

SCOTTISH MINISTERS' REQUIREMENTS

SCHEDULE 3 PART 11

COMMUNITY BENEFITS

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1. INTRODUCTION

1.1 General

- 1.1.1 This Part details the Operating Company's obligations for implementing community benefits that support Transport Scotland in delivering the objectives stated in the Scottish Government's *Scotland's Transport Future (2004)* and the UK Government's *Get Britain Working* policies.
- 1.1.2 No later than 30 days prior to the Commencement of Service Date, the Operating Company shall provide to the Director its Training and Employment Plan. This plan shall, as a minimum, contain details of the Operating Company's approach for training and employing its staff.
- 1.1.3 From the Commencement of Service Date, the Operating Company shall provide a quarterly report to the Director demonstrating its compliance with the requirements of this Part.
- 1.1.4 For the purpose of this Part, "New Entrant" means an individual new to the construction industry or who has been out of work for six months or more.

2. REQUIREMENTS

2.1 Training and Employment

- 2.1.1 In addition to its usual methods of advertising vacancies, the Operating Company shall advertise all jobs through Jobcentre Plus and local employability partnerships within the Unit.
- 2.1.2 The Operating Company shall, as a minimum, ensure that an average of 10 percent of all new recruits are New Entrants. All New Entrants shall have either an apprenticeship, trainee or employment contract with the Operating Company.
- 2.1.3 During each Annual Period the Operating Company shall, as a minimum:
 - (i) ensure that either two members of existing staff or two new recruits are trained in a relevant qualification to Scottish Vocational Qualifications Level 2 or equivalent,
 - (ii) ensure that either one member of existing staff or one new recruit is undertaking relevant professional training, and
 - (iii) provide three work experience placements in accordance with the requirements of the Work Experience element of the UK Government's *Get Britain Working* policy. All travel costs incurred by each person undertaking a work experience placement shall be paid by the Operating Company.

These requirements shall apply to the first and every subsequent £10,000,000 of the annual budget for the Unit. The Operating Company shall increase the minimum values stated above in proportion to the annual budget for the Unit.

For the purposes of this Part, the annual budget for the Unit shall mean the Director's annual budget for the Unit excluding the costs of all Works Contracts for the same Annual Period.

2.2 Use of Supply Chain

2.2.1 Following the Commencement of Service Date, the Operating Company shall advertise all new sub-contracting opportunities related to the execution of this Contract through the Public Contracts Scotland portal.

2.3 Community Engagement

2.3.1 The Operating Company shall engage proactively with the communities adjacent to the Trunk Road network and community groups within the region of the Unit. The Operating Company's Management System shall contain details of the processes and procedures connected with this activity.

2.3.2 During each Annual Period, the Operating Company shall:

- (i) identify, develop and deliver a minimum of four themed community initiatives,
- (ii) develop and implement a minimum of four engagement projects with schools and colleges within the Unit that support the Director in the delivery of his objectives,
- (iii) identify and implement at least one opportunity for developing young people within the Unit in accordance with the Scottish Government's *Creating Opportunities Together* document. Such opportunities shall be in addition to the other requirements stated in this Part, and
- (iv) support one Work Club within the Unit, in accordance with the UK Government's *Get Britain Working* policy.