

Extract from the Recognition and Procedural Agreement, Midlothian Council, Unison, Unite the Union and GMB

10 March 2023

Fair Work Agreement between Midlothian Council and Local Government Trade Unions

1. Introduction - This agreement sets out a range of principles agreed between Midlothian Council and its recognised trade unions on the conduct of employee and industrial relations in line with the principles of the Fair Work Convention's Framework.

2. Overarching Principles - Fair work is work that offers all employees and relief workers an **effective voice, opportunity, security, fulfilment and respect**. These principles are known as the fair work dimensions and are dimensions that reflect values shared between both Midlothian Council and UNISON, UNITE and GMB. Fair work also balances the rights and responsibilities of employers and workers while generating benefits for individuals, organisations and society.

3. This agreement between Midlothian Council and UNISON, UNITE and GMB commits them to work together to grow a culture of fair work within Midlothian Council, embedding the fair work dimensions into collective bargaining and partnership working arrangements.

Key Dimensions Agreed

4. **Effective Voice** - *“Effective voice is much more than just having a channel of communication available within workplaces. Effective voice requires a safe environment where dialogue and challenge are dealt with constructively and where workers’ views are sought out, listened to and can make a difference”* (Fair Work Framework 2016). • Midlothian Council and UNISON, UNITE and GMB agree that there will be an Effective Voice for all employees and relief workers by working collaboratively.

5. **Opportunity** – *“Fair opportunity allows people to access and progress in work and employment and is a crucial dimension of fair work. Meeting legal obligations in terms of ensuring equal access to work and equal opportunities in work sets a minimum floor for fair work”* (Fair Work Framework 2016). • Midlothian Council and UNISON, UNITE and GMB agree to proactively work together to ensure good equality and diversity practices.

6. **Security** – *“Security of employment, work and income are important foundations of a successful life”* (Fair Work Framework 2016). • Midlothian Council and UNISON, UNITE and GMB will work together to ensure a minimum of Scottish Living Wage (SLW) for all employees and relief workers while minimising reliance on agency staff subject to the organisation's financial sustainability.

7. **Fulfilment** – *“Access to work that is as fulfilling as it is capable of being is an important aspiration”* (Fair Work Framework 2016).

• Midlothian Council and UNISON, UNITE and GMB commit to a joint approach to workforce planning and development that invests in training, learning and skills development with access to time off for Trade Union training and learning activities.

8. Respect – *“Fair Work in which people are respected and treated respectfully, whatever their role and status. Respect involves recognising others as dignified human beings and recognising their standing and personal worth. At its most basic, respect involves ensuring the health, safety and well-being of others”* (Fair Work Framework 2016)

- Midlothian Council is committed to providing a safe, decent and healthy working environment that as a minimum meets all legislative requirements and supports wellbeing at work.
- Midlothian Council and UNISON UNITE and GMB are committed to ensuring respect through respective standards of behaviour and conduct.
- Midlothian Council and UNISON UNITE and GMB are also committed to working in partnership recognising that it can positively contribute to the success of the organisation and wellbeing of workers and employees.

Review, Amendment and Termination

9. The initial principles set out in this Agreement reflect the position as at the date of signing. It is expected that the Agreement will be reviewed on a regular basis and that any additional principles developed will be incorporated into this Agreement as part of the regular review process.

10. This agreement provides a baseline for Midlothian Council and UNISON, UNITE and GMB to work together to develop an upward trajectory of measurable fair work improvements. For employees and relief workers, fair work will deliver increased financial security, better physical health and greater psychological wellbeing. In turn, Midlothian will see less absence, greater productivity and enjoy a good reputation as a fair employer.