

City of York Council – Construction Charter

City of York Council (CYC) procures a wide range of construction projects. It is our intention to adopt and expect all organisations tendering for work to promote and support this Charter.

Health and Safety

The health and safety of all workers is paramount. Construction is a dangerous industry. We expect all contractors to ensure that:

- Health and safety standards are rigorously implemented and adhered to,
- Welfare facilities for construction workers are appropriate for the 21st Century, including reasonable standards for toilets, mess and drying facilities.
- There is a commitment to the overall health and wellbeing of all employees
- Accreditation from SSIP is encouraged

Employment and skills

City of York Council was the first Council in Yorkshire and Humber to be awarded National Skills Academy for Construction (NSAfC) Client Based Approach Status in 2015.

Building on the success of the previous YorCity Construction partnership model, the Council has been proactively working with CITB to embed the National Skills Academy for Construction (NSAfC) Client Based Approach (CBA) through its procurement and planning processes to secure locally targeted employment, training, education and community-based opportunities.

City of York Council believe this approach to employment and skills will create valuable and sustainable employment, training and education opportunities for the city's residents and local businesses through construction projects, ensuring that the employment and skills outcomes that are requested of our supply chain are reasonable and based on industry intelligence.

Specific outcomes requested of preferred bidders in relation to skills development, employment and training programmes include utilising local labour, taking on and supporting apprentices, providing opportunities for unemployed residents to secure employment on site, facilitating placements for school, further and higher education students and training of the contractors existing workforce and that of any sub-contractor. In addition, preferred bidders should be able to clearly demonstrate that they support the Council's Corporate Parenting duties in ensuring these opportunities are available for young people leaving care. This includes having training and employment policies that can be tailored to the individual needs of a young person to equip them with the skills they need for the workplace.

The Authority requires all projects to be completed to the highest standard. In order to achieve this it is recognised that it is necessary that all workers are competent and have the appropriate level of skill to carry out the work they are employed to do. To assist in the achievement of this goal the Authority's contractors and their supply

chain will ensure they retain documented evidence that all workers are competent to carry out the work they have been employed to do. They will ensure that such evidence is retained in a way as to allow the Authority or its nominee's to audit the documentation. Possession of the recognised industry skills / grade card such as JIB or CSCS will be considered acceptable evidence

Pay and benefits

CYC is a living wage employer and believes that all workers should be fairly rewarded for their efforts. We also expect that all employees, and encourage that all workers, should have access to:

- Paid holiday
- A sickness benefit scheme
- A pension scheme
- Accident compensation
- Death in service benefits

CYC also expects main contractors to be signed up to one of the following schemes

- Prompt Payment Code
- Construction supply chain payment charter

Employment rights

CYC expects direct employment by contractors wherever possible. We believe that Trade Unions play an important role in creating a safe and productive worksite and developing good industrial relations. We therefore expect our contractors, within the context of the contract let, to:

- Employ workers under recognised industry collective agreements as set out in JIB, JIB-PMES, HVAC, CIJC, NAECI and TICA or other EU equivalent,
- Promote the benefits of belonging to a recognised Trade Union,
- Recognise on-site Shop Stewards as having an important role to play in achieving and promoting good industrial relations,
- Ensure that the Trade Union has input into the development of Health and Safety policy (to ensure members' priorities are reflected),
- Actively promote the election of Health and Safety Representatives and support their role in helping to ensure a safe site
- Provide equality and opportunity for all,
- Be able to certify that they have are not engaged in the practice of blacklisting workers for any reason.
- CYC looks forward to working with contractors to help them support the aims set out in this Charter.