Tasmanian Industry Participation Plan

IS-860: Professional Services Panel 2026-2029

The Tasmanian Government is committed to maximising opportunities for local suppliers to compete for and win Government contracts. Suppliers/proponents are requested to prepare a Tasmanian Industry Participation Plan (TIPP) outlining the broader economic and social benefits to the Tasmanian economy and wider community of being awarded a contract:

- for all procurements valued at $5 million or more;
- for nominated procurements (at the discretion of the procuring Government entity) valued at greater than $2 million and less than $5 million; and
- for private sector projects valued at $5 million or more that receive support, including in-kind support, valued at $500 000 or more from the Government.

Procurement/Project details

Procurement/Project ID	**IS-860**
Procurement/Project title	Professional Services Panel 2026-2029: - Project Management Services; and - Contract Superintendent and Contract Administration Services
Name of Responsible Agency/Entity	Department of Health (Infrastructure Services)

Supplier/recipient details

Name of supplier/recipient	**Pitt and Sherry (Operations) Pty Ltd**
Contact details of supplier	Rebecca Cooper 0407 311 394 rcooper@pittsh.com.au Level 1, 199 Macquarie Street HOBART TAS 7000 info@pittsh.com.au

Are you a Tasmanian SME*? Do you employ Tasmanians? **[6/30]**

Are you a Tasmanian SME?

pitt&sherry is a private consulting firm employing 304 permanent employees across Australia, with 144 of these based in Tasmania. We are an employee-owned firm, with a total of 52 shareholders, with 29 shareholders (or 56%) being residents of Tasmania. Our workforce has a diverse and deep range of knowledge, skills, experience, and cultural backgrounds that helps us deliver contemporary and fit for purpose outcomes to the Department of Health and the Tasmanian community. 33% of our workforce are females, and we are committed to fostering a culture of diversity and inclusion as a key part to our business strategy.

We work together to deliver professional services across most sectors of the State's economy, covering all geographical regions of Tasmania, including its cities, towns, and smaller settlements. Recent projects we have undertaken that demonstrate our Tasmanian geographic reach includes LGH Helipad, ongoing stakeholder and community engagement supporting new ambulance station developments and health centre upgrades, and structural certifications.

At pitt&sherry, we are dedicated to driving the economic development of Tasmania through our comprehensive range of services and long-standing presence in the region. Having started in Devonport and now in its 63rd year with established offices in Hobart, Launceston, and Devonport, pitt&sherry is part of Tasmania's DNA. Our diverse expertise spans across engineering, environmental and stakeholder consulting as well as project management, enabling us to support various sectors of the State's economy. We make important contributions to the transport, building, construction, mining, forestry, manufacturing, aquaculture, food processing, irrigation, water and sewerage, land development, community infrastructure, tourism, energy, health, and education sectors; primarily through our professional services, project management and asset management, and also through our policy, strategic and statutory planning and building surveying services.

Over the years, we have established a stable and reliable presence in Tasmania, which has fostered trust and collaboration with our employees, local communities and businesses. Our commitment to growth is evident in our continuous investment in our people, ensuring they continue to have the skills and knowledge to deliver innovative and sustainable solutions. By focusing on both the immediate and long-term needs of Tasmania, we have successfully contributed to numerous projects that have had a positive economic impact, from infrastructure development to environmental conservation initiatives including the New Bridgewater Bridge and South East Traffic Solution projects. Our dedication to excellence and community engagement positions us as a key partner in the ongoing growth and prosperity of Tasmania.

How many Tasmanian jobs will be supported by this procurement activity?

pitt&sherry employs 144 permanent employees across our Hobart, Launceston and Devonport offices. Of this workforce, 55 staff are based in Launceston and Devonport, providing significant economic benefit to these areas outside of the capital city. pitt&sherry's involvement in Contract IS-860 would support retention of these Tasmanian employee numbers.

Of pitt&sherry's current Tasmanian based employee numbers, approximately 39 have been involved in the delivery of services associated with Department of Health projects and we would expect this level of involvement to increase under Contract IS-860 based on the infrastructure investment forecasts outlined in the tender documents.

pitt&sherry's employee and owner presence in Tasmania will see multiplier effects on income and Gross State Product (GSP) remain within the State to the greatest possible extent. This direct impact, or 'spend' has beneficial flow-on economic impacts on Tasmania's economy. The turnover of any business indirectly supports positive economic impacts such as employment and growth with our contribution currently being approximately $18.6M/year through operational expenditure on employee remuneration, $5.4M on local subconsultants and subcontractors and $1.0M on operating expenditure.

Additionally, this direct impact or 'spend' has beneficial flow-on economic impacts on Tasmania's economy. The turnover of any business indirectly supports positive economic impacts such as employment and economic growth. The location of these indirect impacts is complicated to track. However, they are greatest within the state economy that first receives the spending of the business and its employees and suppliers. Accordingly, much of the indirect impact of pitt&sherry's business will flow into the Tasmanian economy. Likewise, pitt&sherry's employee and owner presence in Tasmania will see the multiplier effects on income and Gross State Product remain within the State to the greatest possible extent.

In contrast, potential Department of Health spending on 'out of State' suppliers would result in much of the direct and indirect economic impact which is generated by that activity leaking interstate, or overseas in the case of multi-nationals. This will be the case even for suppliers who maintain a Tasmanian office as a relatively small component of a large national workforce and where company ownership is essentially concentrated outside of Tasmania.

Provide an estimate of the number of labour hours worked by Tasmanian-based employees versus other employees.

100% of the hours that would be spent working on Contract IS-860 would be performed by Tasmanian based employees.

Would any new Tasmanian jobs be created by the proposed contract? How many?

pitt&sherry has a growth strategy for Tasmania over the next five years, which aims to grow our already significant sized Tasmanian based workforce by 15%

or 22 FTEs. pitt&sherry's involvement in Contract IS-860 would contribute to delivery of this growth.

If you are not a Tasmanian SME, will you be setting up a local Tasmanian office and employing local staff?

pitt&sherry already have three established offices across Hobart, Launceston and Devonport which collectively employ 144 employees. A key part of pitt&sherry's delivery model is to employee local staff, and in particular to employ staff in locations close to the client's office and close to where on the ground works are required. Accordingly, pitt&sherry's involvement in Contract IS-860 would not only sustain the 144 currently employed Tasmanian based staff, but could also be expected to facilitate the employment of a further 22 Tasmanian based employees as outlined above.

Where are the goods or services to be used in the contract sourced from? **[6/30]**

Does your business provide all the goods and services identified in your submission?

pitt&sherry will undertake all the work required for Contract IS-860 using employees based in Tasmania.

If not, will the goods or services identified in your submission be provided by or sourced from Tasmanian SMEs? If possible, provide a list.

N/A

Provide an estimate of the value of locally sourced goods and services versus imported.

95% of pitt&sherry's services will be delivered using Tasmanian employees.

Outline how your submission will incorporate local products, services and capabilities.

As mentioned above, pitt&sherry will provide all the services for Contract IS-860 using Tasmanian employees.

Opportunity for Tasmanian SME involvement **[6/30]**

Will you source components of your offer from other Tasmanian SMEs or sub-contractors? If possible, provide details.

As mentioned, pitt&sherry will provide all of the services for Contract IS-860 using Tasmanian employees.

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?

Should the need to engage sub-contractors or suppliers arise, pitt&sherry will seek to utilise existing supply chains which we have established through our long presence of operating in Tasmania. This will ensure that any expenditure on sub-contractors or suppliers is made with businesses owned and operated in Tasmania.

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?

As outlined above, pitt&sherry will seek to utilise locally based suppliers wherever possible in line with our Purchasing and Procurement Policy. Compliance with these requirements will be checked as part of our internal project audit process, ensuring that this commitment is actioned.

Are there opportunities to transfer skills to a Tasmanian SME or sub-contractor?

Project Management and Contract Administration is a key component of Contract IS-860. As part of the Contract, pitt&sherry will be involving stakeholders such as Department of Health personnel in key decision making aspects of the Contract such as project scope, design development, risk management, programme delivery, contract variations, and project prioritisation. This process will enable pitt&sherry to transfer its technical knowledge and expertise to Department of Health staff for them to apply to future projects.

Broader social and economic opportunities **[6/30]**

Are there any other benefits that your organisation or this specific contract will provide to the Tasmanian economy?

Last year pitt&sherry spent approximately $1.2M on cleaning services, vehicle maintenance, security and rent associated with operation of our Hobart, Launceston and Devonport offices. All of this expenditure went to Tasmanian based businesses, supporting the Tasmanian economy.

How will this contract lead to new skills or expertise being developed within Tasmania?

At pitt&sherry, we are committed to investing in the skills and expertise of our workforce in Tasmania through a comprehensive program for the immediate and the long-term. Our employee developmental approach supports early career development through to senior professionals. It is supported by talent and succession planning, and mobility solutions for an agile workforce to meet our goals.

We make a substantial financial commitment to the development of knowledge and skills in Tasmania through our scholarship, internship, vacation employment, and work experience programs. Our Tasmania dedicated programs include:

- The Tasmanian Leaders Program (TLP) and the I-Lead Industry Leadership Enterprise and Development Program offered through Tasmanian Leaders. Tasmanian Leaders is a leadership development organisation that helps develop leaders to support greater economic, social and environmental wellbeing for Tasmania. Tasmanian Leaders is supported by the Tasmanian Government through the Department of State Growth, and since its inception we have sponsored the TLP and supported >15 of our people to complete both programs. These programs are fundamental to our annual talent and succession planning processes, enabling us to develop future Tasmanian leaders.
- An annual scholarship offered to University of Tasmania students studying either engineering or sciences. These scholarships including financial support for the remainder of their students, 12 weeks paid vocational employment and the opportunity for full time employment on graduation. Since commencement of the scholarship program nine undergraduates have participated in the program and gone onto become graduate employees within our Tasmanian business.
- We are a full partner of the PRIMED program, where the overarching goal is to provide employment to every engineering student. This represents an innovative collaboration between the University of Tasmania's School of Engineering and the engineering industry.
- Our IGNITE program brings together fifty Year 9 and 10 female students in Tasmania to learn from engineers, scientists and leads in STEM. We appreciate the importance of the role we play in promoting STEM as an exciting field of study and employment for our children.

pitt&sherry is committed to providing opportunities for the best young minds in Tasmania to develop their careers by working on challenging projects that accelerate their learning. Our approach to learning and development is designed so our workforce remains highly skilled and capable of meeting the needs of changing conditions and the unique requirements of Tasmania.

pitt&sherry's national initiatives also include embarking on a First Nations scholarship and other social responsibility initiatives linked to our Reflect RAP (endorsed by Reconciliation Australia in November 2024). The First Nations scholarship will provide financial support, workplace experience and an opportunity for employment for a First Nations tertiary student completing a degree in the fields of engineering, earth sciences or any of our enabling services (including accounting, legal, marketing, communications, safety and people and culture). In addition, we will also be offering traineeships for First Nations people looking for employment in our enabling services.

In 2024 we launched the Accelerated Leadership Program designed to cultivate the next generation of leaders within pitt&sherry from a diverse background. The program supports one Tasmanian future leader out of two this year. This initiative provides a unique opportunity to develop leadership skills and gain valuable experience. The program offers a range of opportunities such as tailored mentorship, executive and board exposure, professional development via Consult Australia's Future Leader Program or Tasmanian Leadership Program and the AICD's Foundations of Directorship course.

In addition, we are proud of our many localised Tasmanian initiatives including Our "Up the Hills for Peter" initiative which brings people into the State, boosting the economy and raising money for a legacy piece and the wider economy, aligning with our operating principles of 'being big enough to deliver, small enough to care'. We also engage in pro bono work for various events around the State and lecture at the University of Tasmania, supporting education from grassroots through the entire lifecycle.

Will trainees or apprentices be appointed? If yes, how many and in which profession?

As part of our early careers approach, over the past five years we have supported nine undergraduates with scholarships to support their study, with a total of 15 UTAS graduates joining our offices in Launceston, Hobart and Devonport over the last 5 years. pitt&sherry's involvement in Contract IS-860 would support continuing this level of support.

Describe any opportunities for pathways to employment for disadvantaged Tasmanians that your organisation would provide as a result of this contract.

At pitt&sherry reconciliation is about forging deep, respectful relationships that nurture a culture of value and respect for all. As a professional services firm, we recognise that reconciliation is integral to our mission as we strive towards contributing to positive social outcomes in Tasmania. In late 2024 Reconciliation Australia endorsed our Reflect RAP, and in early 2025 we became an active member of Reconciliation Tasmania.

As a large employer in the state, we understand the important role we play in offering employment opportunities for First Nations people, including the opportunity for learning and development. As described previously, our reconciliation program includes offering a First Nations scholarship and other social responsibility initiatives. The First Nations scholarship will provide financial support, workplace experience and an opportunity for employment for a First Nations tertiary student, and in addition we will also be offering traineeships for First Nations people looking for employment in our enabling services.

In addition to direct employment opportunities, our RAP commitment includes engaging with Tasmanian First Nations service providers to support our Hobart, Launceston and Devonport offices. Furthermore, our growing relationships with multiple First Nations organisations is leading to opportunities to support delivery on our client's projects across the state, leading to further indirect employment opportunities.

Describe any support for the Tasmanian community, for example through formal support, sponsorship, volunteering or in-king support that your organisation would provide as a result of this contract.

pitt&sherry recognise the importance of actively contributing to the broader Tasmanian community and encourage our staff to participate in Local and National Industry, and Community Boards and Associations. A selection of our recent past and current representation is detailed below:

- Australian Water Association, Tasmanian Branch Committee Member
- Local Chamber of Commerce membership
- Australian Institute of Building surveyors committee roles
- Board Member – Tasmanian Minerals, Manufacturing & Energy Council (TMEC) Australian Water Association, Tasmanian Branch Committee Member
- Assisting with supervision of post graduate student projects at the University of Tasmania
- Consult Australia, Tasmanian Committee Chair
- Engineers Australia, Tasmanian Division Committee Member
- Young Engineers Australia, Tasmanian Committee Chair
- Australian Temporary Works Association, Committee Member
- Staff representation on numerous Primary, Secondary & Tertiary Boards/Institutions as well as various sporting, community & recreational associations

Local innovative solutions **[6/30]**

Does your submission involve adding value to imported goods or services through local development or innovation?

Whilst our submission does not involve importing goods and services, our involvement in Contract IS-860 would support development and retention of our innovative services that we currently provide within Tasmania. Our involvement would also support the technical development of our Tasmanian based employees which would benefit the Tasmanian economy and community into the future.

Is your organisation developing strategies to provide goods or services to the Tasmanian economy that have historically been imported from interstate or overseas?

pitt&sherry has operated in Tasmania for over 62 years. During this time, we have developed a high level of capability that has enabled us to deliver services in Tasmania that would otherwise need to be provided by interstate or overseas operators. pitt&sherry's involvement in Contract IS-860 would support our continued operations in Tasmania and support the technical growth of our Team for application on future Tasmanian based projects.

Does your organisation offer any innovative solutions that might benefit the broader Tasmanian community and economy? Provide details.

pitt&sherry provides a range of unique skills that benefit the Tasmanian community and economy. Examples of our unique skills that our involvement in Contract IS-860 would support includes:

- Stakeholder and community engagement
- Civil engineering design
- Structural engineering design
- Geotechnical investigations and design

Whilst some of these unique services are not required specifically for Contract IS-860, pitt&sherry's involvement in the Contract would contribute to the sustainability of our Tasmanian operations and as a consequence facilitate retention of these unique services in Tasmania.

Completed and endorsed **Supplier**	Rebecca Cooper Project Manager ..... **(Name and position – print)** Pitt and Sherry (Operations) Pty Ltd ..... **(Supplier name)** [redacted] ..... **20/07/2026** **(Date)**
Completed and endorsed **Principal**	Dale Webster Secretary, Department of Health ..... **(Principal's Delegate name and position)** [redacted] ..... **24 August 2026** **(Date)**

*A Tasmanian business is a business operating in Tasmania that has a permanent office or presence in Tasmania and which employs Tasmanian workers. A Tasmanian SME is a Tasmanian business employing fewer than 200 people.