

Report on	Good Employment Charter for Mid Ulster District Council
Date of Meeting	Thursday, 8 February 2024
Reporting Officer	P Moffett, Assistant Director: Org Development, Strategy and Performance
Contact Officer	M Canavan, Strategic Director: Org Development, Strategy & Performance C O'Neill, Community and Strategic Planning Officer

Is this report restricted for confidential business? If 'Yes', confirm below the exempt information category relied upon	Yes	
	No	X

1.0	Purpose of Report
1.1	For Members to consider and approve the draft Mid Ulster District Council Good Employment Charter. The draft charter has been developed as part of council's arrangements for a Community Wealth Building Framework and Plan.
2.0	Background
2.1	Following the Motion agreed by Council in June 2022 and subsequent Development Committee approval in November 2022, Council made a commitment to develop and implement a Community Wealth Building Framework and Plan.
2.2	One of the five pillars of Community Wealth Building is <i>Fair Employment and Just Labour Markets</i> . As a largescale employer with significant purchasing power, land and property assets within the Mid Ulster District, Council can be described as a Community Wealth Building Anchor Institution and as such, leads by example, displaying good employment practices that enable our employees to live and work well.
2.3	In September 2023, the Assistant Director of Organisational Development, Strategy and Performance and HR/OD Officers met with DTNI (Development Trusts NI) and Council's Social Inclusion Manager to discuss the development of a Good/Fair Employment Charter for Mid Ulster District Council.
3.0	Main Report
3.1	OD Officers researched and reviewed examples of good practice found in Good/Fair Employment Charters in other parts of the UK and liaised with the Living Wage Foundation and Belfast City Council officials to progress the development of a draft Good Employment Charter (Appendix 1). The draft Charter sets out the guiding employment principles that Council will work to adhere to and a series of standards. This may in turn be a charter of principles and standards that other organisations within the district may wish to consider and adopt.

3.2	The draft Good Employment Charter has been titled as such to avoid confusion with the Fair Employment legislative duties placed on Council under the Fair Employment and Treatment (Northern Ireland) Order 1998, which relate to discrimination on the grounds of religious belief and/or political opinion, which are very much specific to Northern Ireland.
3.3	<p>The five principles of the draft Good Employment Charter are:</p> <ol style="list-style-type: none"> 1. Fair pay 2. Employee engagement and voice 3. Learning and development 4. Health and wellbeing 5. Inclusive workplaces.
3.4	Around these principles, council services will continue to implement activities or strands of work that support the embedding of these principles across our organisation, on an ongoing basis.
3.5	The draft Mid Ulster District Council Good Employment Charter was presented to a meeting of the Community Wealth Building Working Group on 31 January 2024 for information and comment.
3.6	Following approval by the Policy & Resources Committee, we propose to work with our Communications Section and the Mid Ulster Labour Market Partnership to publicise and promote our Good Employment Charter. Other organisations and employers within our district may give consideration to adopting the five principles to embed them within their organisational practices.
4.0	Other Considerations
4.1	Financial, Human Resources & Risk Implications
	Financial: Not applicable
	Human: Not applicable
	Risk Management: Not applicable
4.2	Screening & Impact Assessments
	Equality & Good Relations Implications: None identified at this time.
	Rural Needs Implications: None identified at this time.
5.0	Recommendation(s)
5.1	That Members give consideration to the approval of the draft Good Employment Charter for Mid Ulster District Council.

6.0	Documents Attached & References
	<ul style="list-style-type: none"><li data-bbox="229 264 1289 297">• Appendix 1: Draft Mid Ulster District Council Good Employment Charter