

# Tasmanian Industry Participation Plan

## DCT 5837 – Ashley Youth Detention Centre Redevelopment

The Tasmanian Government is committed to maximising opportunities for local suppliers to compete for and win Government procurements. Suppliers/proponents are requested to prepare a Tasmanian Industry Participation Plan (TIPP):

- 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.

### Procurement details

<b>Procurement ID</b>	DCT 5837
<b>Procurement title</b>	Ashley Youth Detention Centre Redevelopment
<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>	Nick Freeman 55 Gleadow Street Launceston Tasmania

## Are you a Tasmanian SME\*? Do you employ Tasmanians?

- *Are you a Tasmanian SME? - Yes*
- *How many Tasmanian jobs will be supported by this procurement activity? 1 number staff member, 6 site-based employees*
- *How many people do you employ in Tasmania? Currently running 307 employees in Tasmania*
- *Provide an estimate of the number of labour hours worked by Tasmanian-based employees versus other employees. Fairbrother labour component is approx. 7,000 hours and subcontractors (also Tasmanian) would be approx. 8,000 hours*
- *Would any new Tasmanian jobs be created by the proposed contract - how many? Yes 1 apprentice and 1 carpenter. Subcontractors would also employ an additional 3-5 across the different trade groups.*

### *More context below.*

Fairbrother Pty Ltd is a Tasmanian Construction and Joinery company, owned by its key employees. The North and North West Construction divisions are a short 30-minute drive to the proposed works. Fairbrother Northern Construction employees a total 8 No. office-based employees and 45 No. site-based employees. This project would result in direct work for 1 No. office employee and 6 No. site employees. Wherever possible we utilise the services of local contractors and supplies in completing projects, with the intent of having a positive impact on the local community that we operate within.

Fairbrother over a number years has been guiding local contractors and suppliers in delivering projects they may have thought once outside of their capabilities. Fairbrother are willing to give new contractors opportunities, often providing Management and financial support allowing their companies to grow and prosper. This often results in contractors gaining the experience to undertake larger project opportunities, which in turn sees them have ability to offer employment opportunities and having a positive impact on the community.

Fairbrother is committed to the growth and development of the Construction Industry in Tasmanian and look to take an active, positive approach to ensure the industries long term success, which further benefit the communities in which we operate.

### Where are the goods or services to be used in the contract sourced from?

Goods / Service	Estimated Value	Anticipated supplier	Location of Supplier
Demolition	\$110,000.00	Fairbrother P/L	Local
Civil Works	\$247,000.00	TBA	Local
Concrete Works	\$150,000.00	Fairbrother P/L	Local
Structural Steel	\$160,000.00	TBA	Local
Bricklaying and Masonry	\$88,000.00	Lillico Bricklaying	Local
Roofing	\$143,000.00	Mersey Sheetmetal	Local
Joinery	\$175,000.00	Fairbrother P/L	Local
Carpentry & Cladding	\$323,000.00	Fairbrother P/L	Local
Doors & Frames	\$145,000.00	Tas Fire Doors	Local
Mechanical Services	\$228,000.00	TBA	Local
Hydraulic Services	\$321,000.00	TBA	Local
Electrical Services	\$873,000.00	Contact Electrical	Local
Windows & Glazing	\$250,000.00	TBA	Local
Plastering	\$298,000.00	Plastering Solutions	Local
Painting	\$225,000.00	KJ Painters	Local
Floor Finishes	\$79,000.00	Launceston Floorworld	Local

- *Does your business provide all the goods and services identified in your submission? No*
- *If not, will the goods or services identified in your submission be provided by or sourced from Tasmanian SMEs? If possible, provide a list. Yes, see above table*
- *Provide an estimate of the value of locally sourced goods and services versus imported. As per attached table*
- *Outline how your submission will incorporate local products, services and capabilities.*

Fairbrother encourages its employees to support local communities. Where possible we source pricing and purchase from local suppliers and providers. We are conscious when operating in remote/rural locations that the local community expects and needs to benefit from our presence.

## Opportunity for Tasmanian SME\* involvement

- *Will you source components of your offer from other Tasmanian SMEs or sub-contractors? If possible, provide details.* – Yes, as per above table.
- *How will you identify and engage with sub-contractors or other Tasmanian SMEs to deliver the contract? Will you use existing supply chains or advertise sub-contracting or supply opportunities? Will you liaise with local industry groups?* – Fairbrother have a supply and subcontractor network of all Tasmanian SMEs and actively seek out new SMEs to support and grow. The AYDC provides an unique opportunity to source local content for supply of materials and labour.
- *How will you ensure that Tasmanian SMEs are not disadvantaged when competing with other suppliers to provide goods or services to be used as part of this contract?* – Preference will be given first and foremost to Tasmanian Businesses.
- *Are there opportunities to transfer skills to a Tasmanian SME or sub-contractor?* – Fairbrother have long actively supported small to medium enterprises, to grow and develop capabilities. There are numerous companies within the market that have had great growth over the years due to the support and guidance Fairbrother has provided them.

### Further context to above questions.

If Fairbrother is awarded this project, 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 several 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 improvement.

## Broader social and economic opportunities

- *Are there any other benefits that your organisation or this specific contract will provide to the Tasmanian economy?* There are numerous benefits a contract like this will bring to the broader Tasmanian economy. These are Training, Community & the Fairbrother Foundation (Non for Profit Charity) These are further expanded on in further context below.
- *Will this contract lead to new skills or expertise being developed within Tasmania?* – Yes, with training our existing and future 2021 Apprentices.
- *Will trainees or apprentices be appointed? If yes, how many and in which profession?* – Yes, this will result in 1 apprentice carpenter and other trades-based apprenticeships. We are not sure which trades will require additional staff but believe there is opportunity in other trades for 2021 year.
- *Does your organisation provide opportunities for pathways to employment for disadvantaged Tasmanians?* – Yes
- *Do you support the Tasmanian community, for example through formal support, sponsorship, volunteering, or in-kind support?* – Yes, through the Fairbrother Foundation as outlined below.

### Further Context/Information

#### 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.

#### 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.

#### Local innovative solutions

- *Does your submission involve adding value to imported goods or services through local development or innovation?* – Yes we intend to capture select high end security elements for the AYDC and utilise local content for these. A prime example is the Structural Steel Window Frames.
- *Is your organisation developing strategies to provide goods or services to the Tasmanian economy that have historically been imported from interstate or overseas?* – Yes, more than ever it is important to deliver in-house and state delivered specifics that allow local contractors to undertake works usually provided by mainland and international companies. As we are still feeling the impact of COVID-19, and with our borders still shut we believe that we have a prime opportunity to upskill locally

for the benefit of the industry. For example, training local contractors to provide Hepa filters for mechanical plant and local electrical contractors to be provided opportunities to upskill with specific security systems i.e. Honeywell systems.

- *Does your organisation offer any innovative solutions that might benefit the broader Tasmanian community and economy? Provide details.* – **Fairbrother continually looks for all opportunities to support and recognise new and improved work methods and products. We are conscious that whilst our boards remain closed we need to source locally manufactured skills and materials to benefit and grow this innovative market here in Tasmania.**

**Completed and endorsed**

Nick Freeman – Manager Northern Tasmania  
(Name and position – print)

Fairbrother Pty Ltd  
(Supplier name)

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(Signature)

15/10/2020  
(Date)