

— OFFICE OF THE —

SCOTTISH ROAD WORKS COMMISSIONER

Fair Work First Policy Statement

The Scottish Road Works Commissioner (SRWC) is committed to advancing the Scottish Government's Fair Work First policy. This policy, which balances the rights and responsibilities of employers and workers, provides an opportunity to generate benefits for employees, the SRWC and wider society.

Particular emphasis is placed upon the five dimensions of Fair Work as set out by the Fair Work Convention and how these are applied by the SRWC. These are:

- Security – Providing security of employment, work and income;
- Respect – Respecting staff and recognising their standing and personal worth;
- Effective Voice – Providing a safe environment where workers' views are sought out, listened to and can make a difference;
- Opportunity – Promoting access to work and opportunities for staff to progress within employment;
- Fulfilment – Developing/maintaining a fulfilling work environment

The SRWC employs a small staff of 7 and has agreed the contents of the statement in consultation with staff members.

Kevin Hamilton

Scottish Road Works Commissioner

6 September 2024