

DEPARTMENT FOR ENVIRONMENT, FOOD AND RURAL AFFAIRS
WELSH GOVERNMENT

**Report on
Wages in Agriculture**

1 January to 31 October 2013

Presented to Parliament pursuant to section 13 of the
Agricultural Wages Act 1948



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Introduction

This is the final Report on Wages in Agriculture and is presented jointly by the Secretary of State for Environment, Food and Rural Affairs and the Welsh Government. It covers the work of the Agricultural Wages Board for England and Wales, the Agricultural Wages Committees, and the Agricultural Dwelling House Advisory Committees. The Report also sets out in Part II the enforcement action taken during the year and a comparison with the previous five years.

During the period under review, responsibility for the Agricultural Wages Board for England and Wales was shared jointly by the Secretary of State for Environment, Food and Rural Affairs and the Welsh Government, except for the expenses of the Board which remained the responsibility of the Secretary of State. Responsibility for Agricultural Wages Committees rested with the Secretary of State in England and the Welsh Government in Wales.

As mentioned above the Report also covers the work of the Agricultural Dwelling House Advisory Committees (ADHACs). ADHACs give advice to local housing authorities when a farmer applies to the authority, requesting it to re-house an agricultural worker (or former worker) so that the cottage in which he or she lives can be made available for a new farm worker. The ADHAC considers the agricultural case and how quickly the farmer needs the cottage for the new worker.

The Agricultural Wages Board was formally abolished on 25 June 2013. Although outside the period of this Report, the Agricultural Wages Committees in England and the Agricultural Dwelling House Advisory Committees in England were abolished on 16 December 2013.

REPORT OF THE PROCEEDINGS UNDER THE AGRICULTURAL WAGES ACT 1948

PART I

REPORT OF THE AGRICULTURAL WAGES BOARD FOR ENGLAND AND WALES FOR THE PERIOD 1 JANUARY- 25 JUNE 2013

This is the final report of the Agricultural Wages Board.

The report of the Agricultural Wages Board proceedings during 2013 is set out in paragraphs 1 to 36 below.

Meetings

1. The Board met for the last time on 9 May 2013 to discuss its impending abolition and also to discuss the implications arising from abolition. The Board received an update from the Defra officials present at the meeting.

2. Members were informed that an amendment had been tabled at Report Stage to the Enterprise and Regulatory Reform Bill in the Lords and had been included in the Bill. The Bill had received Royal Assent at the end of April. .

3. The Defra legal adviser provided a brief summary of the implementation of abolition. Section 72 and Schedule 20 of the Enterprise and Regulatory Reform Act 2013 contained provisions for abolition together with certain other provisions relating to the Rent (Agriculture) Act 1976. There would be a commencement Order with staggered commencement and appropriate saving provisions. The Board would be formally abolished on 25 June 2013. A further Statutory Instrument would later provide for the commencement of the provisions abolishing the Agricultural Wages Committees (AWCs) and Agricultural Dwelling House Advisory Committees (ADHACs) in England. The Agricultural Wages (England and Wales) Order 2012 would remain in force until 1 October 2013.

4. With regard to the ADHACs all applications made prior to 1 October 2013 would be dealt with. Applications could not be made after that date. The Working Time Regulations 1998 would be amended to bring agricultural workers within their scope. That would be achieved by means of a Statutory Instrument subject to the affirmative resolution procedure which meant that it had to be debated and approved by both Houses of Parliament.

5. The Workers' Side asked what was being proposed regarding the Working Time Regulations. Defra officials replied that currently agricultural workers were covered by the Regulations, but certain changes in relation to the commencement of leave year and arrangements for taking leave were needed to align the position for agricultural workers with other workers under the Regulations. The Workers' Side remarked that there was also the provision for a worker to opt out of the Regulations (the 48 hour rule). The Employers' Side concurred and added that agricultural workers had always lived under the regulations unless there were specific exemptions. They also asked if Defra could provide a note explaining the changes to the Working Time Regulations.

6. Defra officials added that guidance to employers and workers would be made available about the changes in statutory employment terms in agriculture. They added that

they appreciated the importance of circulating the guidance widely and that they would like to share the drafting of the guidance with Board Members.

7. The Workers' Side asked if it would be advertised in the trade press. They added that the notion of advertising the guidance purely by digital means was not appropriate for workers or employers, many of whom did not have access to a computer.

8. The Employers' Side welcomed the proposed guidance. The NFU had already put together a series of "twenty questions" and they looked forward to sharing it with Defra officials.

9. The Workers' Side expressed concerns over the process leading to abolition. They stated their belief that results of the consultation demonstrated that most respondents were against abolition. They also criticised the decision to use the Enterprise and Regulatory Reform Bill to abolish the Board rather than the the Public Bodies Act as had been announced originally.

10. The Employers' Side remarked that they had never taken a position other than abolition of the Board. The NFU had been considering advice to the farming industry. They had been very pro-active in supporting it and would ensure that employment law was properly enacted.

Review of Qualifications

11. An updated list of qualifications had been prepared to Members prior to the meeting. The Chairman asked Members for comments and suggestions.

12. The Workers' Side commented that the qualifications listed in the paper had no linkage to the qualifications in the Agricultural Wages Order. They stated that without such linkages they were meaningless. The grades would no longer apply and while they might be useful to incorporate into a future Order from 1 October 2013 skills would no longer be matched to wages.

13. The Employers' Side disagreed. They thought that what was in the Order at the time of abolition should be accurate. Their reason was that it would form the basis for employers to advise workers of the correct qualifications for their grade. They added that the Agri-Skills forum would look at the document.

14. Defra officials confirmed that Lantra had been asked to carry out some wider work which it was hoped would be useful for the Agri-Skills Forum.

15. The Workers' Side remarked that they hoped the employers would take the new qualifications on board. If they were serious they should be insisting that their members follow the skills set out both in the Order and in the paper before the meeting.

16. The Employers' Side replied that they were present to see how they could make progress for the industry. There was tremendous competitiveness amongst farmers. The industry was a highly skilled one and the idea that employers would pay low wages was rubbish. They thanked Dr Walford, for the work he had done in chairing the Qualifications Sub-Group over the years and Dr Hugh Billot who had initiated the system.

17. The Chairman asked what would be the means of communicating the new qualifications. Dr Walford suggested that both Sides email it to interested parties they represent. One method of achieving dissemination would be as a hard copy, e.g. a self-standing Order. The Chairman noted that while it was possible to ensure that the qualifications were up to date the Board could not make an Order before the date of abolition. He suggested that the changes be placed on the Defra website.

18. The Employers' Side remarked that the current nomenclature in the Order needed updating. The Order already recognized past qualifications but it needed to have the correct terminology. They did not see it as a dead document, rather as a living one which was constantly updated.

Exchange of Economic Information

19. The Chairman opened this part of the meeting by suggesting that there was scope for continuing dialogue between the two Sides. It was possible that individual negotiations could take place in the absence of the Board, and the parties could provide guidance even if it was non-statutory. He was unsure what scope there was for exchange of economic information.

20. The Workers' Side remarked that they would like to see what was being proposed by the NFU and the Minister. They indicated a preference for an informal structure and asked if the Minister had any model in mind. Defra officials said they would be interested to hear the view of the Board. The Chairman added that there was nothing clear as yet as the focus had been on the battle to retain the Board. Now that abolition was a reality it needed to think about future structures.

21. The Employers' Side commented that they had indicated what the NFU would do but added that it would not endorse advisory minimum rates.

22. The Workers' Side responded that agriculture was a National Minimum Wage industry. That was the reality. The NFU President, Peter Kendall, had said that it would put out advice. Such advice would be meaningless unless rates were a part of it. They added that there would be no negotiations with Unite because the NFU Executive Council would not allow it.

23. The Employers' Side stated that their guidance would reflect regional pay rates and would also have a sectoral aspect.

24. The Workers' Side asked with respect to the exchange of economic information what role Defra was going to play. Defra officials replied that provision of a range of statistics would continue and would be disseminated online. However, the booklet Farm Wages and Labour would not be published as in previous years.

On-going Dialogue between the Parties

25. The Workers' Side expressed disappointment with the position taken by the NFU. However, they believed that they should be exploring meaningful dialogue and would be willing to meet the Minister to discuss informal dialogue in the absence of the AWB.

26. The Employers' Side explained that it was not in their gift to make any promises. While the meetings with Unite would continue they were bound by their Policy Board. However, they emphasised that the NFU would be updating their advice. They would be

extremely surprised if there was a drop in wages as a result of abolition. The industry needed to go forward and it would not do so by paying low wages. Qualifications and skills were required continually and needed if the industry was to remain competitive.

Closing Remarks

27. Ms Susanna May of Defra stated that she wished to put on record her thanks to everyone who participated in the Board and its organisation, including the Chairman, Members, Judith Marsden of Defra, and, Dermot McInerney (Secretary).

28. On behalf of the Workers' Side Steve Leniec also thanked Dermot McInerney (Secretary) and Mark Shulman (Legal Adviser) for all their hard work and the support and assistance they had given to the Board. He extended his thanks to everyone, including the employers with whom, while they may have had disagreements from time to time, they were ultimately able to come to agreement on a number of issues. He believed that in his time on the Board significant strides had been made, notably in the setting up of the grading structure and the system of qualifications. He added that Mr Monckton was the longest serving member on the Workers' Side.

29. Closing the meeting, the Chairman noted the Board's long and distinguished history of striving to ensure that farmers and farm workers alike could fairly and effectively serve the country's needs.

30. He said he had been honoured to serve as Chairman for some 10 years and recognised that others on the Board today have served much longer than that.

31. The Chair expressed his thanks to everyone he served with including employer and employee representatives and Independents and the secretariat. Finally, the Chair expressed his hope that the two Sides would continue to engage constructively to promote the best interests of all those working in the Industry.

Code of Best Practice and Code of Practice on Access to Information

32. The Code of Best Practice, Code on Access to Information and Publication Scheme continued in force in 2013. In accordance with the Code of Best Practice the Secretariat holds a register of all Independent Board Members' relevant interests. Copies of the register can be obtained from the AWB Secretariat at Area 3A, Nobel House, 17, Smith Square, London, SW1P 3JR.

Legal Adviser

33. Keystone Law acted as Legal Adviser to the Board throughout 2013.

Membership

34. Full details of the Board's membership for the year are at Appendix I.

Minimum Rates in 2013

35. Details of the minimum rates fixed by the Board which applied in 2013 are at Appendix II.

Board Expenditure April 2012 to March 2013

36. The Board incurred expenditure in the 2012/13 financial year for meeting costs, provision of legal advice, advertising expenses etc. of £39,498.23. The printing and

distribution of the Order cost £32,049.20. Staff costs for the financial year were estimated to be £20,908.50. This gives overall expenditure of approximately £92,440.93.

PART II

ENFORCEMENT OF THE AGRICULTURAL WAGES ORDER: 31 MARCH TO 30 SEPTEMBER 2013

37. Since 1 April 1999 the National Minimum Wage enforcement procedures have been applied to the Agricultural Minimum Wage. From 18 May 2009 the Pay and Work Rights Helpline became the primary stage for those members of the public who had a query about the provisions of the Wages Order. The Agricultural Wages Team (AWT) which operates from Defra's office at Crewe remained responsible for dealing with queries about the Wages Order referred to it by the Helpline and for handling complaints. It also retained responsibility for handling enquiries and complaints from employers and workers in Wales.

38. When a complaint is received and it appears that the worker has been underpaid, AWT staff attempt to resolve matters by writing to, or in some cases telephoning, the employer and explaining the requirements of the legislation. The aim is to persuade the employer to pay the worker at the correct rate and to pay arrears. If the employer agrees to put matters right by a specific date and the AWT receives confirmation from the worker that this has been done and that he or she is content, the case is closed. If the employer refuses to co-operate or fails to pay the money, the case is passed to an Agricultural Wages Inspector (AWI) to investigate.

39. A visit from an AWI may be sufficient to prompt the employer to put matters right. Where this fails, an Enforcement Notice may be served. A schedule of arrears attached to the Notice shows the sum due to the worker for the hours worked, holiday taken etc. in each pay reference period and sets this against the sum received. The arrears due in each pay reference period are calculated and the total sum due is stated in the Enforcement Notice. (Where an Enforcement Notice relates to more than one worker a separate schedule is required for each worker.) An employer may appeal to an Employment Tribunal against an Enforcement Notice. Provided the Notice is upheld, the employer is required to pay the arrears due and, if he or she fails to do so, a Penalty Notice may be served.

40. The following table gives the number of complaints received from 31 March to 30 September 2013 and information about cases closed and enforcement action taken. Activity is recorded up to 30 September 2013 when the provisions of the Agricultural Wages Act 1948 which set a statutory minimum wage for agricultural workers were abolished. Figures for the five preceding years are given for comparison.

	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	Mid 2013
Calls to Helpline	1671~	N/A	N/A	N/A	N/A	N/A
<i>Complaints carried forward</i>	169**	177**	181**	175**	27	53
Complaint forms received	32	33	37	42	61	29
<i>Total number of cases open during year</i>	201	237	218	217	88	46
<i>Cases resolved; employer agreed to pay</i>	29	38	35	40	10	21
<i>Arrears recovered where employer agreed to pay</i>	£98,714.49	£109,302.96	£42,468.22	£93,028.50	£39,020.00	£106,479.19
Cases passed to AWIs	6	8	2	11	8	0
Enforcement Notices issued	4	3	1	2	0	0
Cases resulting in debt recovery action	0	0	0	0	0	0
Employment Tribunal Appeals	4	3	1	0	1	2
Employment Tribunal hearings	0	3***	0	0	1	1
Enforcement Notice upheld	0	0	0	0	0	1
Value of arrears in cases where Enforcement Notice has been served	£6,987.39	£125,000	0	0	0	£97,360.96
<i>Cases closed because: insufficient information; no underpayment; complaint withdrawn; worker and employer resolved problems while case was on hold.</i>	8	14	6	139	2	19
<i>Complaints open at 31 March</i>	179**	181**	175**	27	53	55

* These figures do not include queries made to the Agriwages mailbox which average out at approximately 20+ per week.

** includes 155 complaints against one employer.

*** Cases settled at the Tribunal Hearing without going through formal process.

~ Helpline transferred to the Pay and Work Rights Helpline with effect from 18 May 2009

PART III

AGRICULTURAL WAGES COMMITTEES (AWCs)

41. In 2013 there were 15 AWCs in England none in Wales. The AWCs for Wales had been abolished in 2007 and a single Committee was formed to cover the entire Principality. So far no members have been appointed to the Committee. The groups of Counties and former Counties served by each Committee in England were based substantially on the former Regional Service Centre boundaries of the Ministry of Agriculture, Fisheries and Food. The Committees are constituted under Section 2 of the Agricultural Wages Act 1948. Section 5 of the Act, (which empowered them to grant permits of exemption to incapacitated workers), was repealed on 1 October 2004, because it was not compatible with EU legislation which required equal treatment in employment for people with disabilities. Sections 6 and 7 of the 1948 Act empower Committees to issue certificates regarding premium arrangements between employer and learner or apprentice and to revalue farm-workers' houses. Also, under Section 46 of the Agriculture (Miscellaneous Provisions) Act 1968, AWCs have powers to issue craft certificates (but since July 2003 there have been no provisions in the Wages Order which require the Committees to use this power). As required by Section 13 of the Agricultural Wages Act 1948, Annual Reports are prepared by each Committee. Under Section 29 of the Rent (Agriculture) Act 1976 AWC Chairs are responsible for appointing Agricultural Dwelling House Advisory Committees (ADHACs).

42. A list of the Committees in England and Wales and a note on their constitution is given at Appendix III. Full details of AWC membership is at Appendix IV.

Review of Activities

Premium Arrangements for Learners

43. Apprentices or learners may be charged for tuition by their employer only if the AWC, in whose area they are employed, has issued a certificate of approval. No applications have been made under these arrangements since 1993.

Valuation of Farm-workers' Houses

44. The assumed standard value for a house, provided through the contract of employment as part payment of a farm-worker's minimum wage, is fixed by the Agricultural Wages Board. However, if an employer or worker considers that this amount does not represent the true value in a particular case either party can apply to the local Agricultural Wages Committee for a higher or lower figure to be fixed. Since 1995 there have been just seven applications all of which were made in 1997.

Report on performance standards achieved in England by Secretariat of the Agricultural Wages Committees for England from 1 April 2012 to 31 March 2013.

45. During the 12 months ending on 31 March 2013 the Secretariat of the Agricultural Wages Committees for England:

- (a) arranged 15 AWC meetings and dealt with 82 expenses claims; and
- (b) prepared and submitted 15 AWC statutory Annual Reports to the Minister as required by the Agricultural Wages Act 1948.

No appointments were made.

46. As a result of the abolition of the former AWCs in Wales and their replacement by a Committee covering the entire Principality no meetings were held and no appointments were made.

PART IV
AGRICULTURAL DWELLING HOUSE ADVISORY COMMITTEES (ADHACs)

47. The Rent (Agriculture) Act 1976 and the Housing Act 1988 give certain agricultural workers (including retired workers and successors) living in farm cottages, security of tenure. However, under these Acts a farmer may apply to the local housing authority to have the protected worker re-housed if he/she needs the cottage for another worker in the interests of efficient agriculture. To assist the housing authority in considering the farmer's application the 1976 Act provides for an ADHAC to give advice on the case made by the applicant concerning the interests of efficient agriculture and regarding the urgency of the application. Section 29 of the Rent (Agriculture) Act 1976 makes provision for the establishment of ADHACs within the area of each Agricultural Wages Committee. The areas of each AWC are detailed at Appendix III.

48. Each ADHAC comprises an independent member, who is the Chair, one member representing agricultural employers and one member representing agricultural workers. Details of ADHAC membership are at Appendix V.

49. Details of ADHAC cases in 2013 are as follows:-

	England	Wales
Applications carried forward from previous year	0	0
New applications received	6	0
Applications withdrawn or invalid	2	0
Cases in which ADHAC concluded a need	1	0
Those where ADHAC concluded need was immediate	0	0
Cases in which ADHAC concluded no need	3	0
Complaints about ADHAC performance	0	0
Cases carried forward to the next year	0	0

Report on performance standards achieved in England by the Secretariat of the Agricultural Dwelling House Advisory Committees from 1 January to 31 October 2013

50. During the 12 months ending 31 October 2013 the Rural Development Service in England arranged 4 ADHAC meetings and dealt with 12 expenses claim forms.

51. No requests for an ADHAC were received by Divisional Offices in Wales.

APPENDIX I

MEMBERSHIP OF THE AGRICULTURAL WAGES BOARD 2013

Chairman

Mr Derek Evans CBE

Appointed Members (Independent Members)

Prof. J Ditch

Ms C Elliott

Mr J Magee

Dr L Walford

Representatives of Employers

Mr R J Fiddaman MBE (Leader of Employers' Side)

Mr P Bicknell

Mr C Bourns

Mr J Grant

Mr D Jarman

Mr R Pascal

Mr J Potter

Mr M Raymond MBE

Representatives of Workers

Ms J Long (Leader of Workers' Side)

Mr M Belsey

Ms B Henderson

Mr S Leniec

Ms K Matley

Mr I Monckton

Mr R Neville

Mr D Weeks

Secretary to the Board

Mr D McInerney

Legal Adviser to the Board

Keystone Law LLP

APPENDIX II

AGRICULTURAL WAGES BOARD MINIMUM WEEKLY RATES OF PAY IN FORCE IN 2013 FOR WORKERS WORKING STANDARD WEEKLY HOURS

1 January to 30 September 2013					
Grade 6	Grade 5	Grade 4	Grade 3	Grade 2	Grade 1
£	£	£	£	£	£
366.60	339.30	320.19	298.74	271.44	242.19

Higher rates apply to Full Time and Part Time Flexible Workers.

APPENDIX III

AGRICULTURAL WAGES COMMITTEES IN 2013

Counties and former Counties for which separate Agricultural Wages Committees are established.

England
Humberside Shropshire

Combinations of Counties and former Counties for which Agricultural Wages Committees are established.

England

1. Avon, Dorset, Somerset and Wiltshire.
2. Bedfordshire, Cambridgeshire, Essex and Hertfordshire.
3. Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire.
4. Berkshire, Buckinghamshire, Hampshire, Isle of Wight and Oxfordshire.
5. Hereford and Worcester, Gloucestershire, Warwickshire and West Midlands.
6. Devon, Cornwall and Isles of Scilly.
7. Norfolk and Suffolk.
8. Kent, Surrey, East Sussex and West Sussex.
9. Cheshire and Staffordshire.
10. Cleveland, Durham and North Yorkshire.
11. Lancashire, Greater Manchester and Merseyside.
12. South Yorkshire and West Yorkshire.
13. Northumberland, Tyne and Wear and Cumbria.

Constitution

Each AWC should comprise a chairman elected by the AWC, two independent members (appointed by the Secretary of State in England and by the Welsh Government in Wales) and an equal number of members representing employers and workers. Employers' representatives are nominated in England by the National Farmers' Union and in Wales by the NFU and the Farmers' Union of Wales in proportions agreed between them. Workers' representatives are nominated by Unite.

APPENDIX IV

MEMBERSHIP OF THE AGRICULTURAL WAGES COMMITTEES 2013

AVON, DORSET SOMERSET & WILTSHIRE

Mr I H C Powell (Chair)

Appointed Members

Vacancy

Representatives of Employers

Mr M J Amos

Mrs M Battens

Mr J R Cossins

Mr C M Foot

Mr P N B Harvey

Mr P J Wyatt

Representatives of Workers

Mr D Freegard

Mr A Gould

Mr H Kirkbride

Mr R G Lanning

Mr E T Marsh

Mr J F Moulton

Mr T Hall

BEDFORDSHIRE, CAMBRIDGESHIRE, ESSEX & HERTFORDSHIRE

Canon F Scuffham (Chair)

Appointed Members

Mr R P Bush

Representatives of Employers

Mr C D Broughton

Mr P Hammett

Mr R Warner-Smith

Mr N P Rome

Representatives of Workers

Mr J Barrett

Mr I Beeby

Mr R Cook

Mr P Read

Mr R Rejdak

Mr B Smith

BERKSHIRE, BUCKINGHAMSHIRE, HAMPSHIRE, ISLE OF WIGHT & OXFORDSHIRE

Mr J C Sinkins (Chair)

Appointed Members

Vacancy

Representatives of Employers

Mr J Archer

Mr T G Brock

Mr I R Dalton

Mr T R Houghton

Representatives of Workers

Mr G Beer

Mr M Belsey

Mr S Harding

Mr S Leniec

Mr M Pollek

CHESHIRE & STAFFORDSHIRE

Mr E Orgill (Chair)

Appointed Members

Vacancy

Representatives of Employers

Mr R Dobson

Mr J Hooley

Mr G R J Lewis

Mrs B Smith

Mr R Collier

Mr M Madders

Representatives of Workers

Mr P Dracup

CUMBRIA, NORTHUMBERLAND & TYNE & WEAR

Mr D Hill (Chair)

Appointed Members

Mr G Astbury

Mr A Humphries MBE

Representatives of Employers

Mr P M Hogg

Mr W G Proud

Mr R Field

Mr R Shaw

Mr T C Whiteford

Representatives of Workers

Mr A McGuckin

Mr G Pettit

Mr N Halton

**DERBYSHIRE, LEICESTERSHIRE,
LINCOLNSHIRE,
NORTHAMPTONSHIRE AND
NOTTINGHAMSHIRE**

Mr R W Tinn (Chair)

Appointed Members

Mr A R Wylde, MA

Representatives of Employers

Mr J E Grant

Mr G E M Hennell

Mr G A Jenkinson

Mr P Tame

Mr R J Watts

Representatives of Workers

Mr J C Allin

Mr G Ayto

Mr M Hancock

Mr L Humphries

Mr P Orme

Mr P Whipps

Mr M Woollock

**DEVON, CORNWALL AND ISLES OF
SCILLY**

Mr I H C Powell (Chair)

Appointed Members

Mrs C Kendrick

Representatives of Employers

Mr R Angrove

Mr F W Clarke

Mr M J Grills

Mr D Hale

Mr M Stanbury

Mr J Whetman

Representatives of Workers

Mr M Bristow

Mr D T Jilbert

Mr A S Martyn

Mr W F C Vanstone

Mr S K White

**GLOUCESTERSHIRE, HEREFORD
AND WORCESTER,
WARWICKSHIRE AND WEST
MIDLANDS**

Mrs E M Milton, MBE (Chair)

Appointed Members

Vacancy

Representatives of Employers

Mr A Cozens

Mr M Meredith

Mr J Tingey

Representatives of Workers

Mr R Shutt

Mr E Rowlands

Mr H B Wright

HUMBERSIDE

Mr I D Potter (Chair)

Appointed Members

Mr F Archenhold

Mr D A Howard

Representatives of Employers

Mr R H Brown

Mr J Waring

Representatives of Workers

Mr M A Hancock

Mr P Redgate

Mr A Senior

Mr J L Tubby

**KENT, EAST AND WEST SUSSEX,
SURREY**

Mr J C Sinkins

Appointed Members

Miss J Dalal

Mr I J Whitburn

Representatives of Employers

Mr J Archer

Ms F Maidment

Mr I Mills

Mr J Myatt

Mrs M F Regan

Representatives of Workers

Mr N Davidson

Mr R Neville

Mr P A Shaw

Mr D Weeks

**LANCASHIRE, GREATER
MANCHESTER**

AND MERSEYSIDE

Mr G B Parker (Chair)

Appointed Members

Mr A Humphries, MBE

Representatives of Employers

Mr J Heyes

Mr D Neave

Mr G B Shepherd

Representatives of Workers

Mr A Robertson

Mr A Hayes

Mr B Nelson

NORFOLK AND SUFFOLK

Canon F Scuffham

Appointed Members

Vacancy

Representatives of Employers

Mr J E Coles

Mr B Collen

Mr P Hammett

Mr M Holmes

Representatives of Workers

Mr K E Bull

Mr S Harley

Mrs T MacKay

Mr B Salmon

Mr B Smithson

Mr M Ward

**NORTH YORKSHIRE,
CLEVELAND AND DURHAM**

Mr D A Howard (Chair)

Appointed Members

Mr I D Potter

Representatives of Employers

Mr R E Dennison

Mr E A Hardwick

Mr J R Kettlewell

Mr J R Littlefair

Mr D K Sanderson

Representatives of Workers

Mr I R Appleyard

Mr P Houldsworth

Mr J L Tubby

Mr P Redgate

SHROPSHIRE

Vacancy

Appointed Members

Mrs S E P Fowler

Representatives of Employers

Mr R Collier

Representatives of Workers

Mr I Monckton

Mr H B Wright

**SOUTH YORKSHIRE & WEST
YORKSHIRE**

Dr W Belfield (Chair)

Appointed Members

Mr A P H Dundas

Mr G Astbury

Representatives of Employers

Mr R Farnsworth

Mr P Kershaw

Representatives of Workers

Mr M A Hancock

Mr P Houldsworth

Mr P Redgate

Mr R Cannon

APPENDIX V

MEMBERSHIP OF AGRICULTURAL DWELLING HOUSE ADVISORY COMMITTEES

AVON, DORSET, SOMERSET & WILTSHIRE

Appointed Members

Mr W J Dyke

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Mr R Murden

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Appointed Members

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Representatives of Workers

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Mr J N Lucas

Mr D Neave

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Representatives of Workers

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Mr T Hayes

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Vacancy

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Mr C Hedley

Mr J R Kettlewell

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Mr J R Littlefair

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Mr P Redgate

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Representatives of Employers

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Vacancy

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Vacancy

Representatives of Employers

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Mr J L Senior

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Representatives of Workers

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