

Construction Sector Group

This Code of Practice is binding on all members of the Construction Sector Group of the Recruitment and Employment Confederation (REC). The REC Professional Standards Team under both this Code of Practice and the general REC Code of Professional Practice will investigate complaints against members of the REC Construction Sector Group.

Respect for safety

1. Members will help workseekers register for CSCS courses at no charge to workseekers.
2. Members will take steps to ensure that work seekers and end users are aware of their health and safety responsibilities.
3. Members will ensure all workers are aware of the Health & Safety implications of the particular place of work, as relevant and appropriate; and will document this information accordingly.
4. Members will have a drugs and alcohol policy aimed at safe working on site.
5. Members will ensure they have and operate a clear Health & Safety policy in respect of placements and that all relevant staff understand their obligations.

Respect for ethical international recruitment

This section refers to both those recruited directly overseas and migrant workers who are resident in the UK.

1. Members will treat overseas workers fairly and with respect to equal opportunities.
2. Members will ensure that international workers have adequate language abilities for the position in which they are being placed and for health and safety requirements on site.

Contact details

Recruitment & Employment Confederation
15 Welbeck Street, London, W1G 9XT
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REC Sector Groups

REC Professional Standards

020 7009 2111
sectorgroups@rec.uk.com

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Respect for work relationships in permanent recruitment

1. Before accepting an assignment, a member must agree any "off limits" rules which will include undertakings by the member that it will not, without the client's prior permission, make any first approach, either

- a) to any candidates placed by it with that client while those candidates remain employed by that client; or
- b) to any employee of a client within a minimum of one year of completing an assignment.

2. Where the client is part of a group of companies the member and the client will also agree the confines of the term "client" and the "off-limits" rules.

Respect for Diversity

1. Members will act without prejudice or unjustified discrimination.
2. Mindful of the need to diversify the construction workforce agencies will work with clients to seek wider pools of candidates.

Support for training and local development

1. Members will provide information to workseekers about training opportunities where relevant at no cost to the workseeker.
2. Members will, wherever feasible, work towards supporting local regeneration initiatives and the reduction of carbon footprint in attracting workers.
3. Members will work with clients and workers to reduce the environmental impact of the building project.

The REC Professional Standards Team has the power to investigate and to rule upon any breach or alleged breach of the above requirements in accordance with the REC's disciplinary procedures. Members will co-operate with and will abide by any ruling of the REC Professional Standards Committee in relation to any such breach or alleged breach.

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