

Fair work statement

DMA currently have no employees. We have three contractors working on the project, a Marine Project Officer, Fundraising & Community Engagement Consultant and an Administrative Consultant. The following statement covers current contractors and any future employees.

Workforce engagement

DMA will strive to have excellent communication and engagement with employees and contractors. Meetings are held at least monthly, and in between meetings, communication is by phone, email, or WhatsApp.

DMA would ensure that staff/contractors have a dedicated line manager and that there is a process available if they need to discuss something personal or if a grievance should ever arise.

Living wage

DMA are self-declaring that we will always pay the living wage, and where we are looking to generate employment, we include a wage higher than the living wage within the cash flow projections.

Workforce development

DMA supports and considers any training and development identified by staff on a case-by-case basis and would always look to approve any requests made.

Flexibility

DMA are open to flexible working practices and will always look to approve any requests.

Gender pay gap

All employees will be paid fairly without a gender pay gap arising.

Zero-hours contract

We would not use zero-hour contracts inappropriately. When we use short-term contracts, these are usually on a self-employed basis with terms designed to ensure that they receive payment in excess of the living wage.

Fire and rehire

We would not use fire and rehire techniques.