Tasmanian Industry Participation Plan

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):

- 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/Project details

Procurement/Project ID	C167 / 4A0168-Burnie Berth 4
Procurement/Project title	Burnie Berth 4
Name of Responsible Agency/Entity	Tasmanian Ports Corporation Pty Ltd

Supplier details

Name of supplier	BridgePro Engineering Pty Ltd.
Contact details for supplier	BridgePro Engineering Pty. Ltd. Aaron Brimfield 21 Faulkner Drive, Latrobe, TAS 7307 Ph: 03 64415274 / [redacted] Email: tenders@bridgepro.com.au [redacted]

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

YES

BridgePro Engineering is a Tasmanian SME founded in 2010. From an initial workforce of two people, the company now employs over ~100 full-time permanent staff across civil engineering, marine construction, project management and support functions. All our employees are Tasmanian residents, and a permanent workforce, reflecting our long-term commitment to Tasmanian Participation in the infrastructure sector. Key features of our employment approach include:

100% Tasmanian Employees: **All employees are Tasmania-based and reside in the Tasmanian communities** where we operate. We maintain a "Tasmania-first" hiring policy, with no fly-in/fly-out model; employees live, work and spend locally, contributing to regional economies. We pay payroll tax, equipment registration and other levies within Tasmania. Our head office is located in Latrobe on the North West Coast and a regional office in Hobart, Southern Tasmania. Our staff reside all over the state, with the largest percentage permanently based on the North West Coast.

Tasmanian upskilling for above average salaries: Our workforce has low turnover and strong career pathways. As of mid-2025 the median salary across the company is approximately AUD$[redacted] significantly above the Tasmanian average of $81,407, reflecting our **emphasis on skilled, well-paid Tasmanian employment**.

Training and apprenticeships: We currently employ **16 trade apprentices** and **4 trainees** across disciplines including carpentry, metal fabrication, marine operations and business administration. Apprenticeships are fully supported with formal training, mentorship and guaranteed project placements.

For the Burnie Berth 4 redevelopment, we expect to draw on approximately 25–30 direct onsite roles during construction. All these positions will be filled by Tasmanian residents. The project will also create an estimated five new permanent roles, including two early-career graduates (civil engineering and environmental management), one safety officer, one quality coordinator and one marine plant technician.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Are you a Tasmanian SME?*
- *How many Tasmanian jobs will be supported by this procurement activity?*
- *How many people do you employ in Tasmania?*
- *Provide an estimate of the number of labour hours worked by Tasmanian-based employees versus other employees.*
- *Would any new Tasmanian jobs be created by the proposed contract - how many?*
- *If you are not a Tasmanian SME, will you be setting up a local Tasmanian office and employing local staff?*

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

LOCAL & INTERSTATE

BridgePro will self-perform most construction activities, including demolition, piling, civil works, marine structural fabrication, concrete pours and commissioning. However, successful delivery relies on a network of specialist suppliers and subcontractors. Consistent with the Buy Local Policy, procurement planning and specifications will not disadvantage local suppliers and will ensure they have full, fair and reasonable opportunity to participate

Category	Sourcing strategy	Proposed Tasmanian suppliers
Structural steel fabrication and piling elements	All fabricated components will be manufactured locally where commercially viable. BridgePro will provide detailed designs and work with certified workshops to fabricate piles, wharf beams and fender brackets. BridgePro has its own fleet of piling and foundation construction plant, equipment and operational staff	[redacted]
Concrete/Grout supply and precast elements	Ready-mix concrete and precast deck panels will be sourced from Tasmanian producers within 100 km of Burnie. Pre-casting locally shortens the supply chain and reduces freight emissions. BridgePro also has an in-house pre-casting capability further strengthening our local supply capacity in this area and supporting employment within our own business.	[redacted]
Electrical, Plumbing, Mechanical Services	Electrical systems, lighting, hydraulics and mechanical components will be installed by Tasmanian contractors under supervision of our engineering team.	[redacted]
Surveying, environmental and geotechnical services	Local consultants will provide survey control, environmental monitoring and contamination assessments.	
Marine support (divers, tugs, barges)	Diving and marine plant services will be procured from Tasmanian SMEs wherever feasible. For heavy lift operations we will use BridgePro's own barges.	[redacted]
Miscellaneous Plant & Equipment	Local small businesses will be prioritised for miscellaneous plant hire and related services, including excavators, dump trucks, transport services and construction equipment. Wherever practicable, BridgePro will engage these local providers in preference to multinational or interstate suppliers operating in Tasmania. Where larger national suppliers are required due to availability or capacity, preference will be given to those with a strong local presence and workforce, ensuring continued support for Tasmanian employment and businesses.	[redacted]
Miscellaneous supplies (fasteners, PPE, consumables)	Consumables will be purchased through our trusted local distributors.	[redacted]

Specialised Grouting	Due to the specialised nature of these works, BridgePro will engage [redacted] to provide specialist plant and operators, supported by internal BridgePro resources. While working away from home, the [redacted] crew will support the local economy through the use of Tasmanian accommodation, food services and the local procurement of fuel, materials and mechanical services.	[redacted]

Where goods or services cannot be sourced locally due to capacity, certification or value-for-money considerations, we will procure from interstate while seeking to add value locally (e.g., finishing imported steel components through Tasmanian machining and painting) and ensuring knowledge transfer to local firms.

We target all contract spend to flow to Tasmanian businesses. Detailed supply-chain plans will be finalised following award and will incorporate commitments to local SMEs through transparent tendering, price-weighting for Tasmanian content, and early engagement to align capability and scheduling.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Does your business provide all the goods and services identified in your submission?*
- *If not, will the goods or services identified in your submission be provided by or sourced from Tasmanian SMEs? If possible, provide a list.*
- *Provide an estimate of the value of locally sourced goods and services versus imported.*
- *Outline how your submission will incorporate local products, services and capabilities.*

Opportunity for Tasmanian SME* involvement

YES

BridgePro's delivery model prioritises collaboration with Tasmanian SMEs and is designed to build long-term capability rather than rely on interstate providers. Key elements include:

Early market engagement: BridgePro engages with local SME's during the tender period through our already well-established relationships, proactively engaging new local businesses and advertising as required. BridgePro is a member of the Civil Contractors Federation (CCF) and Industry Capability Network (ICN) and utilise their resources as required to engage local businesses. Invitations are issued via the Tasmanian Tenders website and through industry groups such as the CCF and ICN. Upon contract award, these initial engagements are progressed further to present the project scope, procurement packages, assessment criteria and pre-qualification requirements. This aligns with the Buy Local Policy's emphasis on advance notice and briefings.

Disaggregation of packages: Where practical, work packages will be broken into smaller lots (e.g., fabrication of precast units, supply of electrical components, sewer materials) so that SMEs with limited capacity can bid competitively. Larger packages (e.g., jet grouting) will include explicit evaluation criteria weighting local content and SME participation. Tasmanian businesses or agents who either directly manufacture or produce them, or who are based here yet source some materials from outside of Tasmania will be prioritised.

Partnerships and skill transfer: BridgePro will encourage joint bidding between micro-businesses and provide mentoring on quality, safety, environmental and administrative requirements. When procuring specialist services not currently available locally (e.g., advanced corrosion protection or dynamic pile testing), we will require interstate specialists to partner with Tasmanian SMEs and to train local staff as part of the scope.

Through these measures we anticipate engaging 10–15 Tasmanian subcontractors and suppliers, supporting hundreds of indirect jobs across the North West region. We will monitor and report on local spend and workforce statistics to TasPorts at regular intervals.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Will you source components of your offer from other Tasmanian SMEs or sub-contractors? If possible, provide details.*
- *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?*
- *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?*
- *Are there opportunities to transfer skills to a Tasmanian SME or sub-contractor?*

Broader social and economic opportunities

Beyond direct employment and procurement, the Burnie Berth 4 project will deliver wider benefits to the Tasmanian community:

Skills development: The project will provide structured learning opportunities for apprentices and graduates. Each apprentice will rotate through site works, precast fabrication and marine operations, while graduates will receive mentoring and training in design management, stakeholder engagement and digital construction. Formal learning and qualifications are conducted by Tasmanian based RTO's and other educational institutions. At least two of the new hires will be early-career professionals.

Support for disadvantaged groups: BridgePro is an equal opportunity employer and looks for the best person to suit the role. BridgePro employ several indigenous staff, partnering with the Tasmanian Aboriginal Centre to assist with this and provide cultural awareness training for staff. BridgePro also partner with youth employment agencies and educational institutions to identify candidates for traineeships, apprenticeships, graduate roles and construction labour roles. In a predominantly male based industry, BridgePro's workforce consists of approximately 10% female, employed in both white- and blue-collar roles.

Economic stimulus: The redevelopment will increase Burnie's capacity to handle larger vessels and improve port efficiency, supporting growth in freight and passenger services. Local businesses ranging from cafes to accommodation providers will benefit from increased activity during construction.

Community engagement: BridgePro contributes to local sporting clubs, schools and community initiatives through sponsorships and in-kind support. For this project we will sponsor two local sporting teams and provide engineering presentations at Burnie High School to encourage students to pursue careers in STEM and construction.

These commitments align with the Buy Local policy objective to deliver wider economic and social benefits from procurement.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Are there any other benefits that your organisation or this specific contract will provide to the Tasmanian economy?*
- *How will this contract lead to new skills or expertise being developed within Tasmania?*
- *Will trainees or apprentices be appointed? If yes, how many and in which profession?*
- *Describe any opportunities for pathways to employment for disadvantaged Tasmanians that your organisation would provide as a result of this contract.*
- *Describe any support for the Tasmanian community, for example through formal support, sponsorship, volunteering or in-kind support that your organisation would provide as a result of this contract.*

Local innovative solutions

BridgePro is committed to investing in innovative solutions that enhance Tasmanian capability:

Adding value to imported goods or services through local development or innovation
Where specialist goods or services must be sourced from interstate due to certification, availability or scale, BridgePro actively seeks to add value locally through Tasmanian engineering, fabrication, finishing and delivery. This includes local detailing, fabrication, pre-casting, machining, assembly and commissioning, as well as integrating imported specialist inputs into locally developed construction systems. Knowledge transfer from specialist providers is deliberately embedded into project delivery to ensure skills, methodologies and experience are retained within our Tasmanian workforce and supply chain.

Developing Tasmanian capability historically imported from interstate or overseas
BridgePro is actively developing and expanding Tasmanian based capability in areas that have historically relied on interstate specialists. This includes specialist marine construction, piling systems, marine sensitive demolition, under wharf remediation and precast construction. Through targeted investment in locally engineered access systems, piling methodologies and custom prestressing beds, BridgePro has reduced reliance on imported plant and labour while enabling complex marine works to be delivered by Tasmanian engineers, operators and trades. These capabilities are refined and reapplied across projects, building a cumulative body of local expertise and reducing future dependence on external providers. -based capability in areas that have historically relied on interstate specialists. This includes specialist marine construction, piling systems, marine-sensitive demolition, under-wharf remediation and precast construction. Through targeted investment in locally engineered access systems, piling methodologies and custom prestressing beds, BridgePro has reduced reliance on imported plant and labour while enabling complex marine works to be delivered by Tasmanian engineers, operators and trades. These capabilities are refined and reapplied across projects, building a cumulative body of local expertise and reducing future dependence on external providers.

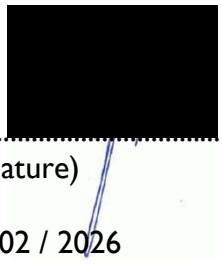
Innovative solutions benefiting the broader Tasmanian community and economy
BridgePro's locally developed innovative solutions deliver benefits beyond individual projects by strengthening Tasmania's long-term construction and maritime capability. Custom engineered suspended access platforms, FRP modular systems, advanced remediation mapping and hydro-demolition techniques with integrated waste capture systems improve safety, environmental performance and operational continuity at live ports. By retaining high value engineering, fabrication and marine construction capability within Tasmania, these innovations support skilled employment, apprenticeships and career pathways, improve project resilience and reduce risk associated with importing specialist labour and plant. The result is a stronger, more self-sufficient Tasmanian industry with enduring economic and community benefits.-term construction and maritime capability. Custom engineered suspended access platforms, FRP modular systems, advanced remediation mapping and hydro-demolition techniques with integrated waste capture systems improve safety, environmental performance and operational continuity at live ports. By retaining high-value engineering, fabrication and marine construction capability within Tasmania, these innovations support skilled employment, apprenticeships and career pathways, improve project resilience and reduce risk associated with importing specialist labour and plant. The result is a stronger, more self-sufficient Tasmanian industry with enduring economic and community benefits.

Digital Engineering

Bridgepro is actively engaging in enhancing digital engineering solutions with laser scanning and surveying, drone use, remote underwater operated technologies, BIM modelling and training our people in the use of these. BridgePro is taking advantage of the use and integration of AI into society and utilising this to assist in completing the "busy" tasks, that take up lots of time and are easily completed, to enable our people to spend more time on actively developing solutions to problems and integrating these into the construction process.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Does your submission involve adding value to imported goods or services through local development or innovation?*
- *Is your organisation developing strategies to provide goods or services to the Tasmanian economy that have historically been imported from interstate or overseas?*
- *Does your organisation offer any innovative solutions that might benefit the broader Tasmanian community and economy? Provide details.*

Completed and endorsed	Aaron Brimfield, Managing Director ..... (Name and position – print) BridgePro Engineering Pty Ltd ..... (Supplier name)  ..... (Signature) 10 / 02 / 2026 (Date)

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