

# Fair Work First employer declaration

**This form must be completed by all funding recipients.**

Where the value of funding received is less than £100,000, this declaration is deemed to be a self-certification of payment of the real Living Wage and provision of appropriate channels for effective voice as outlined in the [Fair Work First - guidance for funding applicants](#).

Aberdeenshire Council will collect and hold your contact details. You should read our [Funding Privacy Notice](#) for further information. You must ensure that any sensitive information is removed or redacted from the evidence you provide.

Mandatory Elements of Fair Work First:

- payment of the real Living Wage to all employees, including all apprenticeships (this includes trainee psychologists within local authorities).
- Providing appropriate channels for effective voice, such as trade union recognition.

Other Elements (not yet mandatory but to be encouraged):

- investment 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.

## Section 1: Application Details

Programme Title: (CRI)	
Employer Name	
Contact person and title	
Total grant requested	£

## Section 2: Employee details

Total number of employees in business/organisation	
Number of employee posts receiving the grant subsidy	
I confirm that we provide appropriate channels for effective voice, such as trade union recognition.	YES <input type="checkbox"/> NO <input type="checkbox"/>

Please confirm: which channel for Effective Voice do you utilise (delete as appropriate)	Line Management / Staff surveys / Suggestion schemes / Online platforms / Staff forums / Trade Unions / Joint Consultative Committee (JCC 's)/ European Works Councils (EWC's)
I confirm that we provide payment of the real Living Wage to all employees, including all apprenticeships, within our organisation.	YES <input type="checkbox"/>  NO <input type="checkbox"/>
If the answer to the above is NO please complete an exemption  <u>Fair Work First Exemption</u>	

I understand that as a condition of this grant award, the Fair Work First conditions above must be met and hereby declare that

..... (name of organisation or individual)  
**will / does already** (delete as appropriate) meet the two mandatory Fair Work First conditions.

Signed .....

Name in block letters .....

Date .....