

Assured CMS Ltd

Provisional Labour Agreement

Date: 27.01.2023

LOCAL EMPLOYMENT PLAN

This plan has been produced to detail what the client expects from the awarded contractor in order to demonstrate its commitment to local employment during the construction phase of the 325 Deansgate Manchester project.

ACTION PLAN

Directly Employed Staff

As Principal Contractor Assured CMS will endeavor to provide 65% direct employed labour from within the geographical area in line with any key performance indications outlined in the contract with the awarded contractor which may include Quantity Surveyor, site Manager, General Foreman, Site Engineer, Security staff and cleaners will come from the Tier 1 and Tier 2 area.

Assured CMS will utilise the majority of labour from the M1, M2, M3, M4, M5, M6, M7, M8, M9, M11, M12, M13, M14, M15 and M40 postcode area (Tier 1).

These will be supplemented by candidates from the remaining 'M' postcode locations (Tier 2). Should the suitable operative not be available from Tier 1 or Tier 2, the awarded contractor is expected to look outside to the postcode areas of OL, SK, WN, WA, and BL (Tier 3).

We will liaise with the MCC's Work & Skills Team, and MMU Employers & Recruiter regarding new job opportunities – allowing sufficient time to agree appropriate solutions

Sub-contractors

Assured CMS as Principal Contractor will endeavor to subcontract works to subcontractors from within the local geographical area. In line with our Sustainable Procurement Policy we will use all reasonable endeavours to employ local contractors, sub-contractors

- Relevant Employment and Skills conditions will be written into sub-contracts.
- We will also appraise suppliers on the Manchester Community Central Website for suitable suppliers.
- Briefing Sessions will be held with the supply chain advising that job vacancies are advertised through 'The Employer Suite' recruitment service, and MMU Employers & Recruiter to seek to attract local residents, specifying the Tier 1 and 2 postcode areas.
- A representative from Assured CMS would take part in Meet the Buyer events to meet local SME's.

We will employ a tier structure as follows:

- Tier 1 – Manchester area
- Tier 2 – North West area
- Tier 3 – National

Assured CMS expects that the awarded contractors will be able to employ 70% of subcontractors from either tier 1 or tier 2.

Suppliers

Assured CMS will endeavor to specify and place orders with local suppliers from the local geographical area. They should employ a tier structure as follows:

- Tier 1 – Manchester area
- Tier 2 – North West area
- Tier 3 – National
- Tier 4 – International

Assured CMS as principal contractor will endeavor to be able to employ 75% of supplies will be from either tier 1 or tier 2 suppliers.

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Apprenticeships

The awarded contractor is expected to work with a number of recruitment companies and local colleges to provide a number of placement opportunities throughout the duration of the project.

- Briefing Sessions will be held with the supply chain on the importance of apprenticeship opportunities, introducing the GM Apprenticeship hub as well as the GM Chamber of commerce Apprenticeship Share and promote their services to our supply chain.
- Liaise with Manchester College, Trafford College, Warrington & Vale Royal College, UTC Warrington, Reaseheath College, regarding apprenticeships.

We will also audit on the project; how many existing apprentices are serving their apprenticeships with our supply chain on the project

Local Charities

The client and Assured CMS both will seek opportunities to support local charities, whether this will be in the form of labour, or material donation.

We propose to agree with the client an agreed project nominated local charity to concentrate all efforts on such as material and labour donations as well as joint fundraising

Full time job opportunities on completion

The client envisages the full-time opportunity's in the hotel to be in line with the staffing structure table below, the client will endeavor to employ 65% of staff from either tier 1 or tier 2

Staff Structure

Staff structure and roles

