

DEPARTMENT FOR ENVIRONMENT, FOOD AND RURAL AFFAIRS
WELSH GOVERNMENT

**Report on
Wages in Agriculture**

1 January to 31 December 2011

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



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Introduction

This Report is presented jointly by the Secretary of State for Environment, Food and Rural Affairs and the Welsh Government.

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.

This 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.

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- 31 DECEMBER 2011

The main responsibility of the Agricultural Wages Board under the Agricultural Wages Act 1948 is to fix the minimum rates of wages, holiday entitlement and other minimum terms and conditions of employment for workers employed in agriculture in England and Wales. The Board has certain duties to ensure that the rates of pay it sets are no lower than the National Minimum Wage.

The Chairman's report of the Agricultural Wages Board proceedings during 2011 is set out in paragraphs 1 to 61 below.

Meetings

1. The Board met on four days during 2011 to consider wages and other minimum terms and conditions of employment for agricultural workers.

2011 Wage Review

2. In May 2011 the Workers' Side gave notice of their claim for a substantial counter-inflationary pay rise and an additional day of leave treated as a public holiday to be held on Workers' Memorial Day (28 April) each year.

3. In May 2011 the Employers' Side responded. They proposed an increase of 2.2% for Grade 1 and an increase of 1.2% for all other grades.

4. A package of statistical information, prepared by the Department for Environment, Food and Rural Affairs had been circulated to Board Members in April.

5. Copies of the Workers' Side Claim and the Employers' Side Response were circulated to Board Members in May.

6. A preliminary meeting of the Board was held in May at which economic presentations were made by both Sides. The Workers' Side began their presentation noting that their claim was for a substantial counter-inflationary pay rise and an additional day of leave to be treated as a public holiday to be held on Workers' Memorial Day (28 April) each year. They noted that the outlook for agriculture was good and that a majority of UK farmers rated their current business situation as good or very good. While overall producer prices were up, Total Income From Farming (TIFF) was down by 4.3%. However, that disguised the fact that it had increased by 53% since 2008 and had increased by 112% since 2001. However, the situation for agricultural workers remained bleak. The Retail Price Index had risen by 5.3%. Food had increased by 6.4% and clothing and footwear by 12.2%.

7. They concluded that in view of the continual increase in living costs, a substantial pay rise would be necessary in 2011. They believed that UK farmers were well placed to meet their claim and address the notorious low pay in the sector.

8. The Employers' Side responded. They began by noting that farming had begun to reverse its decline from previous years but the recovery was slow. The economy was forecast to grow by 1.7% in 2011 and by 2.5% in 2012. The economic outlook remained uncertain with the prospect of increasing employment and the possibility that interest rates might reach 4% by the end of 2012. While sterling remained weak, which benefited the industry, it was again uncertain how long that would last.

The Negotiations

9. The Board met on 13 and 14 June for the annual negotiations. Before asking the two Sides to present their respective cases Members received an update on the progress of the Public Bodies Bill.

10. The Bill had completed its stages in the Lords and had moved to the Commons where it was expected that it would shortly receive its Second Reading, following which it would be considered by Committee. Defra expected Royal Assent to be received by June. It was explained that the Bill was an enabling one and before any decision to abolish the Board could be taken a period of public consultation would have to be undertaken. Once the consultation had been completed the draft Order to abolish the Board would be laid before Parliament for a period of 40 days or, if the enhanced affirmative procedure was to be used, 60 days.

11. The Workers' Side then proceeded to set out the details of their Claim. They began by observing that there was rarely a perfect year for farmers. Cereal prices were at their highest for years and while yields were low prices were likely to remain high. They noted that the soft fruit sector had also been doing very well. The President of the NFU had stated that his aim and that of his association was a vibrant farming industry. The NFU wanted to see an increase in the number of young people entering the industry. However, the industry was a notoriously low paying one. The Workers' Side was therefore putting forward a claim of 5%.

12. In response the Employers' Side noted the initial costing for both the claim and the response. They noted that with respect to farming costs there was a difference between high prices and the quantity which could be sold. Because of the weather farmers were currently experiencing large reductions in their yields. The dry weather had had a severe impact on crops, including forage. It was true that some sectors had benefited but many had not.

13. The Employers' Side further observed that there had been an increase in the number of workers at Grade 1 level, and, as a consequence, the number of Grade 2 workers. They noted that much labour tended to be temporary. The average wage for a skilled worker was approximately £18,000 per annum and a skilled worker could easily command £20,000 or more. They believed that the industry was modern in its outlook and it had brought the issue of food back on to the agenda. However, the dairy sector was still struggling. Poor growing conditions and high prices affecting agriculture could between them lead to a heavy loss of revenue. They confirmed that the initial opening offer was 1.2% taking the Grade 2 rate to £6.66. The Grade 1 rate would rise by 1.2% taking it to £6.08.

14. The meeting was then adjourned to allow the two Sides to discuss the respective proposals either separately or bilaterally.

15. On the resumption of the negotiations the Workers' Side confirmed that they had agreed to accept the Employers' proposals for apprentices and the accommodation offset. They had taken the concerns of the Employers' Side on board and they were prepared to reduce their claim to 4%. That would take the Grade 2 rate to £6.84 per hour. They wished the Grade 1 rate to be set at £6.10 per hour, an increase of 2.5%. They also wished a day's holiday to be included.

16. The Defra statisticians confirmed that the revised claim amounted to £70m without premiums and £78m including premiums.

17. The Employers' Side then proceeded to put forward a revised offer. They thanked the Workers' Side for clarifying a number of points and acknowledged that they had significantly moved from their previous position. They had considered the points made by the Workers' Side in the bilateral talks and on that basis were prepared to increase their opening offer for Grade 2 and above to 1.8%. That would take the Grade 2 rate to £6.70 per hour which they considered to be a substantial increase. They wished to leave the Grade 1 rate at £6.08. As far as the extra day's holiday was concerned they did not think it appropriate at this time.

18. The Defra statisticians confirmed that the revised offer amounted to £30m without premia and £33m including premia. The Chairman then adjourned negotiations for the day.

19. On the resumption of negotiations the following day the Workers' Side put forward a revised rate of 2.5% for Grade 1 and 3.8% for Grades 2-6. That would take the Grade 2 rate to £6.83 an hour. They had some concerns about the headline rate as there were those in the industry who did not respect the Order and did not realize whom it was meant to protect. Premia were discretionary. They also wanted to see an extra day's holiday consolidated in the 2013 Order.

20. The Defra statisticians confirmed that the revised claim amounted to £57m without premiums and £64m including premiums.

21. Dr Walford asked if it was legally correct that the Board could decide to grant an extra day's holiday and (if granted) could take effect even if provision was not included in the 2011 Order. The Legal Adviser replied that the Board could make decisions as to what was to be included in the proposed new Order, including provisions which, whilst being included in the Order, might not take effect until after the new Order came into effect. However, it was not possible to make provision for something which was not proposed to be included in the 2011 Order. Once an Order had been made it continued in force until it was replaced or abolished.

22. The Employers' Side did not think that the extra day's holiday was feasible. They accepted that the Workers' Side had agreed to the proposals in respect of the apprentice rates and the accommodation offset. However, it was necessary to look at the settlements that were taking place in private industry. They still wished to retain the Grade 1 rate at their opening level but were prepared to increase their offer on Grades 2-6 to 2.2%. That would take the Grade 2 rate to £6.72 per hour.

23. The Defra statisticians confirmed that the revised offer came to £34m without premiums and £38m including premiums.

24. The Workers' Side reminded the Employers of the starting point. It was a low base for farm-workers and they had to articulate the headline rate. The Employers' Side agreed that the headline rate was the one which is expected by farmers. The Defra statisticians were asked if they could state the year on year change in the median as opposed to the headline rate. Was the year on year change greater than the minima, and what was the year on year median in the grades? The statisticians replied that there did not need to be a large sample size to get representative figures.

25. At this point the Legal Adviser announced that the monthly inflation figures were available from the Office of National Statistics website. The RPI was 5.2% in the year to May 2011 and the CPI was 4.5% in the same period.

26. The meeting then adjourned in order for each Side to reflect on the other's proposal.
27. On the resumption of the meeting the Workers' Side began by outlining the backdrop to the negotiations. Inflation was currently running at 5.2%. The object was to protect the very lowest paid for whom costs were greatest. Food and fuel were the main costs for the low paid. Given this backdrop they were prepared once again to make a revised claim of 2.5% for Grade 1 and a claim of 3.1% for Grades 2-6. That would give an overall package of 2.9% with the increase for Grades 2-6 taking the Grade 2 rate to £6.78.
28. The Defra statisticians confirmed that the cost of the revised claim came to £47m without premiums and £53m including premiums.
29. The Employers' Side observed that although the increases in fuel and food affected farm workers there was a similar impact on farm businesses. They wished to retire and reflect on the revised claim before making a counter-offer.
30. On the resumption of negotiations the Employers' Side remarked that they felt that they were nearing their limit. However, they were prepared to make a revised offer as follows. The Grade 1 rate would increase by 2.5% to £6.10 and the Grade 2 rate would increase to £6.75 (an increase of 2.6%).
31. The Defra statisticians confirmed that the cost of the revised offer came to £41m without premiums and £46m including premiums.
32. The Workers' Side expressed themselves extremely disappointed with the revised offer. It was far below the living costs experienced by workers. Inflation hit the lowest paid the hardest. The offer was quite unacceptable and unrealistic. It was equivalent to a pay cut of 2.5%. They added that the overall offer was equivalent to an increase of 2.57%.
33. The meeting then adjourned to allow both sides to reflect on the offer that had been made.
34. On the resumption of negotiations the Workers' Side reiterated the claim that agricultural workers were among the lowest paid in the economy. They did not, for example, enjoy pensions as others did. However, in a spirit of willingness they were prepared to make a further revised claim but stressed that it was their final offer. The revised figures were as follows:
- | | | |
|---|---------|-------|
| • | Grade 1 | £6.10 |
| • | Grade 2 | £6.77 |
| • | Grade 3 | £7.45 |
| • | Grade 4 | £7.99 |
| • | Grade 5 | £8.46 |
| • | Grade 6 | £9.14 |
35. The Defra statisticians confirmed that the cost of the revised claim came to £45m without premiums and £50m including premiums.
36. The Employers' Side then asked for an adjournment in order to consider the revised offer.
37. On the resumption of the meeting the Employers' Side began by remarking that although they were aware that parts of the industry were facing extreme pressures they were, nevertheless, prepared

to make a final offer. They proposed that the Grade 1 rate should increase by 2.5% to £6.10 per hour, and that the other grades be increased by 2.8%. The rates proposed were as follows:

- Grade 2 £6.76
- Grade 3 £7.44
- Grade 4 £7.98
- Grade 5 £8.45
- Grade 6 £9.13

38. The Defra statisticians confirmed that the cost of the revised claim came to £43m without premiums and £48m including premiums.

39. The proposal by the Workers' Side was then put to the vote and carried by nine votes to seven.

40. The proposed changes to the 2010 Order were advertised in the farming press and representations were invited.

Confirmation of the proposals

41. The Board met again on 22 July 2011 to:

- consider the representations which had been received;
- decide whether to confirm the proposals; and
- agree the text of the 2011 Order.

42. Before turning to the main business of the meeting the Chairman of the Board asked the Defra official present to update Members on the future of the Board. Members were informed that the Second Reading of the Public Bodies Bill had taken place on 12 July and it was remitted to the Public Bill Committee which would scrutinize it line by line. Following Committee the Bill would proceed to its remaining stages before returning to the House of Lords for consideration. It was expected that the Bill would get Royal Assent in mid-November.

43. Before making an Order to abolish the Board Ministers must consider, among other things, whether the Order would remove any necessary protection and whether it would prevent any person from continuing to exercise any right or freedom which that person might reasonably expect to continue to exercise. Further, they must also carry out consultation with the body or office holder and persons substantially affected by the proposal before making an Order. An Order could not be laid before Parliament before the end of a period of twelve weeks from the day on which the consultation began. Under the provisions of the Bill as currently drafted, consultation could be carried out before the Bill comes into force.

44. Once the process of consultation had taken place a draft Order must be laid accompanied by an explanatory document which must give reasons why the Order is being made and contain a summary of the responses to the consultation. Following that, the draft Order is laid and debated and approved by both Houses before it can become law.

45. The Workers' Side asked how many stakeholders would be consulted and would all farm-workers be included in the consultation. The reply was that not every farm worker would be consulted but representatives of their organisations certainly would be. The Workers' Side responded that in their

view, as a minimum, every farm worker should receive a copy of the consultation document. Abolition of the Board would have the effect of bringing workers into direct negotiations with their employers and therefore it was vital that they should be directly consulted. They added that the consultation document should also be sent to farmers. Defra agreed to consider the feasibility of such a distribution.

46. The Legal Adviser remarked that he had not looked at the Bill in detail as to what the legislative requirements were. He added that it was important that the issues debated during the consultation should cover all of the matters which had to be considered by the Minister.

47. The Employers' Side suggested that if the Board met to agree a response to the consultation document that could create a conflict of interest as it would be responding to a document relating to its future. Defra replied that the legislation required that the Board be consulted. The Workers' Side reiterated their belief that the consultation should be substantial and cover everyone affected. They added that they were surprised that as the Bill was currently drafted consultation could start before Royal Assent. Defra suggested that as the Board's proposals were advertised each year in the farming press that was a possible medium of consultation.

48. Prof. Ditch noted that Defra had been made aware of a number of concerns of Members which would be relayed back. But the Board was not yet in a position to debate the issues. That would only come about when it had the opportunity to respond to the consultation document and that would come later. The Employers' Side agreed. The Legal Adviser asked what would happen if consultation was undertaken before the Bill became law and it was subsequently modified. Defra agreed that would be a risk if that approach were adopted...

49. The Chairman noted that strong views had been expressed by Members particularly with respect to the type and manner of consultation and, in particular, its timing. He noted that Members generally thought that consultation prior to Royal Assent was premature. He asked Defra to relay the concerns of Members to the relevant officials that they might consider them.

50. The Board then proceeded to consider the representations received in response to the publication of the proposals.

51. A total of three representations had been received. All responses were opposed to the proposals but for different reasons. Two, from employers, including one from the Horticultural Trades Association (HTA), rejected the proposed increase in wage rates as being too high; and one, from a worker, rejected the proposed increase as being too low.

52. Responding, the Employers' Side stated that they supported the representations made by the employers. Mr Magee observed that the HTA was a body which wielded considerable influence and he did not understand its insistence in response to the proposals that the Board should take the advice of the Low Pay Commission. The Workers' Side noted that the decision to increase the Grade 1 rate by two pence above the National Minimum Wage rate was agreed unanimously. The Chairman remarked that the HTA was entitled to disagree with the Board.

53. The Employers' Side commented that the current economic climate made it extremely tough for farmers. They pointed to the losses incurred as a result of the bad winter which much of the country had experienced. Farmers were facing serious problems and the Board should recognize that fact when considering annual increases in wages. Profitability was low and many farmers were struggling to keep their businesses viable. They hoped that the Board would take note of that. The Workers' Side replied

that workers also faced increases in their cost of living. They were currently experiencing a drop in their standard of living. They were suffering as well and employers should recognize that fact.

54. The Board then voted to confirm the proposals by 7 votes to 5.

55. The Draft Order was then formally approved by the Board.

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

56. The Code of Best Practice, Code on Access to Information and Publication Scheme continued in force in 2011.

Legal Adviser

57. Cumberland Ellis LLP acted as Legal Adviser to the Board throughout 2011.

Membership

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

Minimum Rates in 2011

59. Details of the minimum rates fixed by the Board which applied in 2011 are at Appendix II.

60. The list of Orders issued by the Board during the year is at Appendix III.

Board Expenditure April 2010 to March 2011

61. The Board incurred expenditure in the 2010/11 financial year for meeting costs, provision of legal advice, advertising expenses etc. of £116,646.87. The printing and distribution of the Order cost £31,149.15. Staff costs for the financial year were estimated to be £20,908.50. This gives overall expenditure of approximately £168,704.62.

PART II

ENFORCEMENT OF THE AGRICULTURAL WAGES ORDER: 1 APRIL 2011 TO 31 MARCH 2012

62. 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.

63. 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.

64. 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.

65. The following table gives the number of calls and complaints received from 1 October 2011 to 30 September 2012 and information about cases closed and enforcement action taken. Figures for the five preceding years are given for comparison. Readers should note that the figures for 2007/2008 have been calculated on a different basis from those of 2006/2007. The period for which the figures are compiled for 2006/2007 is from 1 April to 31 March inclusive.

	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011	2011/2012
Calls to Helpline	3217	4965*	1671~	N/A	N/A	N/A
<i>Complaints carried forward</i>	11	21	169**	177**	181**	175**
Complaint forms received	70	235**	32	33	37	42
<i>Total number of cases open during year</i>	81	256	201	237	218	217
<i>Cases resolved; employer agreed to pay</i>	9	31	29	38	35	40
<i>Arrears recovered where employer agreed to pay</i>	£11,025	£85,614	£98,714.49	£109,302.96	£42,468.22	£93,028.50
Cases passed to AWIs	44	10	6	8	2	11
Enforcement Notices issued	8	4	4	3	1	2
Cases resulting in debt recovery action	3	1	0	0	0	0
Employment Tribunal Appeals	3	2	4	3	1	0
Employment Tribunal hearings	0	1	0	3***	0	0
Enforcement Notice upheld	0	0	0	0	0	0
Value of arrears in cases where Enforcement Notice has been served	£93,295.57	£94,822.36	£6,987.39	£125,000	0	0
<i>Cases closed because: insufficient information; no underpayment; complaint withdrawn; worker and employer resolved problems while case was on hold.</i>	4	8	8	14	6	139
<i>Complaints open at 31 March</i>	75	33	179**	181**	175**	27

* 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)

66. In 2011 there were 15 AWCs in England none in Wales. The AWCs for Wales were abolished in 2007 and a single Committee was formed to cover the entire Principality. No members had been appointed to the AWC in Wales during 2011.r. 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).

67. A list of the Committees in England and Wales and a note on their constitution is given at Appendix IV. Full details of AWC membership is at Appendix V. **Review of Activities**

Premium Arrangements for Learners

68. 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

69. 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 7 applications all of which were made in 1997.

Report on performance standards achieved in England by Defra's Rural Development Service and in Wales by Divisional Offices in relation to Agricultural Wages Committees from 1 April 2010 to 31 March 2011.

70. During the 12 months ending on 31 March 2011 Defra's Rural Development Service:

- (a) arranged 15 AWC meetings and dealt with 76 expenses claims; and
- (b) prepared and submitted 15 AWC statutory Annual Reports to the Regional Director, on average within four weeks of the end of the calendar year.

No appointments were made.

71. As a result of the abolition of the former AWCs in Wales in 2007 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)

72. 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 IV.

73. 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 VI.

74. Details of ADHAC cases in 2011 are as follows:-

	England	Wales
Applications carried forward from previous year	0	0
New applications received	9	0
Applications withdrawn or invalid	1	0
Cases in which ADHAC concluded a need	6	0
Those where ADHAC concluded need was immediate	4	0
Cases in which ADHAC concluded no need	1	0
Complaints about ADHAC performance	0	0
Cases carried forward to the next year	0	0

Report on performance standards achieved in England and Wales in relation to Agricultural Dwelling House Advisory Committees from 1 January to 31 December 2011

75. During the 12 months ending 31 December 2011, the Rural Development Service in England arranged 8 ADHAC meetings and dealt with 45 expenses claim forms.

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

APPENDIX I

MEMBERSHIP OF THE AGRICULTURAL WAGES BOARD 2011

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 C Speight (Leader of Workers' Side)

Mr M Belsey

Mr R Graham

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

Cumberland Ellis LLP

APPENDIX II

AGRICULTURAL WAGES BOARD MINIMUM WEEKLY RATES OF PAY IN FORCE IN 2011 FOR WORKERS WORKING STANDARD WEEKLY HOURS

1 January to 30 September 2011					
Grade 6	Grade 5	Grade 4	Grade 3	Grade 2	Grade 1
£	£	£	£	£	£
346.32	320.97	302.64	282.36	256.62	232.05

1 October to 31 December 2011					
Grade 6	Grade 5	Grade 4	Grade 3	Grade 2	Grade 1
£	£	£	£	£	£
356.46	329.94	311.61	290.55	264.03	237.90

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

APPENDIX III

ORDERS MADE BY THE AGRICULTURAL WAGES BOARD DURING 2011

Date of Order	Title of Order
22 July 2011	The Agricultural Wages (England and Wales) Order 2011

Operational Date
1 October 2011

Effect of principal changes

The Grade 1 pay rate for workers over compulsory school age was increased by 2.5% from £5.95 to £6.10 per hour. The pay rates for Grades 2-6 rose by 2.9% taking the rate for a Grade 2 Standard Worker from £6.40 to £6.77 per hour.

The minimum hourly rate for Apprentices in their first year was set at £3.57. In the second year of an Apprenticeship the rate increased from £3.64 to £3.68 per hour for 16-17 year olds, from £4.92 to £4.98 per hour for 18-20 year olds and from £5.95 to £6.08 per hour for those aged 20 and over.

The “Other Accommodation” offset was increased to £4.73 per day.

The night work rate was increased to £1.33 per hour.

The dog allowance was increased to £7.42 a week per dog.

Other technical and consequential drafting amendments have also been made.

APPENDIX IV

AGRICULTURAL WAGES COMMITTEES IN 2011

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 Assembly 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 V
MEMBERSHIP OF THE AGRICULTURAL WAGES COMMITTEES 2011

**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 Member

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 VI

MEMBERSHIP OF AGRICULTURAL DWELLING HOUSE ADVISORY COMMITTEES

AVON, DORSET, SOMERSET & WILTSHIRE

Appointed Members

Vacancy

Representatives of Employers

Mr M J Amos
Mr S J Banfield
Mr A L Bartlett
Mr R Bowditch
Mr M K Brake
Mr H E J Bryant
Mr G M Butler
Mr J R Cossins
Mr G Donaldson
Mr C Foot
Mr A E H Gardener
Mr P W Hunt
Mr C Wills

Representatives of Workers

Mr E Amey
Mr D Freegard
Mr T Hall
Mr H Kirkbright
Mr E T Marsh
Mr O J Trevett
Mr S K White
Mr K Wilkins

BEDFORDSHIRE, CAMBRIDGESHIRE, ESSEX AND HERTFORDSHIRE

Appointed Members

Mr A E Alport
Mrs C M Payne

Representatives of Employers

Mr P A Evans
Mr C E Menhinick

Representatives of Workers

Mr J Barrett
Mr I Beeby
Mr R Murden
Mr P Read
Mr R Rejdak
Mr K Sheath
Mr B Smith

BERKSHIRE, BUCKINGHAMSHIRE, HAMPSHIRE, ISLE OF WIGHT AND OXFORDSHIRE.

Appointed Members

Dr D C Azubike

Representatives of Employers

Mr J J Atrill
Mr T G Brock
Mr D M H Brown
Mr D J Greasby
Mr T R Houghton
Mr G M Maclean
Mr R L Orlik
Mr R Uglow

Representatives of Workers

Mr G Beer
Mr M Belsey
Mr P W J Cozens
Mr J Cull
Mr J Gardner
Mr G Goble
Mr S F Harding
Mr S Leniec
Mr T Timms

CESHIRE

Appointed Members

Mr E Orgill

Representatives of Employers

Mr J Ball
Mr R Dobson
Mrs B Smith
Mr P D Thomas
Mr S R Wharfe

Representatives of Workers

Mr P Dracup

CUMBRIA, NORTHUMBERLAND, TYNE & WEAR

Appointed Members

Mr G Astbury
Mr A Humphries MBE

Representatives of Employers

Mr P M Hogg
Mr W G Proud
Mr T C Whiteford

Representatives of Workers

Mr A McGuckin
Mr J G Short
Mr G Pettit
Mr N Halton

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

Appointed Members

Vacancy

Representatives of Employers

Mr M Atkinson
Mr R Bailey
Mr J T Bunting
Mr R B R Burtt
Mr S Enderby
Mr M Foot
Mr J E Grant
Mr G E M Hennell
Mr G Ingham
Mr G A Jenkinson
Mr J A Slack
Mr B Sutton
Mr A Richards
Mr S A R Markillie
Mr S A R Murch
Mr T E Reading
Mr J F C Taylor
Mr J Ward
Mr R J Watts
Mr N R Wild
Mr F Wright

Representatives of Workers

Mr J C Allin
Mr M Doherty
Mr M Hancock
Mr I Orton
Mr P Whipps

**DEVON, CORNWALL AND THE
ISLES OF SCILLY**

Appointed members

Mr I M Arrow
Mr P E Sanders

Representatives of Employers

Mr W J Bailey
Mr J F Blewett
Mr F W Clarke
Mr C R Gaden
Mr R H T Moore
Mr W E R Philip
Mr G T Smith
Mr S H Wallis

Representatives of Workers

Mr M Bristow
Mr A H F Fooks
Mr A S Martyn
Mr P Starkey
Mr W F C Vanstone
Mr S K White

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

Appointed Members

Mr A G Corless

Representatives of Employers

Mr T Bradeley
Mr R Colwill
Mr A Cozens
Mr T Heritage
Mr M Meredith
Mr B Sutton
Mr J Tingey

Representatives of Workers

Mr S Preddy
Mr E Rowlands
Mr H B Wright

HUMBERSIDE

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, SURREY, EAST SUSSEX &
WEST SUSSEX**

Appointed Members

Mrs M A Beeny
Mr A D Hart
Mr D L Ridout

Representatives of Employers

Mr A Barr
Mr G W Butler
Mr H Cornwell
Mr P Eastwood
Mr P Forknall
Mr M F French
Mr G E Lee-Steer

Representatives of Workers

Mr N Davidson
Mr B Moss
Mr D Weeks

**LANCASHIRE, GREATER
MANCHESTER,
MERSEYSIDE**

Appointed Members

Vacancy

Representatives of Employers

Mr P Benson
Mr J N Lucas
Mr D Neave
Mr G B Shepherd

Representatives of Workers

Mr J Hall
Mr T Hayes
Mr A Nelson

NORFOLK & SUFFOLK

Appointed Members

Ms J I Firrell
Mr M A Harrowven

Representatives of Employers

Mr C J Brown
Mr A Fairs
Mr N Guyer
Mr M Holmes
Mr J R M Wayman

Representatives of Workers

Mr K E Bull
Mrs M E Holmes
Mrs T Mackay
Mr P Medhurst
Mr B Salmon

Mr B Smithson
Mr M Ward

**NORTH YORKSHIRE, CLEVELAND
& DURHAM**

Appointed Members

Vacancy

Representatives of Employers

Mr R E Dennison
Mr E A Hardwick
Mr C Hedley
Mr J R Kettlewell
Mr D K Sanderson
Mr J R Littlefair

Representatives of Workers

Mr P Houldsworth
Mr P Redgate
Mr J L Tubby

SHROPSHIRE

Appointed Members

Mrs S Fowler

Representatives of Employers

Mr S Y Brown
Mr D W Burton
Mr J E Cooke
Mr J Croxton
Mr J W Evans
Mr R Eyres
Mr M Goodwin
Mr J Wild

Representatives of Workers

Mr I Monckton
Mr H B Wright

STAFFORDSHIRE

Appointed Members

Vacancy

Representatives of Employers

Mr T J Bailey
Mr T S Furnival
Mr R F Hartley
Mr A L Needham
Mr K Unwin
Mr M Wain

Representatives of Workers

Mr C Elsmore

SOUTH & WEST YORKSHIRE

Appointed Members

Vacancy

Representatives of Employers

Mr R Farnsworth

Mr T Gitsham

Mr J L Senior

Mr P Smith

Representatives of Workers

Mr M Hancock

Mr P Houldsworth

Mr P Redgate

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