



## FAIR WORK CONVENTION

### FAIR WORK IN CONSTRUCTION INDUSTRY INQUIRY GROUP (CIIG)

#### MINUTES

DATE: 22 OCTOBER 2020

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### Attendees and apologies

#### Attendees:

- Mary Alexander, Member of the Fair Work Convention, Unite, the Union (Chair)
- Patricia Findlay, Co-Chair of the Fair Work Convention, Strathclyde University
- Fiona Harper, SJIB
- Kevin Dickson, Robertson Construction,
- Darren Pike, Brookfield Multiplex
- Roz Foyer, STUC
- Ricky Quinn, NAECI
- Paul Mooney, Unite, the Union
- Lynette Robertson, City of Edinburgh Council

#### Guests:

- Transport Scotland
- Steven Sanzone, NHS
- Mark Pillans, SFT
- Billy Murray, Scotland Excel
- Grahame Smith, Co-Chair of the Fair Work Convention

#### Apologies:

- Terry Fitzpatrick, ACAS
- Frank Blair, ACAS
- Ken Gillespie, Construction Scotland
- Julie Welsh, Scotland Excel
- Scottish Government

#### Secretariat:

- Fair Work Convention Secretariat

### Items and actions

#### Welcome and instructions

The Chair welcomed attendees and invited guests to the meeting.

## **Minutes and Actions**

Minutes and actions from the previous Construction Industry Inquiry Group (CIIG) meeting on 27 August 2020 were approved.

## **Website Upgrade**

It was agreed that the agenda and minutes from actions will be uploaded onto the Fair Work Convention's website.

## **Scottish Government (SG) Construction Update**

The discussion centred around the following:

- Statutory sick pay - especially for self-employed workers who will need to self-isolate due to Coronavirus.
- Restriction of Movement – how will this affect workers who have to travel between different regions and nations within the UK.
- There needs to be clearer guidance from the SG around working and travelling if further local lockdowns are put in place.
- Apprenticeships – looking at the focus on these, given the amount of expenditure, and if it joins up with the skills agenda.
- The Construction Leadership Forum – the CIIG are keen to keep up to date with how the restart and recovery group are progressing.

## **Procurement**

- **Presentation from Jamie Kennedy and John Docherty**
- **How Does the Fair Work Framework Apply in the Public Sector**
- **FW Best Practice Guidelines**

Transport Scotland presented their procurement practices, focussing on the fair work aspect of the procurement process.

The CIIG heard from procurement colleagues from a variety of organisations, all of whom shared their own practices and experience, focussing on the fair work question. It was noted that:

- although there are processes in each organisation for auditing what the tenderers have stated in their application, this is not a robust system.
- fair work is still not widely understood by organisations and therefore not scored upon in some procurement exercises.
- there is a lack of consistency across the board with regards to the questions being asked, and the weightings of such questions.
- there is no mechanism to ensure that tier 2/3 contractors are also receiving fair work, the correct pay etc.
- there will be a lot of uncertainty in the coming months with Brexit.



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## **AOB**

It was agreed our next meeting would be themed on procurement.

## **Contact**

For further information on the Fair Work in Construction Industry Inquiry Group contact: [fairworkconvention@gov.scot](mailto:fairworkconvention@gov.scot)