# Fair Work First employer declaration

**This form must be completed by all funding recipients.**

Where the value of funding received is less than £100,000, this declaration is deemed to be a self-certification of payment of the real Living Wage as outlined in the[**Fair Work First - guidance for funding applicants**](https://www.nature.scot/doc/fair-work-first-fwf-guidance-funding-applicants).

NatureScot will collect and hold your contact details.  You should read our [**Funding Privacy Notice**](https://www.nature.scot/about-naturescot/access-information-and-services/access-information/funding-privacy-notice) for further information. You must ensure that any sensitive information is removed or redacted from the evidence you provide.

## Section 1: Application Details

|  |  |
| --- | --- |
| Project Reference |  |
| Name of Applicant |  |
| Applicant organisation/business/group |  |
| Total grant awarded  | £ |

## Section 2: Employee details

|  |  |
| --- | --- |
| Total number of employees |  |
| Number of employees working on project |  |
| Which channel for Effective Voice will you utilise (delete as appropriate) | Line Management / Staff surveys / Suggestion schemes / Online platforms / Staff forums / Trade Unions /Joint Consultative Committee (JCC ‘s)/ European Works Councils (EWC’s) |
| Effective Voice - evidence provided |  |
| Real Living Wage – evidence provided where cumulative grant value is £100,000 or above |  |

I understand that as a condition of this grant award, the real Living Wage must be paid to all persons working on the project and hereby declare that

…………………………………………………………………………………… (name of organisation or individual) **will / does already** (delete as appropriate) pay at least the real Living Wage and will continue to do so throughout the lifetime of this project.

Signed ……………………………………………………………………………………..

Name in block letters ……..……………………………………………………………………………..

Date …………………………..………………………………………………………..