Implementation of Fair Work First in Scottish Public Procurement Update SPPN 6/2021

Please note: the content of this page is currently undergoing a review. For further information on the real Living Wage, please see the **What is the real Living Wage information sheet**, the Scottish Government's **Fair Work and Procurement webpage** or alternatively please email scottishprocurement@gov.scot.

Please note that information on Fair Work First, which includes payment of the real Living Wage, can be found in SPPN 06/2021.

We have published a new Scottish Procurement Policy note, SPPN 6/2021.

This note covers the expansion of Fair Work First with the addition of two new Fair Work elements.

The post Implementation of Fair Work First in Scottish Public Procurement Update SPPN 6/2021 appeared first on Public Procurement.

This policy note supersedes advice contained in **SPPN 3/2021 – Implementation of Fair Work First in Scottish Public Procurement,** which was published on 15 March 2021, and has been withdrawn.

Since the publication of SPPN 3/2021, Ministers have announced the expansion of Fair Work First in response to challenges faced in the labour market through the addition of two new elements to Fair Work First. The new elements seek to support flexible and family friendly working practices for all workers from the first day of employment and to oppose the use of fire and rehire practices.

Public bodies have already been applying Fair Work First to relevant procurements that commenced on, or after, 1 April 2021. Public bodies should now take action to update their procurement processes to apply the updated Fair Work First to all new regulated procurement processes which commence on, or after, 1 October 2021, if

relevant and proportionate to do so.

Please direct any enquiries to: scottishprocurement@gov.scot