



The Casey Group Ltd

Condition No 11b: Labour Benefit Report

in respect of contract works for Manchester Metropolitan University

Prepared by

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Executive Summary

The contract Manchester Metropolitan University (MMU) has proven extremely beneficial in terms of local employment, and providing both training opportunities for University students. Through developing a close relationship with the Client, we have been able to provide meaningful and effective solutions on site that have demonstrated real value back to the University and its locality. The results show the benefit of meaningful and concerted collaboration with key stakeholders and we strongly advocate this approach as best practice to achieve the desired social value outputs.

Local Labour

We committed under our framework obligations to directly hire or retain 10 no local people on the project, with 1 of these being unemployed for 12 months or more. For the purposes of discharging the relevant planning condition, we have taken the decision to use accepted targets on other projects in the Manchester Ward areas to measure our success with this.

Typically within a local labour agreement document, we promulgate a minimum of 20 % of the total workforce in connection with the works be from the Greater Manchester area. To give further definition to this, we also identify priority geographical areas based on the contract location that ideally the recruitment would focus on. These as follows;

Priority Area 1 – Manchester Ward, Hulme

Priority Area 2 – All other Manchester Wards

Priority Area 3 – GM wide.

The appended table to this report shows the geographical profile of our direct workforce in relation to the 3 priority areas and further, shows our performance against the set KPIs in each area. For data protection purposes, names and part postcodes have been omitted, however if necessary full information is available to view at any time. For information, the data has been collated chronologically as each person appeared on the project.

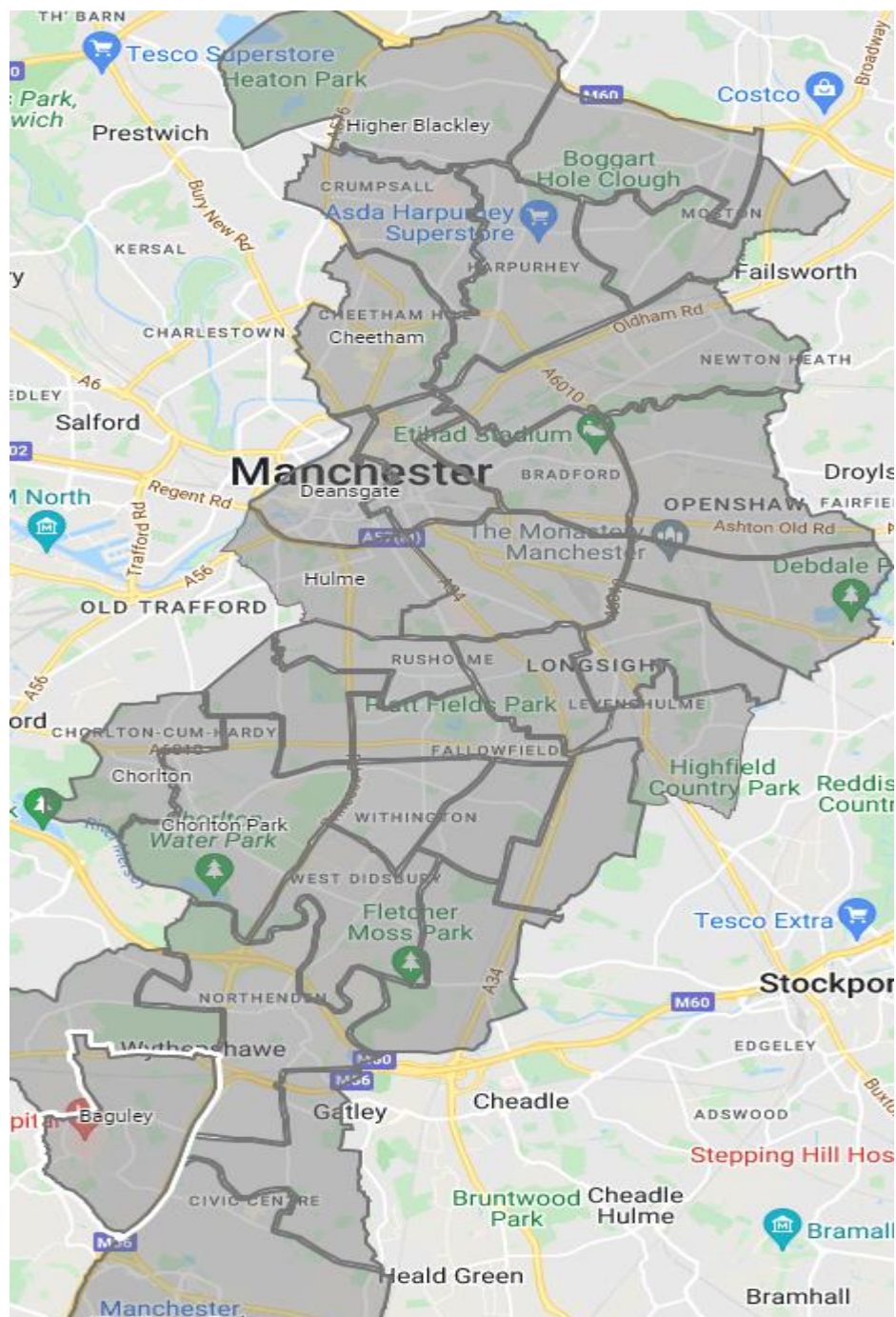
Priority Area I Manchester Ward Hulme



Postcodes, M1 7, M13 9, M14 4, M15, M3 4.

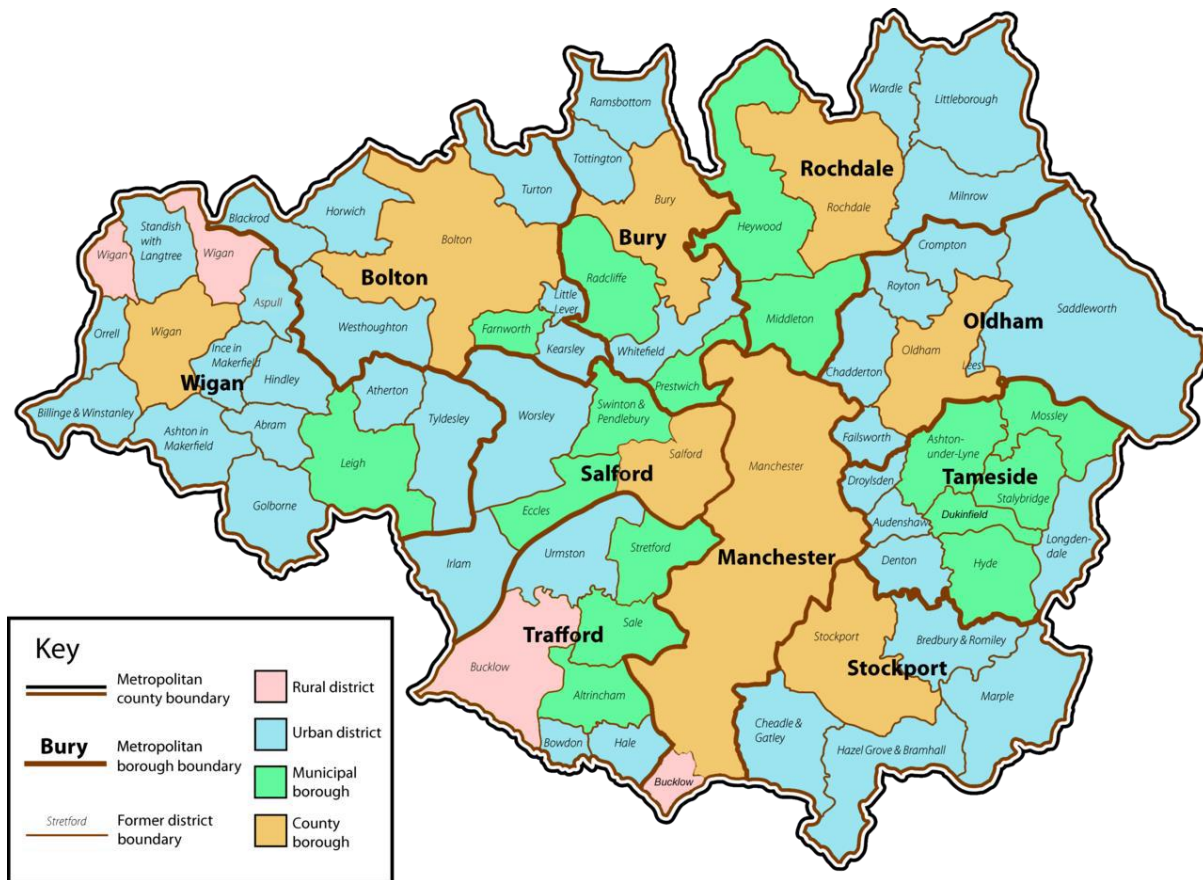
Of the 11 people shown in the appended table, 1 is from priority area 1. This equates to 9.1 % of the workforce.

Priority Area 2 - Manchester Wards



Of the 11 people shown in the appended table, 1 is from priority area 2. This equates to 9.1 % of the workforce. Combining priority areas 1 and 2, this equates to 2 people, 18.2 % of the workforce.

Priority Area 3 Greater Manchester County area



Of the 11 people shown in the appended table, 6 are from priority area 3. This equates to 54.5 % of the workforce. Combining priority areas 1, 2 and 3, this equates to 8 people, 72.7 % of the workforce.

The table below summarises our local labour performance against original targets.

Priority Area	1	2	3
Number of people	1	1	6
% of workforce	9.1	9.1	54.5
Cumulative %	9.1	18.2	72.7
Target (%)	0	0	20

Analysis

The summary table shows that we have exceeded the original local labour agreement target (72.7 % > 20 %). Further, and as additionality, we are able to report that the target was largely met through the engagement of people residing in Manchester wards only, rather than the wider GM area. (18.2 % < 20 %).

Whilst it is not always easy to define 'local', we believe that a sensible approach should be taken, where boundaries are restricted to those wards and neighbourhoods in which the work exists, as these local residents will add immediate value back into their community through increased economic activity and skills acquisition. We are pleased that the scheme at Manchester Metropolitan University has supported a number of priority individuals with sustainable employment opportunities and contributed to a general upskilling of those engaged with the scheme.

Work Experience / Trainee Opportunities.

We have worked with the University to offer a programme of paid 'Internships' on the project for their MSc. Project Management students. Over the course of the project we engaged with 3 students, each completing 8 weeks on site. The internships were very successful, so much so that we were delighted to offer a part time trainee role in our site design team to the final Intern, who is now a valued employee of the business.

We also facilitated on site unpaid experience and site visits to the remainder of the cohort, allowing them to learn how to use project surveying equipment in a live setting.

- 1. The Casey Group Ltd shall use reasonable endeavours 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*

Due to the nature of the scheme, we were unable to provide a local labour trainee, however we did have a trainee from outside Greater Manchester working on the scheme. Despite this, we maintain that the engagement with the Client regarding their full time students as described above provides real tangible additionality and value to this measure for the local Manchester community.

Other Targets

- 2. The Casey Group Ltd shall ensure that Local Residents shall be employed with terms and conditions and at rates of pay no less favourable 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.*

All employees, existing and new, and regardless of geographical location, are paid at least Real Living Wage for their age. The Company is a proud real living wage registered employer and this is reflected right across the workforce. Often, as skills sets dictate, rates of pay are elevated in line

with the National Working Rule Agreement annually published pay rate guide for the Construction Industry. This is a unionised agreement that serves to protect the interests of all employees, but in particular those most vulnerable to less favourable treatment.

Our weekly paid staff are employed under the terms of the working rule agreement (As described above), any locally employed staff would fall under this same agreement. This ensures parity for all employees across the business when considering their terms and conditions of employment. The Company also has numerous umbrella HR Policy covering disciplinary and grievance amongst other terms that applies to all staff across the business.

3. *The Casey Group Ltd 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.*

As above, our rates of pay are dictated first by the Real Living Wage, and second by skills set / level of training as promulgated within the working rule agreement. A good example of this in practice is the employment of a 1st year apprentice. Whilst we are only obligated to pay Real Living Wage (currently £6.40), the working rule enhances this to £6.90, and therefore we will always take the higher figure to pay our apprentices.

4. *The Contractor shall take all reasonable steps to procure that Local Residents are employed from Priority Area 1*

As standard on all our schemes we always try to use workers that live as close to the project as possible. This makes sound business sense from an economical, social, and environmental perspective.

Further, partner agencies on our preferred supplier list were instructed to initially target local operatives for any temporary vacancies that arose on the scheme that would not make practical or economic sense for us to fill internally.

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.*

The Company will always respond in kind and in good time to any request made to provide information as required by the local authority in relation to the scheme.

6. *The Contractor shall in pursuance of its declaration use reasonable endeavours 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.*

As a Greater Manchester business, where practical our preference will always be to use local businesses to form our trusted supply chain, both from a commercial and practical perspective. Our supply chain has worked with us for many years, and we are aware that they recruit locally for the same reasoning as ourselves. We fully understand that our supply chain is a key stakeholder in both local labour employment and training, and therefore can assist in our overall strategy of delivering social value benefits in this area.

To formalise this approach, as part of their order, all sub-contractors working on the scheme at Glendene signed up a 'social value' clause, mirroring in part our wider Local Labour policy that sat back-to-back with the proposal. Compliance was regularly reviewed as part of a wider periodic review as to overall contract performance, and scoring will be fed into future contract tenders and selection procedures as part of our overall continual improvement strategy.

On this basis, we successfully procured over £1.3 M of contract spend to local sub-contractors and suppliers.

Appendix I – Table of workers engaged on the scheme

All Saints Public Realm - Direct Local Full Time Employees				
No.	Name	Position	Partial Postcode	Duration of Employment (from 19.05.23 to 20.08.24, 66 weeks)
1	RC	Contracts Manager	M28	Full - 66 weeks
2	SM	Site Manager	M38	Full - 66 weeks
3	JM	Assistant Manager	SK5	Full - 66 weeks
4	MS	Quantity Surveyor	M29	Full - 66 weeks
5	SH	Site Foreman	M12	Full - 66 weeks
6	JH	Groundworker	M13	Full - 66 weeks
7	BC	Groundworker	BL7	Full - 66 weeks
8	KD	Groundworker	BB4	Full - 66 weeks
9	KB	Gen Op / Gateman	OL9	Part - 38 weeks
10	MV	Machine Driver	M27	Full - 66 weeks
11	AA	Trainee Design Manager	L20	Part - 22 weeks