

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.

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	Slattery Australia Pty Ltd
Contact details for supplier	Crawford Fulton Address: Level 10, 376 – 390 Collins Street, Melbourne, VIC, 3000 Phone: 03 9602 1313 Email: crawford.fulton@slattery.com.au tenders@slattery.com.au

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

Slattery is a national property and construction advisory firm with offices located in Melbourne, Sydney, Brisbane and Perth.

Yes, we employ Tasmanians. Slattery has a full-time Senior Quantity Surveyor working in Northern Tasmania, providing sound local advice on projects ranging from refurbishment to campus developments.

We work with a local partner, Exsto Management, a cost advisory firm based in Hobart. Between Slattery and Exsto, this procurement activity will support the jobs of 4 full-time Tasmanian employees.

Estimated labour hours worked by Tasmanian-based employees as a proportion to hours worked by other employees on Tasmanian Health projects will be approximately 80%.

New Tasmanian jobs will be created to service the contract, either under Slattery employment or sub-contractor employment. The number of employees will be dependent on the scope of work under the contract.

Slattery will be offering employment opportunities to graduates from UTAS Inveresk to start their careers in the property industry upon the generation of opportunities in Tasmanian Health Infrastructure sector.

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

Slattery's Project Lead for Tasmanian projects is based in Northern Tasmania. We will be partnering with our local partner, Exsto Management based in Hobart, with whom Slattery has delivered \$500M+ in the Tasmanian Tertiary, Commercial, Industrial, Tourism and Health sectors.

Approximately 80% of goods and services engaged under this contract be from staff based in Tasmania.

Opportunity for Tasmanian SME* involvement

Slattery's Project Lead, based in Northern Tasmania, will work closely with local company, Exsto Management based in Hobart.

As servicing requirements for Tasmanian projects increases, Slattery will be looking to open a local office.

Broader social and economic opportunities

As servicing requirements for Tasmanian projects increases, both in the Health sector and the wider construction industry, Slattery will be looking to open a local office.

Having a permanent local office will create opportunities for local businesses including:

- Rental of the space
- Construction / fitout of the office
- Cleaning and servicing requirements
- Catering requirements

A Slattery presence in Hobart will naturally benefit the broader Tasmanian economy, including the local housing / rental market, hospitality, retail and entertainment industries.

During peak loads if local resources aren't available and in the current absence of a permanent local office, staff can travel from interstate to temporarily service local projects. This will benefit local hotels and accommodation, hospitality and entertainment.

Local innovative solutions

Slattery is proud to be a fully Australian-owned business operating out of most of our national cities. However, we don't just hire roles that are based where our offices are. As a Quantity Surveying company with full remote working abilities, we hire and use local resources wherever we can. From having a local resource in regional city hubs like Ballarat or Geelong, or states without a head office such as Tasmania - we know how important it is to offer employment opportunities to everyone.

By offering employment opportunities to local resources, we bring added value through on-the-ground insights and a team member who is passionate about better outcomes for our local communities. **Ways that we will support local development and the Tasmanian economy** include:

- Offering employment opportunities to graduates from UTAS Inveresk to start their careers in the property industry.
- Utilising experienced local subcontractors, Exsto, to support our services.
- Where other skills or workers are needed outside of our traditional role, we would procure from locally owned sub-consultants
- Use local caterers or printers where required for meetings or events (we currently do this across our offices and prefer to utilise organisations that are Indigenous-owned or are a social enterprise)
- Ensure above the industry average of more than 40% women on our projects as we support gender equality in all our projects

We are passionate about creating a better future through our projects. Some of the innovative solutions we have led that we could offer on this project include:

- **Carbon Planning**

Slattery is proud to be the first Quantity Surveying firm in Australia to launch a Carbon Planning Service. This new service is available in conjunction with Cost Planning to assist in achieving Net Zero and sustainability targets. We understand that Tasmania has already achieved a “carbon negative” status and that building operational emissions are essentially zero. This emphasises the importance of understanding and reducing the up-front carbon associated with infrastructure and building construction. The focus of the carbon plan will address and educate clients on the embodied carbon of their current and future developments.

Our Carbon Planning team are gaining industry recognition and recently won the Award for Project Innovation for our Carbon Planning service at the 2022 Property Council Awards.

- **Our business is committed to knowledge sharing and we regularly include our Tasmanian clients in national round table discussions.**

For example, recent forums included "the future of Aviation" with Hobart Airport and Launceston Airport attending and "The Future Campus" with The University of Tasmania represented. We look forward to including the Department of Health in our next national Government health round table. Our sessions are held virtually under the Chatham House Rule.

- **Provide opportunities for Aboriginal People**

Slattery is the first Quantity Surveying Firm to reach ‘Innovate’ Status for our Reconciliation Action Plan. We have a holistic approach to supporting Aboriginal-owned businesses and providing employment opportunities. Around Australia, we deliver projects of significance to aboriginal communities and/or projects that involved considerable aboriginal engagement. The projects include Sacred Spaces, with Create NSW, The University of Melbourne Student Precinct, and the Wyndham Law Courts to name a few.

We have many initiatives we take part in to support Aboriginal employment and economies such as:

- Slattery First Nations Scholarship and cadetship offering 4 x places (2 in Victoria)
- MFF / First Nations Fashion Design Bursary and Sponsorship – Slattery contributed \$15,000 towards the Kinaway Fashion Bursary.
- Cultural and Ceremonial Leave Policy – First Nations employees can access 5 additional days of leave for cultural or ceremonial purposes
- Cultural Protocol Document and Training – Slattery focus on increasing awareness and understanding amongst non-Aboriginal staff about the cultural beliefs, customs and traditions of First Nations peoples to ensure the workplace is culturally safe for Aboriginal and Torres Strait Islander individuals.
- Acknowledgement of Country - An Acknowledgement of Country is given at the commencement of all important meetings, including the weekly

National Staff Update. Speakers rotate weekly with all staff encouraged to volunteer.

- National Art Collection embracing Aboriginal Artists - Slattery commissioned and purchased a significant number of art pieces by First Nations artists which are displayed throughout our offices. This included pieces by the Tangentyere artists, a collection of flags by Archie Moore, mixed media pieces by Tony Albert, lorrkkon by Rosina Gunjarrwanga and Kenan Namunjdja and portraits by Thea Anamara Perkins. In Melbourne, our new office will feature the works of Aboriginal artists – with three currently shortlisted.

Completed and endorsed

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Crawford Fulton, Director

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Slattery Australia Pty Ltd


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(Signature)

21 / 10 / 2022

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