



## **Fair Work First Statement**

Fair Work First is the Scottish Government's policy to drive high-quality and fair working practices across Scotland. From 1 July 2023, organisations applying for public funding must demonstrate their commitment to these principles and publish this information on their websites.

The purpose of this joint statement is to confirm the standards set within the EVH arrangements for full member employers, which comply with the Fair Work criteria.

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

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

EVH terms and conditions of employment include a 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.

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

All staff in EVH full member organisations are employed under the EVH terms and conditions of employment. The use of zero-hours contracts is not common among this group of employers. However, there may be limited circumstances where such contracts are appropriate. EVH encourages employers to consider the use of this type of contract carefully and review regularly.

### **4. We take 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 based on the typical characteristics of any given job. The system focuses on the job rather than the individual and ensures fair and transparent arrangements for pay. It is based on grading guidelines that have been negotiated and agreed with the trade union.

EVH terms and conditions include summary points for equal opportunities and dignity at work. Employers expand on these in local policies that must comply with EVH terms and conditions.

#### **5. We commit to paying 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. These bottom points are increased each year to reflect the annual change to the Real Living Wage.

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

EVH terms and conditions include enhanced terms for a range of family-friendly policies, including:

- Maternity Leave
- Paternity Leave
- Shared Parental Leave
- Adoption Leave

EVH terms and conditions also include a commitment to consider flexible working requests and require a flexible working policy. Compassionate and other special leave arrangements support a positive work-life balance.

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

Employers are encouraged to engage with the trade union at the start of any process involving contractual change. This ensures full consultation with affected staff members, and that options are considered to reach agreed outcomes rather than imposing unilateral change.