

## Tasmanian Industry Participation Plan

The Tasmanian Government is committed to maximising opportunities for local SME\* businesses to compete for and win Government procurements. Suppliers/proponents are requested to prepare a Tasmanian Industry Participation Plan:

- for all procurements with a value exceeding \$5 million;
- for nominated procurements (at the discretion of the procuring Government entity) greater than \$2 million and up to (and including) \$5 million; and
- for private sector projects valued at over \$5 million that receive support, including in-kind support, valued at or greater than \$500 000 from the Government.

Note: This template was specifically developed for procurement. Where a Tasmanian Industry Participation Plan is required for a private sector project, the template should be adapted to suit the specific circumstances of the project.

### ***Procurement details***

<b>Procurement Reference No.</b>	DCT – 5828H
<b>Procurement title</b>	23 – 25 Goulburn Street Hobart Residential Development
<b>Name of Responsible Agency/Entity</b>	Department of Communities Tasmania

### ***Supplier details***

<b>Name of supplier</b>	Fairbrother Pty Ltd
<b>Contact details for supplier</b>	Philip De Jong Email: <a href="mailto:pdejong@fairbrother.com.au">pdejong@fairbrother.com.au</a> Office: 6220 9000 Mobile: 0400 109 373

### **Local SME industry impact**

What is the direct local impact of your business?

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\* Local SMEs are Australian and New Zealand businesses employing less than 200 people, consistent with the obligations under various free trade agreements and procurement arrangements by which the Tasmanian Government is bound.

*Examples: Are you a local SME (how many people do you employ, where is your business located, what is the ownership)? How many people do you employ in Tasmania? Would any new SME jobs be created by the proposed contract - how many?*

**Response:**

Established in 1972 as a small, family-owned and operated business in Tasmania's North- West, Fairbrother has steadily grown to become a recognised leader in the building and construction industry. We are Tasmania's largest construction company. Wholly owned by key management staff and employees, our stellar success in the Tasmanian market has enabled us to expand into regional Victoria and also to undertake selected projects nationally.

Our directly employed, diverse and highly-skilled workforce provide a comprehensive range of services to our clients encompassing all facets of the building construction and maintenance process. An Employer of Choice, we directly employ 325 people within Tasmania and in excess of 380 people across the Fairbrother business units including our Victorian Divisions:

Fairbrother Construction & Joinery (Tasmania) has been the cornerstone of the Fairbrother business since its inception almost five decades ago. With offices in Devonport, Launceston and Hobart, they specialise in commercial construction and the manufacture of superior quality joinery.

Of our 325 employees within Tasmania, 102 of these employees are based within our Southern Construction Division. This includes 16 office-based staff and 68 site-based employees, which includes 18 apprentices.

The Goulburn Street Social Housing Development would result in direct work for an average of 3 office staff and 20 site employees as well as approximately 40 subcontractors.

Fairbrother Construction (Victoria) arose following the acquisition of a leading commercial building company in Bendigo. Spurred on by more than 20 years of local area knowledge, our growth into regional Victoria now encompasses Warrnambool on the Great Ocean Road with plans to open additional offices in other key locations. Like its Tasmanian cousin, our Victorian business unit specialises in commercial construction. We currently employ 61 people in Victoria.

Fairbrother Facility Management offers a broad range of client-centric services encompassing statutory, preventative and responsive maintenance, lifecycle management and replacement. Operating from offices throughout Tasmania, this agile and adaptable business unit is highly responsive to its clients' needs.

Fairbrother Developments is focused on prospecting for development opportunities and provides a complete service from concept through to the delivery of large scale commercial projects.

Corporate Services provides shared services across the entire Fairbrother business in the areas of human resource management, finance and administration, information technology, safety, quality and environmental management, corporate communications and governance. All of our Corporate Services positions are located within Tasmania.

### **Goods and services to be utilised in the contract**

How much of the goods and services in your submission will be provided by/sourced from local SMEs (this includes goods/services you provide as well as goods/services procured/produced from suppliers/sub-contractors/partners)?

Identify the goods and/or services you expect to purchase in order to complete the contract and provide the requested information in relation to same, where known.

<b>Goods / Service</b>	<b>Estimated Value</b>	<b>Anticipated supplier</b>	<b>Location of Supplier</b>
Site Surveying	\$9,000	PDA Surveyors	Local
Temporary Fence Hire	\$3,000	TFH Hire	Local
Scaffolding	\$90,000	To be confirmed	Local
Minor Plant	\$9,000	To be confirmed	Local
Construction Consumables	\$7,000	To be confirmed	Local
Final Clean	\$25,000	To be confirmed	Local
Crannage	\$170,000	Grunts Crane Hire	Local
Civil works	\$275,000	DDM Civil	Local
Concrete works	\$1,900,000	Fairbrother	Local
Joinery	\$420,000	Fairbrother Joinery	Local
Carpentry	\$420,000	Fairbrother	Local
Structural Steel	\$150,000	Elphinstone Enterprises	Local
Metalwork	\$300,000	Elphinstone Enterprises	Local
Doors, Frames & Hardware	\$155,000	To be confirmed	Local
Mechanical Services	\$175,000	Klimate Solutions	Local
Hydraulic Services	\$450,000	Aqualine Plumbing	Local
Electrical Services	\$490,000	BSH Electrical	Local
Fire Services	\$100,000	Chubb	Local
Lifts	\$110,000	Access Solutions	Local
Roofing	\$170,000	Raymark Roofing	Local
Windows & Glazing	\$305,000	Vos Glass & Aluminium	Local

Plastering	\$425,000	Brocklehurst Plaster	Local
Painting	\$180,000	Tas Hi-tec Painting	Local
Masonry	\$600,000	AllBrick Tasmania	Local
Tiling	\$180,000	Rossetto Tiling	Local
Waterproofing	\$220,000	Maintenance Systems	Local
Carpet	\$35,000	Carpet Company	Local
Landscaping	\$100,000	To be confirmed	Local

### **Opportunity for local SME involvement**

Will you source components of your offer from other local SME companies/sub-contractors or is there new work to be undertaken locally as a result of you fulfilling the contract or workers travelling to the local area to undertake the work? How much?

Detail how you intend to identify and engage with sub-contractors and/or other SMEs in relation to the delivery of the contract including your supply chain ie use of existing supply chains, advertising of sub-contracting or supply opportunities, liaison with industry groups, etc.

Detail the process that you are to undertake to ensure that local SMEs are not to be disadvantaged where competing with other suppliers in the provision of goods or services to be used as part of this contract (ie unpacking of procurements into smaller components so that local SMEs can compete more effectively etc).

### **Response:**

We will work closely with all of the local sub-contractors and suppliers to ensure the economic benefits of the project remain close to the region to the benefit the local industry and local community.

Our company is committed to the growth and development of the construction Industry in Tasmanian and look to take an active, positive approach to ensure the industry's long-term success, which further benefits the communities in which we operate. Underpinning this growth and development is a solid foundation of local SME sub-contractors and suppliers.

Over a number of years, Fairbrother has been assisting local sub-contractors and suppliers in delivering projects they once may have thought was outside their capability. Fairbrother is willing to give new sub-contractors opportunities and often provides guidance, management and financial support that helps SMEs grow their companies and prosper. This often results in sub-contractors and suppliers gaining the experience they need to undertake larger project opportunities, which in turn, sees them offer more employment opportunities and increase their positive impact on the community.

In the past, Fairbrother has facilitated sub-contractor briefing and information sessions with the aim of actively engaging subcontractors, whilst also gaining a better understanding of market expectations, issues and constraints. These consultative forums have proven to be an extremely valuable source of feedback, enabling Fairbrother to act upon opportunities for improve

### **Broader economic opportunities**

Are there any other impacts that your business and/or this specific supply will provide to the local/regional economy?

*Examples: Your supply may lead to: new skills being developed locally; trainees/apprentices being appointed; cross transfer skills to a local SME partner/sub-contractor; your company (if you are not a local SME) setting up an office/employing local staff; scale for you to take your products/services interstate/overseas; local community sponsorship etc.*

**Note:** Where determined appropriate by the procuring entity, the supplier's obligations under this Plan are to be captured in the contract and monitored as part of the contract performance.

### **Response:**

### **Training**

Fairbrother is a long term supporter of the Tasmanian / Australian apprenticeship program and has trained in the order of 300 apprentices since being founded, and of recent times averaging 16 new apprenticeships across Tasmania each year.

The training of apprentices does incur a significant financial cost but our view is that we must invest in our people now to ensure we have a long term, highly skilled and sustainable business that will benefit the industry as a whole.

Being awarded this contract would give us the confidence to continue with this employment and would provide us the opportunity to employ an additional 4 apprentices.

Due to the close proximity of this project to CBD schools, we would actively engage with the school's career advisors to provide students that are studying woodwork, an opportunity to undertake work experience on this project, to gain a greater appreciation of the industry. We also provide resources to assist the Master Builders in delivering career pathways seminars.

### **Community**

Fairbrother also has long been committed to making a positive contribution to the communities that our people live and work in. By working in support of Not for Profit organisations and other worthy causes, we aim to give back to the communities, which have been instrumental in our long-term growth.

Valued relationships with not-for-profit organisations and registered charities include, but not limited to:

- Cancer Council Tasmania – fund raiser for the Biggest Morning Tea and manufacturer of the 'giant tea cup'
- OzHelp Tasmania – instrumental in their establishment in Tasmania
- Speak up Stay ChatTY
- Action Against Homelessness
- Loaves & Fishes

Construction projects and volunteer work undertaken in support or on behalf of the community include:

- Headspace – heritage renovation of the Headspace offices in Launceston
- Gumatj Bunkhouse – Northern Territory outreach construction project in support of the indigenous Gumatj people
- CLS Parakaleo – renovation rescue of their Mount Roland training facility
- Madison House – volunteer labour and materials for construction of a house on behalf of Diabetes Tasmania
- Devonport Glee Club and Men's Shed – renovation rescues
- Sisters of Charity – outreach project to improve disabled access to an existing facility
- Make a Wish Australia – Jacob's wish

### **Fairbrother Foundation**

Established in 2007, the Fairbrother Foundation was the vision of company co-founders, Royce and Thea Fairbrother. The Fairbrother Foundation is a not for profit, Private Ancillary Fund (PAF). Its intent is to provide an avenue for donations from the Fairbrother family, business, employees and other key stakeholders to give back to areas of need in our communities.

The Foundation's core purpose is to support charities that:

- Facilitate access to quality education, particularly among youth;
- Support activities or research striving for improved health and wellbeing; and
- Support initiatives that enrich the communities and environments in which Fairbrother operates, and particularly in which our Fairbrother employees live.

### **Key Partnerships**

The Fairbrother Foundation has formed key partnerships with:

- University of Tasmania Fairbrother Foundation Scholarship
- University of Tasmania RFDS-Fairbrother Foundation First-Year Nursing Scholarship
- Hobart City Mission (HCM), providing financial support in particular the HCM's Small Steps Program.
- Guide Dogs Tasmania (GDT), where the Foundation funds the work of Ambassador Dog Dexter, who is instrumental to GDT's awareness and fund-raising activities.
- Carers Tasmania, an organisation providing much needed support for carers of family members and friends who have a disability, mental illness, chronic condition, terminal illness or who are frail and aged.

- SPEAK UP! Stay ChatTY, where the Foundation is contributing to SUSC's essential and powerful work around promoting positive mental health and suicide prevention.

### **Employee-Led Donations**

The Fairbrother Foundation recognises that it is the quality work of Fairbrother employees that underpins our ability to make charitable donations. Each year employees are consulted regarding charities to support. As a result of this process, the Foundation has had the pleasure of making donations to each of the following charities:

- Diabetes Australia – nominated by Hannah Thomas
- Cystic Fibrosis Tasmania – nominated by Brooke Casboul
- MS Australia – nominated by Tim Mee and Shaun Rooney
- Dementia Australia – nominated by Em Hollister
- HALT (Hope Assistance Local Tradies) Australia – nominated by Josh Gill
- The Bernie Banton Foundation – nominated by Richard Skelly
- Autism Tasmania – nominated by Craig Luttrell
- Cancer Council – nominated by Joel Laycock
- Let's Talk – nominated by Billy Edis and the South West Victorian Team
- Neuroblastoma Australia – nominated by Jackson and Tom Ackerley
- Australian Cancer Research Foundation – nominated by Michael Caldwell
- Risdon Vale Bike Collective – nominated by Dylan Graham
- Beyond Blue – nominated by Richard Skelly
- Pathways Tasmania – nominated by Kurt Arnold
- Mates4Mates – nominated by Dave Toohey
- Cystic Fibrosis Australia – nominated by Brad Van Den Bosch
- Heartkids Victoria/Tasmania – nominated by Sam Nugent
- MSResearch Australia – nominated by Shaun Roney
- SPEAK UP! Stay ChatTY – nominated by Paul Ransley, Carrisa Wells and Billy Edis and his South West Victoria team
- Camp Quality – nominated by Andrew Burns (Victorian team)
- Huntington's Disease Association of Tasmania – nominated by Thea Fairbrother
- CanTeen – nominated by Richard McGuire
- Give Me 5 for Kids – nominated by Sheralee Urbanc
- Legacy – nominated by Natalie Bell
- Make A Wish Australia – nominated by Jessica Cameron
- The Smith Family – nominated by Royce Fairbrother
- Project Whitelion – nominated by Nick Freeman
- Royal Hobart Hospital Research Foundation – nominated by Gaye Rutherford

### **Finances**

At the end of December 2018 the Foundation's accumulated assets surpassed \$1 million for the first time. These funds are invested in accordance with the Foundation's Investment Policy and advice from Shadforth Financial Group. The initial intent of the Foundation was to establish a capital base of \$2 million dollars to enable a level of sustainable giving to be created. Whilst we still have some way to go before our capital base reaches this level, the Fairbrother group is committed establishing a sustainable Foundation that via its donations will be able to impact the lives of its employees and the communities in which it operates.

### **Completed and endorsed (Supplier)**