

# Tasmanian Industry Participation Plan

## Project: Burnie Youth2Independence Residential Accommodation

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>	DCT5854
<b>Procurement title</b>	Burnie Youth2Independence Residential Accommodation
<b>Name of Responsible Agency/Entity</b>	Department of Communities (Community Infrastructure Unit)

### Supplier details

<b>Name of supplier</b>	Stubbs Constructions Pty Ltd
<b>Contact details for supplier</b>	Tony Cooper Senior Estimator 03 6431 3306 tenders@stubbsconstructions.com.au 15 River Road, Wivenhoe TAS 7320

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

Stubbs Constructions Pty Ltd is a Tasmanian SME formed in 1938 with two Burnie based directors, David Stubbs and Wayne Licht. A well-established organisation in the Tasmanian Construction Industry; a head office in Burnie supporting a workforce of 50-60 employees. Over 80 years in the Tasmanian construction industry, we have been involved with and worked in conjunction with, many local subcontractors, manufacturers, and suppliers.

Stubbs Constructions' impact on the local industry is one of support and trust; one of confidence which provides the North-West Coast with a sustainable contributor in larger project developments.

We are committed to the long-term sustainability of our industry and, having trained over 280 apprentices with a 99% completion rate and continue to employ 4 apprentices a year. We actively encourage our sub-contractors to employ apprentices and, on Government projects, ensure only engagement of businesses who can meet the Government Building and Construction Training Policy.

The total number of workers involved in this project and based on the North-West Coast of Tasmania, if we were successful, would be approximately 130 FTE. This estimation includes an average of 14 Stubbs Constructions on-site workers plus subcontractors (electrical, plaster, plumbing, painting, etc.). It is estimated this project will take 75,000-man hours to complete which would not only sustain ongoing employment but also provide opportunities for new Tasmanian jobs.

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

We work solely in Tasmania and have a strong relationship with our local subcontractors, suppliers and manufacturers. Stubbs Constructions employs carpenters and labourers; all other trades are subcontracted. Wherever possible, we choose Tasmanian SMEs over interstate and intrastate competitors. These local relationships provide us with a competitive edge when tendering in our local area and allow us, when appropriate, to propose economic alternatives; ensuring quality changes to design and materials.

Identified goods or services	Total estimated value	Name of anticipated supplier	Location of anticipated supplier
Lunches and crib snacks	\$10,000	Burnie TasTAFE canteen, Acton Milk Bar, Shorewell Park IGA	Shorewell Park, Acton
Fuel	\$8,000	United Petrol &/or BP	Burnie
Joinery	\$604,000	UCI Joinery	Ulverstone
Brickwork / Blockwork	\$206,000	Lillico Bricklaying	Ulverstone
Glazing	\$425,000	GP Glass	Devonport
Roofing	\$490,000	SERS Sheetmetal & Roofing	Burnie
Painting	\$120,000	Barry Purton	Burnie
Floor Coverings	\$300,000	Choices Flooring	Burnie
Electrical	\$1,230,000	Degree C	Ulverstone
Mechanical	\$300,000	Unimech	Launceston
Hydraulics / Plumbing	\$1,030,000	Kiely Plumbing	Ulverstone
Landscaping	\$500,000	Classics Landscapes	Devonport
Civil Works	\$270,000	Hardings Hotmix	Ulverstone
Lift	\$150,000	KONE Elevators	Hobart
Plastering	\$640,000	Plaster Designs	Burnie

Precast Panels	\$235,000	Barnewall Precast Concrete	Launceston
Steelwork	\$485,000	DanMor Engineering	Sisters Creek
Concrete	\$200,000	Boral	Burnie
Reinforcement	\$130,000	ARC	Burnie
Doors / Door Furniture	\$264,000	Access Hardware	Burnie

### Opportunity for Tasmanian SME\* involvement

Stubbs Constructions' purpose of building a leading, financially strong and environmentally sustainable Tasmanian construction business is clear and unambiguous; providing opportunities for not only our employees but also our key stakeholders, our industry, our local economy and communities at large. This project will have a natural flow on to provide additional stimulus for local businesses such as service stations and local take away food outlets (for the supply of lunches and crib). We subscribe to the aphorism 'a rising tide lifts all boats' and continue to assist our SME subcontractors with methodology and/or installation techniques to develop their systems and procedures.

In all cases, we monitor and assist our subcontractors to ensure compliance with the requirements of the Workplace Health & Safety Act 2012 and the Regulations 2012. We have a strong focus on sustainability and the environment and have led the way for several subcontractors to improve their performance and methods in dealing with waste and hazardous substances. We are consistently third-party audited; continuously improving our systems and procedures which filters through to our SME subcontractors. This in turn provides them with the confidence they require to submit tenders and quotes for larger projects, that they would otherwise have considered beyond their capacity.

This project submission involves assessment and selection of SME contractors and suppliers from our preferred supplier register. It will incorporate transport costs, environmental and sustainability impacts, post construction servicing and maintenance; all of which invariably support local contractors and suppliers both immediately and with ongoing future work.

### Broader social and economic opportunities

Stubbs Constructions is committed to providing broader social and economic opportunities including stimulation within our local communities; maintaining our current workforce; retaining local skills on the North West Coast and training apprentices for the future sustainability of our industry.

Our human resource systems and processes ensure we sustain ethical and sustainable work practices which focus on legal and fair treatment of our workforce. We include in our submission our People Policy and Indigenous Inclusion Policy. We provide workplace conditions which are inclusive and do not cause physical or mental harm to workers. Ensuring our employees model these behaviours has long lasting benefits, not only within our business but within the larger community. The steps we take to achieve these goals include:

- A well trained appropriately accredited and rewarded workforce;
- A focus on reducing/eliminating injuries and illnesses of our workers;
- Encouragement and support to engage in healthy sustainable lifestyles, including the recent implementation of a Mental Health action plan;
- A caring commitment to rehabilitating and re-educating injured workers;
- A zero tolerance towards violence against people in the workplace;
- An inclusive, non-discriminative safe workplace;
- Respect for the opinions and different points of view of others;
- Adherence to the rule of law and legislation; and
- Compliance with the principles and responsibilities of the Master Builders Association Code of Ethics and the Building Code of Australia.

We are committed to continual training with our employees, not only for our purposes but for the future sustainability of the industry. We currently employ 14 apprentices across 4 years. During the quieter COVID-19 period, we took the opportunity to further upskill employees; almost every on-site employee now has 3-4 high risk license competencies. Recently, key people have been engaged in critical incident management and mental health first aid training courses. We have a mandatory requirement to ensure all onsite employees have Working with Vulnerable People registrations.

We continue to be an active corporate citizen and are constantly considering our actions and society impacts, whilst trying to balance the fundamentals of economics, social and environmental. Within our business structures we incorporate CSR in several ways:

- Supporting regional satellite areas whilst constructing within their region;
- Providing donations, sponsorships, in kind support and other resources for local sports and community events;
- Supporting local student with career advice and work experience programs;
- Supporting apprenticeships for future industry growth;
- Supporting the wider construction industry, particularly through the Master Builders Association;
- Improving communities with construction of well-designed building;
- Ethical labour practices; and
- Environmentally-sound organisational practices.

Stubbs Constructions supports the Supply Chain (Modern Slavery) Act 2020 to ensure slavery, servitude, forced labour and human trafficking, in all forms, are prevented in products and services which we use. Our subcontractors are primarily domestic and considered low risk. Whilst we are not able to confirm all products imported into Australia by our suppliers are compliant, we encourage our employees and supply chain to report any incidence of suspected modern slavery to the appropriate authorities. We do not condone child labour, or any form of exploitation of children, and will comply with the International Labour Organisation (ILO) with respect to under-age workers. All on-site employees are required to maintain a Working with Vulnerable People registration.

We prefer to provide donations, sponsorships, in-kind support and resources for local community events in lieu of commercial advertising. Following the recent implementation of our Mental Health Action Plan, we will continue to raise funds to support Speak up! Stay ChatTY by engaging with their annual mental health 'Brave the cold. Brave the conversation' Shorts Day. All funds raised on-site will be matched by the organisation. We also have long term relationships with the organisations listed below:

- Burnie New Year's Day Women's Gift – major sponsorship
- The Burnie 10 – providing in-kind labour for setup and dismantling
- Clifford Craig Foundation – annual medical research donation
- Emu Lions Club – providing circus tickets annually for disabled children
- Fairy Godmothers – provided in-kind labour in the erection of The Pregnancy and Infant Loss Memorial Tree
- Hellyer College Godspell production – supplied fencing and carpentry props
- Mackillop Hill Spirituality Centre – annual donation
- Make a Wish Foundation – donations
- Penguin Bowls Club - annual veterans day tournament donation
- Relay for Life – annual cancer council donation
- University of Tasmania – annual students science & engineering awards donation

We continue to encourage volunteerism within our workforce and provide solid leadership from our management team. Our Managing Director, Senior Estimator, Finance & Compliance Manager and Project Managers actively participate in speaking to students regarding resumes, applications and careers for the construction industry. Our Managing Director holds significant positions within local community service clubs, church and school boards, along with his Master Builders Tasmania life membership honouring his past President position and longstanding involvement. Our Finance &

Compliance Manager is a Justice of the Peace, with prior involvements on boards with aged care, disability, sporting clubs, state-wide leadership programs and is currently Chair of the BIG Committee (working with Burnie students to build future aspirations).

### Local innovative solutions

It is often difficult to find a path for suggesting alternative construction methodologies or materials without 'offending' the designer. In this situation designers have invested considerable time, energy and cost in reaching the final design and any innovative suggestions from the builder may be dismissed or have already been considered in the evolution of the design. We are also finding that areas where an alternative construction methodology may provide some buildability and material wins, the costs for re-design and certification negate any savings made and, in some cases, work out to be inexplicably more expensive.

Stubbs Constructions will continue (with the co-operation of our suppliers and subcontractors) to make suggestions; both initially and progressively throughout the build. These suggestions are not designed to offend, but to meet our obligations in this regard. We understand that the final say will ultimately be the designers/consultants.

Increasingly, due to COVID-19 and government stimulus, we are having difficulty in obtaining even basic building materials for completion of our contract works. Builders are currently experiencing 5-to-6-month delays for pre-fabricated trusses in Tasmania. A solution to this waiting time could be for the roof framework to be conventionally fabricated onsite rather than using pre-fabricated trusses, this would add additional cost to the project however would shorten the construction program. For this solution, additional information would be required from the architect/consultants with also the possibility of slight adjustments to wall locations (all dependent on engineering).

Other building materials are also being impacted by current building stimulus and supply/availability issues. In an effort to better control the impacts on program and timeframe, Stubbs Constructions have implemented a process whereby all orders are placed upon signing of contract and all sub-contractors/suppliers are obliged to provide evidence that orders have been placed for the majority of their materials, fittings and fixtures. Once known, discussions are held

with the superintendent to table the items; allowing early actions such as substitution or alternative designs to be considered. This process is controlled by Stubbs Constructions project management team. It is documented for client update and review via the minutes for the project. At all times, during substitution/alternative design conversations, costings and expected completion dates are primary drivers.

In summary, Stubbs Constructions acknowledges the requirement of the Buy Local Policy and will maximise, where possible, the opportunities and economic benefits for Tasmanian SMEs; employing a 100% Tasmanian workforce, working solely in Tasmania, utilising local SME subcontractors, suppliers and manufacturers. We provide opportunities for Tasmanian SME's involvement with the ability, as a larger organisation, to assist them to improve their processes and systems. As an employer we are accredited at Federal Safety Commissioner level and support inclusive, ethical, healthy, sustainable work practices and ongoing training for our employees.

We have a long history of supporting our local communities and, where possible, will provide local innovative solutions.

Stubbs Constructions is exceptionally well positioned, with experience and expertise, to take advantage of ongoing broader social and economic opportunities to ensure 'our rising tide does lift all boats'.

\*A Tasmanian SME is a Tasmanian business employing less than 200 people