



Fair Work First Statement

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work, and workforce diversity across the labour market in Scotland by applying fair work criteria to grants, other funding and public contracts being awarded by and across the public sector, where it is relevant to do so.

HITRANS is committed to implementing a 'Fair Work First' approach by ensuring we have fair working practices in place.

HITRANS is committed to Fair Work practices and the Fair Work First principles of:

1. appropriate channels for effective voice, such as trade union recognition.
2. payment of at least the real Living Wage.
3. investment in workforce development.
4. no inappropriate use of zero hours contracts
5. action to tackle the gender pay gap and create a more diverse and inclusive workplace.
6. offer flexible and family friendly working practices for all workers from day one of employment; and
7. oppose the use of fire and rehire practice..

2. We commit to paying the Real Living Wage

- We are an accredited Real Living Wage Employer and pay all employees, including those under 18, the Real Living Wage
 1. direct employees
 2. 16 & 17 year old workers
 3. apprentices
 1. contractors or agency staff (if there are any) directly engaged in delivering the grant-funded activity

3. Evidence of appropriate channels for effective workers' voice (individual level only)

- Employee - line manager 1:1 relationship / discussions
- Employee right to Union membership and activities are outlined in employment contract.
- An appropriate staff representative