

Fair Work Action Plan

We are fully committed to Fair Work principles and our policies and processes reflect this commitment in the following ways:

- We ensure that all team members, regardless of age, role, or experience, are paid at least the Real Living Wage, ensuring fair compensation.
- Our freelance workers receive at least the recommended rates from MU (Musicians' Union), emphasising fair pay for freelance contributors.
- Competitive remuneration is provided to all team members, aligning with the principle of effective compensation.
- We do not utilise zero-hour contracts, instead opting for casual working contracts that prioritise flexibility and equity for both parties.
- Internal succession planning and professional development opportunities are actively supported, promoting career growth for all team members, whether in creative or non-creative roles.
- We offer bespoke employment packages to our creative team members, allowing them to balance flexibility and stability for successful portfolio careers. Including the ability to work 10 months out of 12 ensuring flexibility for those with portfolio careers.
- A minimum of 26 hours of fully funded Continuing Professional Development (CPD) is provided to all creative team members, with aspirations to increase this by 50% by 2028.
- Team members are actively encouraged to have their voices heard and be represented at all decision-making levels, aligning with the principle of effective voice.
- We are committed to removing barriers to employment and career advancement, ensuring equal opportunities for all team members, as outlined in our EDI policy.
- We provide an inclusive environment for individuals with disabilities, emphasising learning, development, and career growth. Personal and professional development is viewed as an opportunity for team members, not a threat to their employment.
- We conduct open, honest, and transparent performance reviews with all team members at least once a year, promoting respect and fulfilment.
- Team members are encouraged to contribute their ideas, concerns, and suggestions, fostering effective communication.
- Strategic planning for the organisation's future actively involves all team members, supporting the principle of effective voice.
- We encourage team members at all levels to embody the organisation's values, empowering them to contribute to the NPC's mission.
- Project work is costed and funded using industry body recommended rates, ensuring fair compensation within the sector. We advocate for and provide experiences and education that contribute to successful, sustainable, and supported careers within the piping and wider arts community.
- We invest in the development of the next generation of creative practitioners by providing extensive paid work experience and employment opportunities.
- We are committed to achieving a Gold level Investors In People accreditation by 2028, reflecting our dedication to workforce development and excellence.