

Fairbuild Construction Co (1972) Ltd

Local Benefit Proposal, with regard to the project at 1 Commercial Street, Manchester.

Introduction

Fairbuild Construction is a medium sized building company based in the Manchester area. Our field of operation is mainly in the North West of England and predominantly around Manchester. Our core workforce is comprised of local skilled tradesmen, who have been employed by Fairbuild for a number of years, and are mostly from the local area.

Fairbuild understand that employment of local people benefits both the community and our business, ensuring a stable workforce and long term employment. Therefore, we are committed to the employment of local people.

Recruitment

Dependent upon the number and size of projects at any one time, it may become necessary for Fairbuild to supplement the labour force with additional operatives. To achieve this we advertise locally or appoint an employment agency to make contact with suitable candidates for the vacant positions.

Equal opportunity is fundamental to the values of Fairbuild and we do not discriminate against any likely candidate who possesses the skills and abilities we are looking for. All applicants for vacant positions are treated fairly in the recruitment process, regardless of background.

On this project we aim to ensure that local people are given priority when a vacancy arises or a new position becomes available. After identifying a labour requirement, the site manager will make a formal request to the managing director to fill the position. If the request is approved the managing director will commence the recruitment process.

Irrespective of the suitability of an existing employee for internal recruitment, on this project all positions will be advertised externally to ensure that the opportunity is made available to local candidates.

All recruitment will be channelled through local employment agencies and the job centres, who will be requested to engage suitable candidates and refer them to Fairbuild. A candidate fitting the job description and with the required skills and abilities will be invited to a formal interview.

A successful candidate would normally be employed on a full time basis. However, on this project consideration will be given to a candidate from the local area whose circumstances dictate the need for employment on a part-time or job sharing basis, if the role could be satisfactorily met this way.

Reasonable adjustments to the job description, selection criteria and hours of work will be considered where reasonable and practicable for those local candidates who meet the minimum criteria.

Training or skill enhancement will also be offered to attract suitable candidates who are looking to benefit from this. Which will also allow them to progress within the company, or find it easier to gain employment in the future elsewhere.

Our objective will be to employ as much local labour as is possible on this project.

Subcontractors

Fairbuild contract-out a large part of our projects to subcontractors. These are generally small companies from the Manchester area, employing local tradesmen. Most of these companies have been engaged by Fairbuild on numerous projects over the years.

To encourage all subcontractors to recruit any additional labour that may be required for this project from the local labour pool, we will at interview stage issue a statement to promote discussion and gain commitment from the subcontractors to comply.

Monitoring & Review

To ensure that the Local Benefit Proposal is being effectively administered, Fairbuild will review the recruitment process and effectiveness, on a monthly basis throughout the project.

Any adjustments required to the process to promote the recruitment of local labour will be actioned, and again reviewed on an on-going basis.

In accordance with the requirements of the Planning Permission Notice, a report will be compiled one month prior to completion of the project providing details of the outcome of the local labour recruitment policy utilised on this project.