



FAIR WORK CONVENTION

FAIR WORK IN CONSTRUCTION INDUSTRY INQUIRY GROUP (CIIG)

MINUTES

DATE: 14 MAY 2020

Attendees and apologies

Attendees:

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

Apologies:

- No Apologies

Secretariat:

- Fair Work Convention Secretariat

Items and actions

Welcome and Introductions

The Chair welcomed attendees to the second meeting of the Construction Industry Inquiry Group (CIIG) and introduced new members of the group.

Minutes and Actions

Minutes and actions from the previous Construction Industry Inquiry Group (CIIG) meeting on 12 March 2020 were approved

Construction and the Coronavirus

It was agreed that this meeting, and the following meeting would be about the impact on the construction sector during the Coronavirus pandemic.

- There was discussion around what the Scottish Government (SG) were doing to help the restart of the construction industry. Comments were taken back to the SG, with an SG official invited to the next CIIG meeting.
- One of the biggest issues is ensuring that all workers on sites have the appropriate PPE, without taking away supplies from the NHS.
- There is a step-by-step phased return for the construction industry, and at the time of this meeting (14th May), this phased return hadn't begun.
- Due to the difference in advice from the UK Government and SG, some companies were finding it difficult to know exactly what to do, especially if they had sites in more than one of the UK Nations.
- It was discussed that the construction sector will need to look at new ways of working to allow necessary guidance to be followed, whilst ensuring the work is completed.
- One suggestion is that this group looks for ways to encourage direct employment of workers.
- Changes, including behavioural, will need to be reviewed and changed to be in line with the ever changing restrictions.
- There is a lot of strain on supply companies if guidance is not followed, and working practices will need to change due to the number of people allowed on site at any one time.
- To help with efficiency, new techniques and technology will need to be adopted within the sector, as well as a change to shift patterns.

It was noted that:

- ACAS are looking into different ways to resolve any Covid-19 related issues quicker than the usual process. This new process would be communicated through unions.
- During the early stages of lockdown, the construction sector had a lot of employees slipping through the net when it came to Government support due to not being in any qualification category. As the inquiry moves forward, this is something that will be looked into further.
- STUC are pushing for risk assessments going forward, and are looking to open up a whistleblowing helpline for workers across all sectors.
- Apprenticeship intake will be less for 20/21 due to Covid-19 and the constant changes to restrictions and rules.
- The difficulty also is about forecasting the number of apprenticeships that can go ahead due to companies not working to full capacity, not having the funds available and ensuring they follow the guidance from the Government.



AOB

N/A

Contact

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