

Principles of Cooperation

between

London 2012*

and the

Trades Union Congress

3 September 2008

* London Organising Committee of the Olympic and Paralympic Games (LOCOG) and the Olympic Delivery Authority (ODA)

OUR VISION FOR LONDON 2012

The Parties to these principles, the London Organising Committee for the Olympic Games and Paralympic Games (LOCOG), the Olympic Delivery Authority (ODA) (together, London 2012), and the Trades Union Congress (TUC) recognise that the London 2012 Olympic and Paralympic Games (the Games) are unique events that will provide us with an opportunity to showcase Britain.

The Vision for London 2012 is 'To use the power of the Games to inspire change' and we believe that the fulfilment of this vision will be assisted by the contribution of a wide range of partners, including trade unions, and by effective collaborative working between them.

These Principles identify key values which we believe lay the foundations for a smooth and stable industrial relations environment at the broadest level, with the primary objective of achieving the successful delivery of the Games.

These are:

- The importance of respect at work,
- The potential of partnership at work,
- The commitment to equalities, diversity and inclusion,
- A commitment to exemplary health, safety and welfare,
- Recognition of the value of learning, employment and skills,
- A commitment to legacy, maximising economic and social regeneration,
- A commitment to environmental and social sustainability.

CONTEXT

This document seeks to set out clearly and simply some common principles which the Parties believe are important, that are core to the nature of London's Olympic and Paralympic Bid and are characterised by the ethos of the Olympic and Paralympic movement.

The Parties to these Principles also recognise that putting on the Games is a complex programme, run to a precise timescale, involving many different companies and organisations whose workers will be employed for different periods of time on different terms and conditions. It is the Parties' aspiration that working on the Games shall be one of most memorable life and work experiences for the Games Workforce, and one that reflects the spirit of these principles and the ethos of the Olympic Movement.

The 'Games Workforce', will include those employed at the ODA, its Delivery Partner (ODP) and those involved in the construction and preparation of Olympic and Paralympic venues, as well as those employed at LOCOG, its contractors and 2012 volunteers.

The great majority of the Games Workforce will not be employed either by the ODA or LOCOG and so in order to meet these aspirations London 2012 will need to be an informed client in setting standards and ensuring that their standards are met.

A separate Memorandum of Agreement already exists between the ODA, ODP and key construction trade unions that provides a framework for effective working relationships. That Memorandum, based upon the construction industry's National Working Rule Agreements, has been informed and influenced by the basis of these Principles of Cooperation, though these Principles in no way override, supersede or dilute that agreement and, in the same spirit as that memorandum was reached in the construction section, the Parties look forward to similar close co-operation with the appropriate unions in other sectors.

The Parties to these Principles recognise, and indeed welcome, that the ODA and LOCOG have developed detailed policies and frameworks on matters such as procurement, sustainability, employment and skills, and equality and diversity. The TUC contributed to consultations on those frameworks.

As with the construction memorandum, these Principles of Cooperation do not seek to amend or duplicate those frameworks or to become a legally binding agreement.

THE PRINCIPLES

It is the Parties' intention that the London 2012 Games should be an inspirational experience for the athletes, for volunteers, for spectators and for the whole Olympic family. The Parties also recognise the importance of those who are employed to deliver the Games; who deserve fair terms and conditions of employment, high quality training opportunities, exemplary health, safety and welfare provision and the benefit of effective equality, diversity and inclusion programmes.

For the Games to be successful the Parties believe that good communication, trust, respect, cooperation and certainty are important. Accordingly, it will be necessary to ensure that our approach to the Games and associated events is collaborative and professional.

A core part of the rationale for bidding for the 2012 Games was a commitment to work on regeneration opportunities in east and south east London and to provide employment and training opportunities, especially to those who are typically disadvantaged in the labour market. The Parties to these Principles commit to working towards making that vision a reality.

The Parties will give active support for a 'One Planet Olympics' approach, will seek to minimise carbon emissions and detrimental impacts on the environment and to promote environmental sustainability.

- **Recognition of the Role of Trade Unions**

The Parties to these Principles acknowledge that workers and their trade unions are key partners in delivering a successful 2012 Games.

The Parties believe that good industrial relations are important for a harmonious and productive workplace. We recognise that building and operating a constructive industrial relations environment is necessary to enable the smooth delivery and running of the Games and that, in turn, constructive industrial relations are dependent upon responsible behaviour and joint working on both sides.

The Parties recognise the vital importance of delivering the Games on time, on budget and to a high standard. To achieve this, the Parties will aim to promote the achievement of a safe working environment, effective industrial relations and fair terms and conditions of employment.

- **Ensuring a Quality Games Experience for All**

The Parties will seek to ensure that those persons who work in a paid or volunteer capacity during the Games experience high quality standards of treatment and benefit from the experiences the Games offers.

The Parties recognise the status of existing national and industry agreements and collective bargaining arrangements between employers and trade unions that are relevant to the delivery of the Games.

Furthermore the Parties believe that employment at the Games should be on or above the terms and conditions contained within those national and industry agreements covering the workers involved. The Parties accept that employment relations issues should be dealt with through established industrial relations mechanisms where they exist and do not seek to replace them.

A key objective of the Games programme is regeneration, through creating new employment and opportunities in an area which has relatively high levels of unemployment and poverty. The Parties look to the development of closer links between local communities and London 2012.

The Parties recognise that fair wages can make a significant contribution to regeneration, the building of quality employment and poverty alleviation. The ODA and LOCOG agree that this, along with local initiatives such as the London Living Wage, will be an important consideration in the procurement process.

Given the operational and organisational benefits of adopting best employment practice the Parties commit to an ethos of direct employment contracts. However, the Parties recognise that different types of workers including employees, agency workers and the self-employed have a role to play in delivering the Games.

The Parties believe that it is important that all Games contractors fulfil their full legal obligations throughout the 2012 programme, particularly in respect of ensuring appropriate employment status.

The Parties recognise the benefits of good practice in respect of ethical sourcing and supply chain management, consistent with International Labour Organisation standards. The Parties agree that an appropriately robust and focused process for supervising the application of these standards will be put in place. In addition, both the ODA and LOCOG will be receptive to factual reports from partners or others of any instance where standards are being infringed.

- **Education, Training and Induction**

The Parties believe that all those that contribute to delivering the Games should have access to learning and training opportunities at work, including accredited courses where possible.

The Parties acknowledge the important role of trade unions in promoting workplace learning, and in particular, the role of Union Learning Representatives.

All Games Workforce shall receive induction training. During that induction the Parties' commitment to ensuring that the workforce's experience of working on the Games is a high quality one will be emphasised.

LOCOG, ODA and the ODP's induction processes will feature information about an individual's employment rights, including their right to join a union and relevant contact information. It should also include information about unions' support for the Games and role in delivering a successful Games.

All Games workforce should receive information regarding these principles and information about trade unions and the Games.

- **Health, Safety and Welfare**

The Parties will do all they can to achieve the highest possible standards of health, safety and welfare during the construction of Games venues, the preparation period and the Games themselves.

The Parties recognise the importance of learning from and applying the best practice that has been achieved in regard to health and safety including the positive role of trade union Health and Safety Representatives and the critical importance of health and safety training for all personnel.

The Parties recognise the paramount importance of ensuring the security of venues, facilities and the personal security of the workforce, and will consult, where appropriate, with trade unions and relevant representatives on this vital issue.

The Games will provide an opportunity to promote messages about 'healthy living and healthy working' in the workplace. The Parties agree to work together to instigate appropriate health and wellbeing action programmes.

- **Equality, Diversity and Inclusion**

The Parties agree to develop a succinct equality, diversity and inclusion statement that will be applied to all employees and volunteers, which will be communicated to Games contractors.

ODA and LOCOG have developed, and will continue to develop, a schedule, or schedules, of equality, diversity and inclusion standards and goals, progress against which will be monitored and reviewed.

Within the context of applicable obligations to operate fair and competitive procurement processes, the achievement of Games' equality, diversity and inclusion goals will be supported by the operation of the procurement processes of the Parties.

The Parties acknowledge the positive contribution that can be made by the appointment with the agreement of the employers of 'Equality Representatives' to the raising of awareness of equality standards; to the effective monitoring of progress against the standards; and to the broad recognition of what Games partners have done to drive progress on equality, diversity and inclusion agendas.

- **Setting and Monitoring of Standards**

The Parties accept that in order to achieve decent standards of employment, health, safety, welfare, learning, skills, equality, diversity, inclusion, environmental sustainability and ethical sourcing of goods and services there will need to be appropriate monitoring and this must be sufficiently well resourced. It is accepted by the Parties that we, individually and collectively, have a responsibility to set standards and to act to ensure that those standards are met or exceeded.

The parties acknowledge the important contribution that trade unions can make to the effective monitoring by the ODA and LOCOG of progress against standards and targets. For example, the TUC responded fully to the consultations on the ODA's Procurement Policy and Equality & Diversity Strategy.

Union Representatives, Equality Reps, Learning Reps and Health and Safety Reps, where in place, would be an important source of information about the 'day to day' experience and application of standards in the workplace on 2012 sites.

- **Facilitating the Effective Contribution of Trade Unions to the Delivery of the Games**

The Parties recognise the positive role that trade unions can play at the workplace and that Games operatives should have the opportunity to take out and maintain membership of a trade union.

Reasonable access will be given to appropriate Union organisers to visit and meet those working on Games projects, and where agreements currently exist, this will be in accordance with those agreements.

The procurement processes will require contractors to uphold employment law and encourage them to promote effective industrial relations dialogue between employers and recognised unions, apply industry agreements, and to encourage a positive role for recognised unions in the workplace.

Where agreements already exist the Parties agree to facilitate opportunities for unions to recruit membership and provide appropriate facilities to enable unions to effectively represent member' 'interests. (Such arrangements are already in place on construction sites.)

The Parties recognise the stability, efficiency and productivity benefits that can accrue from recognising unions at work and from engaging with them on a wide range of issues, including equalities and learning.

- **Problem Solving**

The Parties understand that it is inevitable that during Games time a number of operational problems will arise, the vast majority of which will be minor but nonetheless significant to those involved.

The Parties to these Principles commit to supporting a rapid problem solving protocol for Games time which will include provision for representation by trade union officers.

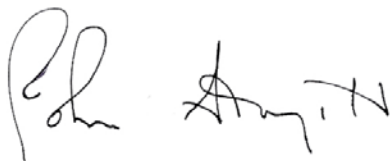
It is noted that the ODA and LOCOG have committed to best practice grievance resolution procedures for their staff, which includes provision for representation by trade union officers where requested by employee(s), and the organisations expect their contractors to have similar arrangements.

- **Communication**

The ODA and LOCOG will provide the other Parties to this document with regular updates on issues pertaining to the matters covered in these Principles.

The Parties will set out their approaches in a regular six monthly meeting between ODA, LOCOG and the TUC, which will be an information meeting and will not replace the regular meetings the Parties establish with the relevant Trade Unions through any Memorandum of Agreement.

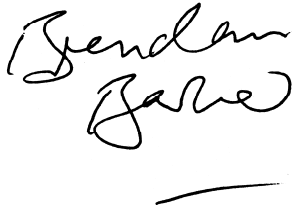
Signatories

A handwritten signature in black ink, appearing to read 'John Armitt', written in a cursive style.

John Armitt
ODA Chairman



Sebastian Coe
LOCOG Chair



Brendan Barber
TUC General Secretary

Date: 3 September 2008