

CHAIN ROAD, BLACKLEY

LOCAL BENEFIT PROPOSAL (LBP)

TERRA NOVA DEVELOPMENTS

(On behalf their client Great Places Housing Group)



Local Benefit Proposal (LBP)

Terra Nova Developments understand the potential employment benefit a development has for an area, engaging with the local community and creating new opportunities is at the core of the business. The creation of several new full and part time posts at a variety of skill levels and occupations will offer new opportunities for both local businesses and individuals.

Terra Nova Developments actively seek local labour whilst considering the procurement of a development. Terra Nova Developments work with a large number of subcontractors and several employment agencies based in Greater Manchester who provide permanent, contract or temporary employees predominantly from within the area. Terra Nova Developments work with their client (Great Places Housing Group) to allocate apprentices to sites and work with local agencies to allocate sub-contractors, they support their work/education journey throughout the development with the intention of a permanent position being awarded with the employer.

Proposed Measures

- It is Terra Nova Developments intention to engage with the client (Great Places Housing Group) to allocate 1 local apprentice per million pounds of the development cost.
- The appointed Sub Contractors will be encouraged to employ apprentices and local labour where reasonably practicable.
- Terra Nova Developments will seek to employ local labour if permanent staff will be required for the Development where reasonably practicable.
- Any social media/advertisements will request local labour.

LBP Implementation & Delivery

Terra Nova Developments will engage with their client (Great Places Housing Group) to provide and support the apprentices:

- Bi-weekly site visits to engage with apprentices and supervising sub-contractors.
- Attending job fairs and events
- Sourcing, qualifying, shortlisting local labour through local partners and brokerages
- Ensure weekly job vacancy list is provided.
- Full and accurate reporting mechanism for project team to report to board on progress

The implementation of the system will be the Development Site Managers responsibility who will record the KPIs and support the apprentices.

LBP Monitoring

The Terra Nova Development Site Managers will monitor the implementation of the LPB as part of their duties. An LBP operational phase monitoring template (Appendix A) will be used to collate information as the Development progresses, this will enable Terra Nova Developments to review local labour levels on site in real time and enable reflection of its effectiveness towards the end of the development.

Equal opportunities

Terra Nova Developments is an equal opportunity employer and will offer positions to all, regardless of race, colour, nationality, ethnic origin, sex, marriage, disability, or age. All applicants and employees will be treated equally in respect of recruitment, promotion, training, pay and other

employment policies and conditions. Reasonable adjustments will be made to accommodate those with special needs.

Terra Nova Developments commit to this Local Labour Agreement, and pledge to use reasonable endeavours to fulfil the conditions above.

Paul Greenfield
Head of Construction
Terra Nova Developments

Appendix A:

Operational Phase: Monitoring

Date	
Author	
Site Name	
Operator	
% of businesses contracted and sub contracted that are local businesses	
Brief details of sub-contracting and tendering opportunities advertised locally to make Local Businesses aware of the opportunities, timescales and procedures to be adopted in tendering for available work	
Number of Local People Employed	
Brief details of all new vacancies to be advertised in local newspapers such as the Manchester Evening News and on the JCP service	
% of employment opportunities generated for Blackley residents	
Number of guaranteed job interviews for local unemployed residents who have undertaken specific pre-employment training related to the development	
Number of apprentices (starts and completions)	
Number of work experience placements for those unemployed	
Number of work experience placements for those aged 14 – 18 years in education	
Additional labour market measures	
Anticipated new vacancies	