




**TRAFFIC MANAGEMENT  
CONTRACTORS ASSOCIATION**

**Traffic Management Contractors Association Labour Agency Supply Charter**

1. We are committed to providing highly trained, qualified and health and safety focused employees who comply with the necessary requirements to undertake works on Traffic Management schemes.
2. We will undertake referencing of employees before they are put to work on a Traffic Management site.
3. We will induct all agency employees into the agency HSEQ policies and Client policies on day 1 of their employment.
4. We will not discriminate employees based on ethnicity, sexuality, disability or gender and will promote these and the diversity that they offer to our customers and clients.
5. We will undertake rigorous checks of employees to ensure the qualifications they hold are relevant and in date, we will take copies of all certifications and conduct all necessary checks before referring an employee to a Traffic Management client.
6. We will work with Traffic Management Contractors to identify best practice Health, Safety and Environmental innovations and share this information with our employees and other agencies
7. We will support the employees and the client they work with to ensure that any concerns and problems with the employment and performance of our agency staff are addressed at an early stage and dealt with at the appropriate level.
8. We will take a zero tolerance approach to Drug and Alcohol abuse onsite. We will work with our clients to ensure that Traffic Management Operatives who do not comply with the relevant drug and alcohol policies are removed from the contract, and we will not send them to another TMCA member company until such time as they have provided a clear test.
9. We will however support our operatives and employees to attend drug and alcohol rehabilitation programmes. We will monitor their progress and support them to return to work when appropriate and to the appropriate client.
10. We will monitor our employees working hours and identify to our clients any concerns we have with excessive workload or hours.
11. We have a duty of care to ensure our employees have adequate rest between shifts and we will monitor their rest periods.
12. We will not tolerate a double shift culture which causes excessive tiredness in employees, if we find out that our operatives are working for more than 1 agency within a 24 hour period without an adequate rest break we will remove the employee from his contract with our agency.

**We, .....TRAFFIC LABOUR SUPPLIES LTD.....(Company)  
Accept and agree to comply with the above charter and understand  
non-compliance could lead to action from the TMCA.**

**Signed..........Date.....15/03/18.....**

**Position.....DIRECTOR.....**