

## **Summary of the Minutes of the Agricultural Advisory Panel (AAP) Meeting 17 – 2 September 2019**

Hafod y Hendre, Royal Welsh Showground, Llanelwedd, Builth Wells

### **Attendance**

Lionel Walford – Chair

Steve Hughson – Independent

Ivan Monckton – Unite

Will Prichard – NFU Cymru

Lucy Ralph – NFU Cymru

Peter Rees – Independent

Darren Williams – FUW

Daryl Williams – Unite

Dylan Morgan – NFU Cymru

Helen Snow – Geldards

Welsh Government:

Ryan Davies – Panel Manager

Spencer Conlon - Agricultural Strategic Framework Project Leader

Dan Ricketts – Secretariat

### **Apologies**

Nick Fenwick – FUW

Bridget Henderson – Unite

### **Agenda Item 1 – Welcome**

The Chair welcomed attendees to the meeting including Daryl Williams from Unite who was returning to the Panel and replacing Neil Beveridge.

### **Agenda Item 2 – Chair’s Update**

There was nothing to report.

### **Agenda Item 3 – Approval of Minutes of the Last Meeting and Action Points**

The minutes of the previous Panel’s meeting were discussed and approved. Several Action Points from the previous meeting were on the agenda for this meeting.

An update was given on publicising the consultation document in Agri Trader magazine. Due to publishing dates an advert in the magazine would not be viable. Lionel said that, as Chair, he would write a letter to the “Dear Editor” sections of the Farmers Guardian and the Farmers Weekly. This was agreed by the Panel.

**Agenda Item 4 – Suggested Changes to the 2019 Order for Incorporation into the 2020 Order (Legal Advice)**

As per Action Points from the previous meeting (AAP 16) Helen reported back to the Panel with regards to the new wording of the following articles of the Order:

- Article 15 – Accommodation Offset Allowance
- Article 21 – Entitlement to Agricultural Sick pay
- Articles 31 and 34 – Calculating Holiday Entitlement

The amended articles were all approved by the Panel.

Helen also stated she had looked at Article 16 regarding On-Call Allowance and Night Work Allowance after recent Court of Appeal decisions and the Order is currently compatible so no changes are required. It was agreed the guidance would be changed for 2020 to ensure greater clarity.

**Agenda Items 5 and 6 – Presentation of Employer (Farming Unions) and Employee (Unite) Papers**

Both parties presented their papers in terms of their positions with regards to any rise in Agricultural Wages from 1<sup>st</sup> April 2020. It was agreed both were excellent submissions and would now be discussed further.

**Agenda Item 7 – Discussion of Draft 2020 Order**

The rates for 2020 were discussed. After three rounds of negotiations between the employers (NFU / FUW) and the employees (Unite) a vote was taken as the employers had submitted a full and final offer.

Proposal 1: To approve the NFU / FUW offer of a 1.8% increase  
For – 4      Against – 2

Proposal 2: To approve the Unite proposal of a 2.9% increase  
For – 2      Against – 4

During negotiations Unite moved the following formal motion:

“The Panel recognises the extract of the report of the Fair Work Commission previously circulated in AAP 16 Documents 6 and 7 and commits to investigating the feasibility [of paying the Real Living Wage within three years] as recommended as a matter of priority”

It was unanimously agreed by the Panel this should be on the agenda for AAP 19 in November as the situation with Brexit will hopefully be clearer by then.

**Agenda Item 8 – Progress on Modernisation**

The panel looked at the Revised Modernisation Paper – mainly around how an Agricultural Worker can progress to a Senior Agricultural Worker. It was agreed that both sides would redraft the paper and it would be discussed again at the next meeting.

It was also agreed that at the next meeting the timelines for the 2020 and 2021 Orders would be discussed (these had not been updated due to leave commitments) and also the removal of age references in pay bandings.

**Agenda Item 9 – Any Other Business**

Darren recently met with Kirsty Williams who would be happy to attend a meeting of the sub-committee on Skills Development and Training in her role as Education Minister. She would attend to listen and work with the sub-committee. However, it was felt that as the main agenda item at the next meeting of the sub-committee was regarding the “Sustainable Farming and Our Land” consultation from the Welsh Government it would not be appropriate for a Government Minister to attend.

LANTRA will be holding an awards ceremony in October 2019 to recognise the commitment of individuals and businesses in terms of development and training across the agricultural sector.

The chair then closed the meeting.