

Tasmanian Industry Participation Plan

DOH 5950 – Mersey Community Hospital Outpatients Clinics and Operating Theatres project

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.

Guidance information (can be deleted):

- *Information provided in the Economic and Social Benefits Statement can be used as a basis for a TIPP.*
- *Where determined appropriate by the procuring entity, the supplier's obligations under a TIPP are to be captured in the contract and monitored as part of the contract performance.*
- *This template was specifically developed for procurement. Where a TIPP is required for a private sector project, the template should be adapted to suit the specific circumstances of the project.*

Procurement details

Procurement ID	DOH 5950
Procurement title	Outpatients Clinics and Operating Theatres
Name of Responsible Agency/Entity	Department of Health

Supplier details

Name of supplier	Fairbrother Construction
Contact details for supplier	12 Stony Rise Road Devonport Tasmania 7310 P) 6420 7000

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

Established in 1972, Fairbrother has grown to be Tasmania's largest construction company, employing 350 people and are owned by our key employees, all of whom are Tasmanian residence.

The Northwest Construction division office is located on Stony Rise Road, Devonport. Fairbrother Northwest Construction employs 12 office-based

staff and 85 site-based employees, which includes 18 apprentices. This project would result in direct work for 3 office staff and 12 site employees as well as approximately 47 subcontractors.

In addition to the direct jobs created, Fairbrother also employs 16 administration based position ranging from accounts payable/receivable, accounting, payroll, information technology, human resources, training, marketing and systems management.

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

Fairbrother intends to use and will make every effort to use Tasmanian products and Tasmanian companies to delivery this project. Our tender is based on utilising all reputable Tasmanian subcontractors and suppliers. The only exception to this will be in specialist skills or equipment that are not available within Tasmania.

Trade Component	Proposed Contractor (S)	Portion A Works \$	Portion B Works \$	Portion C Works \$	Portion D Works \$
Preliminaries	Fairbrother	\$119,215.00	\$2,309,029.00	\$222,939.00	\$382,652.00
Provisional Sums		\$50,000.00	\$	\$	\$
Demolition	Reardon Demolition	\$221,.00	\$604,951.00	\$82,878.00	\$208,333.00

Bulk earthworks sub-base	Fairbrother	\$N/A	\$555,247.00	\$N/A	\$N/A
Concrete	Fairbrother	\$23,655.00	\$2,096,884.00	\$1,686.00	\$N/A
Steelwork	HB Engineering	\$4,616.00	\$529,644.00	\$N/A	\$N/A
Plumbing / Hydraulics	Kiely Plumbing	\$121,619.00	\$1,520,775.00	\$157,968.00	\$44,021.00
Electrical / Comms / Data	Degree C	\$165,904.00	\$3,553,504.00	\$193,606.00	\$302,794.00
Fire detection	Degree C	\$10,697.00	\$132,024.00	\$16,685.00	\$29,548.00
Mechanical	Degree C	\$38,231.00	\$4,508,901.00	\$318,352.00	\$1,256,892.00
Honeywell	Honeywell	\$21,376.00	\$750,142.00	\$178,998.00	\$191,181.00
CCTV	Degree C	\$3,336.00	\$70,641.00	\$4,254.00	\$12,475.00
Joinery	Fairbrother	\$13,831.00	\$371,465.00	\$113,605.00	\$51,191.00
Doors and Hardware	Fairbrother/Fentons/Access Hardware	\$54,362.00	\$1,376,944.00	\$44,724.00	\$466,563.00
Glazing	GP Glass	\$43,475.00	\$813,879.00	\$17,999.00	\$66,949.00
Plastering	BEP	\$91,996.00	\$2,557,999.00	\$149,364.00	\$301,163.00
Painting	Cambridge Services	\$17,972.00	\$165,608.00	\$28,729.00	\$51,972.00
Med gas	Degree C	\$N/A	\$367,654.00	\$N/A	\$124,702.00
Blockwork	Fairbrother	\$N/A	\$84,198.00	\$28,223.00	\$25,449.00
Carpentry	Fairbrother	\$208,644.00	\$866,368.00	\$15,116.00	\$41,810.00
Roofing	Fairbrother	\$116,164.00	\$463,504.00	\$N/A	\$N/A
Metalwork	Fairbrother	\$34,415.00	\$51,251.00	\$N/A	\$N/A
Waterproofing	Maintenance Systems	\$N/A	\$4,926.00	\$N/A	\$N/A
Floor Finishes	Choices Flooring	\$93,233.00	\$855,326.00	\$118,044.00	\$151,741.00
Mis Fixtures	Access Hardware/In Vitro	\$34,416.00	\$250,916.00	\$5,884.00	\$439,492.00
Fire Sprinklers	Fire and Safety Tas	\$N/A	\$365,044.00	\$76,792.00	\$60,251.00

Ext Work	Fairbrother	\$8,787.00	\$161,008.00	\$N/A	\$N/A
CSSD Unit	In Vitro	\$N/A	\$N/A	\$676,488.00	\$N/A
Sub total		\$1,276,165.00	\$25,387,832.00	\$2,452,334.00	\$4,209,179.00
Total Tender Portion A + B + C + D		\$33,325,510.00			

Opportunity for Tasmanian SME* involvement

Over a number of years, Fairbrother has been assisting local contractors and suppliers in delivering projects they once may have thought outside their capabilities. Fairbrother is willing to give new contractors

opportunities and often provides guidance, management and financial support to allow smaller operators to grow their companies and prosper.

This often results in contractors gaining the experience to undertake larger project opportunities, which in turn sees them offer more employment opportunities and increase their positive impact on the

community.

Fairbrother has facilitated subcontractor briefings 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.

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, which further

benefits the communities in which we operate.

If Fairbrother are awarded this project, we will work closely with all of the local contractors nominated above to ensure the economic benefits of the project remain close to the region to the benefit the local

community.

The indirect benefit this project provides to the broader business communities with the flow on effect will also create a positive feeling in these communities that business is on the up following a particularly difficult period due to Covid 19.

Broader social and economic opportunities

Apprentice Program

Fairbrother is a long-term supporter of the Tasmanian / Australian apprenticeship program and has trained in the order of 300 apprentice since being founded and of recent times averaging 16 new apprenticeship 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 certainty to again employ an additional 4 apprentices in 2022.

We can also confirm that Fairbrother is very supportive of the Tasmanian Government Building and Construction Training Policy. Fairbrother is committed to providing opportunities for, and training the next wave leaders within our industry. We achieve this through our annual apprentice intake that targets the employment of a minimum of 14 x apprentices across the state each year. Over the past two years our apprentice intake has reached 16 x apprentices per year, this takes our current Tasmanian apprentice number to 58. We currently employ 234 wage based, “on the tools” employees including our Foreman right through to our 58 apprentices. Our apprentices represent over 24% of our productive workforce.

We are very proud of the results we have achieved through the Fairbrother Apprentice Program, in particular the internal Fairbrother Development Activities we undertake with each cohort (extract from our Fairbrother Apprentice Program below):

Fairbrother Development Activities:

In order to assist apprentices and encourage them to strive to excel beyond their peers at all stages throughout their apprenticeship, an intensive single-day training program is planned for each year group. This also will assist in building employee connections within the company, across regions and between the two trades (Carpentry / Cabinet-

Making):

- 1st Year – Apprentice Introduction Day (March) involving goal setting and casting vision for their possible future within Fairbrother and the opportunities that they have in front of them.
- 2nd Year – Statewide Oz Help based Lifeskills training and Positive Psychology (May).

- 3rd Year – Statewide Team work skills statewide (June).
- 4th Year – Revisiting the goal setting of the 1st year and reassessing their role and future within the company as they approach apprenticeship completion (August).

Further to this the Company aims to highlight to apprentices the importance of Mental Health awareness throughout their training the Company will use key note speakers / suitable organisations (at 1st Year's Introductory Day, Apprentice Meetings, Consultative Meetings for example) and suitable material to raise awareness of the importance of Mental Health. It is the Company's aim to encourage apprentices to monitor their own condition and also to be aware of their fellow employees, those within their families and also the wider community who may suffer Mental Health issues.

Our employees are continually taking part in industry and school organised career expos where our employees are provided the opportunity to share their own experiences. This occurs from senior management, right through to 2nd year apprentices. Fairbrother sees itself as a strong advocate for the opportunities that a trade apprenticeship can provide to potential people who are deciding on their career path.

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

Local innovative solutions

Given the scope of this project is generally limited to complex services infrastructure it is difficult to substitute these items for locally manufactured projects. One item that will be manufactured locally will be the mechanical ductwork. This change will create jobs, saved a significant amount of money. Fairbrother is also working on innovative ways to lower the embodied carbon within the building we construction. One of the easiest ways to do this is to utilise local products to remove the carbon produced from transport. Another is to subsidise steel and concrete for timber construction which is a great initiative given Tasmania's strong sustainable timber industry.

Completed and endorsed

....Jeremy West.....Project Manager.....
(Name and position – print)

.....Fairbrother Construction.....
(Supplier name)



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(Signature)

....16.../....02...../....2022....
(Date)

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