



Visit Outer Hebrides (Outer Hebrides Tourism) Fair Work Action Policy

Fair Work is defined as work that offers effective engagement, opportunity, security, fulfilment, and respect for employees. Fair Work focuses on encouraging and supporting employers to create more diverse and inclusive workplaces where workers have security of pay and contract, can develop and utilise their skills and have an effective voice in the workplace.

Fair Work Dimension	Fair Work Criteria		How
Effective Voice	Employee Engagement	Our organisation offers the ability for all employees and volunteers to speak and be listened to and we advocate the use of real and useful dialogue at every level.	Ensuring all employees and volunteers have a voice at all levels, both individually and collectively, via regular team meetings and on a regular one to one basis. Ensuring and encouraging openness, transparency, and tolerance of different views. Allowing time for views to be heard.
Opportunity	Workforce Investment/ Development	We encourage our employees and volunteers to progress in their role and across our organisation and our stakeholders.	Training and development Robust and transparent recruitment process Promotion and progression opportunities Mentoring Engagement with diverse and local community
Security	Real Living Wage	We are committed to fair pay. We offer flexible working. We provide sick pay and pension. We provide a salary review.	We pay a real living wage. We regularly review salaries at a frequency appropriate to the general economic conditions (at least once every two years).
	Gender Pay Gap	We currently do not have a gender pay gap.	We use skill-based assessment tasks in any recruitment We use structured interviews for recruitment We do not have salary 'ranges'

	Inappropriate use of zero hours contracts	We aim not to use zero-hours contracts.	
	Oppose the use of fire and rehire practices	Employee contracts are fair and transparent.	
Fulfilment	Workforce Investment/ Development	We encourage our employees and volunteers the opportunity to use their skills, influence decisions and access any training and development requirements.	<p>Effective skill use, by getting to know our employees and volunteers</p> <p>Opportunity to problem solve, get involved and make a difference, via team meetings, board meeting and one to one's</p> <p>Invest in training and development when required</p>
Respect	Flexible, family friendly practices	We respect our employees and volunteers whatever their role or status.	<p>Our policies and structure is understood by all</p> <p>We offer flexible working</p> <p>We respect our employees and volunteers personal and family lives</p> <p>We always consider the concerns and views of each other</p>
By applying these Fair Work principles within our organisation, we will achieve			<p>Job security</p> <p>A motivated and successful organisation</p> <p>Increased staff retention</p> <p>Increased productively</p> <p>Longevity</p>