

Tasmanian Industry Participation Plan Executive Summary

TASNET-945633 Request for Tender (RFT) for Bruny Island Submarine Cable Installation for TasNetworks

Procurement details

Procurement ID	TASNET-945633
Procurement title	Request for Tender (RFT) for Bruny Island Submarine Cable Installation for TasNetworks
Name of Responsible Agency/Entity	TasNetworks

Supplier details

Name of supplier	Shaw Contracting (Aust) Pty Ltd
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Executive summary

Shaw Contracting (Aust) Pty Ltd is a proudly Tasmanian owned company employing Tasmanian people to support the Tasmanian economy. Shaw has operated in Tasmania from its inception in 1953 with an ethos of Building Tasmania's Future.

Shaw has completed civil works throughout Tasmania employing Tasmanians across the state. Shaw is committed to keeping profits within Tasmania. This is reflected in the network of Tasmanian subcontractors and suppliers we engage to assist in the delivery of our works.

Shaw is a major Tasmanian SME employing 122 Full Time Equivalents (FTEs). Shaw's number of FTE's has increased 46% over the past 7 years which further demonstrates our commitment to investing in developing Tasmania through its people and resources.

The Shaw business is 100% Tasmanian owned by the management group of the business. Annually, Shaw hold a trading day where company shares are made available for employees to invest in the Shaw business. Currently approximately 30% of Shaw equity holders are 45 years old or younger, ensuring the sustainability of the business well into the future.

Shaw advise that over the past 12 months it has engaged in 423,750 work hours of which 100% are Tasmanian based employees.

Shaw has an enduring ethos (our Company values) **Safety – Integrity – Teamwork – Responsibility** to ensure the operating culture of our projects deliver safe, compliant, and reliable results. These operations rely on the ongoing capability, performance, and commitment of SME's whose values are closely aligned to the Shaw ethos.

Shaw recently updated a procedural requirement that supports this objective through its Sub Contractor prequalification process. This process aims to identify SMEs who are qualified to supply goods or services to our project(s) and is condition precedent to carrying out work for Shaw.

The goods and services to be utilised as part of this contract are listed in the table below:

Description of the work subcontracted	Anticipated subcontractor	Location of subcontractor	Estimated contract value	Tasmanian labour %
Goods & Services				
Conduits & Pits	Hudson Civil	Statewide	\$35,000	100%
Pavement Materials	Hazel	Statewide	\$50,000	100%
Overland Cable Duct Design, Fabrication & Installation	Haywards	Statewide	\$465,000	100%
Landing Barge Hire	BridgePro	Statewide	\$1,000	100%
Signage	Eyespy	Statewide	\$15,000	100%
Electrical Cable Termination	JointCo	Statewide	\$90,000	100%
Bedding Material	Leslie Vale Landscapes	Statewide	\$24,000	100%
Testing	Megavar	Statewide	\$13,000	100%
Concrete Pump	Noble	Statewide	\$9,000	100%
Civil Barge Supply	Phoenix Marine	Statewide	\$22,000	100%
Marine Barge Hire for Cable Laying	TasPorts	Statewide	\$1.85M	100%
Cable Transport	Tas Heavy Haulage	Statewide	\$17,000	100%
Professional Services				
Engineering Survey	PDA Surveyors	Statewide	\$12,000	100%
Engineering Design	Cova	Statewide	\$54,000	100%
Testing	RARE Earth	Statewide	\$8,000	100%
Vac Pump Truck	Veolia	Statewide	\$22,000	100%
Labour & Plant Shaw				
Labour & Plant	Shaw Contracting	Statewide	\$1.45M	100%

Shaw have invested significantly in the growth of the business through engaging the Tasmanian market. Shaw have recently purchased new workshop facilities which will require significant CAPEX spend in local trades. Further Shaw regularly purchase new primary and secondary equipment. For example, Shaw recently spent \$2M on major plant and equipment to support new projects.

Shaw actively engage in new projects through its rolling program of investment in land for development of subdivisions. The latest of these is at **Drivers Run, Launceston**. This program of investment extends to companies as well, as Shaw has also invested in **Rare Earth**.

Shaw's strong employee training scheme benefits the Tasmanian economy by having a larger pool of trained and experienced personnel available. Shaw's preference is to engage Tasmanian personnel rather than Fly In Fly Out (FIFO) which provides the added benefit of keeping money within the Tasmanian economy. This is exemplified by Shaw engaging two international employees and assisting them with their transition to living in Tasmania as well as citizenship. This promotes outside capital being spent in Tasmania, but also an importation of knowledge to the state.

Shaw complete works across the state which often requires our staff to live in places other than their home base. This means expenditure of incidentals like food, accommodation, and petrol in these regions. These project sites provide further benefit to the surrounding communities from the purchase of supplies and materials locally. The local hardware store, quarries and petrol providers are common examples where supplies are procured locally. Another advantage of this buy local strategy is improving the facilities/capabilities of local suppliers. For example, local transport operators need to comply to Shaw WHS requirements which in turn leads to improved local plant, equipment, and relevant systems.

Shaw's performance as an employer of choice is demonstrated by our low staff turnover rate. Shaw currently have 53 employees who have been with the company for 5 years or more. In fact, Shaw has 34 employees who have been with the business over 10 years, 7 greater than 20 years and 2 over 30 years. This longevity demonstrates not only employee loyalty to Shaw but also a lasting commitment by Shaw to its Tasmanian employees and investment.