

ANGEL SQUARE PUBLIC REALM, NOMA, MANCHESTER – LOCAL EMPLOYMENT AND BENEFITS PLAN

Issued: 15 September 2022

This plan is aimed at setting out the applicant's/developer's intention to show its commitment to local employment during the construction phase of Angel Square public realm works as part of the NOMA development.

The following will be clearly set out within the tender documentation at the tender stage of the project and documented in the contract with the successful Main Contractor.

There is a commitment from the applicant to ensure the appointed Main Contractor and project team works closely with Manchester City Council's Work and Skills Team, and we would welcome further discussion regarding the below once the project proceeds to site.

Directly Employed Staff

The applicant proposes to appoint a Main Contractor based in the Manchester region. The Main Contractor will be required to endeavour to provide direct employed labour from within the local geographical area in line with any key performance indications outlined in the contract with the applicant/developer.

The appointed Main Contractor will utilise the majority of direct site labour from the M1, M2, M3, M4, M5, M6, M7, M8, M9, M11, M12, M13, M14, M15 and M40 postcode area.

Should the suitable site labour not be available from these post code areas, then the appointed Main Contractor will be required to look for site labour from the next surrounding postcode areas of OL, SK, WN, WA, and BL.

Subcontractors

The appointed Main Contractor will be required to endeavour to subcontract works from subcontractors within the local geographical area. The appointed Main Contractor will also be required to have an up-to-date database of local subcontracting organisation within the Manchester area and the Northwest region.

The Main Contractor will be required to employ the following tier structure for selecting the tender list for each subcontract work package. Suitable subcontractors with the capability and capacity to deliver the work from the Tier 1 area will be selected for the tender list first.

If a full subcontract tender list cannot be formulated based on subcontractors from Tier 1, then the appointed Main Contractor will be required to make up the balance with any suitable subcontractors with the capability and capacity from the Tier 2 area, and then thereafter Tier 3 subcontractors.

Tier 1 – Manchester area

Tier 2 – North West area

Tier 3 – National

We anticipate this selection approach will be applied to all of the subcontract work packages. However, we do anticipate there will be specific subcontract work packages such as external cladding and the structural frame that may have to be manufactured and installed by subcontractors outside of the Tier 1 and Tier 2 areas.

This is due to the proposed types of products/materials for these subcontract packages, and also the current subcontractor demand for these subcontract trades in the Manchester area.

Suppliers

The appointed Main Contractor will be required to endeavour to specify and place orders with local suppliers from the local geographical area. A similar approach will be adopted to the subcontractor selection criteria. This will also follow the following tier structure.

Tier 1 – Manchester area

Tier 2 – North West area

Tier 3 – National

Tier 4 – International

Apprenticeships

The appointed Main Contractor will be required to endeavour to provide a number of apprenticeship opportunities throughout the duration of the project by direct employment and through negotiation with the subcontract supply chain to recruit apprentices which live in the Manchester area.

The appointed Main Contractor will be obligated to provide longevity to those apprenticeships after the project has been completed. This will be achieved by ensuring the Main Contractor or subcontractors which have taken on any apprentice, do endeavour to find opportunities to enable them to continue their development with the company after the Angel Square public realm project has completed, by finding other future projects for them to move onto where feasible to both the subcontractor and the apprentice.

Where this may not be feasible for various circumstances, the Main Contractor will endeavour to find other Main Contractors or Subcontractors which have the workload to support the continued development of any apprentice previously recruited.

Work Placements

The appointed Main Contractor will work with the Manchester City Council Work and Skills Team to provide a number of work placement opportunities throughout the duration of the project.

NOMA Sustainability Plan

The applicant will ensure the appointed Main Contractor co-ordinates with the Facilities Management team and the client to put into place a tracker / action plan which details the elements set out in the NOMA Sustainability Plan and where they can be met and achieved throughout the scheme.

Volunteering and Engagement Opportunities

NOMA has adopted a new approach to the estate-wide management of its public realm which

includes an established framework for the local community and general public to volunteer.

PlantNOMA commits to making the environment even more vibrant and beautiful, evolving the fixed and formal planting into a garden of horticultural significance, increasing biodiversity whilst contributing to a sense of wellbeing and engaging the local community in a meaningful way.

Opportunities include regular gardening clubs for children and adults, hands-on educational sessions with specialist partners like The National Trust and a programme of talks, events and workshop activities to actively encourage participation in place.

So far in 2022, the foundation year of PlantNOMA has :

- delivered 100 days of community gardening workshops
- created 5,200 hours of nurture from our onsite gardening team
- planted 160 new trees
- engaged 563 city children in nature based activities and gardening
- worked alongside 50 MMU University students in a 3 month practical project onsite

Over the course of 2023, the second year of PlantNOMA has a target to engage 1000 community gardeners across NOMA. The new public realm proposals for Angel Square will provide a key focal area for volunteer participation and delivery against this target. Early stage consultation as part of the design development has already been undertaken with local groups, the NOMA gardening community and The National Trust to build advocacy and set the groundwork for active participation in the proposed evolution of the public realm.

For more information, visit <https://www.noma-manchester.com/plant>