

## **LONDON BOROUGH OF HARROW**

**TO: CABINET - 21 November 2013**

**FROM: COUNCIL – 14 November 2013**

### **MOTION REFERRED TO EXECUTIVE – Blacklisting of Employees**

1. At the meeting of Council held on 14 November 2013, and in accordance with the provisions of Rule 14.6, a Motion falling within the remit of the Executive was referred by the Council to the next meeting of the Executive as follows:

“This Council notes:

- The GMB and UNITE campaign to highlight the 3,214 workers blacklisted by construction firms and calls for all of those affected to be given an unreserved apology and compensation by the firms.
- That in 2009 the Information Commissioners Office (ICO) seized a database of 3,214 construction workers used by 44 companies to vet new recruits and keep out of employment trade union and health and safety activists.
- That Balfour Beatty, Carillion, Costain, Kier, Laing O’Rourke, Sir Robert McAlpine, Skanska UK and VINCI PLC have all apologised for their involvement with the blacklist and the impact that its database may have had on any individual construction worker.
- That these companies, many who have previously held contracts with Harrow Council, have joined together to establish The Construction Workers Compensation Scheme. The scheme is intended to make it as simple as possible for any worker with a legitimate claim to access compensation.

This Council believes:

- Blacklisting is an unacceptable practice which cannot be condoned.
- That all of the construction firms that engaged in blacklisting should apologise to those who have been affected and denied jobs as a result of the list.
- That the Information Commissioners' Office should inform all those who feature on the blacklist.

This Council resolves:

- To support the GMB and UNITE campaign against the blacklisting of construction workers.
- That the Chief Executive seeks formal assurances from firms with whom the Council has a contract with that they are no longer involved in any sort of blacklisting and that they be asked to join the Construction Workers

## Compensation Scheme.

- To assist where possible in identifying workers and their families who were, or are, residents in Harrow and may have been blacklisted, and supporting them in seeking a remedy through the Construction Workers Compensation Scheme
- To call on the Council to make it clear to all construction companies bidding for Council contracts that any unlawful blacklisting of workers will not be tolerated
- That any further construction contracts signed by the Council will include a new and agreed code of practice covering how they employ people alongside their plans to ensure the industry is cleansed of those so-called "professionals" who ran the blacklist.
- To request the Chief Executive to provide a report to the next Full Council meeting regarding progress on this matter.”

## **FOR CONSIDERATION**

### Background documents:

1. Motion submitted to the Council meeting – 14 November 2013.

### **Contact:**

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