

**MINUTES OF THE FOURTH MEETING OF THE LABOUR USER LIAISON GROUP –  
1.30PM – 19 FEBRUARY 2010, HELD AT DEFRA, ERGON HOUSE, FLOOR 1, ROOM  
LG01, LONDON**

Present:

Paul Whitehouse	Chairman, GLA
David Nix	Head of Policy & Communications, GLA
Janette Bonham	Communications Assistant, GLA
Claire Wynne-Jones	Noble Foods
Tina Rutter	Emmett UK
James Potter	NFU
Tom Easson	Ringlink Scotland
James Brown	James Brown Trees
Shayne Tyler	Manor Fresh
Helen King	Produce World
John Caney	Produce World
Fergus Morgan	2 Sisters Food Group
Nigel Jenny	Fresh Produce Consortium
Sue Johns	Produce World
Sue Hall	Winchester Growers

Apologies:

Claire Joyce	Langmead Farms
Phil Hudson	NFU
Graham Bruce	Ringlink Scotland
Mark Clark	Grampian Growers
Sharon Cross	GS Marketing
Colin Hall	50 Club
Claire Ludlow	50 Club

1	Declarations of interest	<b>Note:</b> None
2	Minutes of last meeting	<b>Note:</b> Agreed
3	Previous actions	<b>Note:</b> <ul style="list-style-type: none"> <li>The GLA's letter to the Low Pay Commission was circulated to members of the Group.</li> </ul>
4	Update on Travel and Subsistence Schemes	<b>Note:</b> <ul style="list-style-type: none"> <li>Following the publication of a GLA Brief on this issue, the Authority were now looking into cases of non-compliance. It is hoped the results of this work will be announced in due course .</li> </ul>

5	Update on Supermarket & Supplier Protocol/Labour User Guide	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• The Group welcomed how the protocol now included suppliers as equal partners.</li> <li>• ST suggested regional meetings to disseminate the findings of the GLA's work.</li> <li>• With reference to the Best Practice guide, GLA will include a point on labour users checking if their labour providers operate a travel and subsistence scheme or use an umbrella company.</li> <li>• PW asked that with regard to the finished guide, who would like to have their logo on. Various organisations were suggested, NFU, FPJ, ETI, BITCC, HTA, CONFOR, ICOCO.</li> <li>• PW asked if anyone else had any comments to make, TE asked for correction on page 18, after "Licensing Standards 8: Sub-Contracting and Using Other Labour Providers" first bullet point should read "If you allow labour providers to sub-contract <i>*make sure (*addition)</i> your labour provider has records of other labour providers used.</li> </ul> <p><b>Action:</b></p> <ol style="list-style-type: none"> <li>1. The GLA to consider regional feedback meetings.</li> <li>2. Group to advise DN of any other trade associations they would like to include on Best Practice Guide.</li> </ol>
6	Any other business	<p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• JP commented it was difficult to make contact with UKBA through its employers' helpline.</li> <li>• ST raised issues relating to A2 workers, in particular the circumstances in which farmers could use A2 workers. GLA confirm only if through SAWS, sector based schemes or genuinely self employed. ST indicated that A2 nationals could easily gain permission to work as self employed from UKBA and HMRCST asked could GLA put note on website/send GLA Brief to confirm to farmers when they can use A2 workers as well as what they should check.</li> <li>• JP enquired whether GLA have looked at forthcoming pension reform. DN advised that GLA were anticipating another review of Licensing Standards in 2011 and will look at this as part of that work. This review will also consider the Agency Workers Directive.</li> </ul> <p><b>Action:</b></p> <ol style="list-style-type: none"> <li>3. GLA to contact UKBA to make them aware of the reported difficulties with using its helpline</li> <li>4. GLA to verify with HMRC the process for A2 nationals getting registered to work as self-employed</li> </ol>
13	Next meeting	Thursday 20 May 2010, 2pm at Nottingham