

BUILDING CONSTRUCTION AND MAINTENANCE CATEGORY

COLLABORATION FORUM

Working together for better procurement

6 June 2019



Queensland
Government

Opening address



Al Wagner

General Manager

Building Asset Services

- The BCM category approach is incredibly important to deliver financial savings and also social and environmental benefits.
- We've seen great examples of successes to date such as the smoke alarm program (achieving sector wide savings) and the progression of the forward procurement pipeline.
- The pipeline is particularly critical as the industry is constantly gearing up and down in response to work. The ability to smooth the flow of work throughout the year and avoid spikes is key for industry and provides added benefit to agencies.
- The value of BCM Collaboration Forums is it lets you speak up to share ideas and suggestions and connect with your peers across the sector.

NQ monsoon recovery



Don Matthews

Regional Director, North
Queensland

Building Asset Services (BAS)

- The NQ Monsoon event was significant and impacted the entire community, including substantial damage to a number of government sites.
- Collaboration forums are a great way for all agencies to share their experiences during and after disasters.
- Collaboration was incredibly important to the response and recovery process, particularly with local councils who played a vital role in responding to disasters.
- The BAS strategy was to hit the ground quickly to enable the contractor workforce to restore vital infrastructure and ensure a seamless transition to insurance work once claims came through so as to not overload the local industry suppliers.

NQ monsoon recovery – (cont.)



- A key focus of the BAS approach was to apply “sensitive urgency” – responding quickly and prioritising work. e.g. impacted schools meant children couldn’t go to school, parents would then not be able to go to work and the whole community is impacted.
- Having critical facilities like schools operational allows the community to start getting back to normal.
- Lessons learnt – reach out to locals, be flexible (having multiple solutions running parallel) and understand local sensitivities.

PQC Update



Harry Venmans
Executive Director
Building Contract
Management

- The Prequalification (PQC) system is a risk management system established by the Capital Works Management Framework.
- The system provides for prequalified contractors for works over \$1 million/high risk and consultants for works over \$60,000/high risk.
- In existence for over 20 years, the register now captures approx 588 contractors and 586 consultants.
- The PQC registration process is robust and can take 4 – 6 weeks due to insurances, work experience, licensing checks.
- **Improvements to performance reporting:**
 - ✓ Moving to a 1 – 10 rating, supported by a more objective, evidence based evaluation
 - ✓ Potential for a two-way feedback process to be incorporated enabling feedback from contractors/consultants.

Panel discussion—Women in frontline construction roles

- 2.4% of Queensland’s frontline construction workforce is female
- Government has 10% state’s construction market share
- NAWIC proposed 11% target in ‘Women on Tools 11% Strategy’
- The current rate of apprentice intake will reach 11% female participation in more than 20 years
- Female apprenticeship completion rates are 12% lower than men



Geoffrey West
(panel chair)
Regional
Infrastructure
Manager,
Department of
Education



Brett Schimming,
Chief Executive
Officer,
Construction Skills
Queensland



Shirley Reust,
Electrician, JGP
Electrical Pty Ltd



Jodie Turton,
General
Manager Robert
Clarke Builders
Pty Ltd



Andy Behrndt,
HR and Safety
Quality Manager,
HPS Pty Ltd

Panel discussion—Women in frontline construction roles (cont.)



- Leadership for this type of change comes from what contractors do on site. If a contractor says he supports women in construction and doesn't have a female toilet on site, he's not serious.
- We need role models and champions and they need to be supported.
- Unions, industry and government need to work together.
- We need tailored solutions. Can't put the same targets on small contractors as for larger contractors.
- We need to be realistic, it won't change in the next decade because we're asking people to do something very different.
- It needs to be embedded in the contracts and those that behave differently are rewarded. We need to remember though that work is the core for everything.



- We need to break down the stigma that women aren't as strong as men. The industry has changed and safety aids and requirements exist for both men and women.
- It is still a tough industry, its very physical with long hours and you need to be strong to do the role but its no different whether you're a man or a woman.
- It's very intimidating when you start out as a female tradesperson. I started 12 years ago and still remember walking into a room and everyone just stopped and stared. They weren't trying to be rude but they were curious.
- We need to consider subsidised programs. I was a mature aged student and a subsidised program is how I got started and it was very effective.
- We need to also look at inspiring people to want to get into the industry. Inspiring young people is hard but we need to look at showing them how the industry works, following people for a day in the life, how buildings are built etc.

Panel discussion—Women in frontline construction roles (cont.)



- In my experience, I've seen the successful female tradies usually are very determined and strong individuals. Within my organisation we have 2 female tradespeople and their success has been heavily focused on their own strength and determination.
- We didn't offer the best environment initially but we learnt a lot and have worked to create the right environment.
- The industry is very physical, one of our female trades people made a decision to go to the gym to get strong because they found the work hard. She adapted though and now has no issue with the physicality of the work.
- Our female tradespeople came from the CAPS program which saw 150 applicants apply for group training, 16 people were selected and 2 were successful. It was beneficial but there was a lack of support for individuals to get work.



- When I started on Thursday Island I was the only female and I'm still the only female.
- A lot of people are very 'old school' in their thinking - what worked for me was to persevere and gain their respect.
- I also recognise the importance of investment in training and growth opportunities. I was fortunate enough to be considered for opportunities and given the potential to grow. I recognise a lot of men and women both are not given these opportunities.

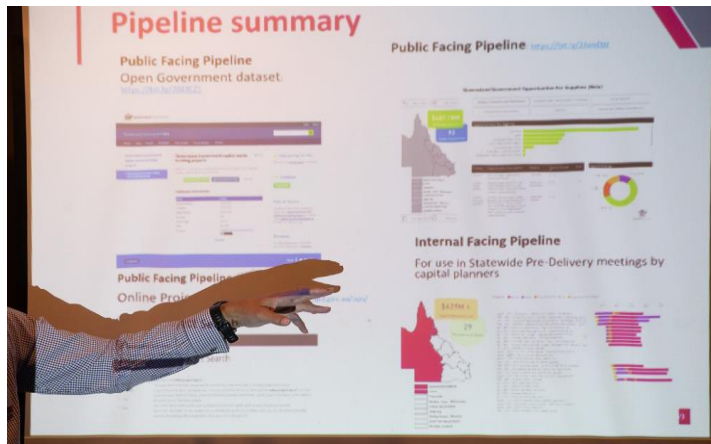
Best Practice Principles (BPP) update



Harry Venmans
Executive Director
Building Contract
Management

- Best Practice Principles (BPP) were incorporated into the Queensland Procurement Policy (QPP) in 2018
- BPP applies to **major projects of \$100 million or more**
- Additionally, projects declared by the responsible Minister can have the principles applied
- The BPP covers:
 1. Best practice workplace health and safety (WHS) systems and standards
 2. Best practice commitment to apprentices and trainees
 3. Best practice industrial relations
 4. History of compliance with procurement, tendering and other government policy
- BPP is weighted up to 20% plus up to 20% for local benefits – a **combined total of up to 40%** in non-price criteria weightings
- The HPW Contract Services team amended the ***whole-of-Government suite of capital works contract templates*** to incorporate BPP

Forward pipeline demonstration and planning exercise



“Government cannot continue to compete with itself for resources, particularly local contractors”

“Coordinating our procurement reduces risks and delays for our government projects and creates less volatility for the industry”



Forward pipeline demonstration and planning exercise (cont.)



“The planning exercise really highlighted the complexity of managing the multiple outcomes we’re seeking to achieve ie jobs creation, regional engagement, environmental considerations.

It also highlighted the added complexity for planning in regional communities e.g. wet season, pre-approvals, native title”



A huge thanks to everyone who attended!

