

## **North Ayrshire Council (“NAC”) Construction Charter**

The NAC Construction Charter sets out health and safety and employment standards, contractors must comply with. NAC expect all contractors who secure contracts with NAC to comply with this charter.

NAC regularly procure construction projects and actively promote positive workforce practices for all contractor’s employees, agency workers and sub-contracted workers.

### **Health and Safety**

The health and safety of all stakeholders in a construction project is essential, particularly those involved in carrying out works on-site. NAC expect all contractors to adhere to all relevant health and safety legislation and specific health and safety requirements set out in our procurement documents. This includes holding appropriate health and safety accreditations and/or health and safety policies and providing appropriate Health and Safety information to allow the safe operation and use of any works undertaken.

### **Construction Quality**

It is important that contractors adhere to high standards of quality assurance throughout the design and construction process and ensure that workmanship and materials used meet the specifications and requirements of the project.

NAC expect that quality management plans are in place and processes involve supplier and sub-contractor supply chains as well as extending throughout the on-site delivery phase.

### **Employment Standards**

NAC require a high-quality standard of project delivery to ensure all construction projects serve our communities and are delivered on time and within budget. The decreasing pool of skilled construction workers poses a significant risk to the construction industry, and it is essential contractors develop and support their employees to ensure employee retention and maintenance of adequate skills. NAC insist all contractors:

- Comply with the experience, qualifications, and skills requirements set out in our procurement documents.
- Comply with all relevant employment legislation, relating to working hours, paid holidays, paid sick leave, pension schemes, health and safety, data protection, equality, accident compensation and death in service benefits.
- Comply with [Fair Work First](#) criteria that addresses:

- payment of at least the real living wage
- channels for effective voice (such as trade unions)
- investment in workforce development
- no inappropriate use of zero-hours contract
- gender pay gaps and diverse and inclusive workplace
- flexible and family working
- the opposition of fire and rehire processes
- Comply with Community Benefit requirements (where relevant) set out in our procurement documents, that support local employment and training (including apprenticeships).