



Local Labour Agreement

**between Sedgemoor District Council and XXXXX for
XXXXXX
Application (XXXXX)
19/02/2013**

Building upon initial commitments made in the main planning application, this document provides the basis of the Local Labour Agreement (LLA) made between Sedgemoor District Council (the Council) and XXXX. This LLA relates to both the construction and operational phases of XXXX

Context

XXXX and the Council have a mutual interest in the successful development of XXXX to ensure that it supports the local economy and benefits the broader community. The development of the site carries potential employment benefits for the local area, with the applicant proposing the creation of a number of new full and part time posts at a variety of skill levels and occupations and offers the creation of new facility which will offer new opportunities for both local businesses and individuals.

Sedgemoor people may significantly benefit from this investment. Developments such as this one also present residents with an excellent opportunity to gain employment and improve skills locally, where possible using public transport, cycling and walking as part of the implementation of the local travel plan.

However, without intervention, many residents in areas of deprivation will not have the skills, motivation or support to maintain full-time employment, or retain to upgrade skills to growing sectors. The Council's Economic Strategy highlights the benefits that appropriate development will bring to the District, alongside specific actions to address these issues, including the development of Local Labour Agreements.

The careful management of leading developments such as this, will help shape the local labour force to meet industry requirements, raise ambitions and aspirations and help residents to understand better the employment and training opportunities available to them.

Marketing and public relations

Where positive evidence arises of relevance to this LLA, the Council will be happy to work with XXXXX where reasonable time allows, on media releases.

Equal opportunities

XXXXX will offer equal opportunity to all, regardless of race, colour, nationality, ethnic origin, sex (including gender reassignment), marriage, disability or age. All applicants and employees will be treated equally in respect of recruitment, promotion, training, pay and other employment policies and conditions. Reasonable adjustments will be made to accommodate those with special needs.

Defining 'local'

A local person or business is defined here as a person resident within the Council's geographical boundaries (the local area) at the time of their initial application for employment in relation to the Development.

Local procurement is defined as the procurement of goods or services from a company or company branch located within the local area.

The Council's geographical boundaries cover the towns of Bridgwater, Burnham on Sea, Cheddar, Highbridge and surrounding rural area. As a rough guide, most postcodes beginning as follows are likely to be for properties located within Sedgemoor: TA5,6,7,8&9, and BS25,26,27&28.

Review

XXXXX and the Council reserve the right to make changes if required due to unforeseen changing circumstances. Any changes must be agreed in writing by both parties and both parties must act reasonably.

This LLA will be valid for five years, after which it should be reviewed.

The Agreement

1. The Owner shall in connection with the construction and operation of the Development:

1.1. Use reasonable endeavours to ensure that:

1.1.1. 50% of employment opportunities generated during the construction phase should be for Local People.

1.1.2. All new temporary and permanent vacancies including apprenticeships shall be reported to Jobcentre Plus in advance of recruitment. Jobcentre Plus will promote vacancy details to local job seekers and are able to match suitable candidates to job specifications for consideration by the developer/contractor and sub-contractor/s.

1.1.3. 50% of the businesses contracted and sub-contracted in the construction phase of the Development to be Local Businesses.

1.1.4. All sub-contracting and tendering opportunities to be advertised locally to make Local Businesses aware of the opportunities, timescales and procedures to be adopted in tendering for available work.

1.2. Use reasonable endeavours to ensure that 75% of employment opportunities generated at the operational phase should be for Local People.

1.3. Use reasonable endeavours to work with Jobcentre Plus in the development and implementation of an Employment and Training Plan to deliver a targeted recruitment and training campaign linked directly to the construction and operational jobs within the Development to prepare the local labour market and match suitable candidates to job specifications. To include:

1.3.1. Guaranteed job interviews for local unemployed residents who have undertaken specific pre-employment training related to the development. The target for which is 25% of the starting workforce.

1.3.2. All new vacancies to be advertised in local newspapers such as the Bridgwater Mercury and on the Universal Jobmatch online service.

1.3.3. To recruit 1 apprentice, provide 1 work experience placement for those unemployed, and 1 work experience placement for those aged 14-18 years in education.

1.3.4. To recruit apprentices and provide work experience placements for those unemployed and work experienced placements for those aged 14-18 years in education associated with the operation of the Development.

1.4. The Owner shall use reasonable endeavours to provide promptly the monitoring information required. The monitoring information will include:

1.4.1 The submission to the Council every 6 months from project commencement headline non-identifiable information as agreed by this LLA in the format at Appendices A and B.

1.5. The Owner shall issue a written statement to its prospective contractors and sub-contractors at the stage of tendering for work and contracts associated with the construction of the Development. This will state that any company invited by the Owner shall be given clear written details of the obligation to use all reasonable endeavours to abide by the sites LLA, and subsequently that company must include a similar term within its contracts.

1.6. The Owner shall issue a written statement to its prospective operator associated with the operation of the Development. This will state that any company invited by the Owner shall be given clear written details of the obligation to use all reasonable endeavours to abide by the sites LLA obligations.

Appendix A: LLA Headline Information for construction phase

Appendix B: LLA Headline Information for operational phase

We the undersigned, commit to this Employment and Skills Agreement, and pledge to use our best endeavours to fulfill the conditions above.

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For and on behalf of

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For and on behalf XXXXX.

Sedgemoor District Council

Date:

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Date:

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LLA HEADLINE INFORMATION - XXXXX

Pro-forma for Construction Phase.

When completed email to: EconomicDevelopment@Sedgemoor.gov.uk

Date	
Author	
Site name	XXXX
Developer	
Main contractor	
End user operator/s	
% of businesses contracted and sub-contracted that are Local Businesses	
Brief details of sub-contracting and tendering opportunities advertised locally to make Local Businesses aware of the opportunities, timescales and procedures to be adopted in tendering for available work.	
Number of Local People employed	
Brief details of all new vacancies to be advertised in local newspapers such as the Bridgwater Mercury and on the Universal Jobmatch online service.	
% of employment opportunities generated for Sedgemoor residents.	
Number of guaranteed job interviews for local unemployed residents who have undertaken specific pre-employment training related to the development.	

Number of apprentices (starts and completions)	
Number of work experience placements for those unemployed	
Number of work experience placements for those aged 14-18 years in education	
Number of NVQ starts for Sub-contactors (starts and completions)	
Additional labour market Measures	
Anticipated new vacancies	

Appendix B to LLA Agreement with XXXXX.

LLA HEADLINE INFORMATION - XXXXX

Pro-forma for Operational Phase.

When completed email to: EconomicDevelopment@Sedgemoor.gov.uk

Date	
Author	
Site name	XXXXXX
Operator	
% of businesses contracted and sub-contracted that are Local Businesses	
Brief details of sub-contracting and tendering opportunities advertised locally to make Local Businesses aware of the opportunities, timescales and procedures to be adopted in tendering for available work.	
Number of Local People employed	
Brief details of all new vacancies to be advertised in local newspapers such as the Bridgwater Mercury and on the Universal Jobmatch online service.	
% of employment opportunities generated for Sedgemoor residents.	
Number of guaranteed job interviews for local unemployed residents who have undertaken specific pre-employment training related to the development.	
Number of apprentices (starts and completions)	

Number of work experience placements for those unemployed	
Number of work experience placements for those aged 14-18 years in education	
Additional labour market measures	
Anticipated new vacancies	