

“ Is the calculation based on contract value or labour value? ”

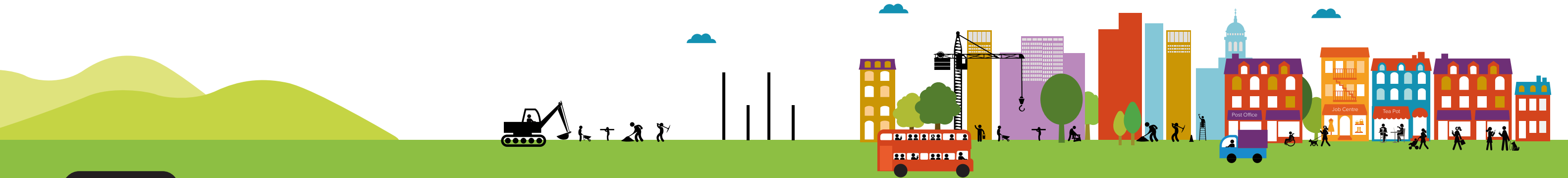
The calculation is based on the total contract value.



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“ Why must an individual under 25 years old be unemployed for 6 months and someone over 25 have to be unemployed for 12 months to be eligible? ”

Economic inactivity is greater for under 25's than over 25's so younger people have a lower qualifying period to become eligible.



“ We remain concerned about the job readiness of all individuals.

Will they be vetted according to suitability/motivation to work in the industry?

Will they be given training before commencement? ”

The Contractor will be able to choose from a number of agencies they want to work with to deliver the outputs. By establishing good partnerships they should be able to set the standards they want.
The Client is not involved in who they recruit.



“Will there be a new
Government programme
to replace Steps to Work?”

Steps 2 Success
is in place and can
be utilised.



“Can we use fixed term contracts?”

The terms and conditions are the contractor's responsibility.



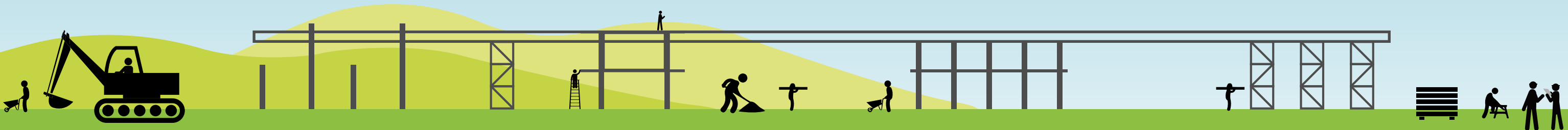
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“What constitutes employment?”

The key factor is the payment of a wage. See:

www.gov.uk/national-minimum-wage-rates for more information.



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“ How many hours constitute full time employment? ”

Approximately 35 hours+ but the person-weeks target can be met by people who do not work full weeks on the contract e.g. 1 Day = 20% of a person-week.



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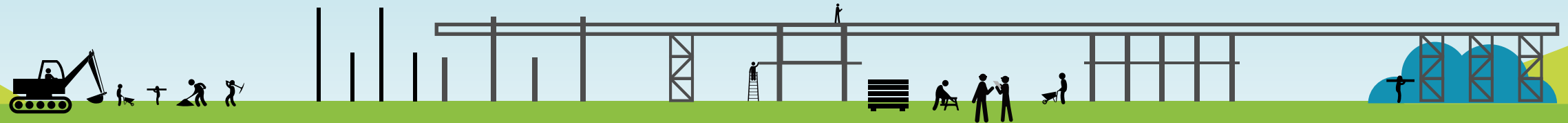
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“ Why can trainees only be counted for 52 weeks?
(this might encourage companies to pay off trainees after 52 weeks and start someone new to fulfil the target) ”

The aim of the requirement is to maximise the flow of new entrants into the construction industry and help address the skills shortage, to enable New Entrant Trainees to compete in the labour market.



“ Who pays for the cost of any training needed for a new entrant if required? ”

The cost of training and accreditation /registration should be covered by the contractor either directly or through public or industry sources that they identify.

