



## **Fair Work Policy**

**March 2023**

HHA is committed to being a Fair Work employer and acts with integrity to ensure fair employment and treatment in the workplace. HHA upholds this through a variety of workplace commitments and practices this in daily operations. This ensures that staff are treated with respect, enjoy a safe space to use their voice and have access to career development opportunities. This includes and is not limited to:

**Effective voice:** HHA operates effective channels of communication within the workplace that along with a safe environment, enables workers to contribute to discussions, be listened to and make a difference, promoting an environment of employee engagement.

**Opportunity:** HHA ensures that everyone who wants to can access work and, in work, can develop and progress through a range of dedicated training and upskilling opportunities.

**Security:** HHA ensures staff have stability and predictability of employment, working time and income. This includes paying all staff above the Real Living Wage and HHA does not use zero hour contracts.

**Fulfilment:** HHA helps staff to develop and utilise skills with regular opportunities for career advancement. Employee engagement is encouraged throughout the business and staff receive an annual review to ensure they have clear objectives for development in place and have dedicated time to speak with management.

**Respect:** HHA ensures that all workers are respected in terms of, for example, health, wellbeing and safety, regardless of their role or status.

**Flexible working:** HHA offers all staff flexible working opportunities and has an enhanced family policy for workers to benefit from.

**Employee benefits:** HHA offers excellent employee benefits that includes private health care, critical health insurance, life insurance, enhanced pension and salary exchange scheme, volunteering policy and a dedicated ESG policy.