



## Beef & Lamb

While some Consultation Questions require simply yes or no answers, there are others that demand a more comprehensive response. To help ensure that you have the detail to thoroughly consider the proposals that are presented, we have created documents to give you details of the proposals and reasons behind them.

We would recommend that you consider this supplementary document, before completing the consultation survey.

All proposals and the standards they refer to are available to download and view whilst on the consultation platform.

[View the proposals for Version 5 of the Beef & Lamb Standards in full.](#)

To help you prepare responses to the more comprehensive questions they are detailed below:

### THE MEDICINE HUB - A NEW INDUSTRY INITIATIVE

Red Tractor recognises the vital importance of responsible antibiotic use on livestock farms and as such we have several standards currently addressing this area along with proposals to strengthen and define others within this consultation.

*We support the industry initiative to launch a Medicine Hub led by AHDB and our Dairy, Beef and Lamb Boards are keen to explore the role of Red Tractor in facilitating collection of industry antibiotic data.*

**Q. Do you agree that Red Tractor should make it a requirement for the annual collation of antibiotic data to be uploaded to the AHDB Medicine Hub when the system is available and all aspects of how this can be brought into an auditable standard have been defined?**

Additionally, the requirement of the proposed Medicine Hub is to report usage data on a calendar year basis (raw data can be entered throughout the year) to include the data in the annual Veterinary Antimicrobial Resistance and Sales Surveillance report produced by the Veterinary Medicines Directorate.

This would require all data to be uploaded by 30 April the following year to be included in the national data set.

**Q. Do you have a view on the Medicine Hub requirement for data on a calendar year basis and how this may work practically in relation to the Red Tractor requirement for the annual health performance review, which can be done at any time during the year?**

## PERSONNEL

Red Tractor has listened to the recommendations made in a review of the scheme last year, which identified topics under-represented in the Red Tractor Standards and more generally, within global farm assurance schemes.

We have also reflected upon publicly available data, indicating that fatal injuries at work and labour exploitation risks are higher in agriculture than within other UK employment sectors.

As a result, our proposals include a greater focus on worker welfare, particularly issues relating to health and safety in farm businesses and the ethical management of employees. You will be asked to agree or disagree with each proposal. These are detailed below:

- **PL.1 Revised.** The proposal is for only minor changes to ensure training systems are present, communicating key information to personnel before they begin working on farm. This will provide added protection for farms and workers.
- **PL.2 Upgraded and Revised.** The proposal is for a change to ensure recorded performance reviews are completed by person or job role to verify that training systems are effective.
- **PL.4 Revised.** The proposed changes make it clearer that labour providers must be GLAA licensed and that agreements with labour providers are suitably comprehensive
- **PL.5 NEW.** The proposals introduce a simple, self-assessment that will introduce farms to ethical trade topics, highlight gaps and link to resources that support in building understanding and protecting workers on farm. Where a farm already has a Sedex site self-assessment in place, farms will not be required to complete the assessment. Our plan is for assessors to check the self-assessment has been completed to the requirements defined in the Standard. They will not seek evidence to support individual answers recorded within the self-assessment.
- **PL.6 NEW.** The proposals introduce a check of any temporary, on site accommodation to confirm it is hygienic, safe, and fit for purpose.
- **PL.7 NEW**

**PL.7.a** - Employers must set out a grievance procedure and share it in writing with all employees.

**PL.7.b** - The proposal creates a new requirement for businesses with more than five employees to inform workers of Modern Slavery reporting options. This will help ensure workers are informed and supported in raising concerns discretely if they become victim of exploitation by third parties.

- **PL.8 NEW.** The proposal is for a modest advance on the legal baseline, to require all farms with workers to have a written Health and Safety policy.
- **PL.9 NEW.** The proposal is that all farms with workers identify a named person on site as responsible for Health & Safety.
- **PL.10 NEW.** The proposal requires the Health and Safety risk assessment to be documented where a business has five or more employees - in accordance with the baseline legal requirement.
- **PL.11 NEW.** The proposed new standard will require businesses with more than five employees to hold Health and Safety meetings with employees, at least once each year.
- **PL.12 NEW.** The proposal is to ensure all employers have basic First Aid provisions in place within the workplace. This will be an assessed requirement. At least one person on each farm must be trained in First Aid.

- **PL.13 NEW.** The proposal is that all farms with workers must show documented consideration of any increased risk for high-risk workers to provide objective evidence that vulnerable workers on farm are given added consideration and protection where appropriate.