

Concordia (YSV) Ltd
Farm Acceptance Criteria



How do I join the Concordia scheme?

In order to be accepted as a Concordia Registered Employer, each farmer, grower or rural business must meet a set of basic and supplementary requirements, outlined below.

The basic requirements

Any prospective employer that meets the following basic requirements may apply to become a Concordia Registered Employer.

- That the work offered agricultural in nature, (To be eligible for SAWS students the work must be seasonal and agricultural as defined by the Agricultural Act 1947)
- That the prospective employer is prepared to sign up to Concordia's terms and conditions for employers.

The Supplementary requirements

Once an application has been received from a farmer or grower to become a Concordia Registered Employer, a farm inspection will be carried out by one of Concordia's experienced Field Officers. The Field Officers will inspect the facilities and policies in place at the prospective employer, particularly in respect of the following supplementary requirements;

- That the work being offered does not displace local workers.
- That the prospective employer is able to offer suitable accommodation either on site or nearby. The Good Practice Guide for Employers sets out the details of minimum requirements and best practice.
- That the prospective employer has adequate Health and Safety policies in place as defined by the Health and Safety at work Act 1974.
- That the prospective employer has adequate policies in place to supervise the students whilst they are working.
- That the prospective employer's employment practices meet legal requirements, including the Agricultural Wages Order, the European Working Time Directive and Section 8 of the Asylum and Immigration Act

1996. Model agreements and documentation are available from Concordia to help farmers and growers to meet their obligations under these Acts.
- That the nature of the work being offered by the prospective employer is suitable for the students that are likely to be recruited.

In all cases where the basic requirements have been met, Concordia will work with the farmer or grower to assist them to meet the supplementary criteria.

Acceptance as a Concordia Registered Employer

Where any prospective employer is able to demonstrate that it meets both the basic and supplementary requirements for the scheme, they will be entitled to become a Concordia Registered Employer.

Complaints

If any prospective employer is unhappy with the way in which their application to become a Concordia Registered Employer is dealt with they should use Concordia's grievance procedure, which is available from the website.