

Appendix 2- proposed amendments to Schedule 9 agreement

Sch.1 para	Existing wording of agreement which requires amendment	Rationale for amendment	Paragraph wording with changes highlighted in italics
3	<p>“Three full time apprenticeships. It is proposed that 70% of total gambling staff jobs will be awarded to B&NES residents, but for the purposes of compensation the agreed target is 55% over a 10 year period”.</p>	<p>Original agreement stated that 55% of ‘gambling’ staff should be resourced by B&NES residents. However, this conflicts with para 3b of the agreement which states that ‘a target of 30% or more of casino jobs will be awarded to suitably qualified B&NES residents’. This has caused confusion for both casino operator and Licensing Authority.</p> <p>It is considered that the revised wording will enable greater compliance due to probable lack of B&NES residents with the necessary level of existing gambling job experience.</p>	<p>“78 full time casino jobs. These jobs and casino supply chain will produce total salaries, wages, taxes and benefits of £1,779,000 per annum and goods and services of £1,000,000 per year.</p> <p>Three full time apprenticeships. It is proposed that <i>55% of all people employed by Saw Close Casino Ltd will be B&NES residents.</i>”</p> <p><i>‘B&NES Resident’</i> is someone who has been a resident within the B&NES area for 3 months prior to the employment start date. Students who are registered with University of Bath, Bath Spa University, Bath College or other training provider based within B&NES also qualify.</p> <p>Compliance will be checked upon opening and annually thereafter for the duration of each requirement.</p>
3a	<p>In addition to the three apprenticeship jobs mentioned in 3 above, an additional 17 job/training opportunities will be provided to B&NES candidates nominated by the Learning Partnership to at least the level of NVQ Level 2 in the fields of cuisine, hospitality, croupiers and other skills relevant to work in casinos. This is applicable for a period of 3 years from opening.</p>	<p>The meaning of this paragraph is unclear.</p> <p>In particular, there is a concern that employment opportunities could be ceased after a year in preference for a new candidate being appointed in the same position.</p>	<p>Clarification paragraph to be added:</p> <p><i>The candidates can be those employed by Saw Close Casino Limited through the process described in Para 3b which applies to pre-opening recruitment.</i></p> <p><i>An employee can be counted each year if they have retained a role across the three years of this requirement</i></p> <p><i>Should one of the identified NVQ level 2 jobs/training</i></p>

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			<p><i>positions be vacated, potential candidates should first be sought via the B&NES Learning Partnership (subject to suitable candidates being available). Should there be an existing casino employee for whom the role would represent job progression then those individuals will be prioritised.</i></p> <p><i>A qualifying position will be one that requires candidates to hold at least an NVQ level 2 qualification, or if training position the candidate will receive an NVQ level 2 qualification during their employment.</i></p>
3b	<p>Provide interviews for a minimum of 50 candidates who have been nominated by the Learning Partnership as having qualified from pre-employment training course. There will be 25 candidates who have qualified under general employability and 25 who have qualified under sector-based employability. In the way and subject to the Learning Partnership nominating 50 candidates at the time prescribed above it is intended that the operator will achieve a target of 30% or more of the total of casino jobs going to suitably qualified B&NES residents.</p>	<p>The training offer from the casino operator has been clarified and there is a need to update this paragraph.</p>	<p><i>Guarantees interviews for 50 candidates who have been nominated by the Learning Partnership as having qualified from the pre-employment training course, or through general employability (subject to the Learning Partnership nominating 50 candidates).</i></p> <p><i>Of these 30 candidates will progress onto the croupier training course.</i></p>

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5	Full time training courses for casino employees	This meaning of this paragraph is unclear.	<p>Replace existing paragraph with the following wording:</p> <p><i>“Saw Close Casino will undertake to promote a culture of training and progression for casino employees by:</i></p> <p><i>Recruiting replacement gambling staff (i.e. those who hold a Personal Management Licence or Personal Functional Licence) through internal training and promotion before external recruitment</i></p> <p><i>Working with education and training providers to give B&NES residents an insight into career pathways within the gaming industry including but not limited to work experience, talks and mock interviews</i></p> <p><i>All casino employees must have an annual Performance Development Review giving them the opportunity to explore career advancement with Saw Close Casino Ltd</i></p> <p><i>Saw Close Casino will maintain a training plan for all staff which reflects agreement through the PDR.”</i></p>