



CROSSRAIL INFORMATION PAPER

D16 – LOCAL LABOUR

This paper sets out the arrangements proposed for the use of local labour.

It will be of particular relevance to those in the vicinity of the proposed Crossrail works and Crossrail infrastructure.

This is not intended to replace or alter the text of the paper itself and it is important that you read the paper in order to have a full understanding of the subject. If you have any queries about this paper, please contact either your regular Petition Negotiator at CLRL or the Crossrail helpdesk, who will be able to direct your query to the relevant person at CLRL. The helpdesk can be reached at:

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APPROVED

Version 2 – 20/11/07



D16 – USE OF LOCAL LABOUR

1. The construction and operation of Crossrail will create a significant number of direct employment opportunities - the construction phase is expected to generate the equivalent of some 14,000 permanent jobs, with the equivalent of some 1,000 new employment opportunities generated once construction is completed - which local people with the appropriate skills and experience will be able to share.
2. During the construction phase the nominated undertaker will have to comply with EU and UK equal opportunities and employment legislation, and contractors will as a result be obliged to select labour exclusively on merit. It would be illegal for the nominated undertaker or their contractors to be a party to any agreement which gave preference or priority to potential employees on the grounds of their local residence.
3. Contractors will be encouraged to consider the use of local labour, and will be required to discuss skills needs and recruitment policies with local authorities along the route and to participate in appropriate skills building and training initiatives. In addition, contractors will be encouraged to:
 - advertise vacancies locally;
 - regularly review registers of local job seekers held by employment agencies;
 - when so required attend liaison meetings with local employment and training agencies and local partnerships; and
 - provide information about subcontracting arrangements to local business forums and agencies.
4. During the passage of the Bill through the House of Commons, the Promoter gave two assurances in respect of local labour. The first¹ was that:

“The nominated undertaker shall, in so far as it is lawful and practicable to do so, during the whole of the Crossrail construction period and in the operation of Crossrail use all reasonable endeavours to ensure equality of opportunity and to encourage recruitment of local businesses and people living within the locality of each Crossrail worksite and station to apply for jobs or work (including self employed and sub contracting) arising out of the construction and operation of Crossrail, or to become a supplier of goods and services during the Construction of Crossrail”.
5. The second² was that:

“The Promoter will continue discussions with the London Borough of Tower Hamlets and the London Borough of Newham on local labour and business opportunity provisions using terms agreed for the Docklands Light Railway and the East London Line Agreements as the basis for discussion”.

¹ See entry 40 on the Register of Undertakings and Assurances

² See entry 400 on the Register of Undertakings and Assurances