

Driving Social Value in Greater Manchester Public Procurement – Good Employment

March 2022 GMCA committed to policy principles, including:

Adopt a policy for all procurements over the regulated threshold (unless evidenced as legally and commercially unviable):

- a. By 2023 we will only contract with organisations who agree, themselves and for their 1st line sub-contractors, to pay Real Living Wage at date of contract or within 1 year of contracting.*
- b. By 2023 we will only contract with organisations who have signed up to be supporters of the Good Employment Charter (or equivalent indicators) at date of contract or within 1 year of contracting.*
- c. By 2023 we will only contract with organisations who have a credible plan to become carbon neutral by 2050 in place at date of contract or within 1 year of contracting.*

Implementing raises a lot of questions including:

- proportionality in application to individual contracts
- compliance verification, particularly around ‘credible carbon neutral plan’

The intention is to make these requirements pass/fail via Selection Questionnaire as detailed below. There will be flexibility for commercial and commissioning teams to decide if there are good commercial reasons not to include these as pass/fail questions, but the presumption is that they will usually be included.

PART 3 – Tenderer Selection Questions

Tenderers who self-certify that they meet the requirements to these additional questions will be required to provide evidence of this if they are successful at contract award stage and/or at appropriate points during the contract.

X.1	Real Living Wage (Pass / Fail) A Pass is to answer ‘Yes’ to either X.1.a or X.1.b <u>and</u> ‘Yes’ to X.1.c	
a.	Greater Manchester Combined Authority is an accredited Real Living Wage employer and has an aspiration to procure contracts with organisations that pay their employees the Real Living Wage as calculated by the Living Wage Foundation. https://www.livingwage.org.uk/ Please confirm that your organisation currently pays all direct employees in the UK aged 18 or over an hourly rate equal to or higher than the Real Living Wage. (Currently £10.90 for UK or £11.95 in London)	Yes/No
b.	If your answer to X.1.a was ‘No’ please indicate if successful at contract	

	award stage, that you are willing to enter a contractual commitment that within [12 months] of contract commencement your organisation will pay all direct employees in the UK aged 18 or over an hourly rate equal to or higher than the Real Living Wage.	Yes/No
c.	<p>Please indicate if successful at contract award stage your organisation will make it a contractual commitment for key sub-contractors* directly involved in delivery of this contract will pay their UK employees who are directly involved in the delivery of this contract and aged 18 or over an hourly rate equal to or higher than the Real Living Wage within [12 months] of contract commencement.</p> <p><i>*“key sub-contractor” means a Sub-Contractor directly engaged in connection with the provision of the Goods / Services where either:</i></p> <ol style="list-style-type: none"> 1. [20%] or more of the operational expenditure incurred by the Operator under this Agreement and/or in connection with the provision of the Services is incurred through sub-contracts with the Sub-Contractor; or 2. the Sub-Contractor employs one or more persons who are engaged solely in providing works, services or supplies to the Operator. 	Yes/No
X.2	Real Living Foundation (Information Only)	
a.	<p>Is your organisation accredited as a Living Wage Employer with the Living Wage Foundation?</p> <p>https://www.livingwage.org.uk/</p>	Yes/No
b.	<p>Do you provide all direct employees in the UK aged 18 or over with employment conditions that meet the Real Living Hours standard as set out below?</p> <ul style="list-style-type: none"> • Decent notice periods for shifts: of at least 4 weeks’ notice, with guaranteed payment if shifts are cancelled within this notice period • The right to a contract that reflects accurate hours worked • A guaranteed minimum of 16 hours a week (unless the worker requests otherwise) <p>https://www.livingwage.org.uk/living-hours</p>	Yes/No
X.3	GM Good Employment Charter (Pass / Fail) A Pass is to answer yes to either X.3.a or X.3.b or X.3.c	

a.	<p>Greater Manchester Combined Authority is a member of the Greater Manchester Good Employment Charter and seeks to contract with other organisations who share a commitment to improving employment standards.</p> <p>https://www.gmgoodemploymentcharter.co.uk/</p> <p>Is your organisation a registered Member or registered Supporter of the Charter.</p> <p>Registration as a Supporter is zero cost but commits an organisation to working towards verifiable good employment standards.</p>	Yes/No
b.	<p>If not already registered and if successful at contract award stage, is your organisation willing to become a supporter of the Charter within 3 months of contract commencement.</p>	Yes/No
c.	<p>If you answer to both X.3.a and X.3.b was 'No' please indicate your organisation already does or proposes to (within 12 months of contract commencement) conform to the principles outlined by the Charter which can be found here.</p>	Yes/No
X.4	<p>Carbon Reduction Plan (Pass / Fail only if >£5m or <£5m move to evaluation) A Pass is to answer yes to both X.4.a and X.4.b</p>	
a.	<p>In 2019 the UK Government amended the Climate Change Act 2008 by introducing a target of at least a 100% reduction of greenhouse gas emissions (compared to 1990 levels) in the UK by 2050. This is otherwise known as the 'Net Zero' target.</p> <p>In accordance with Procurement Policy Note 06/21, please confirm that you have detailed your environmental management measures by completing and publishing a Carbon Reduction Plan which meets the required reporting standard</p> <p>Provide a link or embed your most recently published Carbon Reduction Plan here:</p>	Yes/No
b.	<p>Greater Manchester Combined Authority has an ambition that the city region will be Carbon Neutral by 2038.</p> <p>5-year-plan-branded 3.pdf (greatermanchester-ca.gov.uk)</p> <p>Please confirm that your organisation is taking steps to reduce your Green House Gas Emissions over time and is publicly committed to achieving Net Zero by 2050 and/or Greater Manchester's Carbon Neutral ambition by 2038</p>	Yes/No

