



The Casey Group Ltd

Condition No 16: Labour Benefit Report

in respect of land at Glendene Centre, Wythenshawe, M23 2RE

Prepared by

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Executive Summary

The development at Glendene has proven extremely beneficial in terms of local employment, and providing both training and apprenticeship opportunities. By maximising our existing close relationship with the Client's employment and training Team, we have been able to provide a variety of employment and training solutions on site that have added real value back to the local Wythenshawe community. 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

The scheme at Glendene followed on directly from another housing development we undertook for the same Client nearby. This is relevant and important because this dictated much of our local employment strategy on the Glendene scheme, in particular safeguarding local people in their job roles with us, who were recruited to work on the previous scheme via our work with the Client's employment team. Examples of our work in this area include the transfer of two directly employed Wythenshawe residents (M22 & M23 postcodes), from the previous scheme to the Glendene scheme. Their specific job roles are Welfare Cleaner and Telehandler Operator. Whilst this is a great result and demonstrates sustainable employment, this did limit our ability to recruit new local employees, as the two roles described above are traditionally those that are ring-fenced for local people.

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

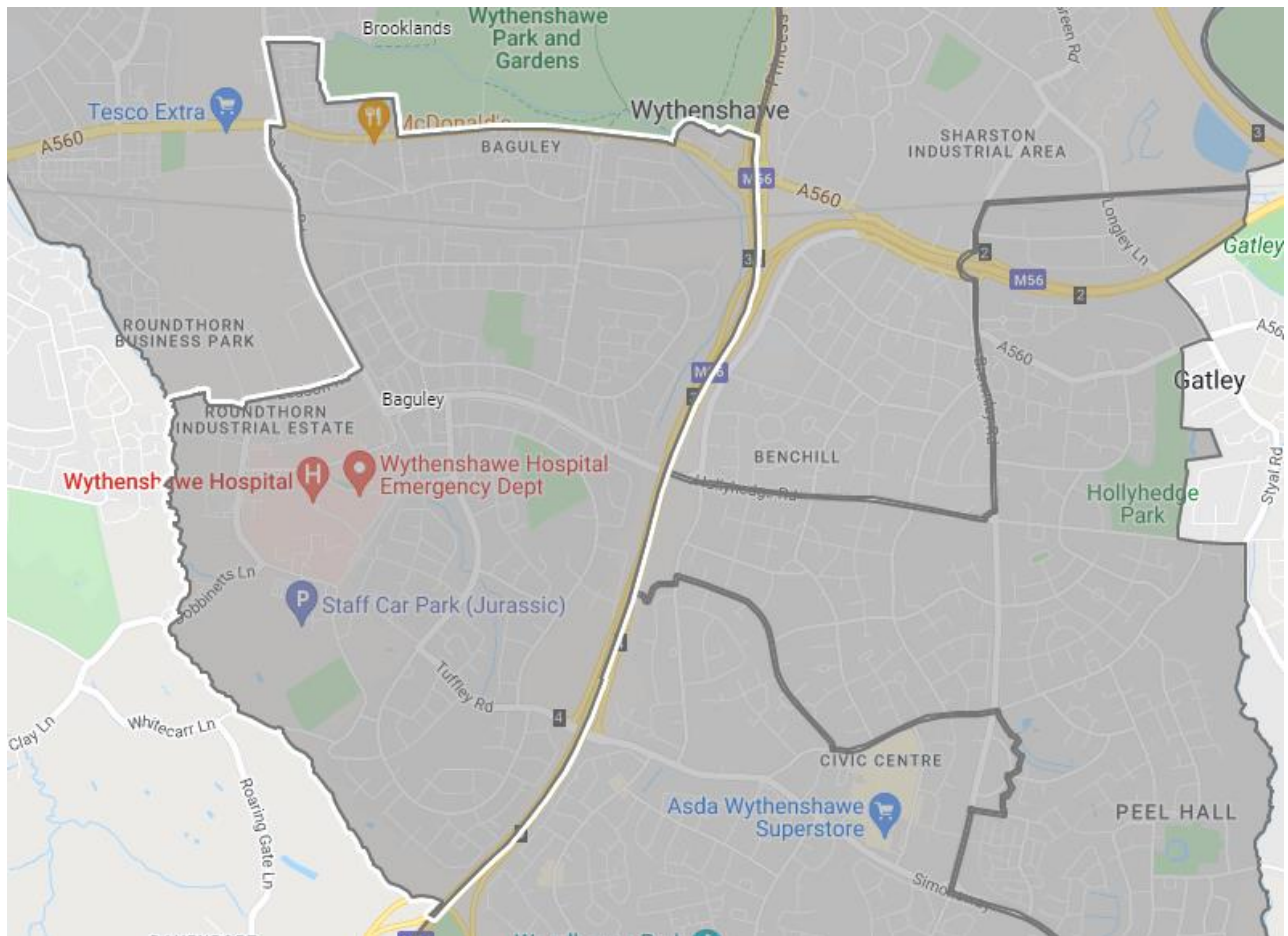
Within the original local labour agreement document, we promulgated a minimum of 20 % of the total workforce in connection with the works be from the Greater Manchester area. To give further definition to this, we also identified priority geographical areas based on the contract location that ideally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

Priority Area 1 – Manchester Ward, Baguley

Priority Area 2 – All other Manchester Wards

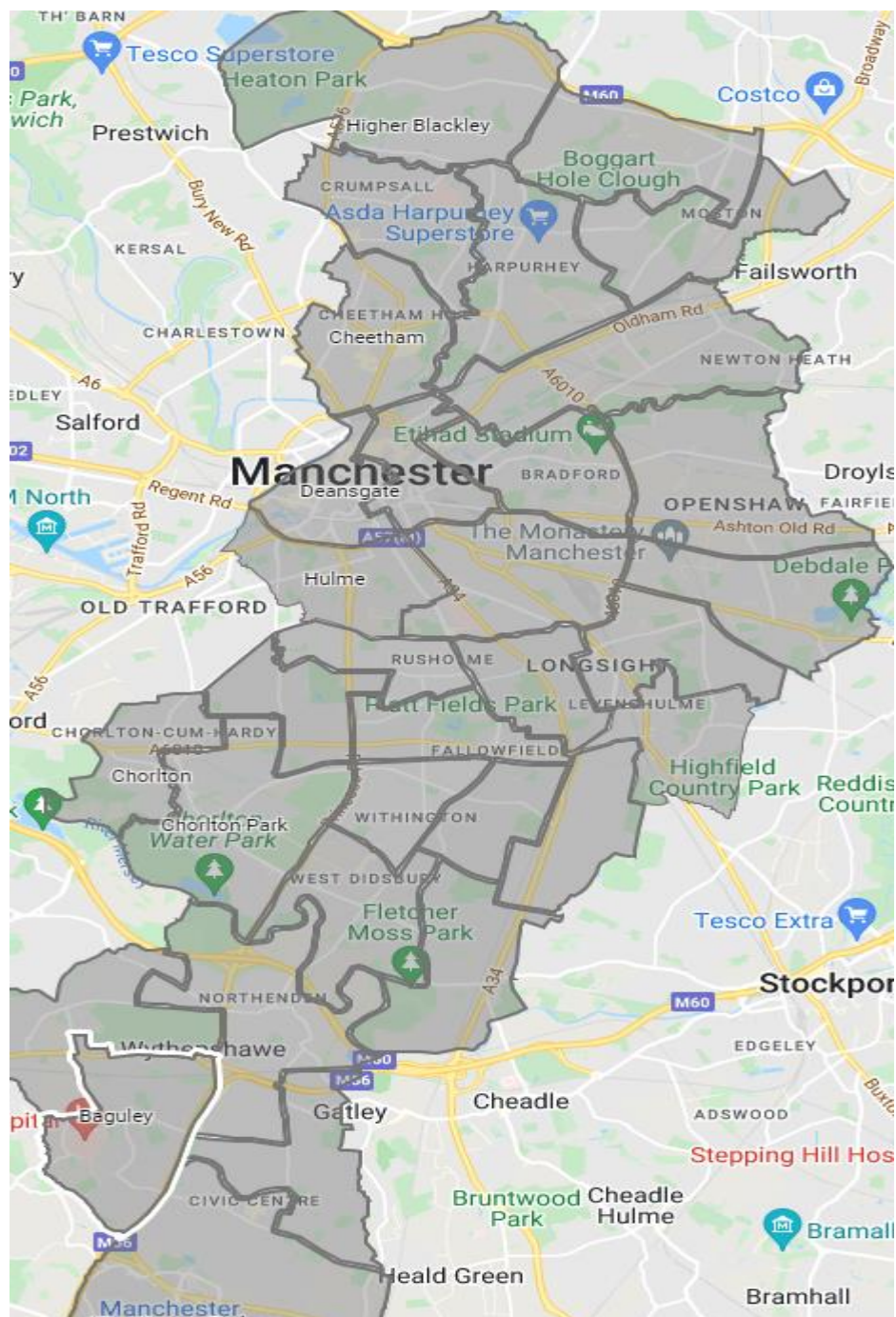
Priority Area 3 – GM wide.

Priority Area 1 Manchester Ward Baguley



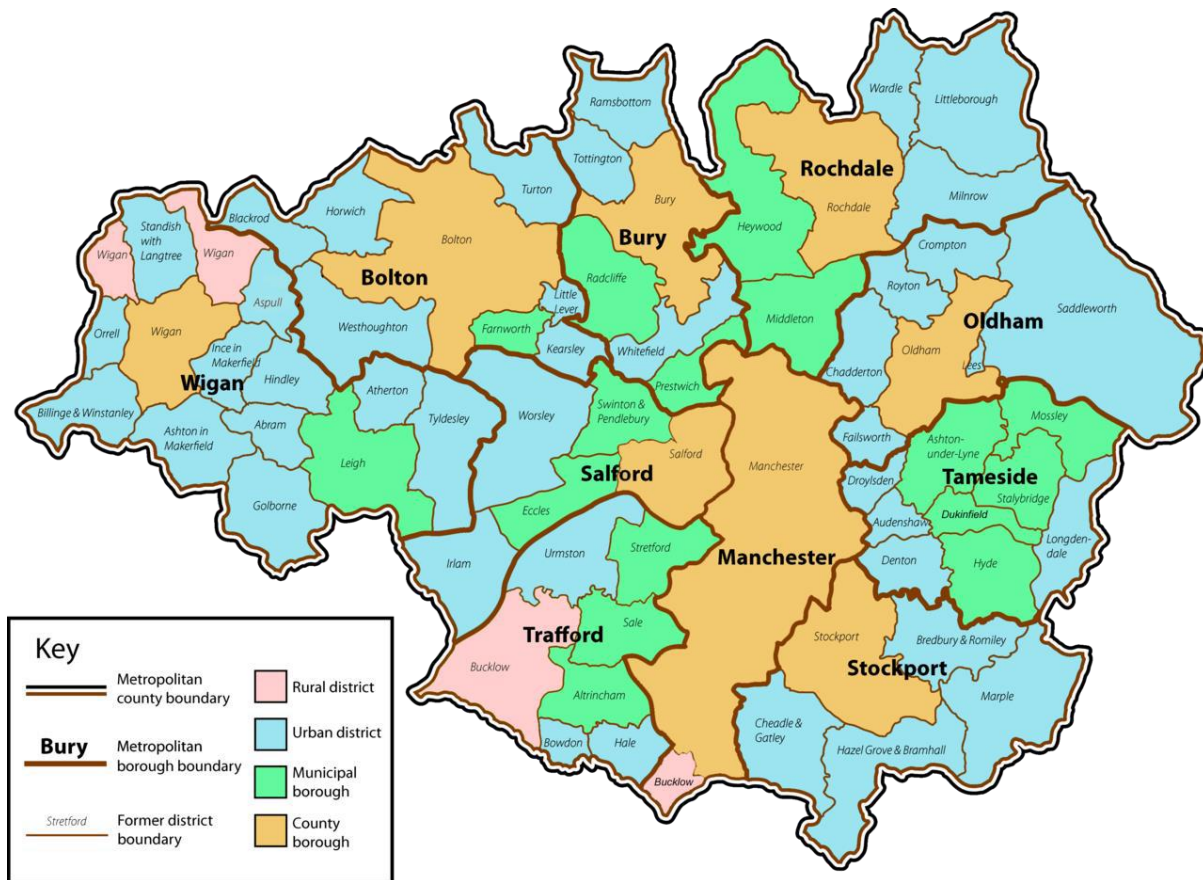
Of the 51 people shown in the appended table, 6 are from priority area 1. This equates to 11.8 % of the workforce.

Priority Area 2 - Manchester Wards



Of the 51 people shown in the appended table, 4 are from priority area 2. This equates to 7.8 % of the workforce. Combining priority areas 1 and 2, this equates to 10 people, 19.6 % of the workforce.

Priority Area 3 Greater Manchester County area



Of the 51 people shown in the appended table, 30 are from priority area 3. This equates to 58.9 % of the workforce. Combining priority areas 1, 2 and 3, this equates to 40 people, 78.4 % of the workforce.

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

Priority Area	1	2	3
Number of people	6	4	30
% of workforce	11.8	7.8	58.9
Cumulative %	11.8	19.6	78.4
Target (%)	0	0	20

Analysis

The summary table shows that we have exceeded the original local labour agreement target (78.4 % > 20 %). Further, and as additionality, we are able to report that the target was met through the engagement of people residing in Manchester wards only, rather than the wider GM area. (19.6 % < 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 Glendene 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 and Apprenticeship Opportunities

The Client employ their own in-house apprentices, with much of their vocational training being undertaken in their existing pool of properties. Whilst this provides a good skills base, there is a vocational training requirement to broaden skills through working to build and fit out new properties. We have been able to use the scheme at Glendene to 'fill the gap' for the Client, providing a valuable learning experience for these apprentices in a new build environment. We co-ordinated learning plans and implemented the initiative on a 'roll on roll off' basis, in total proving 9 of their apprentices with 19 weeks work experience. This cumulated in a get together on site with the apprentices and Client representatives on 22.08.23 to celebrate the collaboration, inclusive of filming a piece on best practice social value engagement for the Client's internal use.

In addition to that described above, the contract was also used to safeguard three of our own directly employed apprentices, a male NVQ level 2 bricklayer, male NVQ level 2 joiner, and a female NVQ 2 joiner. In total (from Nov '22 to Sept '23), the scheme has supported 72 no apprentice weeks covering these three individuals. In today's climate, we feel this is of equal importance to recruiting new apprentices. The original report called for;

- 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*

From the appended table, of the 40 people shown residing in priority areas 1, 2, and 3, 3 no. are employed apprentices, and 2 of these are from the Greater Manchester area. Whilst this only equates to 5 % of local labour employed being trainees, we maintain that the engagement with the Client regarding their apprentices as described above provides real tangible additionality and value to this measure for the local Wythenshawe 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 £5.28), the working rule enhances this to £6.50, 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.*

Our first port of call for any local job that the scheme could support was the Client's own in-house employment team, Colette Humphries and Jade Walker, whom we have a great relationship with. Whilst it was not always possible to offer work to local residents due to skills required and local area demographics, we would always endeavour to engage with workers living as close to the site as possible, for both economical and social reasons.

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. Evidence of this, shown in the appended table, is 3 no. workers on the scheme engaged through our partners that reside in M23 postcode.

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.

Appendix I – Table of workers engaged on the scheme

Name	Role	Directly Employed	Postcode	Priority Area 1	Priority Area 2	Priority Area 3	Greater Manchester Resident	Training Position	Training Type	Training Weeks
J.S.	Contracts Manager	√	OL1			1	1	X	N/A	N/A
M.V.	Site Manager	√	SK15			1	1	X	N/A	N/A
J.S.	Assistant Site Manager	√	M11		1		1	X	N/A	N/A
A.F.	Quantity Surveyor	√	OL2			1	1	X	N/A	N/A
J.A.	Gateman	X	M23	1			1	X	N/A	N/A
M.B.	General Operative	√	BL7			1	1	X	N/A	N/A
C.P.	Gateman	X	M23	1			1	X	N/A	N/A
D.P.	Joiner	X	SK8			1	1	X	N/A	N/A
A.C.	Bricklayer	X	M27			1	1	X	N/A	N/A
J.C.	Bricklayer	X	M27			1	1	X	N/A	N/A
N.M.	Bricklayer	X	M27			1	1	X	N/A	N/A
J.B.	Apprentice Bricklayer	√	M27			1	1	√	Apprenticeship	35
S.A.	Welfare Cleaner	√	M23	1			1	X	N/A	N/A
J.C.	Joiner	√	WA11				0	X	N/A	N/A
S.C.	Bricklayer	X	OL12			1	1	X	N/A	N/A
H.H.	Bricklayer	X	M24			1	1	X	N/A	N/A
M.V.	General Operative	√	M27			1	1	X	N/A	N/A
D.T.	Joiner	√	M28			1	1	X	N/A	N/A
P.M.	Joiner	√	M6			1	1	X	N/A	N/A
D.M.	Machine Operator	√	M22	1			1	X	N/A	N/A
G.M.	Apprentice Joiner	√	WA2				0	√	Apprenticeship	35
M.W.	Joiner	X	WA11				0	X	N/A	N/A
J.W.	Bricklayer	X	OL8			1	1	X	N/A	N/A
A.S.	Bricklayer	X	M35			1	1	X	N/A	N/A
J.P.	Bricklayer	X	HX2				0	X	N/A	N/A
T.L.	Bricklayer	X	LA1				0	X	N/A	N/A
R.L.	Bricklayer	X	LA1				0	X	N/A	N/A
A.L.	Bricklayer	X	LA1				0	X	N/A	N/A
J.M.	Bricklayer	X	OL13				0	X	N/A	N/A
C.T.	Bricklayer	X	M9		1		1	X	N/A	N/A
K.T.	Bricklayer	X	M40		1		1	X	N/A	N/A
M.C.	Bricklayer	X	SK8			1	1	X	N/A	N/A
M.C.	Bricklayer	X	M40		1		1	X	N/A	N/A
M.H.	Bricklayer	X	M26			1	1	X	N/A	N/A
S.C.	Joiner	√	OL7			1	1	X	N/A	N/A
P.W.	Bricklayer	X	WN2			1	1	X	N/A	N/A
W.W.	Bricklayer	X	M22	1			1	X	N/A	N/A
D.M.	Joiner	√	WA7				0	X	N/A	N/A
C.F.	Joiner	X	L11				0	X	N/A	N/A
K.F.	Joiner	X	L11				0	X	N/A	N/A
S.C.	Bricklayer	X	WN2			1	1	X	N/A	N/A
D.M.	Bricklayer	X	WN1			1	1	X	N/A	N/A
G.H.	General Operative	√	SK14			1	1	X	N/A	N/A
R.H.	Apprentice Joiner	√	OL11			1	1	√	Apprenticeship	2
D.H.	Joiner	X	M34			1	1	X	N/A	N/A
S.F.	Joiner	X	OL2			1	1	X	N/A	N/A
A.B.	Joiner	√	OL2			1	1	X	N/A	N/A
W.B.	Joiner	√	OL2			1	1	X	N/A	N/A
L.T.	General Operative	X	M23	1			1	X	N/A	N/A
S.K.	Bricklayer	√	SK12			1	1	X	N/A	N/A
W.K.	Bricklayer	√	SK12			1	1	X	N/A	N/A
	Total (employed)	21	Total (Local)	6	4	30	40	3	N/A	37 weeks
	Total (Overall)	51	Total (Overall)	51	51	51	51	51	N/A	72 weeks