmenquiries@wales.gsi.gov.uk

Further information

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

Data protection

How the views and information you give us will be used

Any response you send us will be seen in full by Welsh Government staff dealing with these issues. It may also be seen by other Welsh Government staff to help them plan future consultations.

The Welsh Government intends to publish a summary of the responses to this document. We may also publish responses in full. Normally, the name and address (or part of the address) of the person or organisation who sent the response are published with the response. This helps to show that the consultation was carried out properly. **If you do not want your name or address published, please tell us this in writing when you send your response.** We will then blank them out.

Names or addresses we blank out might still get published later, though we do not think this would happen very often. The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 allow the public to ask to see information held by many public bodies, including the Welsh Government. This includes information which has not been published. However, the law also allows us to withhold information in some circumstances. If anyone asks to see information we have withheld, we will have to decide whether to release it or not. If someone has asked for their name and address not to be published, that is an important fact we would take into account. However, there might sometimes be important reasons why we would have to reveal someone's name and address, even though they have asked for them not to be published. We would get in touch with the person and ask their views before deciding whether to reveal the information.

Consultation on the review of the operation and effectiveness of the Agricultural Sector (Wales) Act 2014 (the Act)¹.

1. The Policy Context

1.1 *Taking Wales Forward*² sets out how this Government will deliver more and better jobs through a stronger, fairer economy, improve and reform our public services, and build a united, connected and sustainable Wales. Our aim is to create a Wales that is:

- Prosperous and Secure;
- Healthy and Active;
- Ambitious and Learning; and
- United and Connected.

1.2. These four areas are where the Welsh Government can contribute most to the seven well-being goals set out in the Well-being of Future Generations (Wales) Act 2015, to make Wales a prosperous, resilient, healthier, more equal and globally responsible country with cohesive communities with a vibrant culture, a healthy environment and a thriving Welsh language.

1.3. By setting fair minimum wage rates for agricultural workers, in accordance with the level of their responsibilities and skills-sets, the Act's provisions support the sustainable development of the agriculture sector. The minimum pay rates and allowances safeguard household incomes and support local communities to thrive across Wales. Sustainable employment is still considered the best route out of poverty.

1.4 Ensuring that the development of an appropriately skilled agricultural workforce happens in the most effective way and that workers are paid fairly will contribute to building longer term sustainability and resilience in the industry. It is important that this review makes a positive contribution to future provision in this area. Responses to this consultation will be considered carefully and will inform the subsequent report.

Challenges and opportunities

1.5 The UK leaving the EU will present the Welsh agricultural industry with both challenges and opportunities. To overcome these challenges and capitalise on these opportunities the sector must work collaboratively to achieve our shared Vision: *'A prosperous, resilient agriculture industry promoting Wales'* present

¹ <http://gov.wales/topics/environmentcountryside/farmingandcountryside/agricultural-sector-wales-act-2014/?lang=en>

² <http://gov.wales/docs/strategies/160920-taking-wales-forward-en.pdf>

*and future well-being*³.

1.6. Long term business planning needs clarity and direction. There is now some uncertainty about long-term future funding arrangements when the EU framework no longer applies.

1.7 Wales can seize the opportunity to establish new ways of shaping the future in line with current best practice and to think inventively about new ways of doing things best suited to our needs.

1.8 It will be important to explore emerging innovative ideas, including “precision agriculture”, where science based field level information can be used to inform decision making on management of inputs, outputs, record keeping, the environmental footprint and economic competitiveness of the farm.

1.9 There will be opportunities for farm businesses to explore different approaches, such as carbon management, renewable energy provision and innovative farming methods. It will be important to build on our established international reputation for high quality produce as our trade arrangements change as a consequence of EU exit.

The Agriculture Sector in Wales

1.10 The agriculture sector is important to Wales. It employs 4.1 % of our working population, almost 3 times that of the UK (1.4%). The main output areas for Wales are red meat (lamb accounts for 29% of the UK flock; beef, 11% of the UK herd) and dairy (12% of UK production and 13% of the herd).

1.11 The Welsh Government has included Food and Farming as a “Priority Sector” which:

- includes primary production and manufacturing, which in 2015 had **30,300 employees** (not including those self-employed), up from 28,300 in 2014; and
- has a total of **84,200 workers** (based on 2014 figures) if all farmers and agricultural workers are included, up from 76,400.

1.12 A range of Welsh Agricultural Statistics on the sector are available on the Welsh Government website.⁴

³ Set out in the consultation on the Strategic Framework for Welsh Agriculture

⁴ <http://gov.wales/statistics-and-research/?subtopic=Farming&lang=en>
https://www.bva.co.uk/uploadedFiles/Content/News,_campaigns_and_policies/Get_involved/Consultation_archive/150604-strategic-framework-welsh-agriculture-consultation-document-en.pdf

The release for 2015 includes the following table
Persons engaged in work on agricultural holdings

	2008	2009	2010	2011	2012	2013	2014	2015
Total farmers, partners, directors and spouses:								
Full-time	19,453	19,492	16,413	19,945	19,869	17,873	19,507	19,307
Part-time (b)	24,422	24,317	27,586	25,001	25,179	22,078	23,142	22,312
Total	43,875	43,809	43,999	44,946	45,048	39,951	42,649	41,619
Farm workers:								
Regular full-time (c)	3,835	3,720	3,697	3,306	3,146	3,278	4,406	4,638
Regular part-time (b) (c)	4,528	4,623	4,951	3,100	3,422	3,337	4,682	4,492
Seasonal or casual workers	5,315	4,489	5,181	7,063	6,758	6,398	7,884	7,570
Total farm workers	13,678	12,832	13,829	13,469	13,326	13,013	16,972	16,700
Total labour force	57,553	56,641	57,828	58,415	58,374	52,964	59,621	58,319

Figures are for main and minor holdings.

- (a) Part-time defined as less than 39 hours per week.
(b) week.
(c) Includes salaried managers.

1.13 These figures informed the work of the Panel when proposing its first agricultural wages order and assessing the skills profile and skills requirements of the sector. The figures show that in 2015 an estimated 58,319 people were working on farms in Wales. This includes farm business partners, principal farmers, all regular workers, and casual workers.

1.14 The 'principal farmers' are the largest group of workers. These are partners in the farm business who draw an income from the profits of the business. In recent years the balance between full and part time farmers has shifted towards there being fewer full time farmers. 'Regular workers' work on the farm on a continuous basis and may be members of the farmer's family, and these may be paid or unpaid. The number of 'regular workers' is relatively small and the majority of farms in Wales do not have regular employees.

1.15 The nature of the work carried out on farms is often quite different to that found in most other sectors. The physical nature of much of the work can be particularly demanding and health and safety needs to be considered at all times. Wages in the agriculture sector tend to be low partly as they are determined by the wider food supply chain where retail pricing policy adds pressure on farms to keep wage levels and numbers of employees at low levels. A significant amount of work is carried out by self-employed contractors who have specific skills in certain areas and provide their services across a number of farm holdings. Common examples of this contract work in Wales would include sheep shearing and hedging.

1.16 There are many cases of less formal agreements between farmers where, for example, a farmer may help on another farm during a busy period with the favour returned at a later date. It is very difficult to measure the extent of these arrangements accurately. Interpreting these into the more regimented notions of regular workers, full-time and part-time etc. would inevitably lead to inaccurate classifications of workers.

1.17 In his briefing paper on Agricultural Labour,⁵ S Devlin observes the changing composition of the agricultural workforce towards a greater reliance on casual or seasonable workers, often from abroad.

1.18 The paper raises the question of how this labour profile would change should relationships and agreements with the EU and the rest of the world change significantly. Devlin also finds that agri-technology developments, along with trading arrangements that lean towards importing high-labour products and exporting low-labour products are resulting in a smaller agricultural workforce. Consideration of the labour profile of the industry will inform the work to ensure that pay and conditions of agricultural workers are fair and appropriate for the longer term viability of the industry.

Links to related information are at **Annex 1**

The Agricultural Sector (Wales) Act 2014

1.19 The provisions of the Act are designed to support the effective functioning of the agricultural sector and enhance the professionalism of the industry and the resilience of farm businesses in Wales. The provisions of the Act include

- the establishment of the Agricultural Advisory Panel for Wales,
- the introduction of Agricultural Wages Orders and
- the enforcement of those Orders.

A brief introduction to each is provided below. Detail on the implementation of each of these in turn is set out in section 2.

Annex 2 provides links to the main legislation.

The Agricultural Advisory Panel for Wales

1.20 The Agricultural Advisory Panel for Wales (the Panel) was established by the Welsh Ministers via The Agricultural Advisory Panel for Wales (Establishment) Order 2016 (the Panel Order). The Panel is an independent advisory body to the Welsh Ministers whose remit is to promote careers in agriculture, to propose agricultural wages orders and submit them to the Welsh Ministers. They may also provide expert advice on such matters to the Welsh Ministers where required. A further important aspect of the Panel's work is to

⁵ <http://foodresearch.org.uk/wp-content/uploads/2016/07/Agricultural-labour-briefing-final-30-June-2016.pdf>

improve the skills base of the agricultural workforce and develop career opportunities for new entrants to the industry in Wales.

1.21 Under the Panel Order, the Welsh Ministers have the functions of:

- appointing independent members and the Chair of the Panel in accordance with the Public Appointment Code of Practice;
- removing Panel members by written notice;
- paying remuneration to the Chair of the Panel and independent members;
- paying allowances (including but not limited to Travel & Subsistence) to any member of the Panel; and
- publishing the Panel's annual reports.

1.22 After receiving a draft Agricultural Wages Order from the Panel, the Welsh Ministers may:

- approve and make the Order, or
- refer it back to the Panel for further consideration and resubmission.

Agricultural Wages Orders

1.23 The Agricultural Wages Board (AWB) for England and Wales was abolished in 2013. In Wales, the Act has continued the main protections afforded to agricultural workers by previous agricultural wages orders. The protections include minimum wage rates for six grades of workers according to skills levels to encourage progression, holiday and sick pay, as well as certain allowances.

Enforcement

1.24 The enforcement provisions of the Act are the responsibility of Welsh Ministers. These include the minimum rates of pay and conditions set out in the Order and the duty on the employers of agricultural workers to keep records.

The need to review

1.25 The Act⁶ contains a "sunset clause". The effect of this provision (section 14) means that the Act ceases to have effect after 30 July 2018 if no Statutory Instrument is made to preserve it.

1.26 Section 13 of the Act requires the Welsh Ministers to lay a report on the operation and effectiveness of the Act before the National Assembly for Wales (the Assembly) as soon as practicable after the review period. The review period is from 30 July 2014 (the date the Act received Royal Assent) to 30 July

⁶ <http://gov.wales/topics/environmentcountryside/farmingandcountryside/agricultural-sector-wales-act-2014/?lang=en>

2017. The report must contain information about the effect and operation of the Act during that period, There is also a duty on the Welsh Ministers to publish the report as soon as practicable after it has been laid before the Assembly.

1.27 The report must specifically contain information about the effect that the operation of the Act has had upon agricultural workers, their employers and the agricultural sector generally.

Consultation

1.28 This consultation asks for your comments and views on any aspect of the operation and effectiveness of the Act and its possible continuation.

1.29 This consultation exercise forms part of the information gathering exercise to inform the report of the review period. The final report will follow and will take into account all comments and views received.

1.30 To ensure sufficient time is provided for all those wishing to contribute their views and opinions to the review we are holding a 12 week consultation from 12 June – 4 September 2017.

Timeline for preserving the Act

1.31 Following completion of the report on the period the review covers, if the decision is made that the provisions of the Act should remain in force, including the Agricultural Advisory Panel, the introduction and enforcement of minimum agricultural wage legislation, then in accordance with Section 14 of the Act, a Statutory Instrument in the form of an Order preserving the Act will be made. The Order must be in place by no later than 30 July 2018, a year after the expiration of the review period.

2. The Agricultural Sector (Wales) Act 2014 - Implementation

2.1 This section sets out how the Welsh Ministers have exercised their functions under the Act during the review period. Please see **Annex 2** for links to the legislation

The Agricultural Advisory Panel for Wales (the Panel)

2.2 The Welsh Ministers made the Agricultural Advisory Panel for Wales (Establishment) Order 2016 (the Panel Order) which came into force on 1 April 2016. It established the Panel as was required by section 2 of the Act. A link to the Panel Order can be found at Annex 2.

2.3 In accordance with the Panel Order and the Act, the Panel's functions include:

- promoting careers in agriculture;
- preparing agricultural wages orders in draft, consulting on such orders and submitting them to the Welsh Ministers for approval; and
- advising the Welsh Ministers on such matters relating to the agricultural sector as the Welsh Ministers may require.

In accordance with the Panel Order the Panel has responsibility for:

- determining its own procedure;
- establishing the Skills Development and Training (SDT) Sub-committee and other sub-committees as appropriate;
- determining the procedure of the sub-committees; and
- obtaining advice from an organisation or individual.

2.4 The Act requires the Panel membership to adequately reflect the interests of the agricultural sector and that members are equipped with the necessary skills and expertise to perform their duties effectively. The Panel is made up of seven members. This includes two representatives, one from each of the farming unions in Wales, the Farmers Union of Wales (FUW) and the National Farmers Union Cymru (NFU Cymru); two representatives of employees from UNITE and three independent members (including the Chair) with relevant expertise.

2.5 The independent members, including the Chair, were selected via the Public Appointment process and appointed by the Welsh Ministers in 2016. NFU Cymru, FUW and UNITE have guaranteed representation on the Panel to achieve a balance of interests. The composition of the Panel is based on widespread consultation conducted between August and October 2014 which sought the views of the Welsh public on the constitution and functions of the Agricultural Advisory Panel for Wales proposed under the Act. This was

followed by a second consultation in March 2015⁷ on the detailed final proposals.

2.6 The Panel Order outlines procedural matters of the Panel, including appointment and resignation of members, vacancies and meeting arrangements. The independent and representative members of the Panel are appointed for a period of four years and can be re-appointed for a subsequent term of four years. The current membership is listed at Annex 3.

Supporting the Panel's operation

2.7. An external (to Welsh Government) legal firm has been appointed to advise the Panel on drafting agricultural wages orders and any arising legal issues. Administrative support to the work of the Panel is provided by Welsh Government officials.

2.8 The Panel holds no budget of its own. It is supported by Welsh Government. Limited funding is available to commission expert advice and research on specific areas the Panel considers important to its decision-making. The approval of the Welsh Ministers is required before any action of this type is taken that might incur costs.

2.9 In the first year of its operation (1 April 2016- 31 March 2017) limited research was undertaken by the Panel. The Panel's expenditure for that same year was £42,000. This was to cover administrative expenses incurred in attending meetings, completing work for the Panel and legal advice.

2.10 The Panel must produce an annual report each financial year (covering the period from 1 April - 31 March). The annual report must include action taken in exercise of the Panel's functions and summary of issues relevant to the agricultural sector in Wales. The first of these reports is due to be released soon and will be available on the Panel's website.⁸

Summaries of the Panel's meetings

7

<https://www.webarchive.org.uk/wayback/archive/20140920054336/http://wales.gov.uk/consultations/environmentandcountryside/consultation-on-agricultural-advisory-panel-for-wales/?lang=en>

6.

<http://webarchive.nationalarchives.gov.uk/20150508085300/http://gov.wales/consultations/environmentandcountryside/agricultural-advisory-panel-wales-2015/?lang=en>

⁸ <http://llyw.cymru/panelcynghoriamaethyddiaeth>
<http://gov.wales/agriculturaladvisorypanel>

2.11 The Panel is required to meet at least three times per financial year. In 2016 the Panel met in June, September and October. In 2017, the Panel had one meeting in May. The minutes of each meeting are published on the Panel's website.

2.12 **The first meeting** was held on 24 June 2016. The Panel agreed to work towards sending proposals for a new wages order later in the year. They agreed to work together to discuss matters and their ways of working would be co-operative. The Panel saw that it was significantly different from the previous Agricultural Wages Board for England and Wales (AWB) in that its role was to work on careers and skills development in the industry as well as proposing draft Wages orders for Welsh Government to consider and introduce according to legislative procedures.

2.13 **The second meeting** took place on 8 September 2016. This meeting focused on the proposals for a new wages order and proposed changes to minimum rates of pay and conditions. There was also discussion on establishing the statutory SDT sub-committee. Following the meeting, the SDT sub-committee was established and met for the first time in November 2016. Proposals for a new wages order to update the 2016 Order were agreed and a consultation was conducted.

2.14 **The third meeting** took place on 24 October 2016. The Panel discussed the proposals for a new wages order and the consultation that had taken place. They agreed that future proposals needed more time for consideration and consultation. The Panel considered the 2 responses received to the consultation. One response suggested that the Panel should rely on "UK arrangements" meaning wider employment law and the National Minimum Wage or National Living Wage (NLW), the other asked for clarification of certain points, which was provided during the third Panel meeting.

2.15 The Panel agreed its proposals for a new wages Order, and asked its legal advisers to draw up a draft. The Panel's draft proposals for a new Order were submitted to Welsh Ministers for consideration and approval.

2.16 **The fourth Panel meeting** took place on 11 May 2017. The Panel discussed matters relating to Continued Professional Development (CPD) in the agricultural sector and the importance of having up to date Labour Market Intelligence (LMI). The next meeting of the Panel is scheduled to take place in September 2017.

2.17 The Panel considered what was needed to update the Agricultural Wages order 2016 in its first meeting. The Panel agreed proposals for amending the 2016 order and submitted them to Welsh Government. The Panel resolved to consider updating and examining the agricultural wages provisions in detail during 2017. The panel's intention is that this will result in proposals for more fundamental structural changes to be introduced.

2.18 In the short time since establishment, there has been a significant amount

of work undertaken by the Panel as detailed above. The Panel has established its statutory SDT Sub-committee and has demonstrated its commitment to helping to improve the long term future of the industry.

2.19 The Panel has focussed on the need to ensure that fair pay and allowances are in place for agricultural workers and that these are structured in a way to support skills and career development in the sector. This is the intention of the Wages order changes the Panel has suggested. The Panel will ensure that its expert advice is focused ensuring fair levels of payment, increasing skills and building career development pathways for all agricultural workers. The SDT sub-committee is developing research proposals on professional development and the labour market to identify priority areas in need of improvement.

2.20 In the view of the Panel this will drive forward a sustainable, profitable industry for the long term future and the future well being of many of our communities. Should the decision be made to preserve the Act, it will be important to monitor the effect of the Panel's work on skills development, and the effect of Wages Orders on the industry and the Welsh economy. There are sufficient safeguards in place in both the Act and the Panel Order to ensure such monitoring takes place.

Question 1

a) Do you consider that the Agricultural Advisory Panel has fulfilled all of its duties since its establishment?

b) Are there any priority areas/issues either in relation to agricultural wages orders, career development or any other issue you would suggest the Panel focuses on?

c) Do you consider that that the Panel and its sub-committee should have more time to develop their work?

You may wish to consider sending any suggestions of matters that you would like to draw to the attention of the Panel for consideration with your response to this consultation.

Sub-committees of the Panel

2.21 To ensure that the Panel can effectively fulfil its statutory functions, its operation can be supported by sub-committees on specific issues as required. The Panel carried out its statutory duty to establish a permanent **Skills Development and Training (SDT) sub-committee** in November 2016.

2.22 The SDT sub-committee's remit is to advise the Panel on matters related to skills development, training opportunities and career progression. It comprises representative members from the farming unions, the Young

Farmers Clubs (YFC), Lantra, academics and independent members. Current members are listed at **Annex 3**.

2.23 The SDT sub-committee met in November 2016 and March 2017. The sub-committee began by considering various reports on skills and training development in the sector to inform its work. Their focus initially was on the wider picture, and the direction provided by Professor Wynne Jones in “Towards a New Professionalism - The skills strategy for agriculture and horticulture” as well as the need to increase the professionalism of the industry at all levels. Further insight into the current training provision was provided by the expert members of the sub-committee and by Professor Wynne Jones.

2.24 The sub-committee instigated work to explore the needs of the sector and to review relevant research, reports and literature to inform its view and build robust advice to drive improvements.

2.25 The SDT sub-committee also intends to consider commissioning specified Labour Market Intelligence (LMI) to inform its work as well as work to improve Continuous Professional Development (CPD) in the industry. The SDT sub-committee considers that there is a need for clearer guidance on apprenticeship provision in Wales. It intends to report to the Panel, making recommendations on actions deemed necessary to achieve improvement, in Spring 2017. This will inform the Panel’s considerations of future agricultural wages orders.

2.26 The Panel and the SDT sub-committee have welcomed the enthusiastic co-operation of experts in the industry in supporting its work.

2.27 The SDT sub-committee is very much in its infancy but work has begun in earnest in ensuring the agriculture industry in Wales is in the best possible position to overcome the challenges and grasp the opportunities of the future. The sub-committee is considering commissioning research to inform its work.

Question 2

a) Do you consider that the sub-committee on Skills Development and Training has identified the key areas it needs to focus its efforts on?

b) Are there any other areas within the industry which you believe would benefit from the establishment of a sub-committee?

You may wish to consider sending any suggestions for the sub-committee’s consideration with your response to this consultation.

Welsh Agricultural Wages Orders

2.28 The Act preserved the effect of the last Agricultural Wages Order introduced by the AWB, the Agricultural Wages (England and Wales) Order 2012. The provisions of the 2012 Order continued to apply in Wales until it was

replaced by The Agricultural Wages (Wales) Order 2016. This wages Order was made by Welsh Ministers in exercise of their power under section 4 of the Act and came into force on 26 February 2016. It ensured that there was a continuity of support for agricultural workers.

2.29 It is understood that many agricultural workers in Wales are paid at rates above the minimum rates of pay and allowances. The minimum agricultural rates set out in Agricultural Wages Orders act as a safety net and the six grade progression of increased levels of payment act as an incentive to develop the skills the industry needs.

2.30 The six grades of progression are:

- Grade 1 – Initial Grade,
- Grade 2 – Standard Worker
- Grade 3 – Lead Worker,
- Grade 4 – Craft Grade,
- Grade 5 – Supervisory Grade,
- Grade 6 – Farm Management Grade.

A diagram showing progression through the six grades is at Annex 4

2.31 The Agricultural Wages (Wales) Order 2016 sets out employment conditions and agriculture-related benefits, including provisions for the following:

- Overtime rates
- Remuneration for children of compulsory school age (aged 13-16)
- Apprentices
- Entry to a grade
- Travelling
- Training
- Bad weather
- Output work (previously piece work)
- Housing allowance
- Dog allowance
- On-call allowance
- Night work supplement
- Birth and Adoption grant
- Agricultural Sick Pay
- Rest breaks
- Holiday leave and pay
- Bereavement leave

The Agricultural Wages (Wales) Order 2016

2.32 The Welsh Ministers had the power to introduce an agricultural wages order if and when needed before the Panel was established (Section 4(2) of The Act). Public consultation on whether such an order should be introduced and if so, the provisions it should contain was conducted between 11 May and 3 August 2015. In line with the consultation responses, the then Deputy Minister for Farming and Food decided to introduce the Agricultural Wages (Wales) Order 2016 (the 2016 Order). See Annex 2.

2.33 The 2016 Order increased wages by around 6% for all grades and categories of workers, except Grade 1, which is set 2p above the current National Minimum Wage (NMW). It also increased the night work supplement to £1.44 per hour and retained other agriculture related benefits and allowances at the 2012 level.

2.34 The 2016 Order retained the Grading structure of the 2012 Wages Order to ensure continuity within the existing statutory regime and introduce minimal disruption to the functioning of the sector. The 2016 Order includes updated Schedules of applicable awards and certificates of competence, which help determine the Grade of the worker. The schedules were prepared and updated by Lantra in light of changes to the educational framework and the titles of certificates since the AWB made its last Order in 2012.

2.35 The 2016 Order will remain in force until a new wages order is made based on the proposals and draft wages order submitted to the Welsh Ministers for approval by the Panel.

Guidance on the 2016 Order

2.36 The Welsh Government also issued guidance⁹ to help workers and employers to understand the statutory requirements of the 2016 Order.

2.37 The aim of the guidance is for it to be user-friendly and easy to follow, containing examples of how to calculate specific entitlements, such as holiday leave pay and sick pay. In the future, the intention is to update the guidance as necessary and when new Orders are introduced.

Question 3

Do you have any suggestions for additional information to be included in an updated version of the guidance, or for further clarification of the existing guidance?

⁹ <http://gov.wales/docs/drah/publications/161201-agricultural-wages-wales-guidance-en.pdf>

The Panel's first proposed Agricultural Wages (Wales) Order

2.38 The Panel's first draft wages order proposed retention of the overall grading structure and allowances from previous Orders and was first submitted to Welsh Ministers for their consideration in October 2016. The Panel has indicated that in future years they intend to consider the provisions as a whole in detail to ensure they continue to be of maximum benefit to the industry.

2.39 The Panel's proposed Wages Order seeks to increase the 2016 levels for all categories and grades of agricultural workers.

2.40 The Panel agreed to propose a 1.2% increase to rates for Grades 3-6 and for children of compulsory school age (aged 13-16). The rates of Grade 1 and Grade 2 are proposed in the context of the NLW and NMW increase.

2.41 The Panel's original timeline proposed to have the new wages order in force on 1 April, the same date the NLW and NMW increases took effect. However, the original coming into force date was not achievable. The Panel and the Welsh Government are working in collaboration to progress the new wages order with the intention of bringing it into force as soon as possible.

Enforcement of the Agricultural Minimum Wage

2.42 The enforcement of the Agricultural Minimum Wage provisions in Wales is the responsibility of the Welsh Ministers. Section 5 of the Act enables the enforcement of the provisions contained in agricultural wages orders that relate to the minimum rates of pay that agricultural workers must receive. It does so primarily by applying (with some modifications) the provisions set out in the National Minimum Wage Act 1998 for enforcing compliance with the national minimum wage. Historical cases (pre-October 2013) of suspected breaches are handled by the UK Government's Rural Payment Agency.

2.43 Enforcement Officers, authorised under the Act, can serve notices on employers who, in the opinion of the Enforcement Officer, may have underpaid a worker. Such notices require employers to pay the additional remuneration due to the worker.

2.44 The Welsh Government has a team working on enforcement issues as they arise. The team has recourse to specialist advice where needed. There is an assumption that there will be a small number of cases coming forward each year. Two formal complaints were considered in 2016, both were resolved between the parties concerned without the need for further arbitration. Enforcement officials liaise with other agencies including Unite and the farming unions to assess the extent of possible non compliance.

2.45 The SLMenquiries@wales.gsi.gov.uk mailbox has been set up to deal with questions related to agricultural wages in Wales and to receive complaints. The volume of enquiries varies, but was expected to be roughly 30 per year. During the period 1 April 2016 – 31 March 2017, there were 42 enquires from employees and employers. Many of these were seeking confirmation of the

minimum rates or entitlements set out in the Order. This shows the Act is having an impact on Welsh farm workers. The Act has ensured that agricultural workers have been paid those sums rightfully owed to them.

2.46 Whilst there are no formal statistics available for overall non-compliance, anecdotal evidence, from agencies and organisations, suggests that there are some instances where non-compliance is suspected but not reported. These range from employees not being paid the appropriate rate of pay for their grade, through to employees not receiving allowances or not being allowed the leave entitlement accorded by the Wages Order. Increased awareness of the provisions will help to lessen non compliance and encourage reporting.

2.47 It is intended that there will be a focus in 2017-18 on the need to increase awareness of the Act's key provisions such as the minimum pay rates for agricultural workers, and the need for career and skills development. The aim of increasing awareness will be to reduce non-compliance and build a more professional and resilient industry. Publication of specific Guidance on each successive Welsh Agricultural Wages Order will answer some of the more direct questions.

Question 4

a) Do you consider that having agricultural wages orders which set minimum levels of hourly rates of pay and conditions is beneficial for the agricultural industry?

b) Do you have any comment to make on specific aspects of Agricultural Wages (Wales) Orders?

Please let us know if you would like to suggest any changes for future orders.

Question 5

a) Do you consider there needs to be increased awareness of the Agricultural Minimum Wage provisions?

b) If so, what do you think would be the most effective way to communicate this?

c) Do you have any concerns around compliance or enforcement of the regulations that you would like to bring to our attention?

Agricultural Wage Arrangements across the UK

2.48 The Agricultural Wages Board for England and Wales was not replaced in England following the abolition of the Board in 2013. As discussed above, the Agricultural Advisory Panel for Wales has a significantly different remit to the previous AWB.

2.49 There are similar, but not parallel, Agricultural Wages Boards in Scotland and Northern Ireland, where the emphasis is more firmly on setting minimum rates of pay for agricultural workers.

2.50 There is productive liaison across the UK between these bodies and Boards to avoid duplication of effort and to share information and best practice where relevant.

Question 6

Do you have suggestions, concerns or views on cross border arrangements?

Please tell us where you consider that best practice needs to be shared across the UK.

Are there any specific aspects of implementation which could benefit from formal agreements in your view?

The UK National Living Wage and the National Minimum Wage

2.51 Article 13 of the Agricultural Wages (Wales) Order 2016 stipulates that agricultural workers are to be paid by their employer at a rate which is not less than the agricultural minimum wage. This provision is subject to the operation of section 1 of the National Minimum Wage Act 1998 (i.e. if the agricultural minimum wage rate is overtaken by the National Minimum Wage, an agricultural worker is entitled to the higher rate in accordance with the National Minimum Wage Act 1998).

2.52 The UK Government introduced the National Living Wage on 1 April 2016. Future Agricultural Wages Orders will ensure the sector in Wales operates under provisions which would be in step with current economic conditions, including increased cost of living and changes to the National Minimum Wage and National Living Wage levels.

2.53 More detail on National Minimum Wage and National Living Wage requirements is provided at **Annex 5**.

Communications and engagement

The Agricultural Advisory Panel for Wales

2.54 As an independent advisory body to the Welsh Ministers, the Panel is responsible for managing its own communications, meetings and disseminating messages.

2.55 The Welsh Government hosts an online platform for the Panel to publish its minutes, papers, consultations and promote initiatives as it considers appropriate.¹⁰

2.56 The Panel's consultation on its proposals for the 2017 Wages Order continued for 4 weeks September - October 2016 and was sent to a targeted list of key stakeholders and their networks. Future consultations conducted by the Panel will be posted on the Panel's online platform as well as being distributed widely to organisations, individuals and associated networks.

2.57 The Panel has agreed that its communications will include dissemination of messages through social media, publications and the Welsh Government's Farming Connect programme, the Farm Liaison Service and Gwlad online, as appropriate.

Welsh Government

2.58 Consultations on the legislation needed to establish the Panel were conducted publicly and in accordance with appropriate procedures.

2.59 Welsh Government's internet site was used for this purpose and presents information and links to key documents such as Guidance on Wages Orders as well as relevant announcements.¹¹

2.60 Printed copies of the Guidance on the Agricultural Wages (Wales) Order 2016 have been distributed to stakeholders and at key events such as the Royal Welsh Agricultural Society (RWAS) Winter Fair at Llanellwedd in 2016. Copies are placed in offices and sent to stakeholders throughout Wales to augment the publication on the Welsh Government website. Subsequent updates of this Guidance will be widely distributed. The Guidance includes contact details for enquiries/complaints.

2.61 This consultation on the operation and effectiveness of the Act is published bilingually on the Welsh Government website and has been sent directly to a wide spectrum of organisations (see list at **Annex 6**).

¹⁰ <http://lyw.cymru/panelcynghoriamaethyddiaeth> <http://gov.wales/agriculturaladvisorypanel>

¹¹ <http://gov.wales/topics/environmentcountryside/farmingandcountryside/agricultural-sector-wales-act-2014/?lang=en>

Question 7

How effective do you consider communications to have been in the review period 2014-2017?

Please send us your views and/or suggestions for improved communication.

3. The Future of the Agricultural Sector Act (Wales) 2014

3.1 As set out above, the Act contains a “sunset clause”. The effect of this provision means that the Act ceases to have effect after 30 July 2018 if no Statutory Instrument is made preserving it.

3.2 This requirement is set out in section 14 of the Act as follows:

(1) This Act (other than subsection (3) and, for the purposes of that subsection, sections 17(1), 17(2) and 18) ceases to have effect at the end of the expiration period, unless an order is made under subsection (2).

(2) The Welsh Ministers may, by order, after the end of the review period (30 July 2017) but **before the end of the expiration period (30 July 2018)**, provide that this Act is to continue in effect despite subsection (1).

3.3 Should the decision be made to preserve the Act, an order needs to be made according to Section 14(2) of the Act providing it is to continue in effect.

3.4 Such an Order would have to be made in accordance with the affirmative Assembly procedure. This will require the Assembly to debate and vote on such an order.

Summary of operation during the review period

Welsh Government

3.5 The Act preserved the statutory Agricultural Minimum Wage regime that existed in Wales under the now abolished Agricultural Wages Board. The Act recognises the nature of agricultural work and rewards experience and qualifications through a progressive, six step career path.

3.6 Immediately following the Act receiving Royal Assent in 2014 the Welsh Government began work on implementation. A public consultation on the structure and remit of the Panel ran from 7 August to 30 October 2014. Responses to that exercise and additional feedback from stakeholders informed the development of the proposals on membership and operation of the Panel. A further consultation took place from 27 March to 19 June 2015. Responses informed the final constitution of the Panel, the selection of members and the remit of the Panel.

3.7 The Welsh Government conducted consultations on the Agricultural Wages (Wales) Order 2016, which came into force in February 2016. This preserved the safety net of an agricultural minimum wage and the incentives to develop skills in the industry for agricultural workers in Wales, uplifting agricultural wages which had not been done since the previous Order in 2012. The Order will remain in place until the first Agricultural Wages (Wales) Order proposed by the Panel is approved and made by the Welsh Ministers. This ensures there will be no interruption to the safety net, the encouragement on skills development or the enforcement of the provisions of the agricultural wage regime in Wales.

3.8 The Act imposed a statutory duty on the Welsh Ministers to establish the Agricultural Advisory Panel for Wales. While there was no specific deadline by which the Welsh Ministers had to act, the Agricultural Advisory Panel for Wales (Establishment) Order came into force on 1 April 2016, less than two years after the Act was given Royal Assent. The Panel's remit is to work on career development in the agriculture sector, to prepare and draft agricultural wages orders and provide advice to Welsh Ministers as required. The membership and constitution of the Panel was accomplished in accordance with the provisions of the Panel order. Appointments of the independent members and the Chair were made swiftly and in accordance with the Appointed Persons procedure.

3.9 The Panel met three times in 2016. It has submitted draft proposals for a new agricultural wages order and has stated an intention to consider the structure and provision of the wages regime in further detail during 2017. The Panel has discharged its statutory duty to establish the SDT sub-committee, doing so in late 2016, less than a year into its operation. Even though only recently established, the SDT sub-committee is already forming research proposals to gather an evidence base on the agricultural labour market work on ways to improve Continuous Professional Development arrangements for employees and employers in the sector.

3.10 Preservation of the Act would provide the Panel with further time to enable it to consider fully what Wales' agricultural sector requires to ensure fair pay and conditions for agricultural workers in the 21st Century.

3.11 Preserving the Act would further provide the SDT sub-committee with the time and scope to come forward with robust advice on how to improve skills provision and take-up in the industry. The sub-committee will also be able to identify any research they consider is necessary to inform future policy.

3.12 The Panel, working with its SDT sub-committee, would be able to work in partnership with agencies, skills providers and policy makers in Government to ensure that training and skills needs of the sector are considered in the widest and most integrated way possible.

3.13 The objectives of the Act are in line with a number of the goals of the Wellbeing of Future Generations Act. In particular, the implementation of the Act contributes to the development of a more prosperous, resilient and equal

Wales by setting fair wages for agricultural workers and supporting skills and careers within the sector, enabling employees to learn and progress.

3.14 The Agricultural Minimum Wage (AMW) regime preserved by the Act recognises the distinct nature of agricultural employment, including seasonality, incidence of casual employment and the use of on-farm accommodation, and provides not only appropriate levels of minimum pay but also various agriculture related benefits and allowances. These include housing allowance, agricultural sick pay provision and night work supplement.

3.15 Agriculture is a vital component of the Welsh economy, and especially important within rural areas where agricultural employment is more dominant. Ensuring fair wages for agricultural workers and securing opportunities for training and career development can assist wider rural communities and economies to grow and thrive.

3.16 Since 2014, the Welsh Government has developed a support framework for the implementation of the Act which includes information updates on the Welsh Government website, a helpline number and e-mail contact and an enforcement mechanism which considers all complaints of underpayment of agricultural wages. This mechanism has been running successfully, resulting in the recovery of underpayment in a number of complaint cases. The Act and the AMW regime it safeguards has the capacity to support individual workers and impact positively on their lives.

Question 8

Do you think that the Act should be preserved?

Question 9

Are there any other comments that you wish to make in respect of this consultation?

Thank you for your consideration of these questions. We would appreciate your response to these questions and any other comments you would like to make. Your response will inform the decision on the future of the Agriculture Sector (Wales) Act 2014.

4 How to respond

Responses can be submitted online via our website:

<http://www.wales.gov.uk/consultations>

<http://www.cymru.gov.uk/ymgyngoriadau>

Alternatively, you may send your comments to:

Agriculture, Sustainability and Development Division
Welsh Government
Rhodfa Padarn
Llanbadarn Fawr
Aberystwyth
Ceredigion
SY23 3UR

Or to E-mail: slmenquiries@wales.gsi.gov.uk

Consultation on the effectiveness of Agriculture Sector (Wales) Act 2014

Response Form

Name: individual /company/organisation

Address:

Contact number:

We would welcome any comment you may wish to make. If you are responding to one of the specific questions asked it would be helpful to have the question number.

Question number	Response/comment

Annex 1

Related Information

The Agriculture sector (Wales) Act and related documents on the Welsh Government Website

<http://gov.wales/topics/environmentcountryside/farmingandcountryside/agricultural-sector-wales-act-2014/?lang=en>

Agriculture Wages in Wales 2016: A Guide for Workers and Employers No 1

<https://www.gov.uk/agricultural-workers-rights/overview>

Agricultural statistics concerning various aspects of the agriculture industry

<http://gov.wales/statistics-and-research/welsh-agricultural-statistics/?lang=ens>

Office National Statistics -Employment and Labour market.

People in and out of work covering employment, unemployment, types of work, earnings, working patterns and workplace disputes.

<https://www.ons.gov.uk/employmentandlabourmarket>

Towards a New Professionalism: The Skills Strategy for agriculture and horticulture –the AgriSkills Forum

<http://www.agriskillsforum.co.uk/AgriSkills%20Strategy.pdf10>

Agricultural labour in the UK – The Food Research Collaboration Brief. 7 July 2016 **Stephen Devlin, New Economics Foundation**

<http://foodresearch.org.uk/wp-content/uploads/2016/07/Agricultural-labour-briefing-final-30-June-2016.pdf>

Review of Learning Delivered by Further Education Colleges and the Relevance of that Delivery in Supporting Farm Businesses in Wales. Professor Wynne Jones

<http://gov.wales/docs/drah/publications/150130-review-of-further-education-colleges-with-agricultural-provision-report-en.pdf>

The impact of Brexit on the UK agricultural workforce. Horizon Market Intelligence. 20 September 2016 AHDB

http://www.ahdb.org.uk/documents/Horizon_Brexit_Analysis_20September2016.pdf

Annex 2

Legislation

The Agriculture Sector (Wales) Act 2014

<http://www.legislation.gov.uk/anaw/2014/6/contents/enacted>

This Act makes provisions for

- The establishment of the Agricultural Advisory Panel for Wales
- The making of orders which set the terms and conditions for persons employed in agriculture in wales (agricultural workers) and
- The enforcement of such terms and conditions

The Agricultural Advisory Panel for Wales (Establishment) Order 2016

<http://www.legislation.gov.uk/wsi/2016/255/made>

This Order establishes the Panel as an independent advisory body to the Welsh Ministers. The Panel's functions are to promote careers in agriculture, to prepare agricultural wages orders in draft, consult on such orders to submit them to the Welsh Ministers and to advise the Welsh Ministers on matters relating to the agricultural sector in Wales.

The Agriculture Wages (Wales) Order 2016

<http://www.legislation.gov.uk/wsi/2016/107/made>

This Order provides that agricultural workers are to be employed subject to the terms and conditions set out in Parts 2-5 (article 3) and specifies different grades and categories of agricultural worker (articles 5-12)

Part 3 makes provision about minimum rates of remuneration that must be paid to agricultural workers (article 13) and other provisions for allowances.

Part 4 provides that an agricultural worker is entitled to agricultural sick pay in specified circumstances (articles 19-22) and the entitlement (article 24) and calculation of the amount (article 23).

Part 5 makes provision about and agricultural worker's entitlement to time off, including rest breaks, annual leave, and holiday pay.

Guidance on the Agriculture Wages (Wales) Order 2016

<http://gov.wales/docs/drah/publications/161201-agricultural-wages-wales-guidance-en.pdf>

It is intended that Guidance, appropriate to each Wages Order introduced, will be issued at the appropriate time.

The Agricultural Advisory Panel for Wales – Membership

Membership 1 April 2016

Dr Lionel Walford	Independent – Chair
Mr Daryl Williams	UNITE
Mr Ivan Monckton	UNITE
Mr Darren Williams	FUW
Mr John Davies	NFU
Mr Peter Rees	Independent
Mr Stephen Hughson	Independent.

Membership 1 April 2017

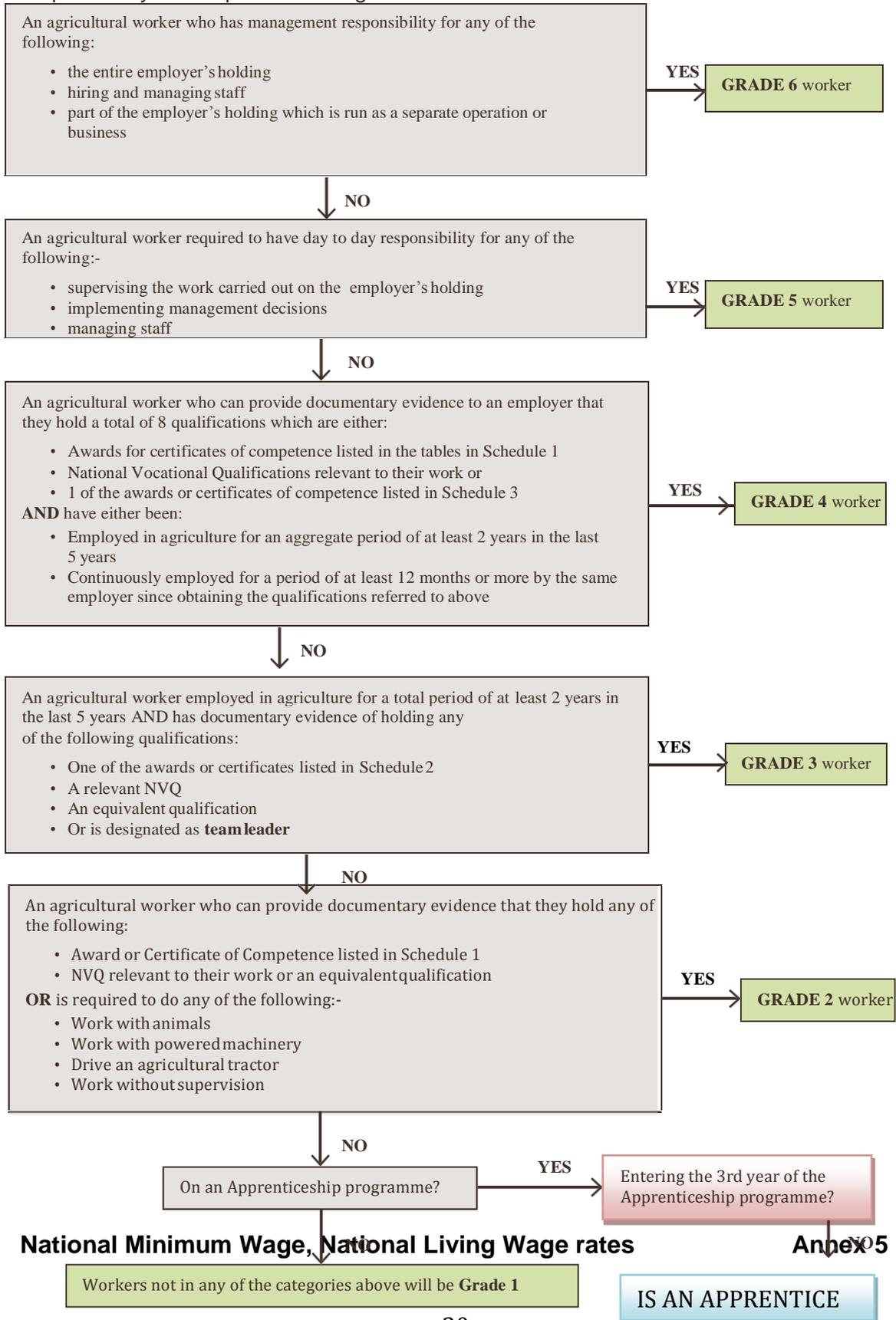
Dr Lionel Walford	Independent Chair	
Mr Bryan Godsell	UNITE	
Mr Ivan Monckton	UNITE Mr Darren Williams	FUW
Mr John Davies	NFU Cymru	
Mr Peter Rees	Independent	
Mr Stephen Hughson	Independent	

Permanent Sub-committee on Skills Development and Training Membership

Current Membership

Dr Lionel Walford	Independent Chair
Mr Peter Rees	Independent - Education
Mr Stephen Hughson	Independent - Agriculture
Mr Bryan Godsell	UNITE
Mr Ivan Monckton	UNITE
Kevin Thomas	Lantra
Nia Lloyd	Wales YFC
Helen Evans	Wales YFC
Alun Elidyr Edwards	FUW – Agriculture and Education
David B Jones	Coleg Cambria
Will Prichard	NFU Cymru

The six grades of agricultural worker are based on qualifications, in-work responsibility and experience in agriculture.



National Minimum Wage, National Living Wage rates

Annex 5

Workers not in any of the categories above will be **Grade 1**

IS AN APPRENTICE

You must be at least:

- [school leaving age](#) to get the **National Minimum Wage** in Wales this means you can leave school 30 June as long as you will be 16 by the end of that school year's summer holidays.
- aged 25 to get the **National Living Wage** - the minimum wage will still apply for workers aged 24 and under

These rates are for the National Living Wage and the National Minimum Wage. The rates change every April.

Year	25 and over	21 to 24	18 to 20	Under 18	Apprentice
October 2016	£7.20	£6.95	£5.55	£4.00	£3.40
April 2017	£7.50	£7.05	£5.60	£4.05	£3.50

[Apprentices](#) are entitled to the apprentice rate if they're either:

- aged under 19
- aged 19 or over and in the first year of their apprenticeship

Example An apprentice aged 22 in the first year of their apprenticeship is entitled to a minimum hourly rate of £3.40

Apprentices are entitled to the minimum wage for their age if they:

- are aged 19 or over, and
- have completed the first year of their apprenticeship

Example An apprentice aged 22 who has completed the first year of their apprenticeship is entitled to a minimum hourly rate of £6.95

Previous rates

The following rates were for the National Living Wage and the National Minimum Wage from April to October 2016.

Year	25 and over	21 to 24	18 to 20	Under 18	Apprentice
April 2016	£7.20	£6.70	£5.30	£3.87	£3.30

Who gets the minimum wage?

Workers must be at least school leaving age (last Friday in June of the school year they turn 16) to get the National Minimum Wage. They must be 25 or over to get the National Living Wage.

Contracts for payments below the minimum wage are not legally binding. The worker is still entitled to the National Minimum Wage or National Living Wage.

[Workers](#) are also entitled to the correct minimum wage if they're:

- part-time
- casual laborers, for example someone hired for one day
- agency workers
- workers and homeworkers paid by the number of items they make
- apprentices
- trainees, workers on probation
- disabled workers
- agricultural workers
- foreign workers
- seafarers
- offshore workers

Read the information on [who is entitled to the minimum wage](#).

You can use the [minimum wage calculator](#) to check whether the National Minimum Wage or National Living Wage is being paid.

[Contact ACAS](#) if you're not getting the National Minimum Wage and think you should be.

Direct Distribution list - in addition to publication.

<p>Aberdeen Angus Cattle Society ADAS Agricultural Business APHA Archaeological Trust Association of National Parks Wales Barclays agricultural policy BASC Brecknock Wildlife Trust Brecon Beacons National Park British Blonde Society British Blue Cattle Society British Limousin Cattle society British Simmental Cattle Society British Veterinarian Association British Association for Shooting and Conservation Brown Swiss Cattle Society BWW Management Planner Forum CAAV CAAV CADW Campaign for the Protection of Rural Wales Carmarthen Bay and Estuaries Carmarthen Rivers Trust CBI CCFG (Continuous Cover Forestry Group) Celtic Ecology Centre for Alternative Technology Chartered Institute for Environmental Health (Wales) CLA Coastal Zone & Marine Environment Research Unit, Coed Cymru ConFor (Confederation of Forest Industries) Country Land and Business Association Countryside Council for Wales Cynnal Cymru DARDNI Dartmoor Society Dairy Co Dairy Development Centre (DDC) Dairy Strategy Group Dee Valley Water Plc Defra Dept for BIS</p>	<p>Community Land Advice Confederation of British Industry Constructing Excellence in Wales Co-operative Group Crown Estate Denbighshire County Council DM Property Consultants Dwr Cymru Ehlaw Energy Savings Trust Federation of Petroleum Suppliers Federation of Small Business Freightliner Friends of the Earth Cymru Fuel Experts Association Institution of Civil Engineers Keep Wales Tidy Landscape Institute Lloyds Bank PLC Mineral Products Association MOD National Sewerage Association OFTEC OHES Environmental Oil Firing Technical Association Ltd (OFTEC) Oil Recycling Association One Voice Wales Ramblers Association RICS Wales Royal Town Planning Institute Scottish Government Seven Rivers Trust Severn Trent Water The Oil Specialists Tir Enterprises United Utilities University of Bangor Welsh Local Government Association Coleg Sir Gar Coleg Cambria Coleg Gwent Edward Perkins Chartered Surveyors IOSH (Institute of Occupational Safety and health) TCS Management Meyrick Estate Management Country Land and Business Association Disability Wales</p>
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<p> Devons Cattle Society DG Agri EC Dyfi Biosphere Elan Valley Trust Environment Agency Eryri National Park Farming and Countryside Education Forest Research Forestry Commission Wales Future Farmers FUW FWAG Grwp Llandrillo Menai Horticulture Wales HSBC Agriculture Hybu Cig Cymru IBERS Institute of Chartered Foresters Landex (Land Based Colleges Aspiring to Excellence) Lantra Llais Y Goedwig Maelor Forest Nurseries Ltd Marine Conservation Society Meat Promotion Wales Menter a Busnes Menter Mon National Beef Association National Park Authorities National Society of Allotment and Leisure Growers Natural Resources Wales (NRW) National Trust NFU Cymru NFU NFU Mutual Senior Agent NPTC College Group OCW Pembrokeshire Coast Pembrokeshire NPA PINS Powys County Council Public Health Wales RHSMR Mottershead RSPB RWAS Santander Snowdonia/Eryri National Park Authority Soil association Sustainable Farming Consultant TFA Upland Forum Unite Union Visit Wales Wales Environment Link </p>	<p> Action on hearing Loss All Wales People First Autism Cymru British Deaf Association Wales British Dyslexia Association Communication Matters Disability Powys Diverse Cymru Employers Forum on Disability Equality and Human Rights Commission Epilepsy Wales Learning Disability Wales Mind Cymru North Wales Deaf Association UKs Disabled Peoples Council Wales Council for Deaf People Swansea disability forum Scope Disability Arts Cymru Disability Sports Wales Gofal Cymru Mencap Cymru National Deaf Children's Society Wales North Wales Deaf Association RNIB Wales Council for the Blind LGBT Consortium A Gender Transgender Awareness Wales Unique Transgender Network Stonewall Cymru Unity Group Wales Pride Cymru Chwarae Teg BAWSO Mewn Cymru Career Women Wales Wales Resource Centre for Women in Science, Engineering and Technology Welsh Assembly of Women Welsh Women's aid Women Connect First Women Making a Difference Women's Workshops Women on Boards Cymorth I Ferched Cymru Welsh Women's Aid Women in Wales Newport Women's aid WEN Wales North Wales Women's Network Women's Food and Farming Union Wales Women in Agriculture Forum (through Menter a Busnes) </p>
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<p>Wales Office Wales Wildlife and Countryside Trust Water Regulations Advisory Service Wales Rural Observatory Wales Tourism Alliance Water UK Watts and Morgan Welsh Black Cattle Society Welsh Lamb and Beef Promotions West Wales European Centre WFBP (Wales Forest Business Partnership) Wildfowl and Wetlands Trust Wildlife Trusts Wales WLGA WWF Cymru Woodland Trust Women's Federation of Farming Wye and Usk Foundation Whittingham Riddell Lusitanos Chartered Institute of Housing Citizens Advice Clee Tompkinson and Francis Coal Authority Common Vision Community Housing Cymru Merched Y Wawr Welsh language Commissioner Youth Cymru Cymru Ifanc YFC Wales Contact The Campaign for the Children and Young People Assembly for Wales National Youth Agency Plant yng nghymru - Children in Wales UK Youth Council for Wales voluntary Youth Services Wales Council for Voluntary Youth Action Youth United Foundation Action for Children British Youth Council Anabledd Dysgu Cymru/Learning Disability Wales Children's Commissioner Wales Children in Wales</p>	<p>Women's Institutes Wales Women in Construction Wales Women in property Women's engineering society WiRE (Women in rural enterprise) National Energy Action Wales Workplace Report Magazine NHS Centre for Equality and Human Rights Wales Council for Voluntary Action Oxfam Cymru Participation Cymru WRAP Wellness Recovery Action Plan Rural Support Wales Equality and Human Rights Commission Age Cymru Older Peoples Commissioner for Wales Age UK Joseph Rowntree Foundation Bevan Foundation The Church in Wales CYTUN The Inter Faith Council for Wales Muslim Council of Wales The Jewish Leadership Council British Pakistan Foundation Cafod Diverse Cymru Gofal Cymru North Wales Regional Equality Network (NWREN) Race Council Cymru Race Equality First South East Wales Race Equality Council (SEWREC) Welsh Refugee Council</p>
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