

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

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| Procurement ID | IS – 69 – Quantity Surveying Services |
| Procurement title | Consultancy Services Panel for Health Infrastructure Projects |
| Name of Responsible Agency/Entity | Department of Health |

Supplier details

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| Name of supplier | a2m Consulting Pty Ltd |
| Contact details for supplier | Mark O'Mahony Director a2m Consulting Pty Ltd PO Box 16009, Collins Street West, Victoria 8007 mark@a2mconsulting.com.au 04058 358 360 |

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

a2m Consulting is a wholly Australian owned SME based in Victoria which currently provides quantity surveying services to several private entities and the CSIRO operating within Tasmania.

a2m Consulting note that this TIPP has been completed for consultancy panel and therefore the procurement opportunities inclusive of project budget, location and labour requirements are yet to be defined, preventing a2m to articulate in detail the number of labour and new job opportunities which may be able to be created.

Upon identification of project opportunities with a clearly defined project scope, budget and location a2m is committed to engage with local labour providers in conjunction with our Melbourne based workforce, to harness the best possible talent to deliver consultancy services under the Panel for Health Infrastructure Projects.

Depending on the project size and scale of appointments and in due time of operational appointment a2m will consider its position in setting up a local Tasmanian office and employing locally based staff.

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

All services to be used for contract appointments under the Panel for Health Infrastructure Projects will be exclusively sourced within Tasmania and Victoria, Australia.

For each project appointment, a2m is committed to providing an experienced team to match the project scope and potential project risk profile. As such a2m will assess the required number of resources, their level of health experience and the past project knowledge required for each assignment. As such the nominated resources for each project will be sourced between our Melbourne based team and our Tasmanian based partner as required.

Opportunity for Tasmanian SME* involvement

a2m is committed to sourcing components of our service provision from other Tasmanian SME's if the project scope in question requires resourcing beyond a2m's current capacity. We further acknowledge the advantage of having people on the ground in Tasmania is invaluable. As this TIPP response pertains to a panel agreement and not a

specific project opportunity with a clear scope of works it is not possible to quantify how many and which contract components will be sourced from Tasmania.

The approved procurement plan established for the engagement of contractors and suppliers for each project under this panel agreement will determine the level of local content and the methodology to inform Tasmanian based SME's and sub-contractors of upcoming opportunities. a2m will utilise its existing relationships to source skilled and recommended professional service providers. a2m will liaise with local industry groups such as the Property Council Australia and AIQS to identify suitable sub-contractors where required.

Broader social and economic opportunities

As the project Quantity Surveyor, a2m are responsible for the overall project budget and while we will not be involved with the direct appointment of suppliers or sub-contractors for the construction works of projects appointed under this panel agreement, as part of our services we will have an influence on the awarding of contracts as part of our tender assessment and recommendation role as the states appointed QS.

During the contract letting period for relevant trades and services, a2m will be committed to investigating suitable locally sourced services, suppliers and materials should this be requested by key project stakeholders.

It is suggested that the Department seek confirmation from all project suppliers at project inception once a clear budget and scope of works is established to develop a clear *Industry Participation Plan* inclusive of KPI's and/or commitments to their appointment of local trades and services. a2m will further seek to assist the Department in keeping the contractors and suppliers accountable to their commitment to local content KPI's by monitoring and tracking their contractual obligations through monthly reporting requirements

a2m Consulting's industry experience informs us of a variety of contractors and suppliers who operate as social enterprises, who employ persons with disabilities, operate as wholly indigenous owned business and or which operate for the sole purpose of providing employment to disadvantaged Australians. a2m's experience can assist the Department in meeting the social procurement initiatives on its capital development projects.

a2m are further aware of the importance of leveraging our own supply chain to support social procurement initiatives. Table 3 below outlines a2m's current social procurement initiatives.

Table 3: a2m Consulting's Social Procurement Initiatives

| SOCIAL PROCUREMENT GOALS | INITIATIVES |
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| Opportunities for Indigenous Australians | a2m offer employment to suitably qualified individuals without discrimination. Our human resources practises ensure all employment opportunities are assessed fairly as directed by our "Workplace discrimination and harassment policy" |

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| Opportunities for people with disabilities | a2m do not discriminate in our employment practices and welcome the opportunity to employ persons with a disability. Our recruitment process, bi-annual staff review and annual staff surveys identify these factors and our offices are DDA compliant. |
| Women's equality and safety | <p>a2m are proud of our high rate of female engagement. Sitting well above the Australian Government's Workplace Gender Equality Agency industry average for the construction industry, a2m female employees represent 44% of our business.</p> <p>At a2m Consulting all staff are treated fairly and are offered the same opportunities and employment benefits. a2m comply with the Workplace Gender Equality Act 2012 (WGEA) and are committed to providing a fair and equitable workplace for all gender identities</p> <p>All staff have access to flexible work arrangements. Recent changes to Fair Work, including access to Family and Domestic Violence Leave, are available to all a2m staff under their Personal Leave entitlements.</p> |
| Opportunities for disadvantaged people | <p>a2m further supports the employment of disadvantaged people through the purchasing power of our own supplier chain, by purchasing office consumables from the following social enterprises;</p> <ul style="list-style-type: none"> - Fruit2Work –a Melbourne based social enterprise that provides meaningful employment opportunities for those who are impacted by the justice system - Kinfolk –. Kinfolk provide capacity building training to people living with mental health issues, are long term unemployed, experience social isolation, homelessness, disability and other complex needs. |
| Supporting safe and fair workplaces | <p>a2m Consulting ensure they operate safe and fair workplaces. All employees must adhere to the following company policy's:</p> <ul style="list-style-type: none"> - Anti Bullying and Harassment Policy - Company Principles of Business Conduct and Ethics |

As a2m are a Victorian based business, if we are successful appointed to project opportunities under this panel agreement then we will be committing staff resources to fly down to Tasmania as required for meetings, workshops, site inspections for the projects that we are engaged on. As part of this role we will be directly contributing to the local Tasmania economy through hotel bookings, taxi's, restaurants, cafes, shops etc during our frequent trips to the state.

Local innovative solutions

As the project Quantity Surveyor, a2m will be responsible to provide cost advice for the nominated materials and we will work closely with the client, stakeholders and project team to source, supply and install local goods and services through local markets, rather than sourcing materials internationally or even mainland Australia. Where materials, suppliers and products cannot be sourced locally, a2m will look at alternative local materials, suppliers and products, undertake a cost analysis and provide alternative options for the team to consider and incorporate into the design. In an instance which requires the material, supplier or product to be internationally sourced, as a team a2m

will work with the Department to ensure no local options have been overlooked. There may also be opportunities for local contractors to enter into joint venture (JV) arrangements with some larger contractors from the mainland if the project size is too large for the local market to deliver on its own. This will ensure local contractors and suppliers don't miss out on any opportunities which may be deemed to be too large, we will be proactive in putting forward such ideas and options for consideration during the planning and design phases for consideration.

The provision of a detailed materials list will allow comprehensive research to be completed for the best possible material solutions for each project. On provision of the list, a detailed assessment can be completed to ascertain what products specified require international procurement and further research completed to source the product from a local importer or supplier. a2m are committed to working with local import suppliers to promote the extension of their import lines by investing the project budget into local retailers.

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| Completed and endorsed | Mark O'Mahony (Name and position – print) |
| | a2m Consulting Pty Ltd (Supplier name) |
| |  (Signature) |
| | 01 / 11/ 2022 (Date) |
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*A Tasmanian SME is a Tasmanian business employing less than 200 people