

AYRSHIRE GROWTH DEAL

Fair Work Ayrshire
Juliet Dempster
Programme Manager
May 2022

Working together for a successful,
fair and inclusive Ayrshire economy





Fair Work Ayrshire

Juliet Dempster – Programme Manager

May 2022



AYRSHIRE GROWTH DEAL



Fair Work Ayrshire

Purpose

Fair Work Ayrshire (FWA) is a pan Ayrshire project who will work with employers across all three local authorities providing a **service which will support, enable and empower employers to introduce Fair Work into the workplace**, policy and practice to improve prosperity of Ayrshire businesses and people. The aim is: 'to develop an Ayrshire approach to Community Wealth Building that enhances wealth, **ensures fair and meaningful work**, and creates successful places throughout the region.'

Fair work is work that **offers all individuals an effective voice, opportunity, security, fulfilment and respect**. It balances the rights and responsibilities of employers and workers

Indicators of Fair Work

- Opportunity
- Security
- Effective voice
- Fulfilment
- Respect



Outcomes of Fair Work

- Increased productivity
- Reduced in-work poverty
- Improved mental wellbeing
- Increased real wage growth

Vision - by 2025, people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and society.

AYRSHIRE GROWTH DEAL



How will Fair Work help Ayrshire Businesses?

Be an employer of choice

Keep staff for longer

Reduce recruitment costs

Promote diversity in the workplace

Pay real living wages

Support local procurement contracts

Use local suppliers

Boost productivity

Increase local customer base

Grow your business



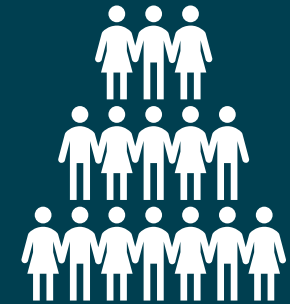
Future proof your talent pipeline

Develop and train staff

Support staff progression & wellbeing

Use flexible working effectively

Employ apprentices



AYRSHIRE GROWTH DEAL



Fair Work Ayrshire – What we do

Welcome
email to
Employer

Initial
Discussion
Notes

FWC
Fair Work
Assessment

FWA
Assessment/
Action Plan

Employer
Sign Off &
Next Steps

Process for the Business

Following the referral the employer will:

- Receive a welcome email within 3 days of referral detailing the next steps of the process
- Engage in Fair Work discussion with FWA to increase awareness of concept and how it can work for them.
- Complete FWC Fair Work Assessment tool either paper or online and identify actions.
- Meet to set actions for FWA Action Plan – maximum of 3 Actions – regular check in for updates.
- Confirm and evidence completion of actions and sign off.
- Post Action Plan check in will be set for 6months from completion to ensure still Fair Work is still in place.



Fair Work Ayrshire – Get in touch

The Team



Rosie



Allana



Juliet

Contact - fairworkayrshire@north-ayrshire.gov.uk

Get involved with Fair Work Ayrshire now!

Make a self-referral for your business using the email address above providing the following details

- Business name and sector
- Address and contact details (emails & phone numbers)
- Key contacts in the business who would engage with the Fair Work Ayrshire

You can also be referred by the Business Development Team at your Council.

AYRSHIRE GROWTH DEAL



Fair Work - Why should businesses be involved?

- **Fair Work** can support business growth and increase competitive edge.
- **Fair Work** can help develop a culture where staff are fully engaged and supported to reach their potential. Forming a profitable, efficient and responsive business, aligned to Scottish Government Fair Work practices.
- **Fair Work** is more important than ever – to ensure the best chance for businesses to **transition from survival to growth**, making sure that wellbeing and productivity go hand in hand.
- **Fair Work** enables businesses have a chance to make positive changes to people, practices and ways of working.
- Businesses fully engaging will be ready when a Fair Work Act Scotland is introduced.



Thrive with Fair Work Ayrshire

AYRSHIRE GROWTH DEAL

