

Fair Work Agency Advisory Board appointed ahead of April launch

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New board features members from a range of backgrounds and will advise ministers on the strategy and direction of the Fair Work Agency.

Ministers have today announced the appointment of nine Board Members as the inaugural Fair Work Agency Advisory Board.

The Advisory Board has an equal number of members with independent, employer and trade union backgrounds to ensure that the work of the Fair Work Agency is rooted in the experience of businesses, workers and victims of serious labour exploitation. The board members are recognised leaders and experts in employment rights.

The announcement comes ahead of the launch of the Fair Work Agency on 7 April. The body will bring together existing enforcement bodies, the Gangmaster and Labour Abuse Authority, the Director of Labour Market Enforcement, the Employment Agency Standards Inspectorate, and HMRC's National Minimum Wage Unit, to create a single agency which ends the current fragmented system of employment rights enforcement.

The Advisory Board will work with Chair Matthew Taylor and CEO Lisa Pinney to provide advice to ministers and help set the direction and strategy of the Fair Work Agency.

The Board appointments, split by background, are:

Independent Members

- Patricia Findlay
- Gavin Kelly
- Dora-Olivia Vicol

Employer Members

- Neil Carberry
- Mustafa Faruqi
- Joanne Young

Trade Union Members

- Mike Clancy
- Diana Holland
- Dave Ward

Welcoming the new appointees, Employment Rights Minister Kate Dearden said:

Every member of the board brings a wealth of experience from across the world of work, reflecting exactly the kind of broad expertise the Fair Work Agency needs to make a difference to the lives of workers across this country.

I'm looking forward to working with them on how we can support businesses, strengthen enforcement and ensure that the rights of working people are upheld consistently and fairly across the country.

Biographies:

Patricia Findlay

- Patricia Findlay is Distinguished Professor of Work and Employment Relations and Director of the Scottish Centre for Employment Research at the University of Strathclyde. A leading expert in job quality, fair work and workplace innovation, she brings extensive strategic and advisory experience and a strong track record shaping policy and workplace practice.
- Under appointments rules, candidates are required to declare significant recent political activity. Patricia declared no activity.

Gavin Kelly

- Gavin Kelly is Chief Executive of the Nuffield Foundation and a former head of the Resolution Foundation. With a background in senior government roles, he also chaired the Living Wage Commission for a decade and brings deep expertise in labour markets, governance, and social policy.
- Under appointments rules, candidates are required to declare significant recent political activity. Gavin declared: no activity.

Dora-Olivia Vicol

- Dora-Olivia Vicol is Chief Executive of the Work Rights Centre, which she founded to support migrant and vulnerable workers. She brings frontline experience in legal advice, research and advocacy, alongside a strong academic background focused on labour markets and worker

protection.

- Under appointments rules, candidates are required to declare significant recent political activity. Dora-Olivia declared no activity.

Neil Carberry OBE

- Neil Carberry OBE is the Chief Executive of the Recruitment & Employment Confederation and a prominent voice on employment issues. He has led major organisational transformation and previously held senior leadership roles at the CBI, with extensive experience in labour market reform and employer representation. Developed through previous work with the Low Pay Commission and Acas, Neil has a particular interest in fair competition and effective enforcement.
- Under appointments rules, candidates are required to declare significant recent political activity. Neil declared no activity

Mustafa Faruqi

- Mustafa Faruqi is Employee Relations Director at BT Group, leading employee relations strategy for around 60,000 staff. He has held major roles at British Airways, Tesco, Network Rail, and Heathrow; with longstanding experience in pay negotiations, industrial relations and workforce strategy across large, complex organisations. He is also an employer member of the Central Arbitration Committee.
- Under appointments rules, candidates are required to declare significant recent political activity. Mustafa declared no activity.

Joanne Young

- Joanne Young is an experienced recruitment and workforce policy specialist with a strong track record of improving employment standards and advancing responsible recruitment. She has led major UK and international initiatives, bringing expertise in employment regulation, labour market enforcement and workforce strategy, alongside practical insight into the challenges facing employers.
- Under appointments rules, candidates are required to declare significant recent political activity. Joanne declared no activity.

Mike Clancy

- Mike Clancy is General Secretary and Chief Executive of Prospect, representing over 160,000 specialist workers. He brings significant leadership experience across industrial relations,

digital transformation and public appointments, and has served on key bodies including Acas, Employment Tribunals and the TUC Executive. Mike is a Non-Executive Board member of the DBT Board.

- Under appointments rules, candidates are required to declare significant recent political activity. Mike declared he is a member of the Labour Party. He has not been employed by them and has not undertaken any activity for it in the last five years.

Diana Holland OBE

- Diana Holland is a senior trade union leader with more than 35 years' experience advocating for equality and workers' rights. A former Assistant General Secretary of Unite, she has held leading roles in national bargaining, international policy development and the advancement of fair and safe working conditions.
- Under appointments rules, candidates are required to declare significant recent political activity. Diana declared until 2022, she was the elected Treasurer of the Labour Party. Until 2023, she was a member of the Labour National Policy Forum on behalf of Unite. She is still a member of the Labour Party locally.

Dave Ward - Dave Ward is General Secretary of the Communication Workers Union, one of the UK's largest unions. With decades of leadership in collective bargaining, industrial strategy and worker representation, he has played a major national role through the TUC Executive and numerous sector wide negotiations.

- Under appointments rules, candidates are required to declare significant recent political activity. Dave declared he is a member of the Labour Party and has done some campaigning and policy development.

Notes to editors:

- These appointments follow a fair and open public appointments competition.

<https://www.gov.uk/government/news/fair-work-agency-advisory-board-appointed-ahead-of-april-launch>