

Strategic Partnership between the CIPD Scotland and the Fair Work Convention

The Chartered Institute of Personnel and Development (CIPD) Scotland is the professional body for experts in people at work. It champions better work and working lives by setting professional standards for HR and people development, as well as driving positive change in the world of work.

The Fair Work Convention (FWC) is an independent body which brings together employers, unions and academic expertise to advise Scottish Ministers on fair work and to advocate and promote fair work.

Shared Values

1. The FWC and CIPD Scotland agree that fair work is central to achieving inclusive growth and improving job quality and productivity for all workers and employers in Scotland.
2. The FWC and CIPD Scotland are supportive of the dimensions of fair work as defined in the fair work framework.

Shared Aims

3. The FWC and CIPD Scotland aim to support each other's work around fair work, with a particular focus on increasing job quality in Scotland.
4. The FWC and CIPD Scotland aim to deliver deeper awareness of the concept of fair work among CIPD Scotland members, Scottish businesses and policy-makers.
5. The FWC and CIPD Scotland have the shared aim of delivering improved workplace practice by successfully embedding the dimensions of fair work in workplaces across Scotland.

Proposed collaboration

6. The FWC and CIPD Scotland agree to collaborate on a range of activities throughout the duration of the partnership, including – but not limited to – the following:
 - Joint events with relevant stakeholders
 - Communication pieces in print or online media
 - Mutual references in appropriate communication channels, for example newsletters and social media.
7. The FWC and CIPD Scotland agree to support each other's conferences, regional events and research programmes to further our shared aims and values.

8. Where appropriate, FWC and CIPD Scotland will develop joint policy positions and work together to promote these positions with Government, the media, businesses, unions and others.
9. FWC and CIPD Scotland commit to share evidence and insights around the labour market and fair work.

Engagement

10. The level of engagement between CIPD Scotland and the FWC will include:
 - Twice yearly meetings for the purpose of exchanging views and information about policy issues.
 - FWC commits to attend at least one public/ membership focused engagement each year at the request of CIPD Scotland
 - CIPD Scotland commits to attend at least one public/Convention/Government focused engagement each year at the request of FWC.

Delivery, Monitoring and Underpinning Principles

11. This partnership does not imply unconditional support of the parties for each other's work in totality. Both FWC and CIPD Scotland retain the right to develop their own positions and views on issues and to speak publicly on these issues.
12. This partnership will be reviewed each year.
13. This partnership is built on trust and mutual respect and entered into in the spirit of mutual collaboration in line with fair work values.

Appendix A

In 2021 CIPD Scotland and the FWC agree to undertake the following activities:

- CIPD's Chief Executive will speak at the FWC's event 'A Fair Work Recovery' in March 2021
- FWC will provide a foreword for CIPD Scotland's Working Lives Scotland Report due to be published in June 2021
- FWC and CIPD Scotland will work together to improve knowledge and understanding of fair work amongst CIPD Scotland membership and build greater recognition of fair work practices and approaches that are already in place. CIPD Scotland will invite the FWC to speak or engage with its Senior ER Network, its Scottish Policy Forum and its HR leadership network.
- CIPD Scotland will help the FWC to identify at least one good practice case study from the experience of its membership.