



Local Benefit Proposal With Outcomes Report

0032: Moston Campus

Local Benefit Proposal

This document has been prepared to satisfy the requirements of the following planning condition:

The development shall not commence (other than site clearance and demolition) until details of a Local Benefit Proposal, in order to demonstrate commitment to recruit local labour for the duration of the construction of the development, shall be submitted for approval in writing by the City Council, as Local Planning Authority.

Measures proposed to recruit local people, including apprenticeships

Watson place a great emphasis on local labour and seek to provide employment opportunities to local people during the build programme. Local labour recruitment is carried out in the following ways:

- Online adverts
- Close liaison with One Manchester employment and social value teams to target people in the surrounding areas
- Local adverts made with local community groups / message boards

It is intended that of sub-contractors appointed 60% will have offices located within a Greater Manchester postcode.

It is intended that short term work experience placements will be offered to 4 candidates offered by One Manchester employment and social value teams. These candidates will be supported to gain CSCS cards and will be provided with exposure to various elements of construction. Each work experience placement will be for 20 hours per week and run for 4 weeks.

This development will safeguard and create up to 8 apprenticeships, these apprenticeships may be people working on the development for part of the project e.g. specific trades, or in our wider business. They may be based on site or off site. It is intended that 60% of apprenticeships safeguarded or created will be from a Greater Manchester postcode.

Mechanisms for the implementation and delivery of the Local Benefit Proposal

The above measures will be delivered through the site team and Watson People and Culture department. When vacancies are available these will be promoted in the identified way, sub-contractors will receive information on apprenticeships with a request to use the benefit of this development to safeguard these.

Measures to monitor and review the effectiveness of the Local Benefit Proposal in achieving the objective of recruiting and supporting local labour

Watson will monitor on a regular basis the following:

- Sub-Contractor Office Locations
- Number of apprentices safeguarded / created
- Number of work experience placements offered
- Local labour of Watson directly employed labour with a target of 60% for a Greater Manchester postcode

Local Benefit Proposal – Outcomes Report

In line with our proposal above I have concluded the outcomes below against the original statements made,

For Measures proposed to recruit local people, including apprenticeships we said:

It is intended that of sub-contractors appointed 60% will have offices located within a Greater Manchester postcode.

The table below summarises the location of the sub-contractors on the scheme, based on this I can confirm 70% were based within Greater Manchester.

Trade Package	Sub Contractor / Supplier	Postcode	Greater Manchester
Site setup / Temporaries	Watson Homes	M7 2ZS	Y
Ground works / Demolition	Civils	WA11 9TD	Y
Piling	Tritech	BL6 4SB	Y
Site scaffolding	Northern 90	OL9 9EZ	Y
Perimeter fencing	SHS	FY5 2SE	N
Ground work & drainage	Civils	WA11 9TD	Y
Brick & Blockwork	J Walker	M24 2AY	Y
Concrete Floors	Creagh Concrete	NG14 7JX	N
Windows	Express Trade Frames	FY7 6RS	N
Electrical	Craig Owen electrical	BL9 9LE	Y
Mechanical	PB Plumbing	WN5 8SY	Y
Roofing works	Ross Roofing	BL6 4SB	Y
Joinery	A Star Joinery	BL4 0JF	Y
Floor screeds	Premier Screed	BL4 9LL	Y
Kitchens	Richmond	SK13 1BS	Y
Internal staircases	JD Staircases	BL4 7EA	Y
Floor coverings	Contour flooring	BL1 1PZ	Y
Tiling	Maher Tiling	PR7 4EG	N
Plastering (inc metal studding)	Profi-wall	BB7 2DP	N
Decorating	SD Painting	M17 1QS	Y
Mastic sealants	NW Sealants	PR6 0HD	N
Sprinklers	AWS	SK15 2AA	Y
Flat roofing	Enviroply	PR6 9AR	N
			70%

It is intended that short term work experience placements will be offered to 4 candidates offered by One Manchester employment and social value teams. These candidates will be supported to gain CSCS cards and will be provided with exposure to various elements of construction. Each work experience placement will be for 20 hours per week and run for 4 weeks.

We offered One Manchester the opportunity of 4 work placements and throughout the scheme we have provided 2 work experience placements in labouring.

This development will safeguard and create up to 8 apprenticeships, these apprenticeships may be people working on the development for part of the project e.g. specific trades, or in our wider business. They may be based on site or off site. It is intended that 60% of apprenticeships safeguarded or created will be from a Greater Manchester postcode.

Across the scheme we have safeguarded the apprentice employment of 13 operatives. These have consisted of, 2 joiners, 2 electricians, 1 plumber, 2 bricklayers, 1 plasterer, 1 QS, 1 buyer, 1 technical co-ordinator, 1 document controller and 1 customer care team member. Through the continued work across the Greater Manchester areas these apprentices can further develop on our other developments.

For the Mechanisms for the implementation and delivery of the Local Benefit Proposal we said:

The above measures will be delivered through the site team and Watson People and Culture department. When vacancies are available these will be promoted in the identified way, sub-contractors will receive information on apprenticeships with a request to use the benefit of this development to safeguard these.

To achieve this we added a clause to the subcontractor appointments as below. This has allowed us to pass on the importance of creating local opportunities.

16. Employment and Skills

16.1. The Sub Contractor shall comply with and implement the ESP and ESP Method Statement in accordance with the Employment & Skills Strategy.

16.2. The Sub Contractor shall nominate an individual to liaise with the Contractor's Agent and provide the Contractor's Agent with information as required to demonstrate the Sub Contractor's compliance with the ESP and ESP Method Statement.

16.3. The Contractor's Agent shall provide to the Sub Contractor information it has available to enable the Sub Contractor to comply with and implement the ESP and ESP Method Statement, including the details listed in the Employment & Skills Strategy.

16.4. The Sub Contractor shall provide to the Contractor's Agent on a monthly basis, in accordance with the relevant dates set out in the Employment & Skills Strategy, a report outlining the achievements during the previous month against the ESP and ESP Method Statement and the employment and skills performance indicator contained in the Sub Contract Documents, and provide details of the various employment and skills activities delivered in the month. The Contractor's Agent shall be responsible for monitoring the Sub Contractors compliance with the implementation of the ESP and ESP Method Statement and such monitoring shall form part of the Contractor's assessment of the employment and skills performance indicator.

16.5. Any and all costs relating to compliance with and implementation of the ESP and ESP Method Statement by the Sub Contractor are included within the Sub Contract Sum.

For Measures to monitor and review the effectiveness of the Local Benefit Proposal in achieving the objective of recruiting and supporting local labour we said:

Watson will monitor on a regular basis the following:

- *Sub-Contractor Office Locations* **We have evidenced this as per the table above**
- *Number of apprentices safeguarded / created* **We have evidenced this as above**
- *Number of work experience placements offered* **We have recorded this as above**
- *Local labour of Watson directly employed labour with a target of 60% for a Greater Manchester postcode* **We have 6 direct employees on site, 5 of which are from within the Greater Manchester area giving us 83% of labour employed within the Greater Manchester area.**