

**MINUTES OF THE TWENTY-FIFTH BOARD MEETING OF THE GANGMASTERS LICENSING AUTHORITY – 13 JANUARY 2010 HELD AT THE TUC CONGRESS CENTRE, LONDON**

**Present:**

Paul Whitehouse	Chairman
Sharon Cross	NFU
Simon Chesterman	ACPO
David Camp	ALP
Graham Bruce	NFUS
Hannah Reed	TUC
Gillian Mills	SAGB
Nigel Jenney	FPC
Jane Mordue	CAB
Carl Cresswell	BIS
Robin Wythes	HMRC
Jackie Evans	DWP (on behalf of Rebecca Murphy)
James Lazou	Unite (on behalf of Chris Kaufman)
Jeremy Oppenheim	Home Office
Jeremy Cowper	Defra

**In attendance:**

Ian Livsey	Chief Executive, GLA
Ray Dawson	Chief Operating Officer, GLA
Darryl Dixon	Director of Strategy, GLA
Almut Gadow	Policy Officer, GLA

**Observers:**

Matthew Cage	TUC
Gerry Franks	Low Pay Commission
Pete Cozens	BIS
Jolanta Edwards	Pay and Worker Rights Helpline

1	Introductions	JE from BIS Pay and Work Rights Helpline Project Team welcomed as speaker; MC welcomed as observer
2	Apologies	Phil Hudson, NFU Marshall Evans, REC Joanne Young, ALP Cllr Paul Bettison, LACORS Anne Fairweather, REC Russ Hardy, PSA John Gorle, USDAW Peter Toner, DARDNI Rebecca Murphy, DWP Chris McCann, BRC Anne Fairweather, REC Steve Kemp, GMB
3	Minutes of the last	<b>Note:</b>

	Board meeting	<ul style="list-style-type: none"> <li>• agreed</li> </ul>
4	Declarations of Interest	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• none</li> </ul>
5	Declarations of urgent business	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• none</li> </ul>
6	Operations Update	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• Noted by the Board</li> <li>• There has been an 80% increase in operational resource, with particular emphasis on working in hotspot local areas to generate intelligence and work with local agencies, businesses and worker representatives. Increases in back office staff have been kept to a minimum.</li> <li>• LPs bemused that operational outputs continue to be compliance inspections, despite repeated announcements of a move from compliance to enforcement. More enforcement resource than envisaged is still required for compliance inspections due to the unexpectedly high volume of new applications. In addition, application inspections now often involve more complex investigations and therefore take significantly longer than in the past. While additional enforcement officers have been recruited in recent weeks, the process of fully training and incorporating these is ongoing, and their contribution is expected to show results over the coming months.</li> <li>• Despite placing greater emphasis on enforcement, the GLA must continue to monitor compliance among licensed businesses and ensure that standards do not slip.</li> <li>• Additional enforcement officers have been recruited on 12 months contracts purely because funding could not be guaranteed beyond 2011.</li> </ul>
7.1	Corporate Plan 2008-2011	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• Noted by the Board</li> <li>• Business Plan, to be presented at April Board meeting, will now focus on outcomes, not outputs.</li> <li>• Some key outcomes of GLA's work are by definition difficult to translate into measurable targets.</li> <li>• Output measures will be set out in Operations Management Plan. These will continue to be monitored monthly and reported to the Board quarterly.</li> </ul> <p><b>Action:</b></p> <p><b>BM10 4.</b> Board members to submit comments to the Corporate Plan by email by 15 February</p> <p><b>BM10 5.</b> GLA to check if information sharing gateway covers information sharing with local authorities.</p> <p><b>BM10 6.</b> GLA to consider elaborating on plans or targets for joint working.</p> <p><b>BM10 7.</b> GLA to raise methods of measuring reduction in worker exploitation at the next Worker Representatives Liaison Group meeting.</p>
8.1	Pay and Work Rights Helpline	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• Presentation noted by the Board</li> <li>• Only a small proportion of calls relate to the GLA regulated sector. This may reflect the sector's share of the labour market. Board would be interested to see breakdown of callers' backgrounds, to see whether the</li> </ul>

		<p>service is reaching GLA protected workers.</p> <ul style="list-style-type: none"> <li>• A pilot campaign targeting workers in the GLA regulated sector will take place in February, to be rolled out nationally later in the year.</li> <li>• Where workers identify themselves as working for a farm or packhouse, it is vital to ascertain whether the employer is a gangmaster</li> <li>• Recognised brands such as CAB or GLA, which have established trust and credibility in migrant worker communities, should not be lost</li> <li>• The flipside of advertising work rights advice must be a continued emphasis on employers' obligation to comply with employment law</li> <li>• Workers who have only a mobile telephone may be put off calling an 0800 number. PWRH is working with network operators to ensure that callers are not charged and that no automated message to the contrary is played, and is considering how to reflect this in its advertising</li> </ul>
8.2	EHRC Meat Processing	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• Apologies received from the EHRC's Sue Coe</li> </ul> <p><b>Action</b> <b>BM10 8.</b> To be raised at April Board meeting</p>
8.3	Report back from ARC	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• ARC is continuing to work with the NAO to review the audit strategy, and to ensure that the GLA complies with International Financial Reporting Standards. ARC has reviewed the Business Risk Register, Fraud Risk Register and Pensions Risk Register. No issues to report to the Board.</li> </ul>
8.4	Minutes of GLA Board Liaison Groups	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• Noted by the Board</li> </ul>
9	Urgent business –	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• n/a</li> </ul>
10	Any other Business	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• JC informed the Board of the imminent Arm's Length Body Review. As announced in the Budget, Defra like all government departments is required to review its arm's length bodies, including GLA. Led by HM Treasury, the review will consider opportunities to merge or abolish existing bodies and the possibility of moving policy or operational functions to other bodies or departments where restructure could deliver savings or improve outcomes or customer service. Reviews are scheduled to complete in March, before the next GLA Board meeting.</li> <li>• Consumer minister Kevin Brennan has accepted last year's Competition Commission's recommendation for a body to enforce the Groceries Supply Code of Practice (GSCOP). The code will come into force on 4 February 2010 and will be followed shortly by a consultation on how best to enforce the code and who the ombudsman should be.</li> <li>• Environment Secretary Hilary Benn has launched Food 2030, the Government's new food strategy. The Board generally supportive of the strategy but Unions would have welcomed a reference to workers and Labour Users and a reference to wholesale and service sector.</li> <li>• Hilary Benn has launched the Fruit and Vegetables Task Force which aims to increase the production and consumption of fruit and vegetables</li> </ul>

		<p>in this country.</p> <p><b>Actions:</b></p> <p><b>BM10 9.</b> Defra/ GLA to ensure that Board Members are notified of outcome of Arm's Length Body Review as soon as this becomes publicly available. GLA to call extraordinary Board meeting on the issue should Members feel necessary.</p> <p><b>BM10 10.</b> JC to give a short presentation on Food 2030 at next meeting.</p>
11	Date of next meeting	Nottingham, 23 April 2010