

SUBMISSION FROM YVONNE GALT-GOURLEY

A Bad Job is one that is poorly paid and the Employee is not able to get enough hours to pay their

everyday living expenses. It is also one where the Employer does not provide an employee with the correct tools or equipment that they need to do the job properly and safely.

A Good Job is one where the wages comfortably meet the everyday living expenses of the Employee, the Employer provides support and a safe place of work and offers training for the Employee to keep up with advancements in the Job undertaken and makes you want to get up in the morning and go to work! I have had some great jobs and it was all down to the type of job it was and the people who I worked with. The Money wasn't really an issue at that point in time, as long as I could pay my mortgage, I was happy. It's not until you have children, when money really does become an issue.

Since 2008 Jobs have become better as industry has demanded that Employers provide training courses and employ Employees with better qualifications. Care is one such area of Employment where this has happened and it was important that these measures were taken as people are living longer and get to an age where they may need to go into care. At one point there was no need to have a care qualification, but due to mistakes that had been made in the past SVQ level 2 became the minimum qualification. This has greatly increased the standard of Care in Scotland and there are better quality carers working in care homes across Scotland.

Most work in Scotland where there was no qualification have something that an employee can work towards. I believe there is even an SVQ for Cleaners.

A low quality or low paid job may mean that the person doing that job may need extra benefit top up, more help with Council Tax and Housing Benefit. Employees want to see jobs that provide a Living Wage, not just a Prop-Up. In having a decent Living Wage people will be come less reliant on benefits, Tax Credits etc to help them make ends meet and money saved can go towards Education or Health.

The health impacts of a low quality job is more likely to depend on the conditions that the employee is working in and that should be down to the Employer to ensure the safety and well being of his/her employees. Employees working outside in all weathers without shelter run the risk of bronchial problems/arthritis conditions and bad backs. Not to mention melanoma if the sun is out. If an employee is not properly trained to use a piece of equipment, then he or she could be putting themselves or others at risk.

The Scottish Government and Public Policy Makers can improve job quality in Scotland by ensuring All Employers are up to date with Current Government Policies, There is evidence of staff training and a water-tight and robust recruitment policy to ensure fairness and the right person is recruited for the job.

Employers who flout employment laws should be fined, named and shamed. All jobs should have a Job Description- Local Councils and Voluntary Sectors generally provide excellent Job Descriptions. At present there are policies relating to

advertising jobs which most Employers adhere to. Bullying has also reared it's ugly head and should be dealt with as soon as it is reported. No one likes to work with a Bully whether they are the Boss or an Employee.