

ROWLINSON CONSTRUCTIONS LTD
LOCAL LABOUR EMPLOYMENT PROPOSAL
in respect of land at Silk Street, Newton Heath

Introduction

Rowlinson's have been selected for delivering the Silk Street Project for Manchester City Council, as part of the selection process, our Client, Manchester City Council and Rowlinson have agreed to deliver "Social Value". Please note the following statement submitted with our Planning Application.

Proposed social value measure	Original Submission	Our Offer
Local employment	We would look to agree local labour targets of a minimum of 20% of site labour from an agreed geographical area and 20% of scheme suppliers, sub-contractors and trades will be local businesses from a similar footprint. We will manage these requirements through KPI's agreed with the client and report against milestones on a monthly basis.	20% within Local Area
Opportunities for disadvantaged people	When employment opportunities present themselves Rowlinsons will consider all applicants and work with the client to understand how we can assist disadvantaged people into employment. We can be flexible in our approach and can assist in training individuals where required. Rowlinson has worked closely with Manchester College on vocational requirements for their construction courses and tailored projects to meet agreed objectives to maximise benefits for those students. We would like to work with Manchester and other agencies to support a bespoke programme for an agreed disadvantaged client group if that would be of interest. Social media will be perfect for spreading messages, for example around events, possible disruption or training opportunities and we can quickly build social profiles on various platforms to keep local people in touch and advertise them widely throughout any materials we produce.	Statement
Improved skills & employability	Rowlinson would like to offer as part of the SVMS an Education and Training Plan for this specific project but in response to the brief some starting principles we can offer would be:- - Visit to each local school and college to present on site safety and career opportunities in the construction industry. Rowlinson has the opportunity to raise awareness amongst children and young people in the local area about the construction industry and associated employment opportunities. - Once per month we will facilitate an escorted site visit for local residents and school children, we will also facilitate 5 site visit days per annum attended by children and young people interested in a career in construction. This will more than meet the 3 education activities per £5m At least 10% of all site labour will be Apprentices and we will achieve the required 14 apprenticeship weeks per £1m. We will identify suitable apprentices through consultation with the client, local colleges and with the Greater Manchester Apprenticeship Hub and the Greater Manchester Skills and Employment Partnership; and work closely with the CITB. Priority will be given to apprentices that are residents of the local area, recognising the need within your brief. The workforce that we will recruit will benefit from our programme of training and personal development. Rowlinsons enviable employment and training record has delivered apprentices for the last 50 years and we have recruited and trained apprentices every year. We have a close working relationship with the Construction Industry Training Board (CITB) and can bring this relationship to link in with local schools and colleges in order to develop personal development plans for student, trainees etc. The SVMS will ensure we meet the minimum target of supporting at least 1 person into employment per £2m either through financial support i.e. qualifications or through directly employing them. We will ensure we meet the minimum target of supporting at least 1 person with a significant work placement per £2m either in our company or the supply chain.	6 Activities 168 Apprentice weeks, our programme is about 60 weeks and if we expect the scheme to be £10.5m = 147 apprentice weeks, over 60 weeks would be an average of 2.50 per week so if we said 4 at the peak of the project that would suffice. 6 Activities
Opportunities for SMEs and VCSEs	Rowlinsons pledge to provide support for local SME's and VCSE's so we can provide them with advice in how to improve their businesses. This will meet the requirement of 4 weeks staff training per £2m. This can be in the form of H&S advice, resources, and financial or just general management advice.	Training 2 weeks per £1m = 21 Weeks based on £10.5m
Working with the Community	Rowlinsons will donate £1,000 pa to a local community group or to a local cause that is felt to have a positive impact in the local community. As part of the SVMS we will identify how over the period of the contract support local initiatives e.g. where possible offer material that can be used or supply operatives to assist. The time and donations will meet the required 1.2 community activities per £2m. We can share examples of this type of work if required.	£1000 Donation (Lump Sum not per year) 7 Activities
Other Measures	Rowlinson was one of the original and remains a sponsor of the 'Be Proud Awards' the City's annual awards for extraordinary volunteers and unsung local champions who make a real difference in our communities and help to make Manchester great. We will continue to support this award through this scheme.	

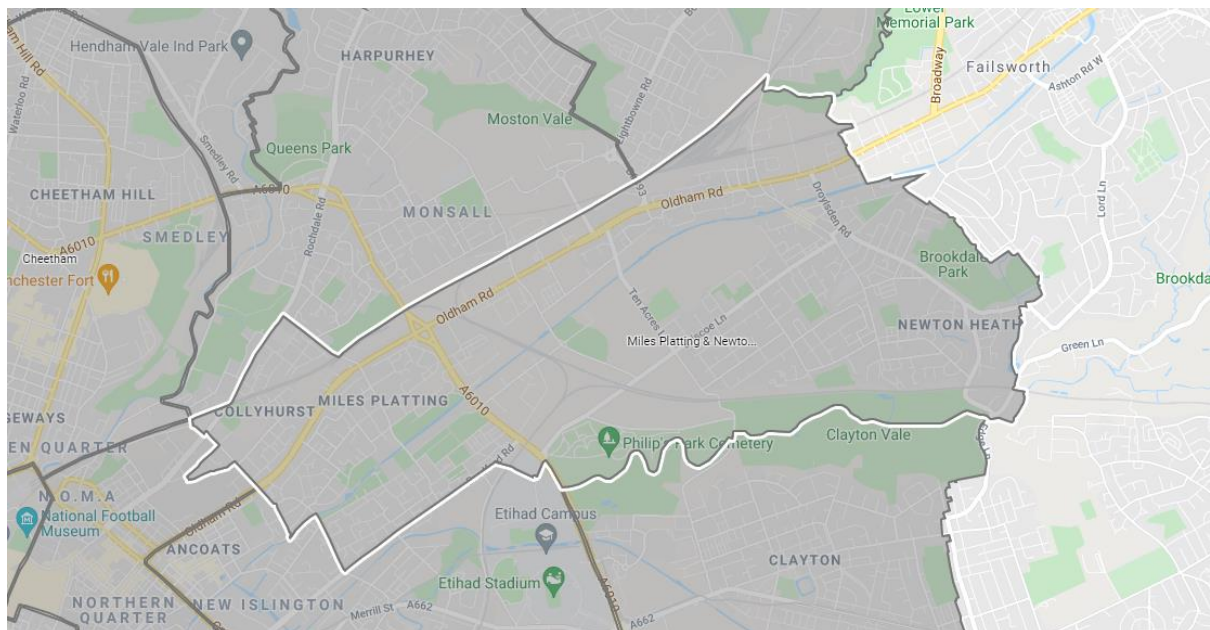
Local Labour

Rowlinson's shall use reasonable endeavors to procure a minimum of 20 percent of the total workforce in connection with the works throughout the course of the Contract to be from the Greater Manchester Area.

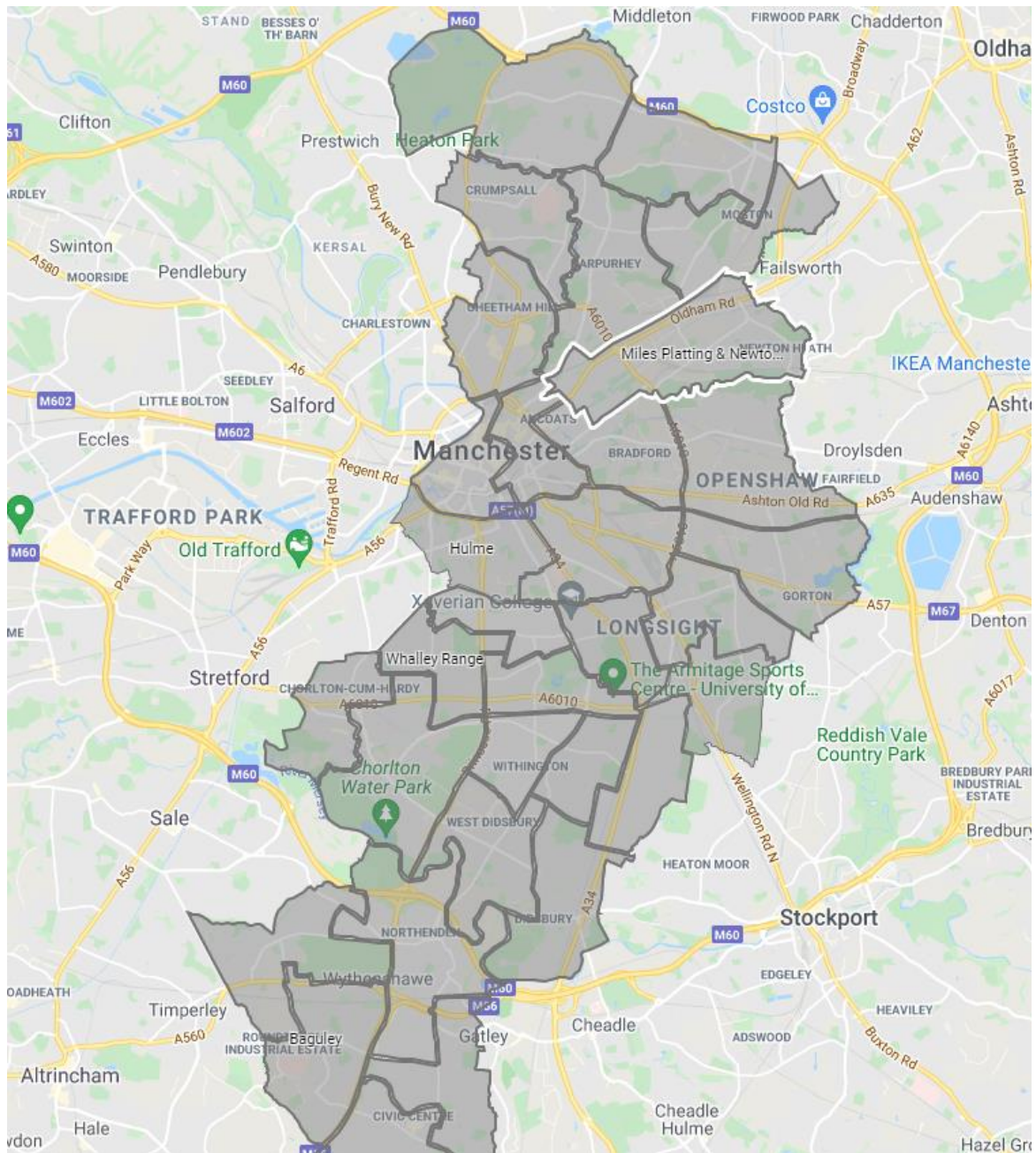
Prioritization

Priority will be given (subject to ability and screening) using the following geographical locations -

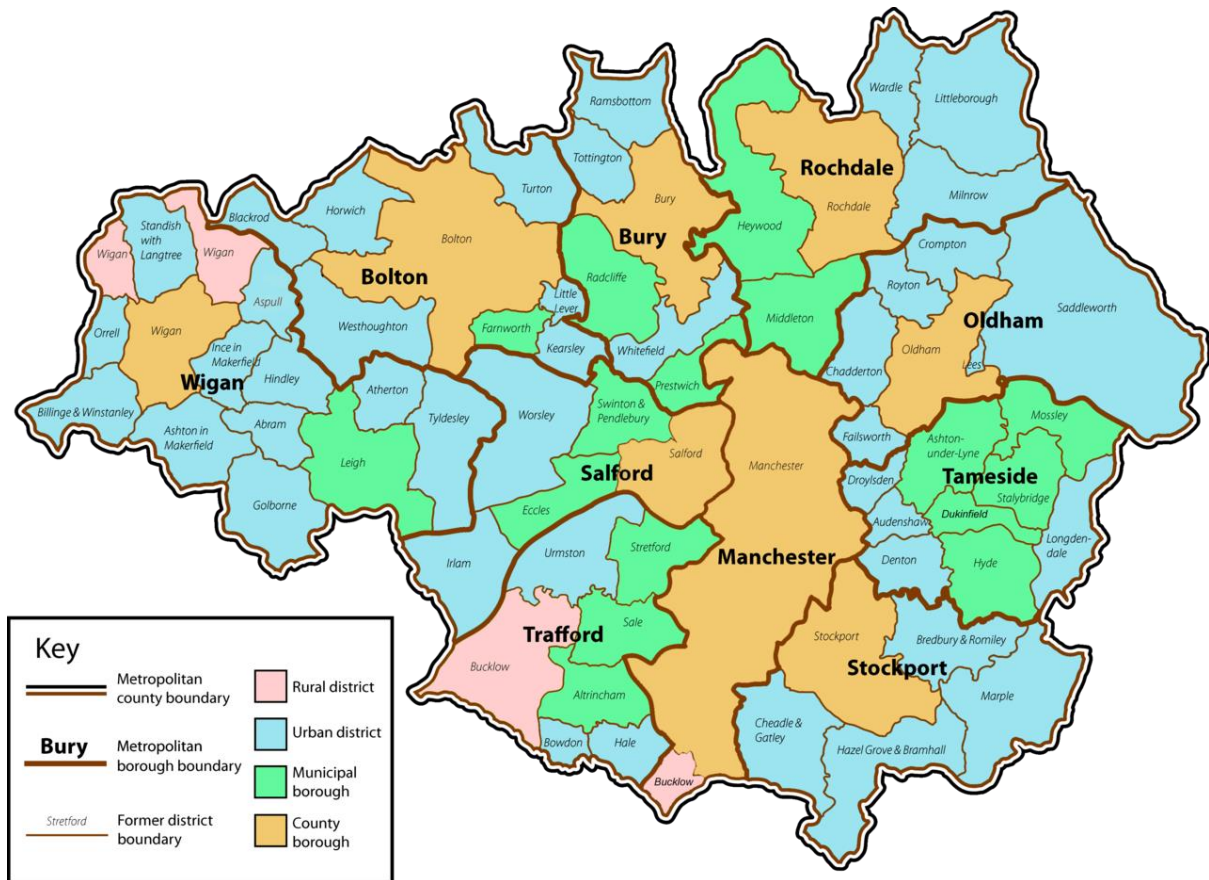
Priority Area 1 Manchester Ward of Newton Heath & Miles Platting



Priority Area 2 - Manchester Wards



Priority Area 3 Greater Manchester County area



1. Rowlinson's shall use reasonable endeavors to ensure a minimum of 10 percent of local labour employed will be trainees. Which expressly shall mean a Local Resident who is undertaking a program of training to a national vocational qualification or any other program of training.
2. Rowlinson's shall ensure that Local Residents shall be employed with terms and conditions and at rates of pay no less favorable than the terms and conditions including grievance and disciplinary procedures applying to other persons carrying out duties, whether on the site or elsewhere in its undertaking.
3. Rowlinson's shall ensure that where it employs a trainee, the trainee not be paid less than the current agreed minimum wage for apprentices and trainees within the Construction Industry.
4. The Contractor shall take all reasonable steps to procure that Local Residents are employed from Priority Area 1.

The Contractor shall employ Local Residents from Priority Areas 1 and 2 unless it cannot procure sufficient Local Residents from those Priority Areas. In this event, Rowlinson's will confirm to the local authority it's challenges in securing local labour from these areas and obtain the consent of the Council (not to be unreasonably withheld) to employ Local Residents from outside those areas

5. From time-to-time during the duration of the works and at the request of the local authority the Contractor shall provide the local authority nominated representative with statistical information in relation to its labour force. This will include home locations and training arrangements (as a minimum) in order to monitor the Contractor's compliance with the provisions of this proposal.
6. The Contractor shall in pursuance of its declaration use reasonable endeavors to ensure that where it sub-contracts any part of the Works the person to whom it awards the contract will enter into an agreement to procure labour in substantially the same form as this proposal.