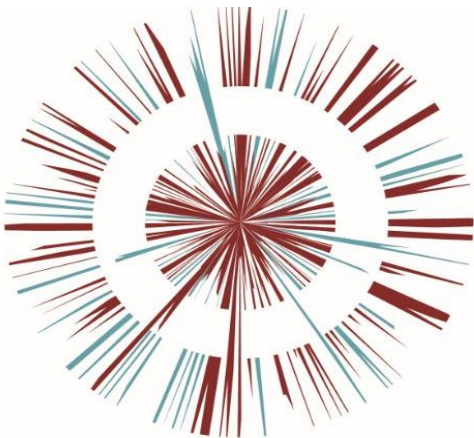




OMEGA ZONE 8, ST HELENS

Omega St Helens Ltd / T J Morris Ltd



Local Employment Scheme
(Construction)
INFRA DOC. 4.

OMEGA ZONE 8

Proposed Local Employment Scheme

Introduction

This Local Employment Scheme [LES] has been prepared by p3 Consulting on behalf of Omega West Limited in relation to Planning Application reference P/2020/0061/HYBR for the land known as Omega Zone 8, St Helens.

The Hybrid planning application seeks planning permission for the following development:

'Hybrid Planning Application for the following development (major development);

(i) Full Planning Permission for the erection of a B8 logistics warehouse, with ancillary offices, associated car parking, infrastructure and landscaping; and

(ii) Outline Planning Permission for Manufacturing (B2) and Logistics (B8) development with ancillary offices and associated access infrastructure works (detailed matters of appearance, landscaping, layout and scale are reserved for subsequent approval).'

This proposed Local Employment Scheme [LES] relates to all construction activities associated with the proposed Omega Zone 8 works which are subject to the detailed element of the application and has been prepared and submitted for approval as part of the application process. The development shall be implemented in accordance with the agreed scheme.

The Local Employment Scheme shall be focused on the most deprived Super Output Areas in the Borough and shall include the following:

- Details of how the initial staff/employment opportunities at the Development will be advertised and how liaison with the Council and other bodies will take place in relation to maximising the access of the local workforce to information about employment opportunities;
- Details of how sustainable training opportunities will be provided for those recruited to fulfil staff/employment requirements including the provision of apprenticeships or an agreed alternative;
- A procedure setting out criteria for employment, and for matching of candidates to the vacancies;
- Measures to be taken to offer and provide college and/or work placement opportunities at the development to students within the locality;
- Details of the promotion of the Local Employment Scheme and liaison with contractors engaged in the construction of the development to ensure that they also apply the Local Employment Scheme so far as practicable having due regard to the need and availability for specialist skills and trades and the programme for constructing the development;
- A procedure for monitoring the Local Employment Scheme and reporting the results of such monitoring to the Council including details of the origins qualifications numbers and other details of candidates; and,
- A timetable for the implementation of the Local Employment Scheme.

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Advertisement of Staff Employment Opportunities and Liaison with the Council and other Bodies

The Developer will appoint a Contractor for the construction of the Omega West Works. The Contractor will in turn appoint sub-contractors.

During construction, the Contractor and sub-contractors will be required to notify St Helens Metropolitan Borough Council of any employment and training opportunities prior to them being advertised elsewhere.

The Contractor and sub-contractors shall work with the Council to notify the following bodies to advertise the opportunities to local people first within the deprived Super Output Areas of the Borough:

1. The Northern Logistics Academy (St. Helens College);
2. St. Helens Metropolitan Borough Council;
3. St. Helens Chamber;
4. Job Centre Plus;
5. Learn Direct; and,
6. Starting Point.

Identification of Suitable Training Opportunities

The Contractor and sub-contractors will provide sustainable training opportunities for any staff recruited through the process if required.

The Contractor and sub-contractors will work with the Council to liaise with the following bodies to establish what training opportunities are available and appropriate:

1. The Northern Logistics Academy (St. Helens College);
2. St. Helens Metropolitan Borough Council;
3. St. Helens Chamber;
4. Job Centre Plus;
5. Learn Direct; and,
6. Starting Point.

Any Apprenticeship opportunities relating to the construction of Omega West Infrastructure Works will be discussed with the Council, St Helens College and St. Helens Chamber prior to any other advertisement. If Apprenticeships can be offered, the Contractor or the sub-contractors will be required to consider how, if the duration of the build on the site does not allow for completion of a full Apprenticeship, the opportunity will be provided for the Apprentice to move on to another project until the qualification has been achieved.

Work Placement / Work Experience

The Contractor or the developer will be required to offer the following opportunities to local schools and colleges including St Helens College:

1. One classroom-based workshop every 6 months;

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2. 1 site tour and a Q and A session every 6 months.

Criteria for Matching Candidates to Vacancies

The construction of the Omega West Infrastructure Works will involve the appointment of highly qualified and skilled operatives. The appointment of the highest quality staff is a factor in the implementation of the LES. Therefore, in the event that insufficient suitable candidates of the standard required are found through the Scheme or within the most deprived Super Output Areas of the Borough then these vacancies will be filled using the Contractor or sub-contractors' standard recruitment processes and opened up to any other job seekers signed on with the Job Centre Plus.

Reporting the Results

The Contractor will be required to keep detailed records of all employees involved in the construction of the development including:

1. Name;
2. Job Role;
3. Dates of Employment; and
4. Qualifications.

The above information will be provided to St Helens Council in writing every 6 months from the implementation of the planning permission. If no up to date information is available every 6 months the developer or contractor will notify the Council and agree the next monitoring period.

Timetable

Given the scale of the development, and the timescales involved in the delivery of the development, it is not possible to provide a formal timetable for the implementation of the LES. The Developer or Contractor will use reasonable endeavours to facilitate communication and notification of implementation of the LES with St Helens Council.

Unit 1

This proposed LES relates to all construction activities associated with the proposed Omega Zone 8 works which are subject to the detailed element of the application (Unit 1).

However, Unit 1 will operate as a highly automated distribution centre. The automation design and installation is being undertaken by WITRON Logistik + Informatik GmbH, which is a company registered in Germany with registered number HRB 153, whose head office is at Neustädter Str. 21, 92711 Parkstein, Germany (the 'Fit-Out Contractor').

The Fit-Out Contractor is a specialist contractor which can deliver a unique automated solution for logistics requirements. They are a family owned business whose central operations are from the head office in Parkstein, Germany. They operate worldwide but require highly specialised and experienced engineers and operatives to undertake the installation works for their solutions. Given the specialism, where work is to be undertaken engaging contractors outside their workforce, these contractors will be retained contractors with whom they have previously operated. Due to the specialist nature and precision requirements of their installation, together with their international base, they would not be able to commit to engagement with the LES and would therefore not partake in the scheme.