



National Indigenous Participation (Employment) Policy

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Queensland Country Bank Stadium, Townsville

Revision History

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Acknowledgement of Country

BESIX Watpac would like to acknowledge the Traditional Owners of the land on which we work and pay respect to the Elder's past, present and emerging.

1 Purpose

This Policy supports Government (State, Territory and Commonwealth) policies relating to Indigenous Participation and/or social procurement requirements in the construction industry (the industry).

For specific State and Territory Indigenous Participation Policies Refer to *item 6 - Reference Material*.

2 Objective

The objectives of the Policy are to:

- Increase opportunities for Aboriginal and Torres Strait Islander peoples to gain employment on construction projects
- Increase the economic independence of Aboriginal and Torres Strait Islander peoples in the industry
- Provide career pathways for Aboriginal and Torres Strait Islander peoples in the industry; and
- Provide a safe and cultural workplace to increase work satisfaction for Aboriginal and Torres Strait Islander employees.
- Guide our people, contractors and subcontractors to achieve Indigenous participation outcomes

3 Benefits to BESIX Watpac

The benefits of implementing the Indigenous Participation Policy include, but are not limited to:

- a. Gaining access to a wider pool of potential employees
- b. Meeting our Reconciliation Action Plan (RAP) commitments
- c. Improving cultural awareness and social procurement competency of the business
- d. Building the company's reputation as a Responsible Contractor
- e. Enabling access to other business opportunities; and
- f. Assisting BESIX Watpac to meet client, community and employee expectations

The effective implementation of the Policy is dependent on a commitment from all BESIX Watpac employees.

4 Implementation

4.1 Indigenous Participation (Employment) Target

For all projects, we will determine an appropriate Indigenous Participation target based on the percentage of median age within the Statistical Area Level (SLA) of where the project is located.

Refer to example **4.1.1 – Steps to establishing the target** as a guide to decide the Indigenous Participation baseline target.

4.1.1 Steps to establishing the target

1. Go to Australian Bureau of Statistics/ Census QuickStats/Search QuickStats
<https://www.abs.gov.au/websitedbs/D3310114.nsf/Home/2016%20QuickStats> add the location of the project in the *Search Aboriginal and /or Torres Strait Islander People Quick Stats*.
2. Identify the percentage of Aboriginal and/or Torres Strait Islander people in the area.

3. If the total Aboriginal and/or Torres Strait Islander population for the area is higher than the median age of people in the Statistical Area Level 4 (SLA) for that age bracket, then this should be the established percentage to use as the baseline Indigenous Participation Target.

Example:

Location: Darwin (SLA4)

Total Aboriginal and/or Torres Strait Islander population: 8.7%

Median Age of people in Darwin: 33

Age bracket between 30-34 years: 9.8%

Established baseline IPP Target for BESIX Watpac Project: 8.7%

Aspirational Target for BESIX Watpac Project: 9.8%

***Note:** depending on location Statistical Area level search may change (e.g. Significant Urban Area, Local Government Area etc). On a project-by-project basis, please use your own discretion on what the baseline and aspirational target might be.*

4.2 Achieving Social Procurement Outcomes

Beyond Indigenous employment targets, we will also consider the following social parameters in the resourcing of our projects:

- Female participation
- Long-term unemployed
- Persons under the age of 25 participation; and
- Persons coming out of the Justice System or Correctional Centres.

4.3 Stakeholder Engagement

Our Indigenous Employment and Training Framework provides training pathways such as apprenticeships and traineeships. This experience builds vital skills necessary to gain sustainable employment.

Underpinning the Framework is stakeholder engagement. Collaboration with relevant government and non-government agencies is critical, and depending on the project size and scale, stakeholders are invited to be part of an Indigenous Employment and Training Steering Committee for the project Refer to 4.5.1 for details on Steering Committee.

To deliver on Indigenous participation outcomes, we engage with the following:

- Locally recognised Traditional Owner Groups
- Employment agencies, labour hire companies or wider local Indigenous community or Government agencies to find suitable or skilled candidates (technical or otherwise)
- Registered or Group Training Organisations for effective career pathways to jobs and to
- support Indigenous apprentices/traineeship employment
- Indigenous businesses with capability

4.4 Pre-contracts

To achieve our commitments, we engage early at tender phase with Indigenous and non-Indigenous stakeholders. This ensures relationships are formed and we gain the right support and set the foundations for successful delivery. This engagement builds important relationships and allows BESIX Watpac to:

- a. Understand the community dynamics, especially relating to work with Aboriginal and Torres Strait Islander peoples and communities
- b. Understand what employment and training services are available to support a BESIX Watpac project
- c. Understand what funding (Government or Industry) is available in the local area to support training and workforce outcomes
- d. Inform and contribute to our Tender/Bid (e.g. Letter of Support); and
- e. Develop, build, and maintain significant relationships locally, providing ongoing genuine engagement to achieve best outcomes for the project.

4.5 Post Contract Award

On successful award of a contract, the National Indigenous Affairs Manager and Workforce Training and Development Manager are to be included in Handover Meetings across all projects. This ensures the Project Team understands our Indigenous Participation Target and the strategy that needs to be implemented to achieve our commitments including relevant State Government “Training Policy” requirements.

Early in the contract award phase, a series of industry briefings will be scheduled to bring together our supply chain with Indigenous employees. Additionally, the following activities will be implemented:

- a. Finalise workforce development plan for the project
- b. Connect with the key stakeholders in the local area
- c. Organise if required an Indigenous Job Seeker Event relevant to the project (this is dependent on project size and location)
- d. Implement industry briefings specific for Indigenous businesses in the local area
- e. Establish an Indigenous Employment and Training Steering Committee relevant to the project - *refer to 4.5.1 for when to establish this committee*
- f. Include the project in the BESIX Watpac national *Deadly Mob Report* which tracks the company’s Indigenous employment progress for each project

4.5.1 Establishment of an Indigenous Employment and Training Steering Committee

As outlined in *Stakeholder Engagement (Section 4.3)*, BESIX Watpac has developed an Indigenous Employment and Training Framework. The Framework includes the opportunity to establish an Indigenous Employment and Training Steering Committee for the project inviting relevant government and non-government agencies to participate. The Committee’s role is to provide a governance structure to the project and deliver on the Participation Action Plan which focuses on four key areas:

1. Building a skilled workforce
2. Career pathways development
3. Business capability and growth; and
4. Overcoming barriers and leveraging opportunities.

BESIX Watpac’s National Indigenous Affairs Manager and Training and Workforce Development Manager co-chair the Steering Committee and are the liaison between the committee and the project team.

Note: Following consultation with the Regional General Manager, an Indigenous Employment and Training Steering Committee may be established with the aim to support the project in meeting its targets.

4.6 Letting Trade Packages

On all BESIX Watpac projects sub-contractors and consultants are required to accept and implement the BESIX Watpac Training and Indigenous Employment Framework to ensure the company meets its Indigenous participation outcomes.

As part of the BESIX Watpac Tender process, within the “Special Conditions” of the Tender, it must be clearly stated that the Project has an Indigenous Participation Target (IPP), including the baseline IPP percentage to be achieved..

In addition, each contractor/subcontractor must sign a Commitment Statement, as well as complete and return the BESIX Watpac Indigenous Returnable Tender – Indigenous Participation Form, as part of the Tender process. The form asks the contractor/subcontractor to advise BESIX Watpac of:

- The total workforce on the project
- The total Indigenous workforce on the project
- Opportunities to upskill new Indigenous persons on the project
- Existing relationships with Indigenous businesses.

The Commitment Statement and Indigenous Returnable Tender form must be signed and completed and forwarded to the National Indigenous Affairs Manager for review and follow up with the contractor/subcontractor.

Importantly, Contract Administrators on the project are responsible for informing the contractor/subcontractor of the Indigenous Participation requirements and targets at the pricing, tender, and/or award stage, to allow any adjustment required by the contractor or subcontractor to be made, when pricing for relevant trade packages.

5 Monitoring progress

The National Indigenous Affairs Manager has responsibility for monitoring progress and capturing achievements on a quarterly basis. Additionally, this Policy will be reviewed at least annually.

6 Contact

Further enquiries about the Indigenous Participation (Employment) Policy can be directed to:

James Alley

National Indigenous Affairs Manager

E: jalley@watpac.com.au

7 Reference Material:

The following reference material is to be used as a guide only and will be subject to change by the relevant agencies.

BESIX Watpac

- BESIX Watpac Reconciliation Action Plan

<https://besixwatpac.com.au/uploads/BESIX-WATPAC-RAP-Reflect-WEB.pdf>

- [Commitment Statement and Indigenous Returnable Tender Form](#)

Queensland

- Queensland Government Indigenous Procurement Policy

<https://www.datsip.qld.gov.au/resources/datsima/publications/policy/qipp/queensland-indigenous-procurement-policy.pdf>

- Queensland Government Building and Construction Training Policy

https://desbt.qld.gov.au/_data/assets/pdf_file/0023/8339/qg-building-construction-training-policy.pdf

New South Wales

- Aboriginal Participation in Construction (NSW)

<https://buy.nsw.gov.au/policy-library/policies/aboriginal-procurement-policy>

- NSW Government Action Plan – 10 Point Commitment to the Construction Sector' and the 'Infrastructure Skills Legacy Program (ISLP)'

https://www.training.nsw.gov.au/programs_services/funded_other/islp/index.html

Victoria

- Victorian Aboriginal Economic Strategy

<https://www.aboriginalvictoria.vic.gov.au/sites/default/files/2019-10/Victorian-Aboriginal-Economic-Strategy-2013-2020.pdf>

South Australia

- South Australia Office of the Industry Advocate (*South Australian Industry Participation Policy*)

<https://industryadvocate.sa.gov.au/wp-content/uploads/2020/03/2020-SA-Industry-Participation-Policy.pdf>

- South Australia Office of the Industry Advocate (*Skilling South Australia Procurement Guideline*)

<https://industryadvocate.sa.gov.au/wp-content/uploads/2020/03/Skilling-South-Australia-Procurement-Guideline.pdf>

Northern Territory

The Northern Territory Office of Aboriginal Affairs is reviewing its Aboriginal Participation Policy.