

Tasmanian Industry Participation Plan

<Procurement ID - Procurement Title>

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	Department of Health

Supplier details

Name of supplier	ARTAS Architects Pty Ltd
Contact details for supplier	Project Leader: Alisdair McPhee 0429 513 019 alisdair@artas.com.au Finance: Sharon Bugg 0409 808 519 sbugg@artas.com.au

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

ARTAS Architects is a private multi-disciplinary services company employing over 20 staff directly which has been operating within Tasmania since 1989. The business is wholly owned and operated by key employees with ownership by two principal Tasmanian shareholders.

Outside of our direct employment, ARTAS Architects consistently engages consultants, independent contractors and local small businesses on an ongoing basis to undertake the numerous other roles in the building and construction industry. These ongoing consultancy arrangements help create and maintain employment within the state with countless indirect flow-on benefits to the economy.

ARTAS Architects remunerates the majority of staff at a level much higher than award requirements, ultimately providing a higher disposable income which results in increased spending in the local economy. We acknowledge that our staff are our best asset and our company culture centres around enabling our staff to achieve their dreams.

Economic studies show clear evidence that wages have a direct impact on the growth of the economy and the high salaries paid by ARTAS Architects would have a substantial positive impact on the Tasmanian economy.

As a local Tasmanian supplier, ARTAS Architects has developed a greater understanding of, often unique, Tasmanian regulations and requirements, as such this greatly assists in the efficient process of construction and building industry with a proven methodology driven by assurance of local experience.

With a broad range of knowledge, experience, skills and cultural backgrounds, ARTAS Architects has a proven record for delivering professional, inspiring and innovative services across most industries within Tasmania.

With experience in delivering various health facilities, the ARTAS project team has significant knowledge to which all team members will be exposed, and in turn provide an opportunity to upskill the expertise of local professionals and improve future project outcomes in this sector.

ARTAS Architects has contributed to a positive social impact on many communities throughout Tasmania through the design work of completed projects including Northern Suburbs Community Centre, Blundstone Arena, Longford Recreational Ground, Dial Sport Complex, Port Sorell Community and Recreational Hub, Devonport Aquatic Centre, Burnie Aquatic Centre, and Meercroft Park.

We continue to contribute a positive social impact to our Tasmanian Health Communities through our current projects, including Mersey Community Hospital, the LGH Acute Medical Unit, the Kings Meadows Community Health Centre and Legana Medical Centre. Our completed health work includes LGH Specialist Clinic, LGH Holman Clinic and Northern Cancer Clinic. Our extensive health experience incorporates emergency, rehabilitation, pathology, intensive care, integrated care, women's and children services, oncology and haematology, surgery, and many other specialist health areas.

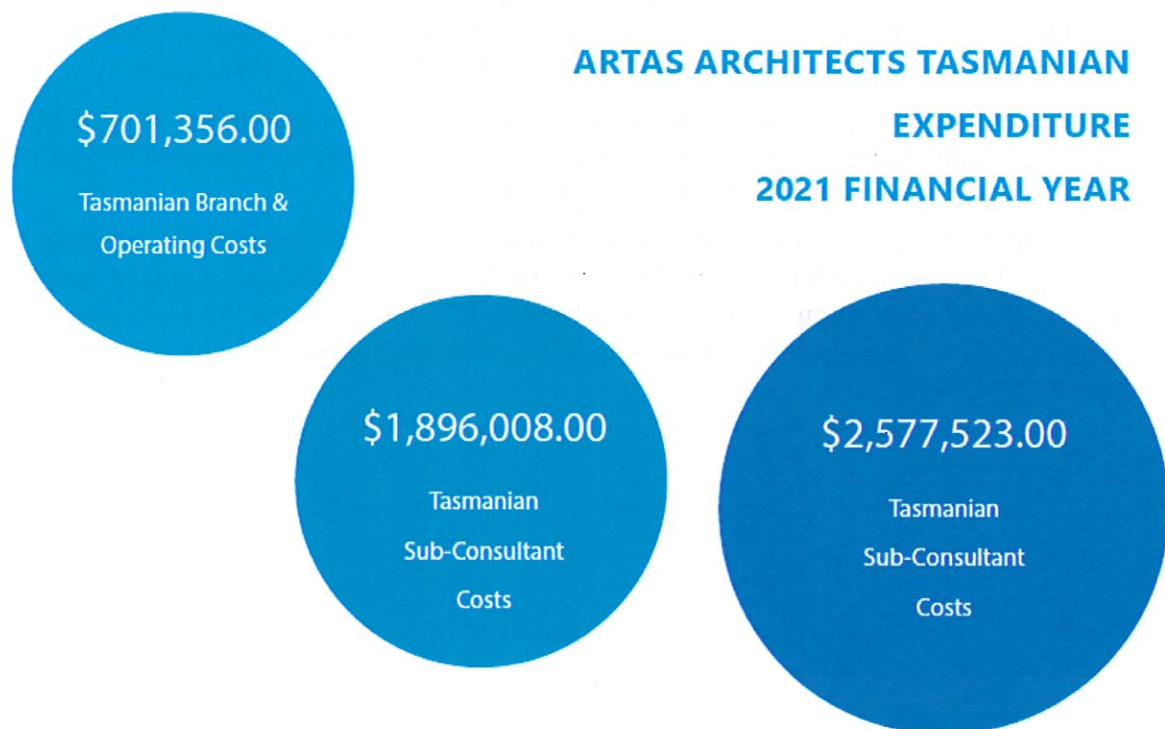
Our design capability provides a positive contribution to all users of the space, including medical staff, all support staff and maintenance staff, patients and visitors.

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

ARTAS Architects utilises a large range of Tasmanian SMEs in the business operations, from sub-consultants, motor vehicle operating costs, office leases, cleaning, insurances, stationery, and many other operational related suppliers. The 2021 financials show that almost 20% of ARTAS Architects' Tasmanian turnover is expended on branch and office operation costs alone, equating to almost \$200,000 per \$1m of turnover directly reinvested into the Tasmanian economy.

During the 2021 financial year, excluding our expenditure on consultants, which exceeded \$2.5m, ARTAS Architects' expended a further \$700k with local suppliers in relation to day-to-day operational expenses.

ARTAS Architects' direct impact on the Tasmanian economy for the 2021 financial year was in excess of \$5m through its operational expenditure on employee remuneration (\$1.9m in Tasmanian wages), consultant services (\$2.6m in Tasmanian Consultants) and business infrastructure including operational utilities, office consumables, equipment etc. (\$700k). This expenditure has a beneficial flow-on impact on the Tasmanian economy.



Our business indirectly supports positive economic impacts on employment and economic growth. We estimate that every \$1m of Tasmanian fees earned by ARTAS Architects results in the retention of up to 6 drafting and design roles as well as the retention of supporting administrative roles. The value of this indirect impact is difficult to ascertain although, given that all our specialist team members are based in Tasmania, the multiplier effects of turnover and wage expenditure remains fully within the state.

These types of key government contracts are vital to ARTAS Architects to enable the continuation of secure employment for Tasmanians delivering positive economic impacts.

Opportunity for Tasmanian SME* involvement

ARTAS Architects has compiled a team of specialists with whom we work regularly. By using consultants from our trusted resource pool, an opportunity exists for those businesses to survive and grow their business within Tasmania, based on a reliable revenue source from ARTAS Architects.

We maintain a comprehensive prequalification system in order to build and maintain the capability and capacity of our key supply chain partnerships, with a focus on local products and suppliers.

As part of a collaboration with the Tasmanian Government in relation to the Health Consultancy opportunity, ARTAS Architects, a local SME, would benefit from new work on a project with significant baseline and long-term security.

ARTAS Architects will be sourcing the required project components from the employment of ARTAS Architects staff based in Tasmania.

ARTAS Architects strives to utilise Tasmanian SME suppliers and sub-consultants and, ideally, to procure these services from the local region in which the project is being undertaken, wherever possible. We endeavour to involve local SMEs across Tasmania as a means of supporting the local economy and also to take advantage of the significant local knowledge of the supplier.

Our industry networks are exceptionally broad within Tasmania with solid relationships in place. We engage with industry peak bodies and businesses to continually contribute to the industry whilst enhancing our industry knowledge and relationships.

The ARTAS Architects team has involvement with numerous specialist associations including: the Australian Institute of Architects, The Board of Architects, Green Building Council of Australia, Natspec, The Property Council, Tasmanian Chamber of Commerce and Industry, Launceston Chamber of Commerce, Building Practitioners, QMS Certification Services, Planning Institute, CPA Australia and others.

Broader social and economic opportunities

In addition to the direct benefits ARTAS Architects has brought to Tasmania, the state also benefits indirectly from our activities. ARTAS Architects has provided architectural services throughout Tasmania (and interstate) for over 30 years. Our completed project portfolio reflects our design passion and highlights the importance we place on building design. Our designs consider the effects on the culture of our local region and society. ARTAS Architects never loses focus that we are a Tasmanian business which concentrates on delivering on client needs. We employ locals who live within our local communities.

Every project that we are engaged on provides the opportunity for the cross transfer of specialist skills between consultants and provides ongoing benefits to our business as well as positive benefits to all future Tasmanian projects. The cross transfer of skills supports our culture of enabling staff to be innovative everyday whilst achieving their dreams.

ARTAS Architects acknowledges its responsibility to invest in both its employees and the people of Tasmania. We are committed to the development of knowledge, skills and practical experience in the industry within Tasmania with a focus on a culture that creates a workplace with ambition and strives for continuous improvement. Our projects enable us to provide targeted experience as part of our ongoing professional development, investing in our people and the skills of Tasmanians. We encourage our staff to strive for self-improvement everyday with a positive mindset; we happily provide the necessary support to enable them to be the best that they can be.

ARTAS Architects has a proud history of developing progressive outcomes for trainees and graduates. This is a significant investment in the next generation of the Architecture and Design industry, securing specialist skills in Tasmania. We are pleased to work with undergraduates to provide experience in the industry and the opportunity to gain real-world architectural experience whilst developing passion for the industry.

ARTAS Architects recognises that some groups are not as advantaged as others in society, and we strive to improve equality in the workforce. Diversity within a workplace encompasses race, gender, ethnic groups, age, religion, sexual orientation, citizenship status, military service, and mental and physical conditions, as well as other distinct differences between people. ARTAS Architects are committed to diversity within our organisation as we work with our people to create a truly diverse organisation. The business aims for an equal presence of females in its workforce with fair and equitable remuneration packages. Our partnership with a disability employment services provider allows us to offer opportunities to Tasmanians with disabilities to pursue their passion and has enabled us to employ a young architectural illustrator with autism. The business supports seniors in the workforce and currently employs a 75 year old experienced professional who is able to share his wealth of knowledge with the project teams.

Mental health in our community is extremely important and we actively support the mental wellbeing of all our Tasmanian staff by providing an employee assistance program with Relationships Australia which provides access to counselling and guidance.

The COVID-19 pandemic triggered an increase in youth mental health concerns. In response to this, ARTAS Architects has sponsored a player mental health and welfare program through the Launceston Cricket Club where we provide sponsorship for training and access to online support services via Relationships Australia and Speak Up! Stay ChatTY.

ARTAS Architects is a socially aware business and outside of its core business operations, the company sponsors annual awards for Tasmanian government schools where our staff's children are enrolled. We are excited that this sponsorship encourages leadership and innovation for our Primary and High School students.

Our awareness of the wider community needs, and our compassion for others, has resulted in the recent establishment of an internal fundraising committee with a focus on supporting local charities that our staff are passionate about. Participation in charity events allows ARTAS Architects to donate time and funds as well as promoting charities through our social media channels.

ARTAS Architects is an ongoing supporter of local charities which contribute to the Tasmanian community, with contributions to the following community groups: Tassie Mums, City Mission, Local Men's Sheds, White Ribbon, Movember, local sporting clubs and the Red25 blood donation initiative. In addition, we are actively involved in the Red Cross Facilities Committee and the CPA and UTAS Indigenous Accounting Student Mentoring Program. Local In

By being awarded projects such as this, allows us to continue to support charity organisations and community work as well as actively working to improve the mental health of many Tasmanians.

42%

THE PERCENTAGE OF AUSTRALIAN SMALL BUSINESS OWNERS WHO ARE CONCERNED ABOUT THEIR MENTAL HEALTH

Source: Xero

4.3M

THE NUMBER OF AUSTRALIANS WHO WILL EXPERIENCE AN ANXIETY CONDITION DURING THEIR LIFETIME

Source: Australian Government Department of Health

7.3M

THE NUMBER OF AUSTRALIANS AGED 16 TO 85 YEARS WHO WILL EXPERIENCE A MENTAL ILLNESS AT SOME POINT IN THEIR LIFETIME

Source: Australian Government Department of Health

45%

THE PERCENTAGE INCREASE IN WORKDAY SPAN RECORDED IN AUSTRALIA ON MICROSOFT TEAMS

Source: Microsoft

Local innovative solutions

ARTAS Architects has embraced the use of Building Information Modelling (BIM) and Data Management as an opportunity to further develop our value offering to clients, BIM allows for simplification of many tasks and considerable savings in both terms of money and time. We support the application of BIM delivery on projects in Tasmania and see the use of BIM providing benefits during and beyond the design process.

A BIM-based project delivery approach provides a virtual 3D model of the building which is developed before the actual construction begins. This development of the 3D virtual model delivers several benefits to the design process including the ability to rapidly test ideas and see the impact on the spatial quality in a macro and micro view. We can easily alter any part of a 3D model, eliminating the need to redraw the design again and again as the solution is developed and tested. In addition, the 3D model highlights the clashes and conflicts between different trades and disciplines. The BIM-based approach during engineering coordination, including Mechanical, Electrical, Plumbing (MEP) and Structural and Hydraulic, facilitates collaboration among the different discipline specialists by collating comparative data and necessary interdisciplinary information in a coordinated file.

BIM delivers several benefits to the stakeholder consultation and engagement process. The presentation of the design in a 3D representation allows stakeholders to view the facility in terms of spatial relationships, materiality, scale and user experience from the start of the project. The use of 3D flythroughs from the perspective of the occupant allows stakeholders to quickly comment on the design, test ideas and identify potential issues. The use of tools such as BIMx and virtual reality goggles can provide stakeholders with an opportunity to interactively critique the design.

Where existing structures are on site, we often utilise a point cloud surveying service to provide a comprehensive plan of these structures to obtain the existing condition and to provide certainty that all existing items are accounted for with millimetre accuracy. The survey outcome delivers a model that can be integrated into the BIM process.

ARTAS Architects have an in-house nationally accredited BIM Manager to manage the BIM process across projects, coordinate with subconsultants and train and mentor staff in the application of this technology. This initiative will lift the overall documentation standard in the construction industry.

Supporting the BIM process, ARTAS Architects currently embraces the use of BIM management collaboration software to provide a unique collaboration solution between all stakeholders where all data is potentially integrated and organised.

We have recognised that a huge opportunity in our industry is the "as built" documentation that is required at the completion of a project. This is often not completed correctly, and results in clients receiving inaccurate and often useless documents when maintaining their buildings into the future. Our new software allows information to be loaded into the BIM model during the project documentation phase and forms part of the documents used for construction. The data can be easily extracted from the documentation to identify elements that would otherwise take a significant amount of time to track under traditional documentation methods. Continuity of personnel is not guaranteed and often a project manager changes roles and is not available 5-10 years after the project is completed. As a result, knowledge is not shared, information is lost or is not filed correctly, and the building owner turns to the Architect to request information about their project. This is often a simple information request but is a time-consuming process which is costly to retrieve. Our software is linked to the 3D drawings and can easily find the required information. The database will provide search results including a picture of the item, colour, brand, warranty details and all other details required to replace or repair an item. The ability to be able to extract

this information will not only benefit the building process but will greatly enhance the owner's access to this information effectively for the life of the building.

This is an example of the innovation that we are bringing to our business to propel us forward into the future but also an innovation that can have a long-lasting impact on our industry. To enable us to continue to offer unique solutions, we are constantly seeking new opportunities to enhance our business.

Completed and endorsed

Sharon Bugg – Director / Accountant

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(Name and position – print)

ARTAS Architects Pty Ltd

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(Supplier name)


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(Signature)

21 / 10 / 2022
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(Date)

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