

# Report

Report to:	<b>Executive Committee</b>
Date of Meeting:	<b>01 February 2023</b>
Report by:	<b>Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>Fair Work First Statement</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to: -

- ♦ note the requirement to advance Fair Work First criteria as part of the Scottish Government grant conditions and seek approval from the committee on a Fair Work First statement for inclusion on the council website

## 2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s): -

- (1) that the content of this report be noted: and
- (2) that the statement attached at Appendix 1 be approved for publication on the Council website

## 3. Background

- 3.1. On 6 December 2022, the Scottish Government announced that organisations applying for public sector grants would be required to pay at least the real Living Wage and provide appropriate channels for effective workers' voice by July 2023.
- 3.2. This new requirement formed part of the Scottish Government and the Scottish Green Party Parliamentary Group Bute House Agreement, a plan to build a fairer and more equal economy.

## 4. Current Position

- 4.1. The requirement for organisations to have a public statement on supporting the advancement Fair Work First criteria is now featuring in Scottish Government grant application conditions. This condition also applies to councils applying for grants.
- 4.2. The Council meets the Fair Work First criteria as an organisation and publishing a statement to that effect on the Council website will demonstrate that in any grant application process. The statement attached at Appendix 1 has been jointly developed with our Trade Unions.
- 4.3. The Council also has a role in both procurement and grant awards, and, as such, the statement at Appendix 1 includes the referencing of criteria in those processes, as appropriate, in relation to Fair Work First.

## 5. Employee Implications

- 5.1. There are no employee implications arising from this report.

## **6. Financial Implications**

- 6.1. There are no additional financial implications arising from this report.

## **7. Climate Change, Sustainability and Environmental Implications**

- 7.1. There are no Climate Change, Sustainability and Environmental Implications arising from the information presented in this report.

## **8. Other Implications**

- 8.1. There are no risk implications in terms of the information contained within this report.

## **9. Equality Impact Assessment and Consultation Arrangements**

- 9.1. There is no requirement to carry out an equality impact assessment in respect of this report.
- 9.2. Consultation has taken place with the Trade Unions on the Fair Work First statement, and it has been jointly agreed.

**Paul Manning**

**Executive Director (Finance and Corporate Resources)**

23 December 2022

## **Link(s) to Council Values/Ambitions/Objectives**

- ◆ Accountable, effective, efficient and transparent
- ◆ Fair, open and sustainable
- ◆ Ambitious, self-aware and improving
- ◆ Excellent employer
- ◆ Focused on people and their needs
- ◆ Working with and respecting others

## **Previous References**

- ◆ None

## **List of Background Papers**

- ◆ None

## **Contact for Further Information**

If you would like to inspect the background papers or want further information, please contact: -

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# **Appendix 1**

## **Fair Work First**

South Lanarkshire Council is committed to advancing the Fair Work First criteria, specifically:

### **1. We have an appropriate channel for effective employee voice**

- We work with our recognised trade unions in a Partnership Working Charter which provides a framework for consultation structures at all levels across the council. This framework enables employee voice and engagement for all employees, trade unions and leaders.
- We recognise Trade Unions across all employee groups for the purpose of collective bargaining and encourage membership.
- We provide facility time to support regular engagement between the council, our Trade Unions and their members.
- We engage in constructive dialogue with our employees and their Trade Union representatives to address workplace issues and disputes with a common goal to seek resolution at an early stage.
- Employees are offered support through regular meetings with their supervisor and access to the employee assistance program.
- We have measures in place to support employees in the workplace and have zero tolerance of bullying and other forms of abuse and harassment.

### **2. We invest in workforce development**

- Our strategic workforce and learning and development plans link to the Council Connect plan.
- Our Behaviours Framework sets out how all employees are expected to behave at work, creating a better working environment for all and includes an appraisal process to identify individual development needs
- We are committed to providing learning opportunities for employees at all levels in the Council
- Formal and informal learning is offered and encouraged across the workforce, relating to specific roles as well as wider development
- We survey staff regularly to inform policy priorities and development

### **3. We do not use zero hours contracts inappropriately**

- Supply and casual contracts are only used when necessary and workers on these contracts are not obliged to accept work when this is offered
- We do not use supply and casual contracts to fill longer term vacancies

- We regularly review this area and move from a supply/casual contract to a temporary contract where a longer-term need for the work has been identified

#### **4. We take action to tackle the gender pay gap and create a more diverse and inclusive workplace**

- Mainstreaming equalities progress report 2019–2021 and Mainstreaming equalities report 2021-2025 are published on the Council website which demonstrate our commitment to tackling the gender pay gap and creating a more inclusive and diverse workforce
- Our equality outcomes support a number of actions to ensure we continue to understand any perceived barriers to employment with the Council and address these
- We gather data to understand our workforce diversity and pay gap information
- We support flexible working across the Council, offering a wide range of flexible working patterns
- We are a Carer Positive employer showing our commitment to a working environment where carers are valued and supported
- We recognise our role as a Corporate Parent and support Care Experienced Young people into employment
- We are a signatory to the Armed Force Covenant and support opportunities for serving members of the armed forces and veterans
- We have received recognition for our commitment to supporting our armed forces community, holding the Ministry of Defence's Employer Defence Recognition Scheme Silver Award.
- We are a Disability Confident employer, encouraging the employment and retention of disabled people and those with health conditions.
- We are a signatory to the Pregnancy Loss Pledge and offer Parental Bereavement Leave, committing to support employees through miscarriage at any stage of gestation
- We utilise Tailored Adjustment Agreements, making reasonable adjustments for employees with a disability or who have a shorter long-term impairment that could affect their ability to work

#### **5. We commit to paying the Real Living Wage**

- We are an accredited Living Wage employer and are recognised as an Anchor Organisation
- We lead the pan Lanarkshire Living Wage campaign group

#### **6. We offer flexible and family friendly working practices for all workers from day one of employment**

These include:

- Part time and term time working arrangements
- Flexible working patterns
- Special Leave
- Parental Leave
- Neonatal Leave
- Parental Bereavement Leave (including those who have a miscarriage and partners)
- Career Break

## **7. We oppose the use of fire and rehire practice**

- We only consider effecting change where there is a legitimate business need, and this is done consultation with Trade Unions
- We strive to achieve change through agreement
- We are committed to working with our Trade Unions partners to ensure there is effective consultation and negotiation relating to change

The Fair Work First criteria are also referenced in our procurement contracts and grant award processes, to encourage third party providers to adopt positive fair work practices. Where relevant and proportionate to do so, this may factor into the tender evaluation process and is subject to monitoring through contract management/service level agreements.