

## **Minginish Community Association**

### Fair work statement

#### Workforce engagement

MCA has very good communication and engagement with our contracted staff. We meet monthly via board meetings but in between we communicate via a dedicated MCA chat area. Contracted staff are directly supported by the chairperson and the treasurer.

#### Workforce development

MCA supports and encourages staff development. MCA considers any training and development needs identified.

#### Flexibility

MCA supports and actively encourages flexible working patterns. Currently, all our contracted staff work part-time and manage their own working patterns.

#### Living wage

MCA pays all our contracted staff over the Real Living Wage.

#### Gender pay gap

All contracted staff are paid fairly without a gender pay gap arising.

#### Zero-hours contract

MCA does not use zero-hour contracts.

#### Fire and rehire

MCA does not use fire/hire or dismissal/re-engagement.

#### Action plan

An action plan has been completed to detail how we will continue to develop MCA's workforce fairly.

*Date of policy - 29.05.2024*