

Principles for Fair Contracting

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Introduction

The property industry commits to best practice work environments for its own employees and its service providers.

Services such as cleaning, maintenance, and security are essential to the good management of properties. Property owners expect their contractors to recognise and commit to principles of modern corporate citizenship.

In doing so, contractors should demonstrate they understand the values and high standards of corporate responsibility adopted by their clients and commit to ensure safe, fair and equitable working conditions for their own staff.

The Principles

1. The property industry:
 - a. supports good employment practices
 - b. supports the fair and equitable treatment of employees
 - c. is totally committed to fostering safe work places and practices
 - d. encourages contractors to deliver appropriate quality services in a productive and innovative manner
 - e. supports a fair labour market, pay and conditions for employees;
 - f. supports the concept of freedom of association, where employees have the right to join an organisation of their choice to represent their interests, or not to do so
 - g. recognises that employers and employees are best placed to determine matters relevant to their employment relationship
 - h. supports the existence of practical mechanisms for the voluntary settlement of disputes, and
 - i. expects its contractors to comply with all their legal responsibilities and contracted obligations as employers and corporate citizens.

2. Contractors providing services to the property industry should:
- a. treat their clients, employees, and subcontractors fairly and ethically
 - b. ensure that employee conditions and pay are fair for the work they are carrying out, in fulfilment of their responsibilities under federal, state, or territory law
 - c. outline in their tenders the key parameters that will define relevant performance levels and standards and provide adequate staffing levels to achieve these performance levels and standards
 - d. observe relevant occupational health and safety standards set down by law
 - e. provide their employees with the appropriate training, supervision, equipment and materials to enable them to perform their job safely and efficiently
 - f. demonstrate that they are backed with sufficient financial resources to cover employee entitlements
 - g. only employ subcontractors with the consent of their client and ensure that such subcontractors also meet the principles set down in this document, and
 - h. commit to disclose information that will allow clients to verify that the terms and conditions of contracts are being met.

Further information

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