

FAIR WORK CONVENTION MINUTES

DATE: 19 September 2024

Attendees and apologies

Attendees:

- Patricia Findlay (Chair)
 - Mary Alexander
 - Satnam Ner
 - Chris Westcott
 - Robert Carr
 - Peter Hunter
 - Fair Work Convention Secretariat
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- **Apologies:** Aileen McLeod, Anna Fowlie, Dawn Roberts, Roz Foyer

Guests: Lilian Macer (UNISON Scottish Secretary), Henry Simmons (Chief Executive, Alzheimer Scotland), Andy Kerr (Chair of the Fair Work in Social Care Group), Lewis Hedge (Deputy Director, Fair Work and Labour Market Strategy, SG).

Item 1. Welcome, Introductions, Apologies and Housekeeping

Patricia Findlay welcomed members to the Fair Work Convention's fourth meeting of 2024.

Patricia welcomed the Convention's new member, Peter Hunter. Peter replaces Lilian Macer who stood down from her Convention role in May. Patricia welcomed Peter, who will represent UNISON, and acknowledged that Peter's experience and expertise will help push forward the work the Convention have been doing so far.

Patricia confirmed that Tracy Gilbert has resigned from her role as member due to her successful result at the general election. The Convention have formally written to Tracy and accepted her resignation. Patricia thanked Tracy for all of the time and effort she gave to advocate and promote fair work in Scotland and support Scottish Government Ministers to deliver fair work in Scotland's economy. Patricia acknowledged that Tracy worked especially hard as part of the Fair Work Sub-group of the Retail Industry Leadership Group (ILG), and noted that the Convention will need to think about how it replaces Tracy's role on the Convention. The Convention Chairs are exploring potential new members at the moment, but there is no update on this as of yet.

Patricia confirmed that the minutes from the last Convention meeting on 13th June 2024 were agreed and will be published on the website, and that a schedule of suggested meeting dates for 2025 has been circulated by the Secretariat. Patricia

asked if members could review and highlight any issues with proposed dates. Invites will be sent to calendars by the Secretariat.

Item 2. Reflecting on Fair Work progress in Adult Social Care since 2019

Patricia acknowledged the substantial challenges and issues in social care and noted the opportunity to reflect and update on progress.

Update of meeting with Neil Gray

Patricia updated the Convention following Patricia and Mary Alexander's meeting with Neil Gray, Cabinet Secretary for Health and Social Care, which took place at the end of June.

Presentation from Henry Simmons, Chief Executive of Alzheimer Scotland

Henry Simmons presented on Alzheimer Scotland's Commission on the Future of Long Term Care in Scotland (published in May 2024).

Reflections from Lilian Macer

Patricia welcomed Lilian for reflections from a Union perspective.

There was then an open conversation with members on Fair Work progress in Adult Social Care

Item 3. Update on the progress of Adult Social Care Workstreams and delivery of the Recommendations of the Inquiry

Patricia welcomed Andy Kerr, Chair of the Fair Work in Social Care Group, to give an update on progress of the Adult Social Care Workstreams.

Item 4. Update from the Secretariat

Shirley McCoard updated on the actions from the previous meeting:

Patricia, as Chair, confirmed earlier the minutes from the meeting on 13 June were agreed.

The Secretariat then updated on each work area.

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

Item 5. Chairs' and Members' Updates

- Patricia asked Chairs and members for their updates.

- Patricia updated on meetings the Chairs had attended
- Followed by an update on general Fair Work Convention business
- Patricia updated the group on future meetings

Item 6. AOB and update from Government

Patricia then welcomed Lewis Hedge from Scottish Government for a short update from Government reflecting on the change of UK Government and impacts this is or are expected to have on Scottish Government policy.

Patricia thanked members for attendance and discussion, and confirmed the date for the next meeting which will be held at the STUC building.

Next Meeting

Fair Work Convention Meeting – 14th November 10:30 – 13:00
Hybrid Meeting, STUC Building, 8 Landressy Street. Glasgow, G40 1BP