

[Fair Work First is the Scottish Government's flagship policy](#) to drive high quality and fair working practices for workforces within Scotland. The policy does this by setting criteria that organisations are encouraged to adopt and from 1st July 2023 organisations applying for public funding have to demonstrate their commitment to the principles and make this publicly available on their websites.

The purpose of this joint statement is to confirm standards set within the EVH arrangements for full member employers which comply with the fair work criteria

Appropriate channels for effective voice

- ❖ EVH full members are part of the collective bargaining arrangement that EVH have with UNITE the union. This covers pay, grading arrangements and terms and conditions of employment.
- ❖ Through this arrangement UNITE is the recognised union for each organisation that forms part of the multi-employer collective bargaining unit.
- ❖ EVH terms and conditions of employment have provisions within them to encourage and support trade union membership for staff. Along with support for those carrying out official duties for the union.
- ❖ All our staff are given the opportunity to input into our Business Plan Objectives, Vision Statement, Mission Statements and Core Values.
- ❖ WGHC operates an **open door policy** from the CEO all the way through the organisation, providing a broad platform of support.

Investments in Workforce Development

- ❖ EVH terms and conditions of employment have provision within them outlining an employer's commitment to support and develop employees.
- ❖ This commitment includes appropriate financial support to employees to complete qualifications relevant to their job roles along with paid time off when appropriate.
- ❖ We **support employees to obtain relevant qualifications** and our staff training budget enables those who wish to obtain more advanced qualifications to do so.

No inappropriate use of zero hours contracts

- ❖ All staff in EVH full member organisations are employed under the EVH terms and conditions of employment.
- ❖ WGHC do not use zero hours contracts. Staff directly employed by WGHC are engaged either on: Fixed Term Contracts, Part Time Contracts or Full Time Contracts.
- ❖ WGHC expects that all Contractors and Suppliers who provide services to WGHC also offer 'Living Wage' pay terms to their staff and do not make inappropriate use of any zero hours contracts.

Action to tackle the gender pay gap and create a more diverse and inclusive workplace

- ❖ EVH salary scales are supported by a job evaluation system which is based on typical characteristics of any given job. The system focuses on the job, not the staff member and provides a tried and tested system to ensure fair and transparent arrangements for pay.
- ❖ The job evaluation system is based on the grading guidelines which have been negotiated and agreed with the trade union
- ❖ EVH terms and conditions of employment set summary points for both equal opportunities and dignity at work. Employers will elaborate on these points in their own policies which must comply with the terms and conditions.

Payment of the real living wage

- ❖ All EVH employers pay the real living wage as a minimum which is set as the bottom point of the salary scales.
- ❖ The bottom points of the salary scales are increased each year to reflect the increase to the real living wage.
- ❖ Offer flexible and family friendly working practices for all workers from day one of employment
- ❖ EVH terms and conditions of employment set out enhanced terms for a range of family friendly policies, including the following:
 - Maternity Leave
 - Paternity Leave
 - Shared Parental Leave
 - Adoption Leave
- ❖ EVH terms and conditions set out a commitment from EVH employers to consider flexible working requests and to have in place a flexible working policy.
- ❖ EVH terms and conditions set out compassionate and other special leave available to staff members which are supportive to promoting a positive work life balance.

Oppose the use of fire and rehire practice

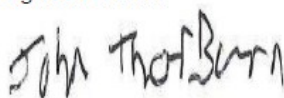
- ❖ Employers are encouraged to engage with the trade union at the start of the process for any changes which may affect contractual terms. This ensures full consultation with any affected staff members takes place. The purpose of consultation is to explore options to reach agreed outcomes.

**Signed on behalf of the
Committee of Management
and Staff of WGHC**



Larke Adger BA PgDip CMCIH
Chief Executive Officer

Signed for EVH



John Thorburn
EVH, Chair of the JNC

Signed for UNITE



Linda Pollock Wilson
UNITE THE UNION