

Joint Statement on Fair Work First

Fair Work First is the Scottish Government's 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.

EVH and Unite the Union have issued a joint statement on behalf of all its members to confirm that the standards set within the EVH arrangements for full member employers comply with the fair work criteria. This statement which can be found [here](#) and it outlines the practices which meet the standard.

Forth Housing Association are committed to meeting the 7 Fair Work First Criteria:

- Payment of the real living wage
- Appropriate channels for effective voice
- Investments in Workforce Development
- No inappropriate use of zero hours contracts
- Action to tackle the gender pay gap and create a more diverse and inclusive workplace
- Offer flexible and family friendly working practices for all workers from day one of employment
- Oppose the use of fire and rehire practice

In addition to the EVH/Unite Joint Statement, Forth HA are further committed to providing appropriate channels for effective voice both at an individual and collective level. We do this on an individual basis through regular staff one-to-one meetings, engagement surveys and a suggestion box. Collectively we do this through our staff and committee Health, Safety and Wellbeing Group, Trade Union recognition and the Joint Consultative Committee (JCC) which covers pay, grading arrangements and terms and conditions of employment.

Signed for Forth



Sharon Brady-Wardrope
Interim Director

Signed for Staff

Stephen Dougherty
Stephen Dougherty
Health and Safety and
Wellbeing Representative

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