



GREATER MANCHESTER GOOD EMPLOYMENT CHARTER

Employee Guide: Working for a Supporter of the Greater Manchester Good Employment Charter

Congratulations! You are working for a Supporter of the Greater Manchester Good Employment Charter. The Charter is a voluntary membership and assessment scheme, which aims to improve employment standards for organisations of any size or sector across Greater Manchester.

The Charter sets out seven key characteristics of good employment and your employer has made a commitment to work towards achieving each of these characteristics. Outlined below are the commitments made and we will be working with your employer to help them achieve best employment practice and achieve Charter membership status.

Supporter Commitments:

- 1. Extending Secure Work** – we commit to giving our employees clarity over the hours they work (a guaranteed minimum of 16 hours a week (unless the worker requests otherwise)) and not to use unnecessary forms of insecure employment, so they have more security over their income and can manage their work and non-work commitments more easily.
- 2. Extending Flexible Work** – we will give employees the opportunity to work flexibly wherever possible, providing greater equality of opportunity, creating a more diverse and inclusive workplace and helping us to make better use of the skills and talents of our workforce.
- 3. Pay** – so our employees can achieve a decent standard of living and that we, as employers, can benefit from better retention and workforce engagement, with the savings that brings, we will pay or work toward paying the real living wage set at the level recommended by the Living Wage Foundation. We will also ensure that we work towards providing sick pay from day one for all staff at a replacement income rate of 100% of their usual earnings for as long as possible.
- 4. Improving Workplace Engagement & Voice** – so that our staff can fully contribute to the direction and success of our organisation and shape their roles, with recognised trade unions facilitating the expression of the employees' collective voice where possible, building effective employee engagement activity and with support from relevant professional bodies.
- 5. Developing Excellent Recruitment Practices** – so we as employers can take full advantage of the diversity and talents across all Greater Manchester communities through transparent, inclusive and fair processes, engaging with schools, further education and higher education providers and employment programmes, making sure our staff have opportunities to continually develop and use their skills and experience.
- 6. Improving People Management** – we value all our employees and will develop fair and inclusive workplaces, investing in the training and development of the workforce, including managers, and inspiring and motivating staff to make sure we are a successful and high performing organisation.
- 7. Fostering Employee Health & Wellbeing** – we support the mental and physical health of all our employees, including adjustments for people with long-term conditions and disabilities, delivering high standards of health and safety in the workplace, and so reducing the costs of absences and providing the benefits of a more diverse workforce.

Achieving a 'good work' experience relies on everyone playing their part – and as we have set out in commitment number 4 above, facilitating employee engagement and voice is a fundamental part of creating a culture that listens and responds to their employees. We hope you will be able to help support your employer's commitment to the Charter.

If however you have any concerns that may undermine your employer's commitment to the Charter, then please speak to your employer in the first instance and if you still have concerns, please contact the team at the Good Employment Charter Unit in strictest confidence at contact@gmgoodemploymentcharter.co.uk.

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