



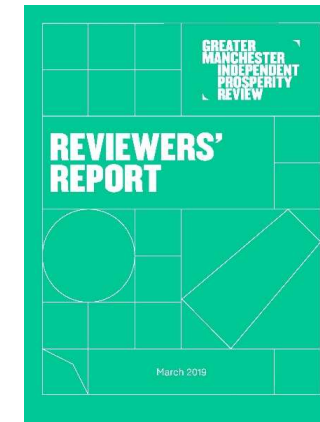
Good Employment in Greater Manchester

- The Greater Manchester Strategy set an ambition to “make Greater Manchester one of the best places in the world to grow up, get on and grow old....”
- Priority 3: **Good jobs, with opportunities for people to progress and develop.**
- Priority 4: **A thriving and productive economy in all parts of Greater Manchester.**
- Implementation plan committed to developing a **Good Employment Charter.**



An Opportunity to Support Growth

- The **Greater Manchester Independent Prosperity Review** identified the Good Employment Charter as a “mechanism for improving leadership, skill utilisation and productivity, as well as for raising employment standards”.
- The **Local Industrial Strategy** recently agreed with Government therefore identified the Charter as a priority for supporting businesses and other employers to grow.



Developing the Charter

- The Charter has been developed through a process of co-design with employers, employees and others.
- Evidence & Consultation Paper published in March 2018 which:
 - Assessed the **size of the challenge**.
 - Set out the evidence on how **providing secure and well-paid work helps make firms more productive and profitable**.
 - **Summarised existing charters**, pledges and deals in GM and the UK.
 - Asked for views on the content, design and operation of a Charter.
- Draft Charter published in October 2018 for further consultation.



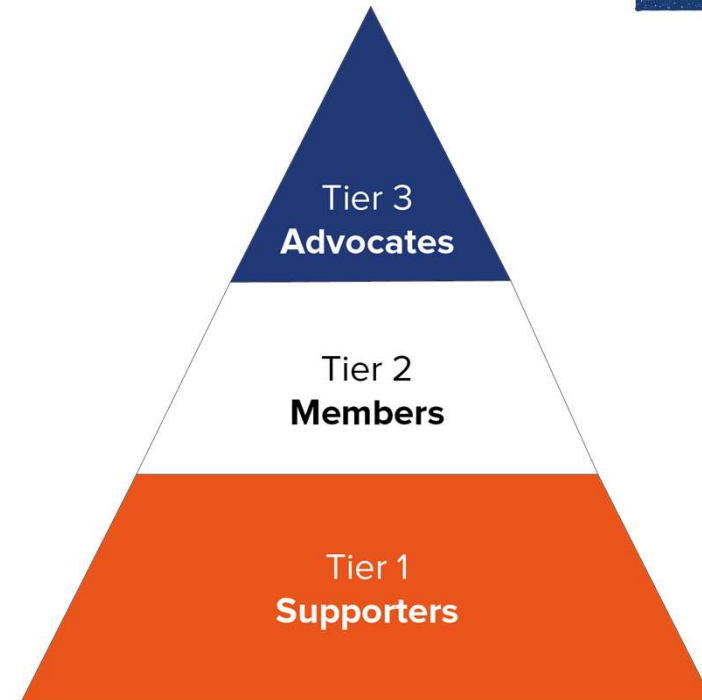
Vision of Good Employment

- **Good employment means jobs which are secure, fairly paid and fulfilling, with opportunities to progress and develop.**
- **There are significant opportunities for GM employers and residents from increasing diversity, promoting equality and spreading opportunity.**
- **A win-win for Greater Manchester's employers because employers who are the best at engaging and supporting their employees are the most successful.**



Structure of the Charter

- Consultation responses showed widespread support for a **tiered structure**.
- This approach also means **support can be provided for progression to higher standards** and better outcomes.



Tier 1: Supporters

- **For employers who support the aims of the Charter even if they are not ready to become full members.**

Supporters are committing to:

- Extending Secure work;
 - Extending Flexible work;
 - Working Towards Paying a Real Living Wage;
 - Improving Workplace Engagement & Voice;
 - Developing Excellent Recruitment & Progression;
 - Improving People Management;
 - Developing a Productive & Healthy Workplace.
- The Supporters' Network will be able to share good practice to improve, with monthly events and resources to access.



Tier 2: Members

- **Membership of the Charter will be for employers who have reached excellent practice** across the range of key employment characteristics.
- Through the pilot, the detailed standards will be finalised in each area:
 - Stretching to raise standards, while being realistic for employers to reach;
 - Applicable to employers from all sectors and of all sizes.
- To avoid duplication, **existing accreditations and standards will be used as evidence of excellent practice**, but with the option of putting forward other evidence.





Tier 3: Charter Advocates

- The **very best employers will become Advocates for the Charter**, providing mentoring, advice for others, and promotion of the Charter.
- This tier would be for organisations that have particularly innovative practice and are able to promote the Charter to others.





Implementation of the Charter

- A Good Employment Charter Unit has been established, which will be overseen by an independent panel.
- The Charter will also be **embedded in:**
 - **Procurement processes** through the existing social value framework.
 - **Investment funds** provided by the Combined Authority to support growth.
- Evaluation programme launched by Manchester Metropolitan University to ensure that the Charter:
 - Keeps up with best practice and can be regularly updated;
 - Captures information about the effectiveness of the Charter; and
 - Generates case studies which can be used to show the benefits of Charter Membership.





Get in Touch

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