

Tasmanian Industry Participation Plan Executive Summary

DPFEM-SESH 20-2: Construction of an Emergency Services Hub in Sorell

Procurement details

Procurement ID	DPFEM- SESH 20-21
Procurement title	Construction of an Emergency Services Hub at 47 Cole Street, Sorell
Name of Responsible Agency/Entity	DPFEM

Supplier details

Name of supplier	Fairbrother Pty Ltd
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Executive summary

Fairbrother Construction & Joinery (Tasmania) directly employs a diverse and highly skilled workforce providing a comprehensive range of services to our clients, encompassing all facets of building construction and maintenance. An Employer of Choice, we directly employ 325 people within Tasmania and 380 people across the Fairbrother business units.

Of our 325 employees within Tasmania, 94 of these employees are based within our Southern Construction Division. This includes 13 office-based staff and 81 site-based employees, of which 20 are apprentices.

The Sorell Emergency Services Hub project will result in direct employment for an average of 2 office staff members and up to 10 site employees. Via our project operations, Fairbrother will also indirectly employ up to 40 people from Tasmanian SME subcontracting businesses.

Our company is committed to the growth and development of the construction Industry in Tasmania and look to take an active, positive approach to ensure the industry's long-term success, to further benefit the communities in which we operate. Underpinning this growth and development is a solid foundation of local SME sub-contractors and suppliers. Fairbrother will work closely with local sub-contractors and suppliers to ensure the economic benefits of the project remain close to the region, to benefit the local industry and local community.

Over time our growth has dictated the need to expand our subcontractor resource base. The need for expansion has given us the opportunity to expand our external resource base over several trades, and with each trade multiples of each. Fairbrother has been assisting local sub-contractors and suppliers in delivering projects they once may have thought were outside of their capability. Fairbrother is willing to give new sub-contractors opportunities and often provides guidance, management, and financial support which assists local Tasmanian SMEs expand their businesses. 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.

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 immediately provide one new position for one of the five new Apprentices Fairbrother are committed to employing in 2022.

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.

In 2007, Fairbrother established 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.

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.