

## FAIR WORK CONVENTION MINUTES

**DATE: Thursday 14 November 2024**  
**In Person meeting at STUC Building, Glasgow**

---

### Attendees and apologies

#### Attendees:

- Patricia Findlay (Chair)
- Satnam Ner
- Aileen McLeod
- Dawn Roberts
- Peter Hunter
- Fair Work Convention Secretariat

**Apologies:**, Anna Fowlie, , Roz Foyer, Mary Alexander, Chris Westcott, Robert Carr

**Guests:** Richard Kelly Department for Business & Trade, Russell Gunson Chair of the MIG Expert Group, Lewis Hedge Deputy Director, Fair Work and Labour Market Strategy, Scottish Government

### Item 1. Welcome, Introductions, Apologies and Housekeeping

Patricia Findlay welcomed members to the Fair Work Convention's fifth and final meeting of 2024 at the STUC Building in Glasgow.

Patricia confirmed that the minutes from the last Convention meeting on 14th September 2024 were agreed and will be published on the website

### Item 2. Understanding the Make Work Pay Bill

Patricia informed the Convention that the Minister for Employment and Investment (Mr Arthur) had written to the Convention seeking our advice on the proposed changes by the UK Government to employment and trade union legislation and what that means in relation to Scotland's current fair work agenda.

The Convention wrote to the Minister in early October setting out our early thoughts on the proposed changes to employment regulations by the UK Government and this letter was included in the papers of this meeting for reference. The Chairs have agreed with the Minister to have regular meetings to discuss the progress of the Bill going forward.

Patricia welcomed Richard Kelly, Deputy Director of Employment Rights, at the Department for Business and Trade to the meeting to give a short presentation on Make Work Pay: Employment Rights Bill and then will open for questions.

Richard Kelly's presentation included the following:

The Vision and Objectives of the Plan to Make Work Pay are:

- Growth - Strengthening labour market foundations to support economic growth across the country.
- Productivity - Improving health, wellbeing and voice at work to help to increase productivity.
- Fairness - Improving Britain's work, wages, prosperity, security, dignity, and living standards for all.
- Equality - Enhancing equality of opportunity, treatment, and outcomes for all in the workplace.

Measures to Make Work Pay

- Ending on-sided flexibility, Fair Pay, Voice at work, family friendly rights, Equality at work, Enforcement rights at work, procurement.

Delivery Make Work Pay

- Primary Legislation – Employment Bill introduced 10 Oct 2024, Royal Assent expected in 2025 – 12 week consultation, launched on Oct 2024, Draft Equality Bill published this session.
- Consultation and Implementation – consult on the use of existing powers, consult on the detail if implementation. The majority of Bill reforms will take place no earlier than 2026.
- Longer-term reforms – Work included reviews, consultations calls for evidence and other activity.

Working in partnership

- Make Work Pay was developed through close engagement with businesses and trade unions.
- Government has hosted tripartite meetings (Government, business representative organisations and trade unions) and both official-led and ministerial roundtables.
- The Government has committed to continuing with this approach through full and comprehensive consultation on the implementation of Make Work Pay to ensure that the changes we are making work for both workers and businesses of all sizes.

Patricia thanked Richard for the presentation, and then invited Convention members to ask questions.

**There was then an open conversation with members on the presentation**

**Item 3. Update from the Secretariat**

- Construction Inquiry update
- Hospitality Inquiry update
- Research update
- Statistics Update
- Self-Assessment Tool update
- Communications update

### **Make Work Pay Consultation Package Paper.**

Helen Martin was then invited to go through the Make Work Pay Consultation Package Paper with members.

Convention members present at the meeting welcomed the suggested approach.

### **Item 5. Chairs' and Members' Updates**

Patricia updated on meetings attended:

- Tricia gave evidence to the Economy and Fair Work Committee on 2 October on the work of the Convention.
- Chairs had an introductory call with Minister for Employment and Investment on 19th September
- Tricia spoke at a roundtable on employment rights and fair work on 20th September in Belfast.
- Tricia chaired and presented at a launch of Hospitality Inquiry on 24th September
- Mary addressed the Hazards Conference on 1st October
- Mary spoke at Bullying and Harassment conference on 8th October
- Tricia participated in an evidence session by the National Advisory Council on Women and Girls on the issue of gender equality within social care.
- Mary met Councillor Claire Millar of Edinburgh City Council to discuss the Hospitality Inquiry report on 4th November.

### **Member's Updates**

#### **Item 5) Minimum Income Guarantee report and recommendations on fair work**

Patricia then welcomed Russell Gunson, Chair of the Minimum Income Guarantee Expert Group back to Convention. Russell joined the Convention meeting in April of 2023 to talk about the interim report they produced on a Minimum Income Guarantee and sought members advice on broader expert engagement. That report has now progressed and is at final drafting stage. The report sets out a number of recommendations which fair work can influence.

Russell then presented to the Convention and to seek feedback on the recommendations before they are published.

### **Open conversation with members on the presentation**

### **Next Meeting**

Fair Work Convention Meeting – 6th February 2025 10:30 – 13:00  
MS Teams meeting