Fair Work First statement

As an independent not-for-profit business, EMEC has a focus on supporting people by creating jobs and development opportunities within a healthy and inclusive culture and we believe that fair work practices must be a priority in the workplace.

EMEC is committed to advancing the Scottish Government's Fair Work First criteria by continuously reviewing and improving the way we work.

Key Criteria

Appropriate channels for effective voice

EMEC provides a safe environment where staff views are sought out and listened to, carrying out regular staff surveys, appraisals and encouraging participation in cross company committees. In addition, a staff forum has been formed and meets at least 6 times a year with any actions or discussion points being escalated to management.

Investment in workforce development

Learning and development opportunities are provided at all levels of the organisation through EMEC's comprehensive induction process, regular appraisals with line management, and a robust career development framework which encompasses succession planning. A People Strategy is in place and is reviewed annually.

No inappropriate use of zero hours contracts

Zero hours contracts are used to engage specialist staff on limited hours. All other staff are employed on open-ended or fixed term contracts with confirmed hours. All staff have a contract of employment which accurately reflects the hours worked and does not involve compulsory overtime.

Action to tackle the gender pay gap and create a more diverse and inclusive workplace

Recruitment processes prevent bias and barriers and exit interviews are used to understand why a member of staff is leaving. Although not required to do so by law, EMEC measures the gender pay gap and publishes the results. A Diversity, Equality & Inclusion committee is in place. Workplace adjustments are made for any disabled staff who need it. Flexible working is available across the organisation, subject to business need. Mental health and wellbeing are promoted and discussed, and support schemes are in place.

Payment of the real Living Wage

EMEC operates a pay structure and all staff, including interns, are paid at least the Real Living Wage.

Offer flexible and family friendly working practices for all workers from day one of employment

EMEC supports flexible and family friendly working practices at all levels in the organisation and for all staff. IT systems are used to facilitate effective working practices, enabling hybrid

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working which is not monitored by invasive worker monitoring software. Whole staff meetings are arranged at a time so that everyone can contribute and feel included.

Oppose the use of fire and rehire practice

EMEC will not use the threat of dismissal and/or redundancy in order to pressurise staff into accepting changes to terms and conditions. When changes to terms and conditions are required, EMEC will engage constructively with staff to reach voluntary agreement on such contractual changes.



Matthew Finn

Managing Director

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