



FAIR WORK CONVENTION

FAIR WORK IN CONSTRUCTION INDUSTRY INQUIRY GROUP (CIIG)

MINUTES

DATE: 4 JUNE 2020

Attendees and apologies

Attendees:

- Patricia Findlay, Co-Chair of the Inquiry, Co-Chair of the Fair Work Convention, University of Strathclyde (Chair)
- Mary Alexander, Co-Chair of the Inquiry, Member of the Fair Work Convention, Unite, the Union
- Fiona Harper, SJIB
- Kevin Dickson, Robertson Construction,
- Darren Pike, Brookfield Multiplex
- Helen Martin, STUC
- Lynette Robertson, City of Edinburgh Council
- Frank Blair, ACAS
- Ricky Quinn, NAECI

Guests:

- Scottish Government

Apologies:

- Paul Mooney, Unite, the Union
- Billie Mitchell, Fife Council

Secretariat:

- Fair Work Convention Secretariat

Items and actions

Welcome and Introductions

The Chair welcomed attendees to the third meeting of the Construction Industry Inquiry Group (CIIG) and introduced the SG Policy Official.

Minutes and Actions

Minutes and actions from the previous Construction Industry Inquiry Group (CIIG) meeting on 14 May 2020 were approved

SG Construction Policy and the Route Map to Restart

- Construction Policy team have been working with industry, trade unions, Health Protection Scotland, Environmental Scotland, Health Scotland and more.
- Mr Stewart, Minister for Local Government, Housing and Planning, has been chairing the leadership forum and sub groups.
- Three different documents, relating to the Construction sector have been published:
 - refreshed [SG guidance to the Construction Sector](#) published on 28th May (originally published 6th April)
 - [letter from Mr Stewart to Construction Scotland](#) published on 21st May
 - [SG route map](#) out of lockdown published on 21st May
- On 28th May, the First Minister (FM), announced it was safe to move to phase 0 and phase 1 of the construction restart model. Moving into the next phase is dependent on advice from medical professionals. The decisions to move into the next phases will be based on random site inspections and public health advice, with the health data being the overriding factor.
- Random site visits will be taking place to ensure guidance is followed and sites are safe.
- Trade Unions sit on the Leadership Forum and the Restart Group.
- Construction Scotland's restart model details a 6 phase approach. It is mapped against each phase of the SG route map.
- The Federation of Master Builders (FMB) are an organisation that is helping contractors and customers understand what measures need to be in place for construction workers to operate safely.

The group acknowledged that there is a need for employers and employees to act responsibly, however there is also a whistle-blower process in place so that workers can raise issues anonymously.

Construction and the Coronavirus

- Update on the immediate impact on workers and the industry of the Covid-19 pandemic.
- Update on the practices adopted by companies in response, and their implications for the workforce.
- Update on the issues likely to be raised in the short term, including of a relaxation of lockdown conditions at some point.

In previous conversations, there was a discussion around some of the economic impacts and what it means for people working in the construction sector on a short term basis.

- The thinking is that the end of July will be the earliest that PPE supplies will become available. However, this does come with the caveat that health officials say when it is possible to move into the next phases.



- There is a lot of uncertainty around the impact this pandemic has and will have on the workforce with regards to job losses, shift changes, numbers of workers allowed on site, PPE etc.

There was discussion around training, and testing.

- A lot of training has been done online, but this has shown up IT poverty for those who are still training.
- If blended learning is the new approach, there needs to be a workaround to help those who do not have access to the right equipment at home.
- End Testing for electricians has also changed. Assessment Centres are planning on opening, following Government guidance, at the end of June.

The inquiry group will look into ways that they can influence clients to respect payment issues, and in turn, promote productivity by agreeing to pay any extra supplements for work to start earlier and finish later.

AOB

N/A

Contact

For further information on the Fair Work in Construction Industry Inquiry Group contact: fairworkconvention@gov.scot