Employment Rights Act 2025

Fair Pay Agreement – reps' checklist

Here's how you can use FPAs to negotiate improvements in your workplace.

1. Use FPAs to and recruit and organise

- ☐ Encourage non-members to join the union and build power in the workplace.
- ☐ If you work in adult social care, talk to workers about the FPA process and how it will improve pay and working conditions in the sector.
- ☐ Explain how joining the union will mean that they will have a say in the union's priorities for future FPAs.
- ☐ Explain how, as a rep, you'll work with members to implement the FPA in your workplace, push for standards above the minimum, and negotiate broader improvements to working conditions.

2. Use the FPAs for bargaining

- ☐ If your union is recognised, use the FPA as a floor to build from, and resist employers who regard it as a ceiling.
- ☐ Seek to reach agreements with employers on areas not covered by the FPA.
- ☐ Seek staff views on what the priorities should be for the next FPA.

3. Prepare for FPAs in your sector

- ☐ If you work outside the social care sector, gather evidence on low pay and poor working conditions to help argue the case for an FPA in your sector.