

Tasmanian Industry Participation Plan

IS-69 - Consultancy Services Panel for Health Infrastructure Projects

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	IS-69
Procurement title	Consultancy Services Panel for Health Infrastructure Projects
Name of Responsible Agency/Entity	The Crown in Right of Tasmania, Department of Health

Supplier details

Name of supplier	AMAC-Aegis Pty Ltd Archaeological Management and Consulting Group (AMAC Group)
Contact details for supplier	Martin Carney 0411 727 395 amac@archaeological.com.au Head Office: 122c Percival Road, Stanmore, NSW (02) 9568 6093

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

AMAC Group operate in Tasmania, though our head office is in New South Wales. We have existing relationships with Tasmanian small enterprises as we have worked with local registered archaeologists, historians and heritage consultants. Certain projects will also require that either AMAC Group or the proponent engage the services of Tasmanian Consulting Aboriginal Heritage Officers who specialise in identifying and managing heritage and community consultation.

In general, to provide efficiencies for our clients, AMAC Group design our methodologies to require the fewest team members for the shortest period of time on site. In this way, the majority archaeological work is done by individual project managers or individual archaeologists visiting sites to monitor mechanical excavation and there is no need to maintain an entire team or office except during major fieldworks. In the past we have previously engaged local registered archaeologists who, during their projects, covered 80% of the workload with 20% oversight from our Principal Director, Martin Carney, who is based in NSW. For larger projects, such as major fieldwork, we would set up a temporary local office and balance 50-50 local staff with seniors from our NSW offices, many of whom have experience or prior endorsement in Tasmania. As an example, major fieldwork typically ranges from 2-10 people on projects lasting anywhere between 2 days to 8 weeks. In this way, AMAC Group would create new short-term contracts for local Tasmanian archaeologists. This balance is considered necessary as consultant archaeologists must often operate very fast in challenging work environments (i.e. construction sites) and therefore it is safe practice, and cost effective, to use established and experienced workers in those situations and for AMAC Group to maintain a balanced selection from our highly experienced staff from NSW.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Are you a Tasmanian SME?*
- *How many Tasmanian jobs will be supported by this procurement activity?*
- *How many people do you employ in Tasmania?*
- *Provide an estimate of the number of labour hours worked by Tasmanian-based employees versus other employees.*
- *Would any new Tasmanian jobs be created by the proposed contract - how many?*
- *If you are not a Tasmanian SME, will you be setting up a local Tasmanian office and employing local staff?*

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

AMAC Group provide all the services for managing, investigating and reporting about Historical Archaeology and Aboriginal Cultural Heritage – excepting the independent consulting Aboriginal Heritage Officers who we would work alongside. This includes our in-house specialists for those qualified as Excavation Directors and experienced in the field investigation and recording of both site types, highly experienced cultural liaisons and project managers, also photogrammetry operators, GIS and artefact specialists. If and when AMAC Group requires tools to carry out fieldwork, such as picks, hoes, shovels and stationary; or rental of vehicles and accommodation; or disbursements for internet, printing, food, drinks, fuel, tolls, power and water these will be paid for locally to Tasmania businesses up to an approximate value of \$2,000.00 ex GST per week (for an archaeological field team of 2-4 with 50-50 TAS and NSW staff). Specialist equipment, such as cameras, laptops, hard drives and phones are already owned by AMAC Group and will be imported, to the approximate value of \$4,000 ex GST per project. Specialist services, such as hire of a mechanical excavator and operator, water truck, portaloos and shipping containers will

also be carried out locally and may together reach a value of \$6,500 ex GST per week. AMAC Group aim to provide efficiencies for our clients by using local specialists, goods and services as much as possible and targeted use of imported specialists and goods to minimise unnecessary costs.

Projects with State significant archaeology sometimes require collaboration with specialists, AMAC Group have in the past subcontracted local Stone masons and incorporated the services of materials conservators and heritage architects to carry out in situ interpretation of archaeological sites or to organise the extraction, storage and reassembly of heritage fabric. If required by the significance of the archaeology, this work would also take place locally in Tasmania and AMAC Group would work with local providers. Existing examples include our collaboration at 93 Paterson St, Launceston with Provenance Heritage Consultancy on behalf of TasTAFE, where the sandstone wall of a former convict prison was incorporated into the cement slab of the new floor and is now visible beneath perspex and given context by interpretive panels within the building.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Does your business provide all the goods and services identified in your submission?*
- *If not, will the goods or services identified in your submission be provided by or sourced from Tasmanian SMEs? If possible, provide a list.*
- *Provide an estimate of the value of locally sourced goods and services versus imported.*
- *Outline how your submission will incorporate local products, services and capabilities.*

Opportunity for Tasmanian SME* involvement

As discussed above, AMAC Group have existing relationships with local Tasmanian small enterprise in the form of locally registered archaeologists and, if a larger field team is needed, there will be local investment in the purchase of tools, equipment hire, accommodation, food and fuel. Particular sites may also require research with local historians and purchase of their specialist local resources such as the journals of their historical society or high-resolution scans from their archive of photos. In this way we source components of our offer from a variety of other Tasmanian subcontractors and SMEs. As archaeological fieldwork relies on a small but highly specialised community, personal recommendations are crucial across the industry regardless of location. In this way AMAC Group seek to maintain our existing connections with local registered archaeologists and established academics. Our staff are personally and academically connected with Tasmanian specialists within the Port Arthur Historic Site Management Authority and the recent Australian Research Council funded project 'Landscapes of Production and Punishment: the Tasman Peninsula 1830-77.' With these active and proven professionals as referees, AMAC Group can readily engage with the appropriate additional local specialist professionals, recent local graduates or current local students. In fact, some of our staff received their early training in Tasmania courtesy of the Port Arthur field school and would be returning to the state as specialists to pass on their skills to the next generation of students. Beyond that, Heritage Tasmania maintain a public list of registered archaeologists, it is therefore unlikely that AMAC Group would need to advertise for sub-contractors as we would be engaging with current local industry and academia for resources. However, advertising remains an option and AMAC Group are experienced at vetting staff from this source for office and field work.

As AMAC Group maintains its own internal mentorship programs, which are independently vetted by Heritage Tasmania or Heritage NSW when our staff apply for excavation permits for sites of increasing complexity, any local Tasmanian staff would also have the benefit of this tried and true process of training archaeological project managers. During fieldwork, AMAC Group senior staff always take opportunities to refine the skills of our junior team in the accurate and efficient excavation and recording of archaeological sites. This includes one-on-one training to

safely direct the work of mechanical excavators to expose relics, carry out archival photography per government guidelines, produce Harris Matrices and scaled drawings, identify, process and catalogue artefacts, interpret site soils against standardised instruments such as Munsell charts and Soil Landscapes. AMAC Group also provide in-house photogrammetry as a fast and precise basis for large field plans and have successfully trained several of our own staff to deploy that technology – these skills are readily transferred to others of any experience level.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Will you source components of your offer from other Tasmanian SMEs or sub-contractors? If possible, provide details.*
- *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?*
- *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?*
- *Are there opportunities to transfer skills to a Tasmanian SME or sub-contractor?*

Broader social and economic opportunities

AMAC Group will engage and up-skill local archaeologists and rely on the local economy to provide resources. If a project calls for a large field team, we are experienced sourcing, vetting and efficiently working with current students of archaeology and volunteers – these pools of people are inherently diverse and we believe in equal opportunities for all those who wish to learn more about their local heritage and develop their skills. This is particularly beneficial for students as field experience and the subsequent references from AMAC Group as an employer are crucial, in the early stages of a career, for securing permanent employment once they have graduated. By offering archaeological field experience, on the job training and references, AMAC Group will develop skills in Tasmanian students that will likely stay in the state and contribute to the local archaeology and heritage industry in all its forms. Several of AMAC Group's own now senior staff were hired permanently as a result of this very process. And, for students pursuing academic employment, field experience and references at this stage are still vital as they substantiate applications to be considered for specialty university projects, field schools and post-graduate work.

AMAC Group encourage our clients to engage with the public by providing open days for tourists and locals to visit active archaeological sites and to contribute to public knowledge by funding the publication of Final Archaeological Excavation Reports after fieldwork is complete. AMAC Group staff are consistent in following through in that partnership with clients as our authors routinely complete their final reports and submit to public libraries. In this way, the results of our work are publicly accessible, in detail, as soon as possible to the most relevant communities. AMAC Group are also very experienced at making the results of archaeological excavations interpretable to the public by contributing to TV interviews and local newspaper stories, as evidenced by our recent work at Cathedral Park, Newcastle. We also work alongside architects to develop well-informed heritage interpretation strategies so that the actual excavated materials or concepts from our historical research can be brought to life in the final built environment for enhanced public amenity and appreciation of 'place' as well as history. This can be seen through our existing work at 'Fowlers Pottery Site' - now the residential development known as The Gantry, Camperdown. And work currently underway with TZG Architects will better integrate the Sydney Park Brick Kilns with Sydney Park and its community. Online, AMAC Group also publish to our website, for instance our project at One Circular Quay which can be seen at <https://www.archaeological.com.au/circularquayarchaeology> which helped local communities

understand our progress at that site which was, for public safety reasons, achieved behind the hoarding that so often shields archaeological sites from view.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Are there any other benefits that your organisation or this specific contract will provide to the Tasmanian economy?*
- *Will this contract lead to new skills or expertise being developed within Tasmania?*
- *Will trainees or apprentices be appointed? If yes, how many and in which profession?*
- *Does your organisation provide opportunities for pathways to employment for disadvantaged Tasmanians?*
- *Do you support the Tasmanian community, for example through formal support, sponsorship, volunteering or in-kind support?*

Local innovative solutions

The task of archaeology, in its research and fieldwork and heritage outcomes for communities, is inherently local. The nature of our work is to innovate by uncovering more about the past than what is already known from established resources and make that knowledge accessible and understandable to everyone. As discussed above, AMAC Group also do this by routinely collaborating with architects to supply archaeologically derived information and materials and new understandings, to help create a built environment that is informed by the past but focussed on the future. This work must go beyond installing plaques and cabinets of artefacts. A new development that replaces an archaeological site should, in its form and function, instil a sense of embodied and shared connection with the past. AMAC Group prepare our clients to develop these opportunities early in their projects so that there is time for a range of consultants to collaborate and develop high quality outcomes. In addition to our work with the convict gaol at Launceston, discussed above, we can also offer our work at 55-59 Wentworth Avenue, Sydney, the site of one of Australia's earliest and most notable potteries, our client had requirement to create public art for their development. We successfully innovated by recommending the public art be linked to the site's heritage and archaeology. We also successfully recommended the services of TZG Architects who developed a heritage interpretation strategy for the site that linked the art, history, archaeology through the raw clay material from the site's own soils. AMAC Group have since collaborated with a contemporary pottery artist about the site's colourful soil profile and the quality and quantity of its various clays which we were familiar with after test excavation. The artist can now create something for the new development that is intimately linked with the sites past and future and will be publicly available and meaningful for those who visit the site and therefore add value to the new 'place' that will emerge. Too often, these opportunities are missed during development and AMAC Group work make them a reality. We succeed because our senior managers have a wealth of experience with the full life cycle of a development projects and we build bridges between people and concepts not usually considered together.

Lastly, but most seriously, AMAC Group acknowledge that state legislation in NSW and Tasmania divides the management of archaeological heritage by its origin from either Aboriginal communities or communities arising from the colonial occupation of Australia. This separation may be convenient but it perpetuates cultural divides. Despite this separation, AMAC Group are an integrated team of archaeologists who specialise in both. In our experience, integrated teams are the most efficient and compliant delivery mechanism for heritage projects as they are the best at sharing knowledge and resources. But most importantly, our integrated team strive for a sense of a unified Australian heritage rather than one divided by origin. We believe that a unified heritage is crucial to our future and we have the opportunity to practice that while examining our past. We will share this ethos during our time in Tasmania by maintaining our integrated staff

and practices in the hope that anyone who meets with our work believes and joins in our example.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Does your submission involve adding value to imported goods or services through local development or innovation?*
- *Is your organisation developing strategies to provide goods or services to the Tasmanian economy that have historically been imported from interstate or overseas?*
- *Does your organisation offer any innovative solutions that might benefit the broader Tasmanian community and economy? Provide details.*

Completed and endorsed	<p>Martin Carney, Principal, AMAC-Aegis Pty Ltd (Name and position – print)</p> <p>AMAC-Aegis Pty Ltd (Supplier name)</p> <p> (Signature)</p> <p>..13...../...10...../.....22.... (Date)</p>
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*A Tasmanian SME is a Tasmanian business employing less than 200 people