

Fife Council – Construction Charter

“That the Council adopt the following Fife Council Construction Charter –

Fife Council either directly procures, or is the planning authority, for a multitude of construction projects. It is our intention to adopt, and commit to upholding and maintaining standards involving:

Direct Employment on all construction projects where we procure on behalf of the residents under this authority. We require all construction companies who secure contracts on these projects within our boundaries to fully comply with this charter:

The Health & Safety of all workers is paramount in today's Construction Industry and consequently, we expect that all contractors would rigorously implement and adhere to our minimum standards. In addition we require all contractors to provide quality welfare facilities fit for purpose for the 21st century in accordance with the Construction Design and Management Regulation of 2015.

The Scottish Future Trust's Non Profit Distributing (NPD) programme, alternatively known as HUBCOs, was developed to deliver infrastructure projects for the Scottish Government.

As such, they must include local community benefit, in particular local jobs and apprenticeships and help local SMEs to develop the capacity to deliver infrastructure projects.

Fife Council is mindful of the industry skills shortage and is committed to working with all contractors in developing industry skills (apprenticeships, adult trainees and career progression) and educational attainment for all age groups within our communities.

Fife Council believes that greater benefits can be secured also through, for example, creating opportunities for Supported Businesses, such as Matrix Fife and requests that the Scottish Government acts in conjunction with Fife Council and other public agencies to explore opportunities to generate enhanced Community Benefit Clauses for externally awarded contracts through HUBCO and ensures that those contracts uphold the working practices contained therein.

We expect the highest standard of project delivery that meets the aspirations of the people of Fife and serves our communities in years to come.

We encourage and will require where appropriate that all contractors will:

- 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 underrepresented groups in employment, training and skills initiatives,
- Actively include opportunity for Supported Businesses, such as Matrix Fife to 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.

Fife Council recognises that all construction workers should be employed under the appropriate industry collective agreements (on a PAYE, Class 1 National Insurance & Contract of Employment) as we are opposed to any deviation in so far as precarious employment practices.

Fife Council is also 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 we will promote and encourage the living wage as a minimum standard and encourage companies to register with the Scottish Living Wage Accreditation Foundation in accordance with Fair Work Convention principles

This Council also supports the Get Britain Building campaign which is aimed at supporting and sustaining the construction industry in Great Britain. Consequently, we seek to maximise building materials used on council construction projects that are covered by BES6001 Responsible Sourcing of Construction Products Certificate.”