

Construction Standards Charter

City of York Council procures a wide range of construction projects. It is our intention to promote and support positive workforce practices involving "Direct Employment" on all construction projects where we procure on behalf of the residents under this authority. We expect all construction companies who secure contracts on these projects within our boundaries to fully comply with 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 in accordance with the Construction, Design and Management Regulations 2015.

Employment and skills

We require the highest standards of project delivery in order to ensure that York people's aspirations are met and the projects serve our communities well in the years to come. We are also mindful of the projected skills shortage across the sector and wish to work with the industry to train the next generation of skilled workers for the future.

We therefore encourage, and will require where appropriate, all contractors to:

- Be able to demonstrate the skill level of their employees on the project by ensuring appropriate checks are carried out by contractors,
- Comply with the employment and skills requirements set out in our tender documents, promoting and encouraging full apprenticeships,
- Prioritise hard to reach and under-represented groups in employment and skills initiatives,
- Work with us to support initiatives aimed at promoting and improving opportunities in education and training of employers and employees engaged on all construction projects within our authority.

Pay and benefits

City of York Council is a Living Wage employer and will encourage that all construction companies working on their contracts will adhere to that policy where

workers are not directly connected to industry collective agreements then the living wage as set by the Living Wage Foundation is a minimum standard and we will promote and encourage that those companies are registered with the Living Wage Foundation's Accreditation Scheme. 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.

Employment rights

City of York Council expects direct employment by contractors and sub-contractors on a PAYE Class 1 National Insurance basis. 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 not engaged in the practice of blacklisting workers for any reason.

City of York Council looks forward to working with contractors to help them support the aims set out in this Charter.