

Mayor of
Liverpool

LIVERPOOL CONSTRUCTION PROJECTS

MINIMUM STANDARDS CHARTER

Liverpool City Council either directly procures, or is the planning authority for, a multitude of construction projects. We pledge that we will adopt, and adhere to, a set of minimum standards of employment on all construction projects that we procure on behalf of the people of Liverpool. We also believe that all companies carrying out construction projects undertaken within city limits should adopt our minimum standards.

It goes without saying that the health and safety of all workers is paramount, the construction industry is a dangerous industry and consequently we expect health and safety standards to be rigorously implemented and adhered to. We also expect welfare facilities for construction workers to be appropriate to the 21st century, toilets, mess, drying facilities etc.

We demand a finished product that is of a high standard representing the public's desire to construct projects that will serve our communities well. Therefore we expect all companies working on construction projects to be able to guarantee the skill level of all operatives on the project.

We are acutely aware of the projected skills shortage that exists within all aspects of the construction industry and wish to do everything we can to assist the industry to train its workforce of the future. This means expecting major contractors who have won work in our area to offer proper apprenticeships to the youth of the city. We also support other initiatives whose aim is to improve or expand the education and training of employers and employees engaged on construction projects across our city.

Liverpool City Council is a Living Wage Employer and believes that workers should be fairly rewarded for their efforts. We also believe that all workers have the right to paid holidays, access to a sickness benefit scheme, a decent pension, accident compensation and the comfort of knowing that a death in service scheme is in operation.

The construction industry is notorious for engaging workers via bogus self-employment schemes, umbrella companies and other such practises leading to exceedingly precarious and therefore unacceptable, to us, modes of employment.

Liverpool City Council believes that trade unions play a vital role in creating a safe and productive worksite and developing good industrial relations.

We therefore invite all construction employers operating within city limits to agree to.....

- Employ all construction operatives under the terms and conditions set out in the relevant national agreements, JIB, JIBPMES, HVAC, CIJC, NAECI, TICA etc.
- Promote the benefits of belonging to a recognised Trade union
- Recognise on-site shop stewards who have an important role to play in achieving and promoting good industrial relations.
- The trade union will retain responsibility to appoint any health and safety representative to reflect members' priorities.
- Actively promote the election of workplace Health and Safety Reps and support their role in helping to ensure a safe site.
- Provide equality of opportunity for all, including the acknowledgement that the blacklisting of workers for whatever reason has no place in our society.

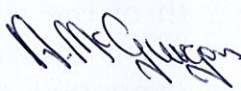
The above outlines the minimum standards that we expect and actively support the work of employers wishing to exceed them.



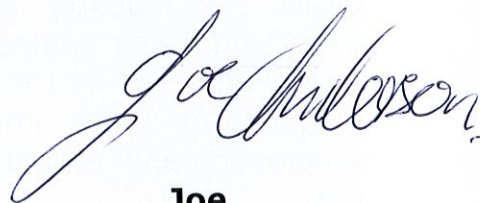
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