



Aboriginal Participation Management Plan

Cumberland West Mental Health Services Relocation
Early Works (CWMHSR)

31 July 2023

Document Details

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Document Authorisation

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1 DOCUMENT CONTROL

All changes made to the Project Aboriginal Participation Management Plan are recorded in the amendment table below. The version number and date of revision for the current document revision are shown in the page 01-footer of the document.

1.1 Revision History

Revision	Date	Description of changes	Prepared by	Approved by
01	10 May 2023	Draft for Tender	SZ	DV
02	31 July 2023	Updated post Tender	WS	DV

1.2 Management reviews

Review date	Details	Reviewed by

1.3 Controlled copies

Name	Position	Date	Revision

2 INTRODUCTION

Our Aboriginal Participation Plan outlines Roberts Co's strategic approach to the engagement of Aboriginal and Torres Strait Islander people and Indigenous owned businesses in project opportunities on the CWMHS Relocation Early Works. This plan outlines our approach to building respect, relationships and opportunities for Indigenous peoples.

We acknowledge the Burrumattagal people of the Dharug nation as the traditional custodians of the land where the Cumberland West Mental Health Services site is located, and we respect their spiritual beliefs and cultural heritage.

3 STATEMENT OF COMMITMENT

Roberts Co is committed to providing opportunities for Aboriginal and Torres Strait Islander people to work on our projects and partnering with and supporting Indigenous organisations in our supply chain. We are committed to this across all of our projects and not just on Government funded projects.

4 PROJECT DESCRIPTION

The Cumberland West Mental Health Services Relocation Early Works project (CWMH Early Works) forms part of the Westmead Health and Education Precinct redevelopment. The new purpose-built Mental Health Complex will offer the potential to transform care through new holistic service models co-located with physical health services and better integrated with mental health services in the community.

The CWMH Early Works project is the first stage of the new Westmead Integrated Mental Health Complex (IMHC), with main works scheduled to commence in April 2024. The scope of the early works includes the following works split into two separate approvals:

REF

- Construction of the P14 Car Park ramp and associated access controls.
- Services diversions including private sewer and trade waste, Sydney Water sewer, water main, LV, communications fibre cabling and lighting.
- Demolition of the BIRS, WRPO and Casuarina Lodge buildings.

SSDA

- Bulk earthworks.
- Piling.
- Retention structures.
- HV conduit installation.
- Diesel tank installation.
- Trenching for inground hydraulic.
- Stormwater works.
- Bioretention basin

5 LOCAL CONTEXT

For over 60,000 years, the area comprising present day Parramatta has been occupied by the Burramattagal people, a clan of the Darug, who first settled along the upper reaches of the Parramatta River. Burramattagal is thought to be derived from the Aboriginal word for 'place where the eels lie down' to breed (within the Parramatta River).

The Burramattagal have a close connection with the river, from which they caught fish, eels, and other food. Their stable, bark canoes often held a central small fire, built on a mound of soil, to cook up their fresh catch. 'Fire-stick farming', employed to burn vegetation to facilitate hunting and to change the composition of plant and animal species in the area, was also practiced by the Burramattagal people.

Soon after Governor Phillip's arrival with the First Fleet (of convicts from England) in 1788, Parramatta was developed as a farming settlement to feed the new English colony. This colonisation led to the immediate and tragic displacement of local First Nations people from the land that they had inhabited for thousands of years. Local Aboriginal groups led a resistance against the new settlers, with the most prominent warrior known as Pemulwuy. More of this history can be found in resources in Parramatta Library and Parramatta Heritage Centre.

The Darug people still populate the areas of Parramatta, Greater Western Sydney, La Perouse and the Blue Mountains. There are a number of Darug organisations and advisory committees that include active Darug people, as well as prominent Darug artists.

Extract from City of Parramatta Aboriginal & Torres Strait Islanders Community website

There are many sites across Parramatta City Council today, including the Parramatta River, which are recognised as sites of Aboriginal historical significance.

Roberts Co is committed to supporting Aboriginal and Torres Strait Islander peoples and to making a tangible, positive and lasting contribution to reconciliation.

6 OUR ABILITY TO DELIVER

We have two strategic relationships in place which we are very proud of:

1. Indigenous Defence & Infrastructure Consortium (iDiC)
2. Pacific Services Group (PSG)

6.1 Indigenous Defence & Infrastructure Consortium (iDiC)

Our first relationship is a three-year Strategic Relationship with the Indigenous Defence & Infrastructure Consortium (iDiC). The iDiC is an indigenous owned business, led by _____ which brings together a consortium of 80+ (and growing) Indigenous Supply Nation certified businesses. We are committed to working with the iDiC to ensure that Indigenous businesses are engaged at the very beginning of every project and that our staff and systems provide a safe and welcoming environment for Indigenous businesses and people.

Many Indigenous businesses are small sized enterprises, so iDiC provides a channel for them to engage with the large builders where it can otherwise be daunting. The iDiC has been established so that the Indigenous businesses are considered worthy of participating in nation building projects. The iDiC provides support and mentoring to grow Indigenous businesses, as having access to longer term projects will allow the Indigenous business sector to grow and in turn train and employ more Aboriginal and Torres Strait Islander People. Indigenous Businesses are 100 times more likely to employ Indigenous Australians than non-Indigenous businesses.

“The Indigenous Defence & Infrastructure Consortium is proud to be a partner of Roberts Co in the provision of Services for Concord Hospital Project. Our partnership with Roberts Co will provide long term support and opportunities through the connection of the Australian Indigenous business sector during and beyond the life of the Project. Our engagement by Roberts Co is proof of their commitment to working with Indigenous businesses as a meaningful partner, it is not just a box ticking or tokenistic gesture. Roberts Co being awarded this contract will be very good news for the Indigenous business sector as we build capability and capacity of Indigenous Businesses and our First Peoples.”

Indigenous Defence & Infrastructure Consortium

6.2 Pacific Services Group (PSG)

Our second strategic relationship is with Pacific Services Group (PSG) who are a 100% Indigenous owned head contractor with 30% of their staff having Indigenous heritage. PSG was founded in 2011 and have already built a strong reputation for outstanding customer service, reliability and on time delivery, and quality. We are working to grow our businesses together. We have agreed to mentor a design manager in our team, to accelerate the capability of PSG so they can take on work in their own right in the very near future.

These two strategic relationships are in place for all our projects as we are committed to the sustainable inclusion of Indigenous owned businesses as meaningful participants in our supply chain.

7 SOCIAL AND AUSTRALIAN INDUSTRY CAPABILITY BENEFITS

We are committed to building Australian Industry capability through maximising local, regional and Indigenous businesses in the delivery of this project. Through our partnership with the iDiC we are engaging Indigenous businesses to build and grow capacity and capability in a sustainable and continuous way. We have realised that our greatest asset is our people and we will work to ensure that the First Peoples of our nation are getting maximum opportunity to participate in the economic development activities of this project. This is involved with working in partnership with Indigenous businesses to build capability and capacity. In addition to working with iDiC's existing consortium of over 80 Indigenous business, the incubation of locally owned and operated Indigenous businesses during the term of this contract and beyond is a key outcome of our partnership with iDiC.

With the iDiC as our partner, we are committed to working with Indigenous businesses and local people by:

- Improving the understanding of each other's concerns and aspirations through meaningful consultation.
- Implementing and promoting capability building, employment, education and training opportunities for Indigenous people working within the project whilst supporting indigenous community opportunities. We will host a careers session with a mandate that our subcontractors employ Indigenous workers. We commit to direct employment of construction positions over the course of the Project. Roles will vary from entry level positions such as traineeships, cadetships and apprenticeships through to engineers and managerial / supervisory positions.
- Understand the responsibilities Indigenous people have to their traditional culture and assist in developing processes that allow for partnerships without hindering that responsibility.
- Assist Indigenous people in identifying positive economic development opportunities and where appropriate, work towards developing and implementing partnerships which transfer enduring skills and capabilities.
- Provide a working environment and a 'sense of place' that is culturally sensitive and supportive for employees, contractors and the residents.
- We will develop and implement an Indigenous cultural awareness program for 100% of our workforce. This will influence our internal corporate culture and will also develop and increase the cultural competency more broadly across the NSW construction industry. As a community initiative, the hope is that this will contribute to wider social consciousness and attitudinal change.
- We will hold an annual community day for our employees to work in a local Indigenous community facility, to support, learn and share experiences.
- We will host tours of the Project for disadvantaged schools. This will promote career opportunities to students across all job functions.

8 INDIGENOUS PROCUREMENT AND BUSINESS INCUBATION

Our commitment to Indigenous Australians goes well beyond our support for the growth, success and size of our supply chain partners.

Our vision is to build a diverse and inclusive workplace by placing emphasis on understanding and embracing the various cultures of our employees, customers, suppliers and stakeholders. We will build and sustain relationships with the Aboriginal and Torres Strait Islander Peoples in the communities in which we operate, and develop meaningful Reconciliation outcomes through employment, procurement and engagement opportunities.

Our support for Indigenous procurement and employment is demonstrated through our Diversity & Inclusion Strategy, and our engagement with the Indigenous Defence & Infrastructure Consortium (iDiC).

The iDiC will support Roberts Co with the engagement of Indigenous businesses and people. We will approach this in four phases to ensure a comprehensive process of identifying Indigenous suppliers with current capability and potential capability to be considered for supply chain opportunities within the supply chain.

Diagram - Four phases of Indigenous Business engagement process.

We will ensure that once the Indigenous Businesses, have built and demonstrated capability and capacity, they can enter our supply chain and that they will stay as part of our supply chain long term.

The types of services that we have identified to procure during the life of the CWMHS Relocation Early Works includes:

- Commencement smoking ceremony
- PPE
- Surveying
- Cleaning services office and site services
- 4D Planning
- 3D laser scanning
- Demolition and waste removal
- Stationery
- Drilling
- Labour hire
- Traffic management
- Training - Cultural awareness, manual handling, first attack fire and first aid
- Electrical Test and Tag
- Civil and Landscaping Works
- Hoarding graphics and artwork
- Photography
- Mobile craneage

We encourage and support Indigenous Australians to undertake educational and academic pathways which lead to careers within construction related businesses. We have sponsored a scholarship for an indigenous student studying Construction Management and Property at UNSW. The scholarship includes monthly mentoring from Roberts Co staff and employment on the project whilst studying during years 3 and 4. Upon successful completion of the undergraduate degree we will offer the candidate full time employment.

We are working with Career Trackers to employ Indigenous University and TAFE interns both within our organisation but also within the organisations in our supply chain. Providing education to indigenous people, helps to break the long-term cycle of poverty. Education is the greatest gift you can be given. With education, you can earn a living and provide for yourself and your family.

9 TARGETS

The following table states the outcomes that we commit to achieving during the delivery of the CWMHS Relocation Early Works.

% of Contract Price for Aboriginal participation excluding GST (Project Spend) (minimum: 1.5% of the Contract Price)	1.5%
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The Project Spend comprises one or a combination of the following:

83.3 % of Project Spend to be subcontracted to Aboriginal businesses	1.25%
16.67 % of Project Spend, equating to 1.5% of Tenderer's full time equivalent (FTE) Australian-based workforce representing Aboriginal or Torres Strait Islander people that directly contribute to the Contract (with FTE being as defined and measured in accordance with the APP and set out in the Aboriginal Participation Plan*).	0.25%
0% of Project Spend to be applied to the cost of education, training or capability building for Aboriginal staff or businesses directly contributing to the Contract	0%

10 KEY ROBERTS CO PERSONNEL

Key Personnel that form part of the Roberts Co Aboriginal Participation Plan include the following:

- – CEO
- – Construction Director
- – Project Manager
- – Senior Site Manager

11 REPORTING

Statistics are monitored and reported monthly to:

- The NSW Procurement Board through the APIC policy reporting portal
- The monthly PCG reports issued to the Client
- The Roberts Co monthly internal project reviews.

Records are maintained on the following:

- The participation of Aboriginal workforce on the Project. This information will be as detailed as possible, however disclosing heritage and background is not mandatory. This will capture both the number of people and the hours worked
- The % of project spend on goods and services procured from Aboriginal owned businesses
- The % of project spend on education and training
- The % of project spend on engagement and consultation
- The % of project spend on approved bodies in accordance with the APIC policy.

As part of the At Completion requirements of the Contract, we will provide a final Aboriginal Participation Report to the NSW Procurement Board in compliance with the APIC Policy. The report will identify our compliance or otherwise with the Aboriginal Participation requirements set out in the Aboriginal Participation Plan for the CWMH Services Relocation Early Works.

APPENDIX A – POLICY & PROCEDURE – EQUAL OPPORTUNITY, DIVERSITY AND INCLUSION



Policy and Procedure Industrial Relations Policy

Roberts Co ('the Company') is committed to fair and proactive management of employee and contractor engagement and industrial relations on its projects.

The Company will achieve this by developing a Workforce Relations Management Plan (WRMP) for each of our projects that will comply with the Code for the Tendering and Performance of Building Work 2016 (Code) and provides details of how we will practically:

- Ensure all applicable security of payment legislation relating to the payment of contractors and consultants will be complied with.
- Comply with right of entry provisions and ensure that access to site occurs in accordance with all legislative requirements.
- Describe how workplace relations risks will be identified on our projects and the proposed approaches for managing those risks.
- Provide fair and reasonable management of industrial issues that promote a productive workplace without delays or disputes.
- Proactively manage employee and workforce grievances and disputes effectively.
- Engage with subcontractors and suppliers about their industrial relations performance on the project while recognising their right to manage their individual policies and procedures.
- Monitor compliance with workplace arrangements and statutory workplace rights on our projects.

This clear, consistent and proactive approach to employee, contractor and supplier engagement will provide for increased productivity on our projects and allow us to meet both client expectations and legislative requirements.

This policy will be reviewed regularly, consistent with the monitoring and audit schedule to ensure that it remains relevant and suitable to the operations of Roberts Co.

Chief Executive Officer

Date: 27/03/2023

APPENDIX B - APIC PARTICIPATION TEMPLATE

APIC Participation Plan <small>This template provides an outline to guide suppliers in developing their plan. Please note Aboriginal owned businesses are required to complete Q1-8 and 10-14 only.</small>					
1. Project name					
2. Geographic location of project by postcode	2137				
3. Project start date	1-Mar-19				
4. Expected project end date	20-Dec-20				
5. Supplier name and contact details	Roberts Pizzarotti NSW Pty Ltd. Jason Bruce, 0402 957 748				
6. Supplier ABN	61 620 108 483				
7. Contracting agency (Government) name and contact details	Health Infrastructure				
8. Project category	<input type="checkbox"/> <u>Category 1</u> – project primarily directed to one or more Aboriginal communities or where Aboriginal communities are the primary beneficiary/key user <input checked="" type="checkbox"/> <u>Category 2</u> – estimated value over \$10 million <input type="checkbox"/> <u>Category 3</u> – estimated value over \$1 million				
<small>(Aboriginal owned businesses are not required to complete Q 9)</small>					
9. Estimated project value (\$) 210,000,000	Exclusions (\$) 15,000,000	Project spend \$ (estimated project value minus exclusions) \$195,000,000	Percentage of project spend (%) for Aboriginal participation 3.15%	Aboriginal participation (\$) 6,130,000	
10. Are you an Aboriginal owned business?			<input type="checkbox"/> Yes (if complete to Question 14 only) <input checked="" type="checkbox"/> No (if No, skip to Question 12 and complete the remaining questions and sections including Eligible Spend for Aboriginal Participation)		
11. Is your business recognised as an Aboriginal owned business?			<input type="checkbox"/> Supply Nation <input type="checkbox"/> NSW Indigenous Council of Commerce <input type="checkbox"/> An Organisation representing Aboriginal owned businesses that is a member of the First Australians Chamber of Industry and Commerce <input type="checkbox"/> Other		
12. Total number of employees			50		
13. Total number of Aboriginal employees			0		
14. Projected number of Aboriginal Full-Time Employment (FTE) opportunities supported by the project			12		

Eligible Spend for Aboriginal Participation (Aboriginal owned businesses are not required to complete this eligible spend section)		
Activity	Description of proposed opportunities and recipients (if known)	\$ of proposed opportunities (if known)
Employment	Opportunities as trainees and apprentices in construction, working directly for subcontractors on the project, facilitated by Roberts Pizzarotti (25 personnel during course of project, equivalent of 12 FTE)	\$1,920,000
Engagement of Aboriginal owned businesses	Fitout of Soldier on area by PSG Holdings	\$1,200,000
	Smoking Ceremony	\$10,000
	Rubbish Removal and Bin Services by Indigibins	\$750,000
	Site Shed cleaning	\$250,000
	Surveying	\$300,000
	Stationery Supplies and Photography	\$100,000
	Final Clean Services - TSS	\$500,000
	Mobile Cranage - Borgers	\$500,000
	Landscaping Works	\$400,000
	Public Art	\$50,000
Education and training	Baawan Training Services	\$50,000
Engagement and consultation	IDIC (Indigenous Defense and Infrastructure Corporation) providing introductory and organisational services to the project	\$100,000
Other type of expenditure if approved by the contracting agency		
Approved by: Alison Mirams		Date of approval: 6-Nov-18