

From:smartforms@act.gov.au

Sent:05/02/2020 3:23 PM

To:"Secure Local Jobs Code" <securelocaljobs@act.gov.au>

Subject:Secure Local Jobs - Code Certified Entity Site Contact Information, T76XMJ36, Darren [REDACTED]

[SEC=UNCLASSIFIED, DLM=For-Official-Use-Only]

Attachments:T76XMJ36.pdf

Secure Local Jobs - Code Certified Entity Site Contact Information

Form data summary

Contact/Declarer	Darren [REDACTED]
SLJC Certificate Number	00247
Reference code	T76XMJ36

For issues or questions relating to SmartForms please contact the Payment Services Integration Team on *5 4607 or email smartforms.admin@act.gov.au .



Secure Local Jobs - Code Certified Entity Site Contact Information - Submission confirmation

Your submission has been successful. Please keep a copy of this receipt for your records.

Date and time

Reference code

05 Feb 2020 3:20:38 PM

T76XMJ36

Chief Minister and Treasury Directorate
Secure Local Jobs Branch

GPO Box 158
Canberra ACT 2601

Phone: (02) 6207 3005
Email: securelocaljobs@act.gov.au

Secure Local Jobs - Code Certified Entity Site Contact Information

Entity name *

Secure Local Jobs Code Certificate Number *

BMD Constructions PTY LTD

00247

Location of worksite *

Taylor 3A Contract # SL 170496

Estimated start date

Estimate end date

03 Jun 2019

26 Jun 2020

Worksite contact details

Contact person

Title

Given name *

Family name *

Mr

Darren

Enter at least one phone number: *

Home phone number

Work phone number

Mobile number

Contact email *

Working hours *

Declaration

Same as contact person

I, Darren [REDACTED] confirm all information declared in this form as true and correct. *



Contract - SL170496

Contract Details

Original Contracting Directorate/Entity	Suburban Land Agency
Current Contracting Directorate Agency	Suburban Land Agency
Contract Number	SL170496
Contract Name	Construction of Taylor 3 Stage 1A Residential Estate on behalf of the Suburban Land Agency
Type of Contract	Contract
Goods & Services / Infrastructure	Infrastructure
Subject Type	Works
Status	Current
Original Amount	\$4,845,082.02
Comment on Original Amount	
Current Amount	\$4,845,082.02
GST included	Yes
Start Date	12 Jun, 2019
Execution Date	12 Jun, 2019
Expiry Date	11 May, 2020
Defects Liability Period Included	No
UNSPSC	Building and Construction and Maintenance Services
Associated with Tender	Construction of Taylor 3 Stage 1A Residential Estate on behalf of the Suburban Land Agency (SL170496)
Procurement Methodology	Public
Whole of Government Contract	No
Exemption from Quotation & Tender Threshold requirements	No
Social Procurement	No
Confidential Text	No
SME	No
Prequalification requested	Yes
Prequalification Code	R3, LS, F10
Active Certification	Yes
IRE Obligations	No
Secure Local Jobs Code covered	Yes

Description

Construction of Taylor 3 Stage 1A Residential Estate

Supplier Information

Supplier Name	BMD Constructions Pty Ltd
Legal Name	BMD Constructions Pty Ltd

ABN	59010126100
ACN	010126100

Contract Documents

Description	File
	SL170496 LoA.pdf
	SL170496 GC21 Head Contract Final.pdf





Contract - SL170499

Contract Details

Original Contracting Directorate/Entity	Environment, Planning and Sustainable Development Directorate
Current Contracting Directorate Agency	Environment, Planning and Sustainable Development Directorate
Contract Number	SL170499
Contract Name	Construction of Taylor 3 Stage 3 Residential Estate on behalf of the Suburban Land Agency
Type of Contract	Contract
Goods & Services / Infrastructure	Infrastructure
Subject Type	Works
Status	Current
Original Amount	\$18,068,456.47
Comment on Original Amount	
Current Amount	\$18,068,456.47
GST included	Yes
Start Date	30 Sep, 2019
Execution Date	30 Sep, 2019
Expiry Date	25 Jan, 2021
Defects Liability Period Included	No
UNSPSC	Building and Construction and Maintenance Services
Associated with Tender	Construction of Taylor 3 Stage 3 Residential Estate on behalf of the Suburban Land Agency_(SL170499)
Procurement Methodology	Public
Whole of Government Contract	No
Exemption from Quotation & Tender Threshold requirements	No
Social Procurement	No
Confidential Text	No
SME	No
Prequalification requested	Yes
Prequalification Code	R3, LS, F15
Active Certification	Yes
IRE Obligations	No
Secure Local Jobs Code covered	Yes

Description

Construction of Taylor 3 Stage 3 Residential Estate

Supplier Information

08/11/2019

Supplier Name

BMD

Legal Name

BMD Constructions Pty Ltd

ABN

59010126100

Contract Documents

Description **File**

[LoA.pdf](#)





Contract - SL180391

Contract Details

Original Contracting Directorate/Entity	Suburban Land Agency
Current Contracting Directorate Agency	Suburban Land Agency
Contract Number	SL180391
Contract Name	Whitlam Estate Stage 1A Civil Engineering and Landscape Construction
Type of Contract	Contract
Goods & Services / Infrastructure	Infrastructure
Subject Type	Works
Status	Current
Original Amount	\$29,917,264.58
Comment on Original Amount	
Current Amount	\$29,917,264.58
GST included	Yes
Start Date	8 May, 2019
Execution Date	8 May, 2019
Expiry Date	31 May, 2021
Defects Liability Period Included	No
UNSPSC	Building and Construction and Maintenance Services
Associated with Tender	Whitlam Estate Stage 1A Civil Engineering and Landscape Construction (SL180391)
Procurement Methodology	Public
Whole of Government Contract	No
Exemption from Quotation & Tender Threshold requirements	No
Social Procurement	No
Confidential Text	No
SME	No
Prequalification requested	Yes
Prequalification Code	R3, F20 and LS
Active Certification	Yes
IRE Obligations	Yes
Secure Local Jobs Code covered	No

Description

Construction of Whitlam Stage 1A Residential Estate

Supplier Information

Supplier Name	BMD
Legal Name	BMD Constructions Pty Ltd
ABN	59010126100

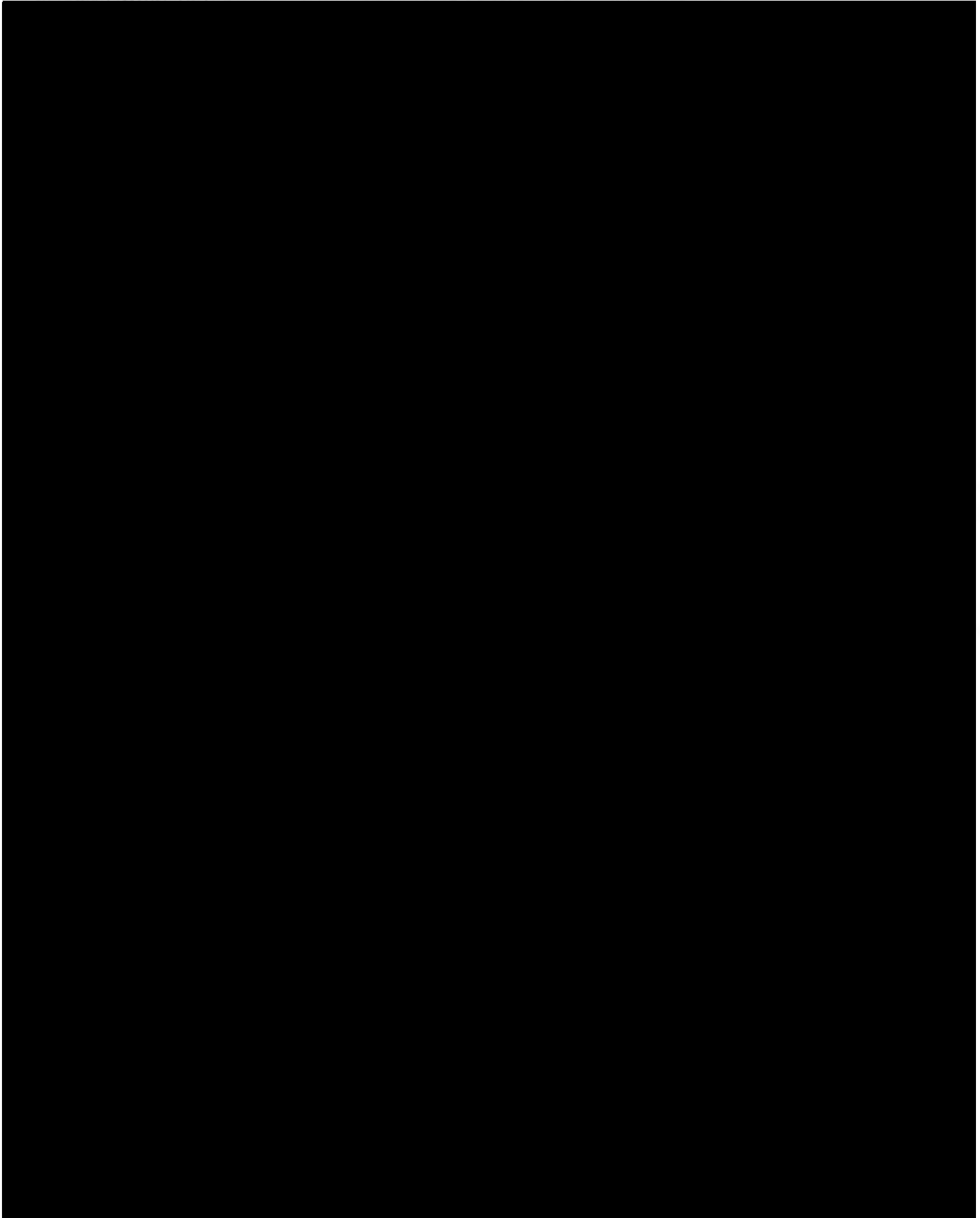
Contract Documents

Description	File
	SL180391 LoA.pdf
	SL180391 GC21.pdf



From: "Secure Local Jobs Code" <securelocaljobs@act.gov.au>

Sent: 22/04/2020 6:16 AM



Dear Sir/Madam

I am writing to you as a Secure Local Jobs Code Certified entity in relation to the *Government Procurement (Secure Local Jobs) Code 2019* (the Code). The Secure Local Jobs Branch are undertaking compliance checks on all contracts for Territory-funded work that fall within the requirements of the Code.

As a Code Certified Entity, you have obligations under the Code. Section 9 of the Code states;

9 Contact Persons for territory-funded work

- (1) A Code Certified Entity must provide the territory entity with a person or persons, workforce locations and working hours for territory-funded work for the purposes of assisting the exercise of a lawful right of entry in accordance with Part 3-4 of the Fair Work Act 2009 (Cth) or Part 7 of the Work Health and Safety Act 2011.
- (2) A Code Certified Entity must provide the information required under subsection (1) to the territory entity prior to the commencement of territory-funded work.
- (3) A Code Certified Entity must advise the territory entity within 14 days if there is a change to the information provided in accordance with subsection (1).

To ensure you are compliant with your obligations under the Code in relation to Section 9, please complete the online form in the link below. Please also note that this form needs to be completed for **each** site/contract you are working on.

[Updated Contact Details for Territory-funded work](#)

In addition to completing the form to provide updated advice for all workforce locations, working hours and contact details for territory-funded work, please provide the following information in relation to your Code Certified Entity operations;

- Start date of (all) your current contracts and the completion date/expected completion date; and
- List of all subcontractors (if used) for each site.

Section 12 of the Code states that *a Code Certified Entity must comply with any reasonable request for information, access to records and directions given by the registrar for the purposes of investigating compliance with the Code. Failure to comply with this request could result in the imposition of conditions to your Code Certificate under section 22T of the Government Procurement Act 2001.*

Your response to this email, including supporting documentation should be provided by COB **1st May 2020**.

Should you have any questions or require an extension of time to respond, please contact the branch on 02 6207 3005 or email securelocaljobs@act.gov.au.

Regards

Matthew Dickson

Matthew Dickson | Compliance Support Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 4, Nara Building, 1 Constitution Ave Canberra City 2601 | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au



From: [REDACTED]
Sent:12/11/2019 10:51 AM
To:"Secure Local Jobs Code" <securelocaljobs@act.gov.au>
Subject:Bmd

Hi Team,

I've been hearing some rumours that BMD are using sub contractors that don't have their secure local jobs certs. Mostly on their Whitman and Taylor sites.

Be good if this can remain an anonymous tip...

Cheers

[REDACTED]

File Note - Record of Conversation

Contact: [REDACTED] - EPA

Subject: BMD Construction

Date: 08-Nov-2019

Time: [REDACTED]

Phone: [REDACTED]

I received a phone-call from [REDACTED] in relation to the Code. [REDACTED] asked about the requirements for subcontractors to hold a Certificate. I explained that if the job was covered by the Code, that all subcontractors engaging in work in the four categories would be required to hold a valid SLJC Certificate.

[REDACTED] stated that he had been advised that BMD had been using non compliant subcontractors on their sites at Whitlam and Taylor.

I asked [REDACTED] if he could put his complaint in writing. He stated that he would put it in writing and send it through to the SLJC email address.

The conversation ended

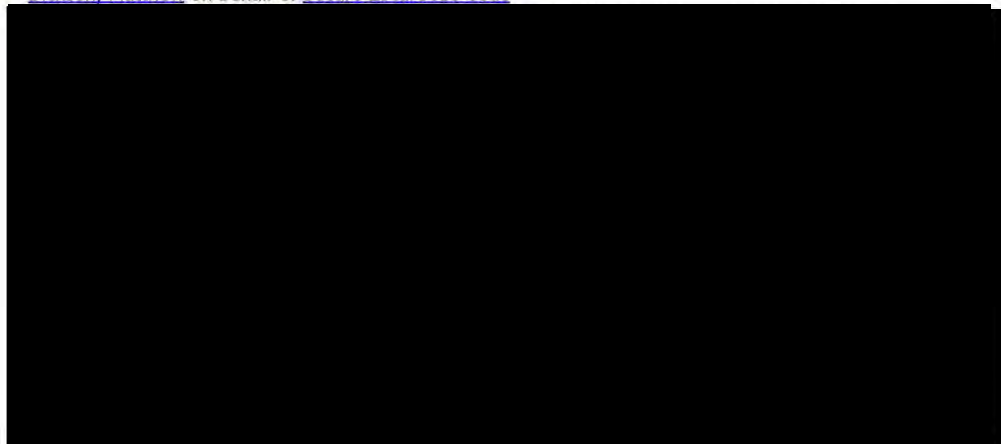
Officer Name: [REDACTED]

Signature: [REDACTED]

Date: [REDACTED]

From: [Dickson, Matthew](#) on behalf of [Secure Local Jobs Code](#)

Bcc:



Subject: Updated contact details

Date: Wednesday, 22 April 2020 16:15:00

Attachments: [image001.png](#)

UNCLASSIFIED For-Official-Use-Only

Dear Sir/Madam

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- (2) A Code Certified Entity must provide the information required under subsection (1) to the territory entity prior to the commencement of territory-funded work.*
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[Updated Contact Details for Territory-funded work](#)

In addition to completing the form to provide updated advice for all workforce locations, working hours and contact details for territory-funded work, please provide the following information in relation to your Code Certified Entity operations;

- Start date of (all) your current contracts and the completion date/expected completion date; and
- List of all subcontractors (if used) for each site.

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request for information, access to records and directions given by the registrar for the purposes of investigating compliance with the Code. Failure to comply with this request could result in the imposition of conditions to your Code Certificate under section 22T of the Government Procurement Act 2001.

Your response to this email, including supporting documentation should be provided by **COB 1st May 2020.**

Should you have any questions or require an extension of time to respond, please contact the branch on 02 6207 3005 or email securelocaljobs@act.gov.au.

Regards

Matthew Dickson

Matthew Dickson | Compliance Support Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 4, Nara Building, 1 Constitution Ave Canberra City 2601 | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au



From:smartforms@act.gov.au

Sent:05/02/2020 3:53 PM

To:"Secure Local Jobs Code" <securelocaljobs@act.gov.au>

Subject:Secure Local Jobs - Code Certified Entity Site Contact Information, ZVG2BHYX, Darren [REDACTED]

[SEC=UNCLASSIFIED, DLM=For-Official-Use-Only]

Attachments:ZVG2BHYX.pdf

Secure Local Jobs - Code Certified Entity Site Contact Information

Form data summary

Contact/Declarer	Darren [REDACTED]
SLJC Certificate Number	00247
Reference code	ZVG2BHYX

For issues or questions relating to SmartForms please contact the Payment Services Integration Team on *5 4607 or email smartforms.admin@act.gov.au .



Secure Local Jobs - Code Certified Entity Site Contact Information - Submission confirmation

Your submission has been successful. Please keep a copy of this receipt for your records.

Date and time

Reference code

05 Feb 2020 3:50:13 PM

ZVG2BHYX

Chief Minister and Treasury Directorate
Secure Local Jobs Branch

GPO Box 158
Canberra ACT 2601

Phone: (02) 6207 3005
Email: securelocaljobs@act.gov.au

Secure Local Jobs - Code Certified Entity Site Contact Information

Entity name *

Secure Local Jobs Code Certificate Number *

BMD Constructions PTY LTD

00247

Location of worksite *

Taylor 3 Stage 3 Contract # SL170499

Estimated start date

Estimate end date

01 Oct 2019

26 Mar 2021

Worksite contact details

Contact person

Title

Given name *

Family name *

Mr

Darren

Enter at least one phone number: *

Home phone number

Work phone number

Mobile number

Contact email *

Working hours *

Declaration

Same as contact person

I, Darren [REDACTED], confirm all information declared in this form as true and correct. *

File Note - Record of Meeting

Location: Taylor

Subject: BMD Constructions Tip Off Date: 11/11/2019

Attendees: Jessica Pupulkovski Time: 10:00am
Kirsty Bourke

Following a tip off, which alleged that BMD Construction may be using non compliant subcontractors, Ms Pupulkovski and myself did a drive by inspection of BMD's work site at Taylor.

On inspection, vehicles observed showed the names BMD Constructions [REDACTED]

Ms Pupulkovski and I decided that we would take the information back to the Office for further investigation and to determine whether the tip off would progress to an investigation.

Officer Name: Kirsty Bourke

Signature: [REDACTED]

Date: 11/11/2019

File Note - Record of Meeting

Location: Taylor

Subject: BMD Constructions Tip Off Date: 11/11/2019

Attendees: Jessica Pupulkovski Time: 10:00am
Kirsty Bourke

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On inspection, vehicles observed showed the names BMD Constructions [REDACTED]

Ms Pupulkovski and I decided that we would take the information back to the Office for further investigation and to determine whether the tip off would progress to an investigation.

Officer Name: Kirsty Bourke

Signature: [REDACTED]

Date: 11/11/2019

From:"Secure Local Jobs Code"

Sent:04/05/2020 4:06 AM



Subject:Updated contact details

UNCLASSIFIED For-Official-Use-Only

Dear Sir/Madam

As per the below request please provide your response by COB 08/05/2020. Failure to respond may result in the imposition of conditions or infringement points on your Secure Local Jobs Certificate.

Regards

Matthew Dickson

Matthew Dickson | Compliance Support Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 4, Nara Building, 1 Constitution Ave Canberra City 2601 | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au



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[Updated Contact Details for Territory-funded work](#)

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Your response to this email, including supporting documentation should be provided by COB **1st May 2020**. Should you have any questions or require an extension of time to respond, please contact the branch on 02 6207 3005 or email securelocaljobs@act.gov.au.

Regards

Matthew Dickson

Matthew Dickson | Compliance Support Officer
Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 4, Nara Building, 1 Constitution Ave Canberra City 2601 | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au



From: [Dickson, Matthew](#) on behalf of [Secure Local Jobs Code](#)

Bcc:

Subject: Updated contact details

Date: Monday, 4 May 2020 14:06:00

Attachments: [image001.png](#)

UNCLASSIFIED For-Official-Use-Only

Dear Sir/Madam

As per the below request please provide your response by COB 08/05/2020. Failure to respond may result in the imposition of conditions or infringement points on your Secure Local Jobs Certificate.

Regards

Matthew Dickson

Matthew Dickson | Compliance Support Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 4, Nara Building, 1 Constitution Ave Canberra City 2601 | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au



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[Updated Contact Details for Territory-funded work](#)

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Your response to this email, including supporting documentation should be provided by **COB 1st May 2020.**

Should you have any questions or require an extension of time to respond, please contact the branch on 02 6207 3005 or email securelocaljobs@act.gov.au.

Regards

Matthew Dickson

Matthew Dickson | Compliance Support Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 4, Nara Building, 1 Constitution Ave Canberra City 2601 | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au



From:noreply@act.gov.au
Sent:07/05/2020 8:20 AM
To:"Secure Local Jobs Code" <securelocaljobs@act.gov.au>
Subject:New Submission of Contact Details for Territory Funded Work

Below is a new Submission of Contact Details for Territory Funded Work.

Complete the details below

Entity Name: BMD Constructions Pty Ltd
Secure Local Jobs Code Certificate Number : 00247
Location of worksite : Cnr William Hovell Drive and John Gorton Drive

Worksite contact details:

Contact Person: Wayne [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]
Working hours: [REDACTED]

Declaration:

I confirm all information declared in this form as true and correct: Yes

Name:: Steven [REDACTED]
Position: [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]



ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00017/00247

Case Officer: J Pupulkovski

Contact: [REDACTED]

Dear Sir/Madam

Via email: [REDACTED]

NOTICE OF INVESTIGATION

Request for information under Section 22S of the Government Procurement Act 2001 (the Act)

Code Certified Entity BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to BMD Constructions Pty Ltd's (the Entity) Secure Local Jobs Code Certificate (Code Certificate) 00247. An investigation has commenced into the Entity's potential noncompliance with its obligations under the Secure Local Jobs Code (the Code).

Subcontractors

Under section 8 of the Code, a Code Certified Entity contracted to territory-funded work is required to provide details of any proposed subcontractors to the territory prior to engaging them and ensure that any subcontractors engaged hold a valid Code Certificate.

What you need to provide

To establish the Entity's compliance with this section of the Code, you are required to provide the following information in relation to ACT Government contracts SL 170496 and SL 170499 for construction of Taylor 3 Stage 1A & 3:

- Names of all subcontractors engaged on these projects,
- A copy of your Labour Relation, Training and Workplace Equity Plan, submitted at the time of tender, and;
- Copies of site sign-on sheets identifying workers and companies attending site for the period 1 November to date.

Section 12 of the Code states a Code Certified Entity must comply with any reasonable request for information, access to records and directions given by the registrar for the purposes of investigating Code compliance. Failure to comply with this request could result in the imposition of conditions to your Code Certificate under section 22T of the Act.

Your response and the requested information is required by **26 November 2019**.

Please note, you may be contacted by this Office and asked to provide further evidence or information in relation to this investigation. If you have any further questions, please do not hesitate to contact Ms Jess Pupulkovski on [REDACTED]

Regards

[REDACTED]

K Bourke

Delegate of the
Secure Local Jobs Code Registrar
19 November 2019

From:noreply@act.gov.au
Sent:01/02/2021 8:36 AM
To:"Secure Local Jobs Code" <securelocaljobs@act.gov.au>
Subject:New Submission of Contact Details for Territory Funded Work

CAUTION: This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Below is a new Submission of Contact Details for Territory Funded Work.

Complete the details below

Entity Name: BMD Constructions Pty Ltd
Secure Local Jobs Code Certificate Number : 247
Location of worksite : William Slim Dr Duplication Package A - (Chuculba Cres to Barton Hwy - Ginninderra Dr to Baldwin Dr)

Worksite contact details:

Contact Person: Chris [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]
Working hours: [REDACTED]

Declaration:

I confirm all information declared in this form as true and correct: Yes

Name:: Alysha [REDACTED]
Position: [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]

From: noreply@act.gov.au
To: [Secure Local Jobs Code](#)
Subject: New Submission of Contact Details for Territory Funded Work
Date: Thursday, 7 May 2020 08:21:10

Below is a new Submission of Contact Details for Territory Funded Work.

Complete the details below

Entity Name: BMD Constructions Pty Ltd
Secure Local Jobs Code Certificate Number : 00247
Location of worksite : Cnr William Hovell Drive and John Gorton Drive

Worksite contact details:

Contact Person: Wayne [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]
Working hours: [REDACTED]

Declaration:

I confirm all information declared in this form as true and correct: Yes

Name:: Steven [REDACTED]
Position: [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]

From:"Secure Local Jobs Code"

Sent:19/11/2019 2:57 AM

To: [REDACTED]

Subject:Notice of Investigation_Request for Information

Attachments:2_INV00017_BMD Constructions Pty Ltd_Notice of Inv.pdf

UNCLASSIFIED

Good afternoon Scott,

Please see the attached Notice of Investigation in relation to BMD Constructions Pty Ltd's potential noncompliance with its obligations under the Secure Local Jobs Code.

Please note, **your response is required by 26 November 2019.**

Kind regards

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate

ACT Government

[REDACTED]

Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au



ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00017/00247

Case Officer: J Pupulkovski

Contact: [REDACTED]

Dear Sir/Madam

Via email: [REDACTED]

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Please note, you may be contacted by this Office and asked to provide further evidence or information in relation to this investigation. If you have any further questions, please do not hesitate to contact Ms Jess Pupulkovski on [REDACTED]

Regards

[REDACTED]

K Bourke

Delegate of the
Secure Local Jobs Code Registrar
19 November 2019

Pupulkovski, Jessica

From: [REDACTED]
Sent: Tuesday, 12 November 2019 10:52 AM
To: Secure Local Jobs Code
Subject: Bmd

Hi Team,

I've been hearing some rumours that BMD are using sub contractors that don't have their secure local jobs certs. Mostly on their Whitman and Taylor sites.

Be good if this can remain an anonymous tip...

Cheers

[REDACTED]



BMD ACT SECURE LOCAL JOBS

Details Update
May 2020

7/05/2020

Secure Local Jobs Branch
ACT Government
Level 4 Nara Building
1 Constitution Ave
Canberra City 2601

REF: BMD Secure Local Jobs Compliance

Dear Matthew,

Please find below compliance documentation as requested in relation to the Government Procurement secure local jobs certified entity requirements.

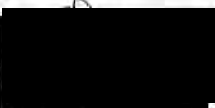
Below are BMD's current territory-funded projects with the relevant information:

Contract	Start Date	Completion Date – Civil works	Completion Date – Landscape works
Whitlam 1A Residential and Landscaping	3 rd June 2019	30 th September 2020	31 st December 2020
Taylor 3 stage 1A Residential and Landscaping	13 th June 2019	7 th May 2020	07 th August 2020
Taylor 3 stage 3 Residential and Landscaping	30 th September 2019	30 th September 2020	10 th February 2021

This report outlines the project workplace plan (if required at tender time), territory-funded works contact information and listed subcontractors. If additional information is required please do not hesitate to contact us.

Yours Faithfully,

BMD CONSTRUCTIONS PTY LTD


Darren

Construction Manager

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1. Whitlam 1A – Residential Estate

1.1 Contact Details - Tender

Steven [REDACTED]

From: noreply@act.gov.au
Sent: Thursday, 7 May 2020 8:21 AM
To: Steven [REDACTED]
Subject: Submission confirmation: Territory Funded Work

Thank you for submitting your Contact Details for Territory Funded Work.

Below is a summary of your submission.

Complete the details below

Entity Name: BMD Constructions Pty Ltd
Secure Local Jobs Code Certificate Number : 00247
Location of worksite : Cnr William Hovell Drive and John Gorton Drive

Worksite contact details:

Contact Person: Wayne [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]
Working hours: [REDACTED]

Declaration:

I confirm all information declared in this form as true and correct: Yes

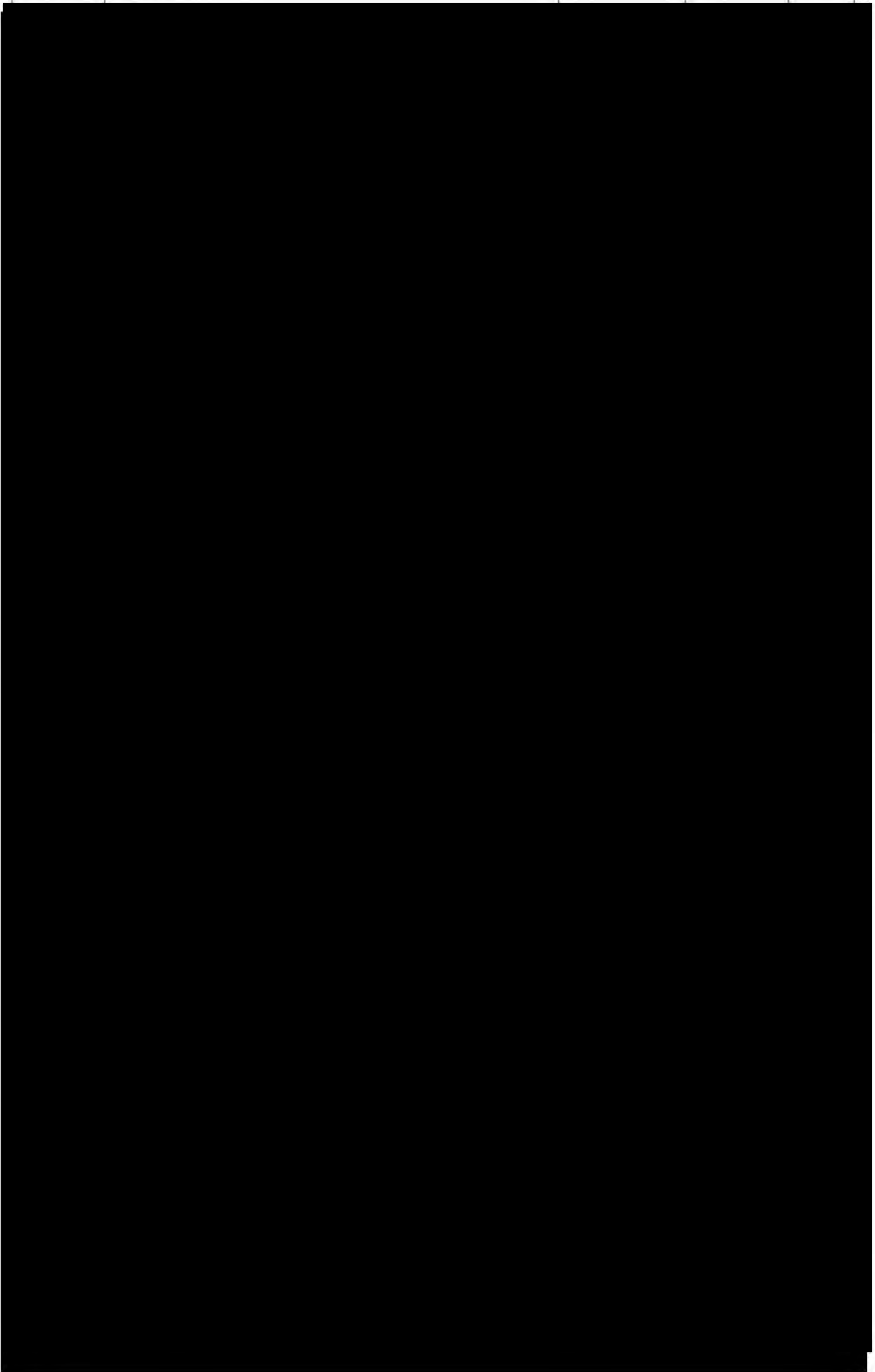
Name:: Steven [REDACTED]
Position: [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]

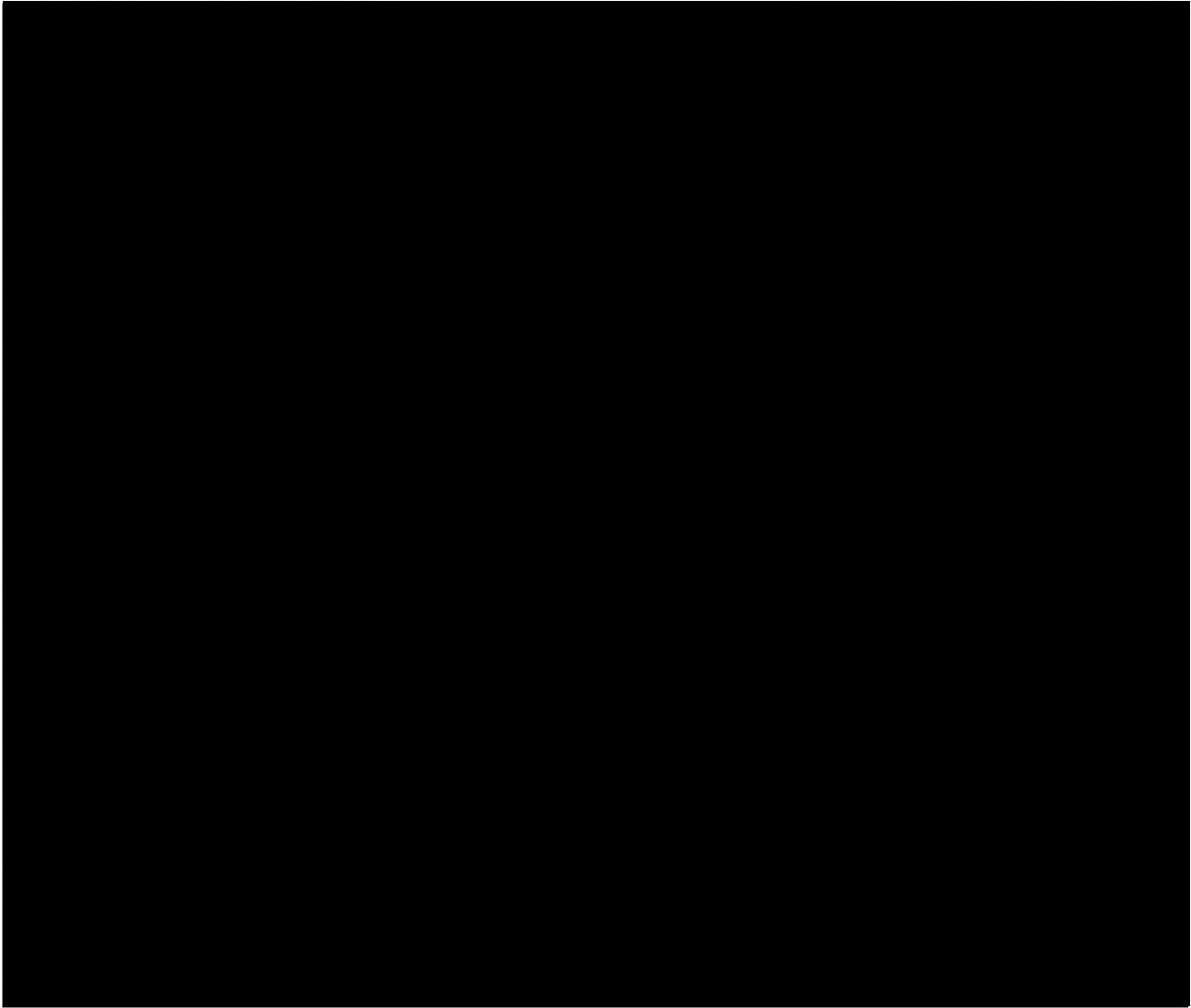
Should further information be required the Secure Local Jobs Branch will contact you directly.

Secure Local Jobs Branch

Chief Minister, Treasury and Economic Development Directorate
ACT Government
02 02 6207 3687 E | securelocaljobs@act.gov.au
GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

1.2 List of project Subcontractors





2. Taylor 3 stage 1A – Residential Estate

2.1 Secure Local Jobs Work Plan

Attachment 3



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

January 2019

This template includes the Canberra Region Local Industry Participation (LIP) Plan and the Labour Relations, Training and Workplace Equity Plan. These plans are an assessment criteria in the ACT Government's procurement process.

If your business is successful in winning this procurement, your compliance with these plans is evaluated as part of the final contract performance evaluation. The evaluation can be considered as part of your future procurement submissions.

More information on the Canberra Region Local Industry Participation Policy and Secure Local Jobs is available at procurement.act.gov.au.

CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN



Procurements with a value of \$5 million or more

Tender and business information

Information you enter into the tables below must be able to be verified. Where possible quantify items in your statements.

Tender* title	TAYLOR 3 STAGE 1A RESIDENTIAL ESTATE
Tender number	SL170496
Responsible Territory Entity / Directorate	SUBURBAN LAND AGENCY
Total tender value (\$AUD) incl. GST	\$4,845,082.02

* *tender refers to tender, quotation or any other form of bid/response to a procurement for territory funded work issued by the Territory for the supply of goods, services and/or works, intended to result in a contract.*

Legal entity name	BMD CONSTRUCTIONS PTY LTD		
ABN	59 010 126 100		
Trading name	BMD CONSTRUCTIONS PTY LTD		
Business project manager/contact person	DARREN [REDACTED]		
Telephone	[REDACTED]	Email	[REDACTED]

What is your physical presence in the Canberra region?
(Select all that apply)

Head office	Branch office	Warehouse/ Depot	Home office	Null	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specify:

When was this presence established? 2006

How many full time employees (FTE) do you currently employ in the Canberra region?

Describe your existing relationships with other businesses in the Canberra region?

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

A: Regional employment

This section measures the potential economic benefit to the Canberra region through the use of Canberra region sourced labour throughout the contract term.

Labour hours from the Canberra region

See Guidance Note 1

Head contract

A1: Estimated internal FTE required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

A2: Estimated head count of internal labour required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

Subcontract/s or outsourced labour arrangements

A3: Will you need to engage Canberra region based subcontractors to deliver this contract?

Yes

Complete A4

No

Go to Section B

A4: Estimated FTE of subcontracted labour intended to be used to perform the contract.

of FTE:

% from the Canberra region

See Guidance Note 2

Guidance Note:

- 1) The labour your business will employ directly to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work.
- 2) An estimate of the labour from any outsourced and subcontracted Canberra region work to deliver the contract.

Provide details of employment to be created and retained, including:

- ▶ the types of positions that may be created and/or retained as a result of this contract
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage subcontractors, including your supply chain.

Insert or attach your response here:

Refer Attachment A:

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

B: Regional suppliers

This section measures the potential economic benefit to the Canberra region by using Canberra region sourced goods and services, and any other non-labour inputs required.

Excluding labour	Total	Sourced from the Canberra Region
B1: Estimated value of goods and services required to deliver the contract?		

B2: Will you engage Canberra region based suppliers to deliver goods and services for this contract?

Yes No
Complete B3 **Go to Section C**

B3: List the supply inputs (including bundled work packages) to be sourced from Canberra region suppliers.	Name and location of regional supplier	Estimated value of input
<i>See Guidance Note 3</i>		
Please Refer Attachment B	Please Refer Attachment B	Please Refer Attachment B

Guidance Note:

3) Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of merchandise; finished products; food and beverages; supplies and raw material; and accommodation.

- Describe how you will identify local products and capabilities that meet contract requirements, including:
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
 - ▶ how you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain
 - ▶ a commitment to liaising with Canberra region business advocacy groups to identify the availability of local goods and services
 - ▶ establishing procedures or policies that encourage local industry participation.

Insert or attach your response here:

Refer Attachment B

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

C: Regional skills development

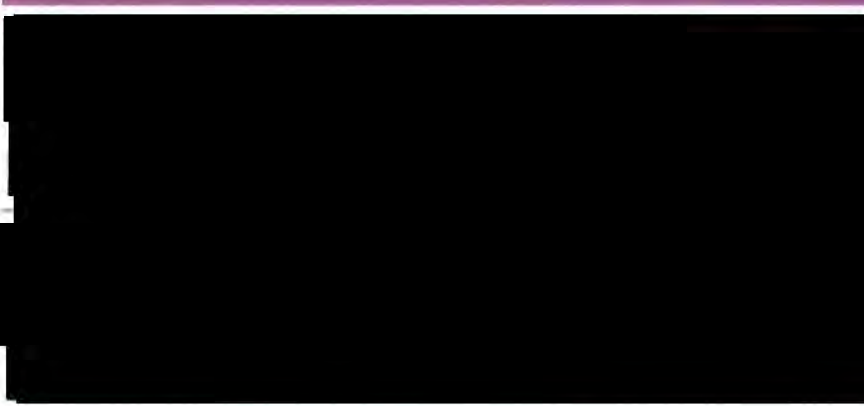

Provide details of any training and skills development that will be provided to Canberra region labour in relation to this contract, including:

- ▶ opportunities for engaging and training apprentices
- ▶ the number of existing positions, local apprenticeships and traineeships to deliver this contract
- ▶ opportunities for increasing the skills of Canberra region employees
- ▶ training programs designed to support employee career development
- ▶ training programs designed for this contract.

Insert or attach your response here:

Refer Attachment C

Outline evidence and the value of your business' contributions to skills and training development

Evidence of contribution	Estimated value (\$AUD) incl. GST
	

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

D: Regional investment

Provide details about your business presence in the Canberra region and the value of any existing and proposed capital investment in the Canberra region directly linked to the contract. This could include:

- ▶ the year your business was established in the Canberra region
- ▶ details of your current presence in the Canberra region (for example, turnover or FTE)
- ▶ plans to grow your Canberra region footprint
- ▶ existing and proposed capital investment in the Canberra region that directly relates to this contract
- ▶ engagement with local businesses.

Insert or attach your response here:

Refer Attachment D

Describe how you will identify additional business undertakings that promote economic growth in the Canberra region resulting from this contract. This could include:

- ▶ value-added research or partnerships with universities/CIT
- ▶ potential to undertake further innovation and research, or the development of technology related to this contract
- ▶ use of emerging technologies and materials
- ▶ collaboration with international organisations to increase opportunities for Canberra region businesses.

Insert or attach your response here:

Refer Attachment E

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Identify and describe any ongoing benefits to the Canberra region listed once the contract has ended.

Category	Ongoing benefit Y/N	Description
Canberra region employment		
Local suppliers		
Canberra region skills development		
Canberra region investment		

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

E: Compliance with the Secure Local Jobs Code

Describe how your business will comply with its obligations under the Secure Local Jobs Code for the duration of the contract, including:

- ▶ getting and maintaining a Secure Local Jobs Code Certificate
- ▶ adhering to relevant laws, including industrial relations, employment and workplace safety
- ▶ promoting opportunity for job security and reducing the incidence of insecure work
- ▶ ensuring subcontractors and sub-subcontractors comply with the Code
- ▶ maintaining communication with the workforce throughout the project.

E1: Internal operations

Refer Attachment F.

E2: For subcontractors (if applicable)

See Guidance Note 4

Refer Attachment F.

Guidance note:

- 4) Provide supporting evidence to demonstrate you have systems in place to only engage Code compliant subcontractors. For example, subcontractors engaged at any tier of the supply chain in connection with the territory-funded work must hold a valid Secure Local Jobs Code Certificate and comply with Code requirements.

F: Systems of work

Describe how your business will incorporate compliance with the Secure Local Jobs Code into policies and systems of work.

F1: Internal operations

See Guidance Note 5

Refer Attachment G

Guidance note:

- 5) This could include a policy or procedure covering obligations under the Code.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

G: Understanding Secure Local Jobs Code obligations

Describe how your business will ensure directors, executive managers and employees understand obligations under the Secure Local Jobs Code.

G1: Internal operations

See *Guidance Note 6*

Refer Attachment H

Guidance note:

- 6) This could include training plans, minuted meetings, or a policy or procedure covering directors, executive managers and employee obligations under the Secure Local Jobs Code.

H: Security of employment

Describe how your business seeks to minimise insecure work arrangements. This includes:

- ▶ whether and how you will support transitioning employees from an existing contractor to your business if successful in this contract
- ▶ how you will minimise insecure work arrangements by your subcontractors.

H1: Internal operations

Refer Attachment I

H2: Subcontractors or labour hire arrangements (if applicable)

Guidance Note:

- 7) Examples of insecure work arrangements includes:
- ▶ temporary employment arrangements
 - ▶ casual employment arrangements.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

I: Employees' health and wellbeing

Describe and provide evidence of how your business actively supports the physical and mental health of your employees, including activities that reduce the impact and incidence of impairment in the workplace.

I1: Internal operations

See Guidance Note 8

Attachment J

Guidance Note:

- 8) This could include: providing employees with access to an Employee Assistance Provider (EAP), workplace policy or procedure, drug and alcohol training, domestic violence training, access to rehabilitation and support services, safety and impairment awareness training, and other measures to support employee health and wellbeing.

J: Diversity in the workplace

Describe how your business strategies and processes to:

- ▶ support employment participation of Aboriginal and Torres Strait Islander people, women, people with disability and people from culturally and linguistically diverse backgrounds
- ▶ address barriers to employment or career development for people from these groups.

J1: Internal operations

Attachment K

Guidance Note:

- 9) Evidence could include: workplace policy or procedures, targeted traineeships/apprenticeships, designated positions or roles, training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave), and other action you have taken to remove barriers to employment and support career development.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

K: Local employment first

Describe your business' strategies and processes to provide opportunities for people in the Canberra region to apply for and be offered employment for this contract before you recruit workers outside the region.

K1: Internal operations



Describe what training opportunities you provide employees for career development and if this training is a recognised qualification. Outline whether your business provides, or will provide if successful in this contract, internships, traineeships, cadetships or apprenticeships.

K2: Internal operations

Refer Attachment C

L: Consultation with staff and their representatives

L1: Have you consulted with your staff in developing this Plan?

Yes Complete L2 No Go to Declaration

L2: Describe and provide evidence of how this consultation was done. This could include consultation with eligible unions or relevant staff representatives.



Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Declaration

I am a duly authorised officer of

BMD Constructions Pty Ltd

(Business Name)

I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and Secure Local Jobs Code and the responsibilities under these.

If awarded the contract the business will:

- ▶ note that the Territory reserves the right to negotiate and/or clarify commitments in this Plan before finalising the contract
- ▶ meet the commitments in this or an amended LIPP and LRTWE Plan (as agreed by the Territory)
- ▶ attend any meeting scheduled by the Territory to review progress implementing commitments in this or an amended Labour Relations, Training and Workplace Equity Plan (as agreed by the Territory)
- ▶ report to the Territory on the Canberra region industry participation achieved during the project annually, on the anniversary of the contract award, and at completion of the contract using the LIPP Report template (or another format and timetable as agreed by the Territory).

Signature



Date

28/02/19

Name

Darren

Position

Construction Manager

2.2 Contact Details - Tender

Alysha [REDACTED]

From: noreply@act.gov.au
Sent: Friday, 22 November 2019 7:38 AM
To: Dale [REDACTED]
Subject: Submission confirmation: Territory Funded Work

Thank you for submitting your Contact Details for Territory Funded Work.

Below is a summary of your submission.

Complete the details below

Entity Name: BMD Constructions PTY LTD
Secure Local Jobs Code Certificate Number : 00247
Location of worksite : Off Devenish Street, Taylor

Worksite contact details:

Contact Person: Fortune [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]
Working hours: [REDACTED]

Declaration:

I confirm all information declared in this form as true and correct:

Yes

Name:: Dale [REDACTED]
Position: [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]

Should further information be required the Secure Local Jobs Branch will contact you directly.

Secure Local Jobs Branch

Chief Minister, Treasury and Economic Development Directorate
ACT Government
02 02 6207 3687 E | securelocaljobs@act.gov.au
GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

2.3 List of project Subcontractors

Taylor 3 Stage 1A - SLIC			
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3. Taylor 3 stage 3 – Residential Estate

3.1 Secure Local Jobs Work Plan

Attachment 3



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

January 2019

This template includes the Canberra Region Local Industry Participation (LIP) Plan and the Labour Relations, Training and Workplace Equity Plan. These plans are an assessment criteria in the ACT Government's procurement process.

If your business is successful in winning this procurement, your compliance with these plans is evaluated as part of the final contract performance evaluation. The evaluation can be considered as part of your future procurement submissions.

More information on the Canberra Region Local Industry Participation Policy and Secure Local Jobs is available at procurement.act.gov.au.

CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN



Procurements with a value of \$5 million or more

Tender and business information

Information you enter into the tables below must be able to be verified. Where possible quantify items in your statements.

Tender* title	TAYLOR 3 STAGE 3 RESIDENTIAL ESTATE
Tender number	SL170499
Responsible Territory Entity / Directorate	SUBURBAN LAND AGENCY
Total tender value (\$AUD) incl. GST	\$18,068,456.47

* Tender refers to tender, quotation or any other form of bid/response to a procurement for territory-funded work issued by the Territory for the supply of goods, services and/or works, intended to result in a contract.

Legal entity name	BMD CONSTRUCTIONS PTY LTD		
ABN	59 010 126 100		
Trading name	BMD CONSTRUCTIONS PTY LTD		
Business project manager/contact person	DARREN [REDACTED]		
Telephone	[REDACTED]	Email	[REDACTED]

What is your physical presence in the Canberra region?
(Select all that apply)

Head office	Branch office	Warehouse/ Depot	Home office	Nil	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specify:

[REDACTED]

When was this presence established?

[REDACTED]	2006	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
------------	------	------------	------------	------------	------------

How many full time employees (FTE) do you currently employ in the Canberra region?

[REDACTED]

Describe your existing relationships with other businesses in the Canberra region?

[REDACTED]

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

A: Regional employment

This section measures the potential economic benefit to the Canberra region through the use of Canberra region sourced labour throughout the contract term.

Labour hours from the Canberra region

See Guidance Note 1

Head contract

A1: Estimated internal FTE required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

A2: Estimated head count of internal labour required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

Subcontract/s or outsourced labour arrangements

A3: Will you need to engage Canberra region based subcontractors to deliver this contract?

Yes

Complete A4

No

Go to Section B

A4: Estimated FTE of subcontracted labour intended to be used to perform the contract.

of FTE:

% from the Canberra region

See Guidance Note 2

Guidance Note:

- 1) The labour your business will employ directly to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work.
- 2) An estimate of the labour from any outsourced and subcontracted Canberra region work to deliver the contract.

Provide details of employment to be created and retained, including:

- ▶ the types of positions that may be created and/or retained as a result of this contract
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage subcontractors, including your supply chain.

Insert or attach your response here:

Refer Attachment A:

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

B: Regional suppliers

This section measures the potential economic benefit to the Canberra region by using Canberra region sourced goods and services, and any other non-labour inputs required.

Excluding labour	Total	Sourced from the Canberra Region
B1: Estimated value of goods and services required to deliver the contract?		

B2: Will you engage Canberra region based suppliers to deliver goods and services for this contract?

Yes
No

Complete B3
Go to Section C

B3: List the supply inputs (including bundled work packages) to be sourced from Canberra region suppliers.	Name and location of regional supplier	Estimated value of input
<i>See Guidance Note 3</i>		
Please Refer Attachment B	Please Refer Attachment B	Please Refer Attachment B

Guidance Note:

3) Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of merchandise; finished products; food and beverages; supplies and raw material; and accommodation.

Describe how you will identify local products and capabilities that meet contract requirements, including:

- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain
- ▶ a commitment to liaising with Canberra region business advocacy groups to identify the availability of local goods and services
- ▶ establishing procedures or policies that encourage local industry participation.

Insert or attach your response here:

Refer Attachment B

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

C: Regional skills development



Provide details of any training and skills development that will be provided to Canberra region labour in relation to this contract, including:

- ▶ opportunities for engaging and training apprentices
- ▶ the number of existing positions, local apprenticeships and traineeships to deliver this contract
- ▶ opportunities for increasing the skills of Canberra region employees
- ▶ training programs designed to support employee career development
- ▶ training programs designed for this contract.

Insert or attach your response here:

Refer Attachment C

Outline evidence and the value of your business' contributions to skills and training development

Evidence of contribution	Estimated value (\$AUD) incl. GST
	

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

D: Regional investment

Provide details about your business presence in the Canberra region and the value of any existing and proposed capital investment in the Canberra region directly linked to the contract. This could include:

- ▶ the year your business was established in the Canberra region
- ▶ details of your current presence in the Canberra region (for example, turnover or FTE)
- ▶ plans to grow your Canberra region footprint
- ▶ existing and proposed capital investment in the Canberra region that directly relates to this contract
- ▶ engagement with local businesses.

Insert or attach your response here:

Refer Attachment D

Describe how you will identify additional business undertakings that promote economic growth in the Canberra region resulting from this contract. This could include:

- ▶ value-added research or partnerships with universities/CIT
- ▶ potential to undertake further innovation and research, or the development of technology related to this contract
- ▶ use of emerging technologies and materials
- ▶ collaboration with international organisations to increase opportunities for Canberra region businesses.

Insert or attach your response here:

Refer Attachment E

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Identify and describe any ongoing benefits to the Canberra region listed once the contract has ended.

Category	Ongoing benefit Y/N	Description
Canberra region employment		
Local suppliers		
Canberra region skills development		
Canberra region investment		

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

E: Compliance with the Secure Local Jobs Code

Describe how your business will comply with its obligations under the Secure Local Jobs Code for the duration of the contract, including:

- ▶ getting and maintaining a Secure Local Jobs Code Certificate
- ▶ adhering to relevant laws, including industrial relations, employment and workplace safety
- ▶ promoting opportunity for job security and reducing the incidence of insecure work
- ▶ ensuring subcontractors and sub-subcontractors comply with the Code
- ▶ maintaining communication with the workforce throughout the project.

E1: Internal operations

Refer Attachment F.

E2: For subcontractors (if applicable)

See Guidance Note 4

Refer Attachment F.

Guidance note:

- 4) Provide supporting evidence to demonstrate you have systems in place to only engage Code compliant subcontractors. For example, subcontractors engaged at any tier of the supply chain in connection with the territory-funded work must hold a valid Secure Local Jobs Code Certificate and comply with Code requirements.

F: Systems of work

Describe how your business will incorporate compliance with the Secure Local Jobs Code into policies and systems of work.

F1: Internal operations

See Guidance Note 5

Refer Attachment G

Guidance note:

- 5) This could include a policy or procedure covering obligations under the Code.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

G: Understanding Secure Local Jobs Code obligations

Describe how your business will ensure directors, executive managers and employees understand obligations under the Secure Local Jobs Code.

G1: Internal operations

See Guidance Note 6

Refer Attachment H

Guidance note:

- 6) This could include training plans, minuted meetings, or a policy or procedure covering directors, executive managers and employee obligations under the Secure Local Jobs Code.

H: Security of employment

Describe how your business seeks to minimise insecure work arrangements. This includes:

- ▶ whether and how you will support transitioning employees from an existing contractor to your business if successful in this contract
- ▶ how you will minimise insecure work arrangements by your subcontractors.

H1: Internal operations

Refer Attachment I

H2: Subcontractors or labour hire arrangements (if applicable)

Guidance Note:

- 7) Examples of insecure work arrangements includes:
 - ▶ temporary employment arrangements
 - ▶ casual employment arrangements.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

I: Employees' health and wellbeing

Describe and provide evidence of how your business actively supports the physical and mental health of your employees, including activities that reduce the impact and incidence of impairment in the workplace.

I1: Internal operations

See Guidance Note 8

Attachment J

Guidance Note:

- 8) This could include: providing employees with access to an Employee Assistance Provider (EAP), workplace policy or procedure, drug and alcohol training, domestic violence training, access to rehabilitation and support services, safety and impairment awareness training, and other measures to support employee health and wellbeing.

J: Diversity in the workplace

Describe how your business strategies and processes to:

- ▶ support employment participation of Aboriginal and Torres Strait Islander people, women, people with disability and people from culturally and linguistically diverse backgrounds
- ▶ address barriers to employment or career development for people from these groups.

J1: Internal operations

Attachment K

Guidance Note:

- 9) Evidence could include: workplace policy or procedures, targeted traineeships/apprenticeships, designated positions or roles, training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave), and other action you have taken to remove barriers to employment and support career development.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

K: Local employment first

Describe your business' strategies and processes to provide opportunities for people in the Canberra region to apply for and be offered employment for this contract before you recruit workers outside the region.

K1: Internal operations



Describe what training opportunities you provide employees for career development and if this training is a recognised qualification. Outline whether your business provides, or will provide if successful in this contract, internships, traineeships, cadetships or apprenticeships.

K2: Internal operations

Refer Attachment C

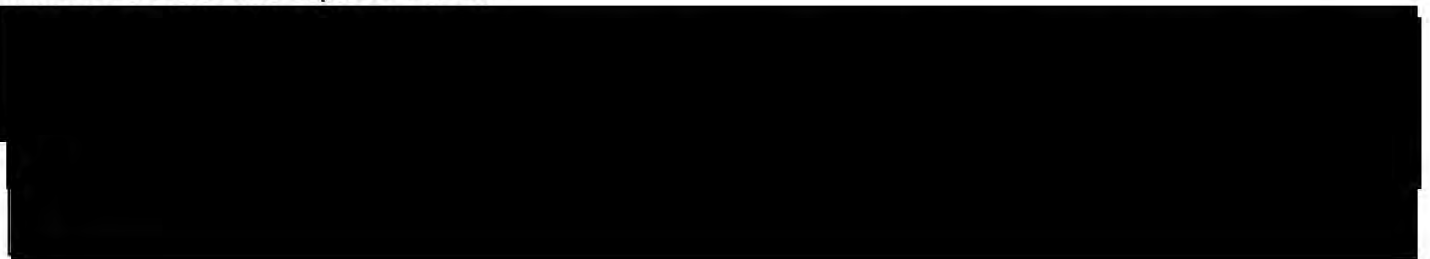
L: Consultation with staff and their representatives

L1: Have you consulted with your staff in developing this Plan?

Yes Complete L2

No Go to Declaration

L2: Describe and provide evidence of how this consultation was done. This could include consultation with eligible unions or relevant staff representatives.



Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Declaration

I am a duly authorised officer of

BMD Constructions Pty Ltd

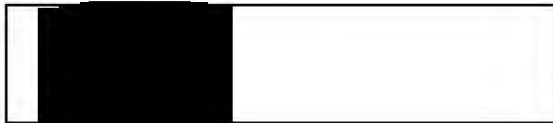
(Business Name)

I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and Secure Local Jobs Code and the responsibilities under these.

If awarded the contract the business will:

- ▶ note that the Territory reserves the right to negotiate and/or clarify commitments in this Plan before finalising the contract
- ▶ meet the commitments in this or an amended LIPP and LRTWE Plan (as agreed by the Territory)
- ▶ attend any meeting scheduled by the Territory to review progress implementing commitments in this or an amended Labour Relations, Training and Workplace Equity Plan (as agreed by the Territory)
- ▶ report to the Territory on the Canberra region industry participation achieved during the project annually, on the anniversary of the contract award, and at completion of the contract using the LIPP Report template (or another format and timetable as agreed by the Territory).

Signature



Date

15/08/19

Name

Darren

Position

Construction Manager

3.2 Contact Details - Tender

Alysha [redacted]

From: noreply@act.gov.au
Sent: Tuesday, 19 November 2019 5:09 PM
To: Alysha [redacted]
Subject: Submission confirmation: Territory Funded Work

Thank you for submitting your Contact Details for Territory Funded Work.

Below is a summary of your submission.

Complete the details below

Entity Name: BMD Constructions
Secure Local Jobs Code Certificate Number : 00247
Location of worksite : Dorney Rise Taylor ACT

Worksite contact details:

Contact Person: Michael [redacted]
Contact number: [redacted]
Contact email: [redacted]
Working hours: [redacted]

Declaration:

I confirm all information declared in this form as true and correct: Yes

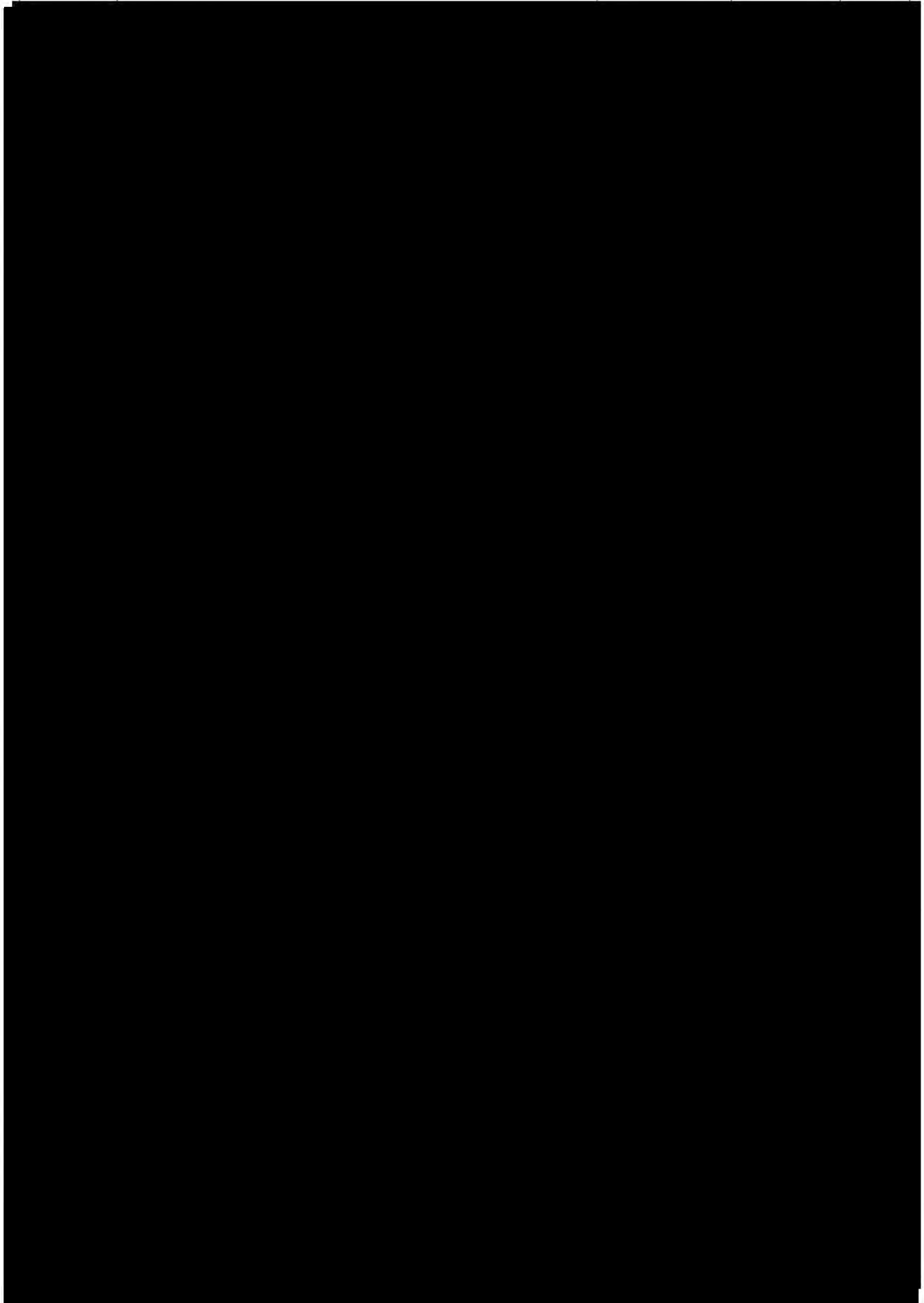
Name:: Alysha [redacted]
Position: [redacted]
Contact number: [redacted]
Contact email: [redacted]

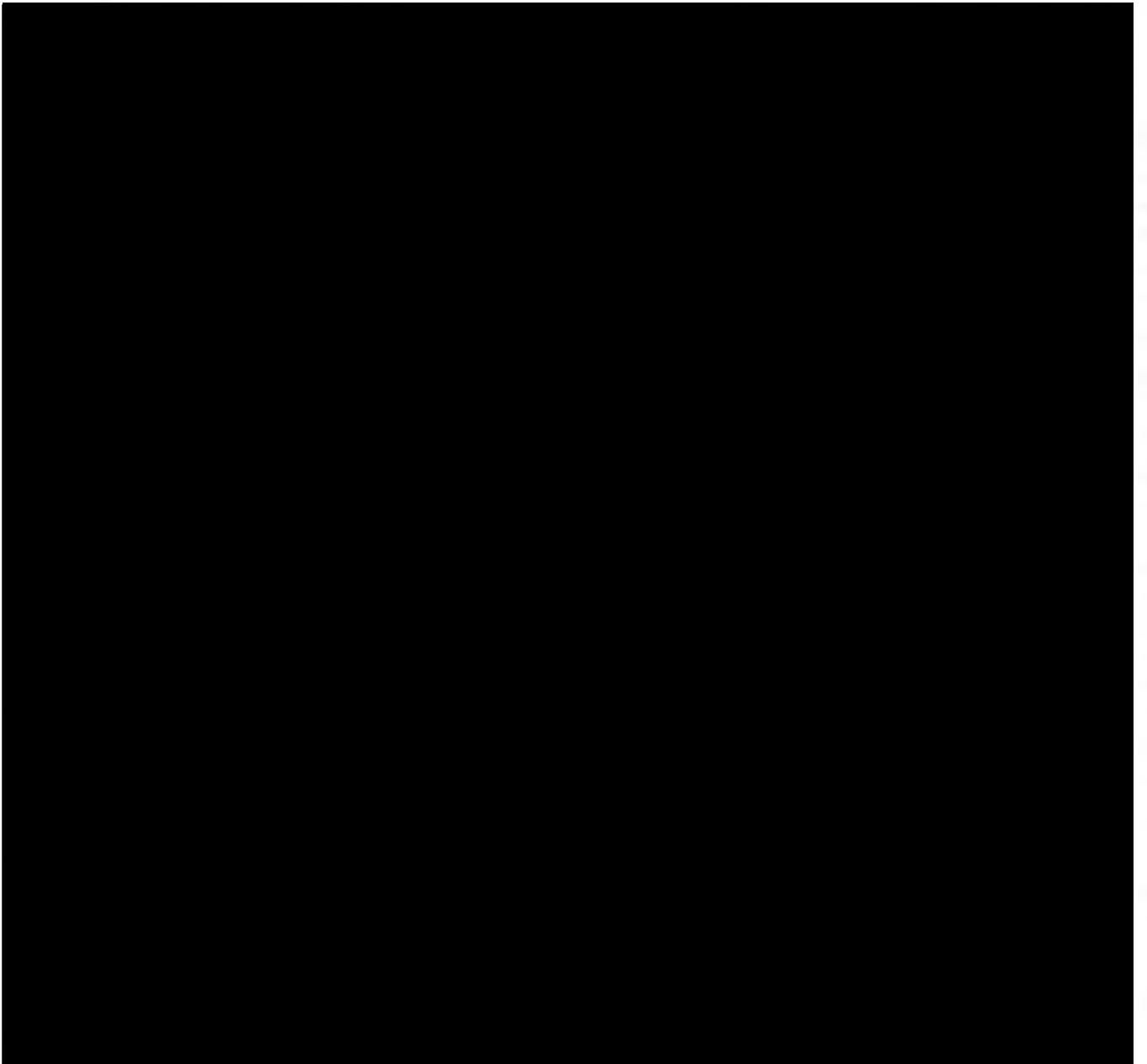
Should further information be required the Secure Local Jobs Branch will contact you directly.

Secure Local Jobs Branch

Chief Minister, Treasury and Economic Development Directorate
ACT Government
02 02 6207 3687 E | securelocaljobs@act.gov.au
GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

3.3 List of project Subcontractors





File Note - Record of Conversation

Contact: Darren

Subject: BMD Constructions Investigation

Date: 20-Nov-2019

Time: 10:34

Phone: [REDACTED]

Darren called today regarding the notice of investigation and request for information he had received. He stated that he is new and uneducated with the Code requirements and stated that he thought they were not required to be Code compliant on the 2 sites in question as the contracts were over \$5M. I confirmed this is incorrect and that both sites in question territory-funded sites.

He confirmed he would respond to the notice hopefully today.

Officer Name: J Pupulkovski

Signature: [REDACTED]

Date: 20-Nov-2019

From:noreply@act.gov.au
Sent:02/02/2021 4:46 PM
To:"Secure Local Jobs Code" <securelocaljobs@act.gov.au>
Subject:New Submission of Contact Details for Territory Funded Work

CAUTION: This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Below is a new Submission of Contact Details for Territory Funded Work.

Complete the details below

Entity Name: BMD Constructions
Secure Local Jobs Code Certificate Number : 00247
Location of worksite : Intersection of Kuringa Drive and Owen Dixon Drive, Spence, ACT 2615

Worksite contact details:

Contact Person: Fortune [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]
Working hours: [REDACTED]

Declaration:

I confirm all information declared in this form as true and correct: Yes
Name:: Fortune [REDACTED]
Position: [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]

File Note - Record of Conversation

Contact: [REDACTED]

Subject: BMD Construction

Date: 08-Nov-2019

Time: [REDACTED]

Phone: [REDACTED]

I received a phone-call from [REDACTED] in relation to the Code. [REDACTED] asked about the requirements for subcontractors to hold a Certificate. I explained that if the job was covered by the Code, that all subcontractors engaging in work in the four categories would be required to hold a valid SLJC Certificate.

[REDACTED] stated that he had been advised that BMD had been using non compliant subcontractors on their sites at Whitlam and Taylor.

I asked [REDACTED] if he could put his complaint in writing. He stated that he would put it in writing and send it through to the SLJC email address.

The conversation ended

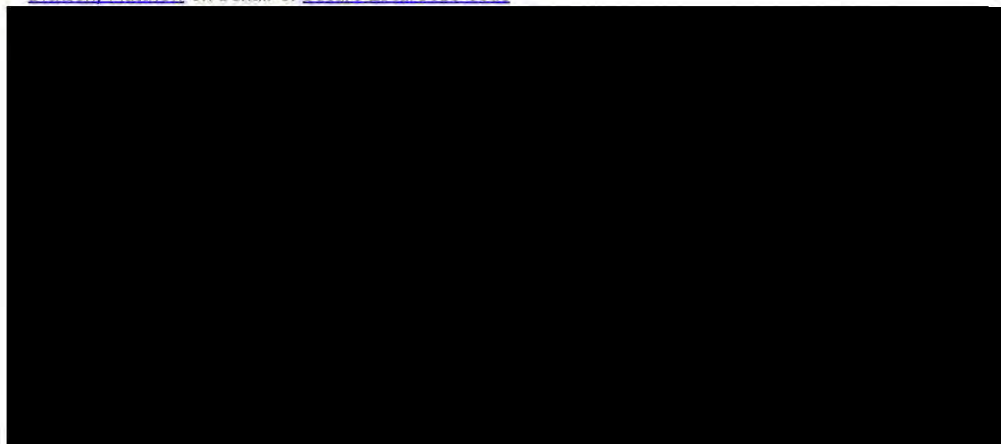
Officer Name: [REDACTED]

Signature: [REDACTED]

Date: [REDACTED]

From: [Dickson, Matthew](#) on behalf of [Secure Local Jobs Code](#)

Bcc:



Subject: Updated contact details

Date: Wednesday, 22 April 2020 16:15:00

Attachments: [image001.png](#)

UNCLASSIFIED For-Official-Use-Only

Dear Sir/Madam

I am writing to you as a Secure Local Jobs Code Certified entity in relation to the *Government Procurement (Secure Local Jobs) Code 2019* (the Code). The Secure Local Jobs Branch are undertaking compliance checks on all contracts for Territory-funded work that fall within the requirements of the Code.

As a Code Certified Entity, you have obligations under the Code. Section 9 of the Code states;

9 Contact Persons for territory-funded work

- (1) *A Code Certified Entity must provide the territory entity with a person or persons, workforce locations and working hours for territory-funded work for the purposes of assisting the exercise of a lawful right of entry in accordance with Part 3-4 of the Fair Work Act 2009 (Cth) or Part 7 of the Work Health and Safety Act 2011.*
- (2) *A Code Certified Entity must provide the information required under subsection (1) to the territory entity prior to the commencement of territory-funded work.*
- (3) *A Code Certified Entity must advise the territory entity within 14 days if there is a change to the information provided in accordance with subsection (1).*

To ensure you are compliant with your obligations under the Code in relation to Section 9, please complete the online form in the link below. Please also note that this form needs to be completed for **each** site/contract you are working on.

[Updated Contact Details for Territory-funded work](#)

In addition to completing the form to provide updated advice for all workforce locations, working hours and contact details for territory-funded work, please provide the following information in relation to your Code Certified Entity operations;

- Start date of (all) your current contracts and the completion date/expected completion date; and
- List of all subcontractors (if used) for each site.

Section 12 of the Code states that *a Code Certified Entity must comply with any reasonable*

request for information, access to records and directions given by the registrar for the purposes of investigating compliance with the Code. Failure to comply with this request could result in the imposition of conditions to your Code Certificate under section 22T of the Government Procurement Act 2001.

Your response to this email, including supporting documentation should be provided by **COB 1st May 2020.**

Should you have any questions or require an extension of time to respond, please contact the branch on 02 6207 3005 or email securelocaljobs@act.gov.au.

Regards

Matthew Dickson

Matthew Dickson | Compliance Support Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 4, Nara Building, 1 Constitution Ave Canberra City 2601 | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au



From: Dickson, Matthew on behalf of Secure Local Jobs Code

Bcc:

Subject: Updated contact details

Date: Monday, 4 May 2020 14:06:00

Attachments: [image001.png](#)

UNCLASSIFIED For-Official-Use-Only

Dear Sir/Madam

As per the below request please provide your response by COB 08/05/2020. Failure to respond may result in the imposition of conditions or infringement points on your Secure Local Jobs Certificate.

Regards

Matthew Dickson

Matthew Dickson | Compliance Support Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 4, Nara Building, 1 Constitution Ave Canberra City 2601 | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au



Dear Sir/Madam

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[Updated Contact Details for Territory-funded work](#)

In addition to completing the form to provide updated advice for all workforce locations,

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Regards

Matthew Dickson

Matthew Dickson | Compliance Support Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 4, Nara Building, 1 Constitution Ave Canberra City 2601 | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au



From: noreply@act.gov.au
To: [Secure Local Jobs Code](#)
Subject: New Submission of Contact Details for Territory Funded Work
Date: Thursday, 7 May 2020 08:21:10

Below is a new Submission of Contact Details for Territory Funded Work.

Complete the details below

Entity Name: BMD Constructions Pty Ltd
Secure Local Jobs Code Certificate Number : 00247
Location of worksite : Cnr William Hovell Drive and John Gorton Drive

Worksite contact details:

Contact Person: Wayne [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]
Working hours: [REDACTED]

Declaration:

I confirm all information declared in this form as true and correct: Yes

Name:: Steven [REDACTED]
Position: [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]



BMD ACT SECURE LOCAL JOBS

Details Update
May 2020

7/05/2020

Secure Local Jobs Branch
ACT Government
Level 4 Nara Building
1 Constitution Ave
Canberra City 2601

REF: BMD Secure Local Jobs Compliance

Dear Matthew,

Please find below compliance documentation as requested in relation to the Government Procurement secure local jobs certified entity requirements.


Below are BMD's current territory-funded projects with the relevant information:

Contract	Start Date	Completion Date – Civil works	Completion Date – Landscape works
Whitlam 1A Residential and Landscaping	3 rd June 2019	30 th September 2020	31 st December 2020
Taylor 3 stage 1A Residential and Landscaping	13 th June 2019	7 th May 2020	07 th August 2020
Taylor 3 stage 3 Residential and Landscaping	30 th September 2019	30 th September 2020	10 th February 2021

This report outlines the project workplace plan (if required at tender time), territory-funded works contact information and listed subcontractors. If additional information is required please do not hesitate to contact us.

Yours Faithfully,

BMD CONSTRUCTIONS PTY LTD


Darren

Construction Manager

Contents

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3. Taylor 3 stage 3.....	9
3.1 Secure Local Jobs Work Plan	9
3.2 Contact Details - Tender	10
3.3 List of project Subcontractors	11

1. Whitlam 1A – Residential Estate

1.1 Contact Details - Tender

Steven [REDACTED]

From: noreply@act.gov.au
Sent: Thursday, 7 May 2020 8:21 AM
To: Steven [REDACTED]
Subject: Submission confirmation: Territory Funded Work

Thank you for submitting your Contact Details for Territory Funded Work.

Below is a summary of your submission.

Complete the details below

Entity Name: BMD Constructions Pty Ltd
Secure Local Jobs Code Certificate Number : 00247
Location of worksite : Cnr William Hovell Drive and John Gorton Drive

Worksite contact details:

Contact Person: Wayne [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]
Working hours: [REDACTED]

Declaration:

I confirm all information declared in this form as true and correct: Yes

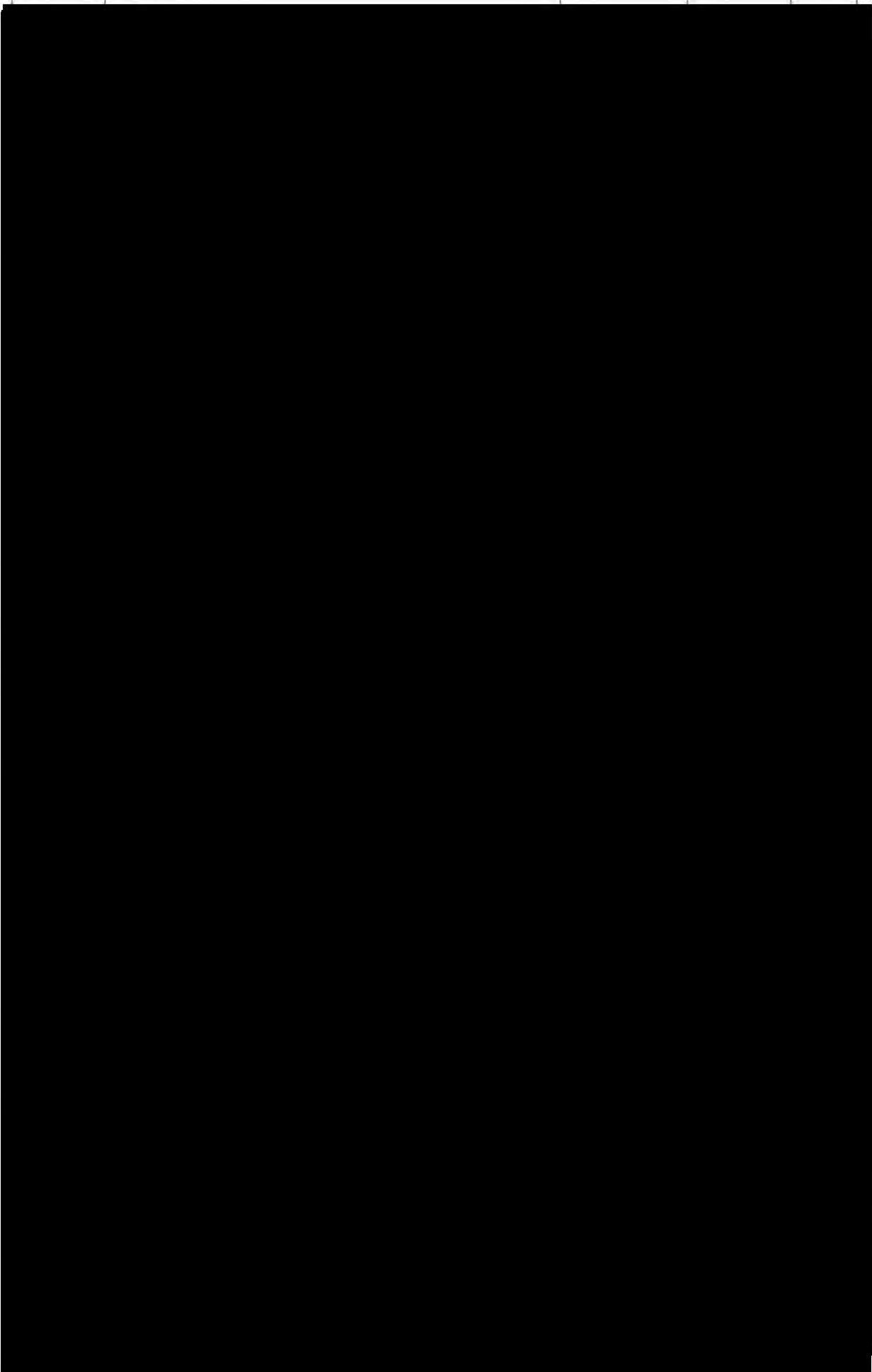
Name:: Steven [REDACTED]
Position: [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]

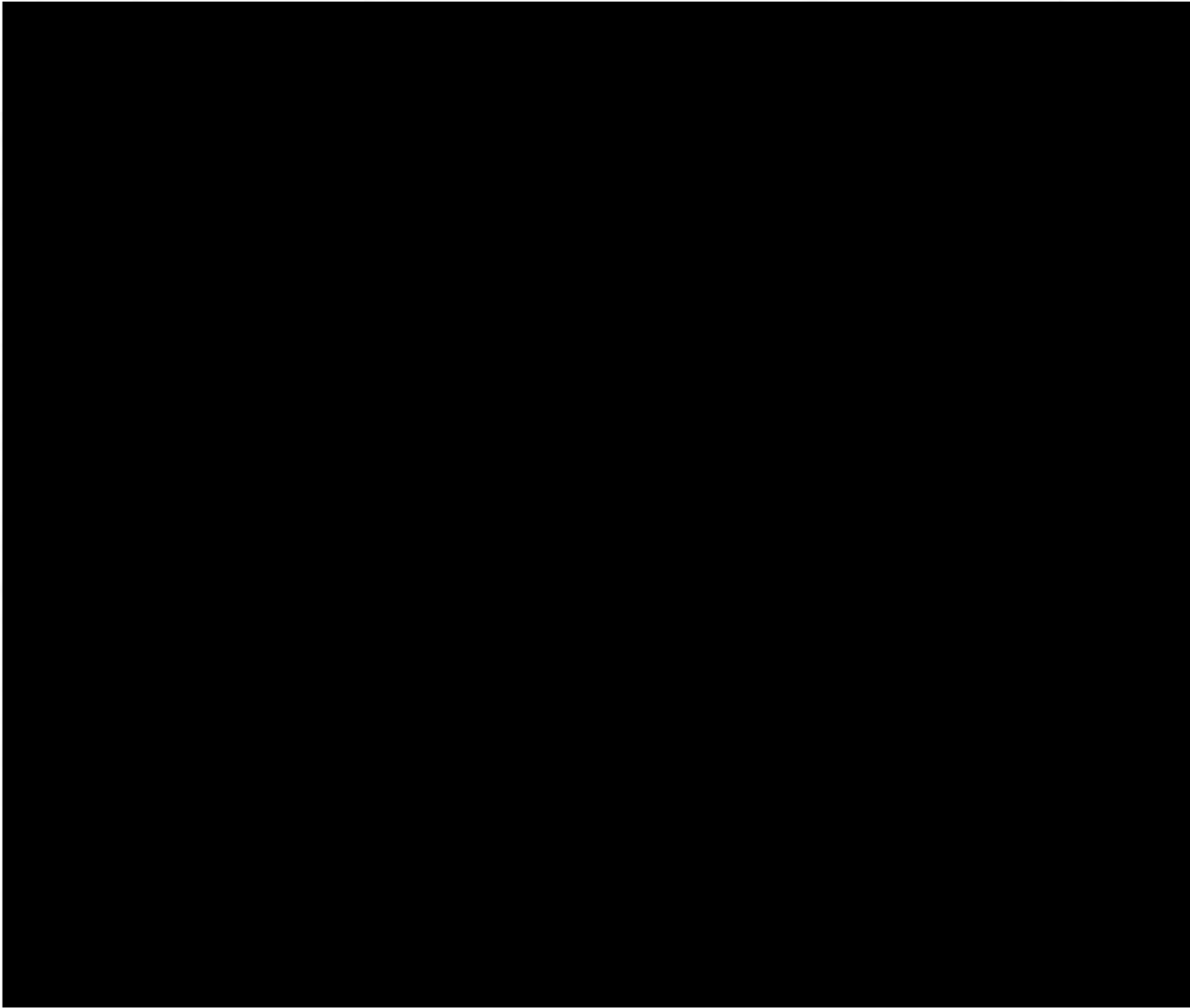
Should further information be required the Secure Local Jobs Branch will contact you directly.

Secure Local Jobs Branch

Chief Minister, Treasury and Economic Development Directorate
ACT Government
02 02 6207 3687 E | securelocaljobs@act.gov.au
GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

1.2 List of project Subcontractors





2. Taylor 3 stage 1A – Residential Estate

2.1 Secure Local Jobs Work Plan

Attachment 3



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

January 2019

This template includes the Canberra Region Local Industry Participation (LIP) Plan and the Labour Relations, Training and Workplace Equity Plan. These plans are an assessment criteria in the ACT Government's procurement process.

If your business is successful in winning this procurement, your compliance with these plans is evaluated as part of the final contract performance evaluation. The evaluation can be considered as part of your future procurement submissions.

More information on the Canberra Region Local Industry Participation Policy and Secure Local Jobs is available at procurement.act.gov.au.

CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN



Procurements with a value of \$5 million or more

Tender and business information

Information you enter into the tables below must be able to be verified. Where possible quantify items in your statements.

Tender* title	TAYLOR 3 STAGE 1A RESIDENTIAL ESTATE
Tender number	SL170496
Responsible Territory Entity / Directorate	SUBURBAN LAND AGENCY
Total tender value (\$AUD) incl. GST	\$4,845,082.02

* *tender refers to tender, quotation or any other form of bid/response to a procurement for territory funded work issued by the Territory for the supply of goods, services and/or works, intended to result in a contract.*

Legal entity name	BMD CONSTRUCTIONS PTY LTD		
ABN	59 010 126 100		
Trading name	BMD CONSTRUCTIONS PTY LTD		
Business project manager/contact person	DARREN [REDACTED]		
Telephone	[REDACTED]	Email	[REDACTED]

What is your physical presence in the Canberra region?
(Select all that apply)

Head office	Branch office	Warehouse/ Depot	Home office	Null	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specify:

When was this presence established?

<input type="text"/>	2006	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
----------------------	------	----------------------	----------------------	----------------------	----------------------

How many full time employees (FTE) do you currently employ in the Canberra region?

Describe your existing relationships with other businesses in the Canberra region?

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

A: Regional employment

This section measures the potential economic benefit to the Canberra region through the use of Canberra region sourced labour throughout the contract term.

Labour hours from the Canberra region

See Guidance Note 1

Head contract

A1: Estimated internal FTE required to deliver the contract.

of FTE:

[REDACTED]

% from the Canberra region

See Guidance Note 1

A2: Estimated head count of internal labour required to deliver the contract.

of FTE:

[REDACTED]

% from the Canberra region

See Guidance Note 1

Subcontract/s or outsourced labour arrangements

A3: Will you need to engage Canberra region based subcontractors to deliver this contract?

Yes

Complete A4

No

Go to Section B

A4: Estimated FTE of subcontracted labour intended to be used to perform the contract.

of FTE:

[REDACTED]

% from the Canberra region

See Guidance Note 2

Guidance Note:

- 1) The labour your business will employ directly to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work.
- 2) An estimate of the labour from any outsourced and subcontracted Canberra region work to deliver the contract.

Provide details of employment to be created and retained, including:

- ▶ the types of positions that may be created and/or retained as a result of this contract
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage subcontractors, including your supply chain.

Insert or attach your response here:

Refer Attachment A:

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

B: Regional suppliers

This section measures the potential economic benefit to the Canberra region by using Canberra region sourced goods and services, and any other non-labour inputs required.

Excluding labour	Total	Sourced from the Canberra Region
B1: Estimated value of goods and services required to deliver the contract?		

B2: Will you engage Canberra region based suppliers to deliver goods and services for this contract?

Yes No
Complete B3 **Go to Section C**

B3: List the supply inputs (including bundled work packages) to be sourced from Canberra region suppliers.	Name and location of regional supplier	Estimated value of input
<i>See Guidance Note 3</i>		
Please Refer Attachment B	Please Refer Attachment B	Please Refer Attachment B

Guidance Note:

3) Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of merchandise; finished products; food and beverages; supplies and raw material; and accommodation.

- Describe how you will identify local products and capabilities that meet contract requirements, including:
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
 - ▶ how you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain
 - ▶ a commitment to liaising with Canberra region business advocacy groups to identify the availability of local goods and services
 - ▶ establishing procedures or policies that encourage local industry participation.

Insert or attach your response here:

Refer Attachment B

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

C: Regional skills development

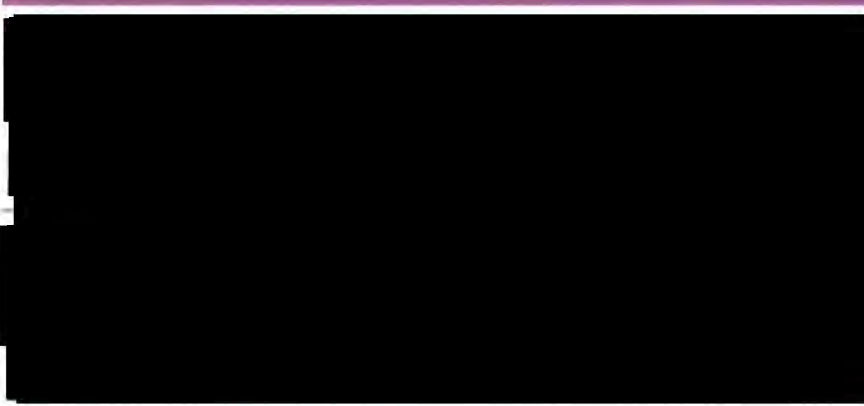
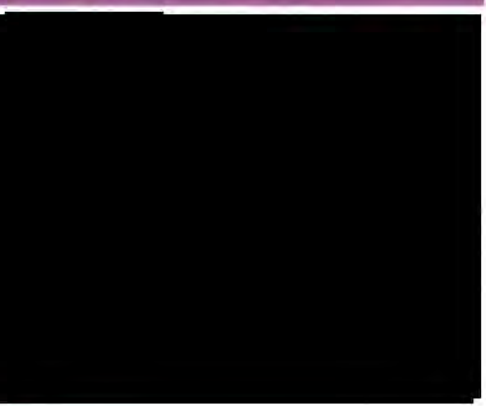
Provide details of any training and skills development that will be provided to Canberra region labour in relation to this contract, including:

- ▶ opportunities for engaging and training apprentices
- ▶ the number of existing positions, local apprenticeships and traineeships to deliver this contract
- ▶ opportunities for increasing the skills of Canberra region employees
- ▶ training programs designed to support employee career development
- ▶ training programs designed for this contract.

Insert or attach your response here:

Refer Attachment C

Outline evidence and the value of your business' contributions to skills and training development

Evidence of contribution	Estimated value (\$AUD) incl. GST
	

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

D: Regional investment

Provide details about your business presence in the Canberra region and the value of any existing and proposed capital investment in the Canberra region directly linked to the contract. This could include:

- ▶ the year your business was established in the Canberra region
- ▶ details of your current presence in the Canberra region (for example, turnover or FTE)
- ▶ plans to grow your Canberra region footprint
- ▶ existing and proposed capital investment in the Canberra region that directly relates to this contract
- ▶ engagement with local businesses.

Insert or attach your response here:

Refer Attachment D

Describe how you will identify additional business undertakings that promote economic growth in the Canberra region resulting from this contract. This could include:

- ▶ value-added research or partnerships with universities/CIT
- ▶ potential to undertake further innovation and research, or the development of technology related to this contract
- ▶ use of emerging technologies and materials
- ▶ collaboration with international organisations to increase opportunities for Canberra region businesses.

Insert or attach your response here:

Refer Attachment E

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Identify and describe any ongoing benefits to the Canberra region listed once the contract has ended.

Category	Ongoing benefit Y/N	Description
Canberra region employment		
Local suppliers		
Canberra region skills development		
Canberra region investment		

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

E: Compliance with the Secure Local Jobs Code

Describe how your business will comply with its obligations under the Secure Local Jobs Code for the duration of the contract, including:

- ▶ getting and maintaining a Secure Local Jobs Code Certificate
- ▶ adhering to relevant laws, including industrial relations, employment and workplace safety
- ▶ promoting opportunity for job security and reducing the incidence of insecure work
- ▶ ensuring subcontractors and sub-subcontractors comply with the Code
- ▶ maintaining communication with the workforce throughout the project.

E1: Internal operations

Refer Attachment F.

E2: For subcontractors (if applicable)

See Guidance Note 4

Refer Attachment F.

Guidance note:

- 4) Provide supporting evidence to demonstrate you have systems in place to only engage Code compliant subcontractors. For example, subcontractors engaged at any tier of the supply chain in connection with the territory-funded work must hold a valid Secure Local Jobs Code Certificate and comply with Code requirements.

F: Systems of work

Describe how your business will incorporate compliance with the Secure Local Jobs Code into policies and systems of work.

F1: Internal operations

See Guidance Note 5

Refer Attachment G

Guidance note:

- 5) This could include a policy or procedure covering obligations under the Code.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

G: Understanding Secure Local Jobs Code obligations

Describe how your business will ensure directors, executive managers and employees understand obligations under the Secure Local Jobs Code.

G1: Internal operations

See Guidance Note 6

Refer Attachment H

Guidance note:

- 6) This could include training plans, minuted meetings, or a policy or procedure covering directors, executive managers and employee obligations under the Secure Local Jobs Code.

H: Security of employment

Describe how your business seeks to minimise insecure work arrangements. This includes:

- ▶ whether and how you will support transitioning employees from an existing contractor to your business if successful in this contract
- ▶ how you will minimise insecure work arrangements by your subcontractors.

H1: Internal operations

Refer Attachment I

H2: Subcontractors or labour hire arrangements (if applicable)

Guidance Note:

- 7) Examples of insecure work arrangements includes:
- ▶ temporary employment arrangements
 - ▶ casual employment arrangements.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

I: Employees' health and wellbeing

Describe and provide evidence of how your business actively supports the physical and mental health of your employees, including activities that reduce the impact and incidence of impairment in the workplace.

I1: Internal operations

See Guidance Note 8

Attachment J

Guidance Note:

- 8) This could include: providing employees with access to an Employee Assistance Provider (EAP), workplace policy or procedure, drug and alcohol training, domestic violence training, access to rehabilitation and support services, safety and impairment awareness training, and other measures to support employee health and wellbeing.

J: Diversity in the workplace

Describe how your business strategies and processes to:

- ▶ support employment participation of Aboriginal and Torres Strait Islander people, women, people with disability and people from culturally and linguistically diverse backgrounds
- ▶ address barriers to employment or career development for people from these groups.

J1: Internal operations

Attachment K

Guidance Note:

- 9) Evidence could include: workplace policy or procedures, targeted traineeships/apprenticeships, designated positions or roles, training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave), and other action you have taken to remove barriers to employment and support career development.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

K: Local employment first

Describe your business' strategies and processes to provide opportunities for people in the Canberra region to apply for and be offered employment for this contract before you recruit workers outside the region.

K1: Internal operations



Describe what training opportunities you provide employees for career development and if this training is a recognised qualification. Outline whether your business provides, or will provide if successful in this contract, internships, traineeships, cadetships or apprenticeships.

K2: Internal operations

Refer Attachment C

L: Consultation with staff and their representatives

L1: Have you consulted with your staff in developing this Plan?

Yes Complete L2 No Go to Declaration

L2: Describe and provide evidence of how this consultation was done. This could include consultation with eligible unions or relevant staff representatives.



Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Declaration

I am a duly authorised officer of

BMD Constructions Pty Ltd

(Business Name)

I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and Secure Local Jobs Code and the responsibilities under these.

If awarded the contract the business will:

- ▶ note that the Territory reserves the right to negotiate and/or clarify commitments in this Plan before finalising the contract
- ▶ meet the commitments in this or an amended LIPP and LRTWE Plan (as agreed by the Territory)
- ▶ attend any meeting scheduled by the Territory to review progress implementing commitments in this or an amended Labour Relations, Training and Workplace Equity Plan (as agreed by the Territory)
- ▶ report to the Territory on the Canberra region industry participation achieved during the project annually, on the anniversary of the contract award, and at completion of the contract using the LIPP Report template (or another format and timetable as agreed by the Territory).

Signature



Date

28/02/19

Name

Darren

Position

Construction Manager

2.2 Contact Details - Tender

Alysha [REDACTED]

From: noreply@act.gov.au
Sent: Friday, 22 November 2019 7:38 AM
To: Dale [REDACTED]
Subject: Submission confirmation: Territory Funded Work

Thank you for submitting your Contact Details for Territory Funded Work.

Below is a summary of your submission.

Complete the details below

Entity Name: BMD Constructions PTY LTD
Secure Local Jobs Code Certificate Number : 00247
Location of worksite : Off Devenish Street, Taylor

Worksite contact details:

Contact Person: Fortune [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]
Working hours: [REDACTED]

Declaration:

I confirm all information declared in this form as true and correct:

Yes

Name:: Dale [REDACTED]
Position: [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]

Should further information be required the Secure Local Jobs Branch will contact you directly.

Secure Local Jobs Branch

Chief Minister, Treasury and Economic Development Directorate
ACT Government
02 02 6207 3687 E | securelocaljobs@act.gov.au
GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

2.3 List of project Subcontractors

Taylor 3 Stage 1A - SLIC			
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3. Taylor 3 stage 3 – Residential Estate

3.1 Secure Local Jobs Work Plan

Attachment 3



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

January 2019

This template includes the Canberra Region Local Industry Participation (LIP) Plan and the Labour Relations, Training and Workplace Equity Plan. These plans are an assessment criteria in the ACT Government's procurement process.

If your business is successful in winning this procurement, your compliance with these plans is evaluated as part of the final contract performance evaluation. The evaluation can be considered as part of your future procurement submissions.

More information on the Canberra Region Local Industry Participation Policy and Secure Local Jobs is available at procurement.act.gov.au.

CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN



Procurements with a value of \$5 million or more

Tender and business information

Information you enter into the tables below must be able to be verified. Where possible quantify items in your statements.

Tender* title	TAYLOR 3 STAGE 3 RESIDENTIAL ESTATE
Tender number	SL170499
Responsible Territory Entity / Directorate	SUBURBAN LAND AGENCY
Total tender value (\$AUD) incl. GST	\$18,068,456.47

* Tender refers to tender, quotation or any other form of bid/response to a procurement for territory-funded work issued by the Territory for the supply of goods, services and/or works, intended to result in a contract.

Legal entity name	BMD CONSTRUCTIONS PTY LTD		
ABN	59 010 126 100		
Trading name	BMD CONSTRUCTIONS PTY LTD		
Business project manager/contact person	DARREN [REDACTED]		
Telephone	[REDACTED]	Email	[REDACTED]

What is your physical presence in the Canberra region?
(Select all that apply)

Head office	Branch office	Warehouse/ Depot	Home office	Null	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specify:

[REDACTED]

When was this presence established?

[REDACTED]	2006	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
------------	------	------------	------------	------------	------------

How many full time employees (FTE) do you currently employ in the Canberra region?

[REDACTED]

Describe your existing relationships with other businesses in the Canberra region?

[REDACTED]

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

A: Regional employment

This section measures the potential economic benefit to the Canberra region through the use of Canberra region sourced labour throughout the contract term.

Labour hours from the Canberra region

See Guidance Note 1

Head contract

A1: Estimated internal FTE required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

A2: Estimated head count of internal labour required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

Subcontract/s or outsourced labour arrangements

A3: Will you need to engage Canberra region based subcontractors to deliver this contract?

Yes

Complete A4

No

Go to Section B

A4: Estimated FTE of subcontracted labour intended to be used to perform the contract.

of FTE:

% from the Canberra region

See Guidance Note 2

Guidance Note:

- 1) The labour your business will employ directly to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work.
- 2) An estimate of the labour from any outsourced and subcontracted Canberra region work to deliver the contract.

Provide details of employment to be created and retained, including:

- ▶ the types of positions that may be created and/or retained as a result of this contract
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage subcontractors, including your supply chain.

Insert or attach your response here:

Refer Attachment A:

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

B: Regional suppliers

This section measures the potential economic benefit to the Canberra region by using Canberra region sourced goods and services, and any other non-labour inputs required.

Excluding labour	Total	Sourced from the Canberra Region
B1: Estimated value of goods and services required to deliver the contract?		

B2: Will you engage Canberra region based suppliers to deliver goods and services for this contract?

Yes No
Complete B3 **Go to Section C**

B3: List the supply inputs (including bundled work packages) to be sourced from Canberra region suppliers.	Name and location of regional supplier	Estimated value of input
<i>See Guidance Note 3</i>		
Please Refer Attachment B	Please Refer Attachment B	Please Refer Attachment B

Guidance Note:

3) Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of merchandise; finished products; food and beverages; supplies and raw material; and accommodation.

Describe how you will identify local products and capabilities that meet contract requirements, including:

- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain
- ▶ a commitment to liaising with Canberra region business advocacy groups to identify the availability of local goods and services
- ▶ establishing procedures or policies that encourage local industry participation.

Insert or attach your response here:

Refer Attachment B

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

C: Regional skills development



Provide details of any training and skills development that will be provided to Canberra region labour in relation to this contract, including:

- ▶ opportunities for engaging and training apprentices
- ▶ the number of existing positions, local apprenticeships and traineeships to deliver this contract
- ▶ opportunities for increasing the skills of Canberra region employees
- ▶ training programs designed to support employee career development
- ▶ training programs designed for this contract.

Insert or attach your response here:

Refer Attachment C

Outline evidence and the value of your business' contributions to skills and training development

Evidence of contribution	Estimated value (\$AUD) incl. GST
	

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

D: Regional investment

Provide details about your business presence in the Canberra region and the value of any existing and proposed capital investment in the Canberra region directly linked to the contract. This could include:

- ▶ the year your business was established in the Canberra region
- ▶ details of your current presence in the Canberra region (for example, turnover or FTE)
- ▶ plans to grow your Canberra region footprint
- ▶ existing and proposed capital investment in the Canberra region that directly relates to this contract
- ▶ engagement with local businesses.

Insert or attach your response here:

Refer Attachment D

Describe how you will identify additional business undertakings that promote economic growth in the Canberra region resulting from this contract. This could include:

- ▶ value-added research or partnerships with universities/CIT
- ▶ potential to undertake further innovation and research, or the development of technology related to this contract
- ▶ use of emerging technologies and materials
- ▶ collaboration with international organisations to increase opportunities for Canberra region businesses.

Insert or attach your response here:

Refer Attachment E

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Identify and describe any ongoing benefits to the Canberra region listed once the contract has ended.

Category	Ongoing benefit Y/N	Description
Canberra region employment		
Local suppliers		
Canberra region skills development		
Canberra region investment		

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

E: Compliance with the Secure Local Jobs Code

Describe how your business will comply with its obligations under the Secure Local Jobs Code for the duration of the contract, including:

- ▶ getting and maintaining a Secure Local Jobs Code Certificate
- ▶ adhering to relevant laws, including industrial relations, employment and workplace safety
- ▶ promoting opportunity for job security and reducing the incidence of insecure work
- ▶ ensuring subcontractors and sub-subcontractors comply with the Code
- ▶ maintaining communication with the workforce throughout the project.

E1: Internal operations

Refer Attachment F.

E2: For subcontractors (if applicable)

See Guidance Note 4

Refer Attachment F.

Guidance note:

- 4) Provide supporting evidence to demonstrate you have systems in place to only engage Code compliant subcontractors. For example, subcontractors engaged at any tier of the supply chain in connection with the territory-funded work must hold a valid Secure Local Jobs Code Certificate and comply with Code requirements.

F: Systems of work

Describe how your business will incorporate compliance with the Secure Local Jobs Code into policies and systems of work.

F1: Internal operations

See Guidance Note 5

Refer Attachment G

Guidance note:

- 5) This could include a policy or procedure covering obligations under the Code.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

G: Understanding Secure Local Jobs Code obligations

Describe how your business will ensure directors, executive managers and employees understand obligations under the Secure Local Jobs Code.

G1: Internal operations

See Guidance Note 6

Refer Attachment H

Guidance note:

- 6) This could include training plans, minuted meetings, or a policy or procedure covering directors, executive managers and employee obligations under the Secure Local Jobs Code.

H: Security of employment

Describe how your business seeks to minimise insecure work arrangements. This includes:

- ▶ whether and how you will support transitioning employees from an existing contractor to your business if successful in this contract
- ▶ how you will minimise insecure work arrangements by your subcontractors.

H1: Internal operations

Refer Attachment I

H2: Subcontractors or labour hire arrangements (if applicable)

Guidance Note:

- 7) Examples of insecure work arrangements includes:
- ▶ temporary employment arrangements
 - ▶ casual employment arrangements.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

I: Employees' health and wellbeing

Describe and provide evidence of how your business actively supports the physical and mental health of your employees, including activities that reduce the impact and incidence of impairment in the workplace.

I1: Internal operations

See Guidance Note 8

Attachment J

Guidance Note:

- 8) This could include: providing employees with access to an Employee Assistance Provider (EAP), workplace policy or procedure, drug and alcohol training, domestic violence training, access to rehabilitation and support services, safety and impairment awareness training, and other measures to support employee health and wellbeing.

J: Diversity in the workplace

Describe how your business strategies and processes to:

- ▶ support employment participation of Aboriginal and Torres Strait Islander people, women, people with disability and people from culturally and linguistically diverse backgrounds
- ▶ address barriers to employment or career development for people from these groups.

J1: Internal operations

Attachment K

Guidance Note:

- 9) Evidence could include: workplace policy or procedures, targeted traineeships/apprenticeships, designated positions or roles, training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave), and other action you have taken to remove barriers to employment and support career development.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

K: Local employment first

Describe your business' strategies and processes to provide opportunities for people in the Canberra region to apply for and be offered employment for this contract before you recruit workers outside the region.

K1: Internal operations



Describe what training opportunities you provide employees for career development and if this training is a recognised qualification. Outline whether your business provides, or will provide if successful in this contract, internships, traineeships, cadetships or apprenticeships.

K2: Internal operations

Refer Attachment C

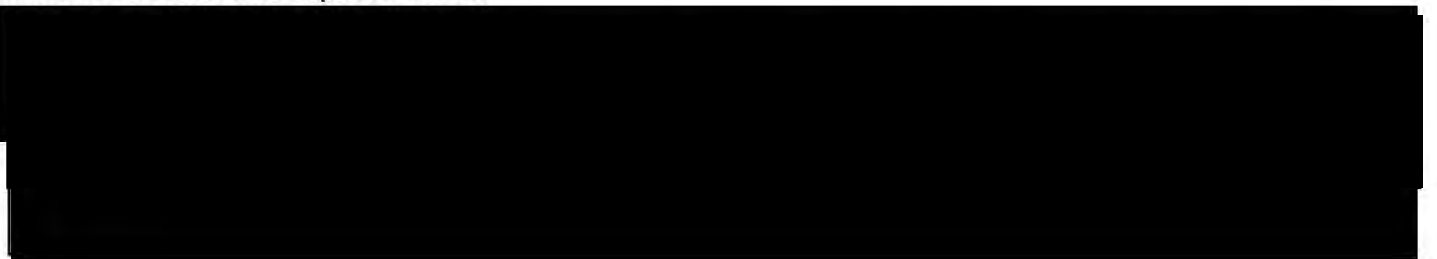
L: Consultation with staff and their representatives

L1: Have you consulted with your staff in developing this Plan?

Yes Complete L2

No Go to Declaration

L2: Describe and provide evidence of how this consultation was done. This could include consultation with eligible unions or relevant staff representatives.



Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Declaration

I am a duly authorised officer of

BMD Constructions Pty Ltd

(Business Name)

I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and Secure Local Jobs Code and the responsibilities under these.

If awarded the contract the business will:

- ▶ note that the Territory reserves the right to negotiate and/or clarify commitments in this Plan before finalising the contract
- ▶ meet the commitments in this or an amended LIPP and LRTWE Plan (as agreed by the Territory)
- ▶ attend any meeting scheduled by the Territory to review progress implementing commitments in this or an amended Labour Relations, Training and Workplace Equity Plan (as agreed by the Territory)
- ▶ report to the Territory on the Canberra region industry participation achieved during the project annually, on the anniversary of the contract award, and at completion of the contract using the LIPP Report template (or another format and timetable as agreed by the Territory).

Signature

[Redacted Signature]

Date

15/08/19

Name

Darren [Redacted]

Position

Construction Manager

3.2 Contact Details - Tender

Alysha [REDACTED]

From: noreply@act.gov.au
Sent: Tuesday, 19 November 2019 5:09 PM
To: Alysha [REDACTED]
Subject: Submission confirmation: Territory Funded Work

Thank you for submitting your Contact Details for Territory Funded Work.

Below is a summary of your submission.

Complete the details below

Entity Name: BMD Constructions
Secure Local Jobs Code Certificate Number : 00247
Location of worksite : Dorney Rise Taylor ACT

Worksite contact details:

Contact Person: Michael [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]
Working hours: [REDACTED]

Declaration:

I confirm all information declared in this form as true and correct: Yes

Name:: Alysha [REDACTED]
Position: [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]

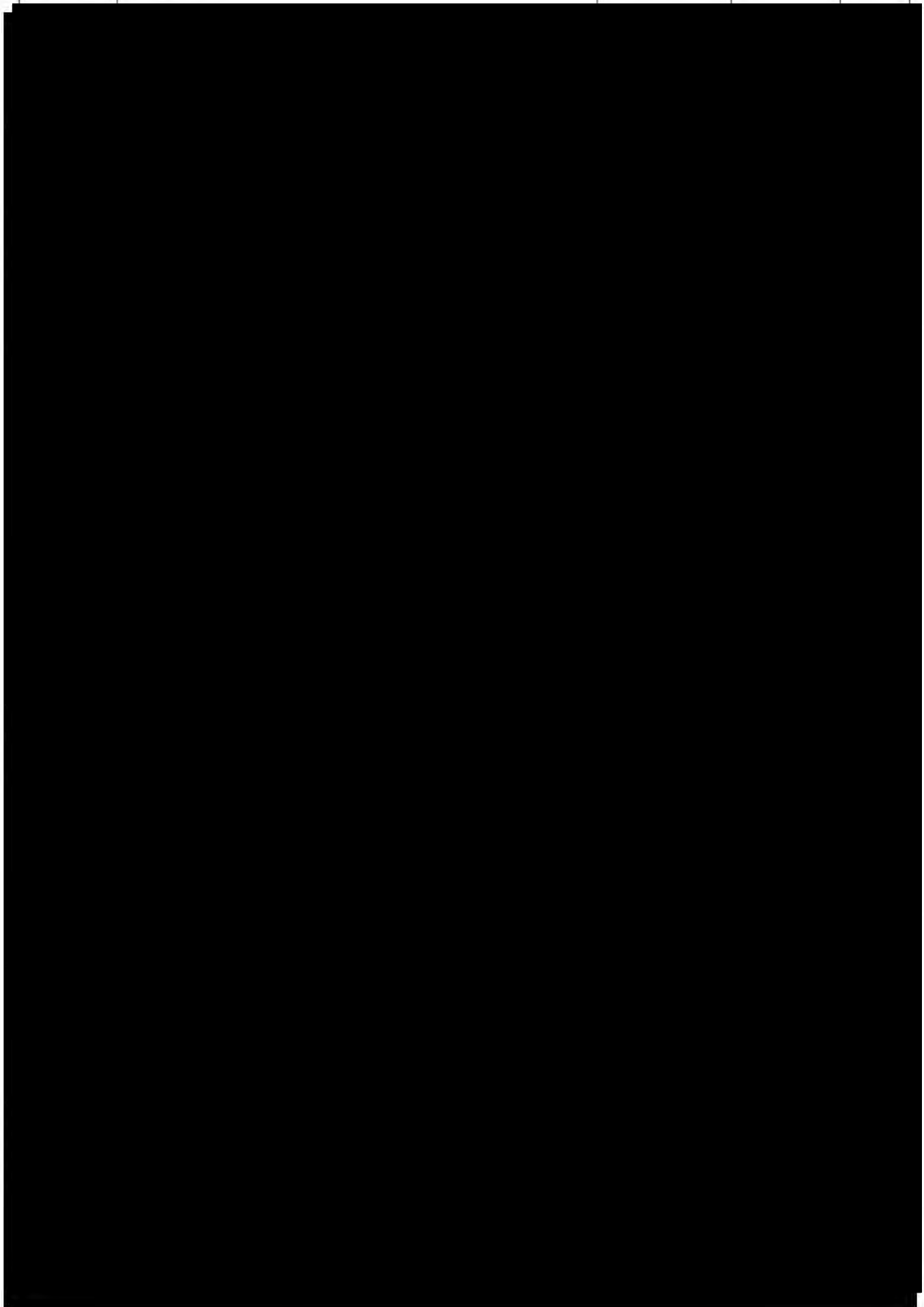
Should further information be required the Secure Local Jobs Branch will contact you directly.

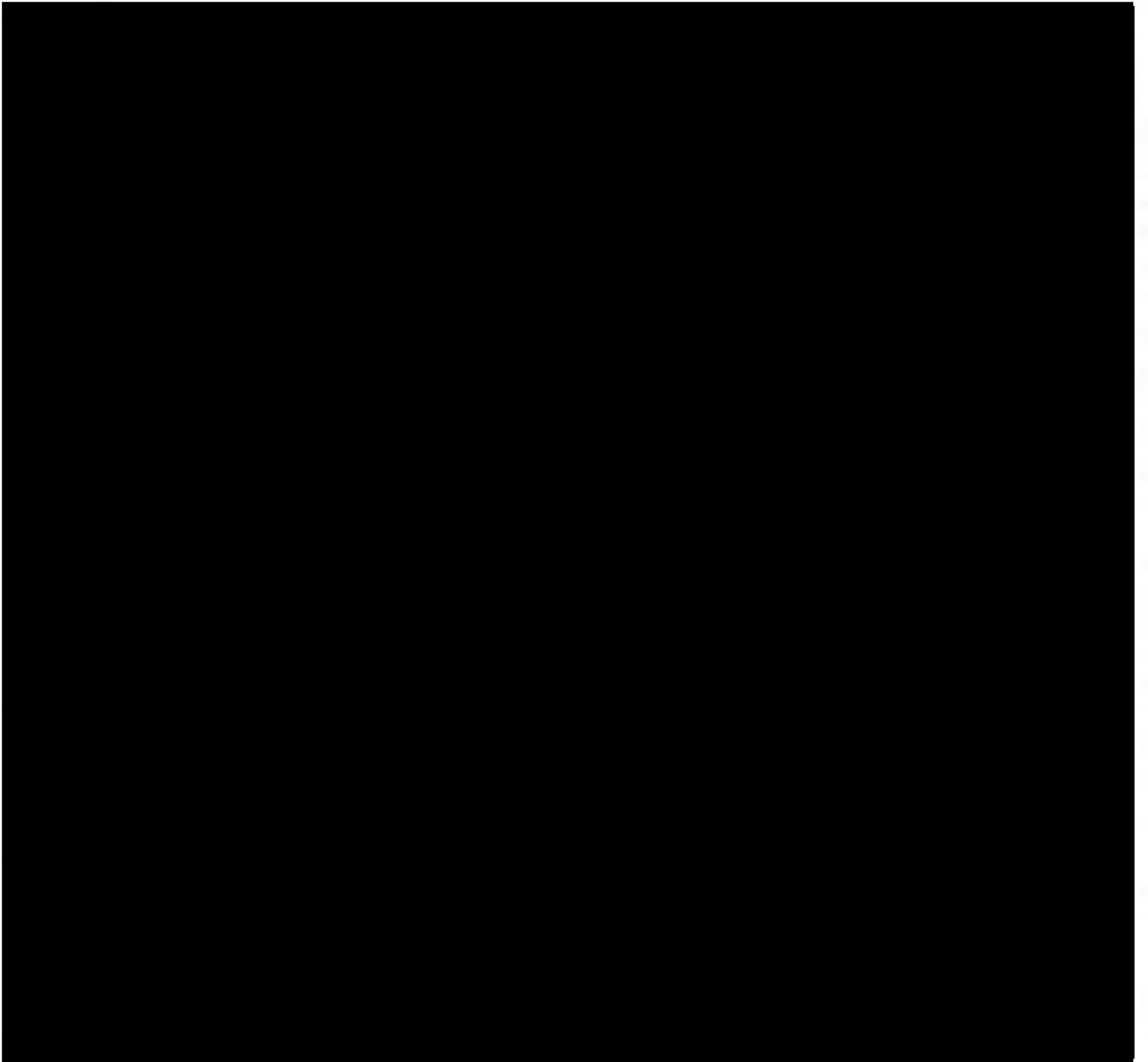
Secure Local Jobs Branch

Chief Minister, Treasury and Economic Development Directorate
ACT Government
02 02 6207 3687 E | securelocaljobs@act.gov.au
GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

3.3 List of project Subcontractors

Taylor 3 Stage 3 - SLJC			
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File Note - Record of Meeting

Location:	L4 Nara Building		
Subject:	BMD Constructions Pty Ltd	Date:	11/25/2019
Attendees:	Andrew Parkinson Jess Pupulkovski Darren [REDACTED] +1	Time:	13:00

The Registrar and I met with 2 representatives of BMD Constructions today in regard to the investigation. The representatives had a list of questions regarding the investigation and the Code requirements. There seemed to be some confusion between Work Health and Safety forms and Secure Local Jobs forms. The registrar clarified this confusion.

A question was asked regarding Labour Relation Training and Workplace Equity Plans (LRTWE), particularly the 3 different versions and the recent update. The registrar briefly ran through LRTWE plans. The subject then changed to subcontractors and the representatives confirmed they have now completed an internal audit of their subcontractor engagement processes. They confirmed that out of their list of 30 subcontractors, there are a couple that don't have a Code Certificate and they have immediately been stood down from work.

A question was asked if SLJ replaces IRE. The registrar clarified the similarities and differences between the 2 schemes. The guests stated that they have encountered some of their subcontractors applying to renew IRE Certificates. They confirmed they have seen one of the subcontractors IRE certificates. The guests confirmed that all they want to do is correct their processes to show diligence in their future jobs. Some general questions were asked about the application process and the meeting ended.

Officer Name: [REDACTED]

Signature:

Date: 11/25/2019

From:noreply@act.gov.au
Sent:15/07/2021 3:23 PM
To:"Secure Local Jobs Code" <securelocaljobs@act.gov.au>
Subject:New Submission of Contact Details for Territory Funded Work

CAUTION: This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Below is a new Submission of Contact Details for Territory Funded Work.

Complete the details below

Entity Name: BMD Constructions Pty Ltd
Secure Local Jobs Code Certificate Number : 00247
Location of worksite : Whitlam Landscape pk 2D - John Gorton Drive Whitlam

Worksite contact details:

Contact Person: Alysha [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]
Working hours: [REDACTED]

Declaration:

I confirm all information declared in this form as true and correct: Yes

Name:: Alysha [REDACTED]
Position: [REDACTED]
Contact number: [REDACTED]
Contact email: [REDACTED]

File Note - Record of Meeting

Location: Taylor

Subject: BMD Constructions Tip Off Date: 11/11/2019

Attendees: Jessica Pupulkovski
Kirsty Bourke Time: 10:00am

Following a tip off, which alleged that BMD Construction may be using non compliant subcontractors, Ms Pupulkovski and myself did a drive by inspection of BMD's work site at Taylor.

On inspection, vehicles observed showed the names BMD Constructions [REDACTED]

Ms Pupulkovski and I decided that we would take the information back to the Office for further investigation and to determine whether the tip off would progress to an investigation.

Officer Name: Kirsty Bourke

Signature: [REDACTED]

Date: 11/11/2019



Investigation Details

Entity Name: BMD
ABN: 59 010 126 100
Certificate Number: 00247
Start Date: 22 April 2020 End Date: 9 June 2020

Background

This investigation commenced as the result of a compliance check initiated by the Secure Local Jobs Code Registrar.

On 22 April 2020, an email was sent to The Playground People (the Entity) requesting they complete the following:

1. Update Contact Details for Territory-Funded Work, Secure Local Jobs - Code Certified Entity Site Contact Information form; and
2. provide a list of all subcontractors used on the identified contracts for Territory-funded work the CCE was engaged on, pursuant to section 12 of the *Government Procurement (Secure Local Jobs) Code 2019* and Section 22S of the *Government Procurement Act 2001*.

A response to the email was due by close of business 1 May 2020 (folios 1-2).

On 4 May 2020, as no response had been received, a reminder Notice was sent to the Entity. A response was due 8 May 2020 (folio 3-4).

On 7 May 2020, the Entity sent the completed "Contact Details for Territory Funded Work" form, relating to ACT Government Contract number SL170499. (folio 5).

On 8 May 2020, the Entity provided the requested information via email. The entity provided an evidence list of subcontractors used for project(s) undertaken in pdf. Format. A check of the Secure Local Jobs master spreadsheet confirmed that all listed Subcontractors held Secure Local Jobs Code certification (folios 11-13, 30-31, 49-50).

Findings

The investigation found that the Entity was compliant with its obligations in relation to Section 8 and Section 12 of the Secure Local Jobs Code. The Entity provided all requested documentation and engaged only Code Certified Subcontractors.

Recommendation

As the Entity has met all its obligation under the Code, the investigation found no evidence of noncompliance with the Code. Therefore, I recommend the investigation be finalised and no further action take place.

Investigation Officer: M. Dickson

_____ Date: June 2020

Supervisor: K. Bourke

_____ Date: 10 June 2020

From: "Secure Local Jobs Code" <securelocaljobs@act.gov.au>
Sent: 25/11/2019 4:55 AM
To: "Pupulkovski, Jessica" [REDACTED]
Subject: FW: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

UNOFFICIAL

FYI

From: [REDACTED]
Sent: Monday, 25 November 2019 3:54 PM
To: Secure Local Jobs Code <securelocaljobs@act.gov.au>
Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by [REDACTED]

You have been sent the above Transmittal Correspondence by [REDACTED]

Regards,

Darren [REDACTED] Construction Manager
BMD URBAN PTY LTD
[REDACTED]

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]
Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf, 1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start Records 1-11-19 to 19-11-19.pdf,
Sent Date:	25-Nov-2019
Sub Types:	General Correspondence

Hi Jess,

Please see the attached response to the Notice of Investigation issued for contracts SL 170496 and SL 170499.

Attached documents included:

1. SL170496_SL170499 Secure Local Jobs Code Compliance BMD Letter
2. Taylor 3 Stage 1A & 3 - Secure Local Jobs Audit
3. Taylor 3 Stage 1a (1059) – Workplace Plan
4. Taylor 3 Stage 3 (1060) – Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards

Darren [REDACTED]
Construction Manager
BMD Urban

[REDACTED] www.bmd.com.au
Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

Please contact the sender if you're having issues viewing the email or any related links.
To unsubscribe from our mailing list [click here](#).

DO NOT SHARE THIS EMAIL: This email contains a secure link to our Retrieve system. Please do not share this email, or links contained within with others.



ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00017/00247

Case Officer: J Pupulkovski

Contact: [REDACTED]

Dear Sir/Madam

Via email: [REDACTED]

NOTICE OF INVESTIGATION

Request for information under Section 22S of the Government Procurement Act 2001 (the Act)

Code Certified Entity BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to BMD Constructions Pty Ltd's (the Entity) Secure Local Jobs Code Certificate (Code Certificate) 00247. An investigation has commenced into the Entity's potential noncompliance with its obligations under the Secure Local Jobs Code (the Code).

Subcontractors

Under section 8 of the Code, a Code Certified Entity contracted to territory-funded work is required to provide details of any proposed subcontractors to the territory prior to engaging them and ensure that any subcontractors engaged hold a valid Code Certificate.

What you need to provide

To establish the Entity's compliance with this section of the Code, you are required to provide the following information in relation to ACT Government contracts SL 170496 and SL 170499 for construction of Taylor 3 Stage 1A & 3:

- Names of all subcontractors engaged on these projects,
- A copy of your Labour Relation, Training and Workplace Equity Plan, submitted at the time of tender, and;
- Copies of site sign-on sheets identifying workers and companies attending site for the period 1 November to date.

Section 12 of the Code states a Code Certified Entity must comply with any reasonable request for information, access to records and directions given by the registrar for the purposes of investigating Code compliance. Failure to comply with this request could result in the imposition of conditions to your Code Certificate under section 22T of the Act.

Your response and the requested information is required by **26 November 2019**.

Please note, you may be contacted by this Office and asked to provide further evidence or information in relation to this investigation. If you have any further questions, please do not hesitate to contact Ms Jess Pupulkovski on [REDACTED]

Regards

[REDACTED]

K Bourke

Delegate of the
Secure Local Jobs Code Registrar
19 November 2019



ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00017/00247
Case Officer: J Pupulkovski
Contact: [REDACTED]

Dear [REDACTED]
BMD Constructions Pty Ltd

Via email: [REDACTED]

SHOW REASONS NOTICE

Under to Section 8 of the Government Procurement (Secure Local Jobs Complaints and Noncompliance) Investigation Guidelines Code Certified Entity BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to the ongoing investigation in relation to BMD Constructions Pty Ltd's (the Entity) noncompliance with its obligations under the Secure Local Jobs Code (the Code).

Investigation findings have found the Entity to be noncompliant with its obligations under section 8 of the Code, as it engaged non-certified subcontractors on a territory-funded worksite during the period 1-19 November 2019.

As a result, the Secure Local Jobs Code Registrar (the registrar) proposes to impose **10 infringement points** against Secure Local Jobs Code Certificate 00247. The infringement points are to be applied in accordance with section 7 of the Secure Local Jobs Noncompliance Investigation Guidelines (the Guidelines) and will be published on the Secure Local Jobs Code website.

Under section 8 of the Guidelines, you are provided with the opportunity to respond to this Notice, outlining reasons why the infringement points should not be applied.

Submissions received in writing within **10 business days** from the date of this notice will be considered by the registrar. If no response is received, **10 infringement points** will be applied without further consultation.

If you have any further questions, please do not hesitate to contact the case officer, Ms Jess Pupulkovski on [REDACTED]

Regards
[REDACTED]

Andrew Parkinson
Secure Local Jobs Code Registrar
3 December 2019



ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00046/CertNo.00247
Case Officer: M Dickson
Contact: [REDACTED]

Dear Steven [REDACTED]
BMD Constructions Pty Ltd
[REDACTED]

NOTICE OF DECISION: NO FURTHER ACTION
Under Section 22T of the Government Procurement Act 2001
Code Certified Entity: BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to the investigation in relation to ACT Government contract SL170499. This investigation was initiated by the Secure Local Jobs Code Registrar to ensure that BMD Constructions Pty Ltd (the Entity) met its obligations under the *Government Procurement (Secure Local Jobs) Code 2019* (the Code).

Investigation Findings

The investigation found that the Entity was compliant with its obligations under the Secure Local Jobs Code.

Decision

The Registrar has reviewed and considered the information obtained during this investigation and as a result of these findings, has determined **no further action will take place**.

This decision has been determined under section 22T(1)(a) of the *Government Procurement Act 2001* and in accordance with the *Government Procurement (Secure Local Jobs Complaints and Noncompliance Investigation) Guidelines*.

Regards

[REDACTED]
K Bourke
Delegate of the Secure Local Jobs Code Registrar
10 June 2020

From:"Secure Local Jobs Code"

Sent:02/12/2019 10:58 PM

To: [REDACTED]

Subject:RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Attachments:INV00017_BMD Constructions Pty Ltd_Show Reason Notice.pdf

UNOFFICIAL

Good morning Darren

Thank you for your response of 25 November 2019. Please see the attached Show Reasons Notice.

Please contact me should you have any questions.

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate

ACT Government

[REDACTED]

Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

From: [REDACTED]

Sent: Monday, 25 November 2019 3:54 PM

To: Secure Local Jobs Code <securelocaljobs@act.gov.au>

Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by Darren [REDACTED]

You have been sent the above Transmittal Correspondence by Darren [REDACTED]

Regards,

Darren [REDACTED] Construction Manager

BMD URBAN PTY LTD

[REDACTED]

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]
Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs

Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf,
1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start
Records 1-11-19 to 19-11-19.pdf,

Sent Date: 25-Nov-2019

Sub Types: General Correspondence

Hi Jess,

Please see the attached response to the Notice of Investigation issued for contracts SL 170496 and SL 170499.

Attached documents included:

1. SL170496_SL170499 Secure Local Jobs Code Compliance BMD Letter
2. Taylor 3 Stage 1A & 3 - Secure Local Jobs Audit
3. Taylor 3 Stage 1a (1059) – Workplace Plan
4. Taylor 3 Stage 3 (1060) – Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards

Darren [REDACTED]

Construction Manager
BMD Urban

[REDACTED]
[REDACTED] www.bmd.com.au

Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

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ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00017/00247
Case Officer: J Pupulkovski
Contact: [REDACTED]

Dear [REDACTED]
BMD Constructions Pty Ltd

Via email: [REDACTED]

SHOW REASONS NOTICE

Under to Section 8 of the Government Procurement (Secure Local Jobs Complaints and Noncompliance) Investigation Guidelines Code Certified Entity BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to the ongoing investigation in relation to BMD Constructions Pty Ltd's (the Entity) noncompliance with its obligations under the Secure Local Jobs Code (the Code).

Investigation findings have found the Entity to be noncompliant with its obligations under section 8 of the Code, as it engaged non-certified subcontractors on a territory-funded worksite during the period 1-19 November 2019.

As a result, the Secure Local Jobs Code Registrar (the registrar) proposes to impose **10 infringement points** against Secure Local Jobs Code Certificate 00247. The infringement points are to be applied in accordance with section 7 of the Secure Local Jobs Noncompliance Investigation Guidelines (the Guidelines) and will be published on the Secure Local Jobs Code website.

Under section 8 of the Guidelines, you are provided with the opportunity to respond to this Notice, outlining reasons why the infringement points should not be applied.

Submissions received in writing within **10 business days** from the date of this notice will be considered by the registrar. If no response is received, **10 infringement points** will be applied without further consultation.

If you have any further questions, please do not hesitate to contact the case officer, Ms Jess Pupulkovski on [REDACTED]

Regards
[REDACTED]

Andrew Parkinson
Secure Local Jobs Code Registrar
3 December 2019

From: [Secure Local Jobs Code](#)
To: [REDACTED]
Subject: Notice of Investigation Request for Information
Date: Tuesday, 19 November 2019 1:57:00 PM
Attachments: [2 INV00017 BMD Constructions Pty Ltd Notice of Inv.pdf](#)

UNCLASSIFIED

Good afternoon Scott,

Please see the attached Notice of Investigation in relation to BMD Constructions Pty Ltd's potential noncompliance with its obligations under the Secure Local Jobs Code.

Please note, **your response is required by 26 November 2019.**

Kind regards

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate

ACT Government

[REDACTED]
Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

Toolbox Talk Record

Project: Urban ACT
Job No.: ALL
Date: 11-12-19
Time: 4PM
Duration: 1 HR

Safety and Environmental Toolbox Topics:

Nil

Engage:

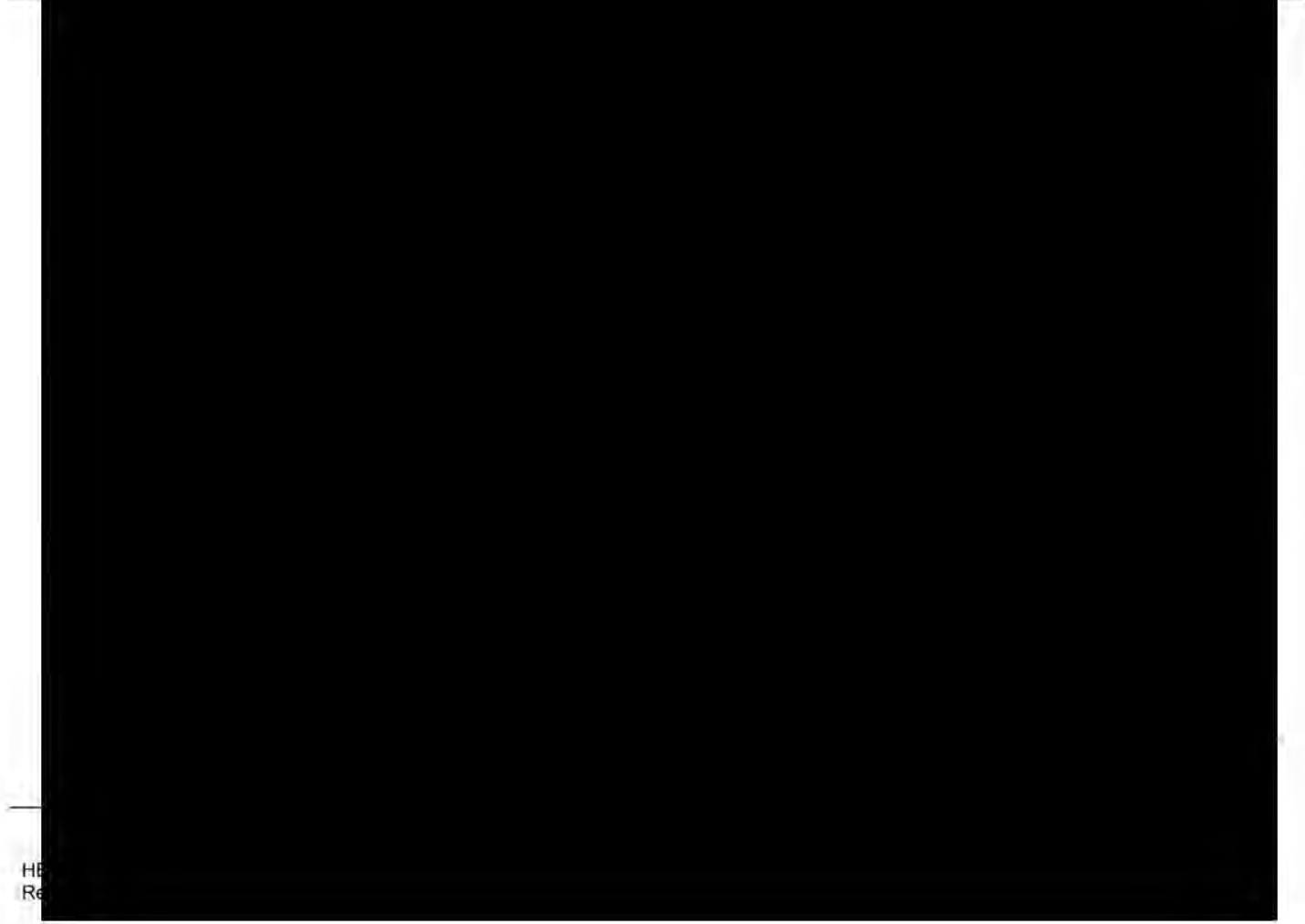
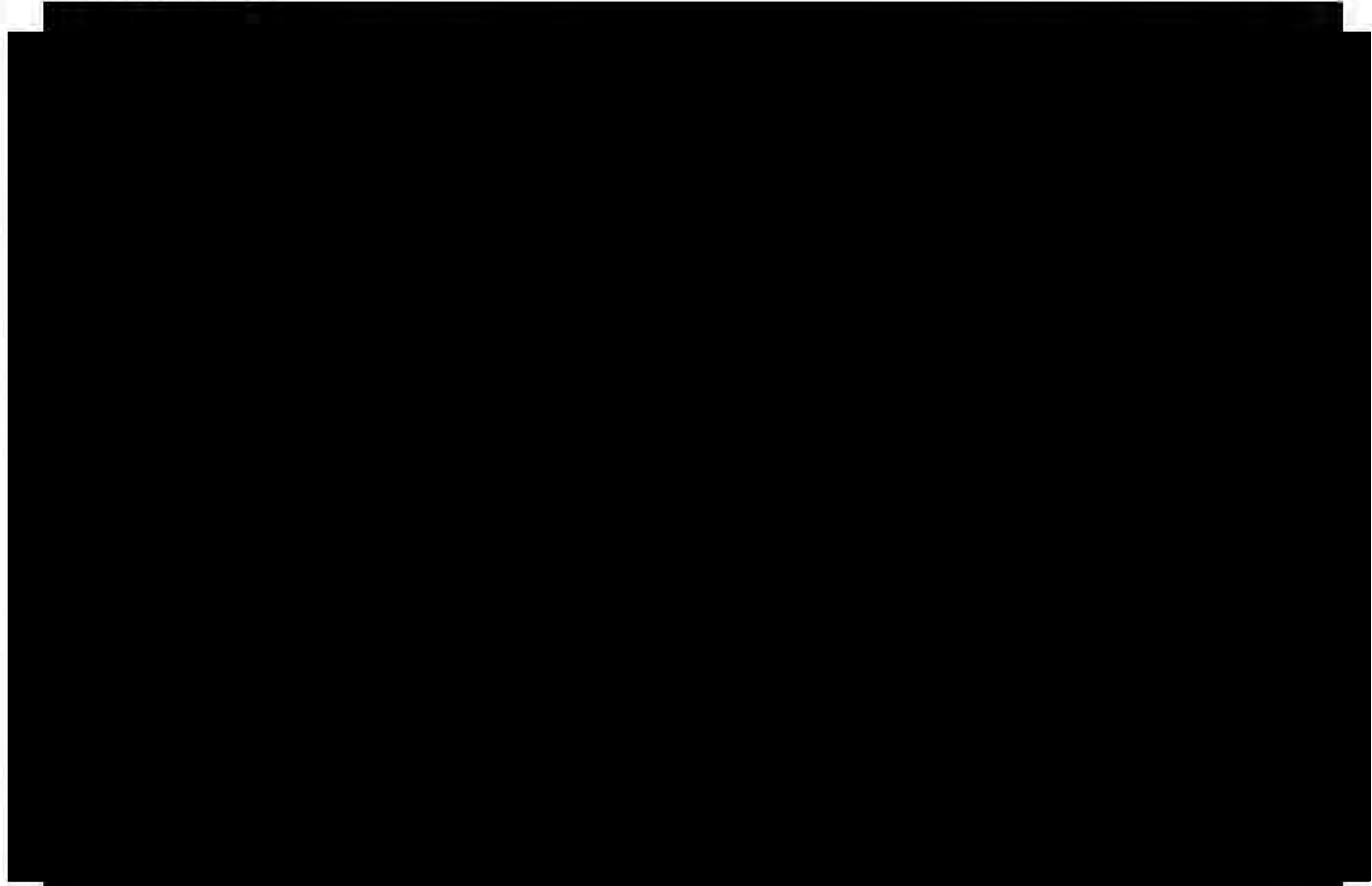
- Ask if your group has experienced issues relating to the topics in the past.
- Share a story related to the topics.

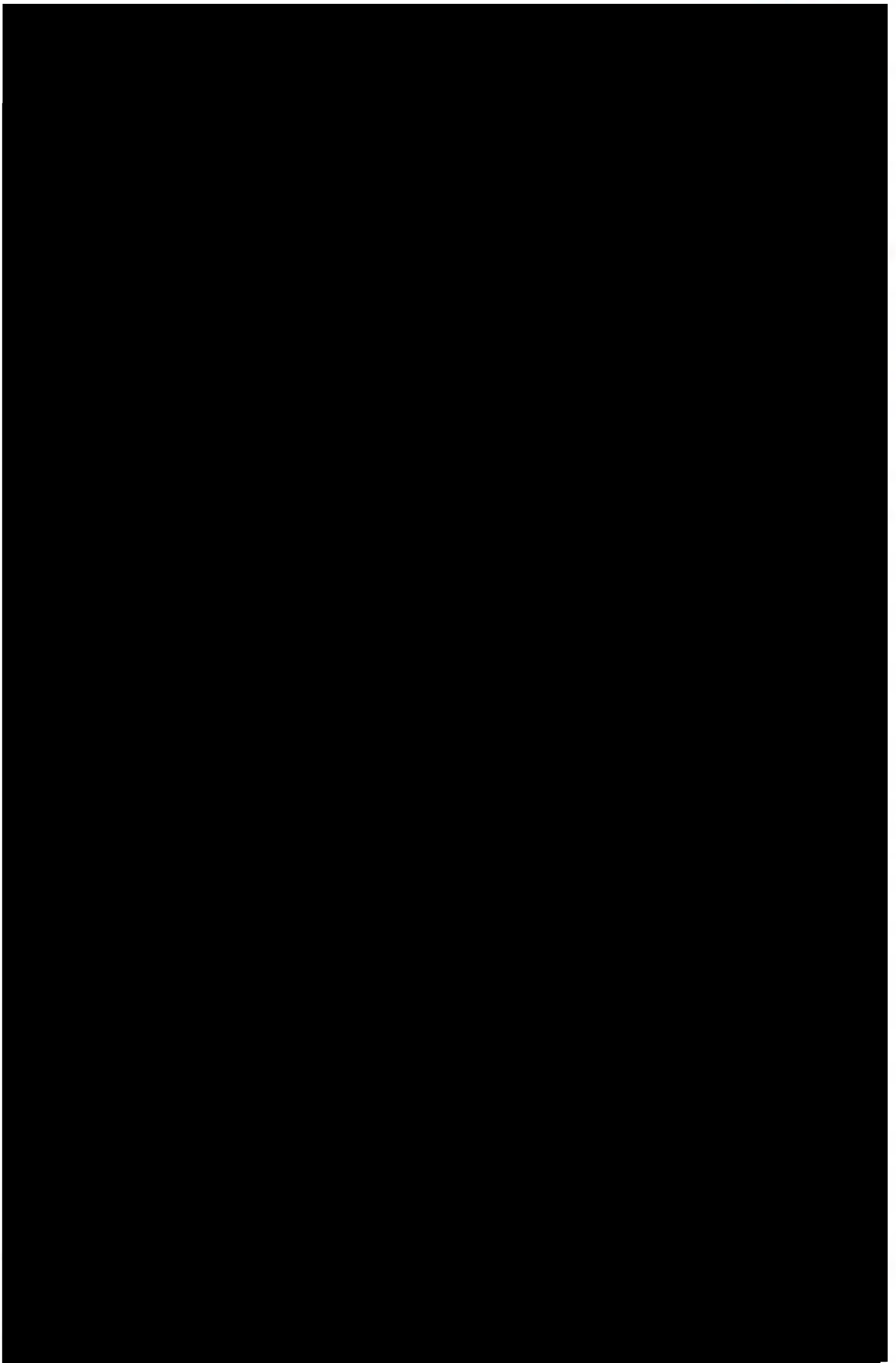
Questions	Answers (To fill in any knowledge gaps)

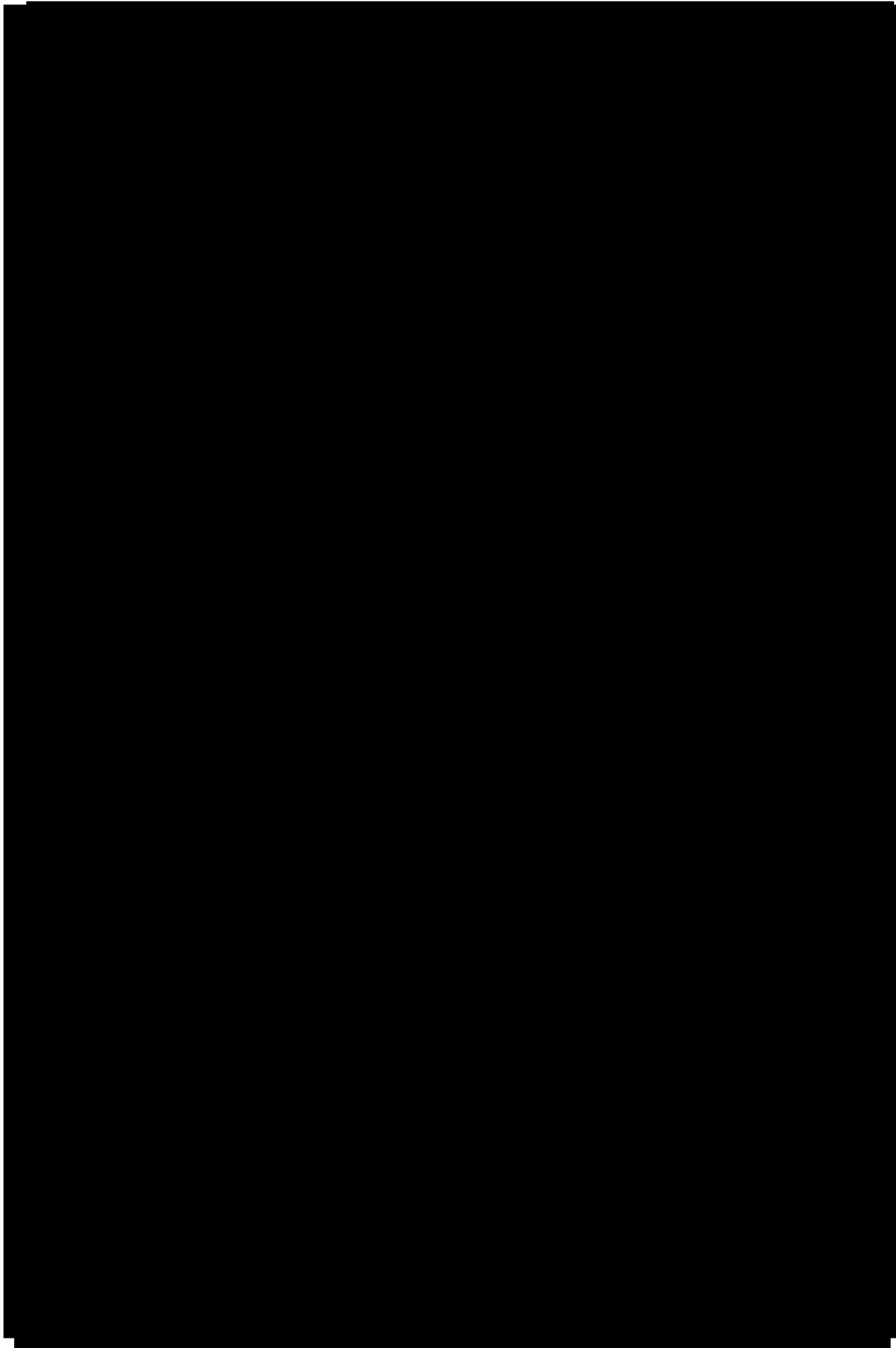
Topic Discussed
Government Procurement Secure Local Jobs Code Compliance 2019
Requirements at Tender time
Obligations of site
Obligations of subbies
How and when a breach could occur
Audit process before subbie engagement to ensure the site remains Compliant

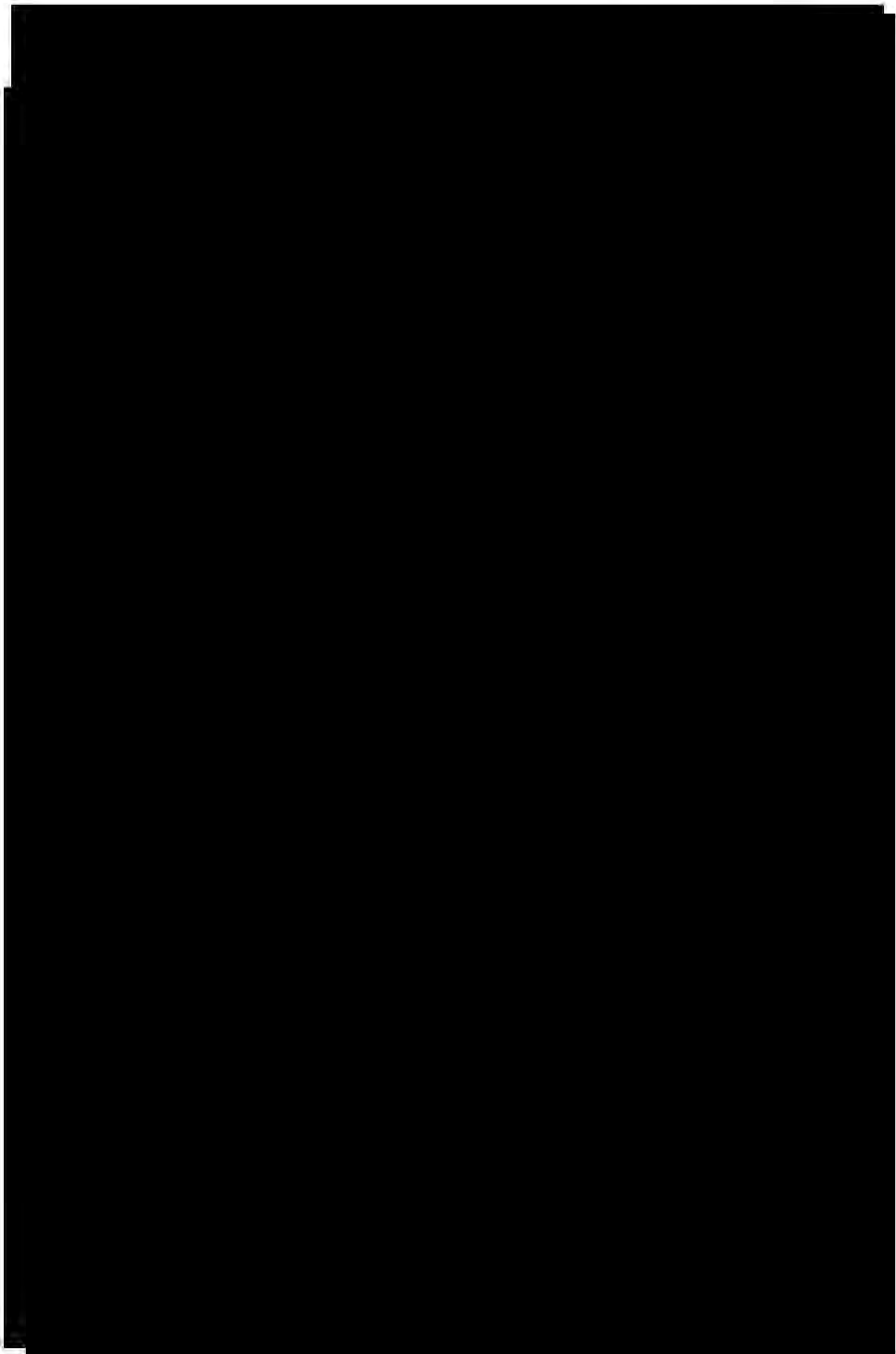
Feedback			
Feedback (from attendees, actions and required information)	Who	When	Date Closed

Person Attending:









12 December 2019

Mr. Andrew Parkinson
Secure Local Jobs Code Registrar
ACT Government
GPO Box 158 Canberra
ACT 2601

Dear Sir,

Show Reasons Notice – Code Certified Entity BMD Constructions

We refer to the above mentioned notice issued on 3 December and wish to advise of the remedial action we have taken as a result of the engagement to two noncompliant subcontractors.

Our investigation into the cause of the non compliance revealed it was necessary to provide more comprehensive training to our project staff in the requirements of the Code. A copy of the Corrective Action Request raised within our Quality Management System is attached for your reference. The investigation revealed staff were acting under the belief that Code compliance only applied to projects with a contract value greater than \$5 million. Our other projects all have a contract value greater than \$5 million and are fully compliant.

The formal training delivered on 11/12/19 was based on extracts from two core Standards of our Business Management System, namely the Estimating Management Standard and the Code Compliance Standard. We have attached relevant extracts from these Standards which were used as training material and are happy to provide full copies of these documents on request.

The training was attended by all members of our staff who are in any way involved in the engagement of subcontractors on our projects in the ACT. We can confirm all our relevant staff were in attendance and have provided a copy of the attendance register.

As an entity engaged in the delivery of infrastructure projects to Government clients around Australia, BMD Constructions takes all its obligations including those relating to Code compliance very seriously and wish to assure the Registrar, this incidence was a genuine oversight. We are confident the steps that we have taken will address this issue of non compliance.

If you require any further information or have any questions in relation to our response, please don't hesitate to contact the undersigned on [REDACTED]

Yours faithfully,

BMD Constructions Pty Ltd
[REDACTED]

Darren [REDACTED]

Construction Manager ACT/NSW

From: [REDACTED]
Sent: 12/12/2019 10:27 PM
To: "Secure Local Jobs Code" <securelocaljobs@act.gov.au>
Cc: "Pupulkovski, Jessica" [REDACTED]
Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
Attachments: Code Compliance Toolbox 1 .pdf, Code Compliance Letter 1.pdf

Hi Jess,

Please find attached and below response to your show reasons notice. Our internal investigation has uncovered a lack of training and understanding and a corrective action raised to rectify. All staff and subbies are now very aware of our obligations under the code and the systems upgrade to Audit subcontractors will ensure compliance in the future. It was an error from BMD thinking jobs below \$5M didn't need to be Code Compliant.

Please don't hesitate to call me to discuss.

Have a great day

Corrective Action - 038920

[Back](#) [Edit](#) [+ Actions](#)

[Details](#) [Attachments](#) [Notes](#) [Close-Out](#) [Review](#)

Attachments

[Code Compliance Letter.pdf](#)
12-Dec-2019 - Darren [REDACTED]

[Code Compliance Toolbox Talk.pdf](#)
12-Dec-2019 - Darren [REDACTED]

[Save](#) [Cancel](#)



Darren [REDACTED]
Construction Manager
BMD Urban

[REDACTED] www.bmd.com.au
Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

40 YEARS STRONG
Our business is *still* our people

The BMD Group acknowledges the Traditional Owners of the lands in which we operate and pay respect to Elders past, present and emerging.

Learn more about our [Reconciliation Action Plan](#).

Please consider the environment before printing this e-mail.

From: Secure Local Jobs Code <securelocaljobs@act.gov.au>

Sent: Tuesday, 3 December 2019 9:58 AM

To: Darren [REDACTED]

Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

UNOFFICIAL

Good morning Darren

Thank you for your response of 25 November 2019. Please see the attached Show Reasons Notice.

Please contact me should you have any questions.

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate

ACT Government

[REDACTED]
Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

From: [REDACTED]

Sent: Monday, 25 November 2019 3:54 PM

To: Secure Local Jobs Code <securelocaljobs@act.gov.au>

Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by Darren [REDACTED]

You have been sent the above Transmittal Correspondence by Darren [REDACTED]

Regards,

Darren [REDACTED] Construction Manager

BMD URBAN PTY LTD

[REDACTED]

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]

Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf, 1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start Records 1-11-19 to 19-11-19.pdf,
Sent Date:	25-Nov-2019
Sub Types:	General Correspondence

Hi Jess,

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Attached documents included:

1. SL170496_SL170499 Secure Local Jobs Code Compliance BMD Letter
2. Taylor 3 Stage 1A & 3 - Secure Local Jobs Audit
3. Taylor 3 Stage 1a (1059) – Workplace Plan
4. Taylor 3 Stage 3 (1060) – Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards

Darren [REDACTED]
Construction Manager
BMD Urban

[REDACTED] www.bmd.com.au
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PO Box 717 Mitchell ACT 2911

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Toolbox Talk Record

Project: Urban ACT
Job No.: ALL
Date: 11-12-19
Time: 4PM
Duration: 1 HR

Safety and Environmental Toolbox Topics:

Nil

Engage:

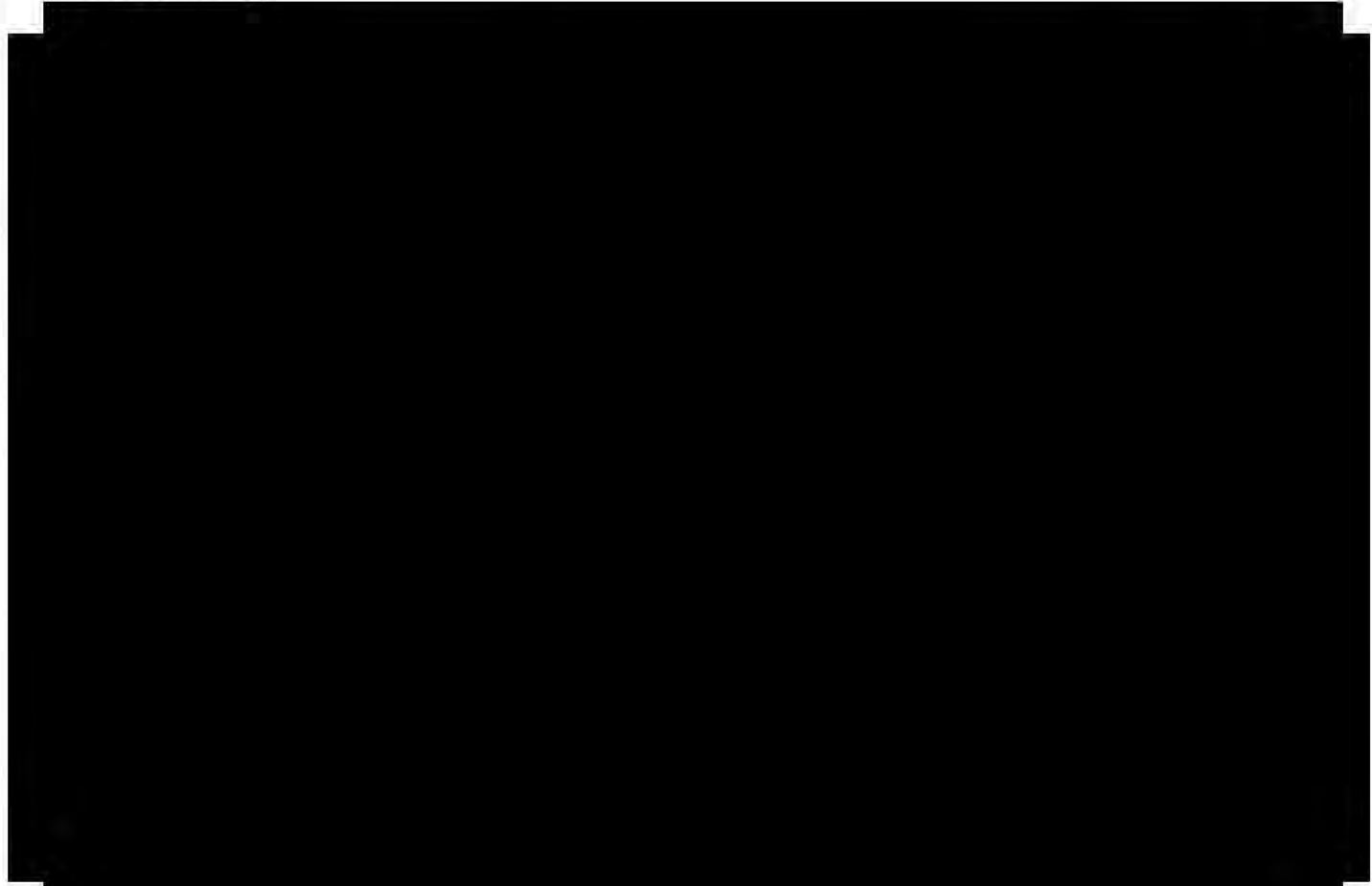
- Ask if your group has experienced issues relating to the topics in the past.
- Share a story related to the topics.

Questions	Answers (To fill in any knowledge gaps)

Topic Discussed
Government Procurement Secure Local Jobs Code Compliance 2019
Requirements at Tender time
Obligations of site
Obligations of subbies
How and when a breach could occur
Audit process before subbie engagement to ensure the site remains Compliant

Feedback			
Feedback (from attendees, actions and required information)	Who	When	Date Closed

Person Attending:



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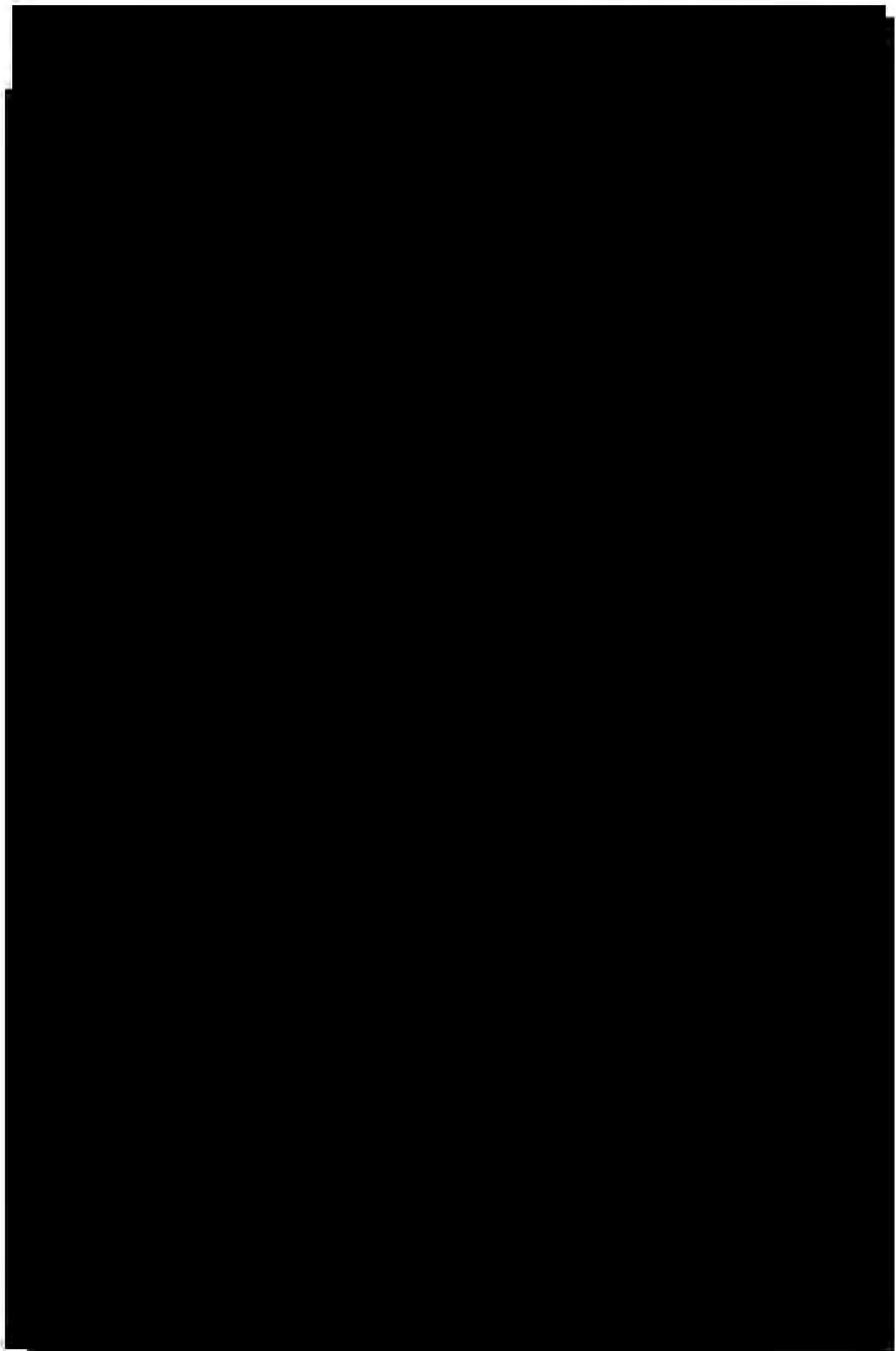
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12 December 2019

Mr. Andrew Parkinson
Secure Local Jobs Code Registrar
ACT Government
GPO Box 158 Canberra
ACT 2601

Dear Sir,

Show Reasons Notice – Code Certified Entity BMD Constructions

We refer to the above mentioned notice issued on 3 December and wish to advise of the remedial action we have taken as a result of the engagement to two noncompliant subcontractors.

Our investigation into the cause of the non compliance revealed it was necessary to provide more comprehensive training to our project staff in the requirements of the Code. A copy of the Corrective Action Request raised within our Quality Management System is attached for your reference. The investigation revealed staff were acting under the belief that Code compliance only applied to projects with a contract value greater than \$5 million. Our other projects all have a contract value greater than \$5 million and are fully compliant.

The formal training delivered on 11/12/19 was based on extracts from two core Standards of our Business Management System, namely the Estimating Management Standard and the Code Compliance Standard. We have attached relevant extracts from these Standards which were used as training material and are happy to provide full copies of these documents on request.

The training was attended by all members of our staff who are in any way involved in the engagement of subcontractors on our projects in the ACT. We can confirm all our relevant staff were in attendance and have provided a copy of the attendance register.

As an entity engaged in the delivery of infrastructure projects to Government clients around Australia, BMD Constructions takes all its obligations including those relating to Code compliance very seriously and wish to assure the Registrar, this incidence was a genuine oversight. We are confident the steps that we have taken will address this issue of non compliance.

If you require any further information or have any questions in relation to our response, please don't hesitate to contact the undersigned on [REDACTED]

Yours faithfully,

BMD Constructions Pty Ltd
[REDACTED]

Darren [REDACTED]

Construction Manager ACT/NSW

File Note - Record of Conversation

Contact: Darren

Subject: BMD Constructions Investigation

Date: 20-Nov-2019

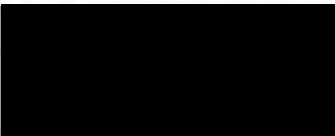
Time: 10:34

Phone: 0417 759 104

Darren called today regarding the notice of investigation and request for information he had received. He stated that he is new and uneducated with the Code requirements and stated that he thought they were not required to be Code compliant on the 2 sites in question as the contracts were over \$5M. I confirmed this is incorrect and that both sites in question territory-funded sites.

He confirmed he would respond to the notice hopefully today.

Officer Name: J Pupulkovski

Signature: 

Date: 20-Nov-2019

File Note - Record of Meeting

Location:	L4 Nara Building		
Subject:	BMD Constructions Pty Ltd	Date:	11/25/2019
Attendees:	Andrew Parkinson Jess Pupulkovski Darren [REDACTED]	Time:	13:00

The Registrar and I met with 2 representatives of BMD Constructions today in regard to the investigation. The representatives had a list of questions regarding the investigation and the Code requirements. There seemed to be some confusion between Work Health and Safety forms and Secure Local Jobs forms. The registrar clarified this confusion.

A question was asked regarding Labour Relation Training and Workplace Equity Plans (LRTWE), particularly the 3 different versions and the recent update. The registrar briefly ran through LRTWE plans. The subject then changed to subcontractors and the representatives confirmed they have now completed an internal audit of their subcontractor engagement processes. They confirmed that out of their list of 30 subcontractors, there are a couple that don't have a Code Certificate and they have immediately been stood down from work.

A question was asked if SLJ replaces IRE. The registrar clarified the similarities and differences between the 2 schemes. The guests stated that they have encountered some of their subcontractors applying to renew IRE Certificates. They confirmed they have seen one of the subcontractors IRE certificates. The guests confirmed that all they want to do is correct their processes to show diligence in their future jobs. Some general questions were asked about the application process and the meeting ended.

Officer Name:	J Pupulkovski	Date:	11/25/2019
Signature:	[REDACTED]		

From: [Secure Local Jobs Code](#)
To: [Pupulkovski, Jessica](#)
Subject: FW: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
Date: Monday, 25 November 2019 3:55:52 PM

UNOFFICIAL

FYI

From: [REDACTED]
Sent: Monday, 25 November 2019 3:54 PM
To: Secure Local Jobs Code <securelocaljobs@act.gov.au>
Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by Darren [REDACTED]

You have been sent the above Transmittal Correspondence by Darren [REDACTED]

Regards,

Darren [REDACTED] Construction Manager
BMD URBAN PTY LTD
[REDACTED]

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]
Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf, 1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start Records 1-11-19 to 19-11-19.pdf,
Sent Date:	25-Nov-2019

Hi Jess,

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Attached documents included:

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4. Taylor 3 Stage 3 (1060) – Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards

Darren [REDACTED]
Construction Manager
BMD Urban

[REDACTED] www.bmd.com.au
Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

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21st November 2019

K Bourke
Secure Local Jobs Code Registrar
Chief Minister, Treasury and Economic Development
GPO Box 158
Canberra
ACT 2601

Registration no. 00247

Dear Sir,

Re: SL 170496 & SL 170499 - Secure Local Jobs Code Compliance

The Contractor, BMD Construction Pty Ltd, refers to the correspondence received 19th November 2019 regarding the above stated reference. The Contractor acknowledges the significance of the matter raised and hereby confirms that the matter has been investigated and the required information assembled and appended to this letter.

The following information is provided;

1. List of subcontractors engaged on the Taylor 3 Stage 1A - SL 170496) and Stage 3 – SL 170499 projects,
2. Copies of Labour Relation, Training records and Workplace Equity Plan as submitted at tender time.
 - a) Taylor 3 Stage 3 - SL170499 – Canberra Region Local Industry Participation Policy and Secure Local Jobs, Labour Relations, Training and Workplace Equity Plan (Procurements with a value of \$5m or more) January 2019.
 - b) Taylor 3 Stage 1A – SL170496 – Canberra Region Local Industry Participation Policy and Secure Local Jobs, Labour Relations, Training and Workplace Equity Plan (Procurements with a value of \$5m or more) January 2019
3. Copies of site daily sign-on sheets identifying all contractors and companies attending site for the period nominated in the request for the period 01/11/2019 to 19/11/2019.

We trust the appended details are satisfactory and meet the requirement standards. Should clarity and/ or further information be required, please do contact the undersigned.

Yours Faithfully,

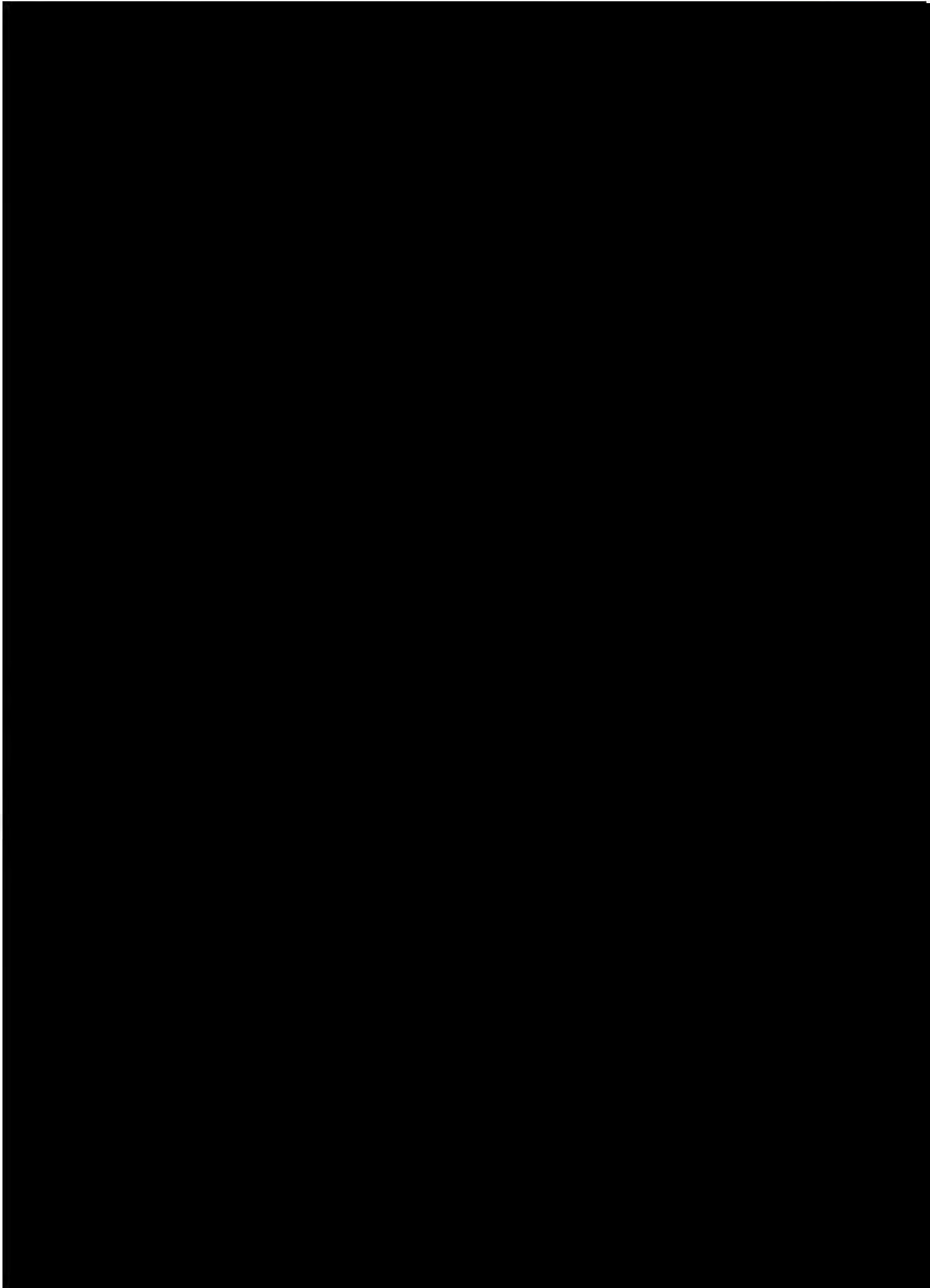
BMD Constructions



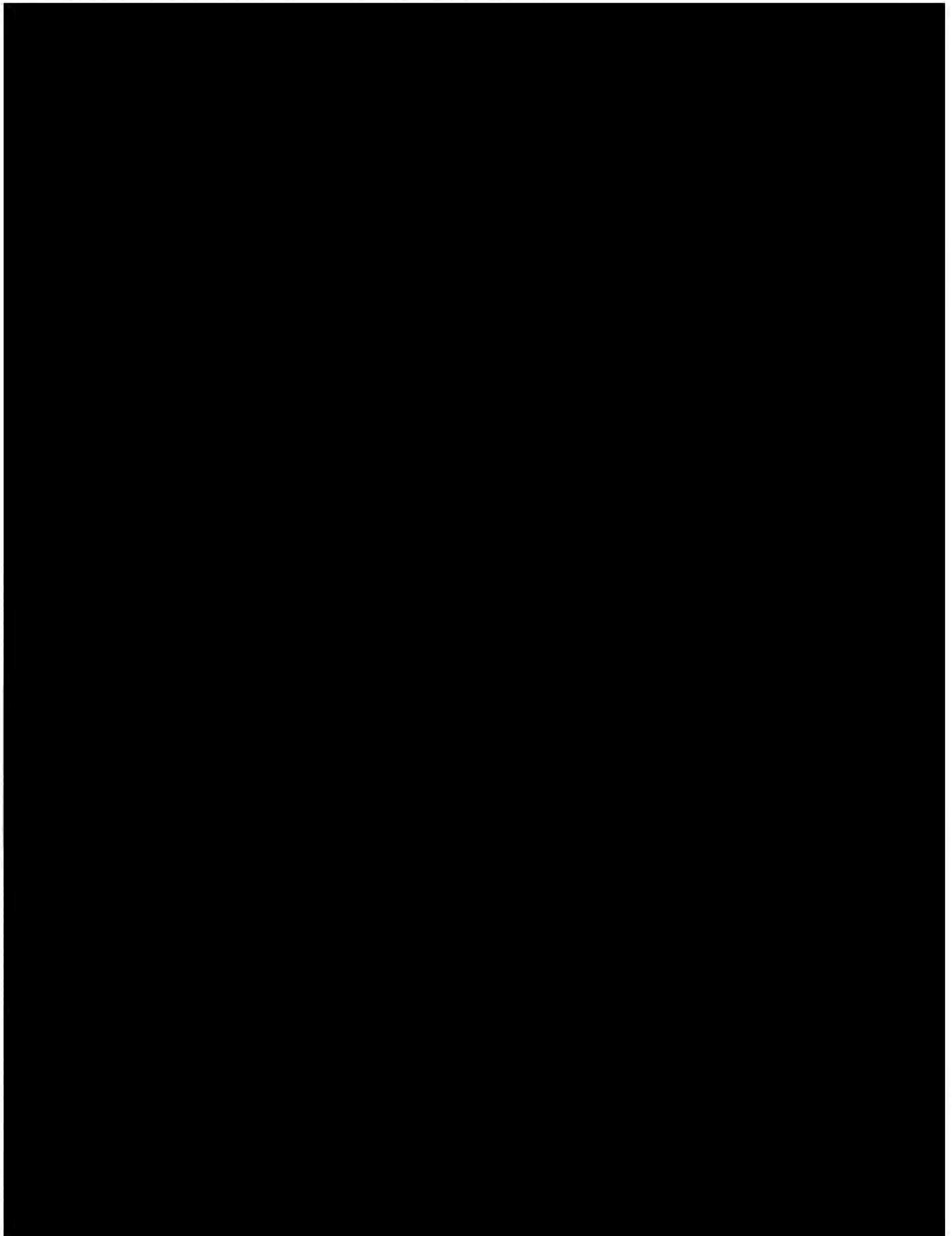
Darren

Contractor's Representative

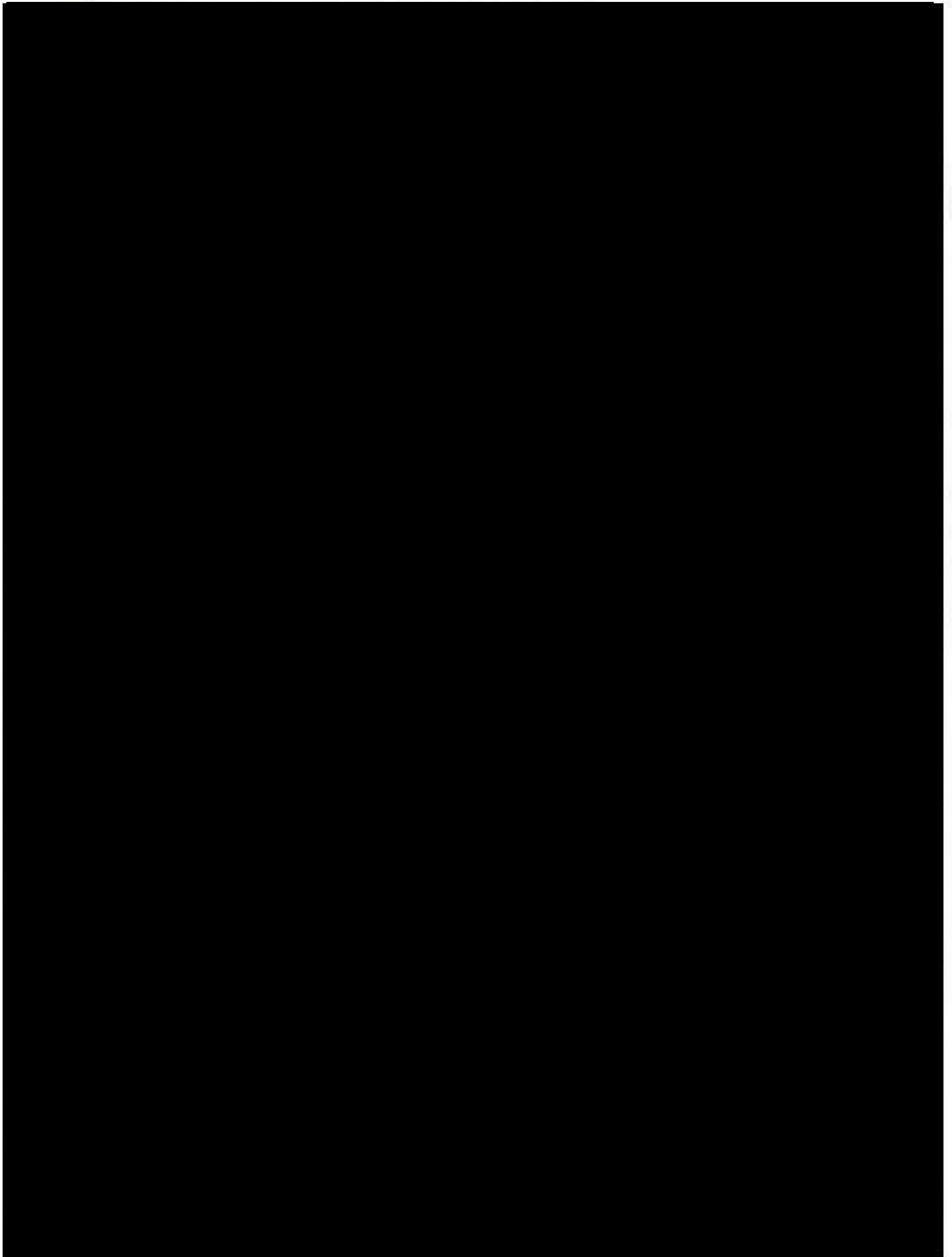
Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record



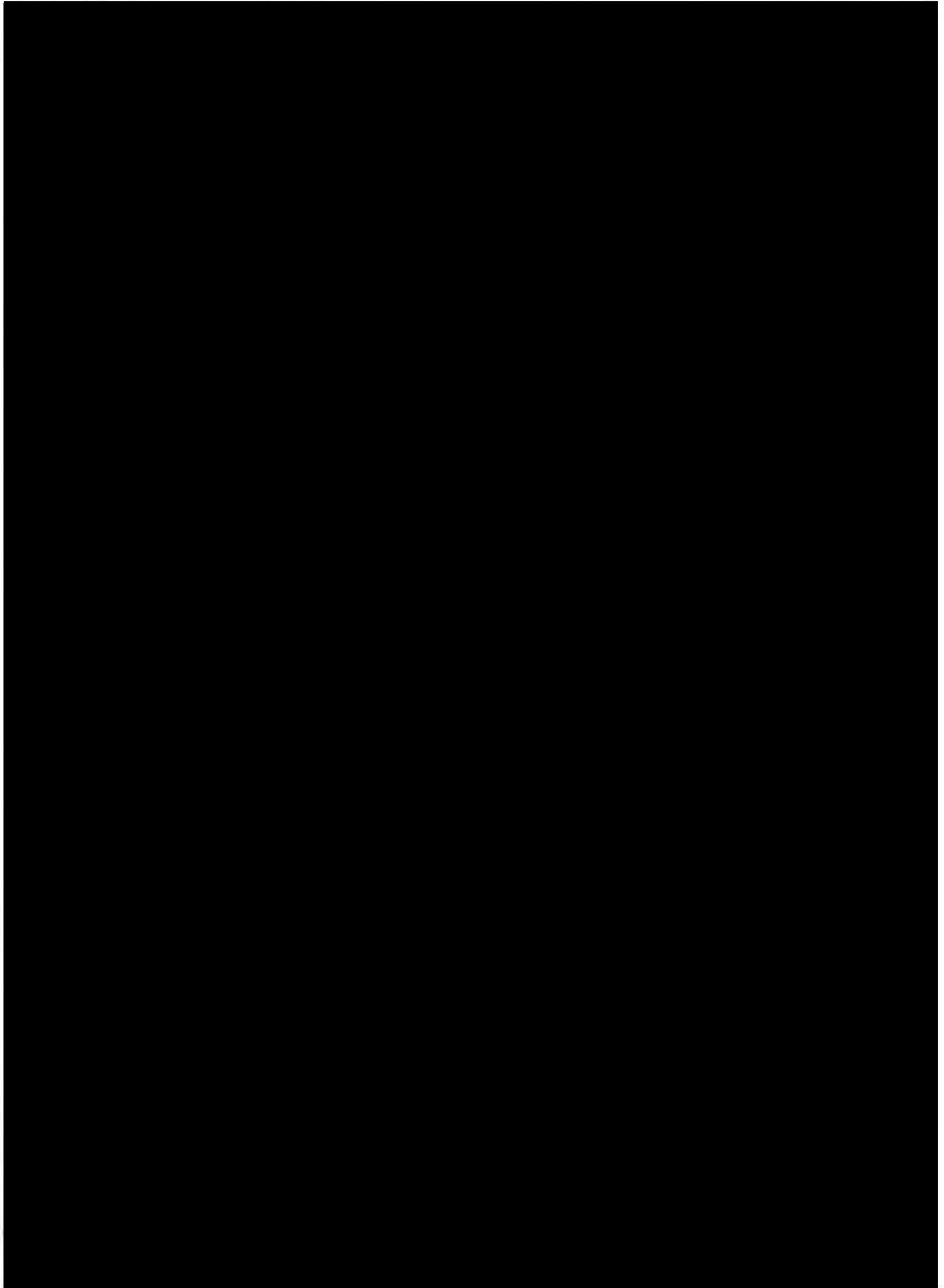
Daily Prestart and Site Attendance Record



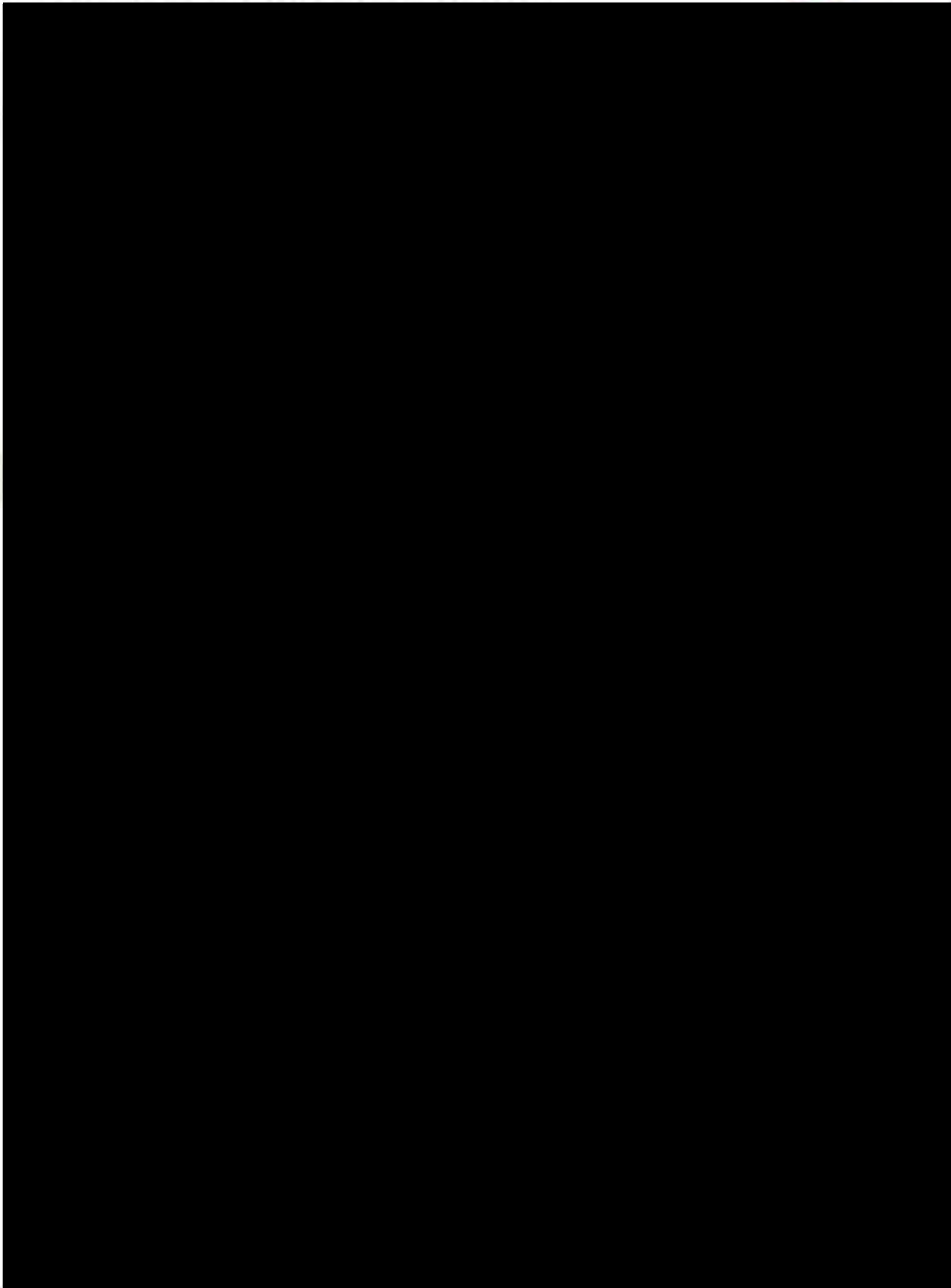
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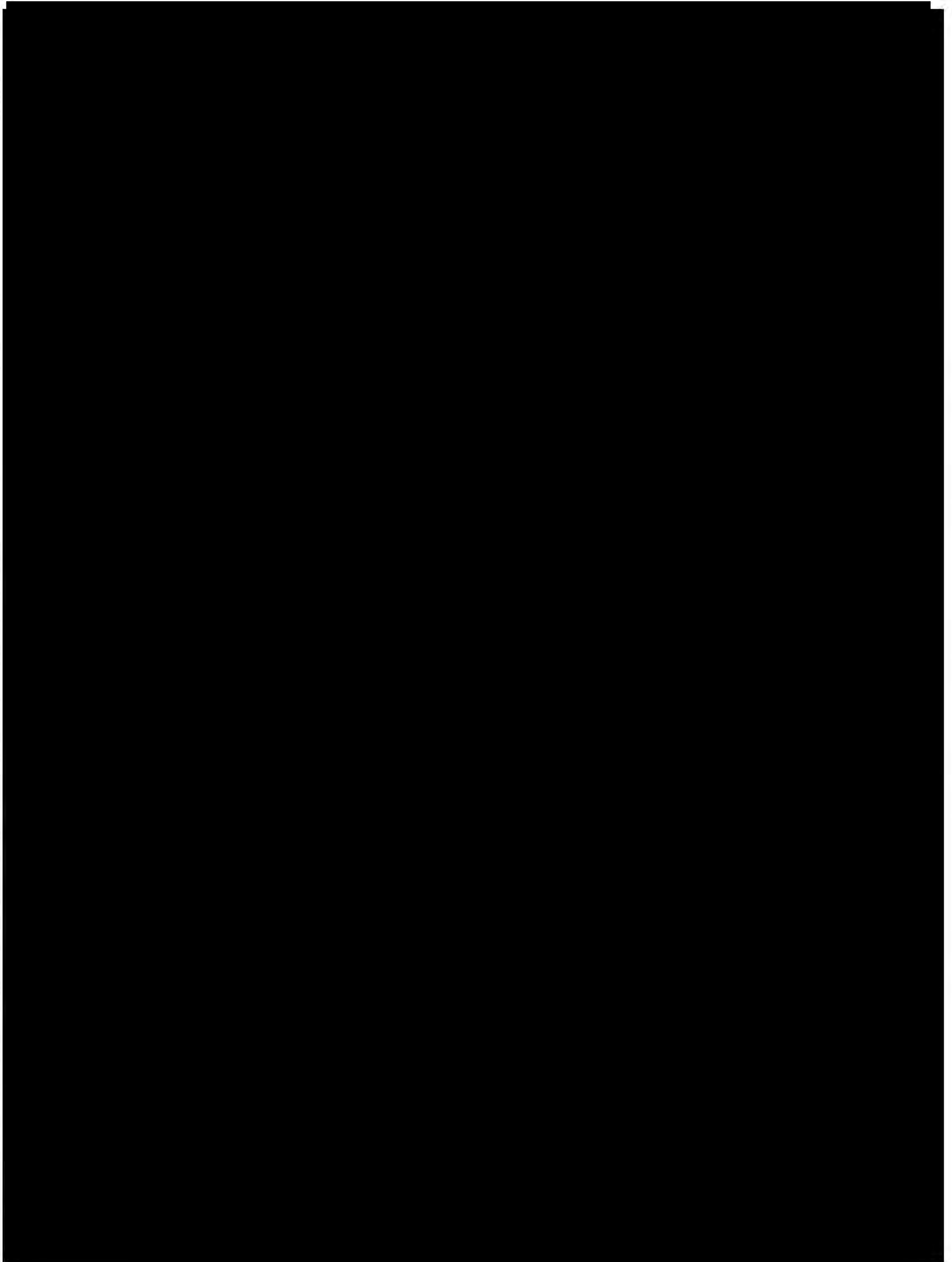
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Prestart Talk and Site Attendance Record



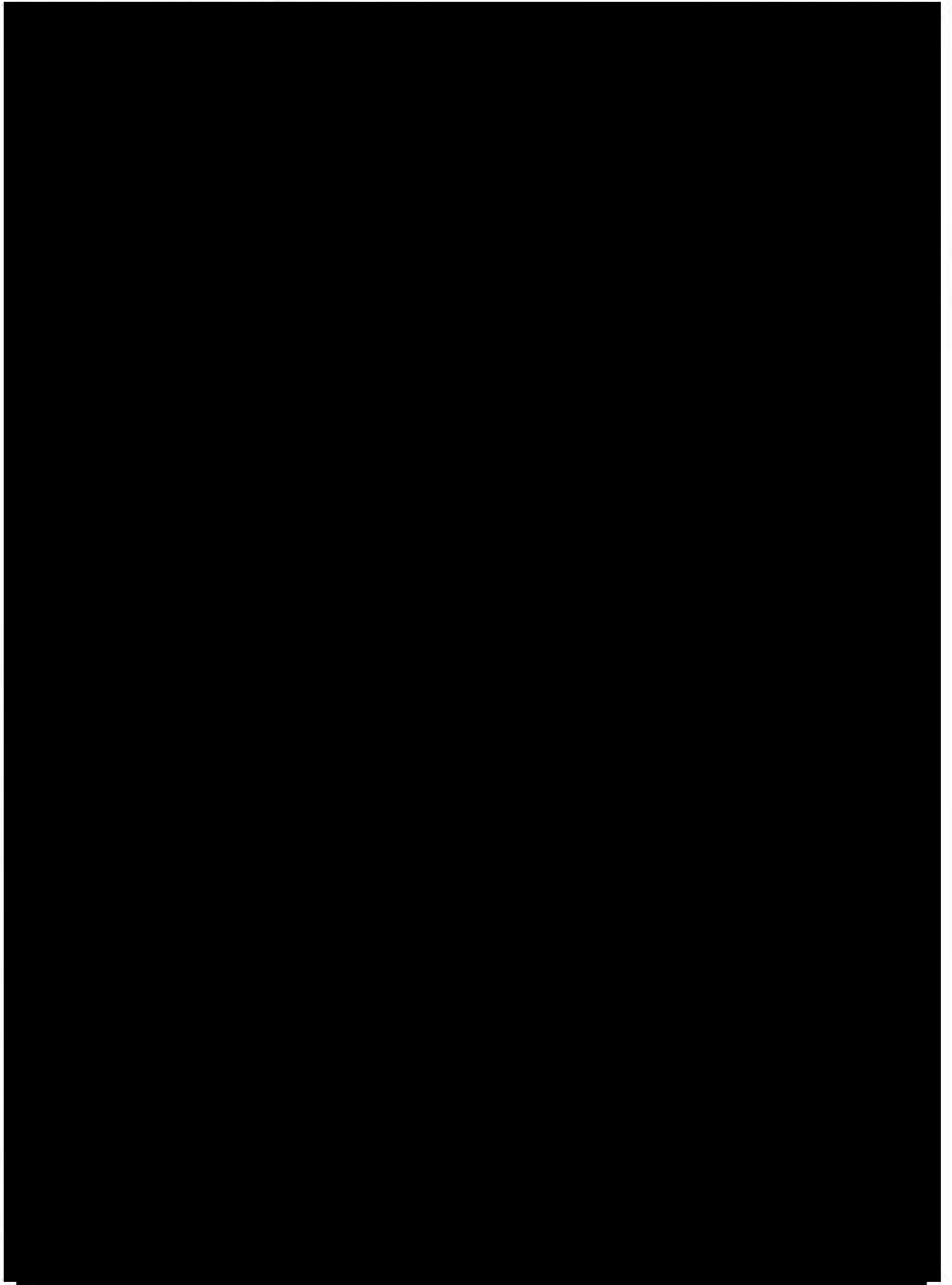
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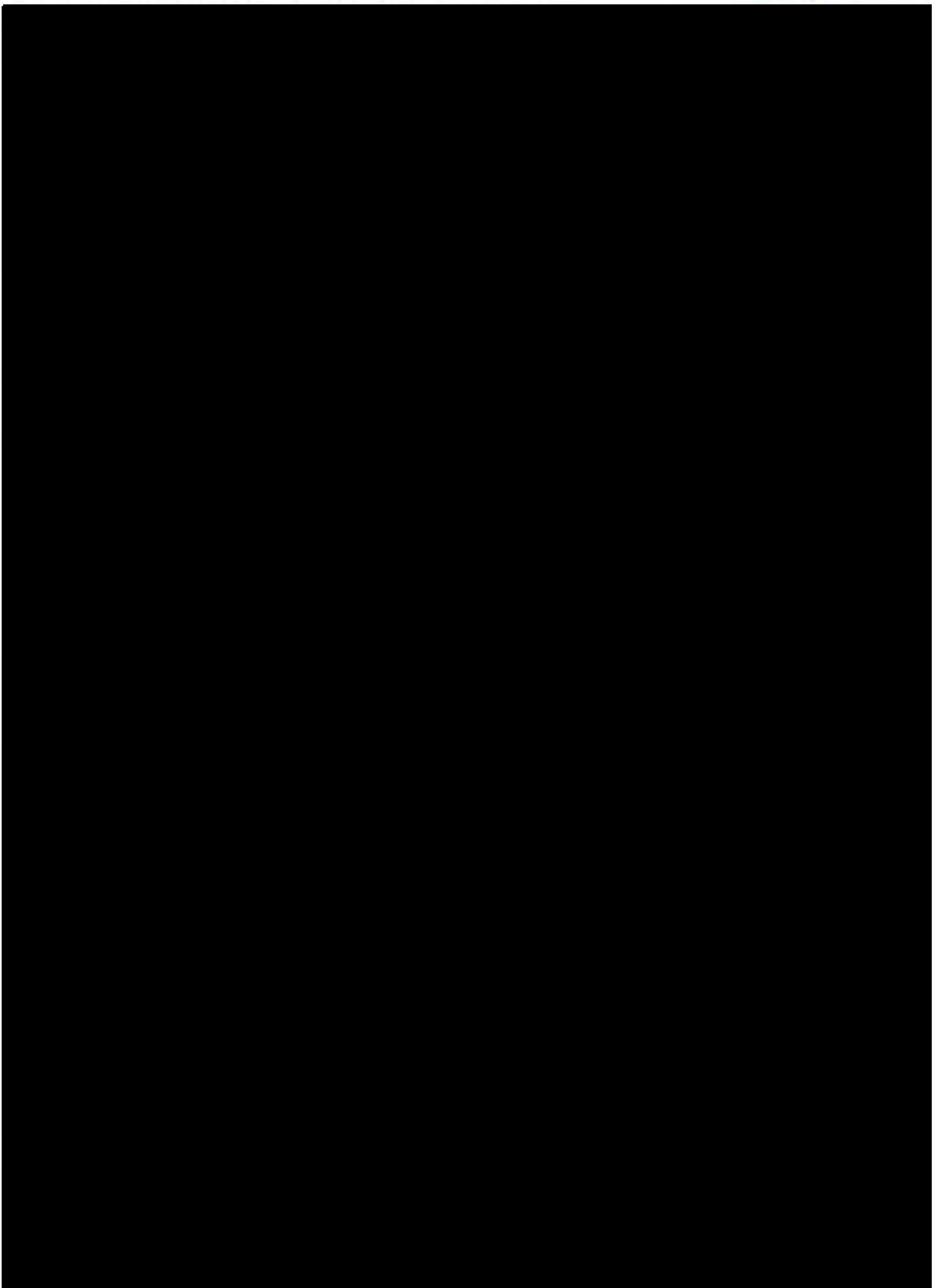
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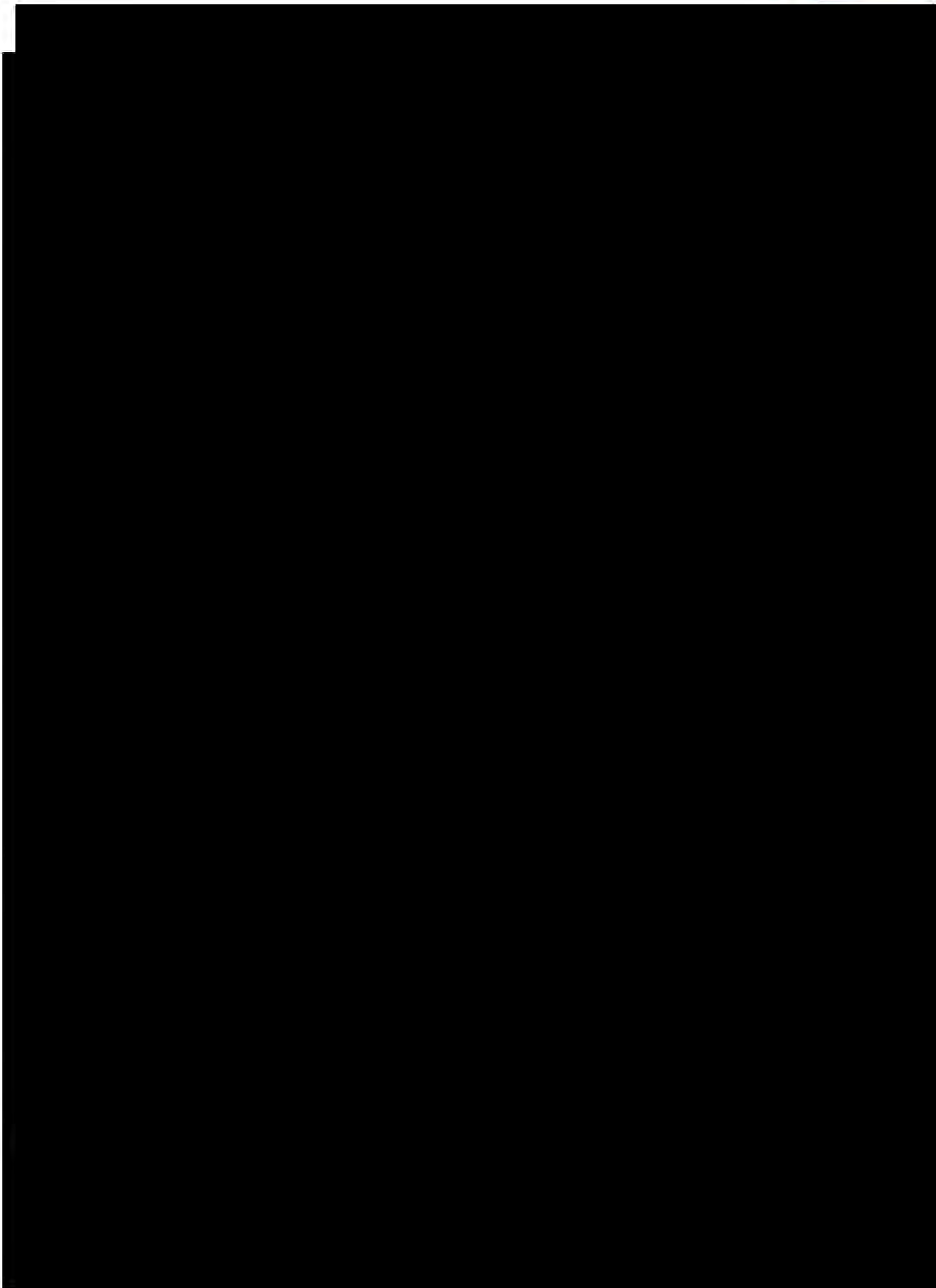
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Daily Prestart and Site Attendance Record

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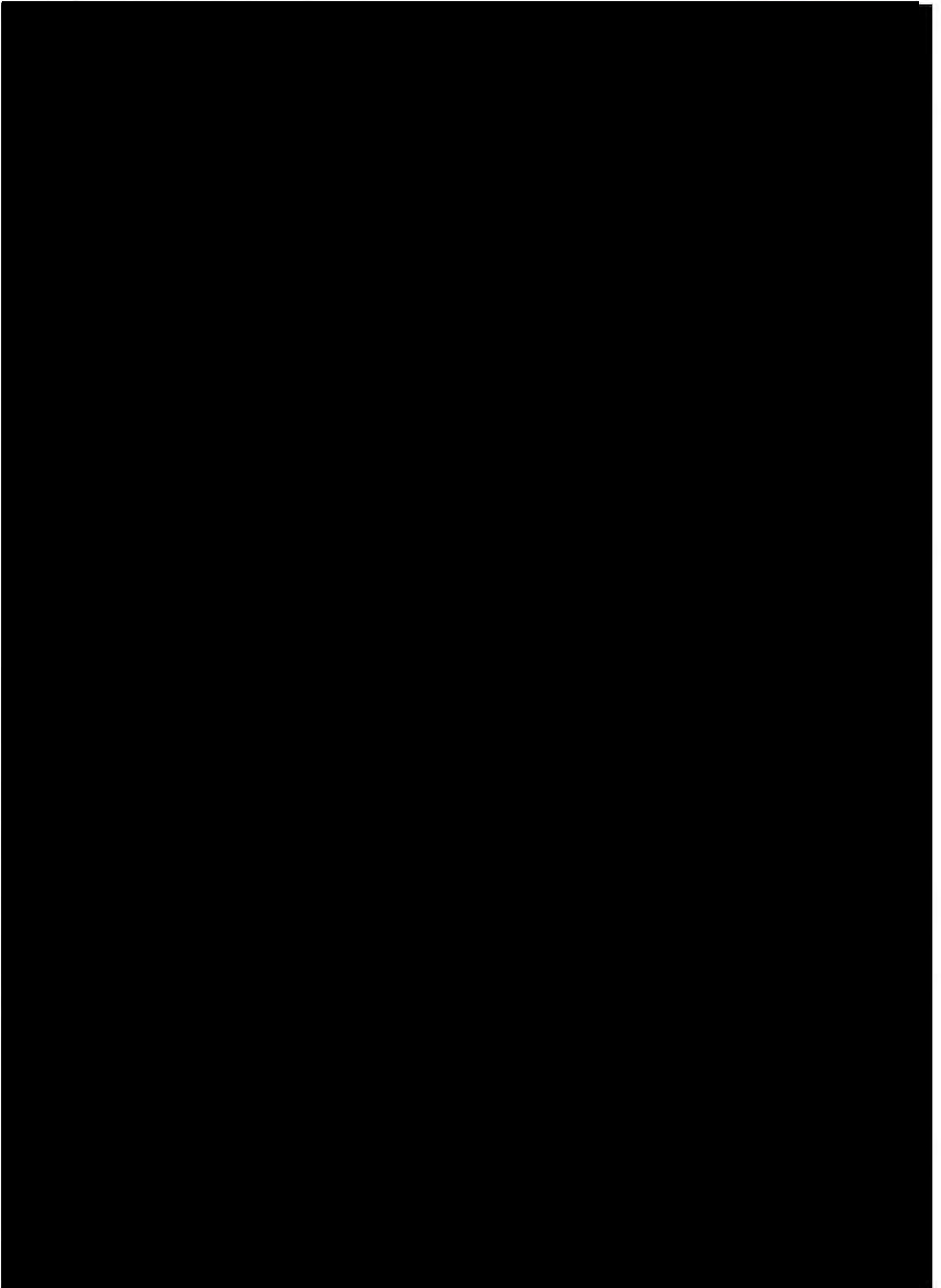


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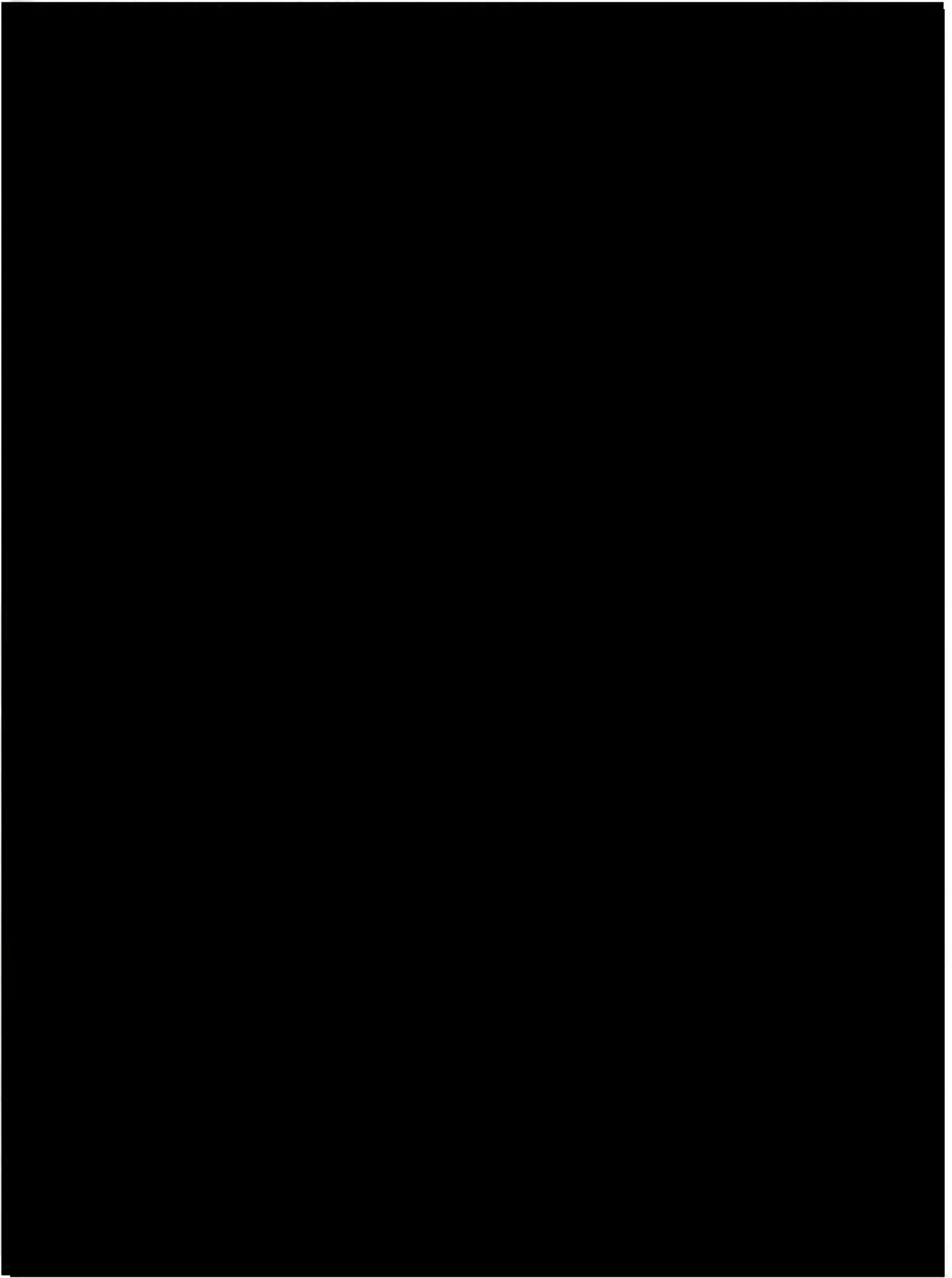


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Daily Prestart – Key Points

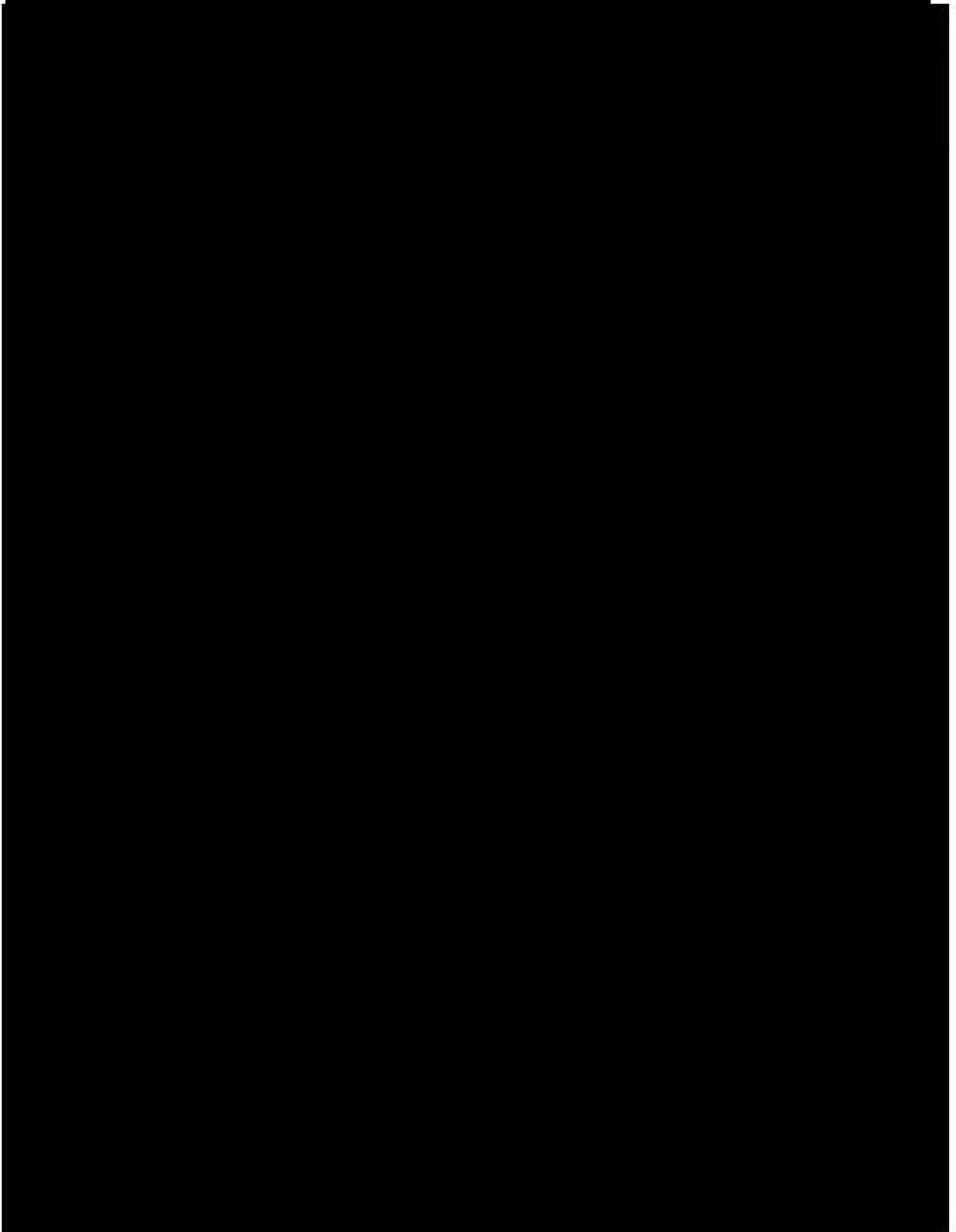


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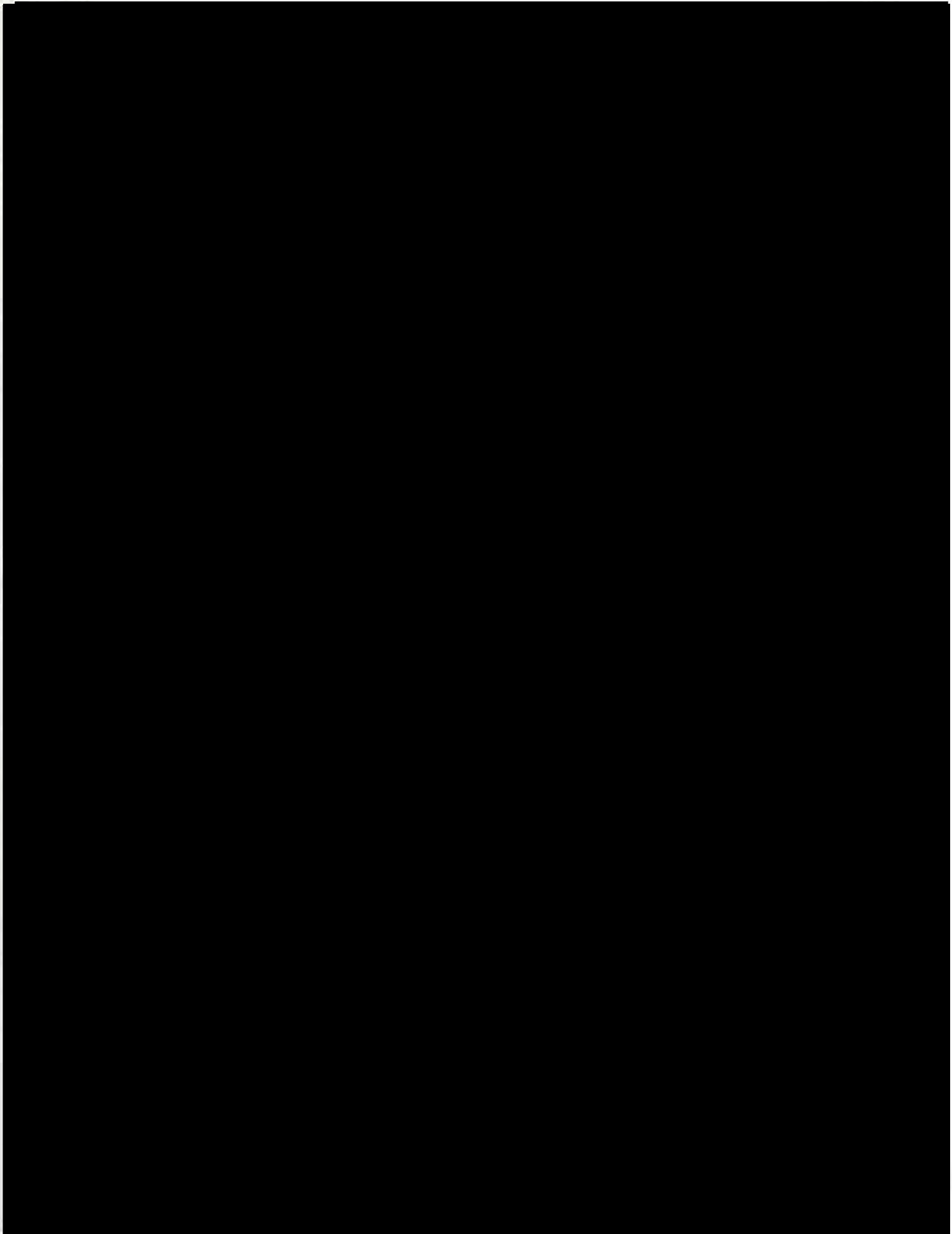


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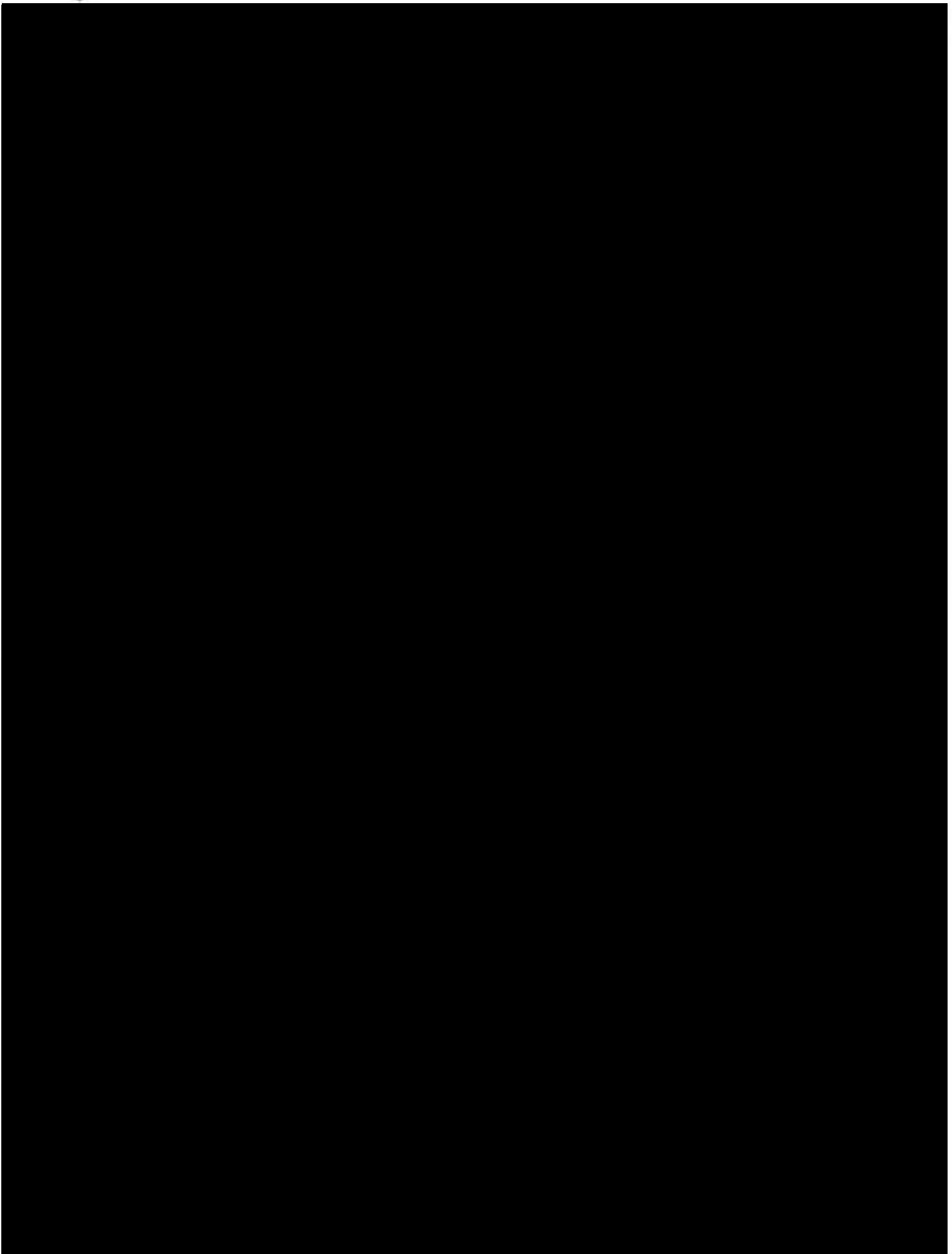


Daily Prestart and Site Attendance Record





Daily Prestart and Site Attendance Record

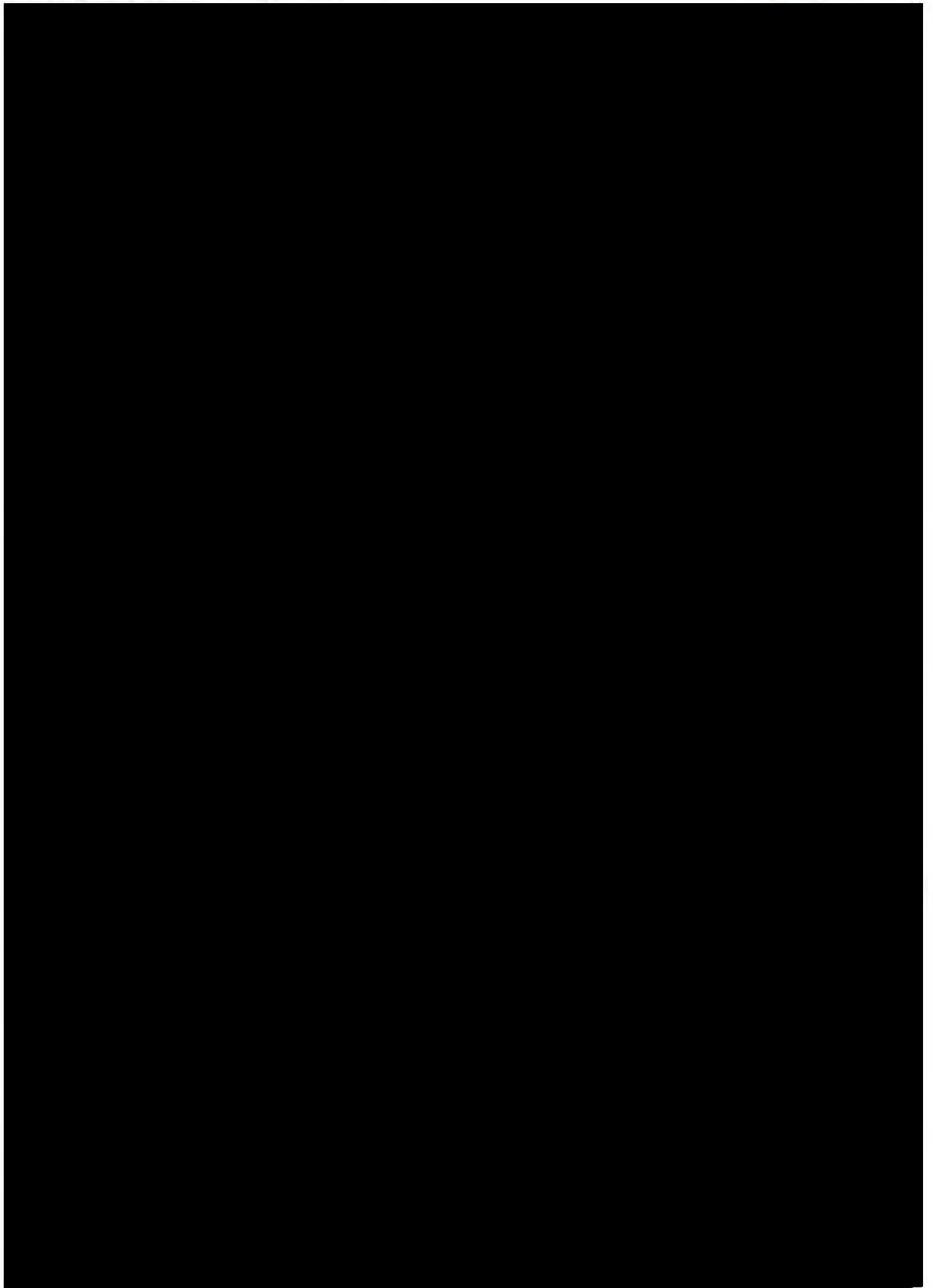


Visitor Daily Attendance Record



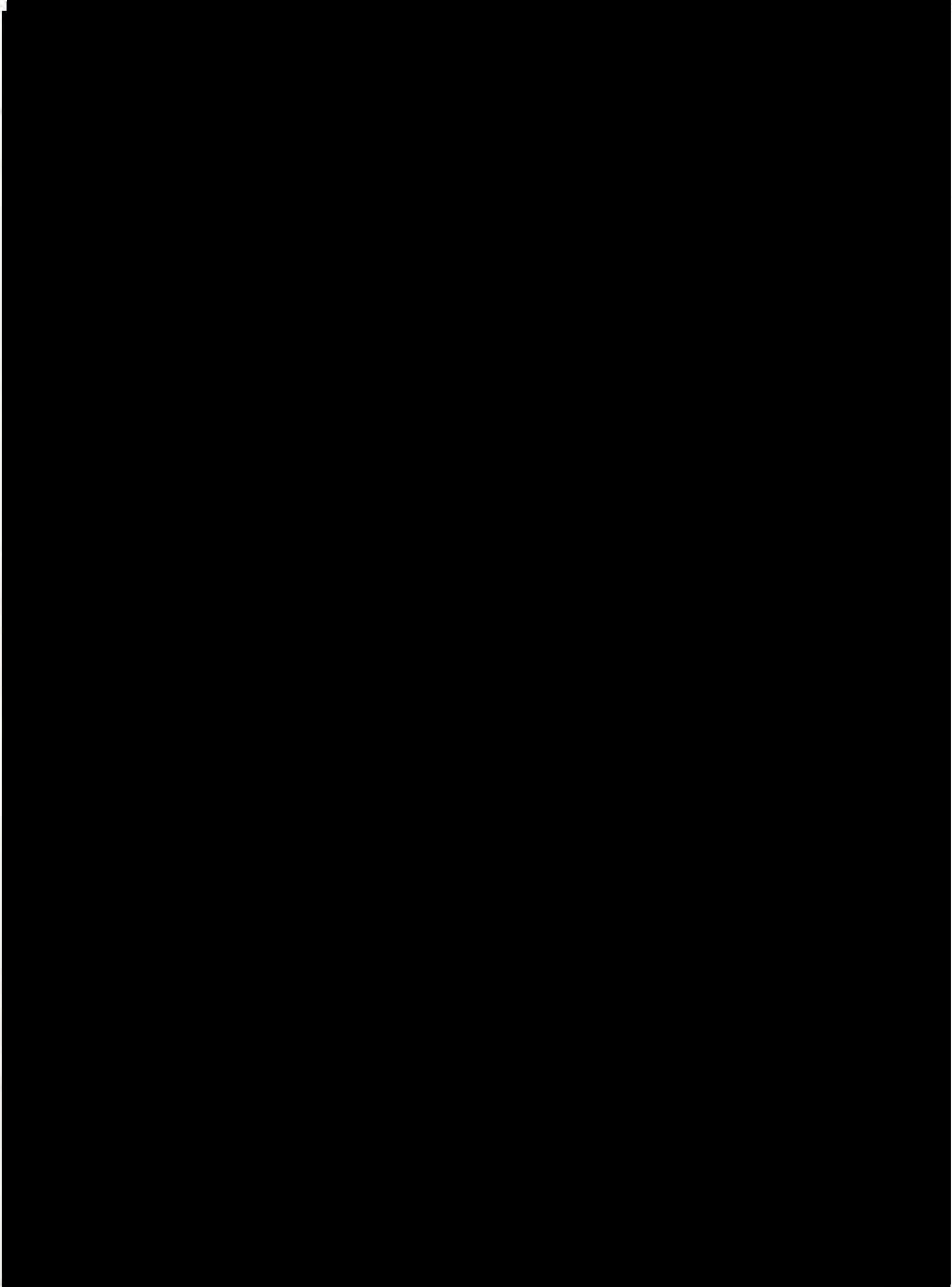
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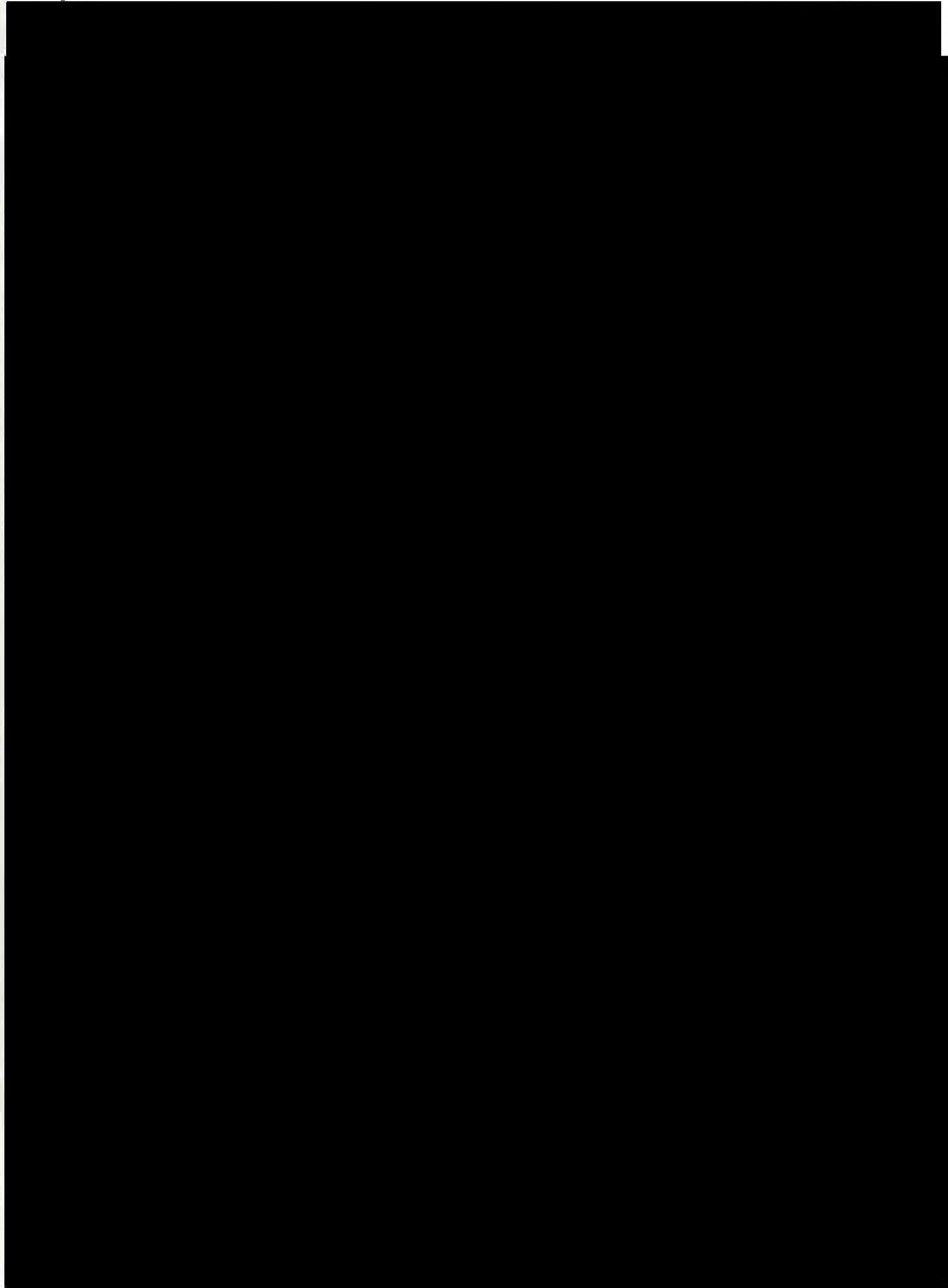
Daily Prestart – Key Points



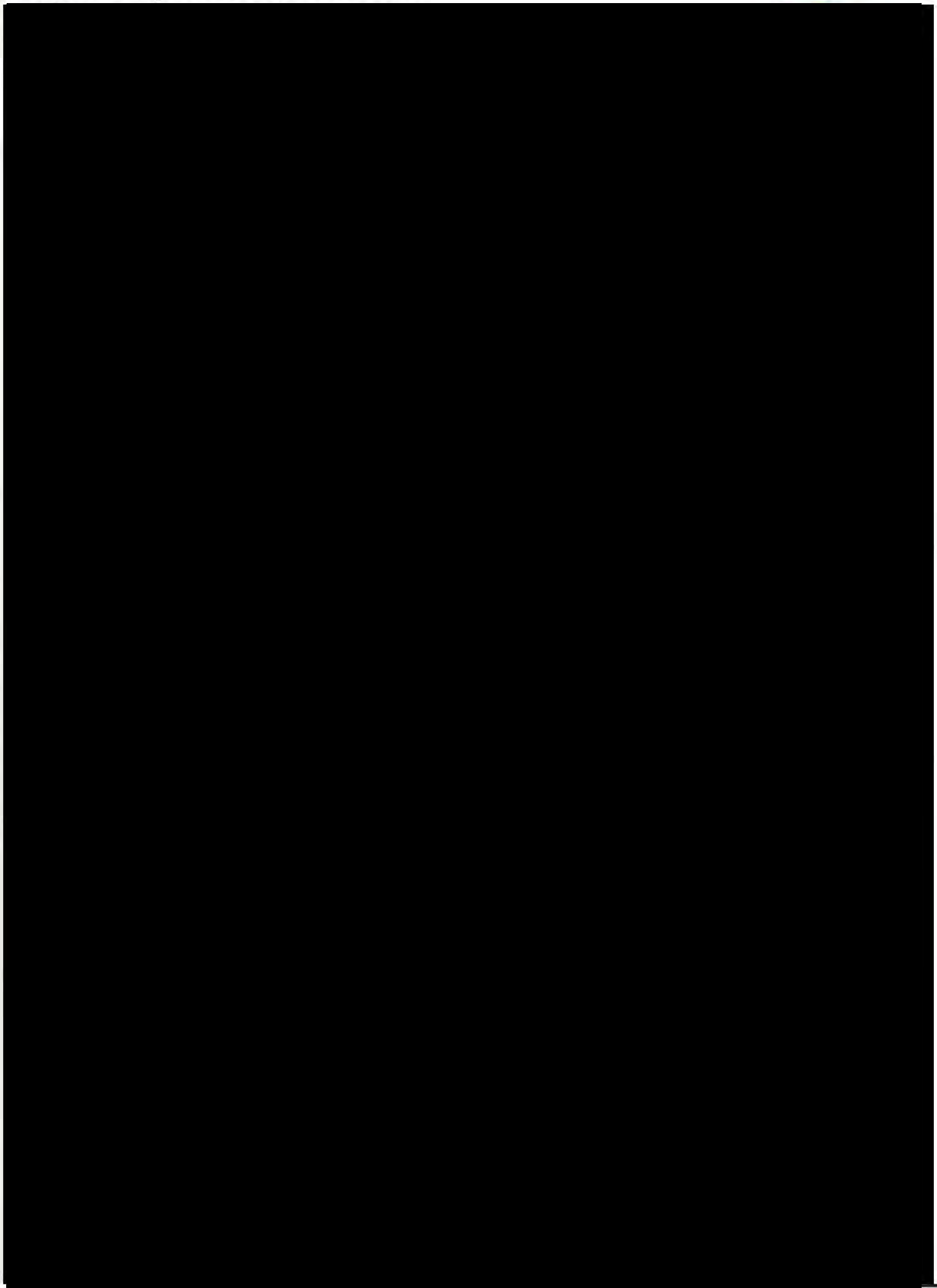


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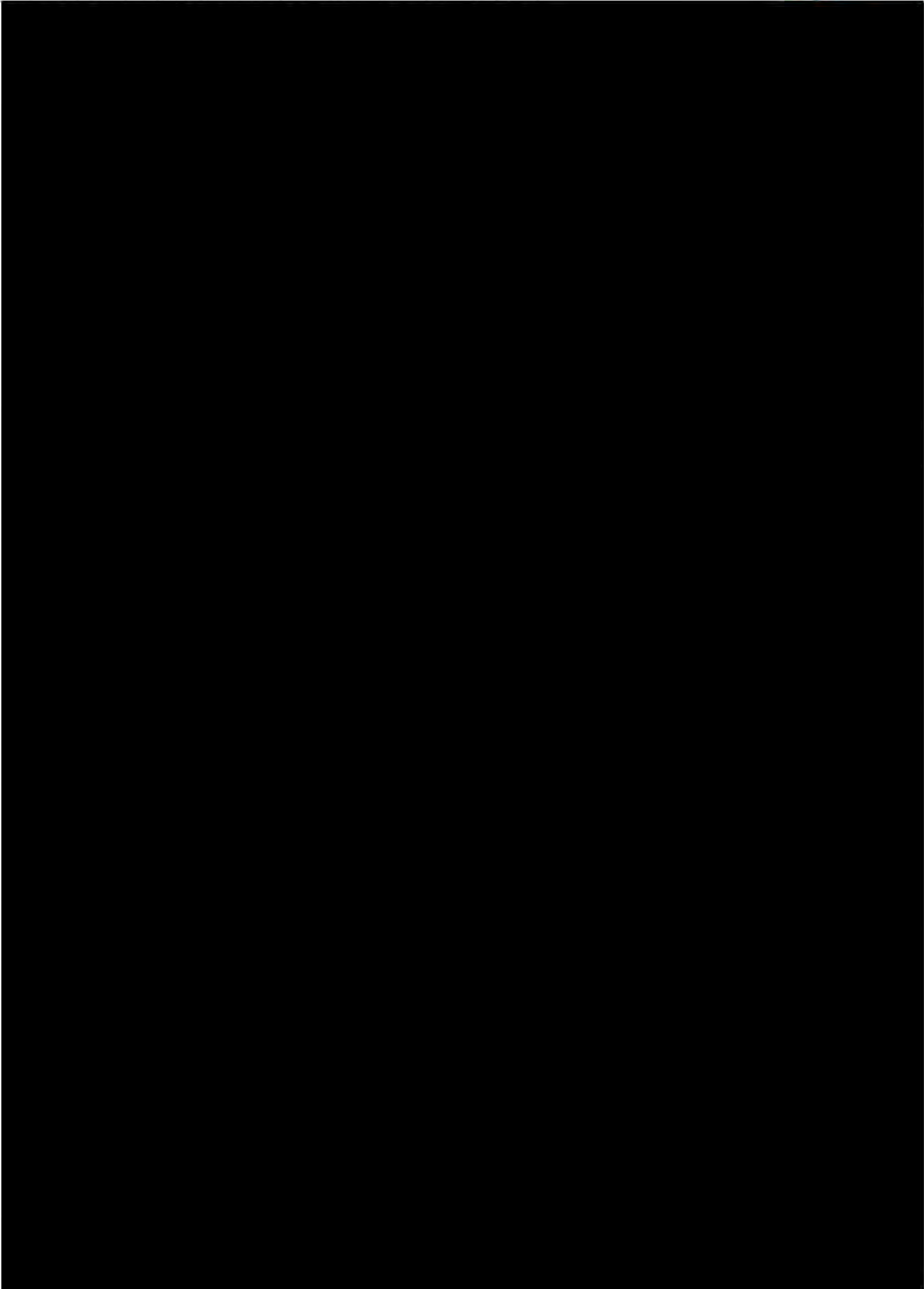




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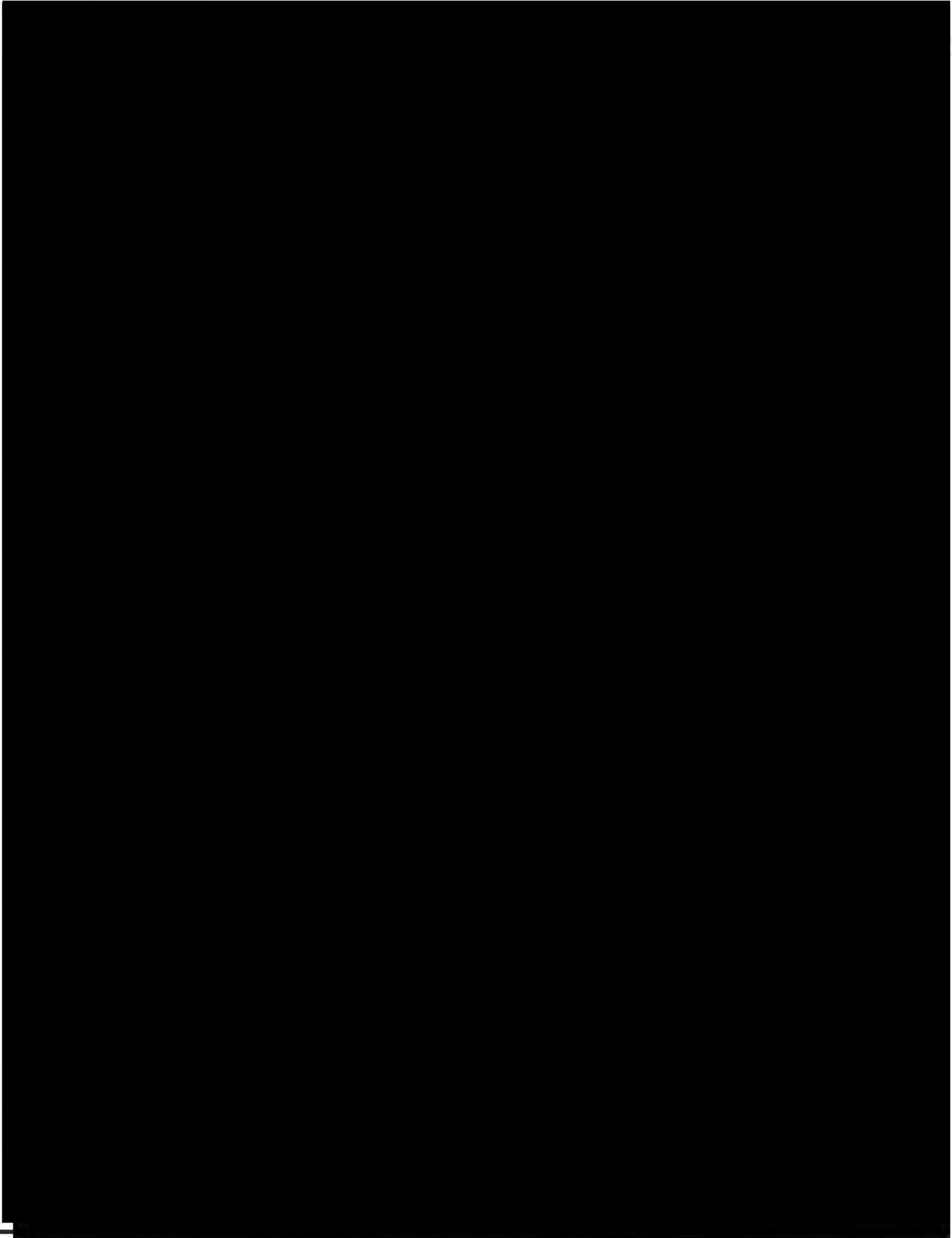
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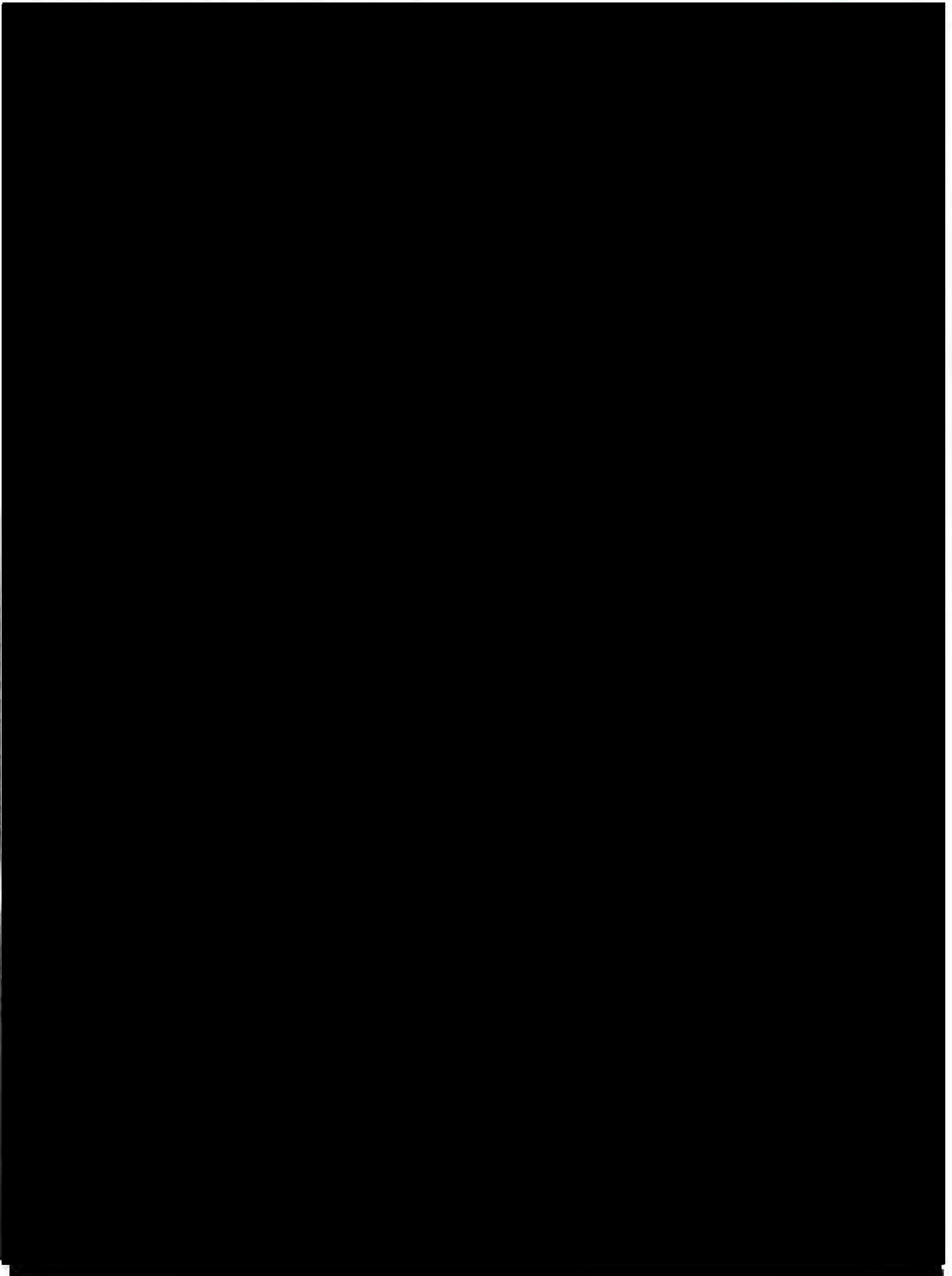




Daily Prestart and Site Attendance Record



Visitor Daily Attendance Record

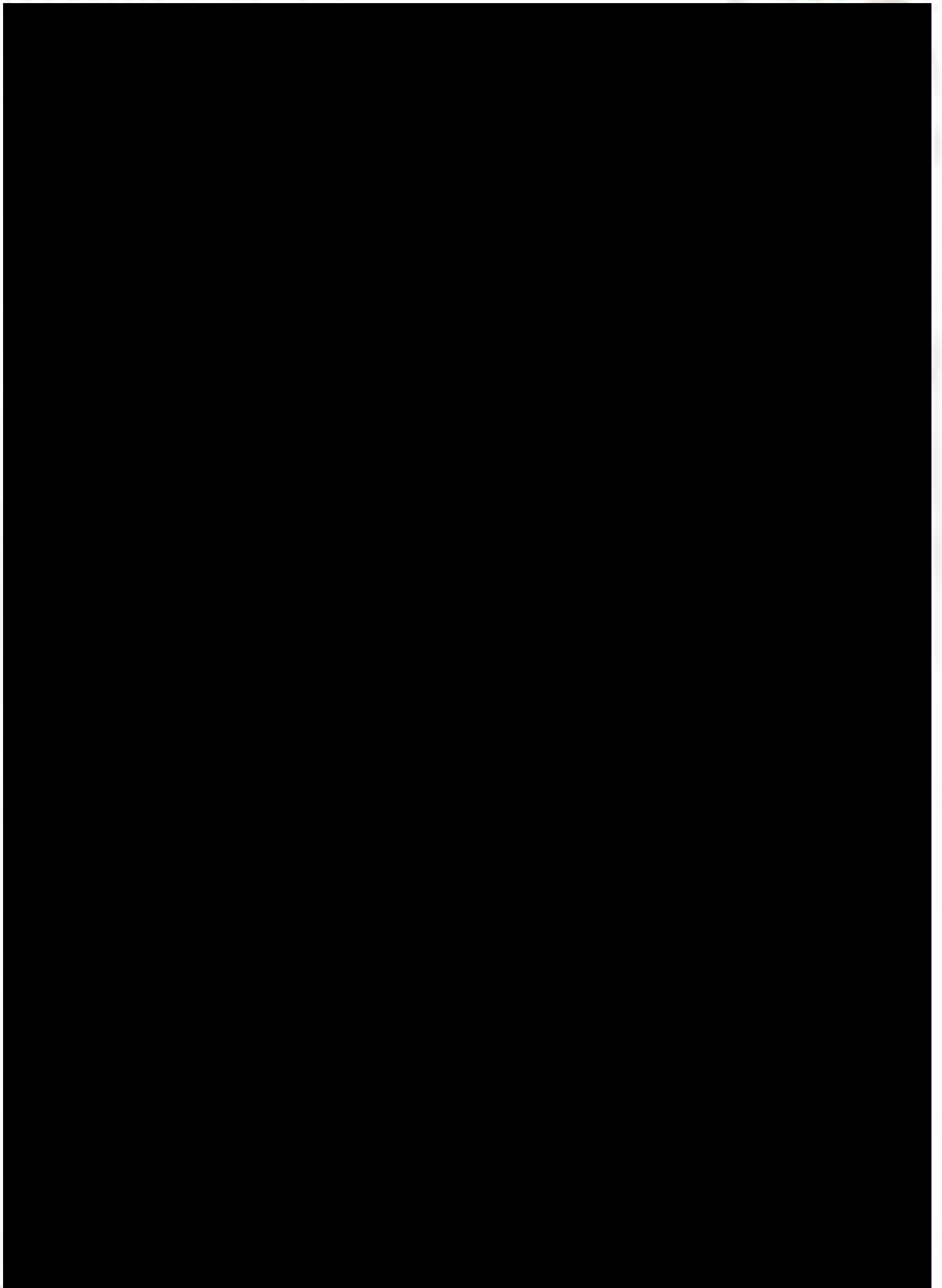




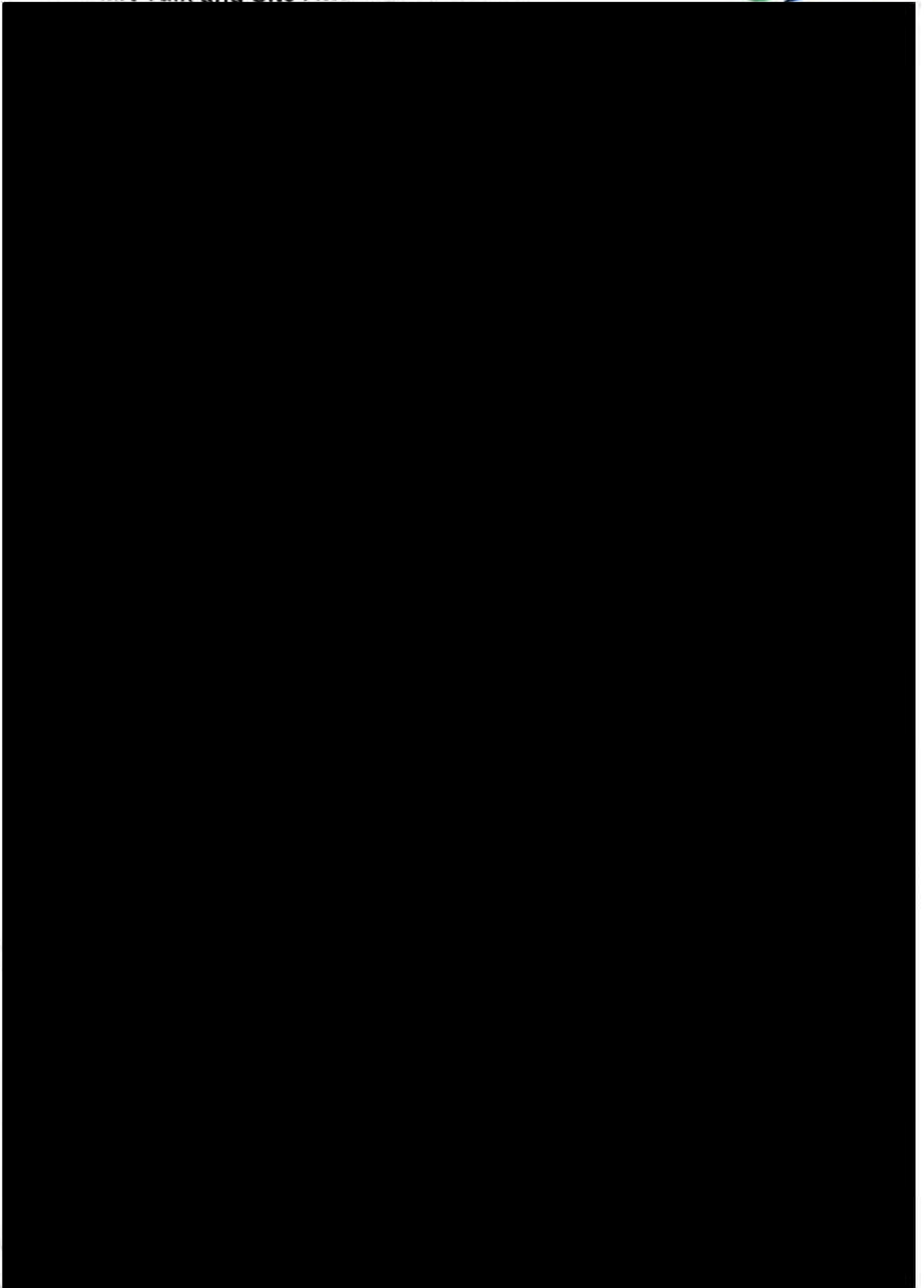
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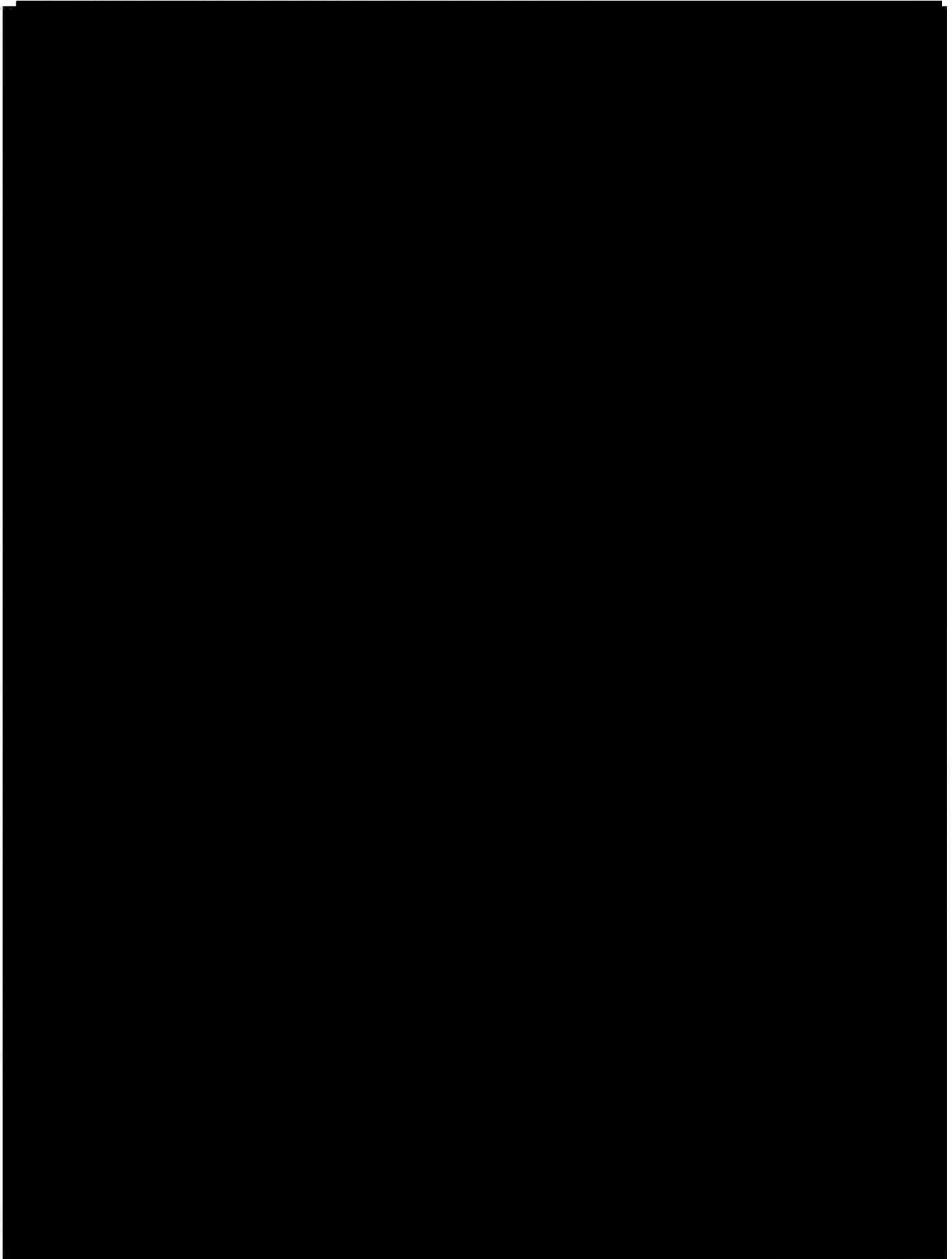
Daily Prestart – Key Points



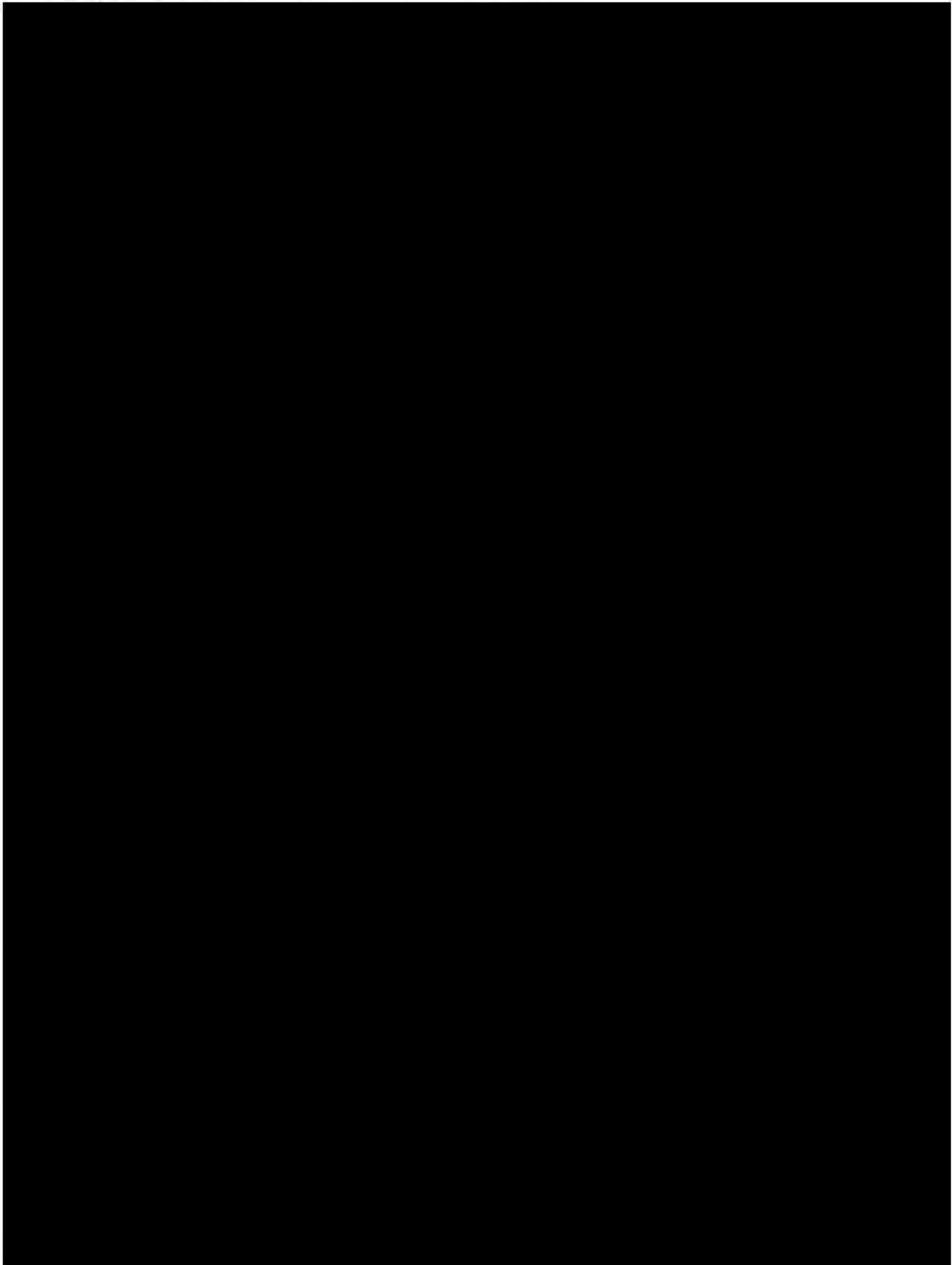
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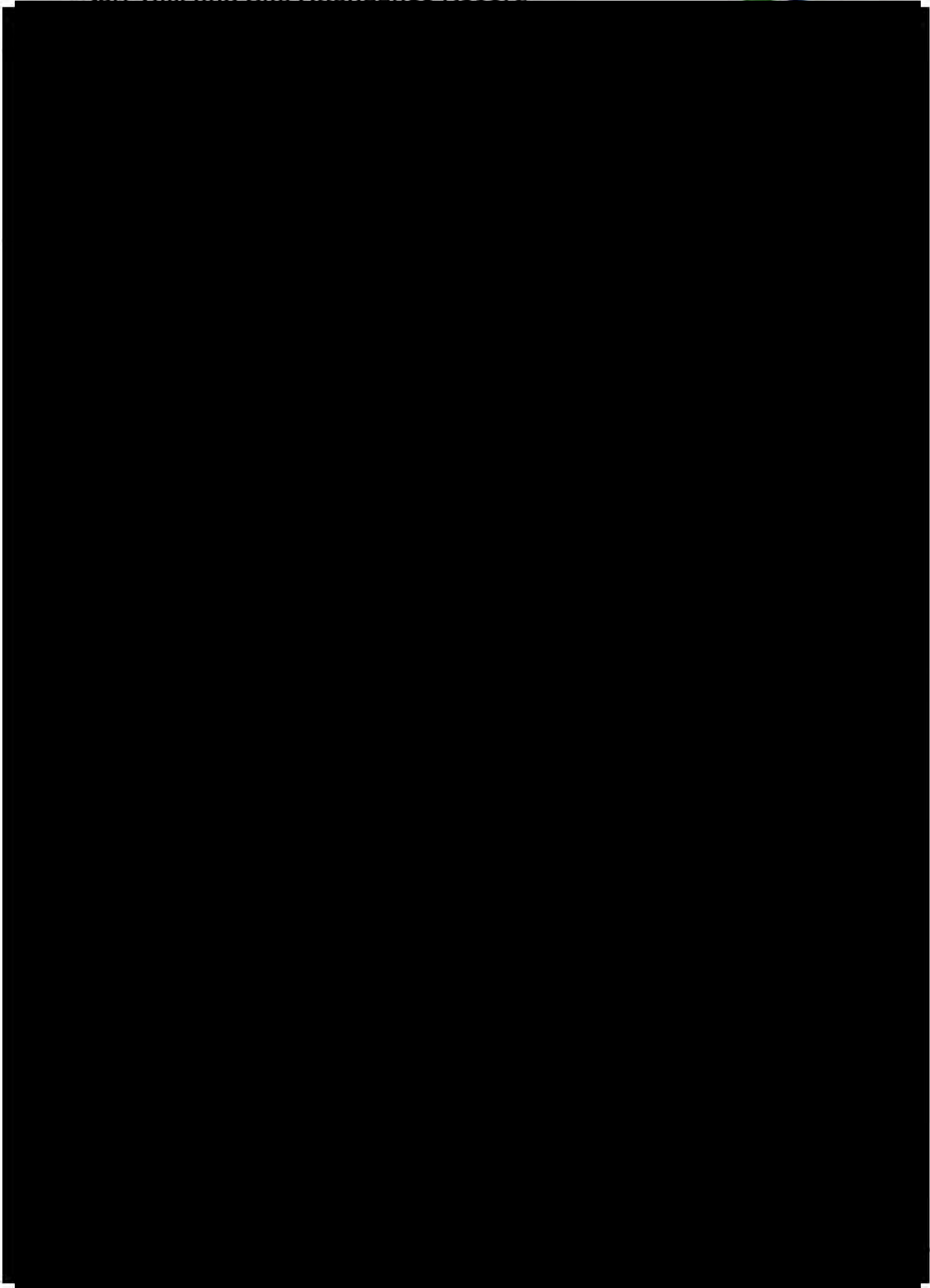
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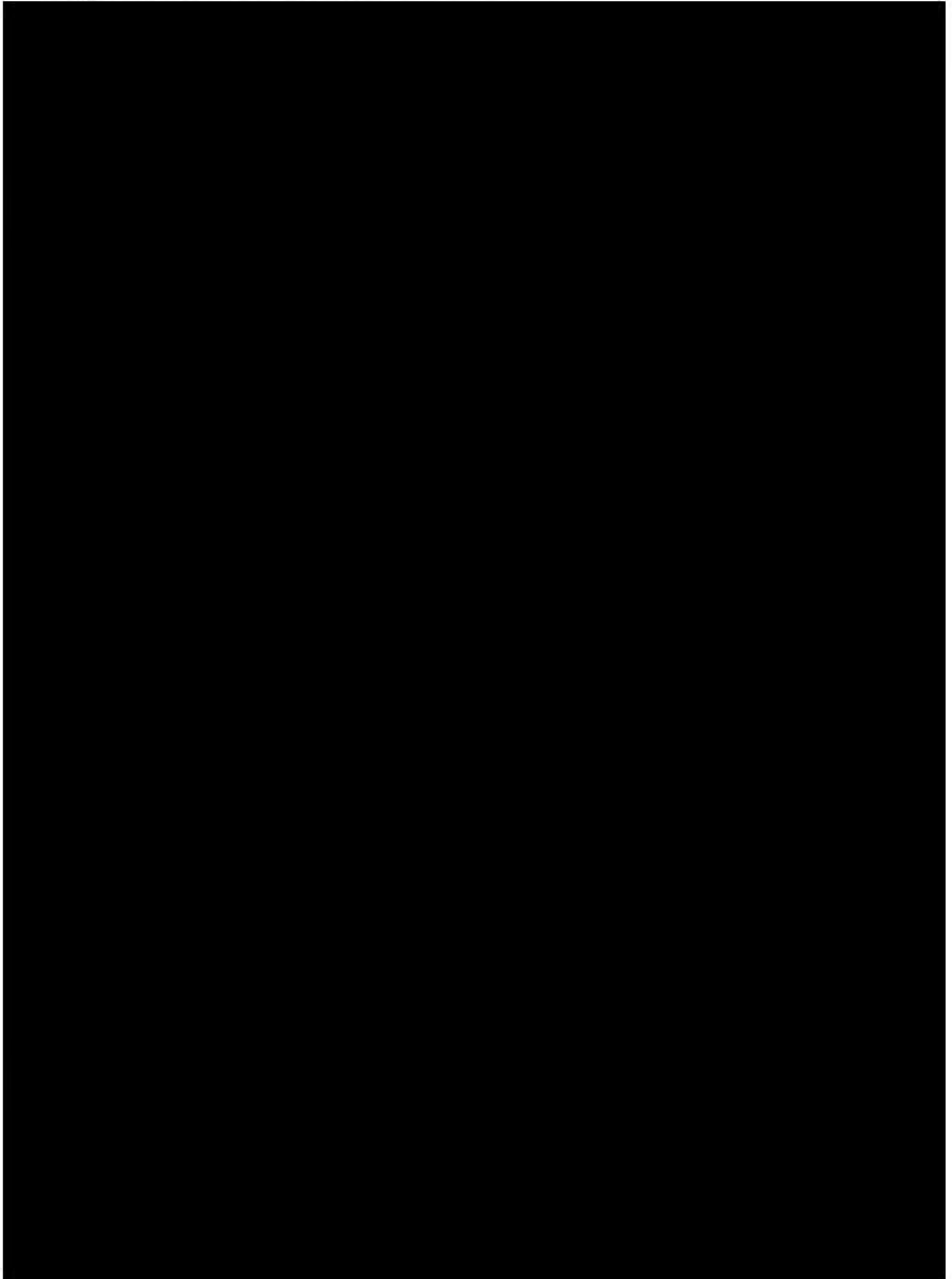
Daily Prestart and Site Attendance Record



Prestart Talk and Site Attendance Record

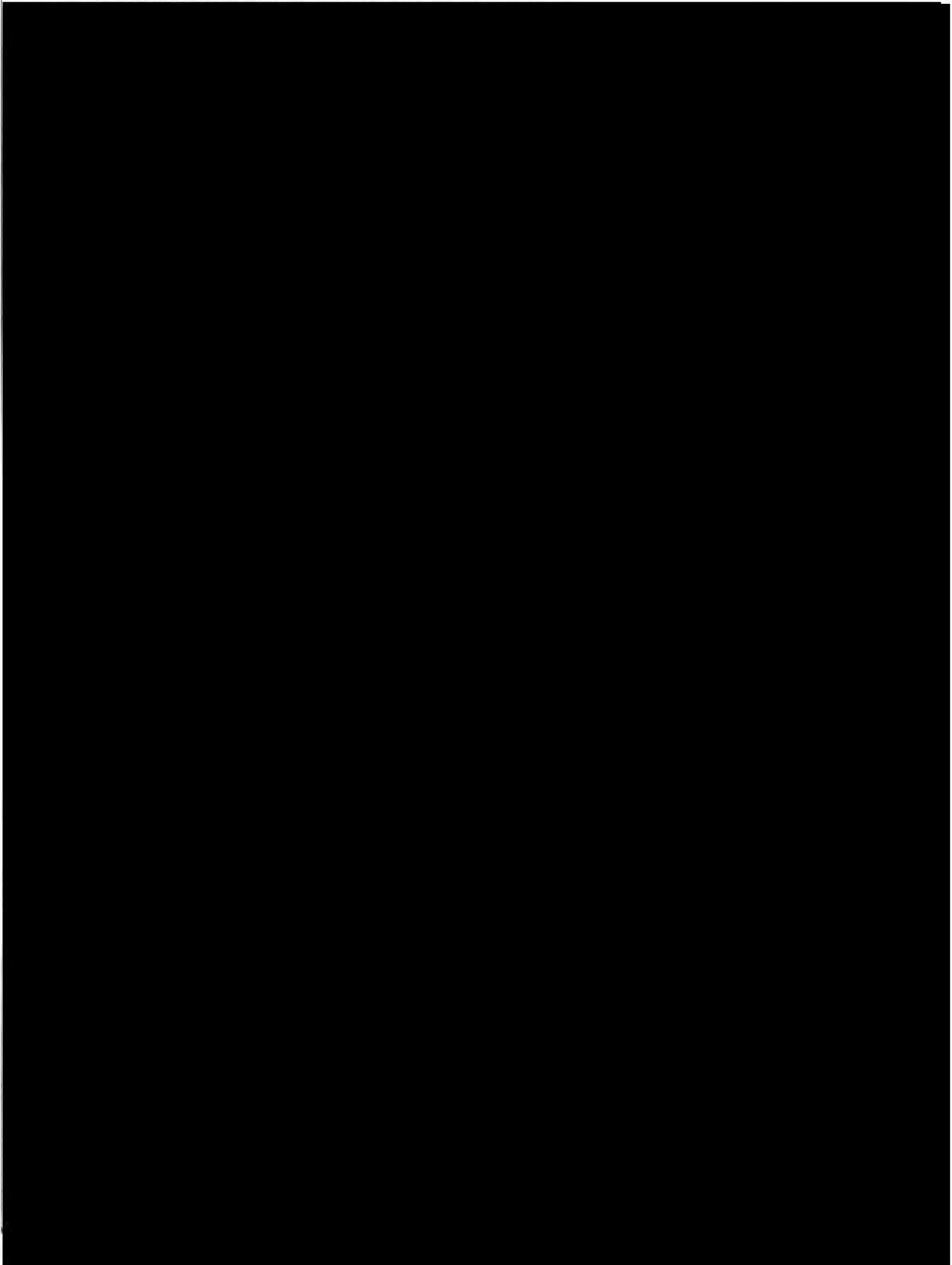


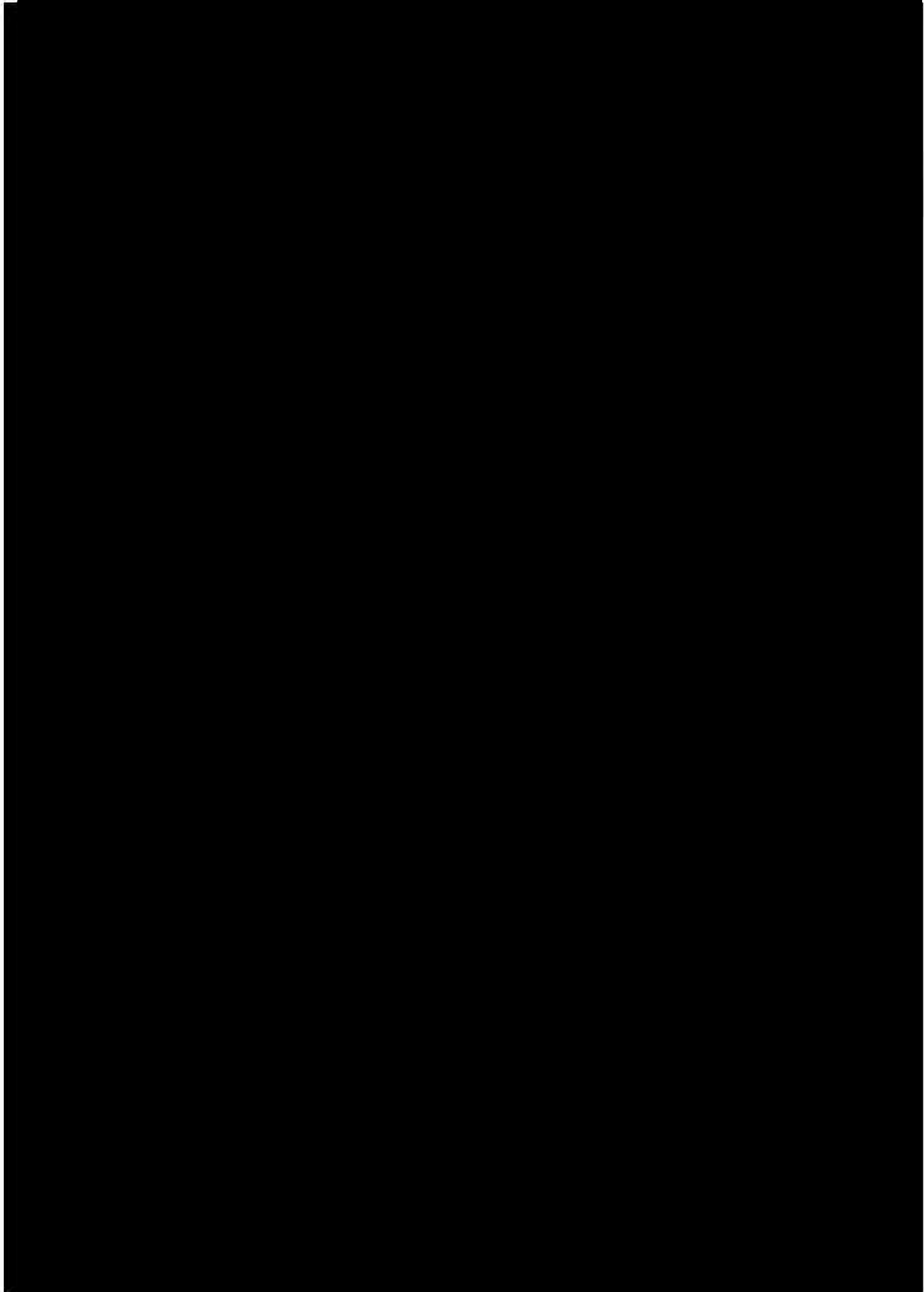
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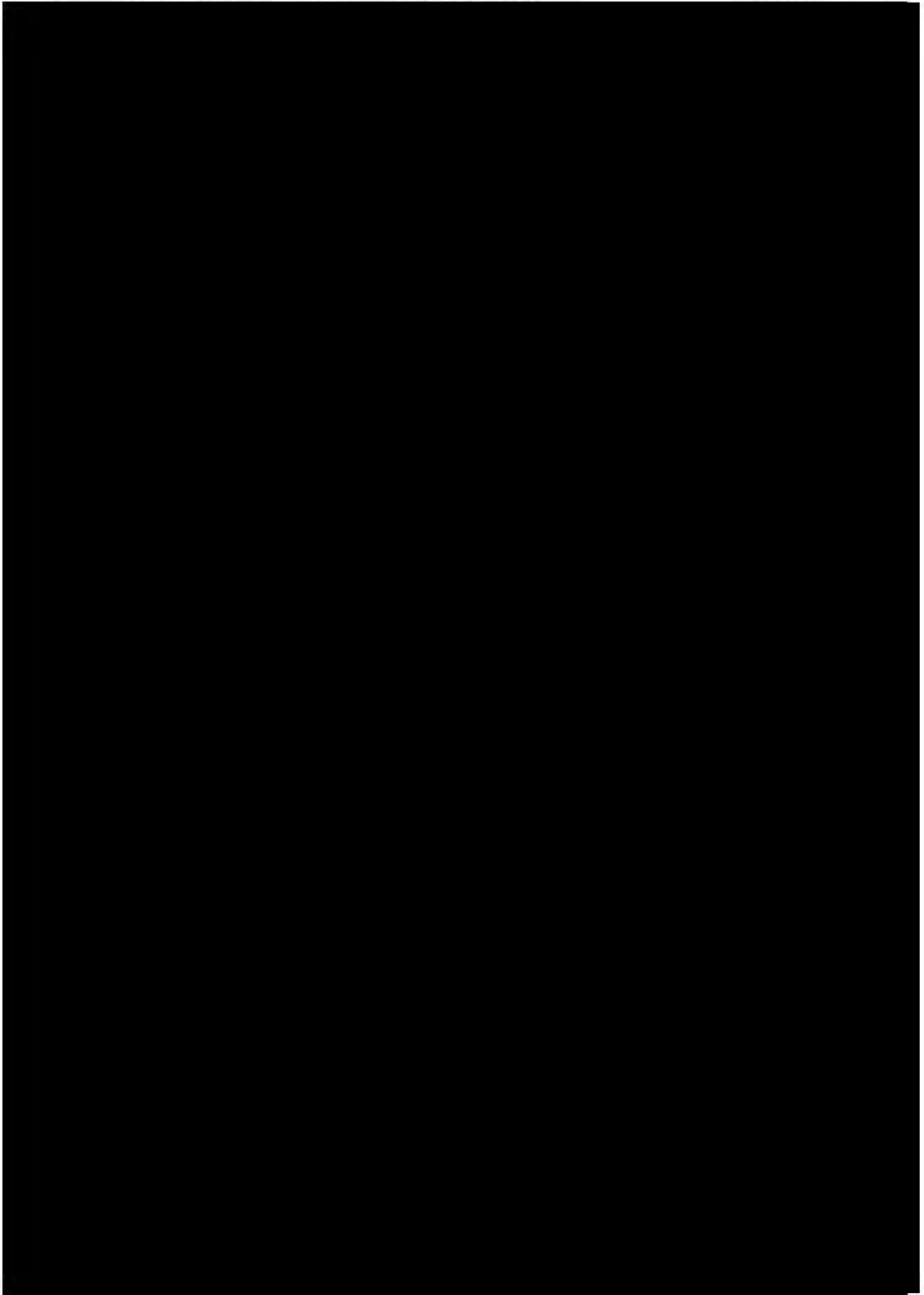


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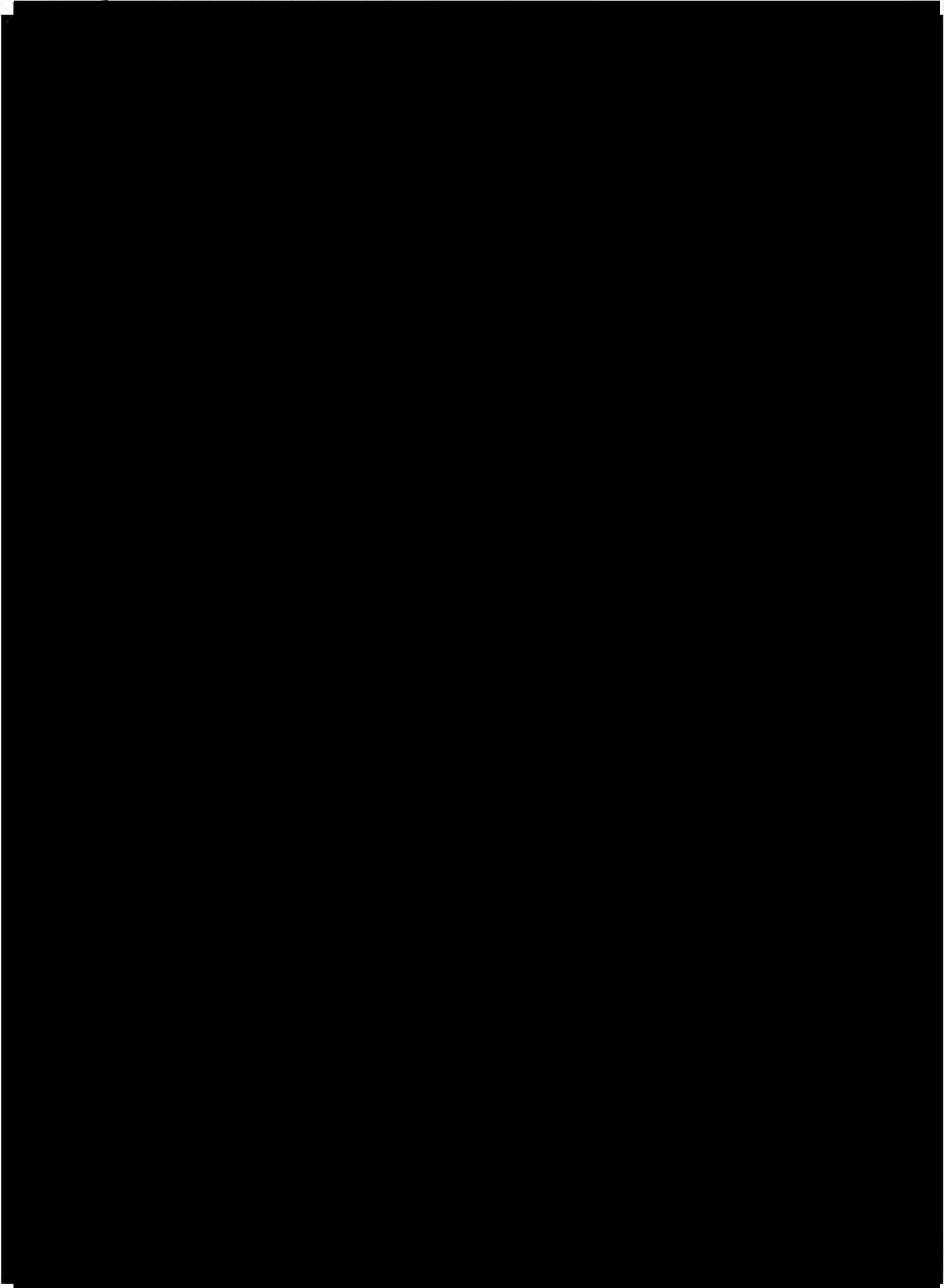




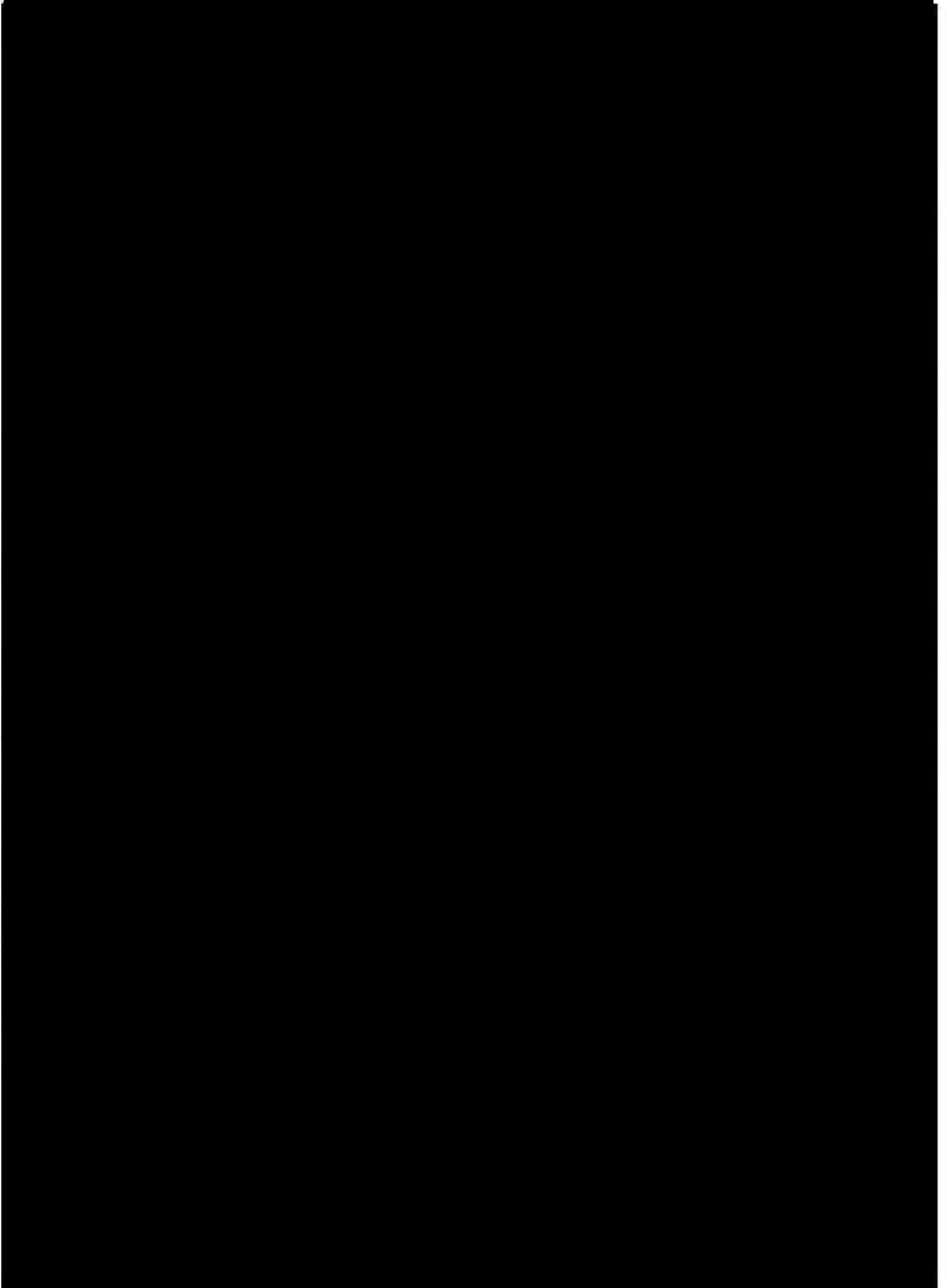
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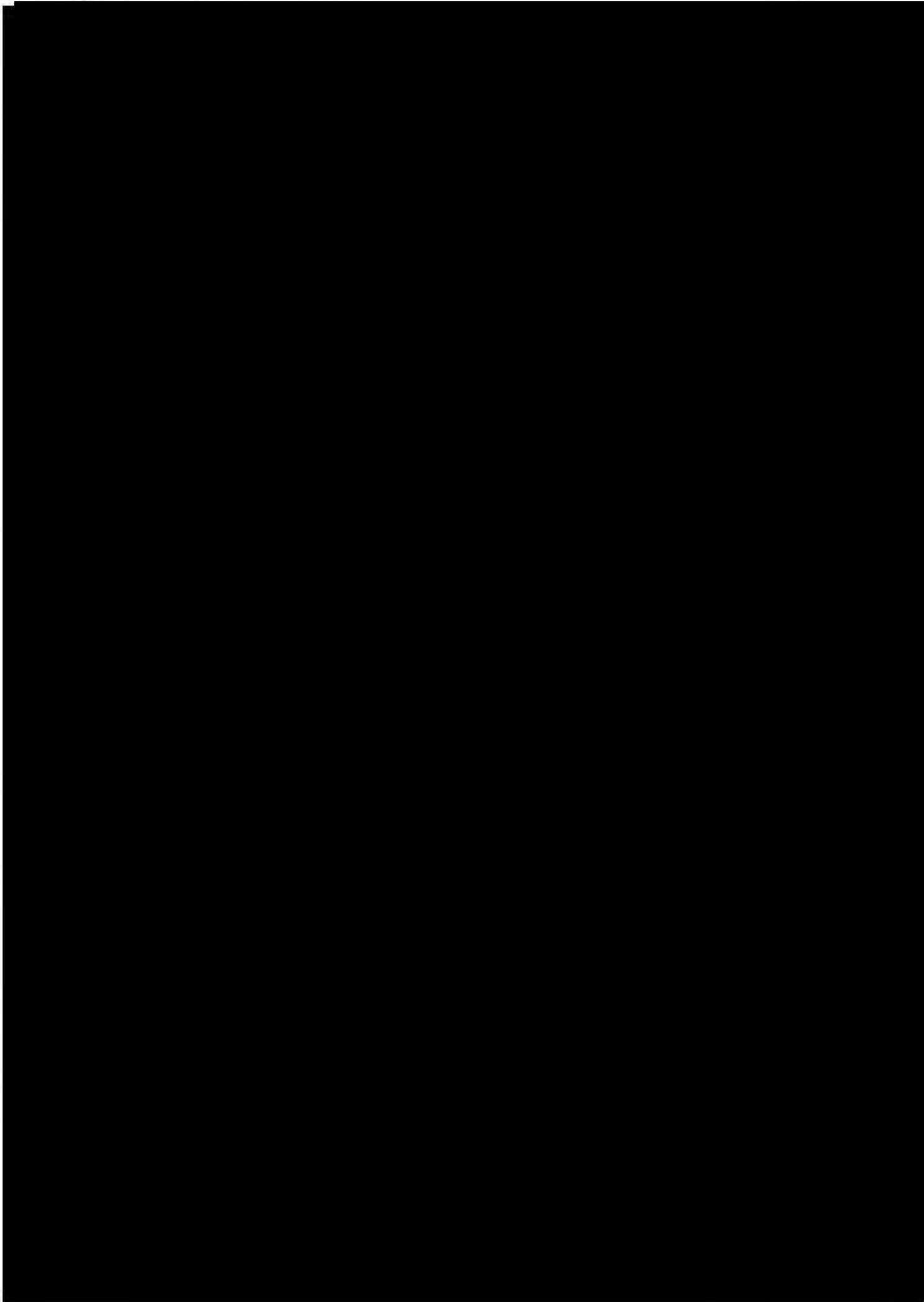


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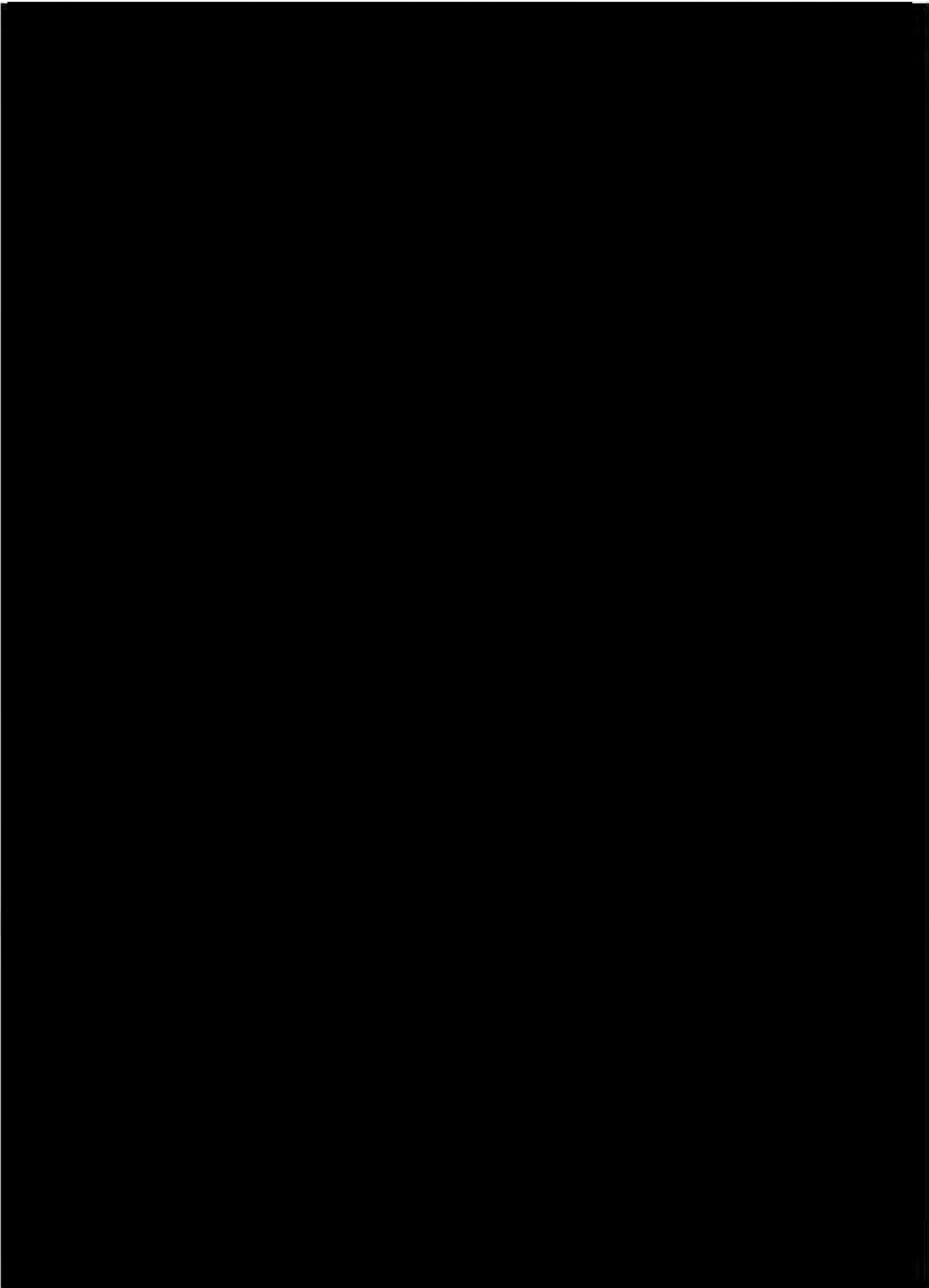
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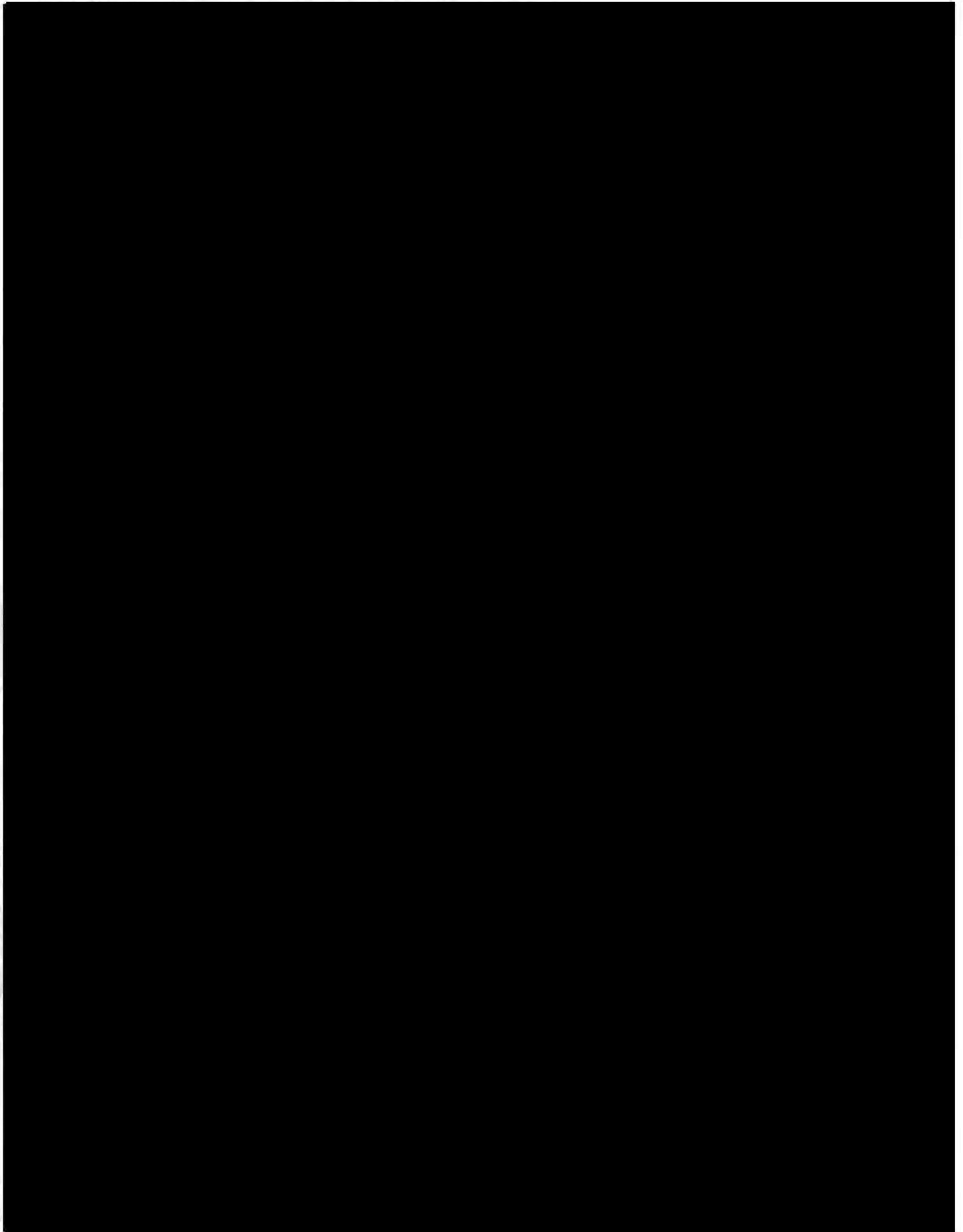


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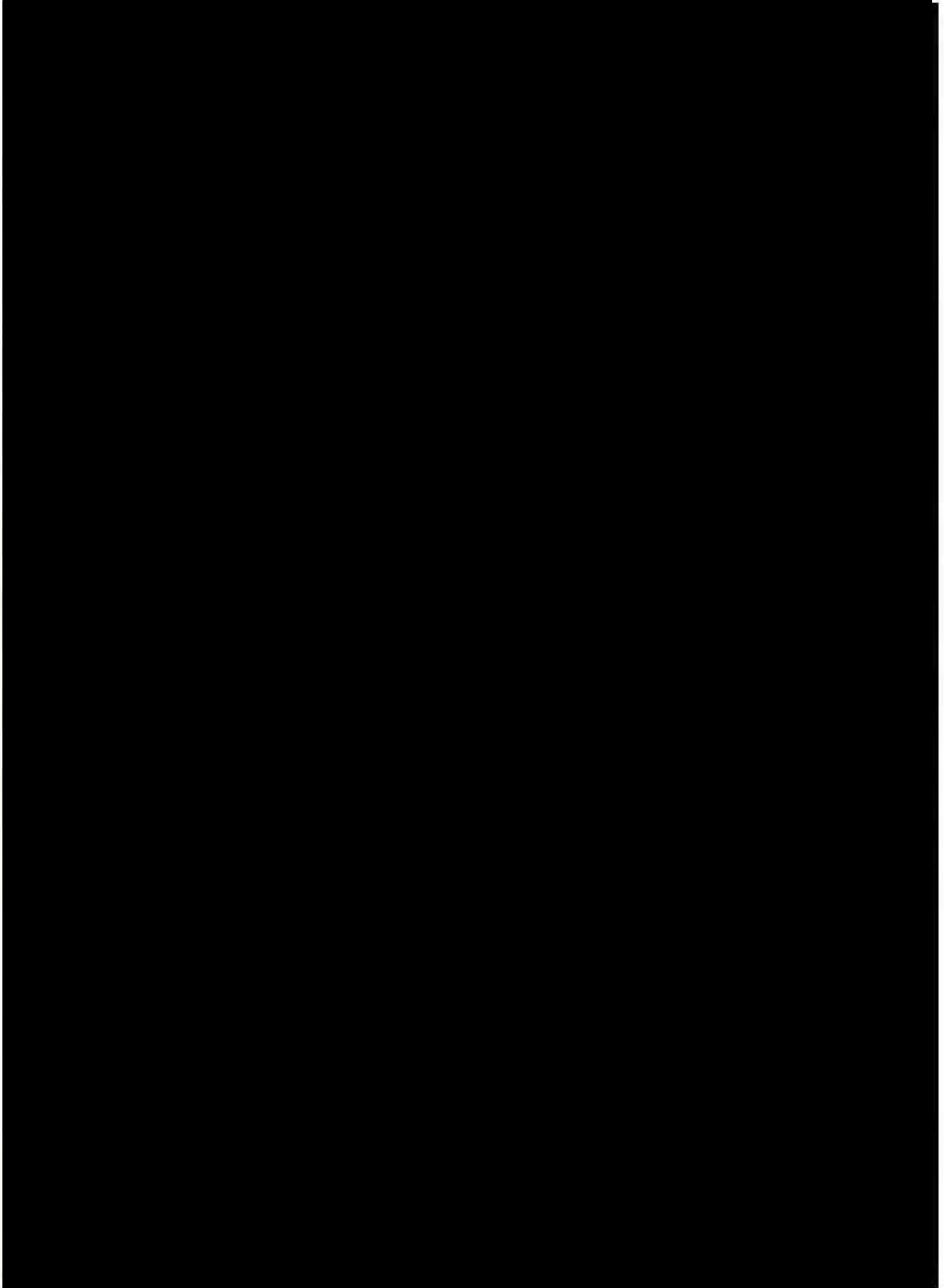


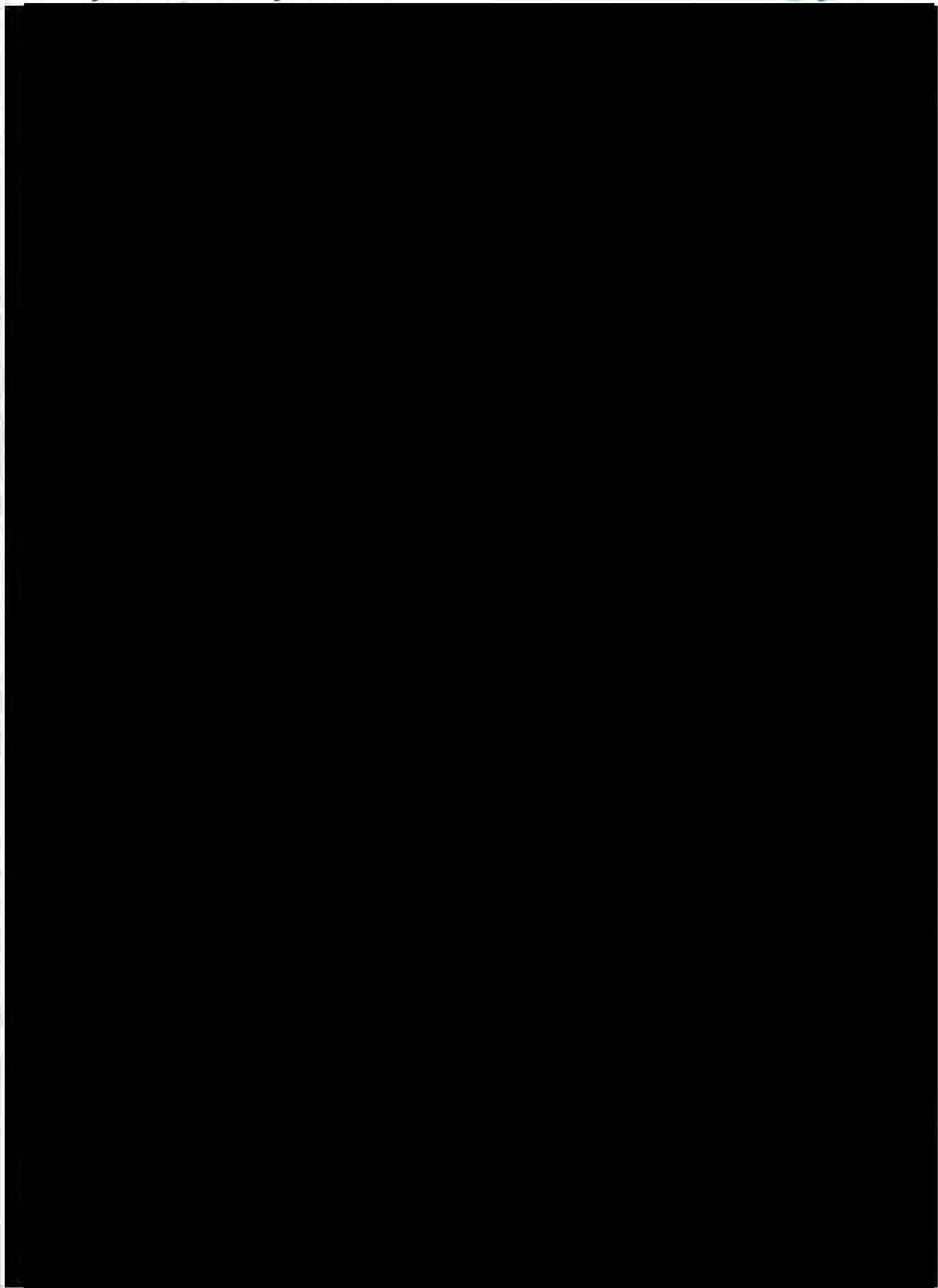


Daily Prestart and Site Attendance Record

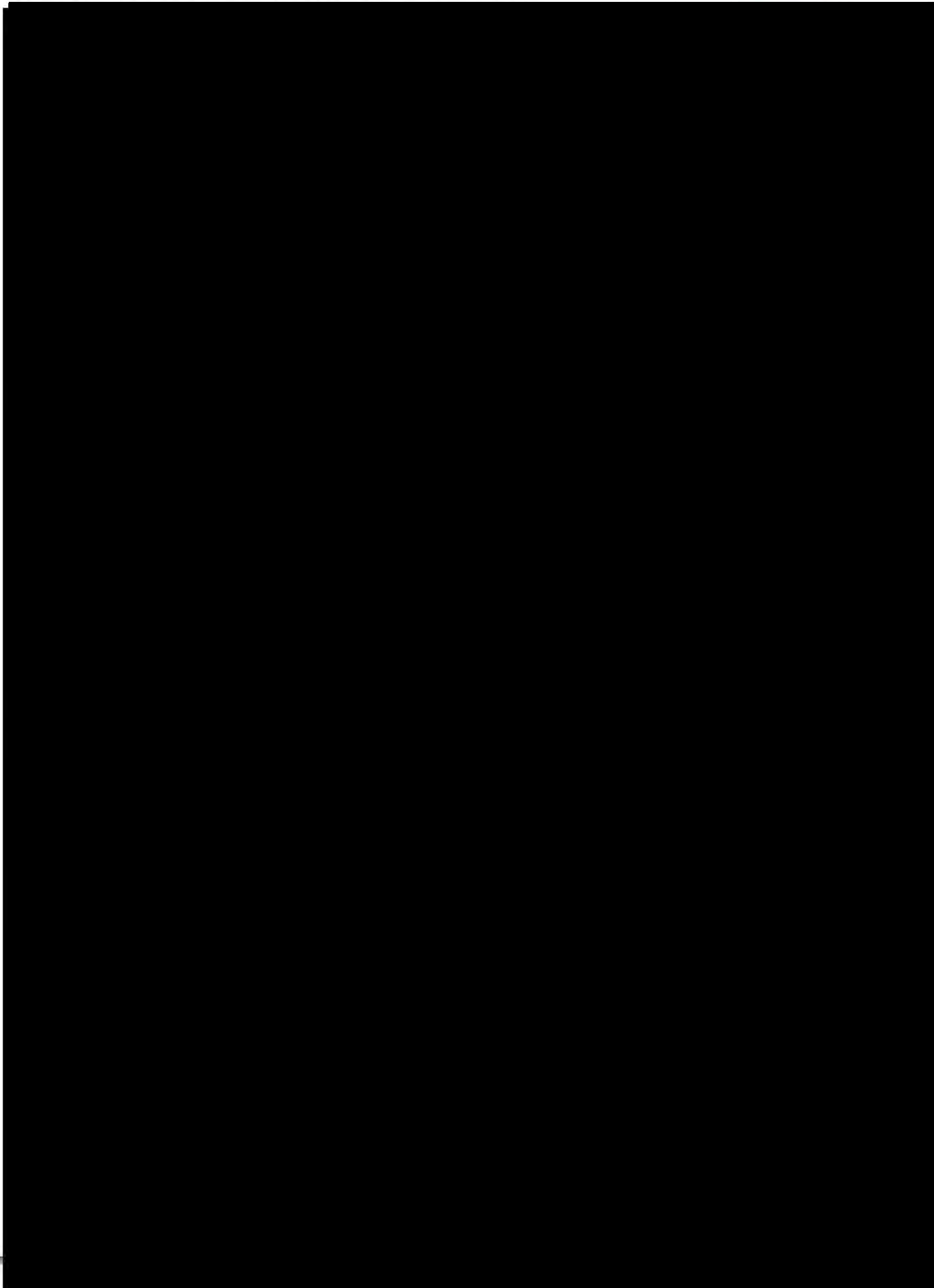


Visitor Daily Attendance Record

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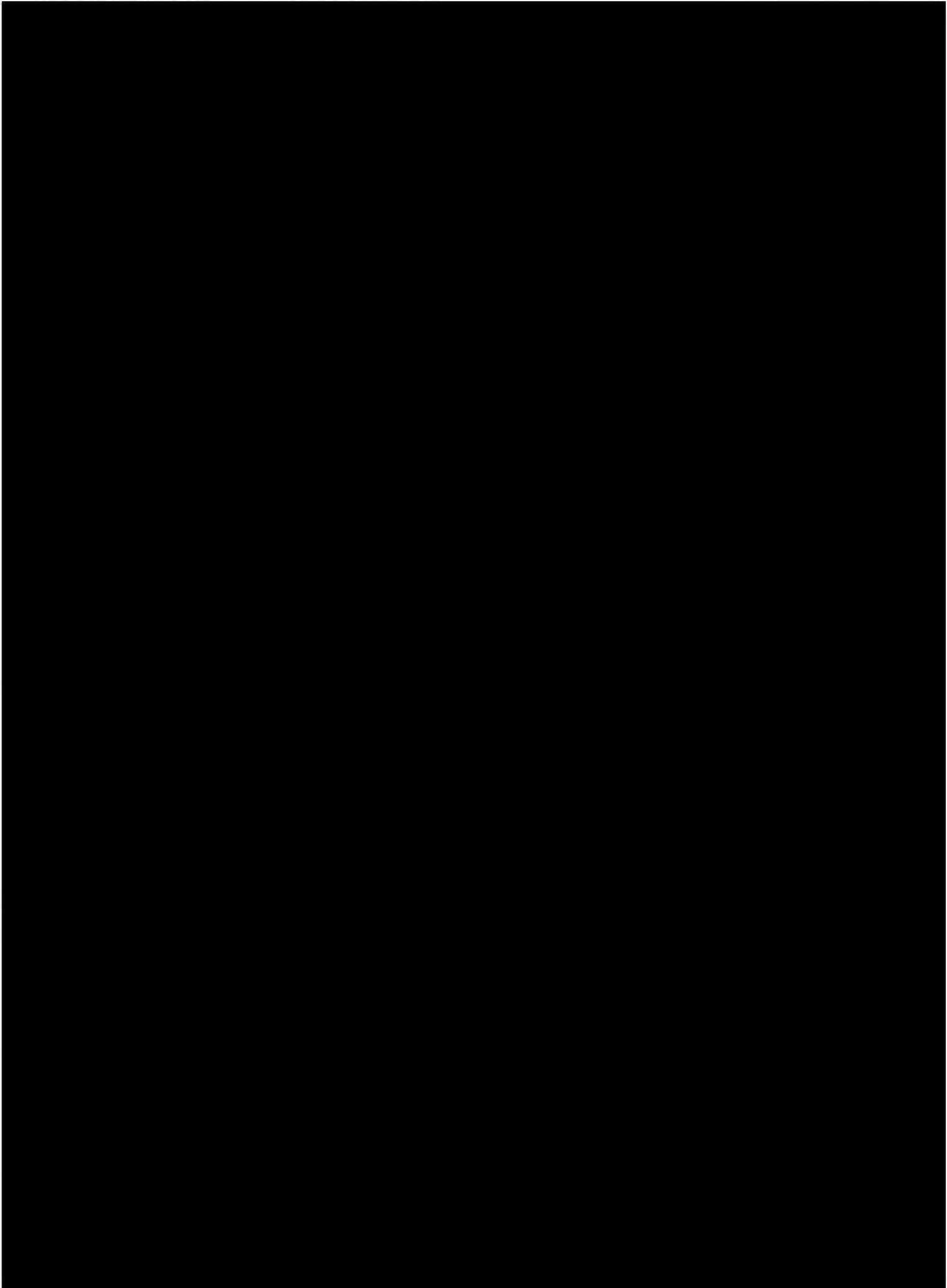
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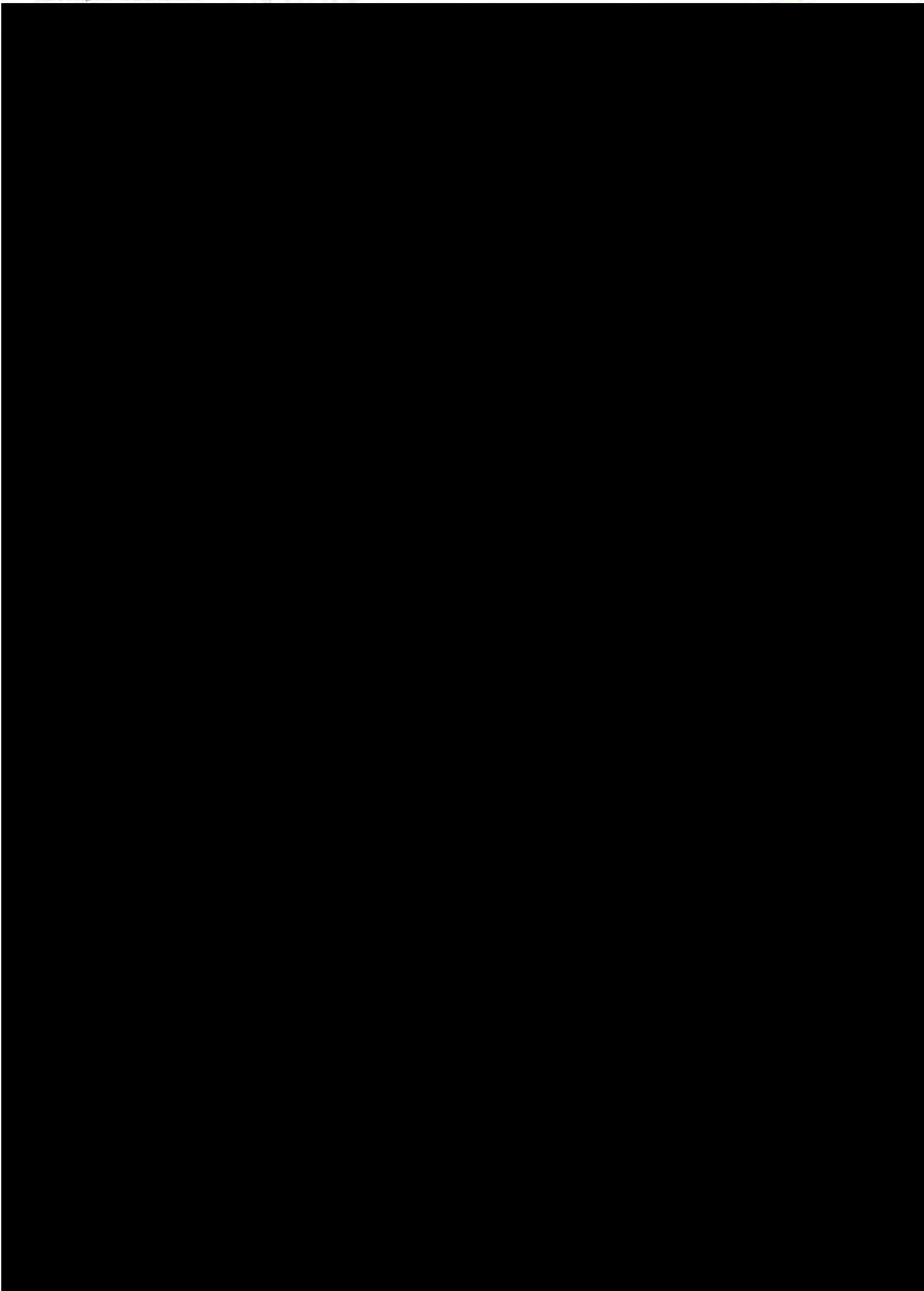
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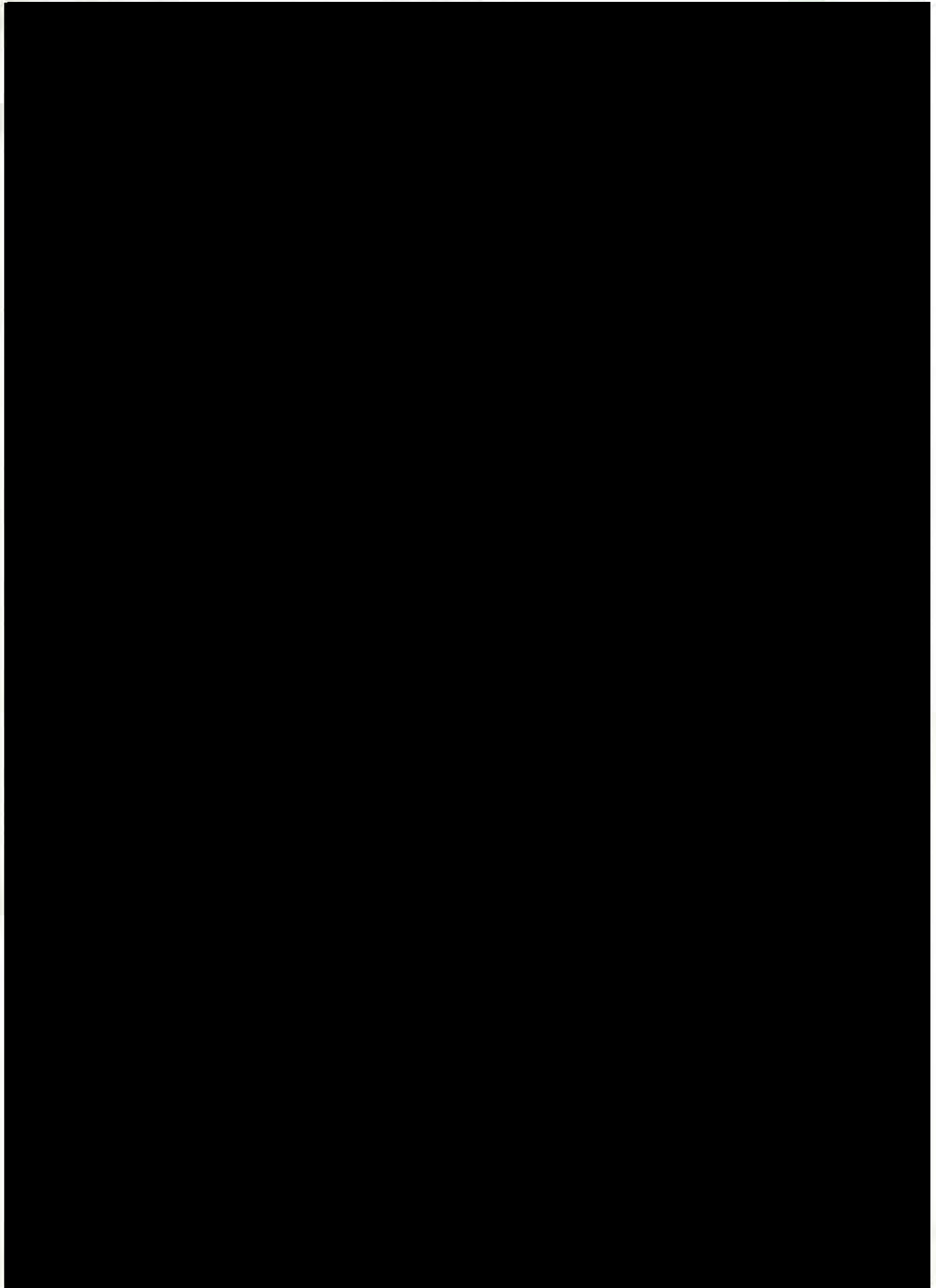
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Daily Prestart – Key Points

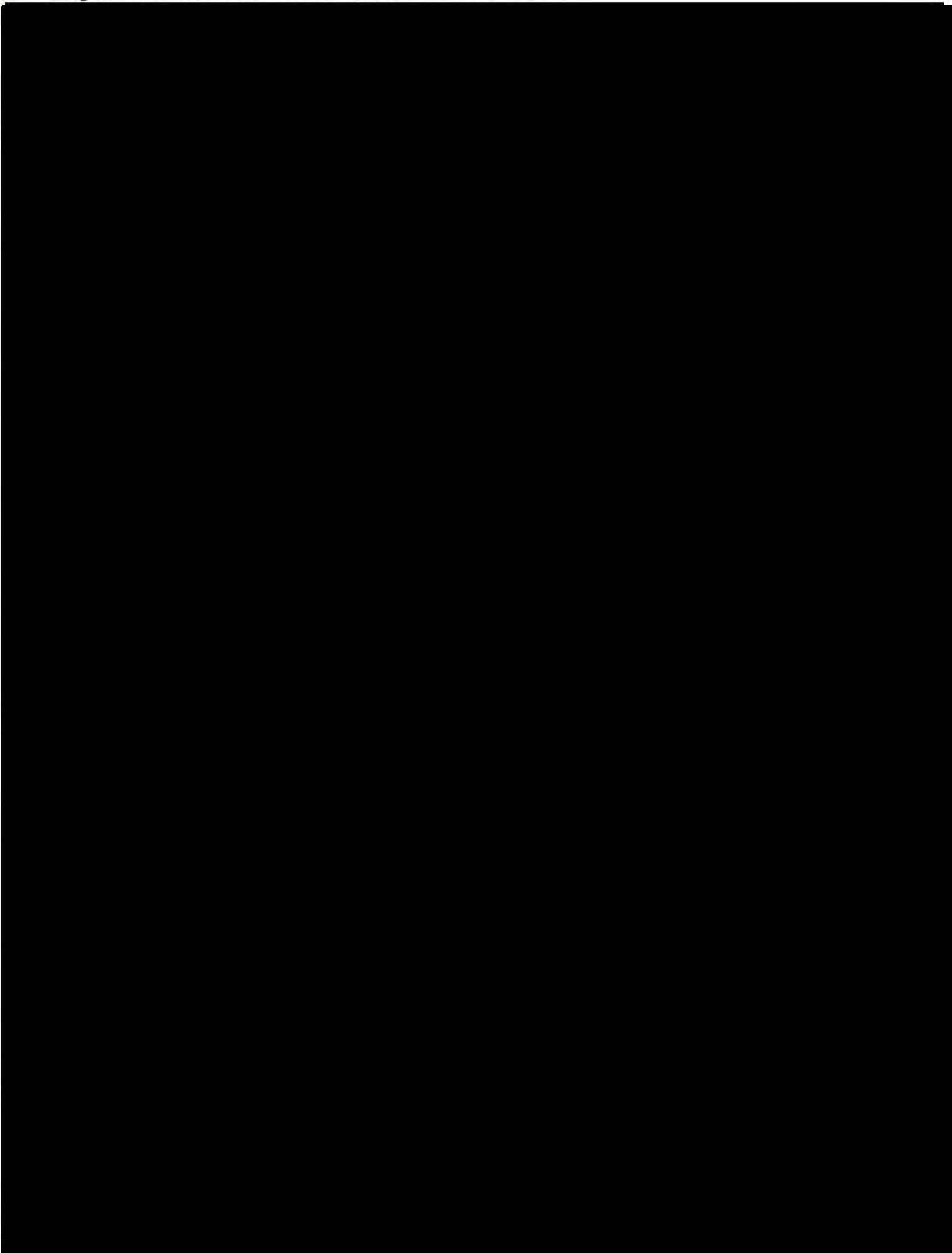


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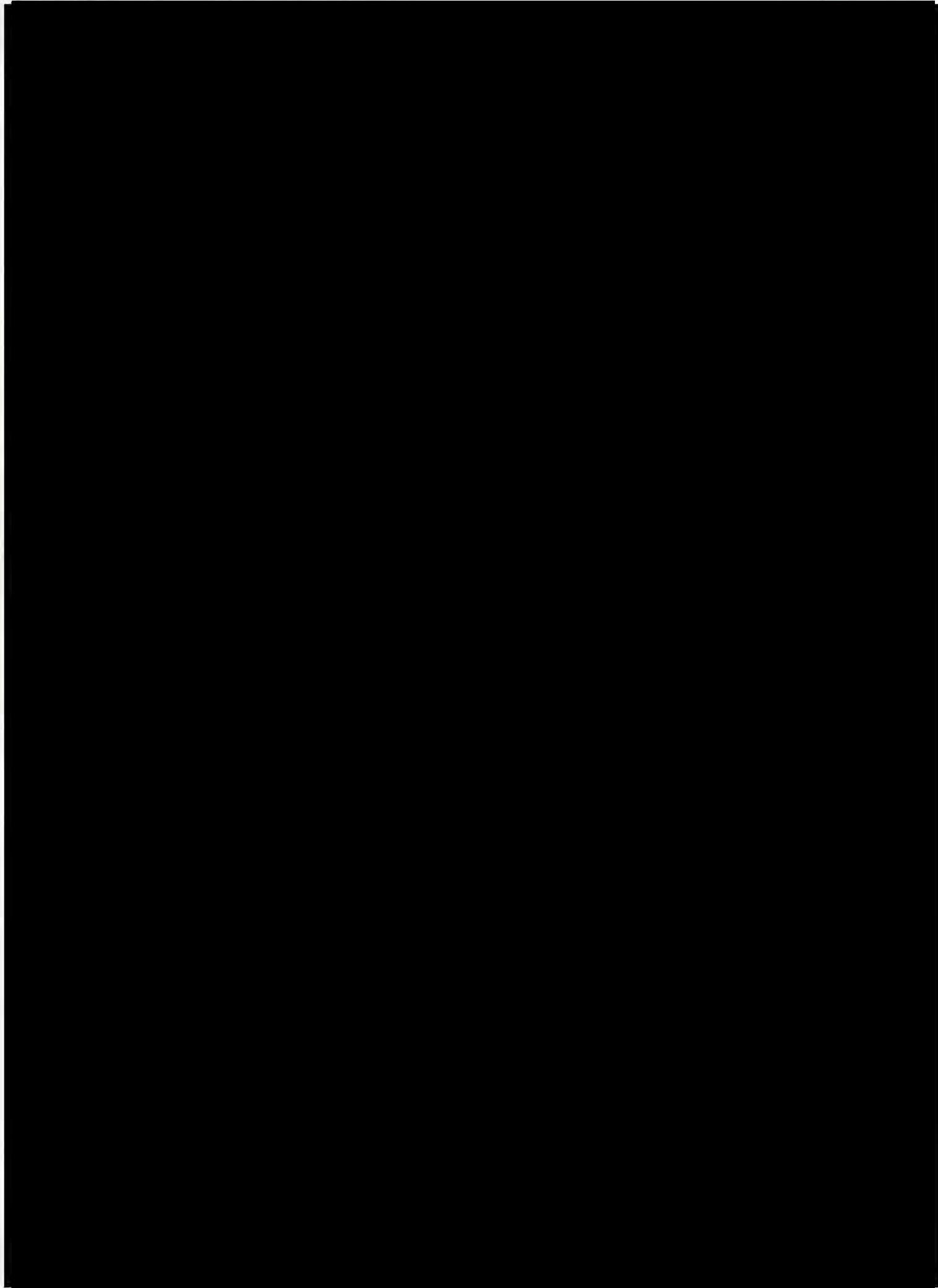




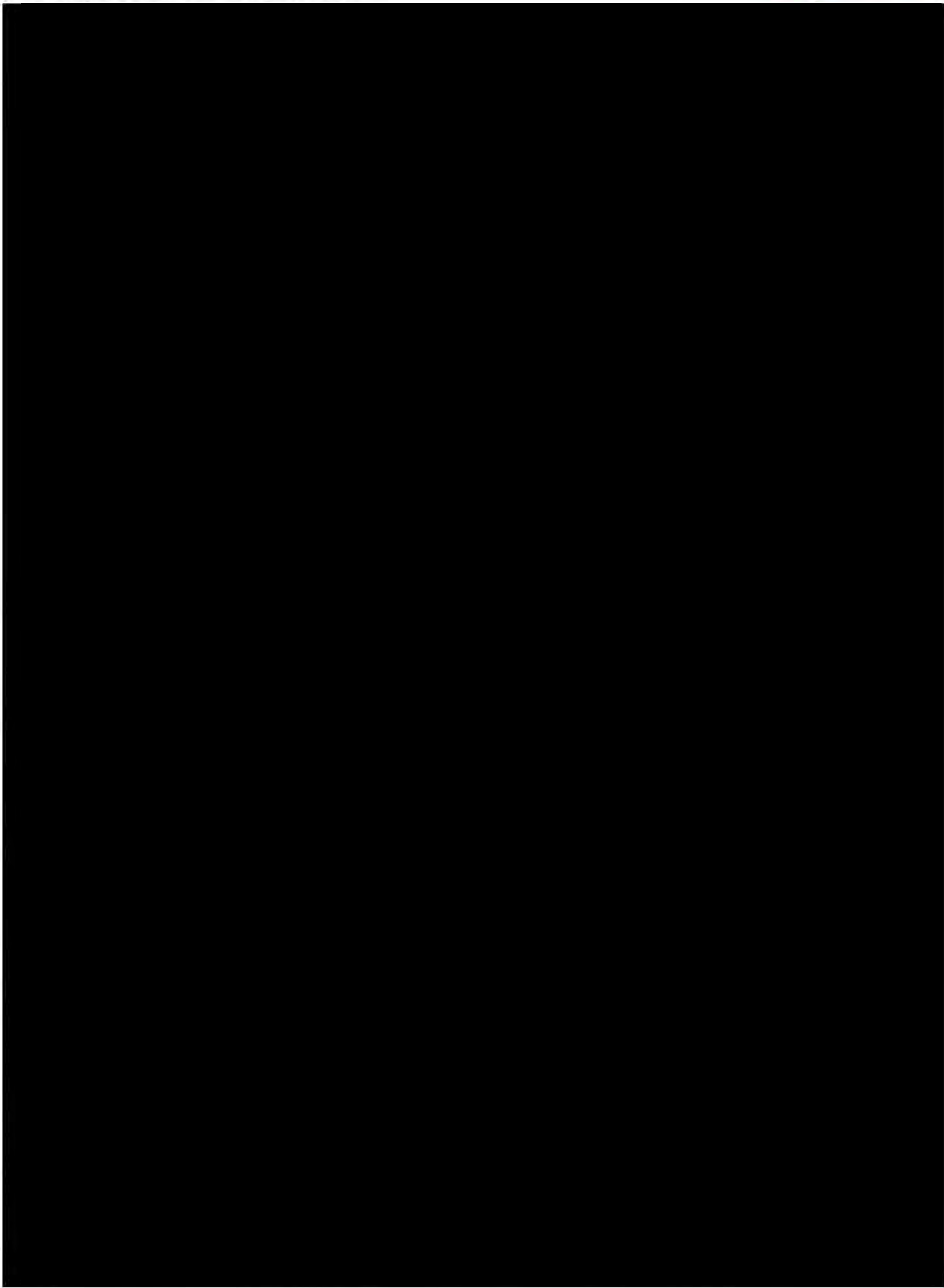
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Visitor Daily Attendance Record

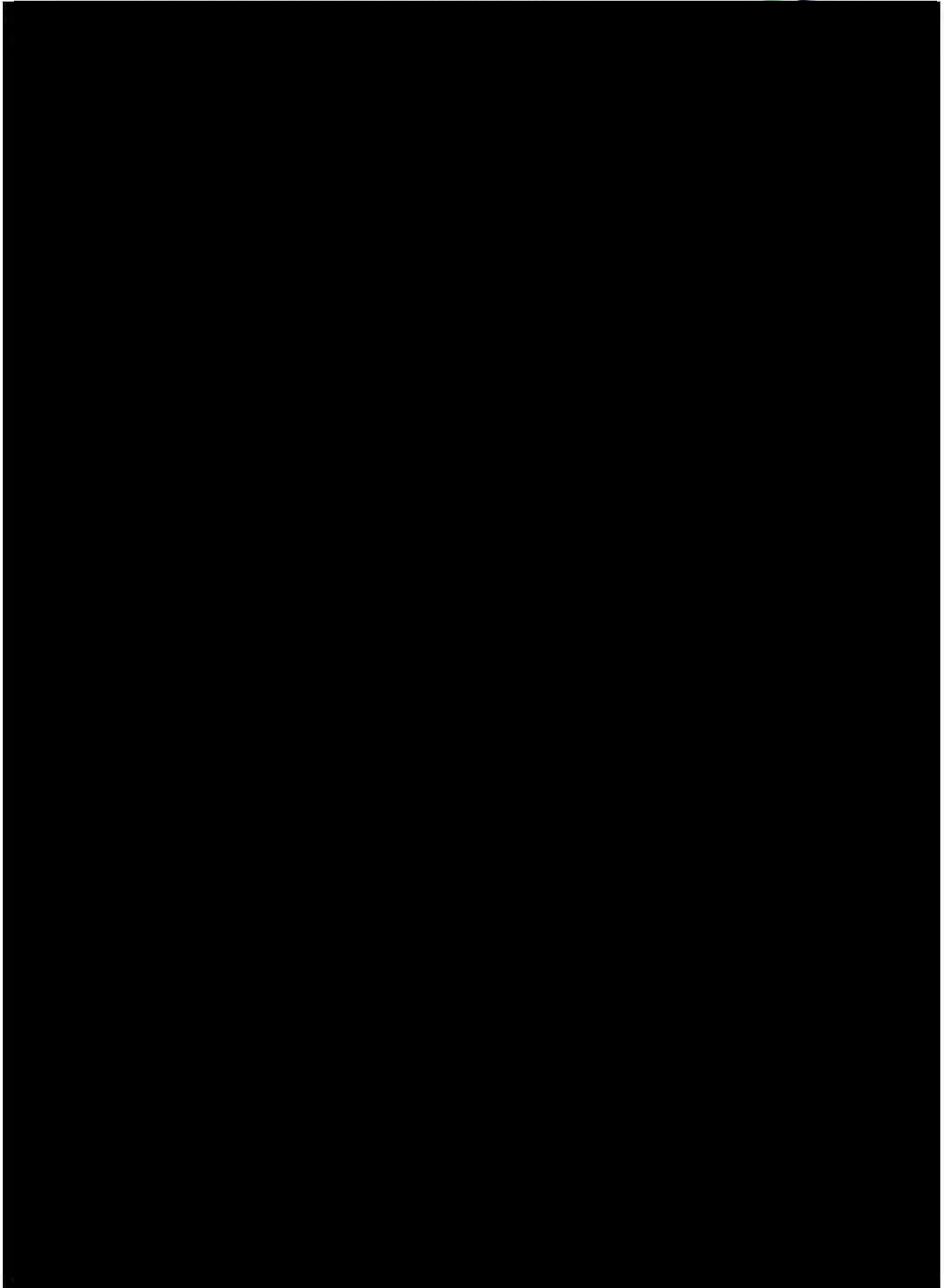
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Daily Prestart – Key Points

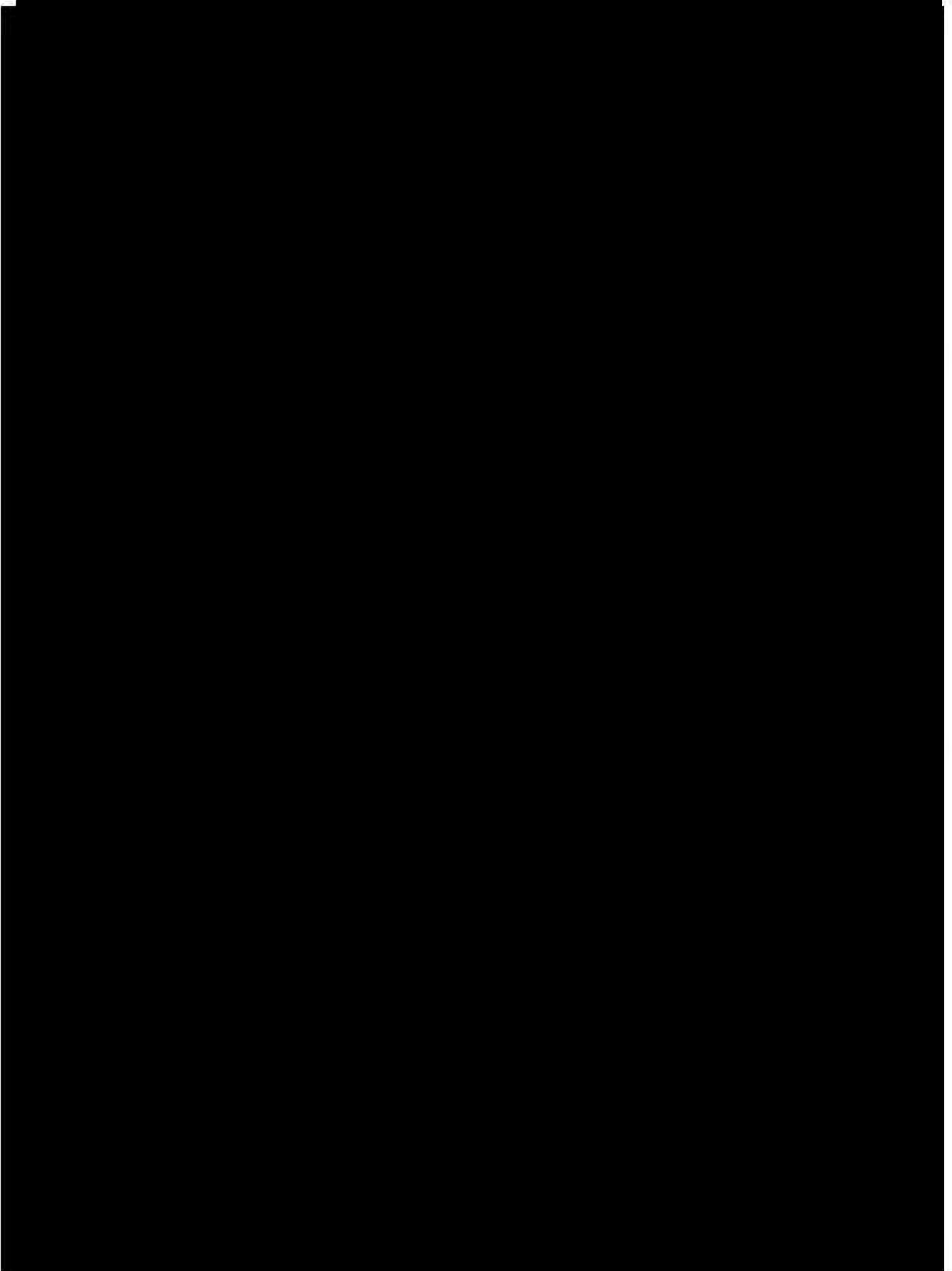




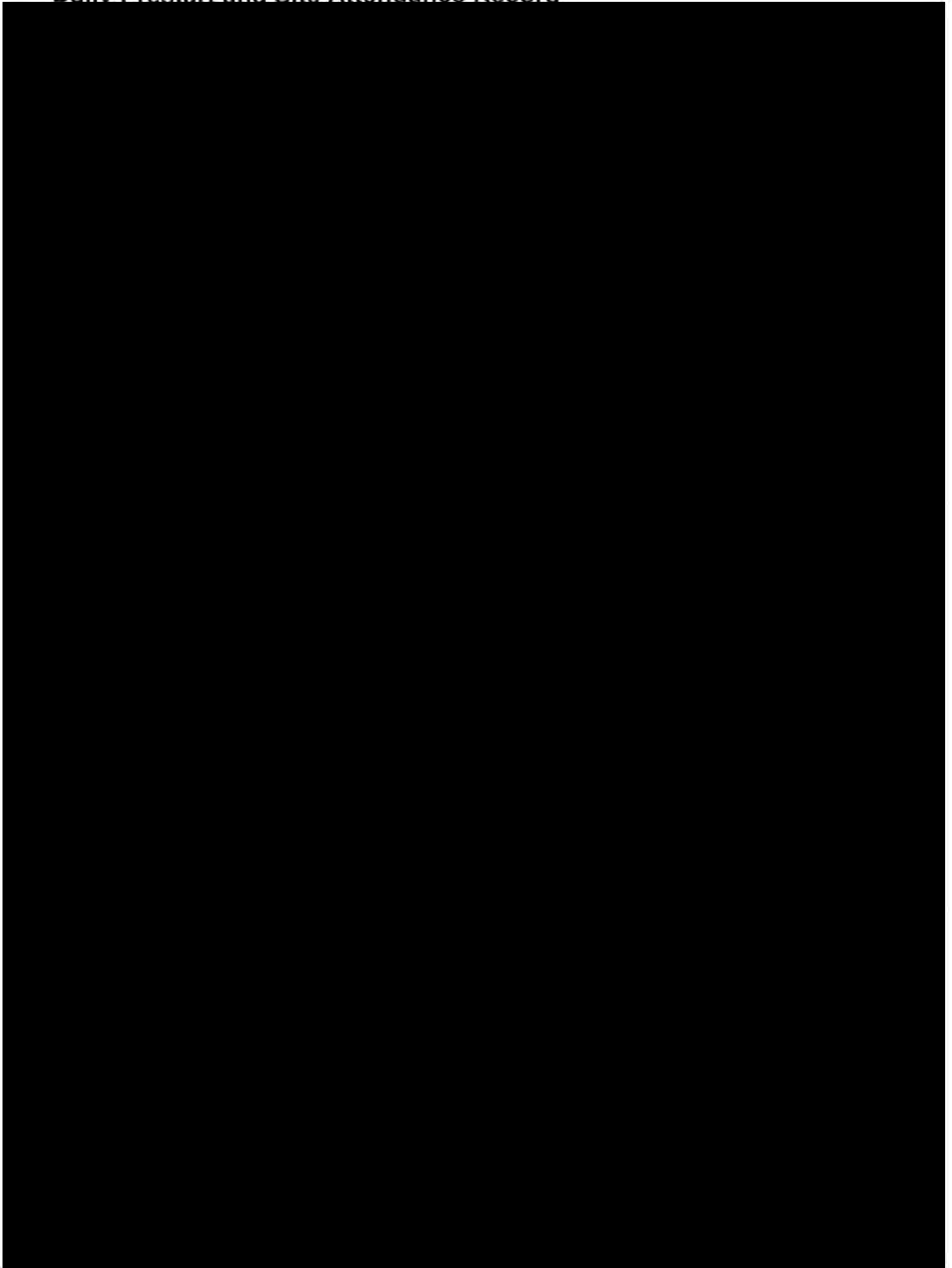
Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record



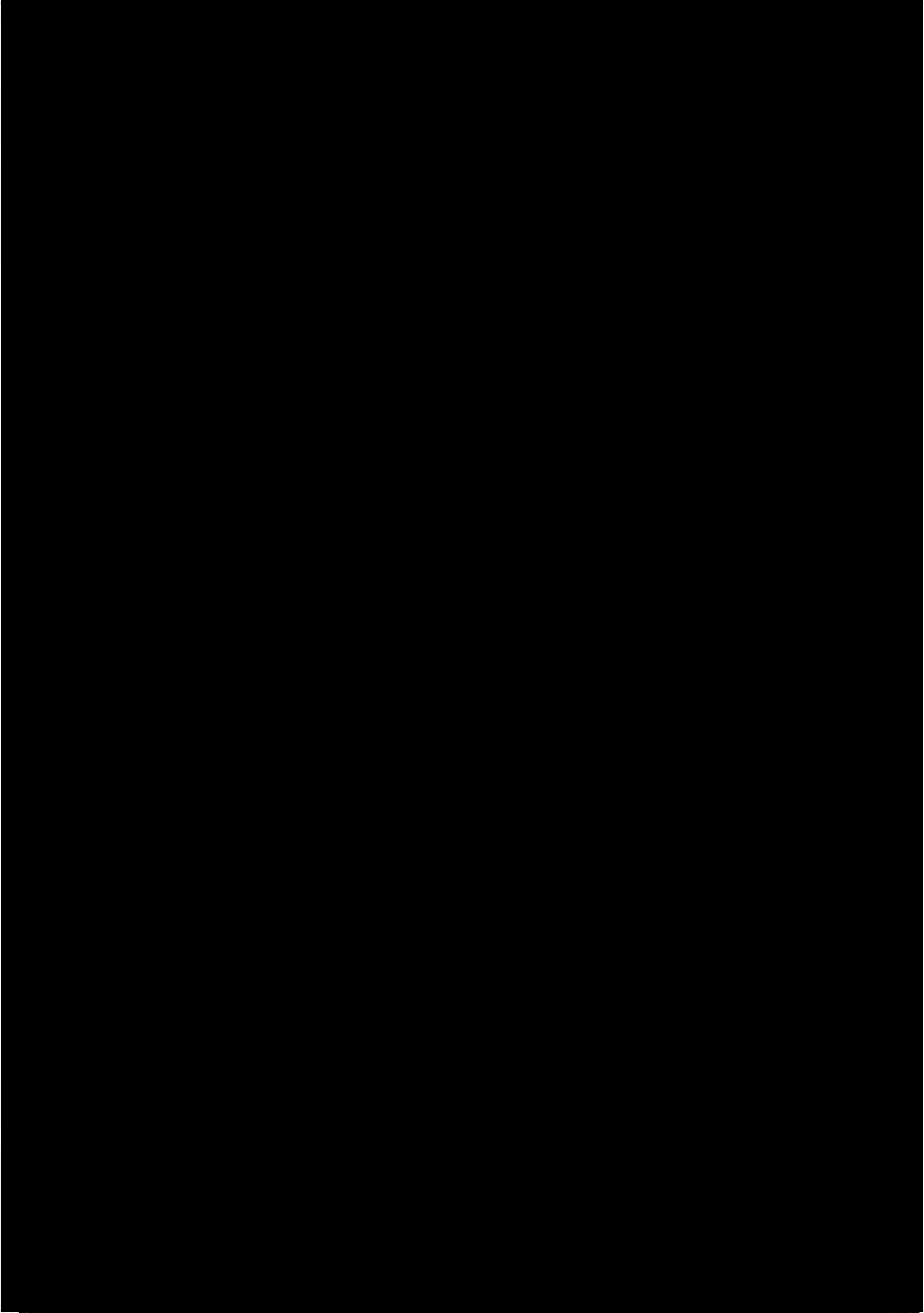
Daily Prestart and Site Attendance Record



Visitor Daily Attendance Record

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Daily Prestart – Key Points



WC1 Industrial Relations and regional contribution

No.	Weighted Assessment Criteria	Weighting
WC1	<p>1. Industrial Relations and Regional contribution</p> <p>A. Local Industry Participation</p> <p>The Territory will assess the extent to which the Tenderers has demonstrated that it will ensure capable local businesses are given full, fair and reasonable opportunity to participate in the provision of the Services during the term of the proposed contract.</p> <p>Tenderers must complete and submit a Local Industry Participation Plan by completing the template plan available at</p> <p>https://www.procurement.act.gov.au/canberra-region-lipp</p> <p>B. Secure Local Jobs Code</p> <p>The Territory will assess the extent to which the Tenderer has demonstrated that it has systems and processes in place to comply with the Secure Local Jobs Code in the provision of the Services amend as required during the term of the proposed contract.</p> <p>Tenderers must complete and submit a Labour Relations, Training and Workplace Equity Plan by completing the template plan available at</p> <p>https://www.procurement.act.gov.au/securelocaljobs</p>	10%

Please refer:

Attachment 2 – Local Industry Participation

Attachment 3 – Completed Labour Relations, Training and Workplace Equity Plan

Attachment 2



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY

LOCAL INDUSTRY PARTICIPATION PLAN for the Building & Construction sector for contracts with a value of \$5 million or more

January 2017

The purpose of this Local Industry Participation Plan is to assess the potential economic benefit for the Canberra Region if your organisation is successful.

Documents including the Canberra Region Local Industry Participation Policy, Guidelines, definitions and templates for the Economic Contribution Test and Local Industry Participation Plan are available at www.procurement.act.gov.au.

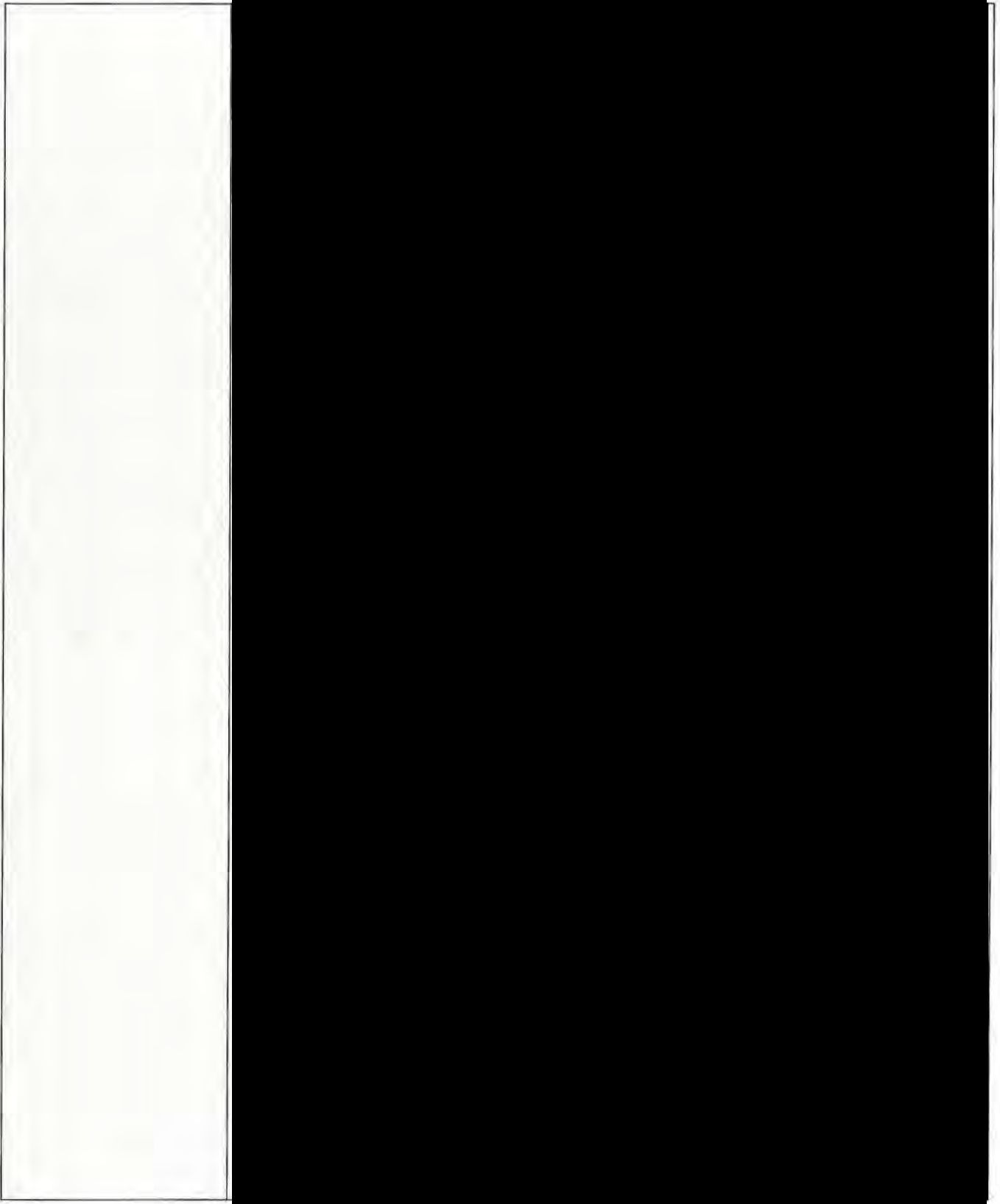
The Local Industry Advocate is available to assist with requests for information on Canberra Region LIPP requirements. Please phone (02) 207 5785 or email: LIA@act.gov.au.

Please complete the tables below. You will need to ensure you can verify the information you submit and where possible should quantify items in your statement.

Tender* Title	Taylor 3 Stage 1A Residential Estate
Tender Number	SL170496
Responsible Territory Entity/Directorate	Darren [REDACTED]
Tender value (\$AUD) <i>This is the total value of your tender, including GST.</i>	\$4,845,082.02

* Tender refers to Tender, Quotation, or any other form of bid/response to a request issued by the Territory for the supply of goods, services and/or works, intended to result in a contract

Legal Entity Name	BMD CONSTRUCTIONS PTY LTD			
ABN	59 010 126 100			
Trading Name	N/A			
Business Project Manager/Contact Person	Darren [REDACTED]			
Telephone	[REDACTED]	Email	[REDACTED]	
What is your physical presence in the Canberra Region? <i>(you can tick more than one)</i>	Head Office <input type="checkbox"/>	Branch Office <input checked="" type="checkbox"/>	Warehouse/Depot <input type="checkbox"/>	Other <input type="checkbox"/> Please specify
When was this presence established?		2006		
How many full time employees (FTE) do you currently employ in the Canberra Region?	[REDACTED]			
Describe existing relationships with other businesses in the Canberra Region?	[REDACTED]			



A: REGIONAL EMPLOYMENT

The purpose of this section is to measure the potential economic benefit to the Canberra Region through the use of Canberra Region sourced labour throughout the contract term.

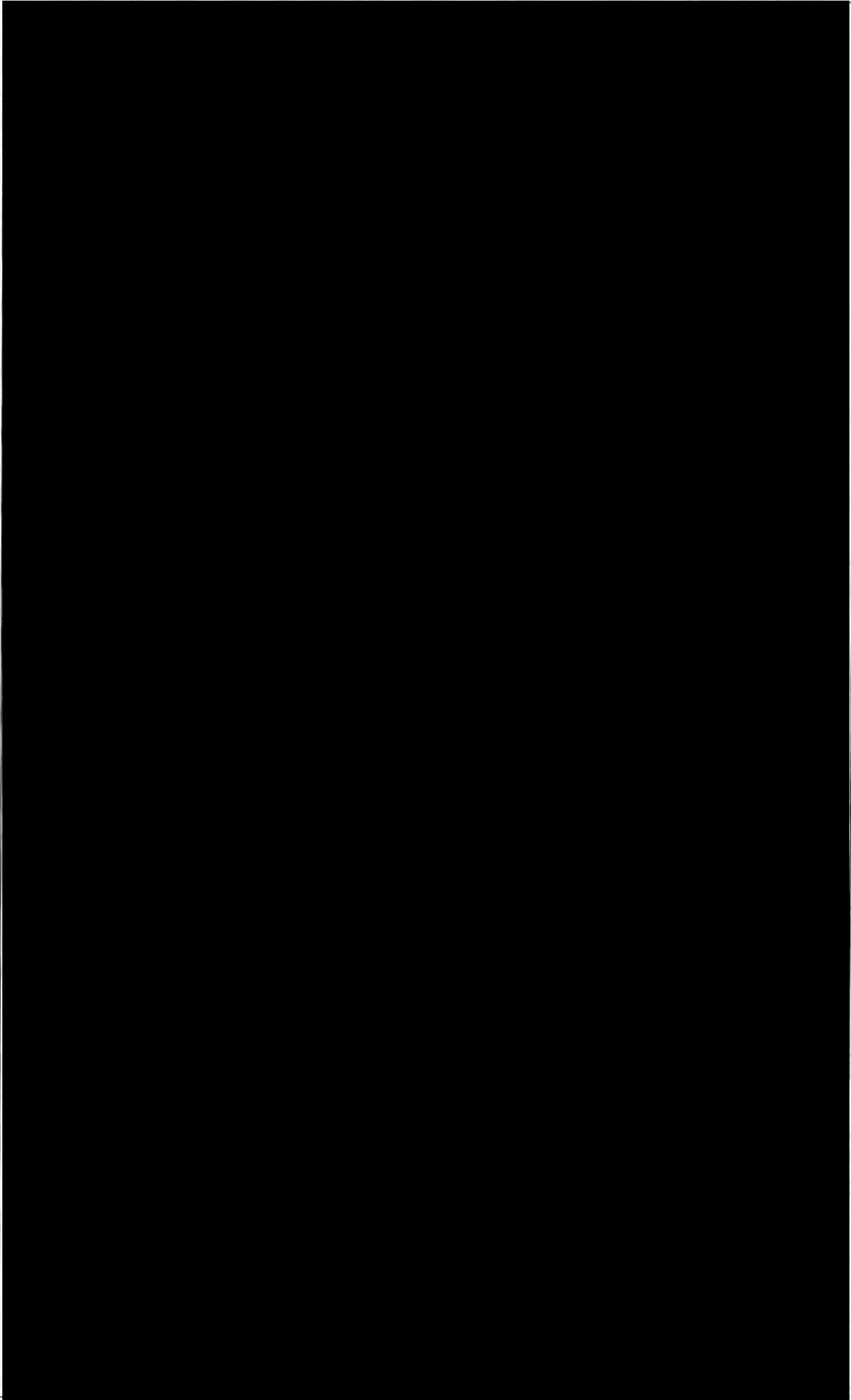
Labour hours from the Canberra Region <i>See Guidance Note 1</i>		
Head Contract		
A1: Estimated Full Time Equivalent/s (FTE) of labour required to deliver the contract from within your entity's staffing <i>See Guidance Note 1</i>		
Subcontract/s or outsourced labour arrangements		
A2: Will you need to engage one or more Canberra Region based subcontractors to deliver this contract?	YES <input checked="" type="checkbox"/> Complete A3	NO <input type="checkbox"/> Go to section B
A3: Estimated FTE of subcontracted labour intended to be used to perform the contract <i>See Guidance Note 2</i>		

Guidance Notes:

1. We are seeking the labour **your business will employ directly** to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work in this question. Outsourced and subcontracted work should be included in A3.
2. We are seeking an estimation of the labour from any **outsourced and subcontracted Canberra Region** work to deliver the contract.

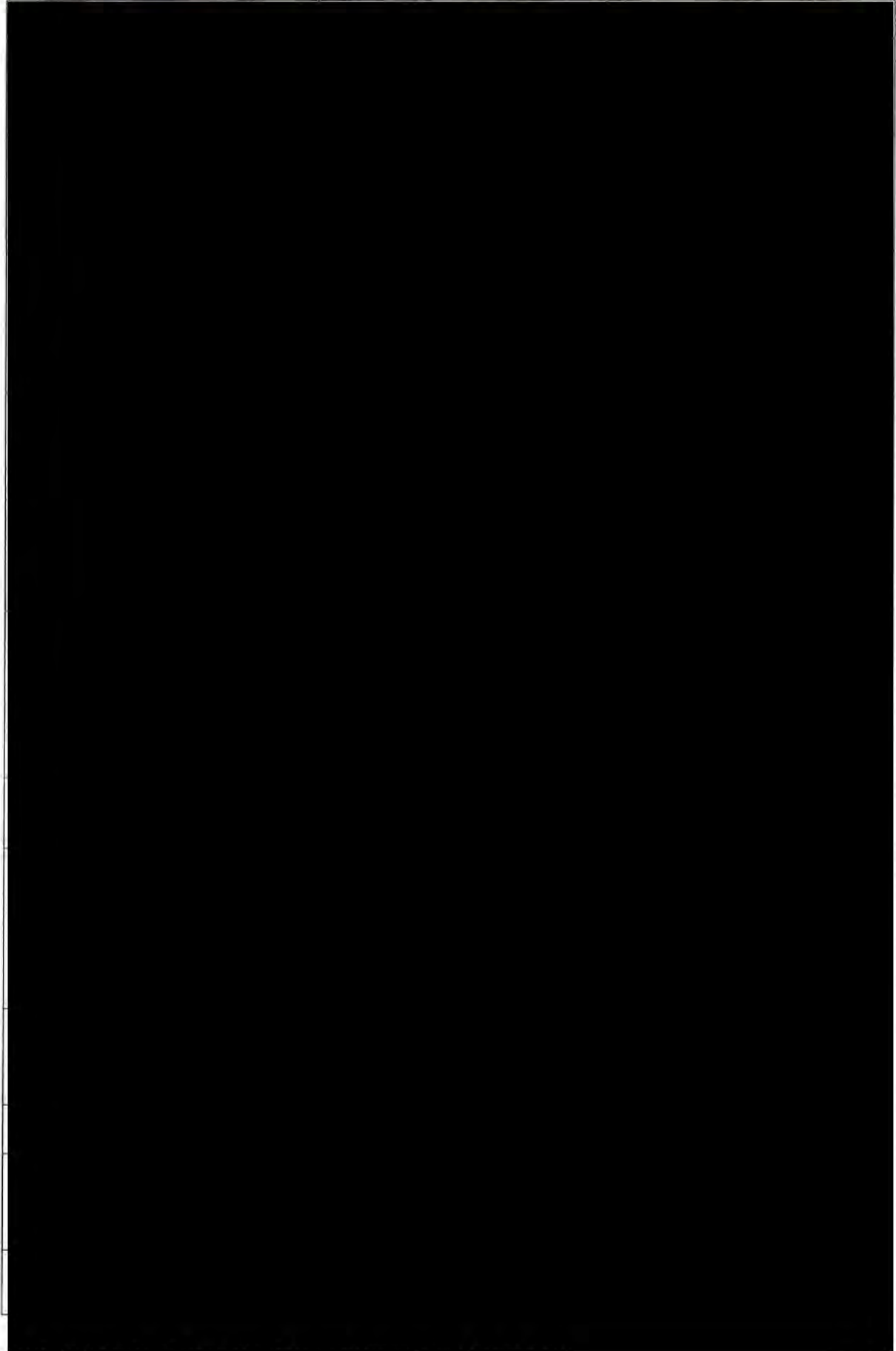
Provide further details of employment to be created and retained. Your response could include:

- The type/s of positions that may be created and/or retained as a result of this contract.
- How you will inform local industry about particular opportunities (eg a communication strategy).
- How you intend to identify and engage with subcontractors in relation to delivery of the contract including your supply chain.



B: LOCAL SUPPLIERS

The purpose of this section is to measure the potential economic benefit to the Canberra Region through the use of Canberra Region sourced goods and/or services and any other non-labour inputs that are required to deliver the contract.



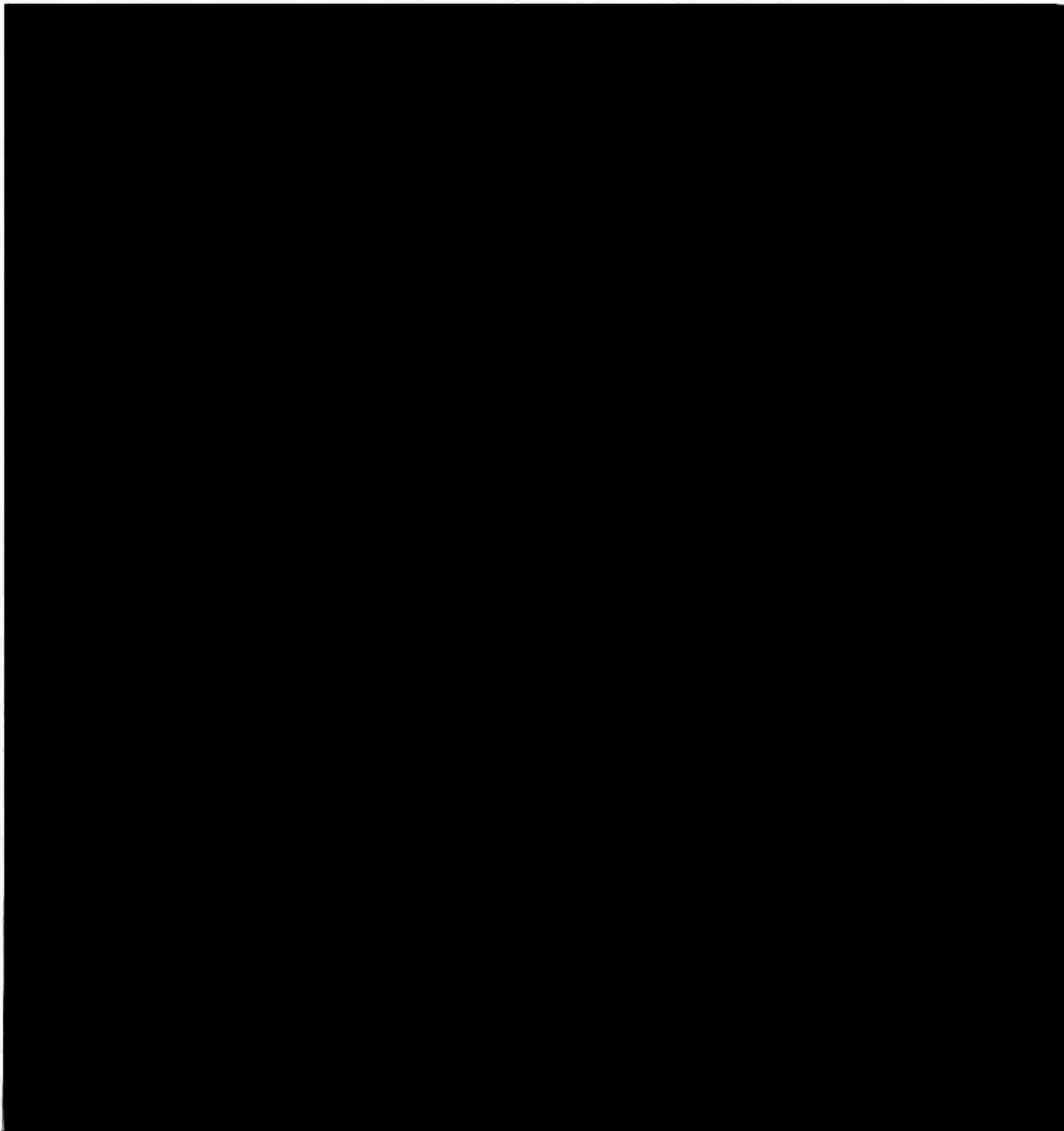


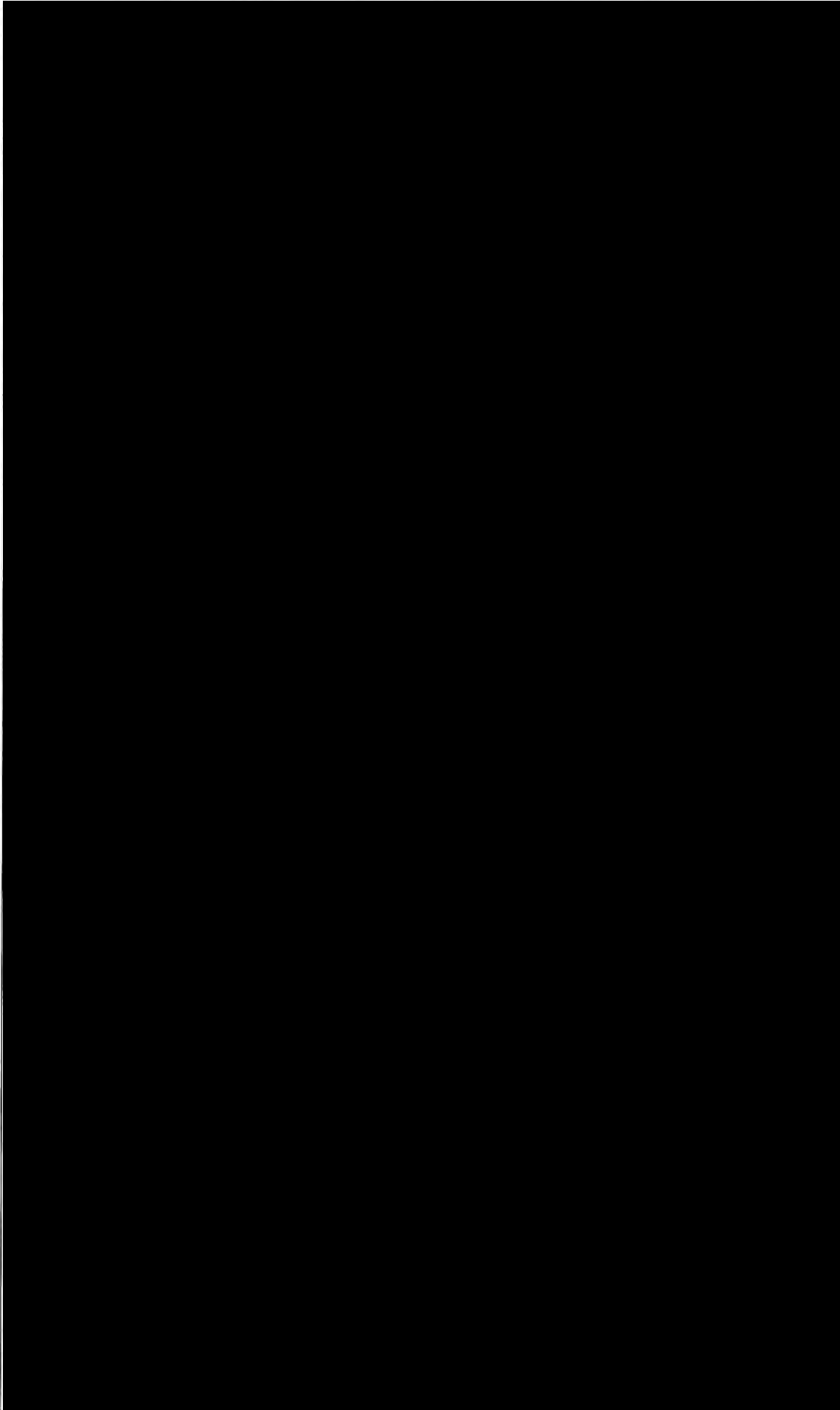
Guidance Note:

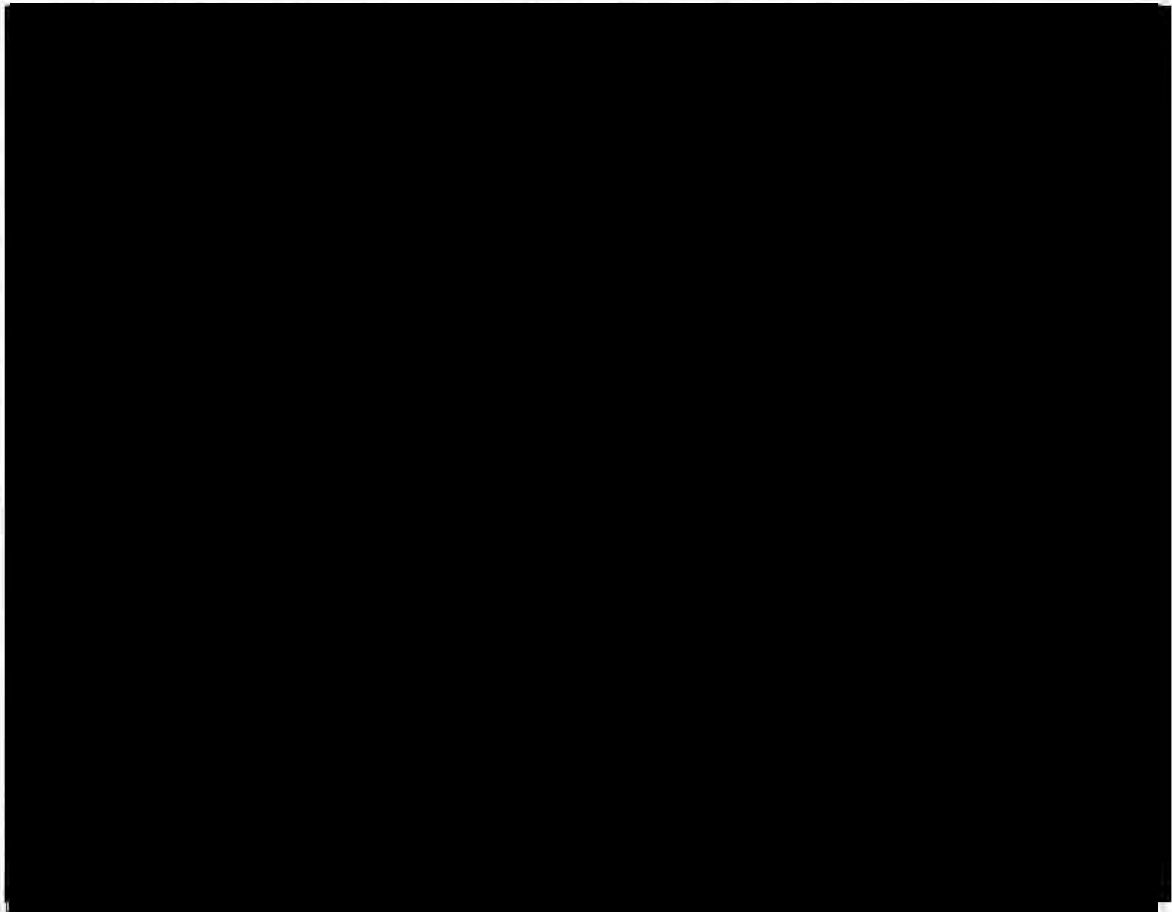
3. *Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of items of merchandise; finished products; food and beverages; supplies and raw material and accommodation etc.*

Describe how you will identify local products and capabilities that meet contract requirements. Your response could include:

- How you will inform local industry about particular opportunities (eg a communication strategy).
- How you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain.
- A commitment to liaising with Canberra Region business advocacy groups to identify the availability of local goods and services.
- Establishing procedures or policies that encourage local industry participation.





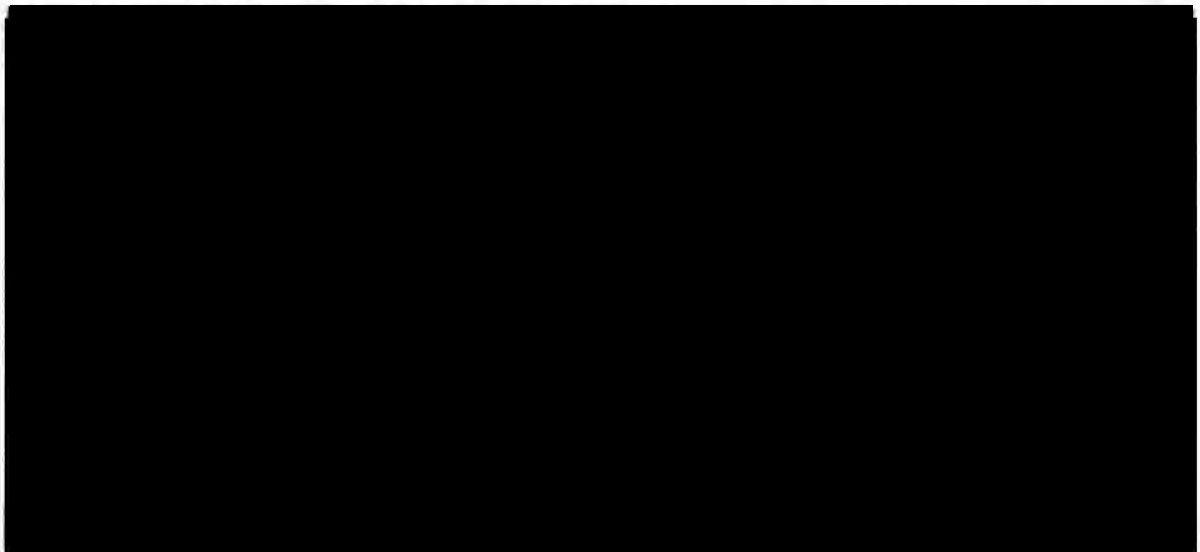


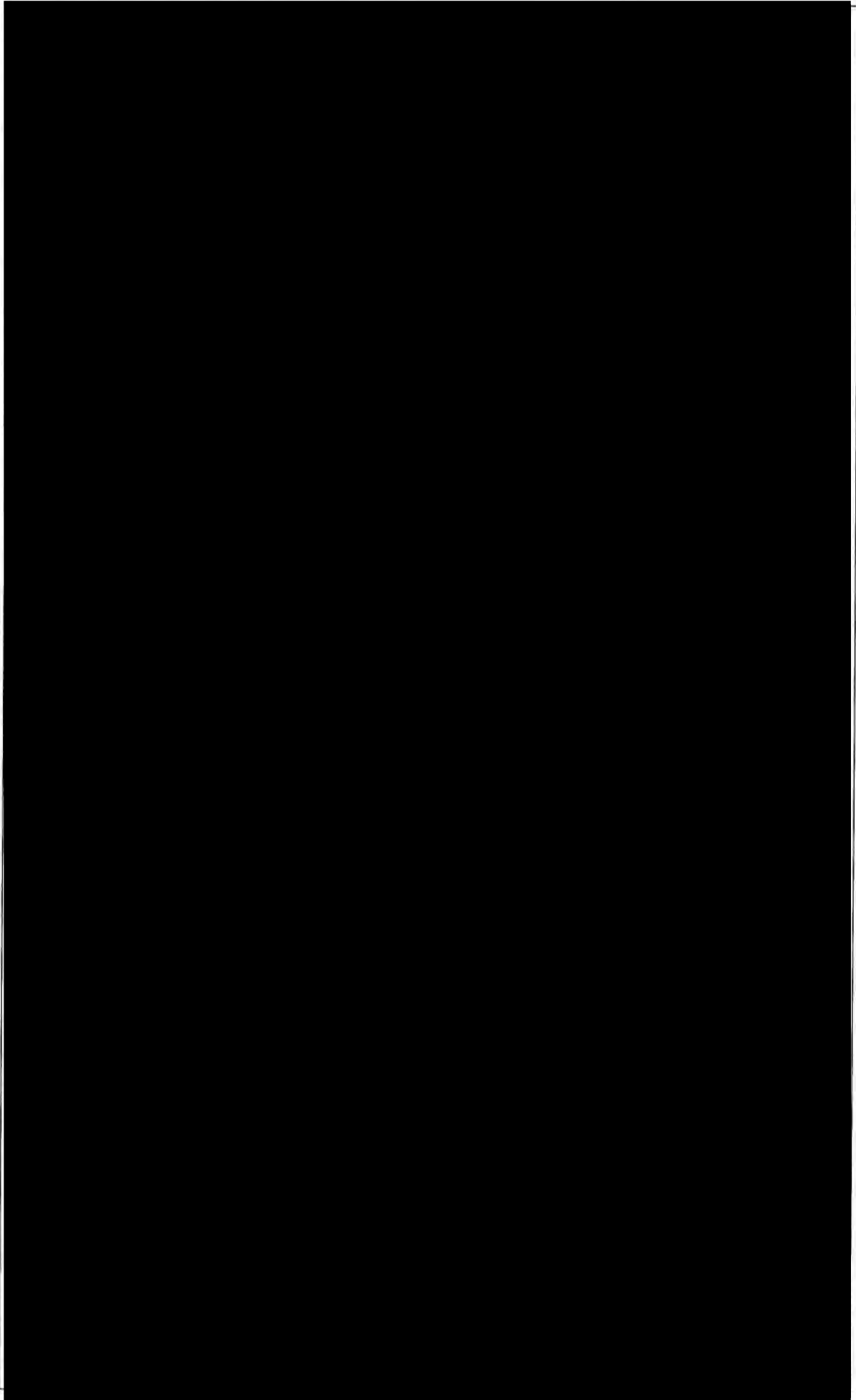
C: REGIONAL SKILLS DEVELOPMENT

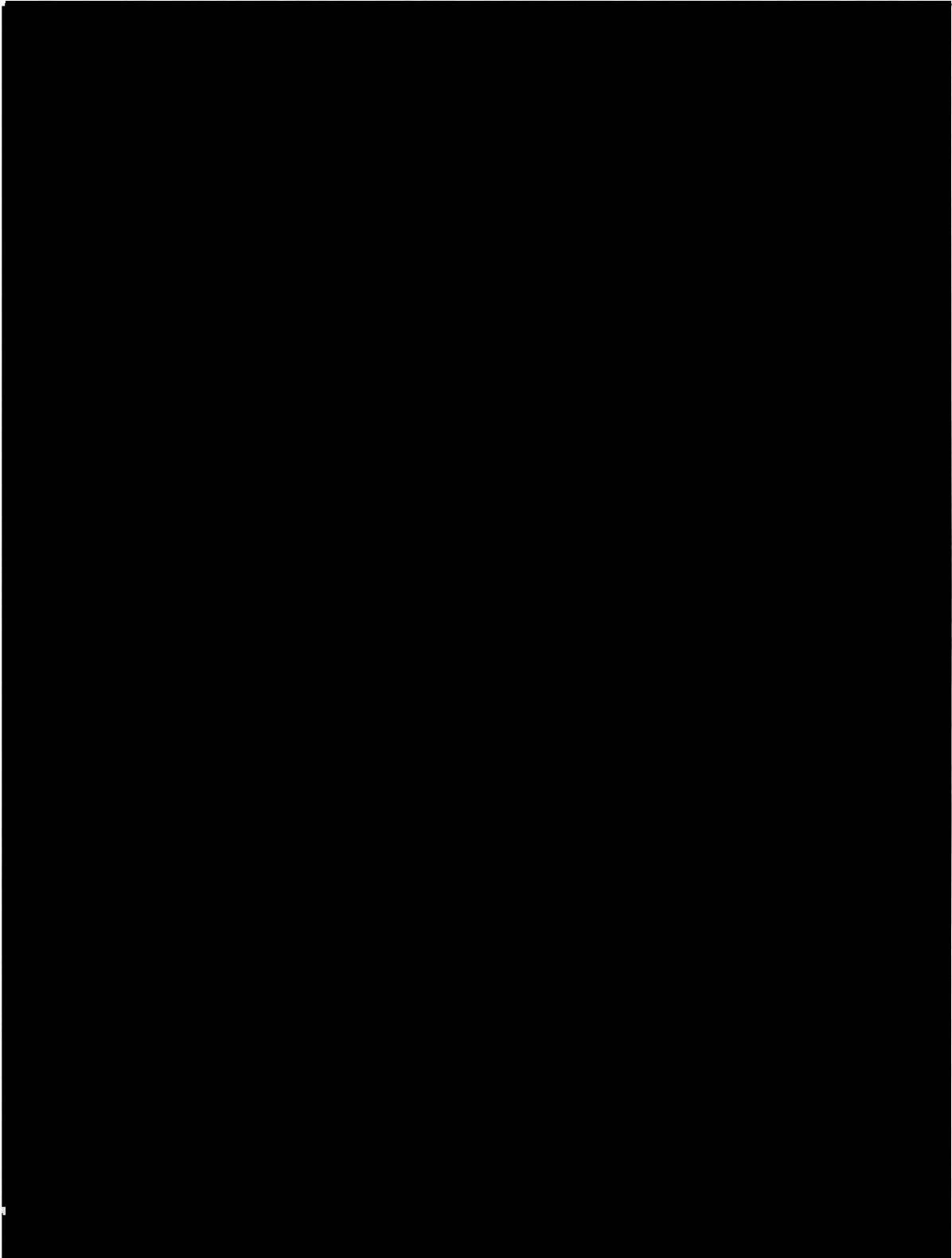
Provide details of any training and skills development that will be provided to Canberra Region labour in relation to this contract.

Your response could include:

- Any opportunities for the engagement and training of apprentices.
- Number of local apprenticeships and trainees created and the existing positions to be utilised on the contract.
- Identifying and describing opportunities for increasing the skills of Canberra Region employees.
- Any training programs designed for this contract.



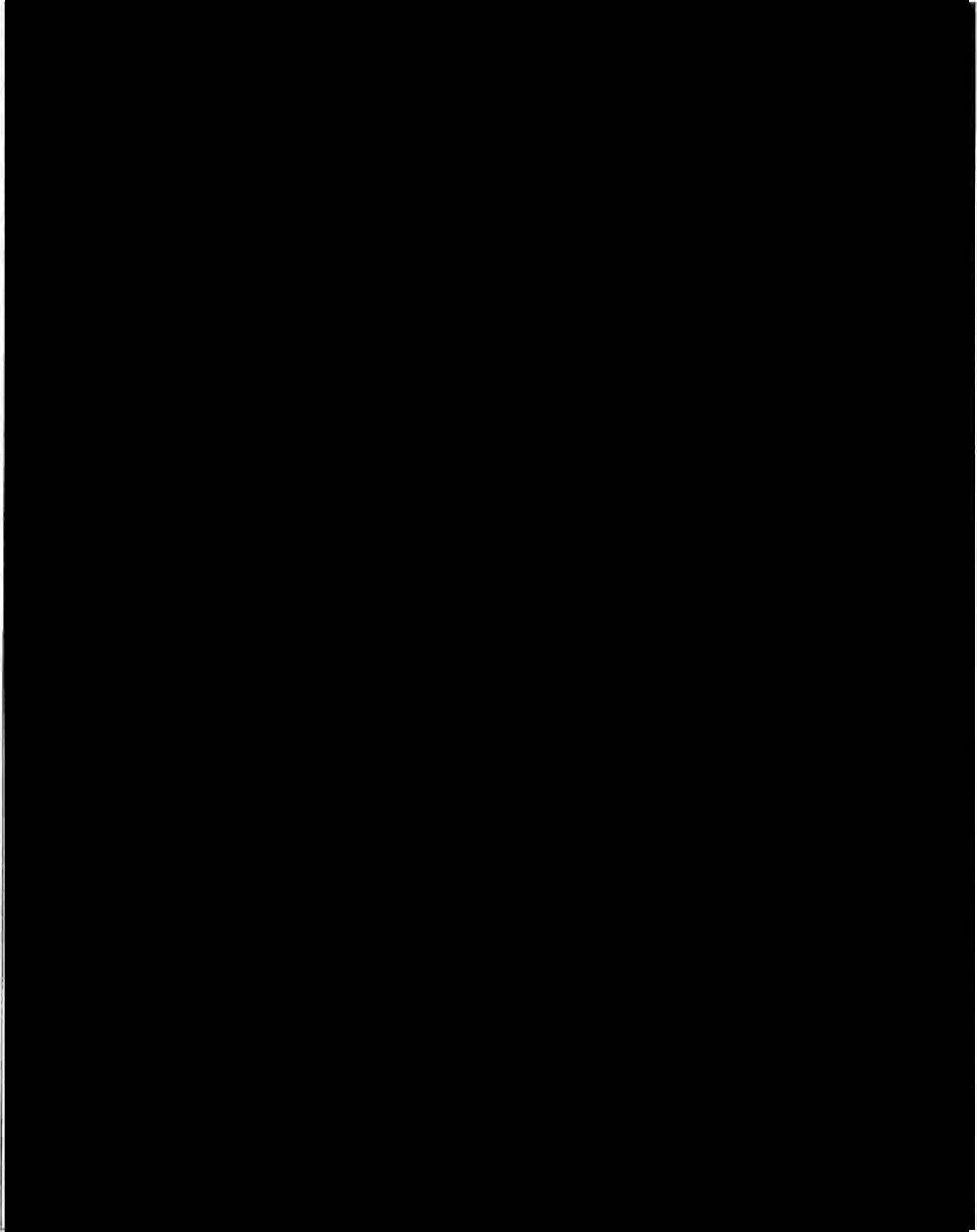


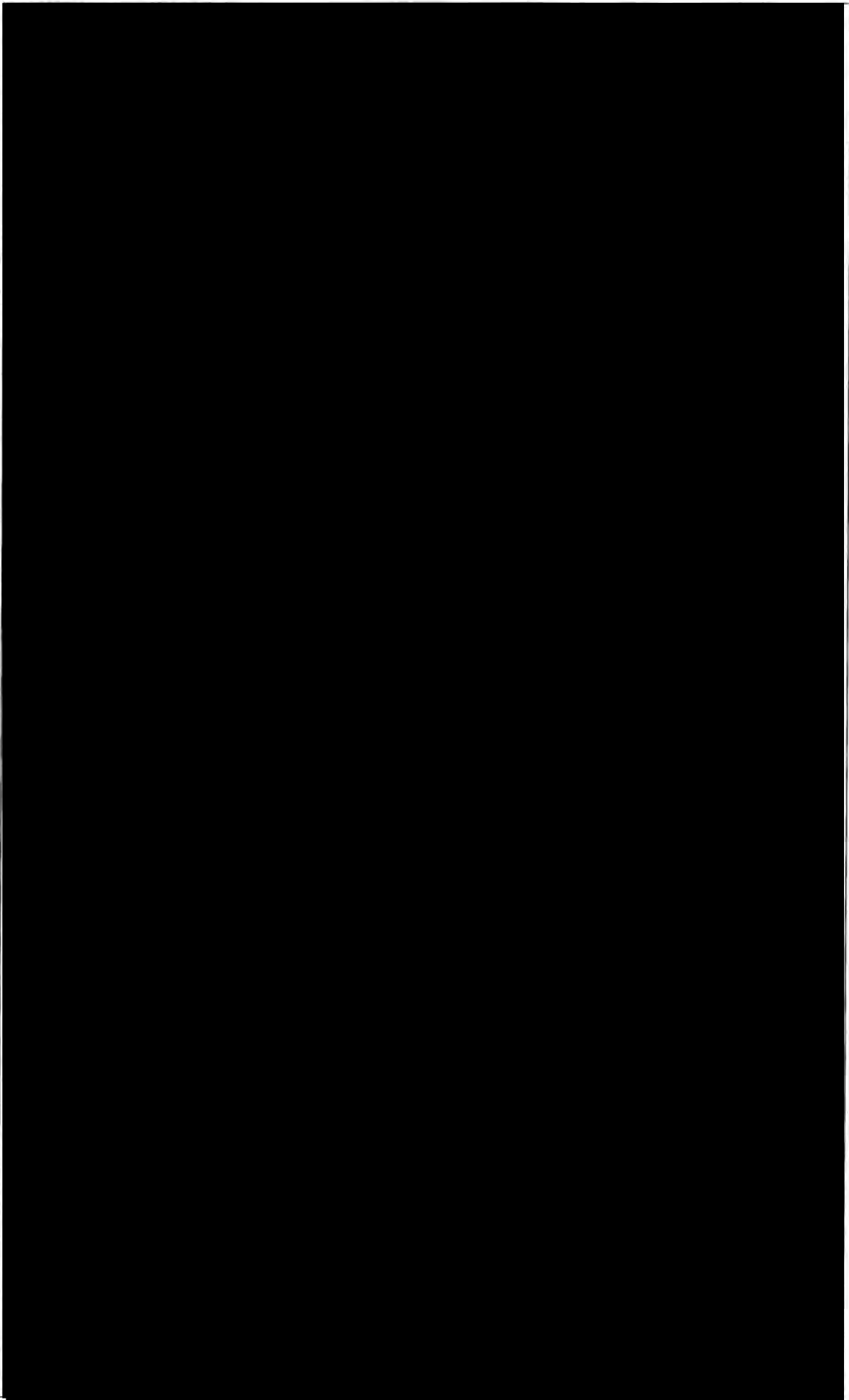


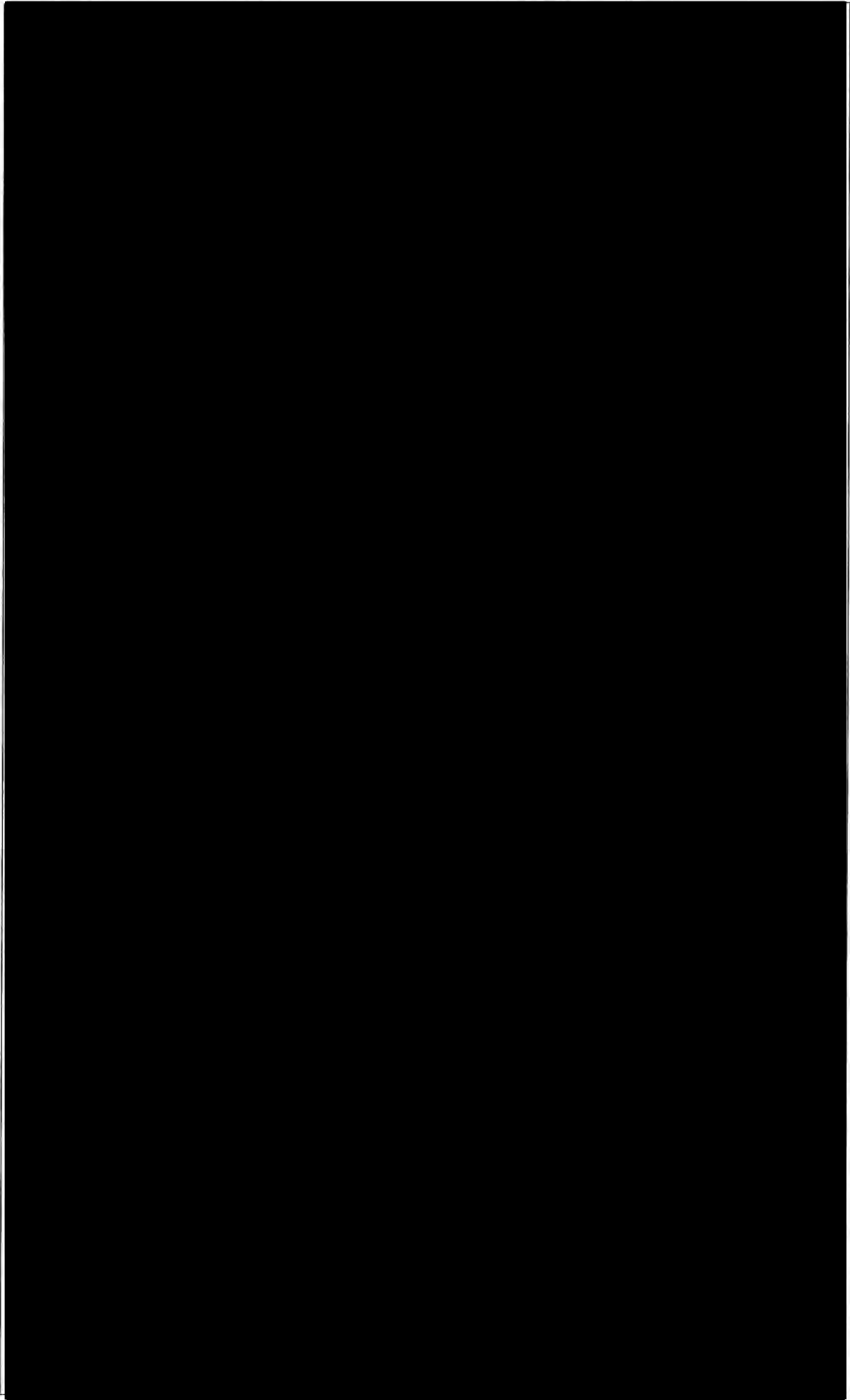
D: REGIONAL INVESTMENT

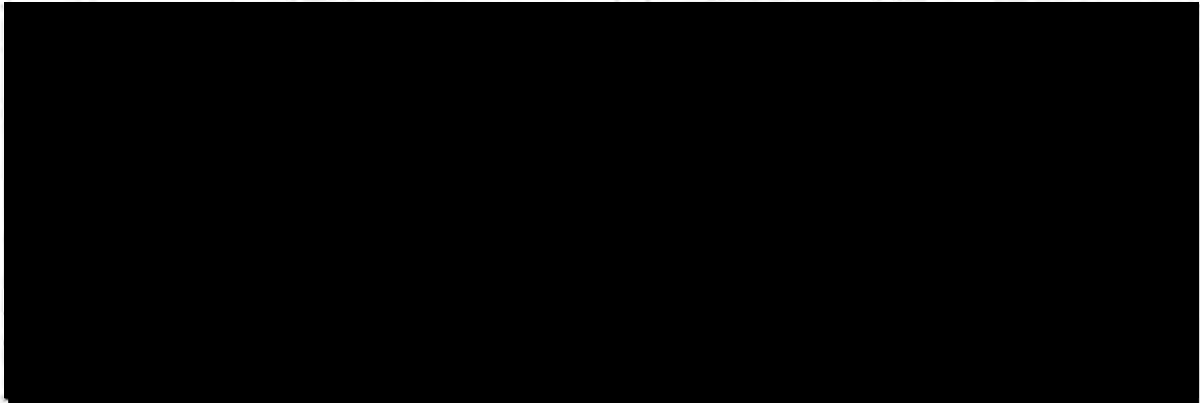
Please provide details about your business presence in the Canberra Region and the value of any existing and proposed capital investment in the Canberra Region directly linked to the contract. Your response could include:

- Year your business was established in the Canberra Region.
- Details of current business presence in the Canberra Region (e.g. turnover, FTE).
- Plans to grow your existing local corporate footprint.
- Existing and proposed capital investment within the Canberra Region that would directly relate to this contract.
- Engagement with other local businesses.





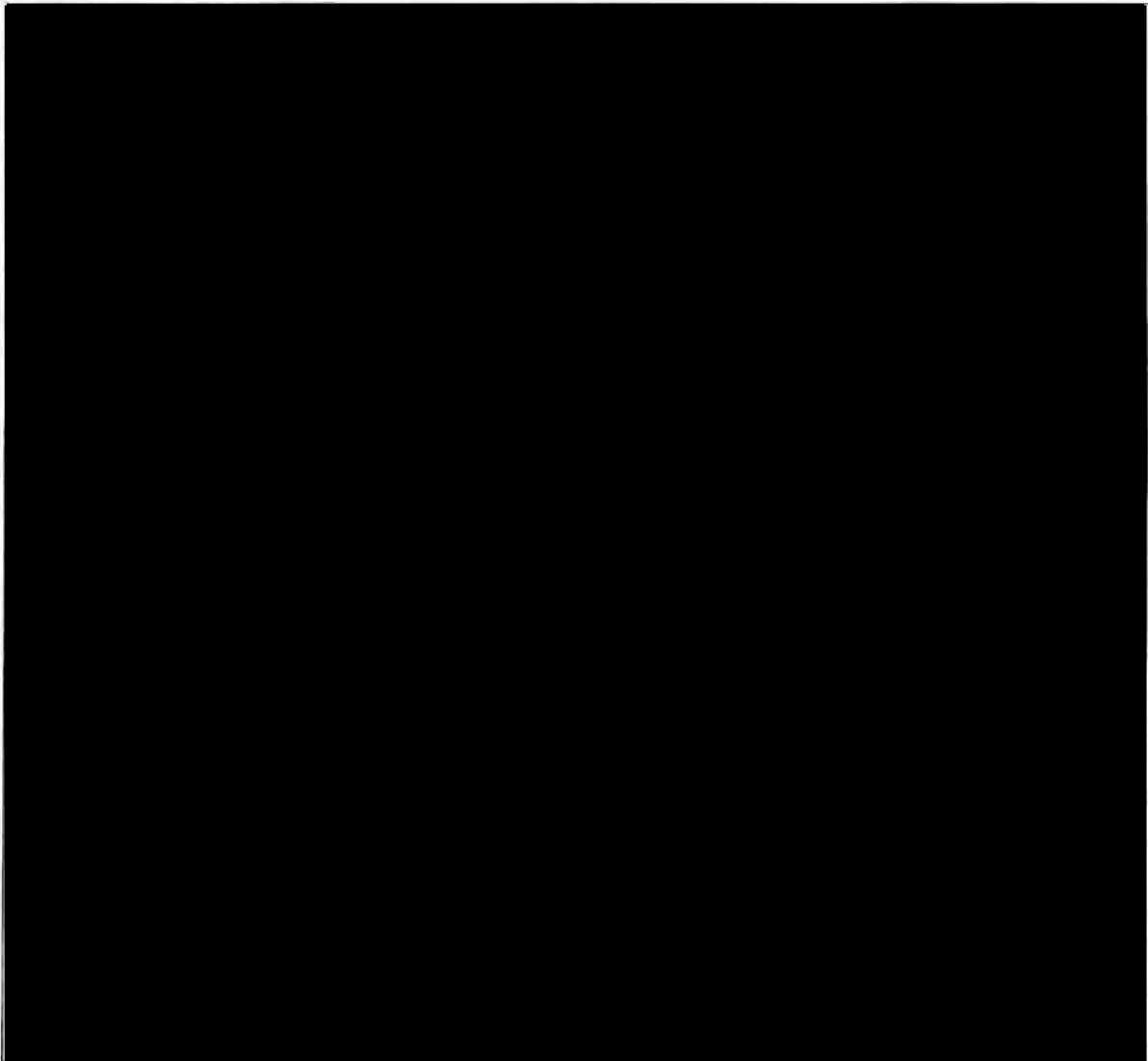


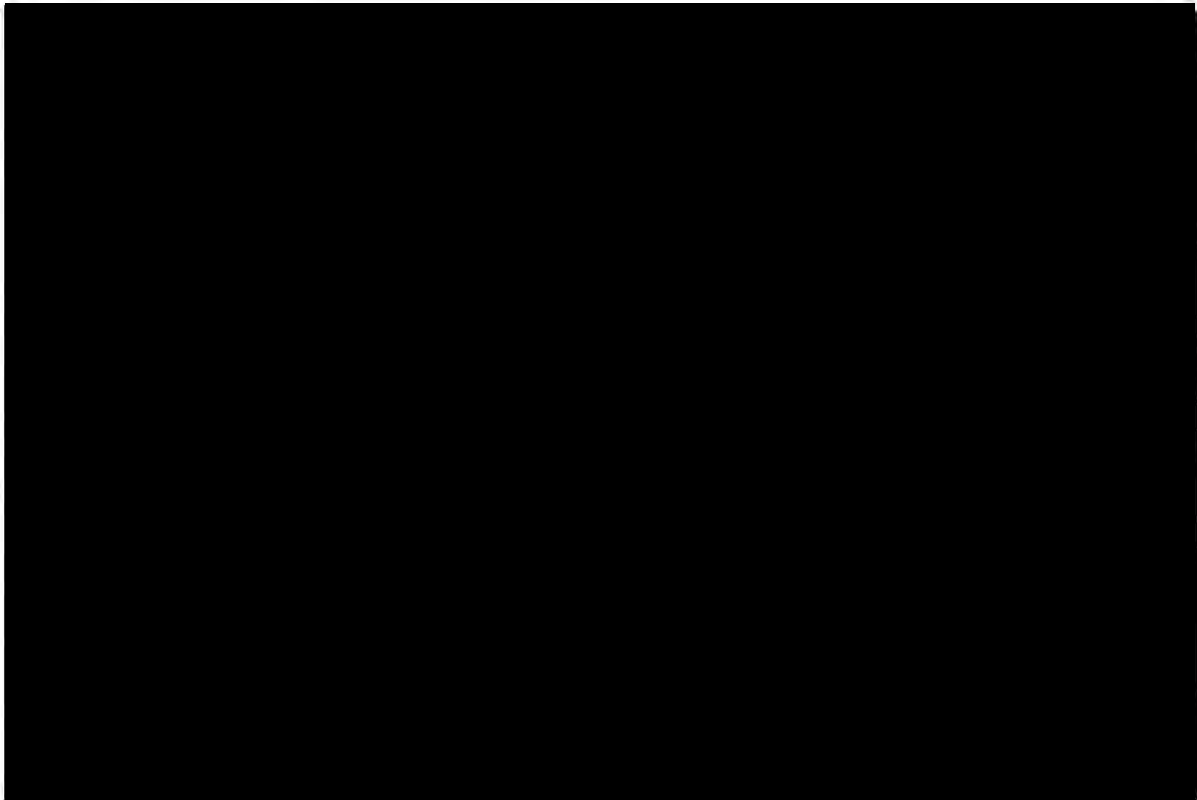


Describe how you will identify any additional business undertakings that promote economic growth in the Canberra Region resulting from this contract.

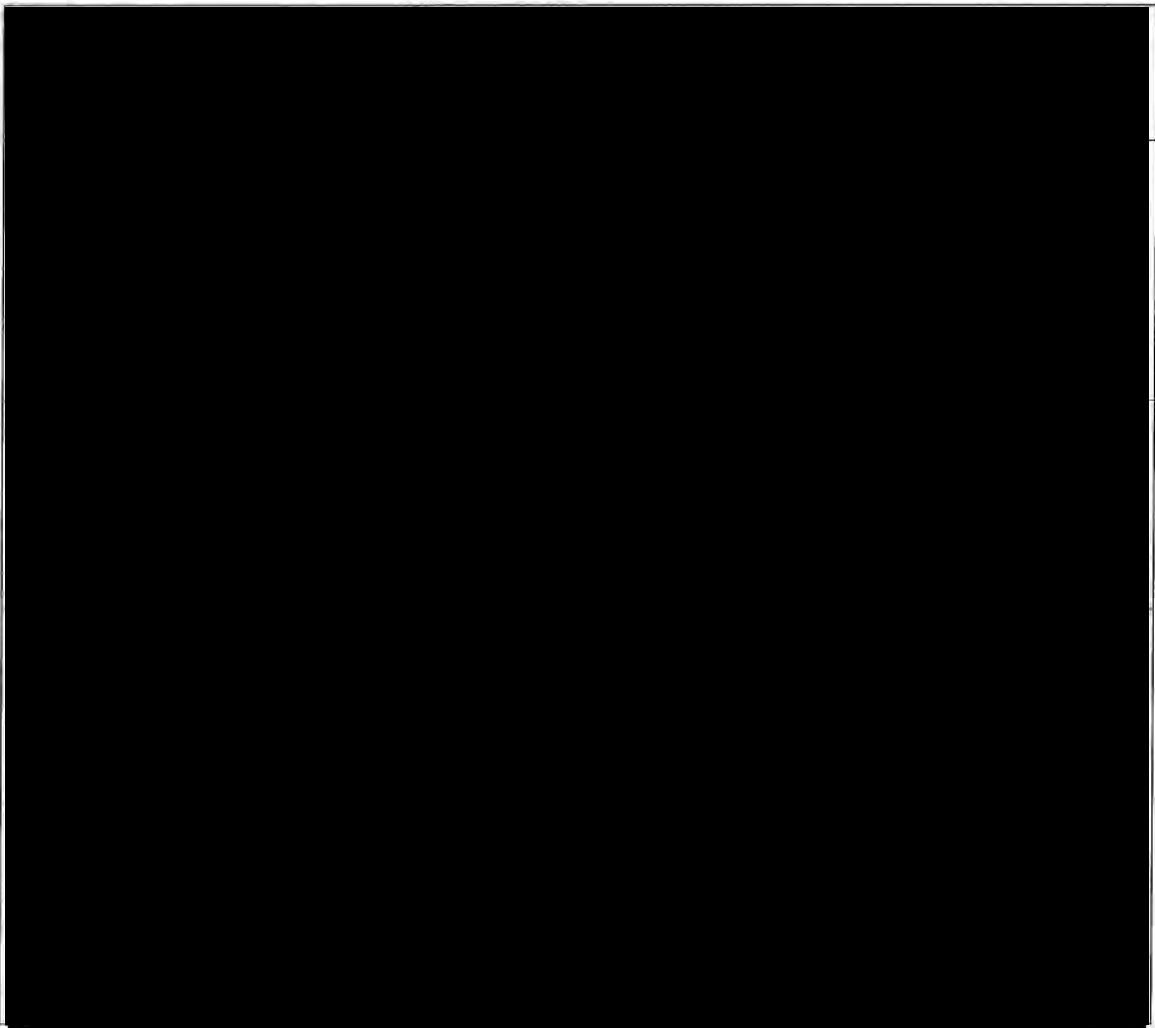
Your response could include:

- Value-added research, partnerships with universities/CIT.
- Potential to undertake further innovation and/or research and development of contract-related technology.
- Use of emerging technologies and materials.
- Collaboration with international organisations to increase opportunities for Canberra Region businesses.





In relation to the categories below, describe how benefits to the Canberra Region will continue once the contract has ended.





Declaration

I am a duly authorised officer of the Business, BMD CONSTRUCTIONS PTY LTD I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and the Business's responsibilities under this policy

If awarded the contract the Business will:

- Note that the Territory reserves the right to negotiate and/or clarify commitments in this plan prior to finalisation of the contract.
- Meet the commitments given in this or an amended Industry Participation Plan (as agreed by the Territory).
- Report to the Territory on Canberra Region industry participation achieved during the project annually on the anniversary of the contract award and at completion of the contract using the IP Plan Report template available at [website] (or in an alternative format and timetable as agreed by the Territory).

Signature:		Date:	28/02/2019
Name (print):	Darren 	Position:	Construction Manager

2018

WORLD OF MAGIC

THANK YOU

On behalf of the special needs children in our community,
we thank you so much for your very generous support.



CANBERRA CITY LIONS CLUB

Attachment 3



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

January 2019

This template includes the Canberra Region Local Industry Participation (LIP) Plan and the Labour Relations, Training and Workplace Equity Plan. These plans are an assessment criteria in the ACT Government's procurement process.

If your business is successful in winning this procurement, your compliance with these plans is evaluated as part of the final contract performance evaluation. The evaluation can be considered as part of your future procurement submissions.

More information on the Canberra Region Local Industry Participation Policy and Secure Local Jobs is available at procurement.act.gov.au.

CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN



Procurements with a value of \$5 million or more

Tender and business information

Information you enter into the tables below must be able to be verified. Where possible quantify items in your statements.

Tender* title	TAYLOR 3 STAGE 1A RESIDENTIAL ESTATE
Tender number	SL170496
Responsible Territory Entity / Directorate	SUBURBAN LAND AGENCY
Total tender value (\$AUD) incl. GST	\$4,845,082.02

* *tender refers to tender, quotation or any other form of bid/response to a procurement for territory funded work issued by the Territory for the supply of goods, services and/or works, intended to result in a contract.*

Legal entity name	BMD CONSTRUCTIONS PTY LTD		
ABN	59 010 126 100		
Trading name	BMD CONSTRUCTIONS PTY LTD		
Business project manager/contact person	DARREN [REDACTED]		
Telephone	[REDACTED]	Email	[REDACTED]

What is your physical presence in the Canberra region?
(Select all that apply)

Head office	Branch office	Warehouse/ Depot	Home office	Null	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specify:

When was this presence established? 2006

How many full time employees (FTE) do you currently employ in the Canberra region?

Describe your existing relationships with other businesses in the Canberra region?

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

A: Regional employment

This section measures the potential economic benefit to the Canberra region through the use of Canberra region sourced labour throughout the contract term.

Labour hours from the Canberra region

See Guidance Note 1

Head contract

A1: Estimated internal FTE required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

A2: Estimated head count of internal labour required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

Subcontract/s or outsourced labour arrangements

A3: Will you need to engage Canberra region based subcontractors to deliver this contract?

Yes

Complete A4

No

Go to Section B

A4: Estimated FTE of subcontracted labour intended to be used to perform the contract.

of FTE:

% from the Canberra region

See Guidance Note 2

Guidance Note:

- 1) The labour your business will employ directly to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work.
- 2) An estimate of the labour from any outsourced and subcontracted Canberra region work to deliver the contract.

Provide details of employment to be created and retained, including:

- ▶ the types of positions that may be created and/or retained as a result of this contract
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage subcontractors, including your supply chain.

Insert or attach your response here:

Refer Attachment A:

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

B: Regional suppliers

This section measures the potential economic benefit to the Canberra region by using Canberra region sourced goods and services, and any other non-labour inputs required.

Excluding labour	Total	Sourced from the Canberra Region
B1: Estimated value of goods and services required to deliver the contract?		

B2: Will you engage Canberra region based suppliers to deliver goods and services for this contract?

Yes No
Complete B3 **Go to Section C**

B3: List the supply inputs (including bundled work packages) to be sourced from Canberra region suppliers.	Name and location of regional supplier.	Estimated value of input
<i>See Guidance Note 3</i>		
Please Refer Attachment B	Please Refer Attachment B	Please Refer Attachment B

Guidance Note:

3) Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of merchandise; finished products; food and beverages; supplies and raw material; and accommodation.

- Describe how you will identify local products and capabilities that meet contract requirements, including:
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
 - ▶ how you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain
 - ▶ a commitment to liaising with Canberra region business advocacy groups to identify the availability of local goods and services
 - ▶ establishing procedures or policies that encourage local industry participation.

Insert or attach your response here:

Refer Attachment B

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

C: Regional skills development

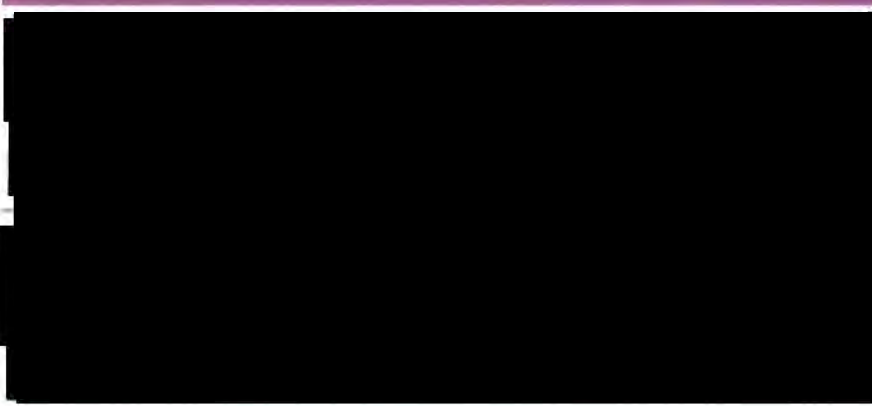
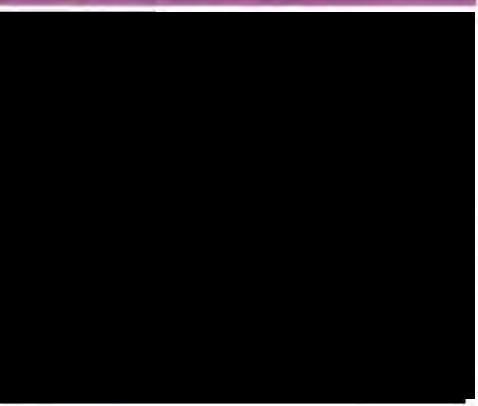
Provide details of any training and skills development that will be provided to Canberra region labour in relation to this contract, including:

- ▶ opportunities for engaging and training apprentices
- ▶ the number of existing positions, local apprenticeships and traineeships to deliver this contract
- ▶ opportunities for increasing the skills of Canberra region employees
- ▶ training programs designed to support employee career development
- ▶ training programs designed for this contract.

Insert or attach your response here:

Refer Attachment C

Outline evidence and the value of your business' contributions to skills and training development

Evidence of contribution	Estimated value (\$AUD) incl. GST
	

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

D: Regional investment

Provide details about your business presence in the Canberra region and the value of any existing and proposed capital investment in the Canberra region directly linked to the contract. This could include:

- ▶ the year your business was established in the Canberra region
- ▶ details of your current presence in the Canberra region (for example, turnover or FTE)
- ▶ plans to grow your Canberra region footprint
- ▶ existing and proposed capital investment in the Canberra region that directly relates to this contract
- ▶ engagement with local businesses.

Insert or attach your response here:

Refer Attachment D

Describe how you will identify additional business undertakings that promote economic growth in the Canberra region resulting from this contract. This could include:

- ▶ value-added research or partnerships with universities/CIT
- ▶ potential to undertake further innovation and research, or the development of technology related to this contract
- ▶ use of emerging technologies and materials
- ▶ collaboration with international organisations to increase opportunities for Canberra region businesses.

Insert or attach your response here:

Refer Attachment E

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Identify and describe any ongoing benefits to the Canberra region listed once the contract has ended.

Category	Ongoing benefit Y/N	Description
Canberra region employment		
Local suppliers		
Canberra region skills development		
Canberra region investment		

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

E: Compliance with the Secure Local Jobs Code

Describe how your business will comply with its obligations under the Secure Local Jobs Code for the duration of the contract, including:

- ▶ getting and maintaining a Secure Local Jobs Code Certificate
- ▶ adhering to relevant laws, including industrial relations, employment and workplace safety
- ▶ promoting opportunity for job security and reducing the incidence of insecure work
- ▶ ensuring subcontractors and sub-subcontractors comply with the Code
- ▶ maintaining communication with the workforce throughout the project.

E1: Internal operations

Refer Attachment F.

E2: For subcontractors (if applicable)

See Guidance Note 4

Refer Attachment F.

Guidance note:

- 4) Provide supporting evidence to demonstrate you have systems in place to only engage Code compliant subcontractors. For example, subcontractors engaged at any tier of the supply chain in connection with the territory-funded work must hold a valid Secure Local Jobs Code Certificate and comply with Code requirements.

F: Systems of work

Describe how your business will incorporate compliance with the Secure Local Jobs Code into policies and systems of work.

F1: Internal operations

See Guidance Note 5

Refer Attachment G

Guidance note:

- 5) This could include a policy or procedure covering obligations under the Code.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

G: Understanding Secure Local Jobs Code obligations

Describe how your business will ensure directors, executive managers and employees understand obligations under the Secure Local Jobs Code.

G1: Internal operations

See *Guidance Note 6*

Refer Attachment H

Guidance note:

- 6) This could include training plans, minuted meetings, or a policy or procedure covering directors, executive managers and employee obligations under the Secure Local Jobs Code.

H: Security of employment

Describe how your business seeks to minimise insecure work arrangements. This includes:

- ▶ whether and how you will support transitioning employees from an existing contractor to your business if successful in this contract
- ▶ how you will minimise insecure work arrangements by your subcontractors.

H1: Internal operations

Refer Attachment I

H2: Subcontractors or labour hire arrangements (if applicable)

Guidance Note:

- 7) Examples of insecure work arrangements includes:
- ▶ temporary employment arrangements
 - ▶ casual employment arrangements.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

I: Employees' health and wellbeing

Describe and provide evidence of how your business actively supports the physical and mental health of your employees, including activities that reduce the impact and incidence of impairment in the workplace.

I1: Internal operations

See Guidance Note 8

Attachment J

Guidance Note:

- 8) This could include: providing employees with access to an Employee Assistance Provider (EAP), workplace policy or procedure, drug and alcohol training, domestic violence training, access to rehabilitation and support services, safety and impairment awareness training, and other measures to support employee health and wellbeing.

J: Diversity in the workplace

Describe how your business strategies and processes to:

- ▶ support employment participation of Aboriginal and Torres Strait Islander people, women, people with disability and people from culturally and linguistically diverse backgrounds
- ▶ address barriers to employment or career development for people from these groups.

J1: Internal operations

Attachment K

Guidance Note:

- 9) Evidence could include: workplace policy or procedures, targeted traineeships/apprenticeships, designated positions or roles, training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave), and other action you have taken to remove barriers to employment and support career development.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

K: Local employment first

Describe your business' strategies and processes to provide opportunities for people in the Canberra region to apply for and be offered employment for this contract before you recruit workers outside the region.

K1: Internal operations



Describe what training opportunities you provide employees for career development and if this training is a recognised qualification. Outline whether your business provides, or will provide if successful in this contract, internships, traineeships, cadetships or apprenticeships.

K2: Internal operations

Refer Attachment C


L: Consultation with staff and their representatives

L1: Have you consulted with your staff in developing this Plan?

Yes Complete L2

No Go to Declaration

L2: Describe and provide evidence of how this consultation was done. This could include consultation with eligible unions or relevant staff representatives.



Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Declaration

I am a duly authorised officer of

BMD Constructions Pty Ltd

(Business Name)

I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and Secure Local Jobs Code and the responsibilities under these.

If awarded the contract the business will:

- ▶ note that the Territory reserves the right to negotiate and/or clarify commitments in this Plan before finalising the contract
- ▶ meet the commitments in this or an amended LIPP and LRTWE Plan (as agreed by the Territory)
- ▶ attend any meeting scheduled by the Territory to review progress implementing commitments in this or an amended Labour Relations, Training and Workplace Equity Plan (as agreed by the Territory)
- ▶ report to the Territory on the Canberra region industry participation achieved during the project annually, on the anniversary of the contract award, and at completion of the contract using the LIPP Report template (or another format and timetable as agreed by the Territory).

Signature



Date

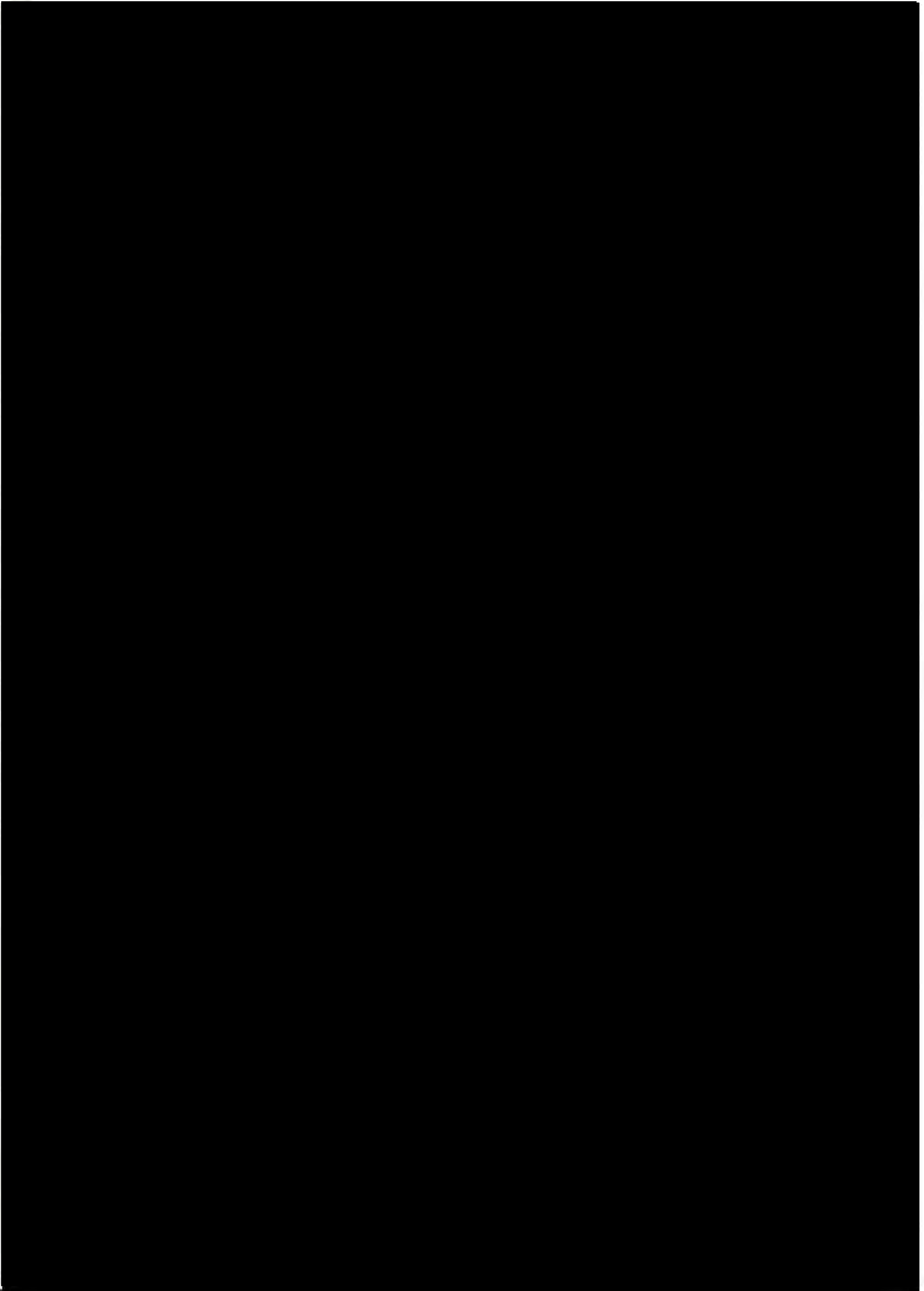
28/02/19

Name

Darren

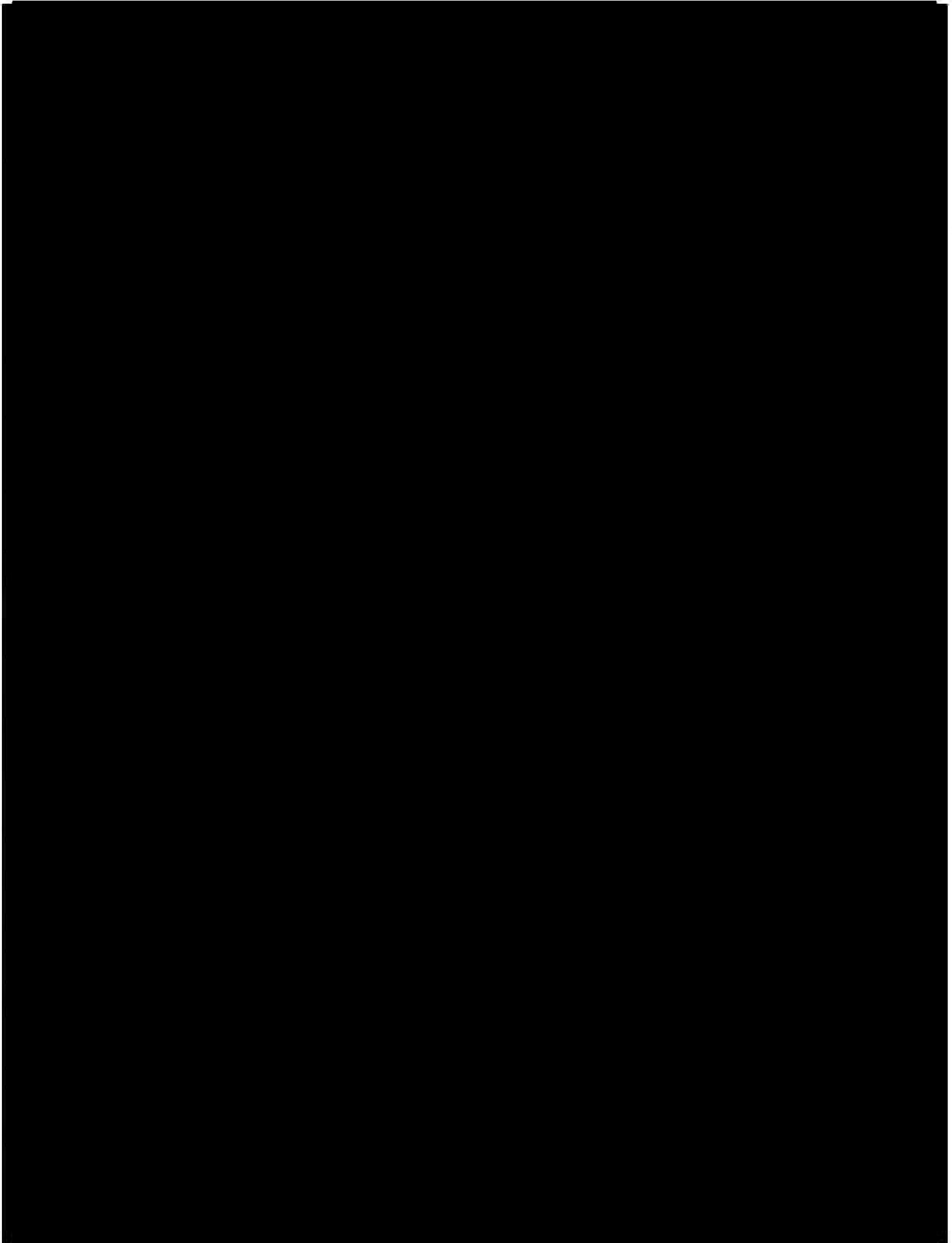
Position

Construction Manager

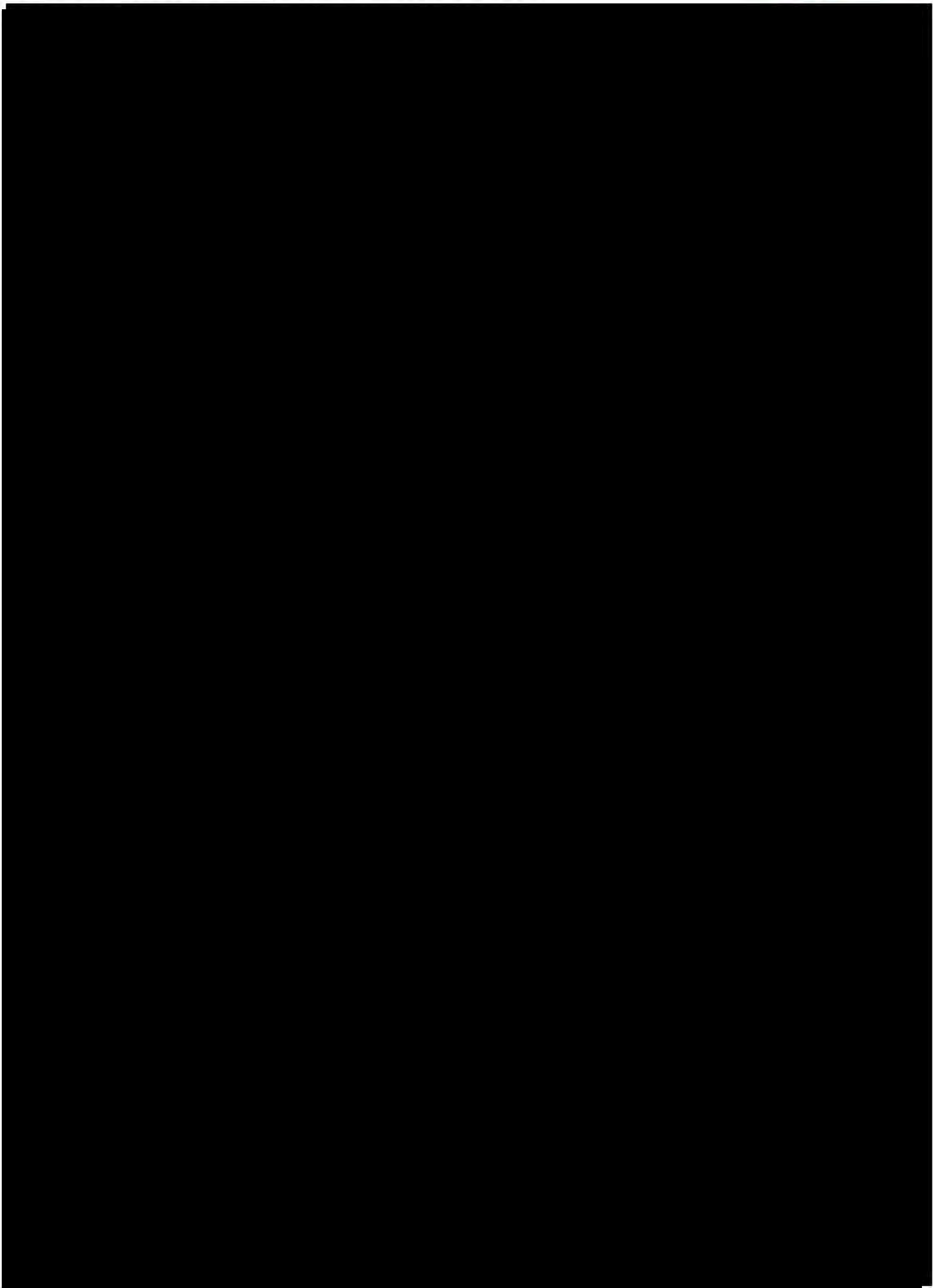




Daily Prestart and Site Attendance Record

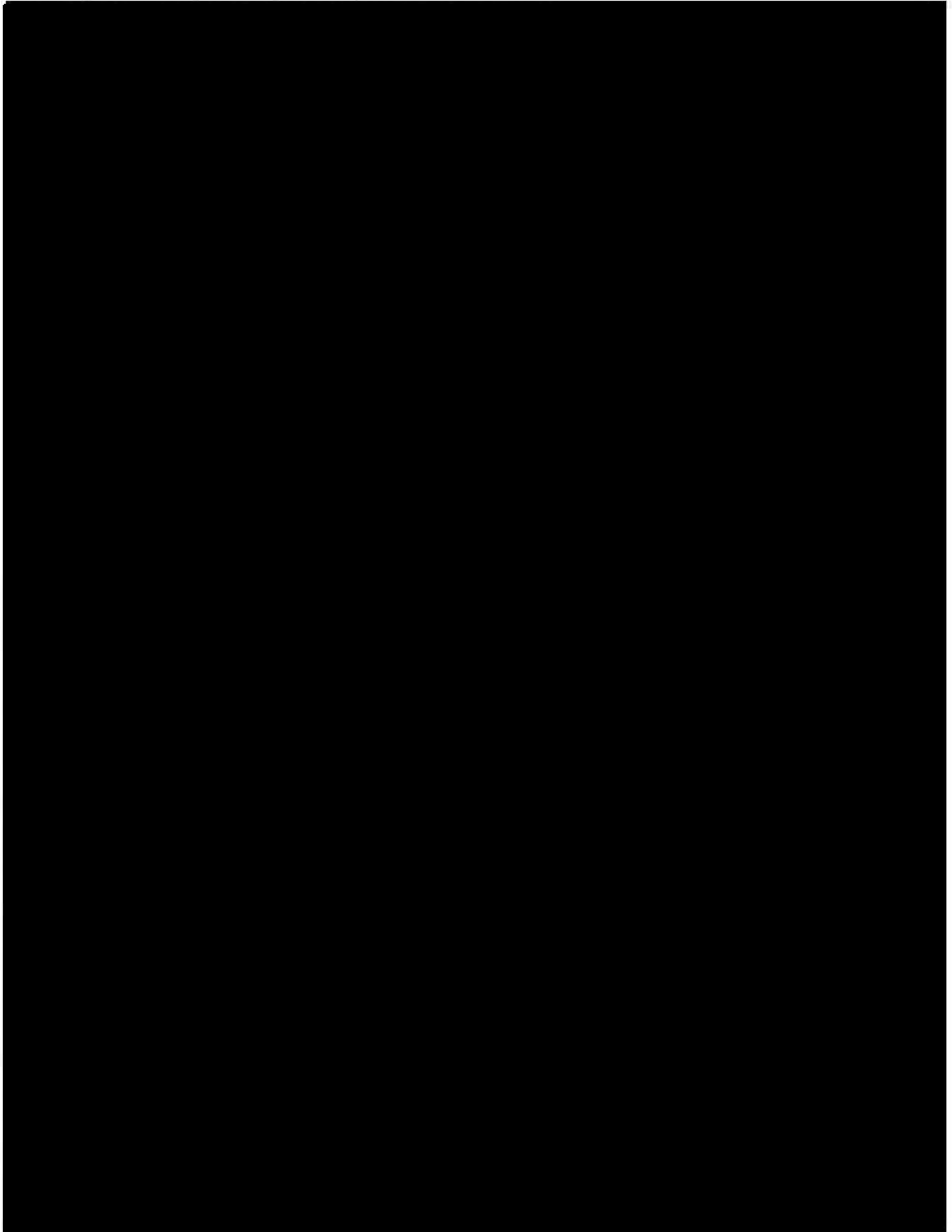


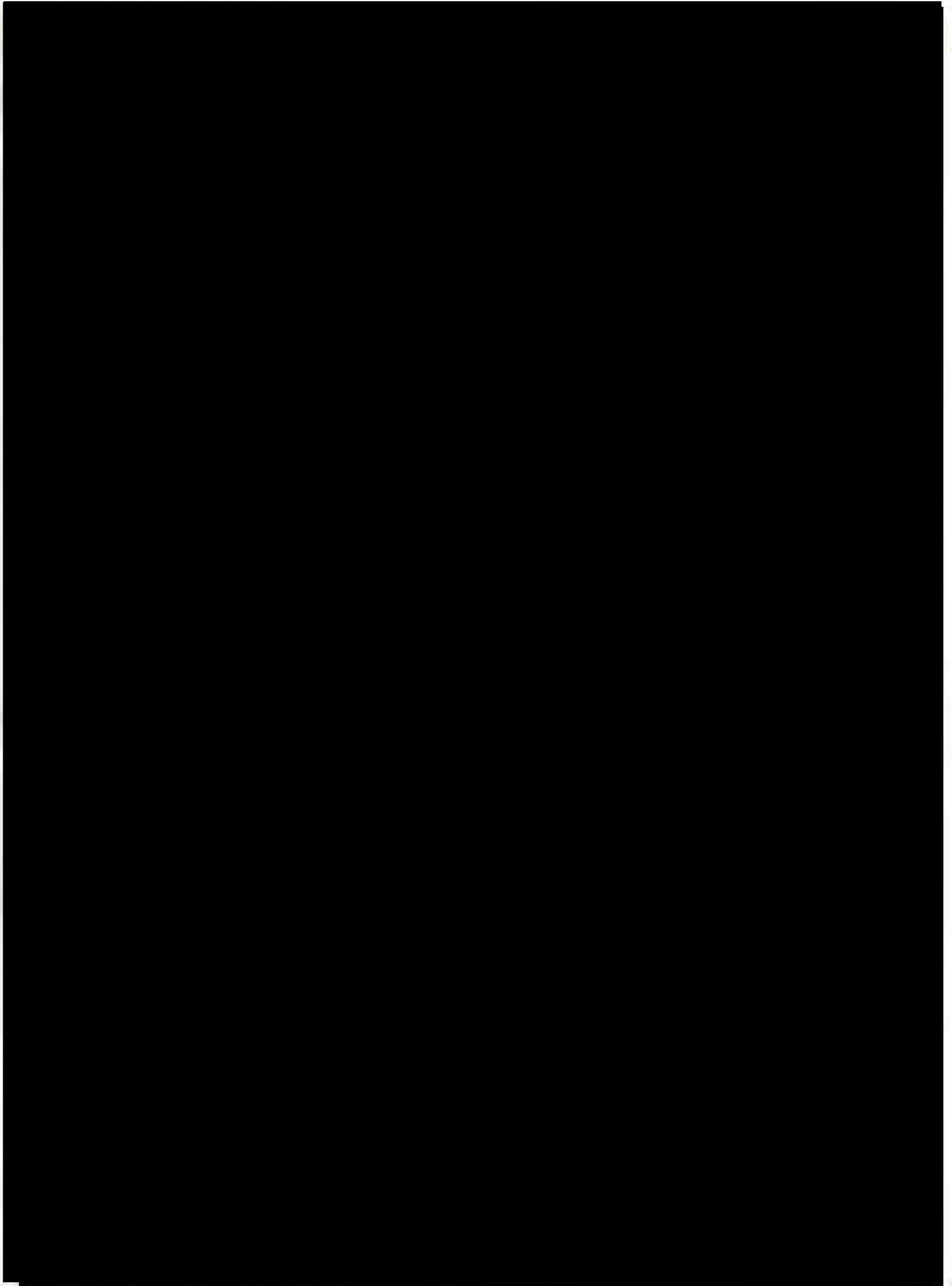
Prestart Talk and Site Attendance Record





Daily Prestart and Site Attendance Record



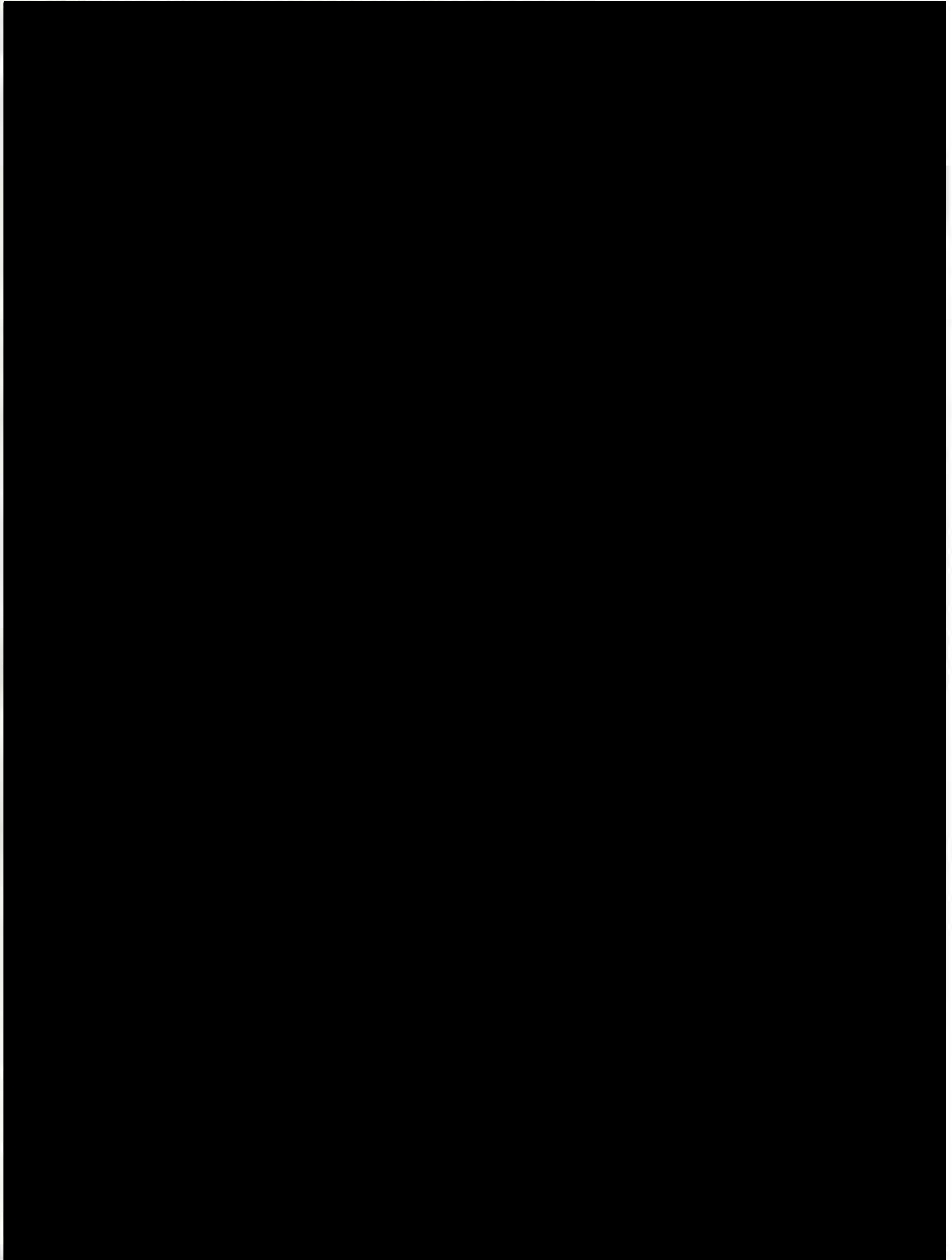




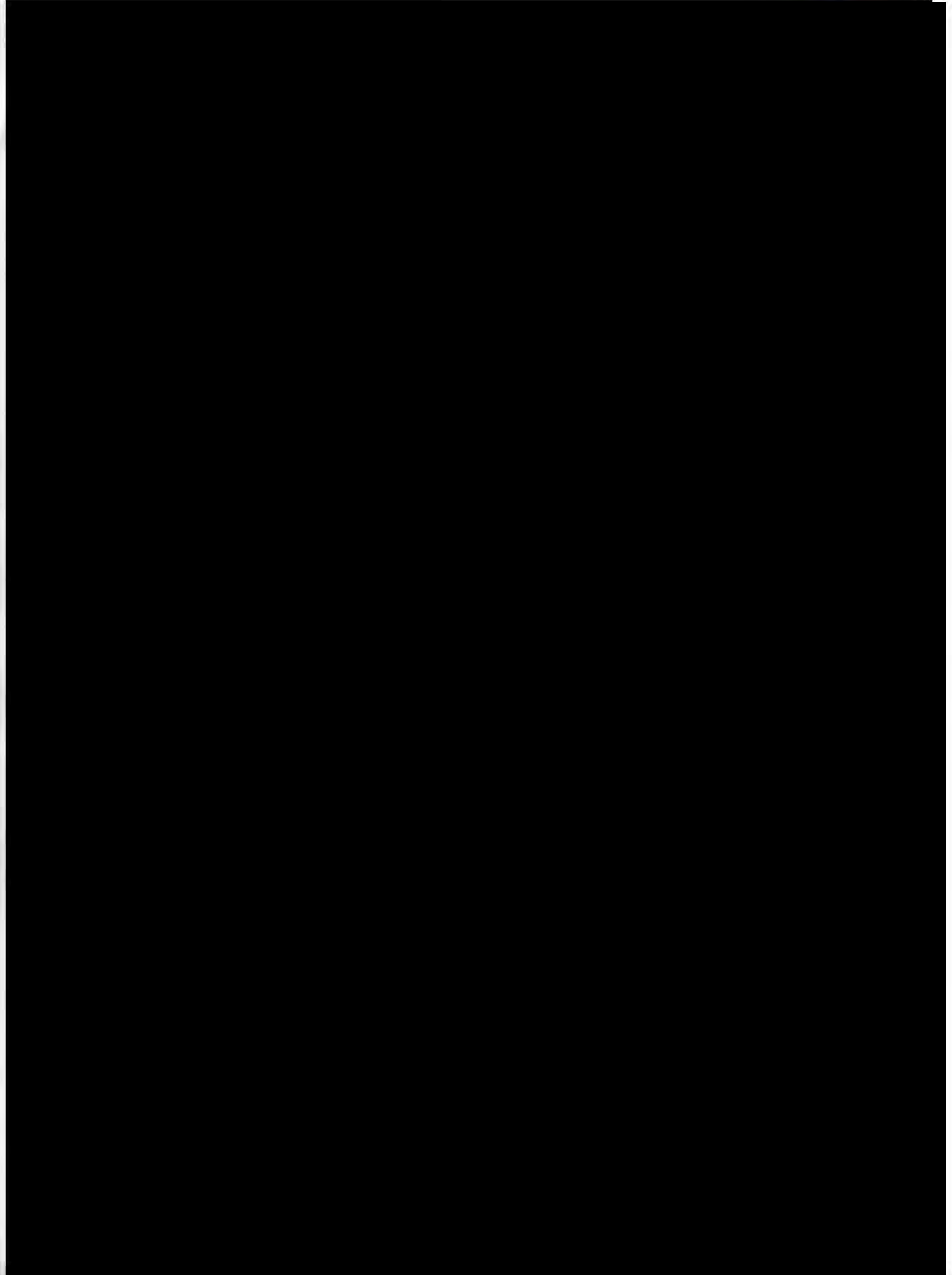
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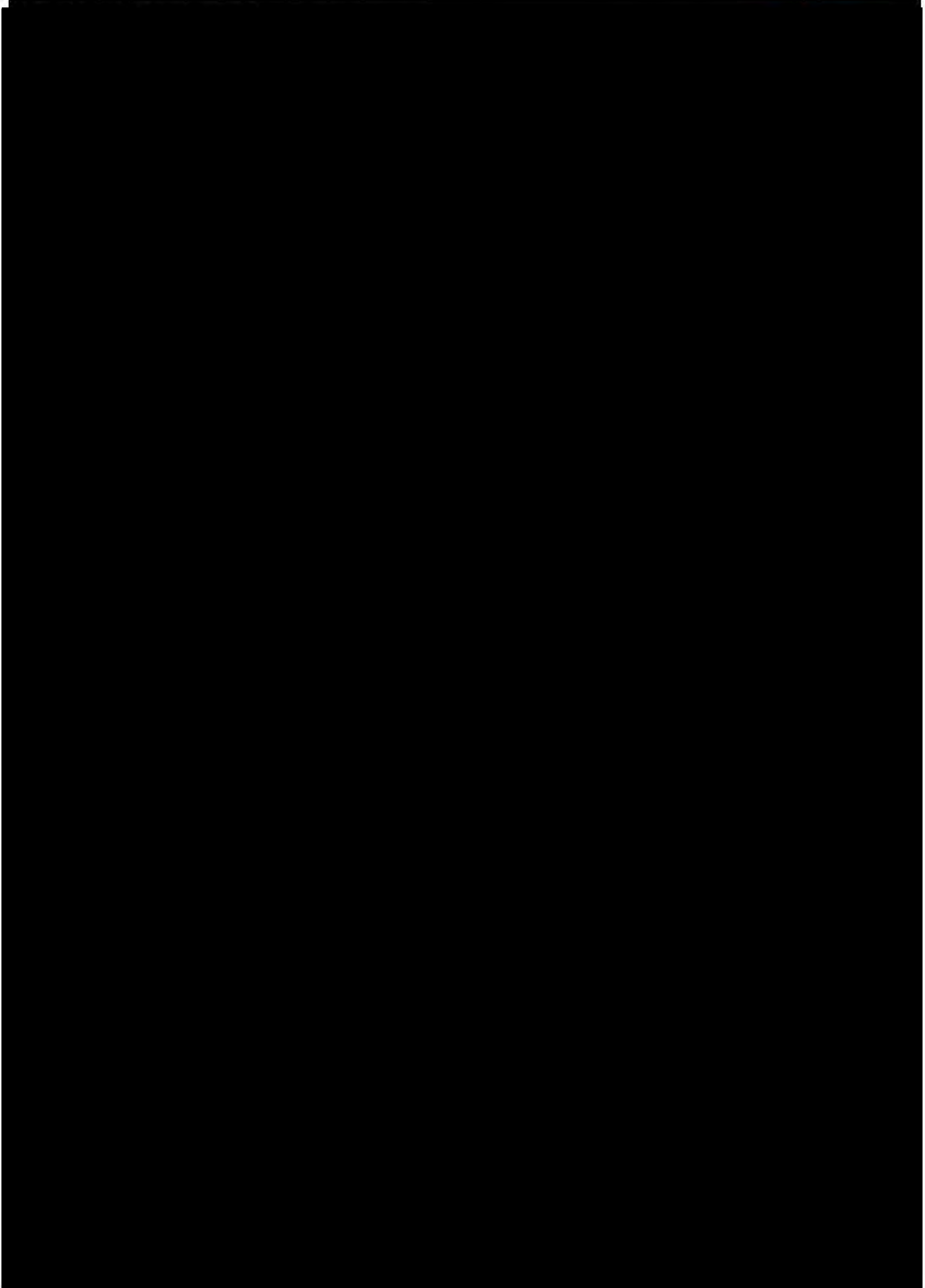
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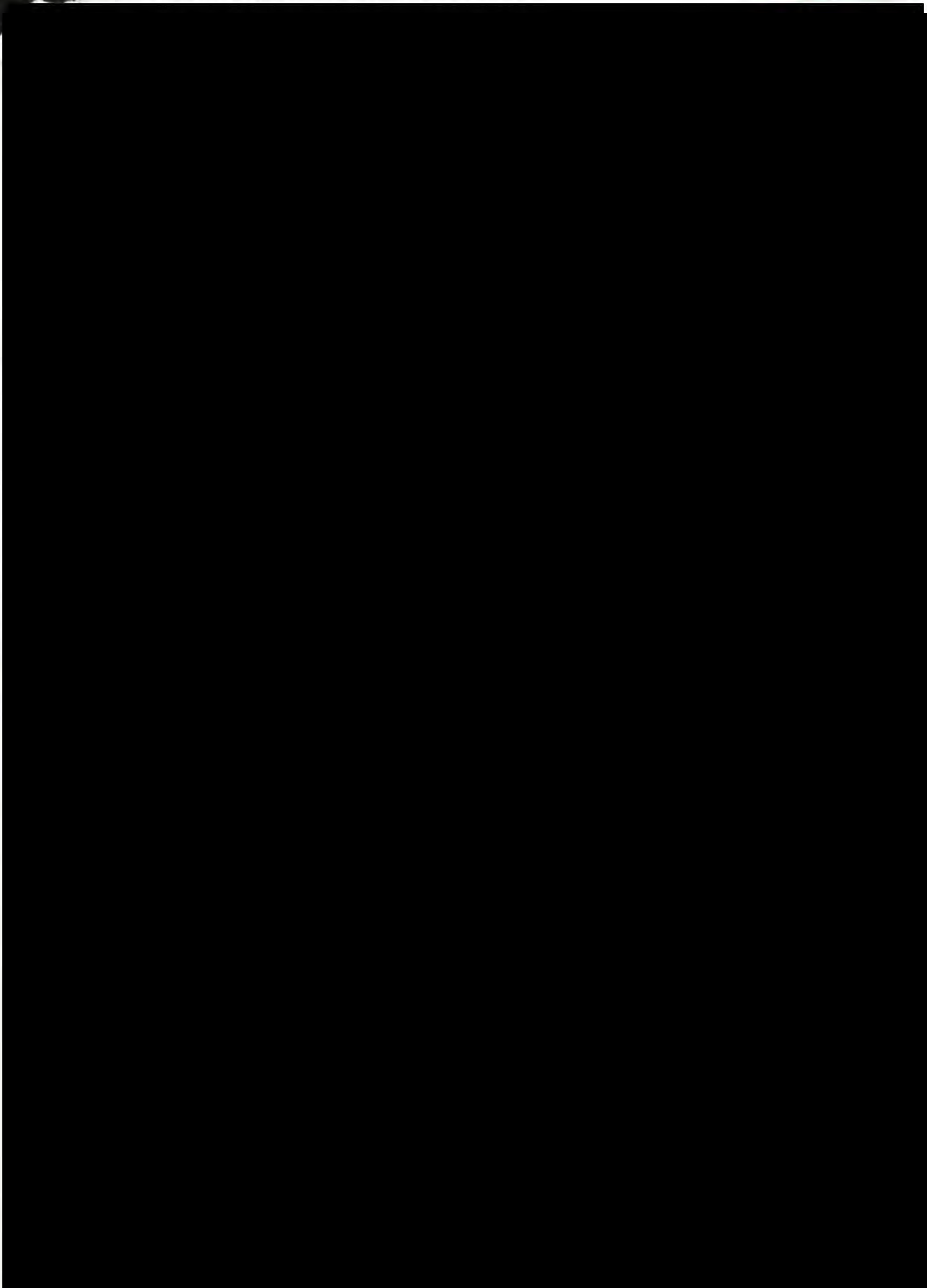
Daily Prestart and Site Attendance Record



Visitor Daily Attendance Record

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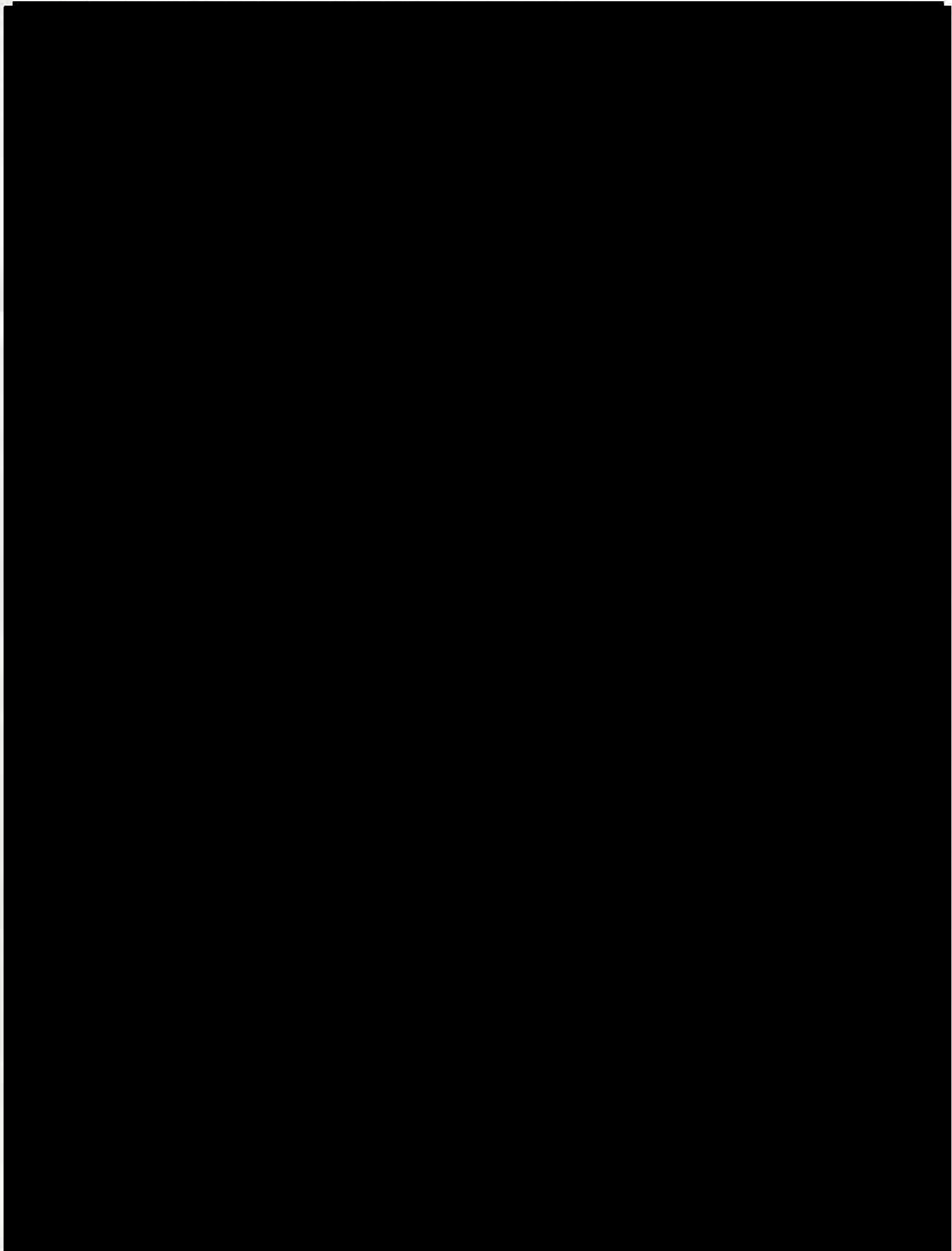




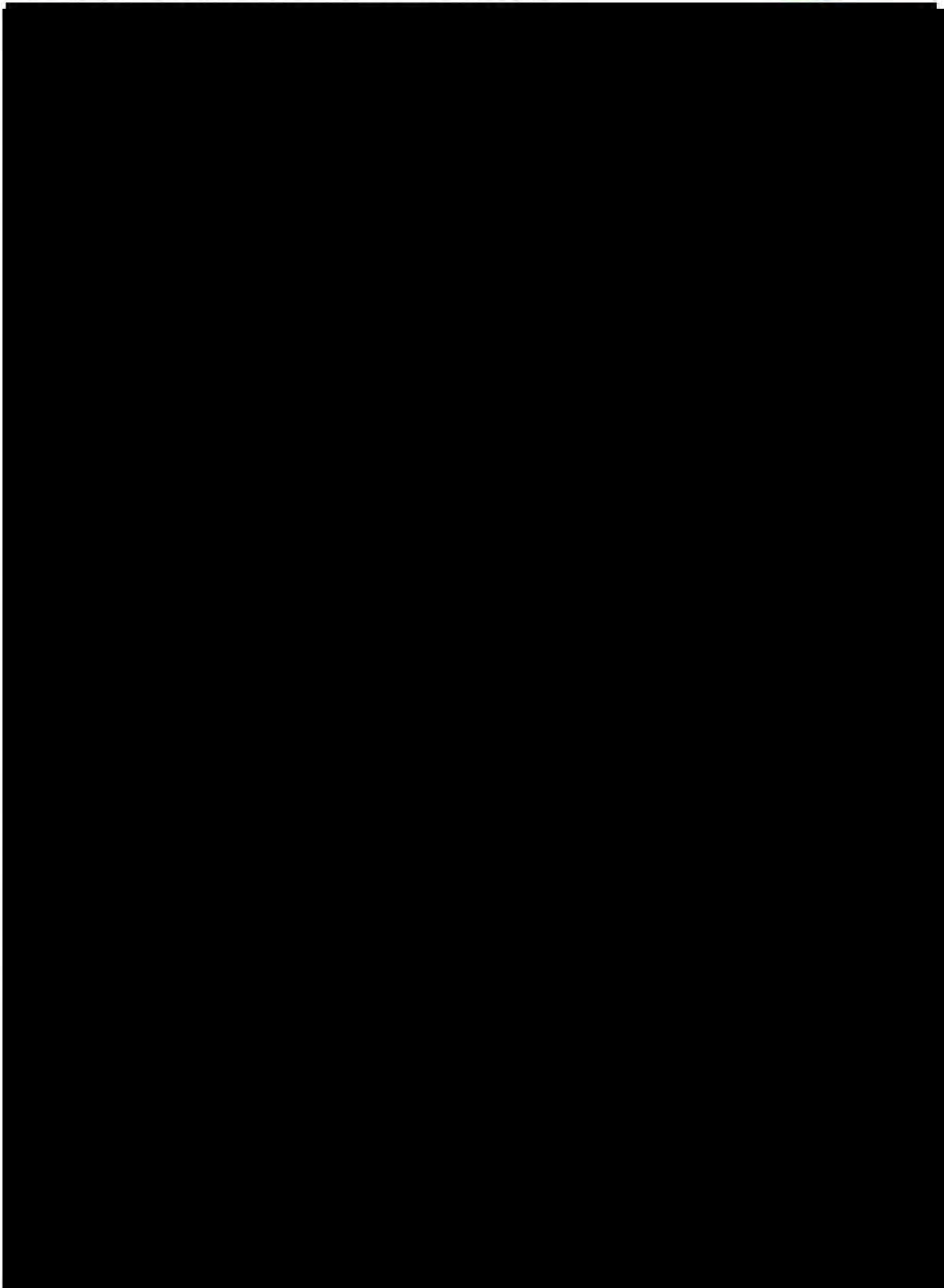
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Daily Prestart and Site Attendance Record



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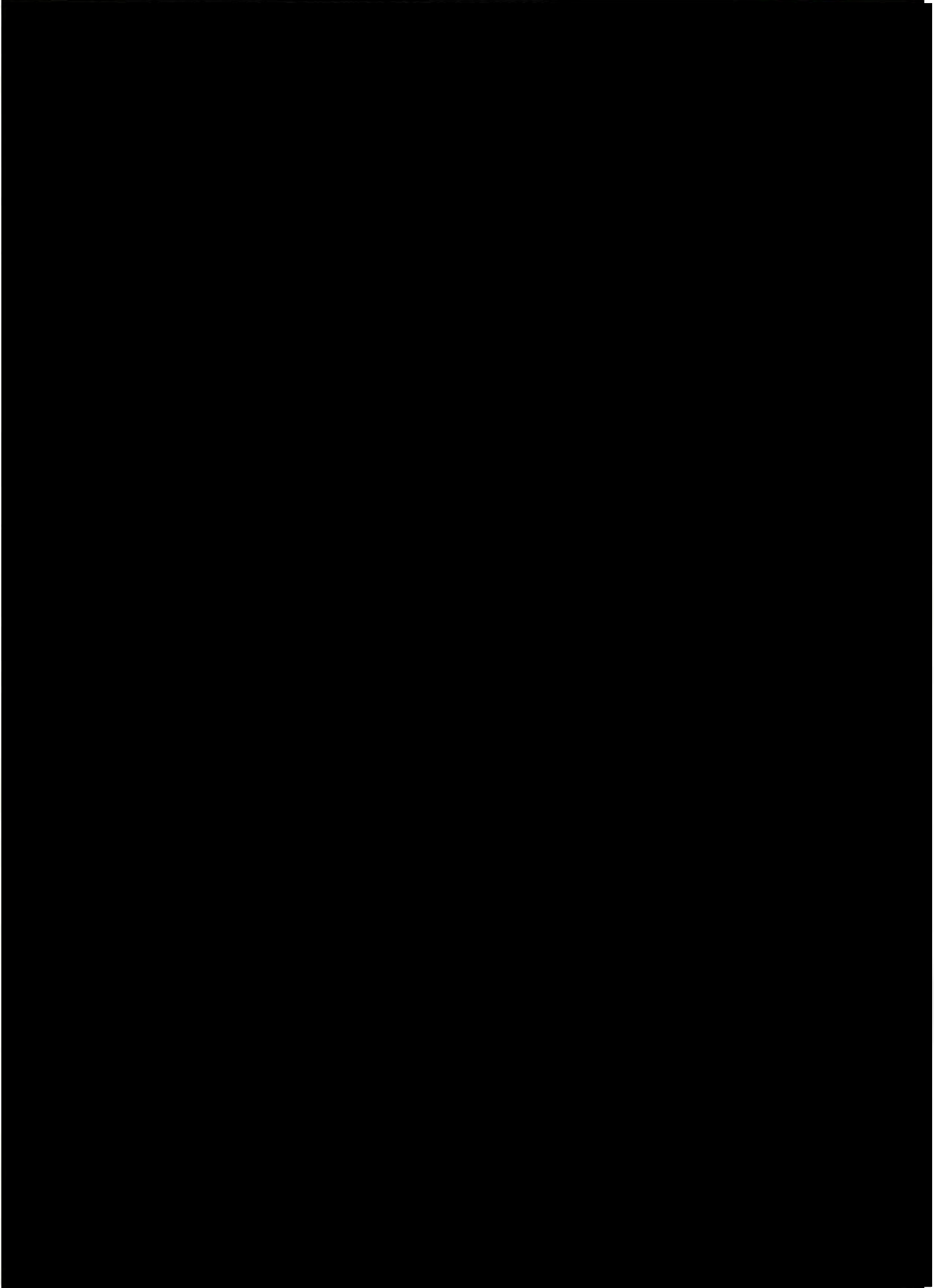




Daily Prestart and Site Attendance Record

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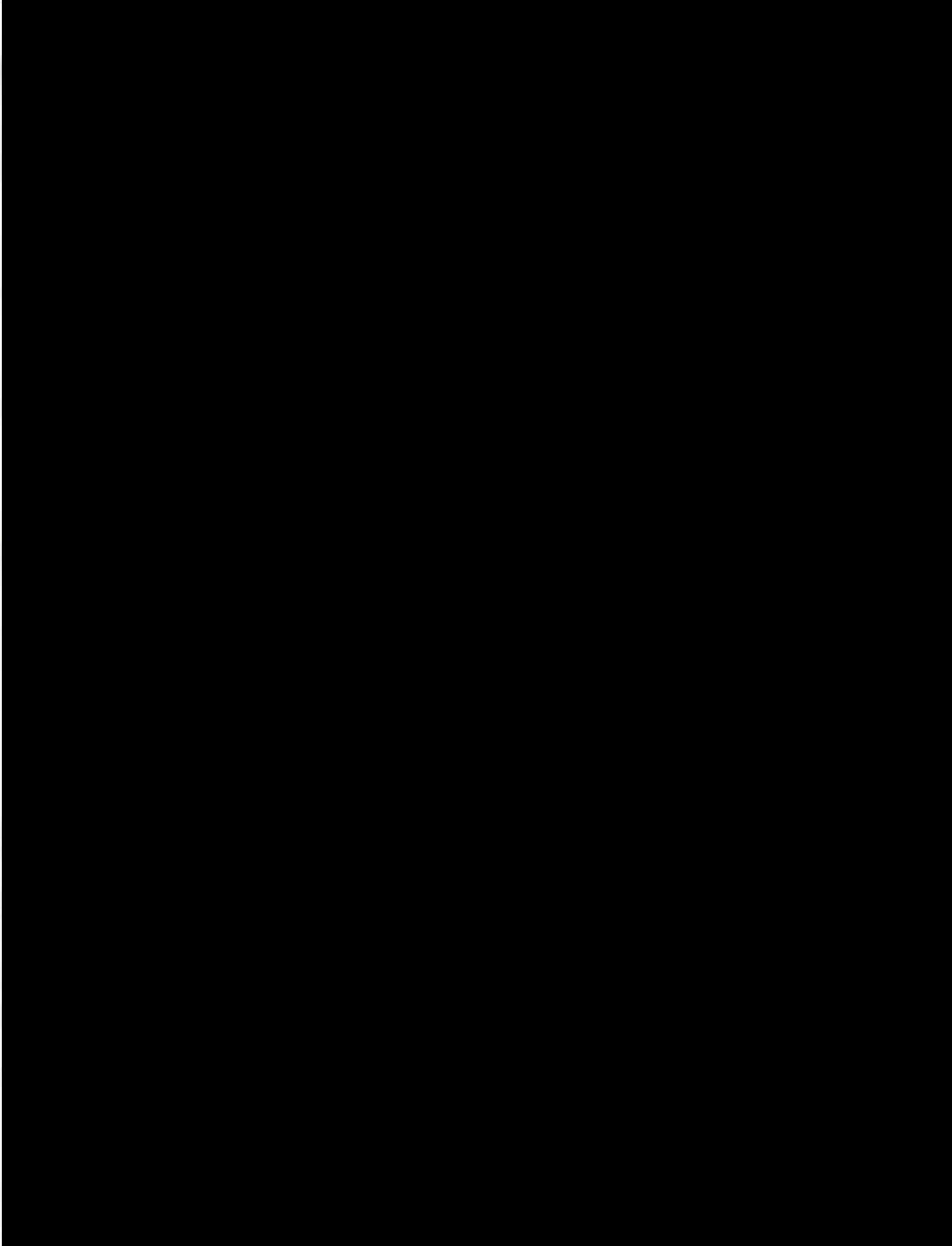
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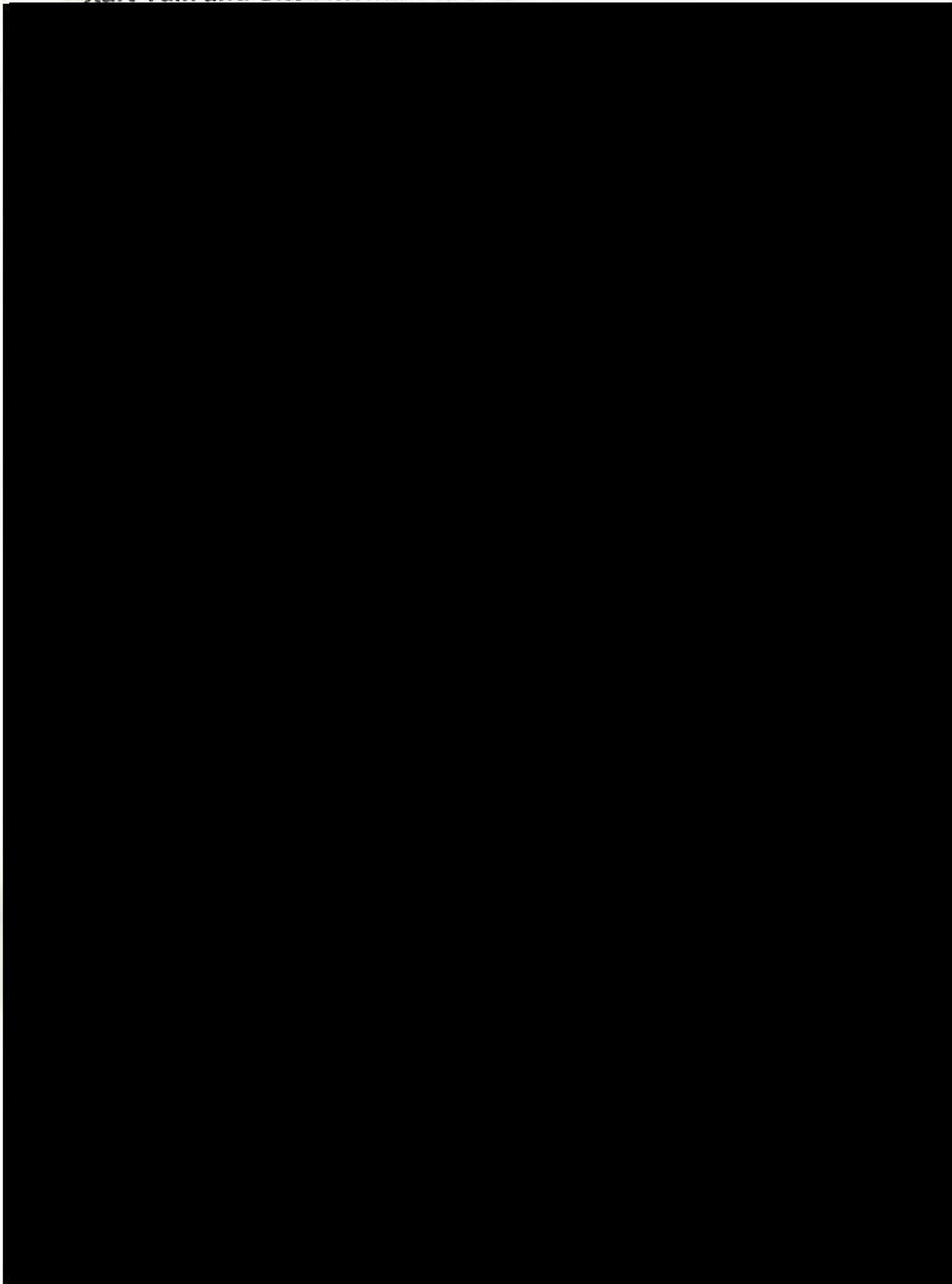


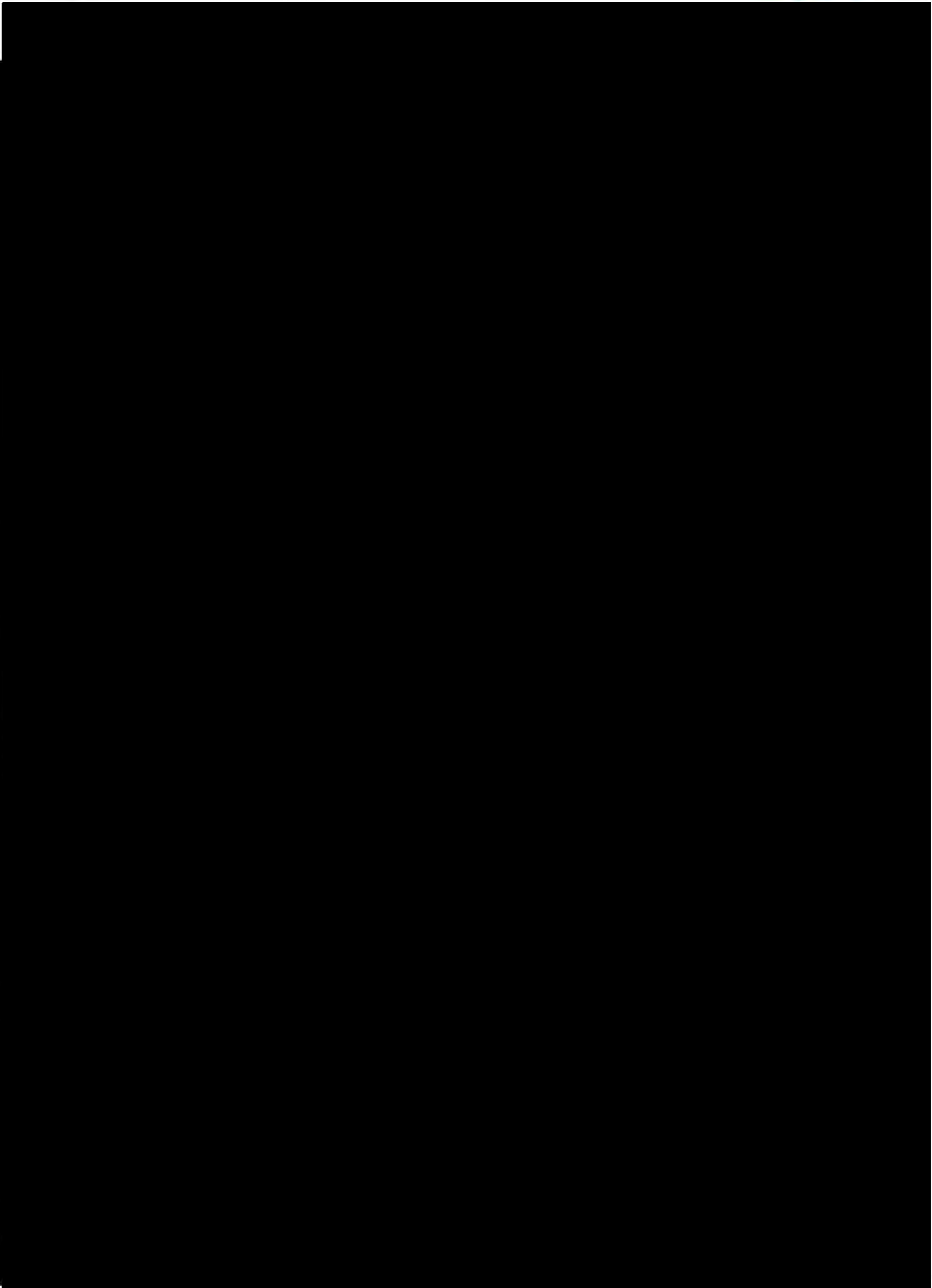
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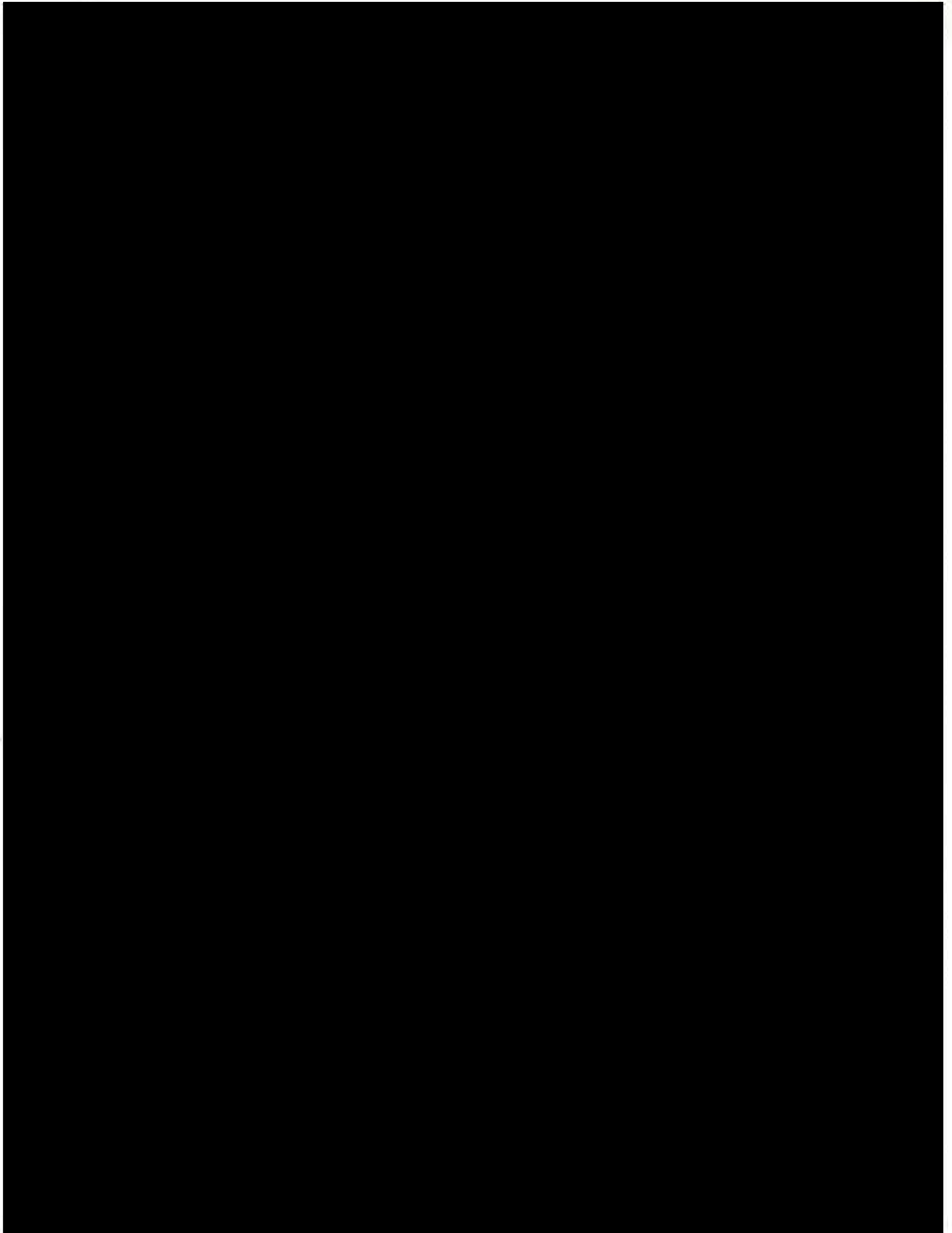




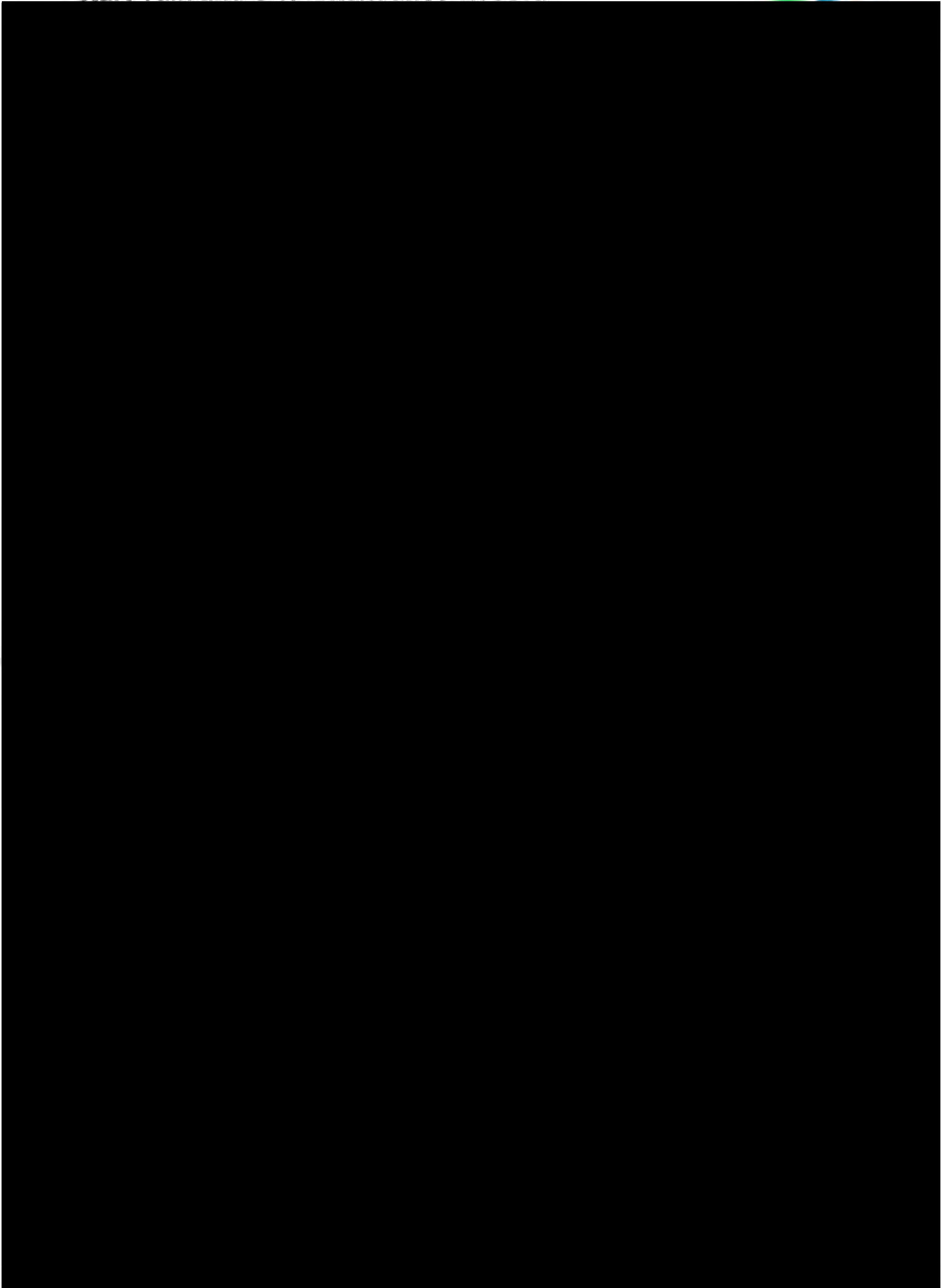




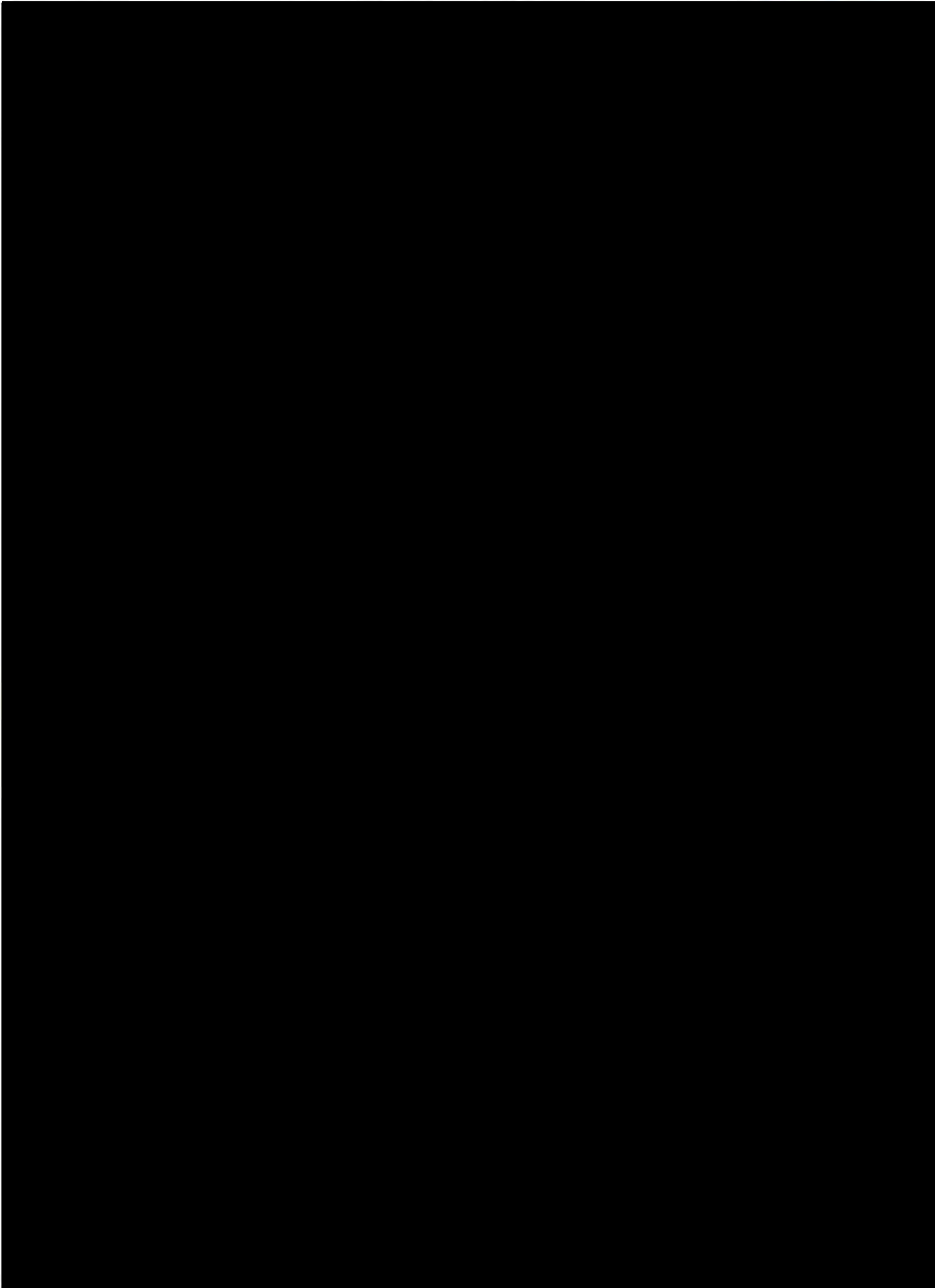
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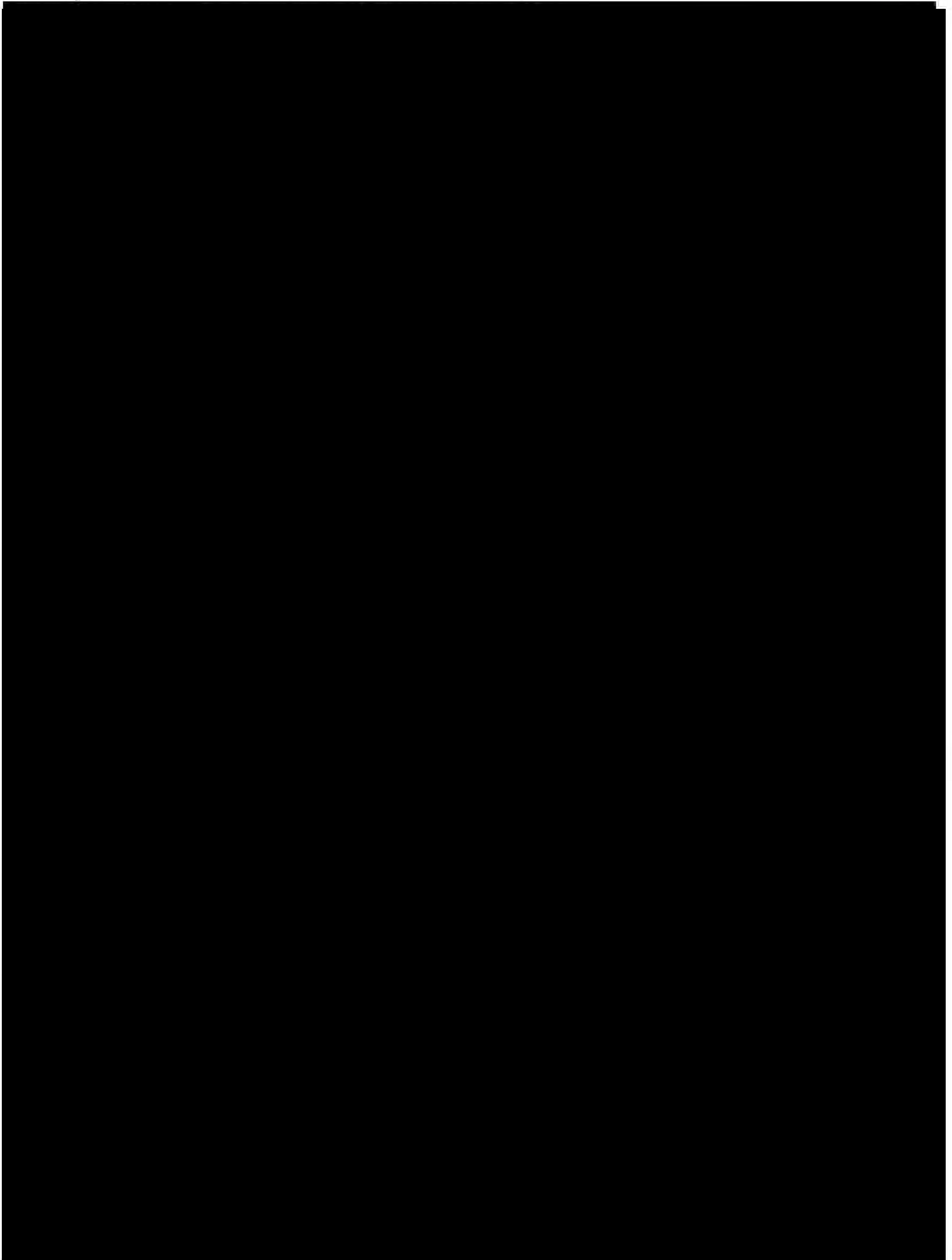


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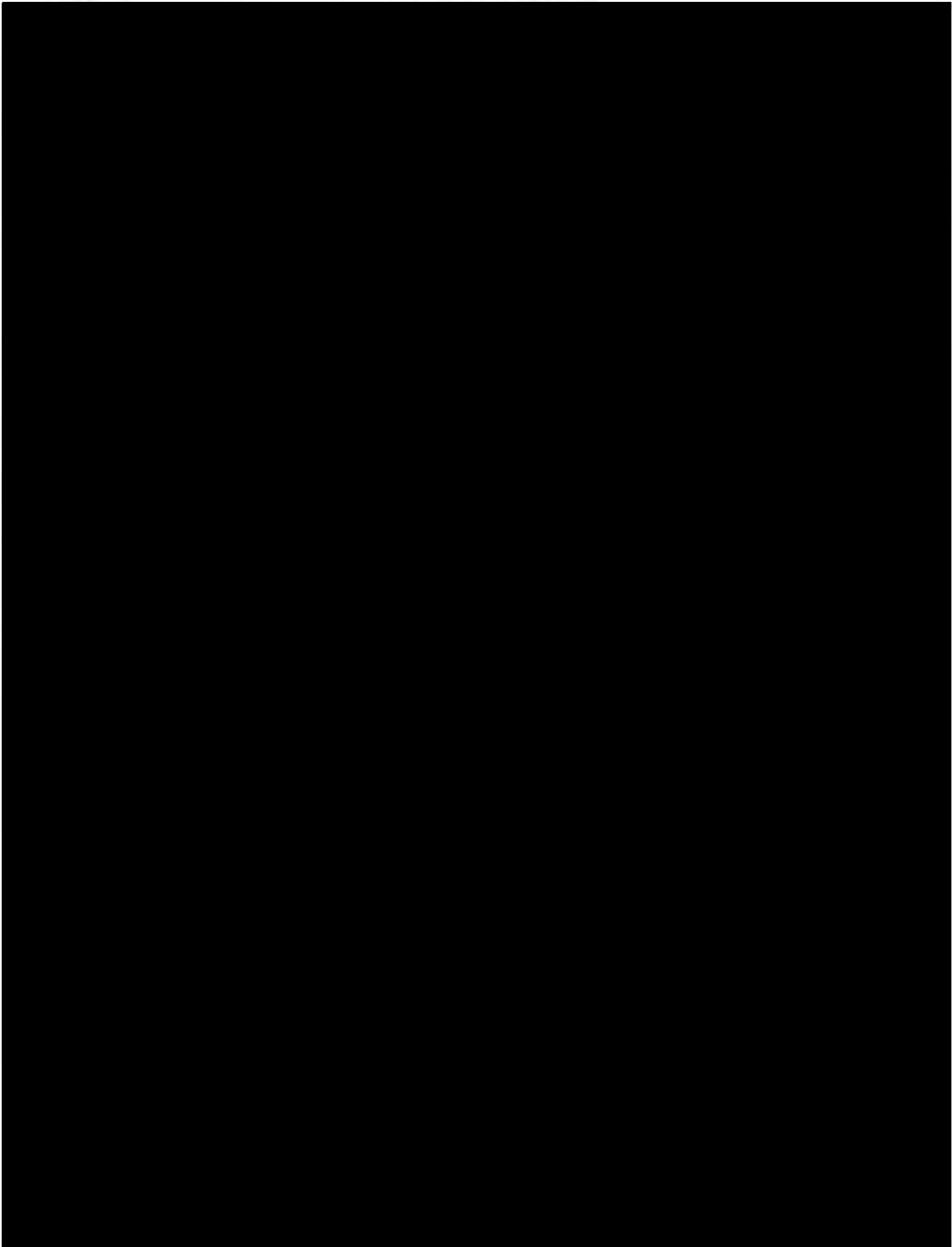


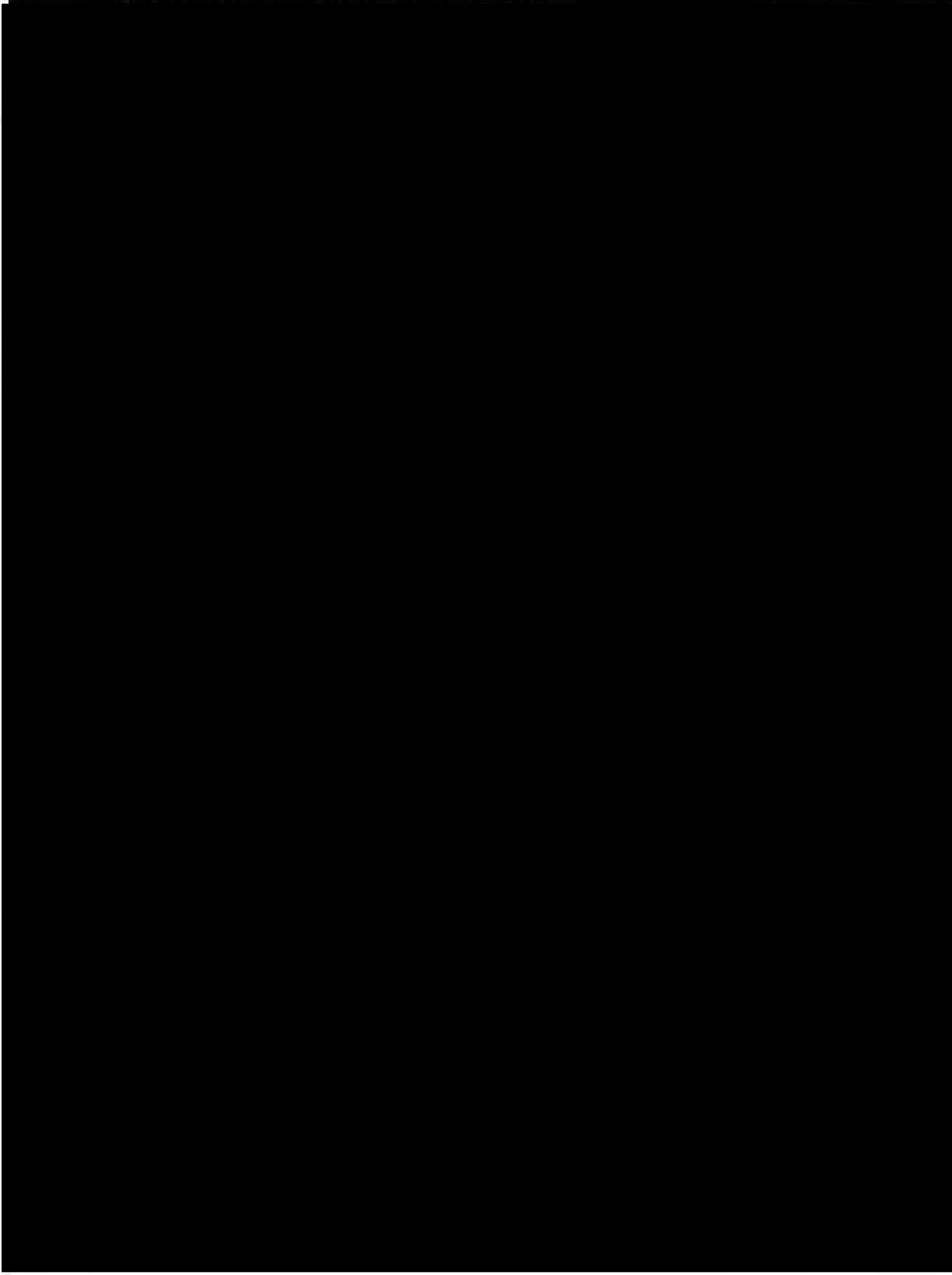


Daily Prestart and Site Attendance Record



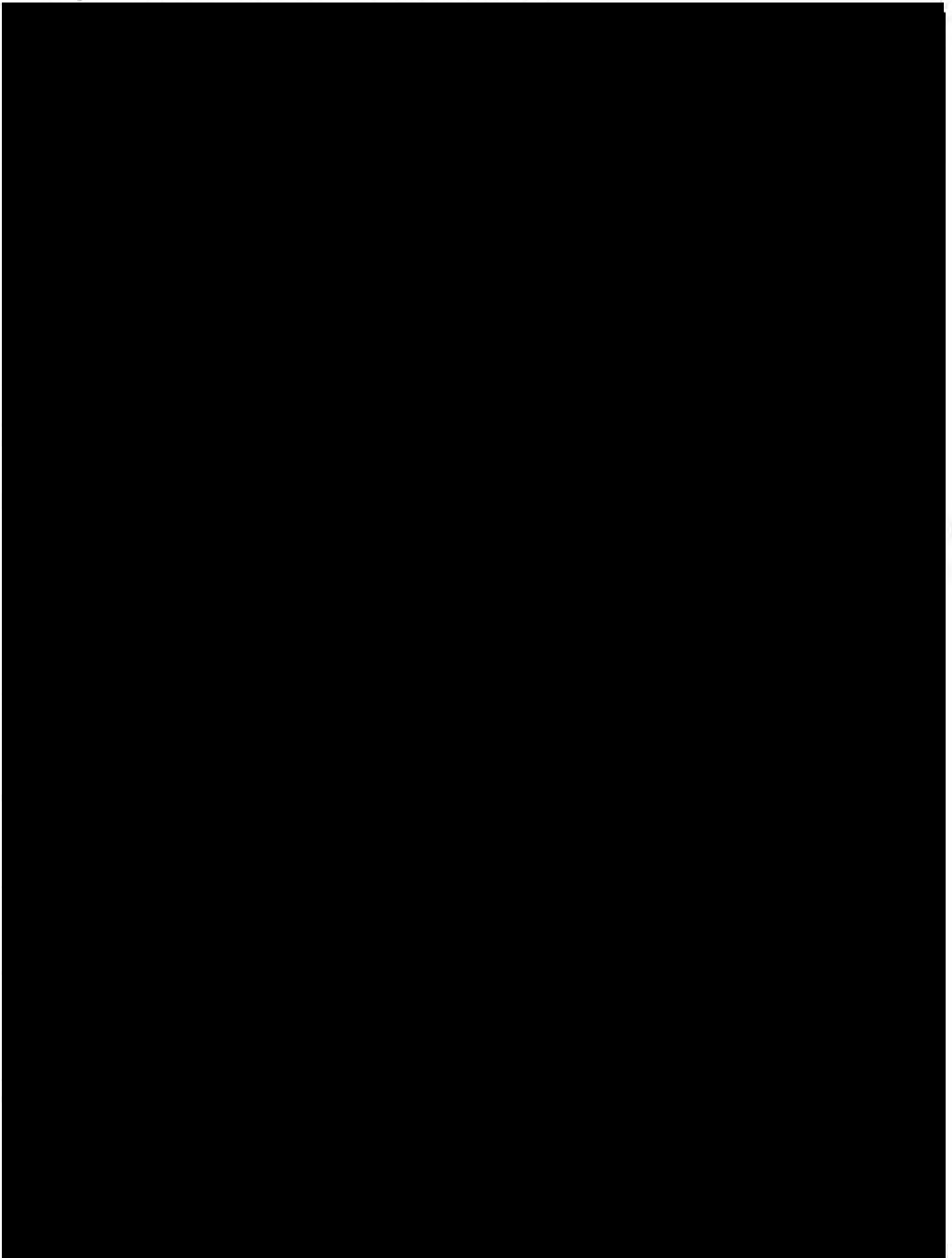
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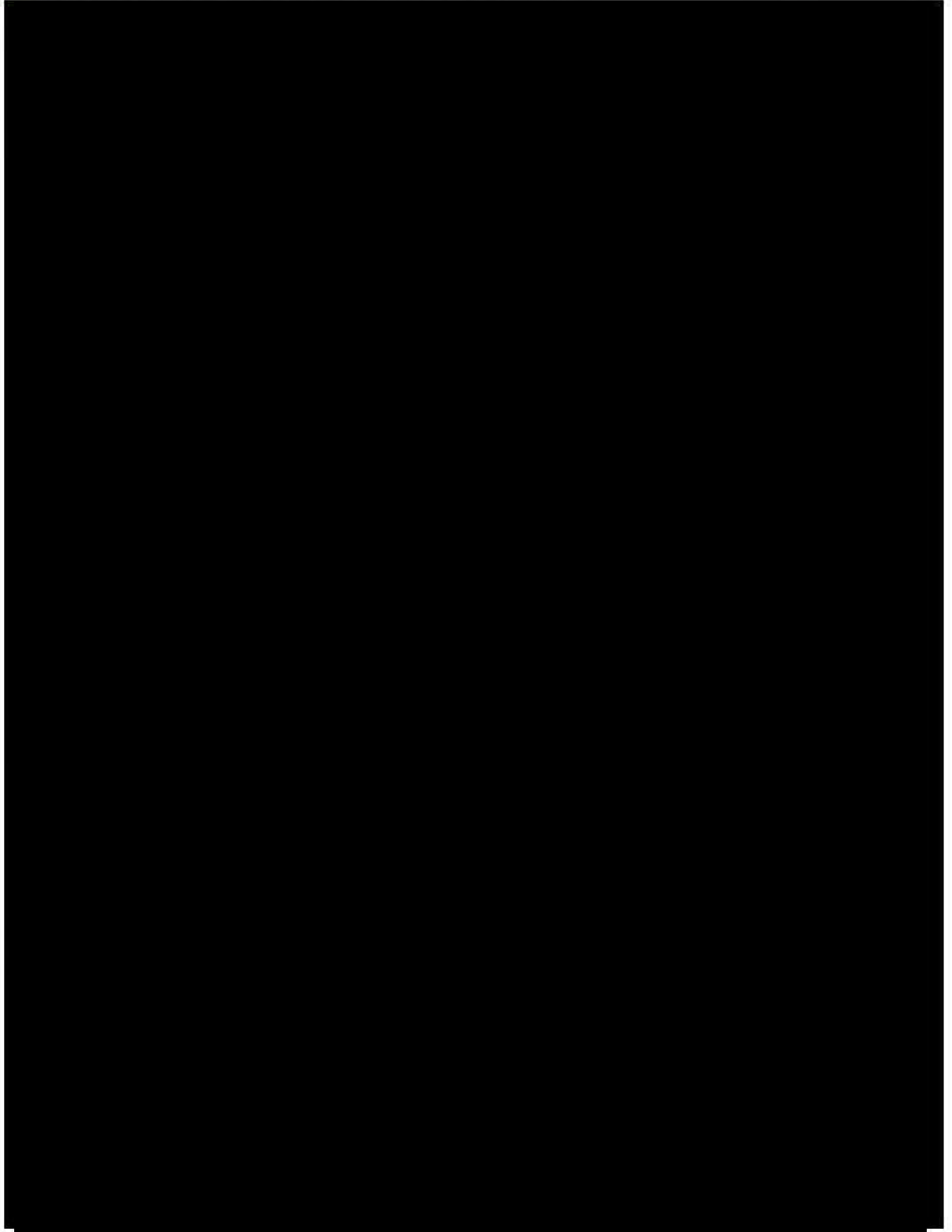


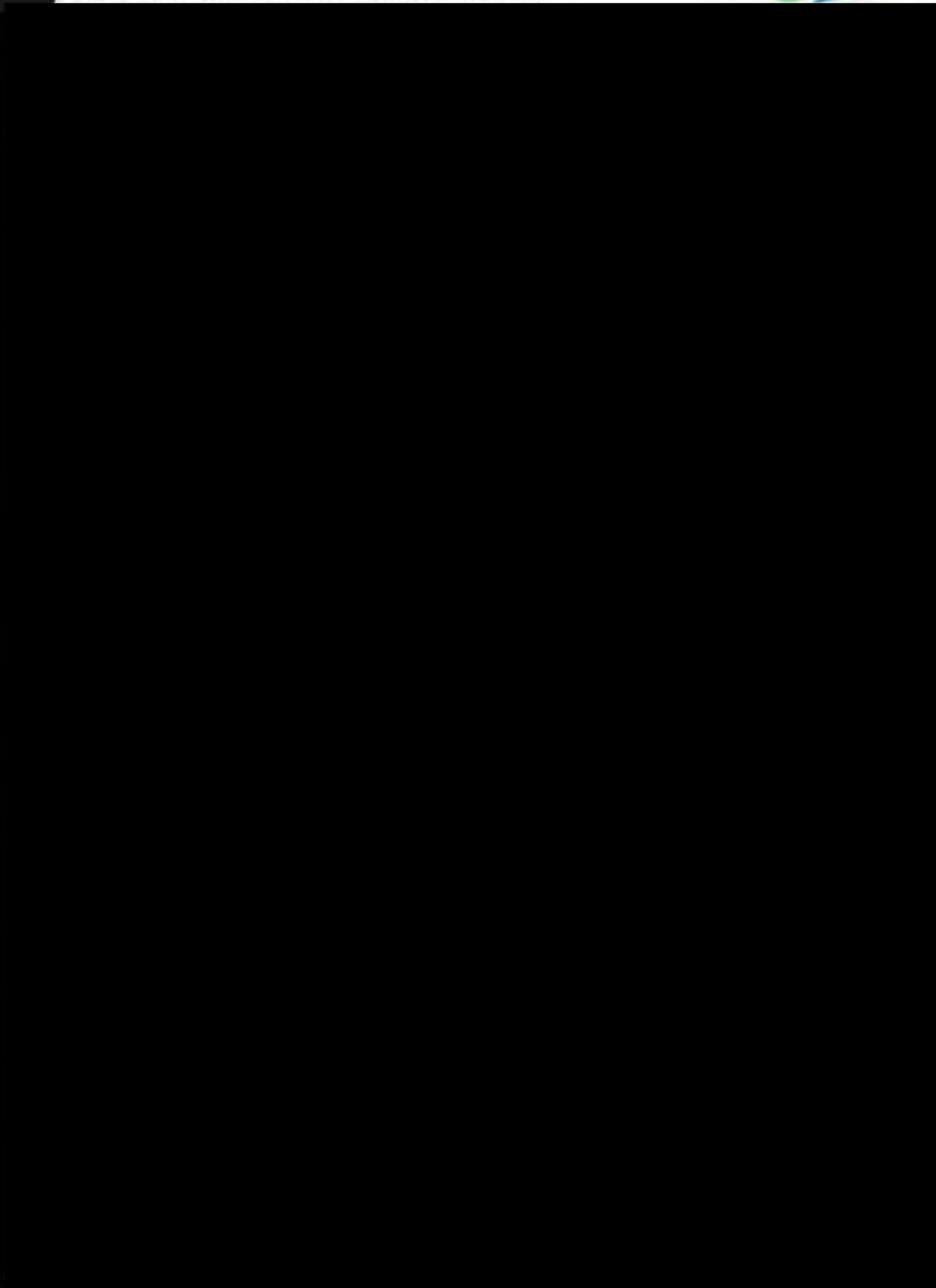


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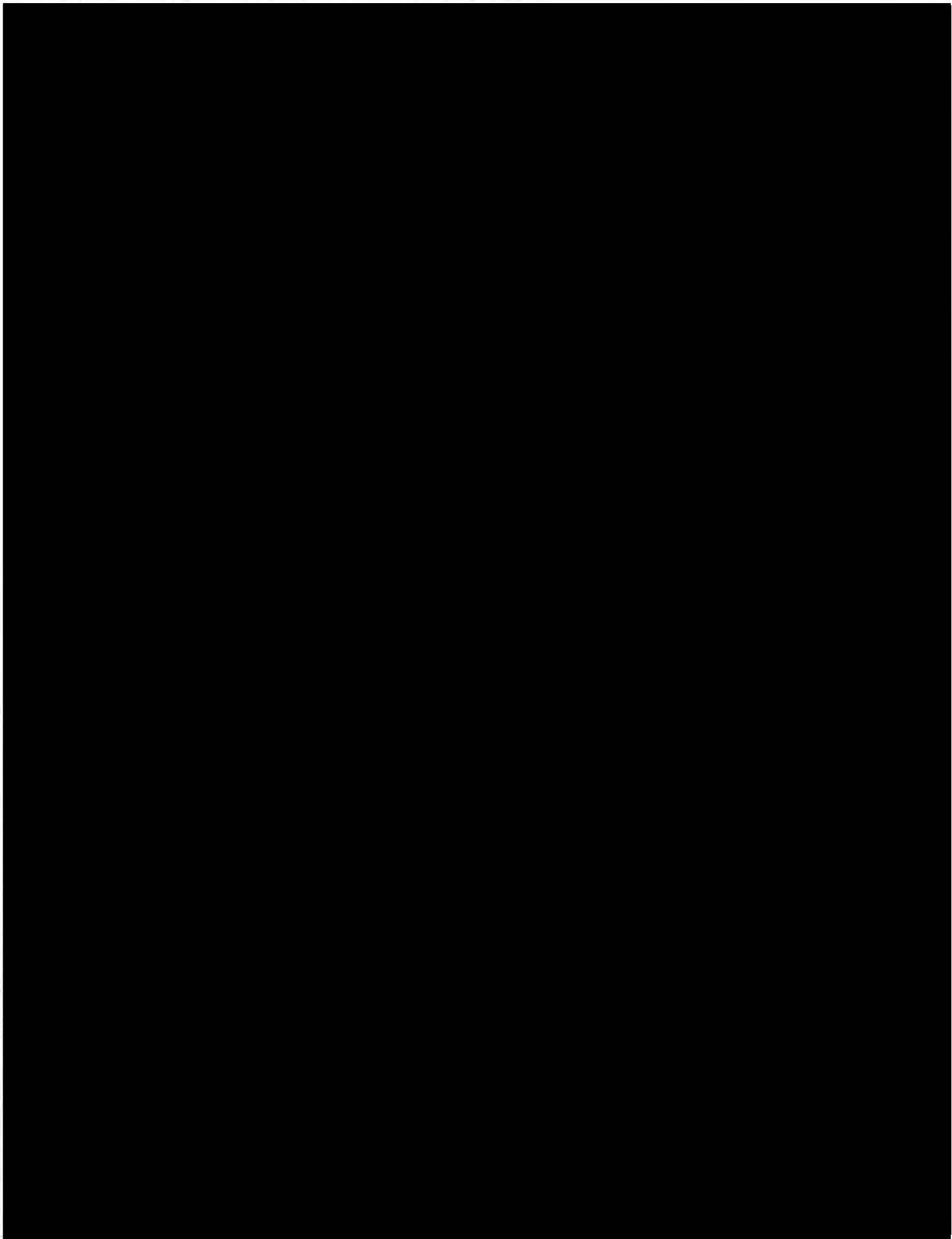
Daily Prestart and Site Attendance Record





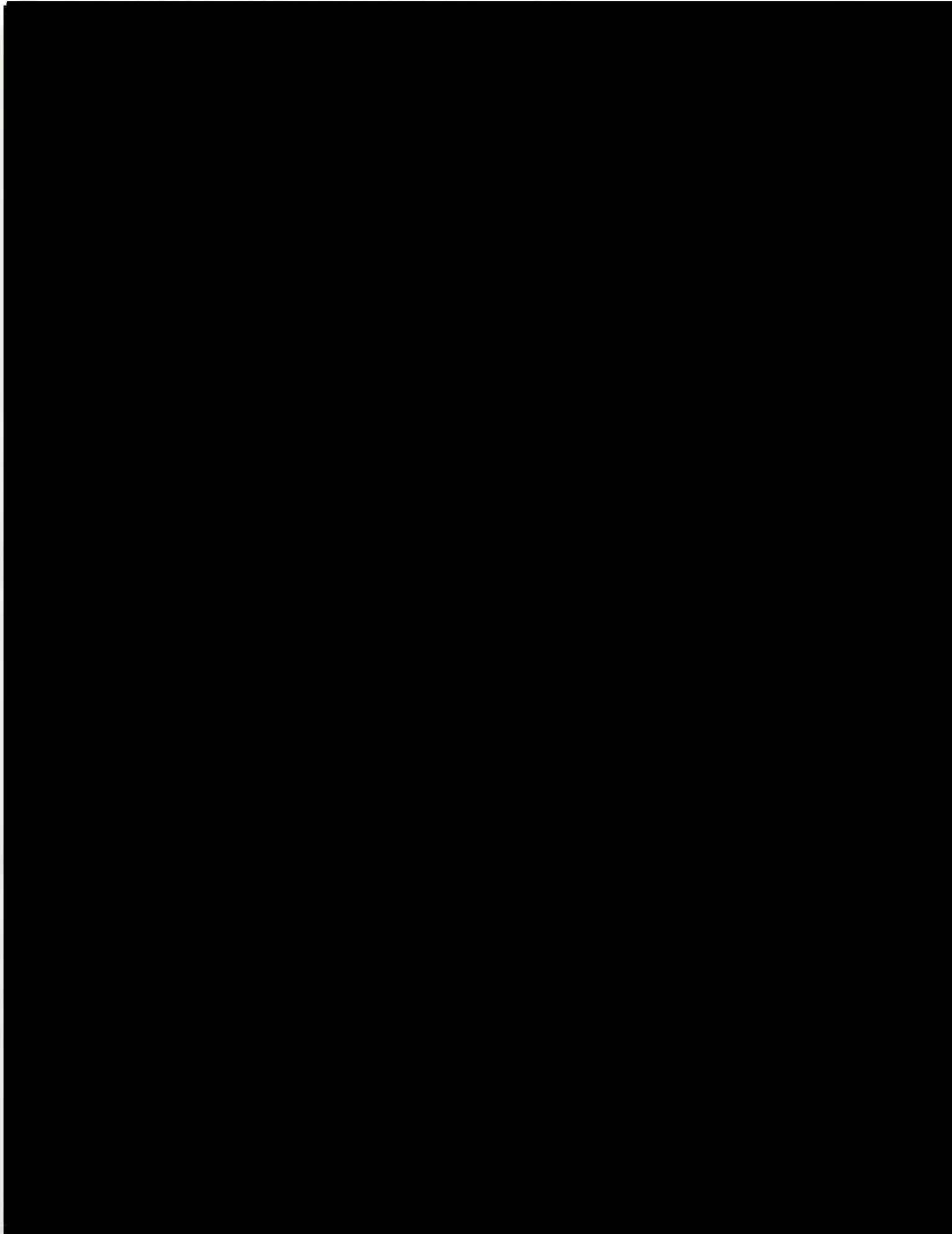


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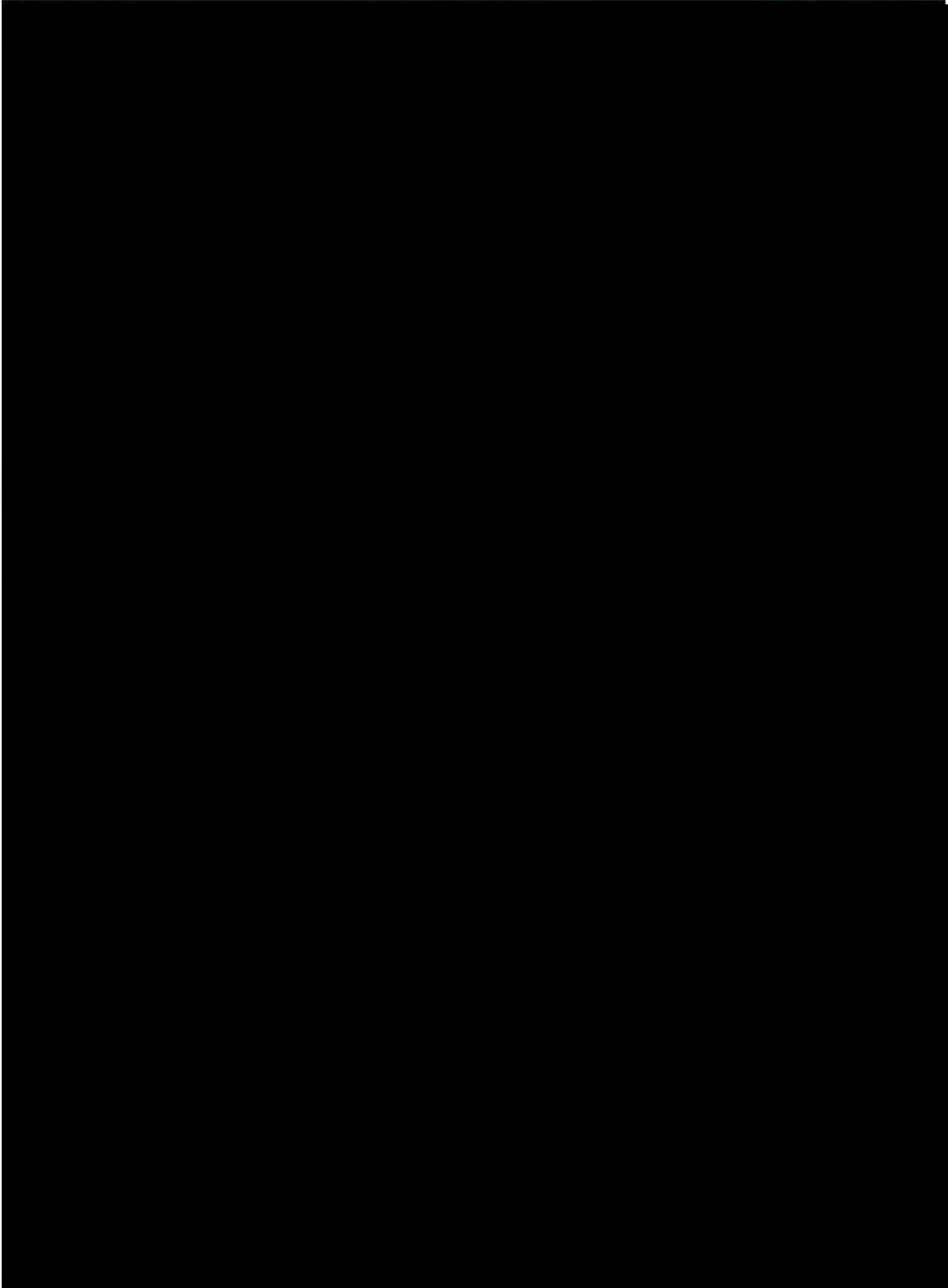




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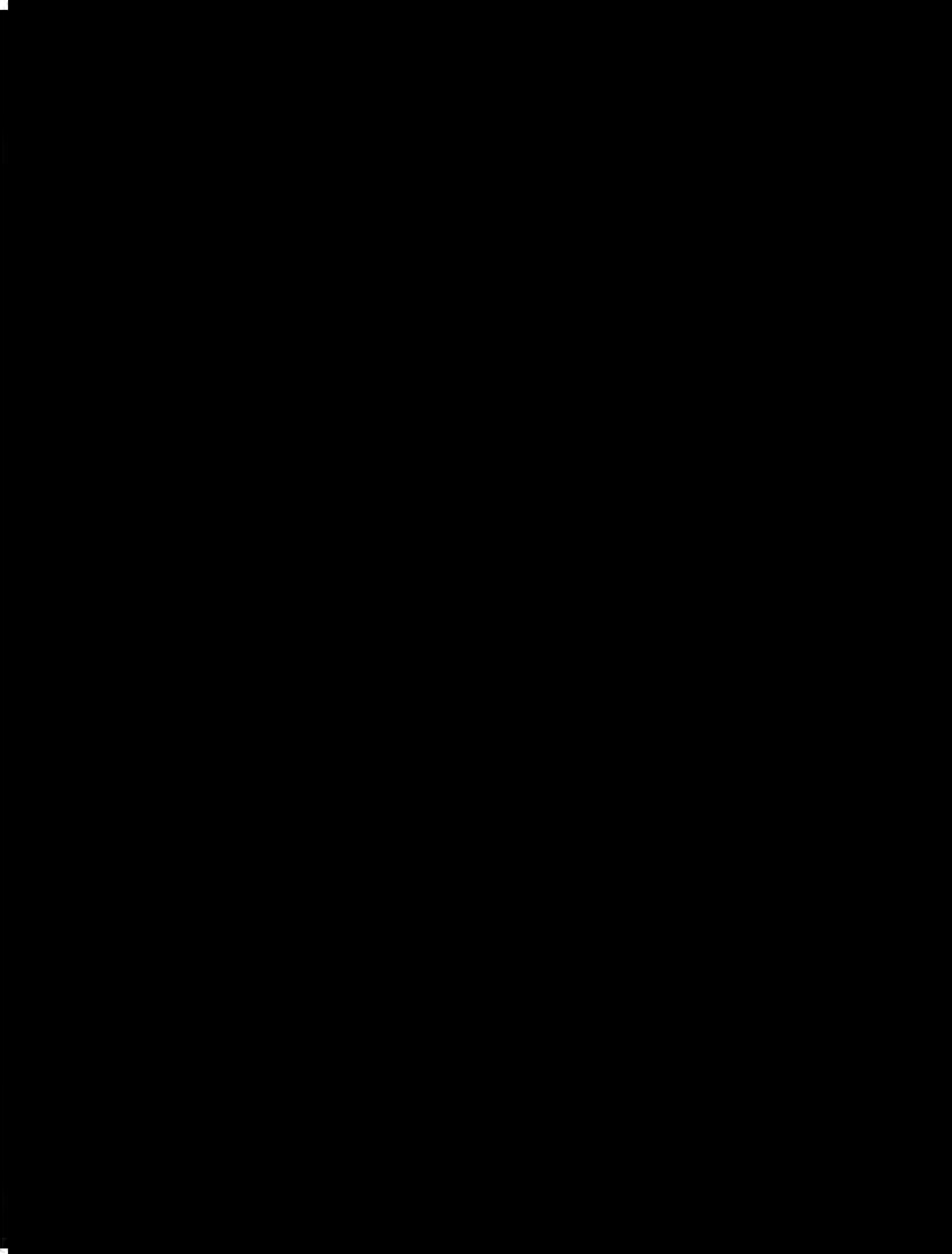


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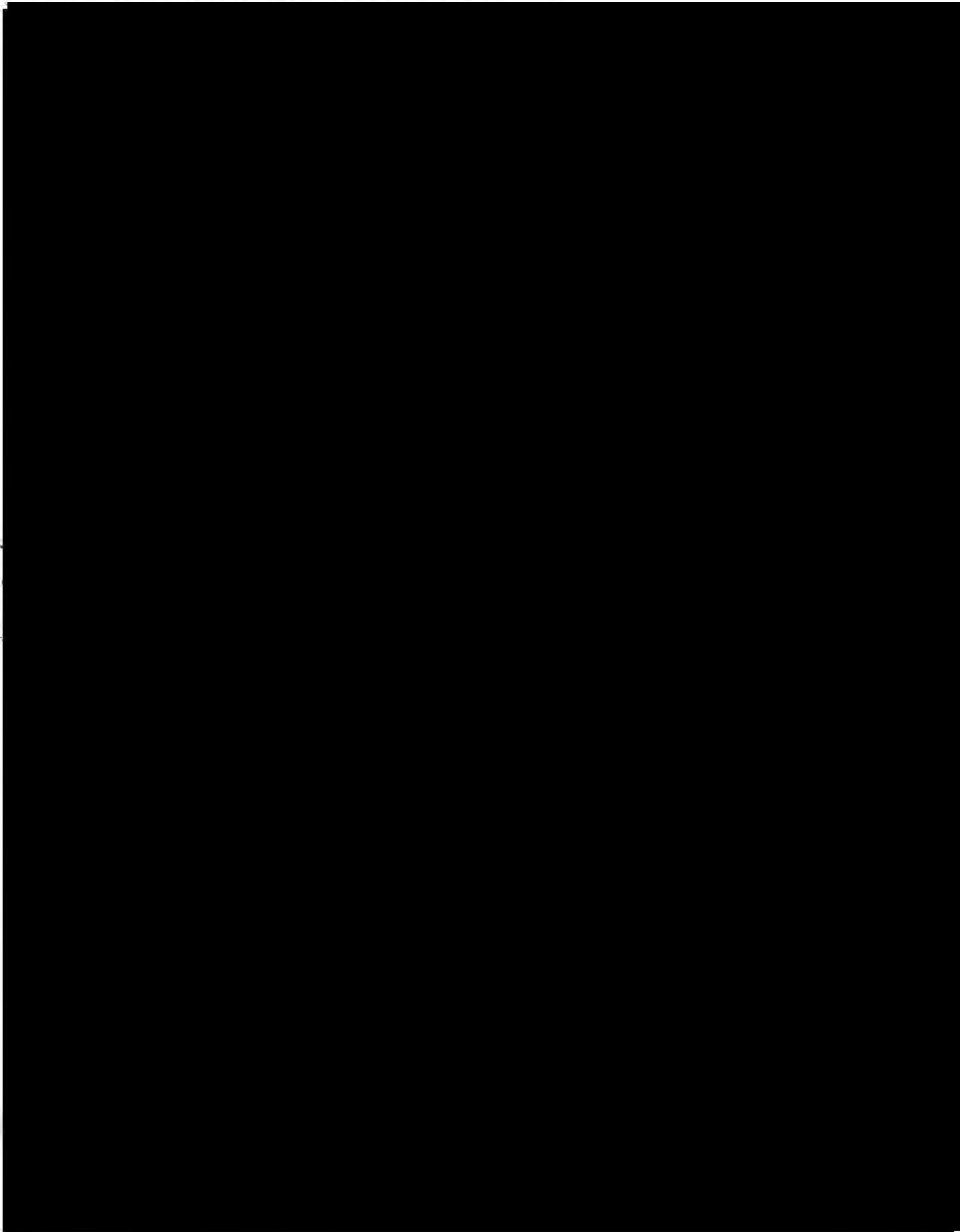


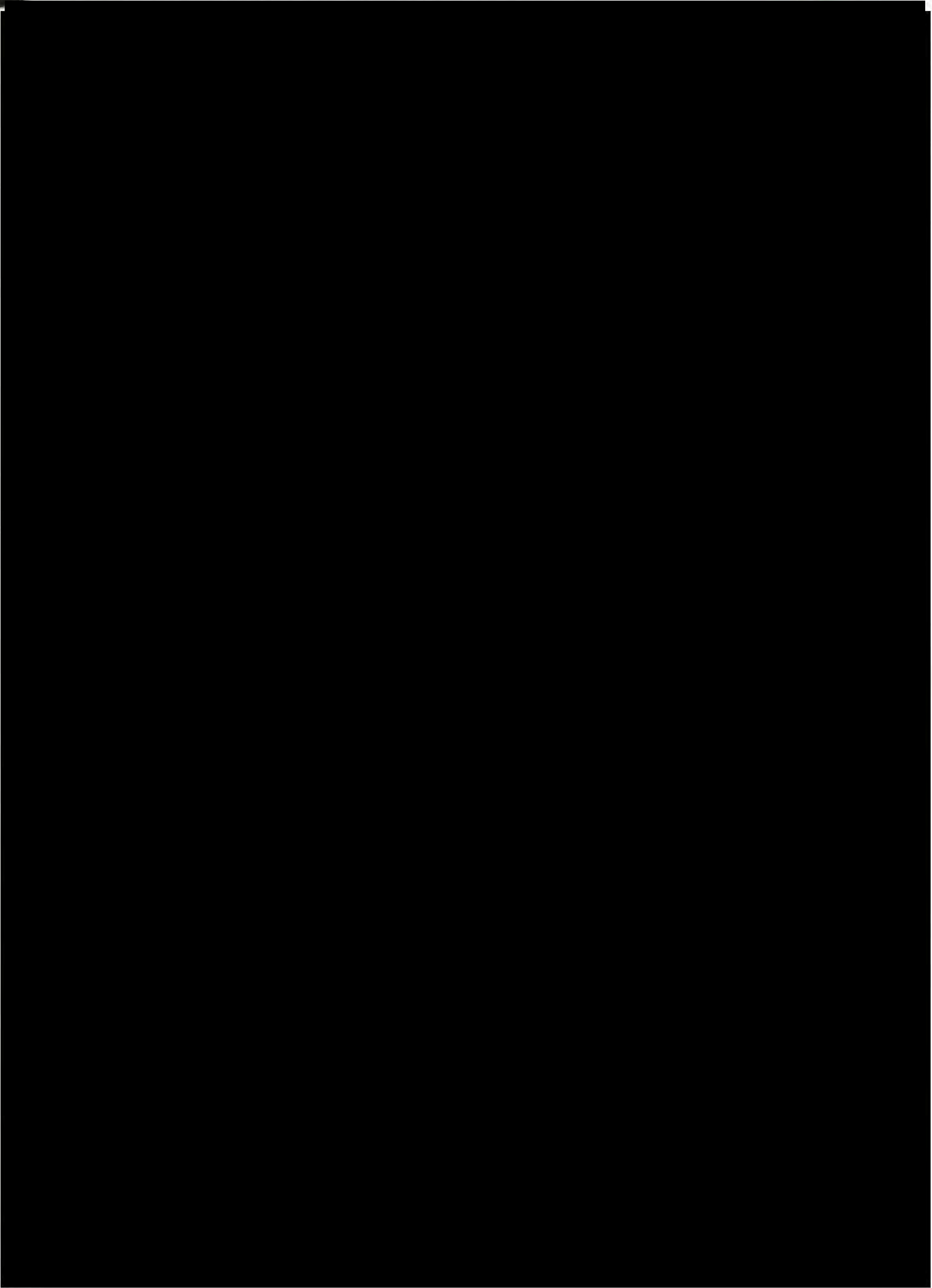


Daily Prestart and Site Attendance Record



Daily Prestart and Site Attendance Record







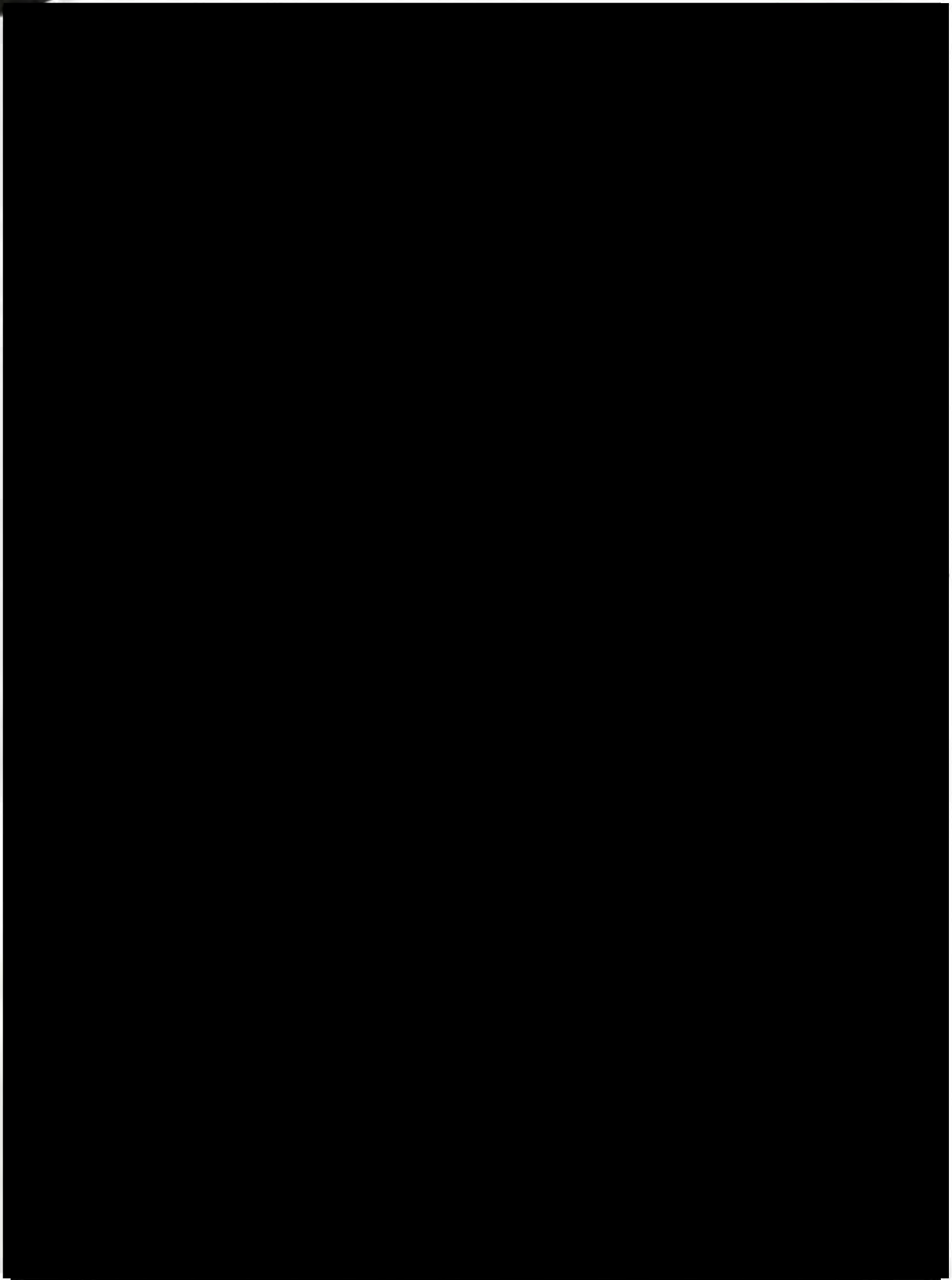
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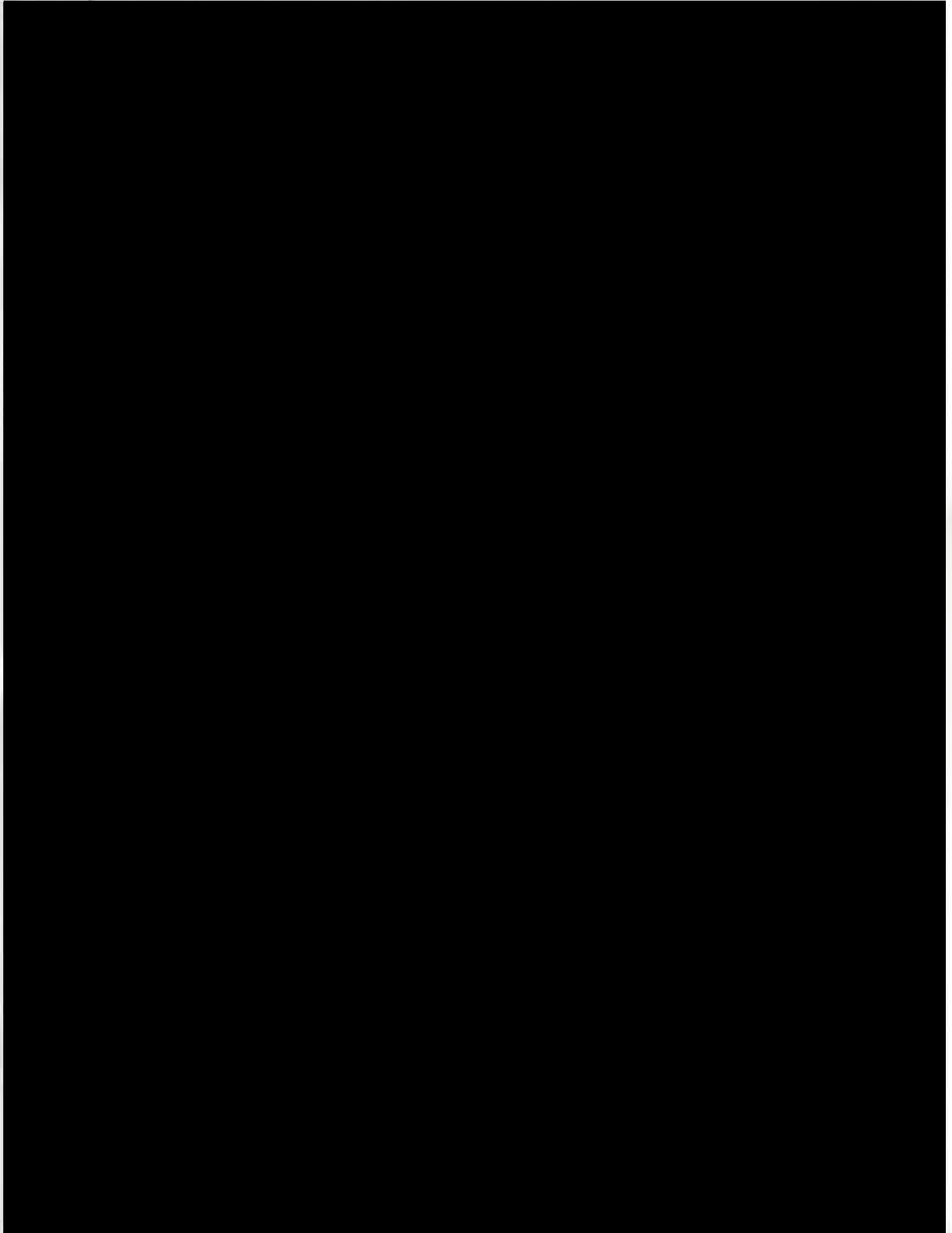
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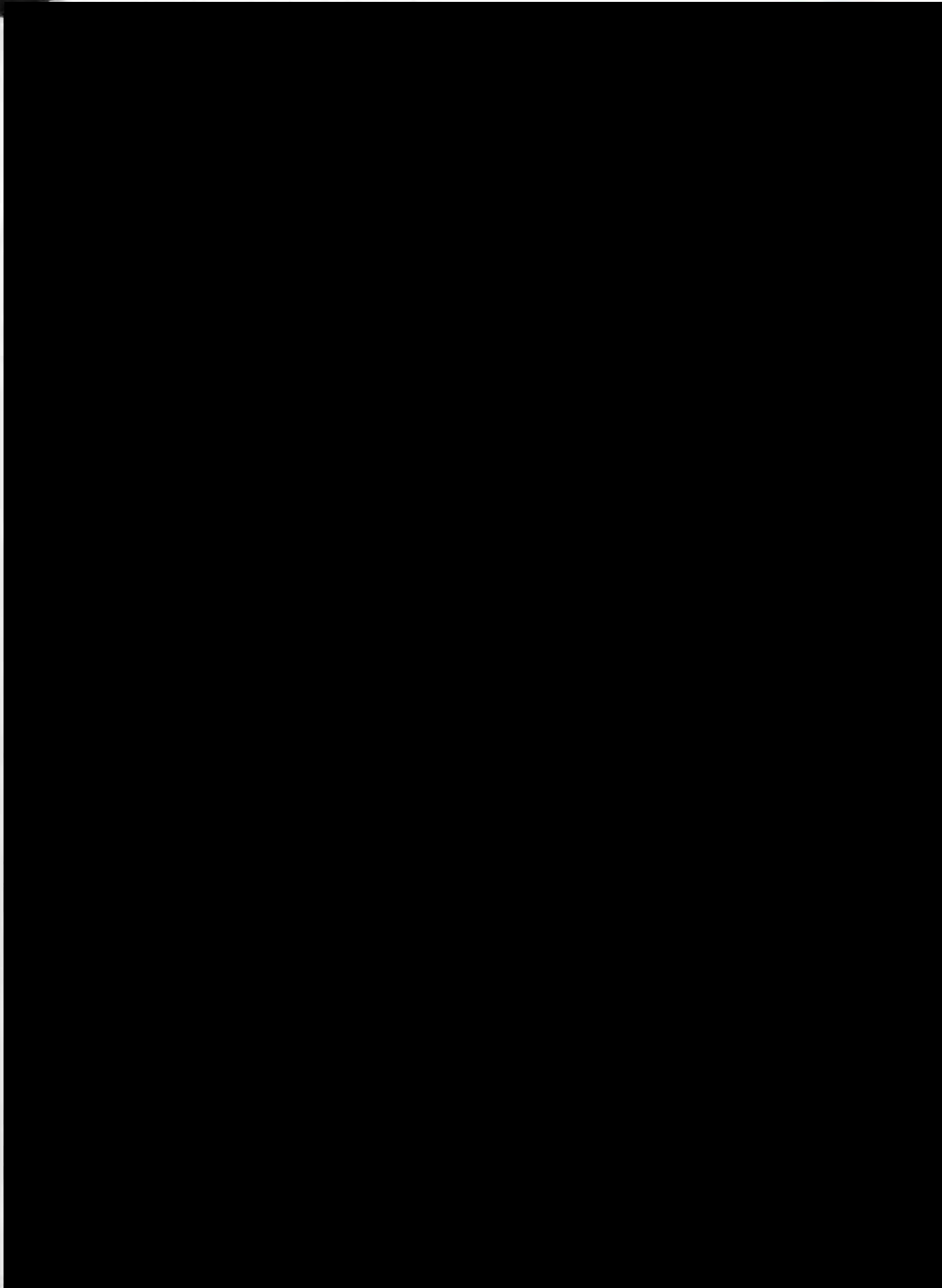
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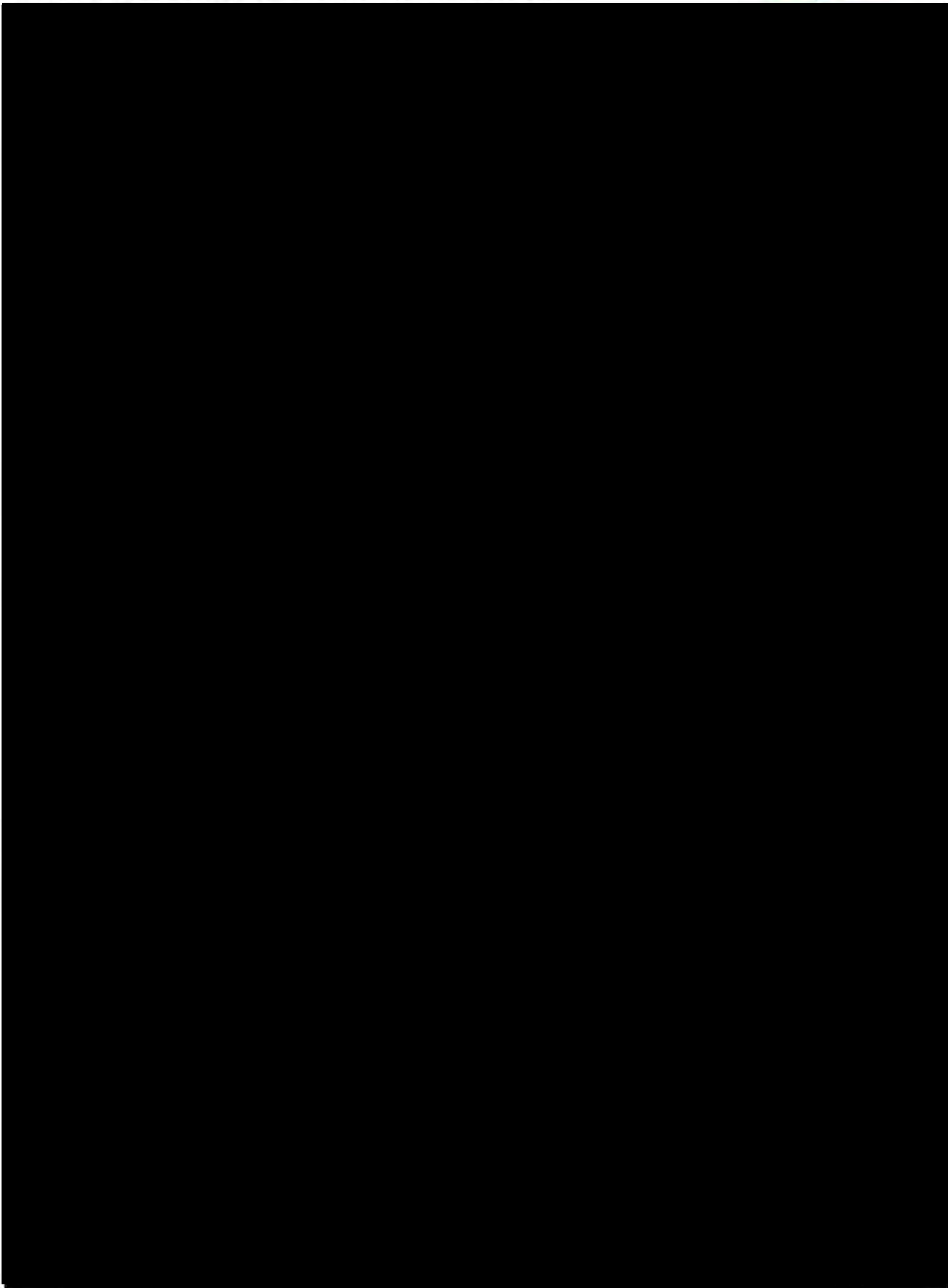


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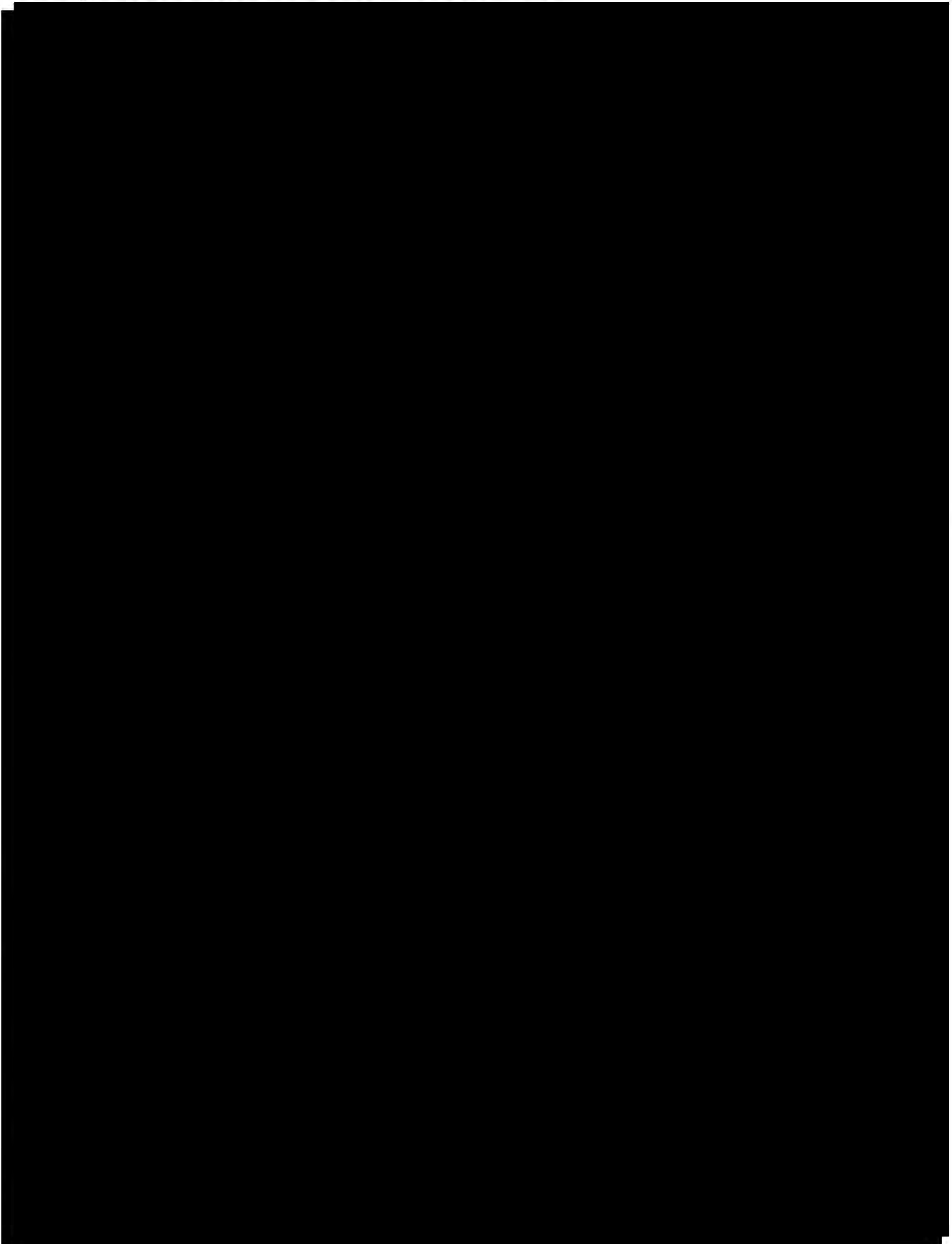
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Prestart Talk and Site Attendance Record





Daily Prestart and Site Attendance Record



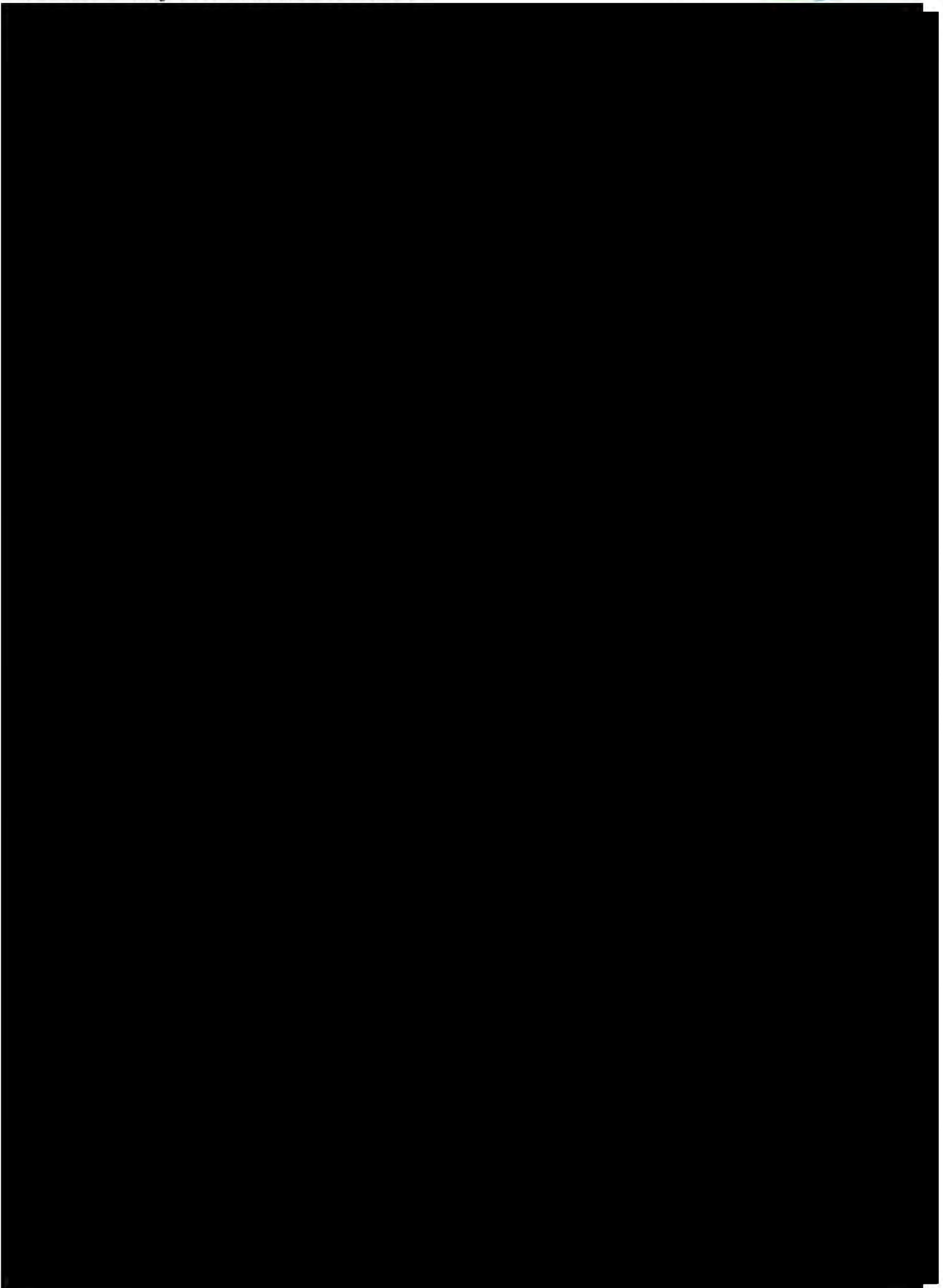
The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry, no matter how small, should be recorded to ensure the integrity of the financial data. This includes not only sales and purchases but also expenses and income. The document provides a detailed list of items that should be tracked, such as inventory levels, accounts payable, and accounts receivable. It also outlines the procedures for recording these transactions, including the use of double-entry bookkeeping to ensure that the books are balanced.

The second part of the document focuses on the analysis of the financial data. It explains how to calculate key financial ratios and metrics, such as the gross profit margin, operating profit margin, and return on investment. These metrics are used to evaluate the company's performance and identify areas for improvement. The document also discusses the importance of comparing the company's performance to industry benchmarks and competitors. This helps to provide context and identify trends in the market.

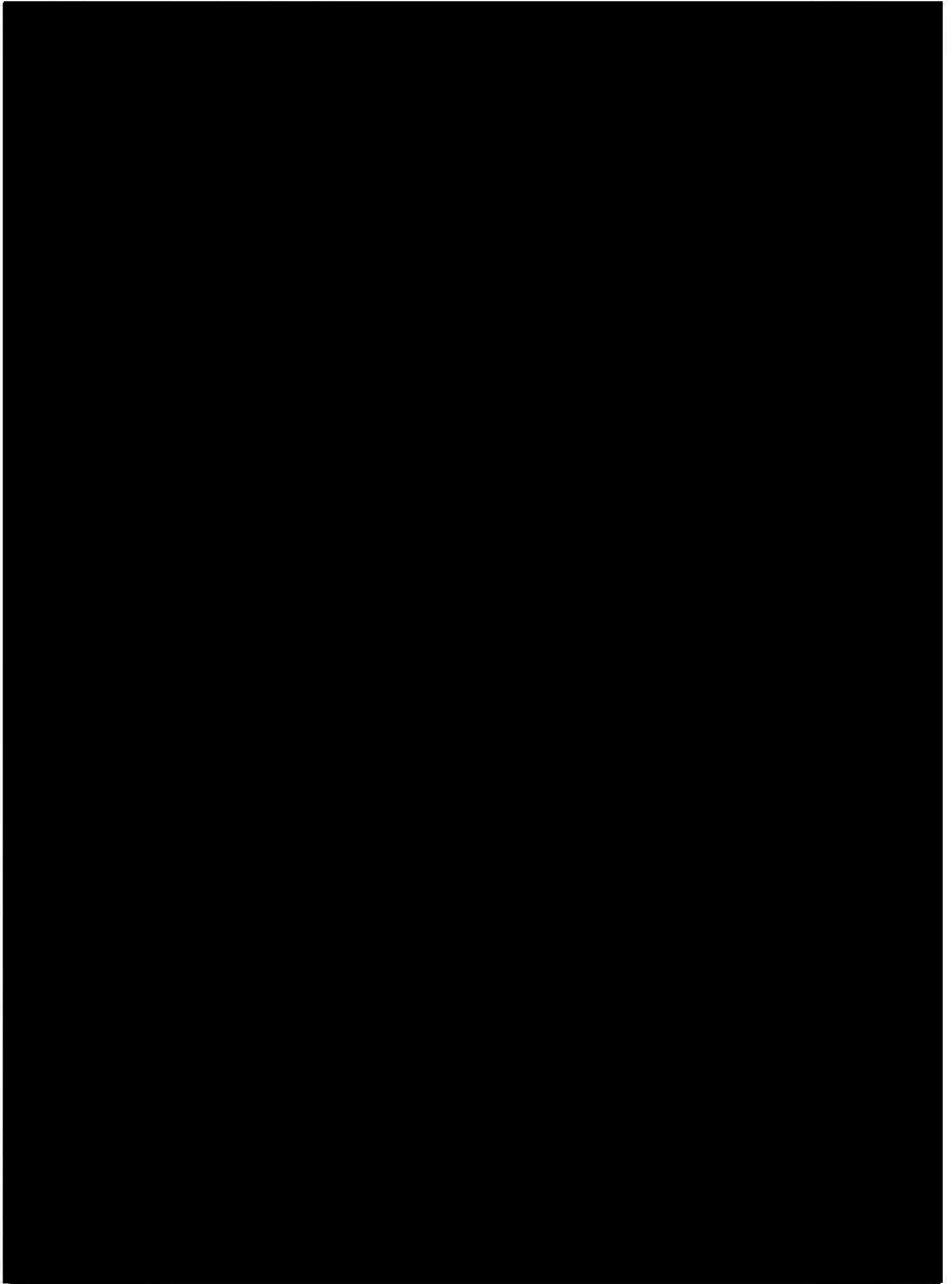
The third part of the document addresses the issue of financial reporting. It explains the different types of financial statements, including the balance sheet, income statement, and cash flow statement. It also discusses the requirements for preparing these statements in accordance with generally accepted accounting principles (GAAP). The document provides a step-by-step guide to the preparation of each statement, including the calculation of net income, total assets, and total liabilities. It also emphasizes the importance of providing clear and concise explanations of the data presented in the statements.

The final part of the document discusses the role of the financial manager in the organization. It explains how the financial manager is responsible for providing accurate and timely financial information to the company's management and stakeholders. This information is used to make strategic decisions and allocate resources effectively. The document also discusses the importance of maintaining strong relationships with external parties, such as banks and investors, and the role of the financial manager in negotiating terms and conditions of financing.

Visitor Daily Attendance Record



Daily Prestart – Key Points



Attachment 3



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

January 2019

This template includes the Canberra Region Local Industry Participation (LIP) Plan and the Labour Relations, Training and Workplace Equity Plan. These plans are an assessment criteria in the ACT Government's procurement process.

If your business is successful in winning this procurement, your compliance with these plans is evaluated as part of the final contract performance evaluation. The evaluation can be considered as part of your future procurement submissions.

More information on the Canberra Region Local Industry Participation Policy and Secure Local Jobs is available at procurement.act.gov.au.

CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN



Procurements with a value of \$5 million or more

Tender and business information

Information you enter into the tables below must be able to be verified. Where possible quantify items in your statements.

Tender* title	TAYLOR 3 STAGE 3 RESIDENTIAL ESTATE
Tender number	SL170499
Responsible Territory Entity / Directorate	SUBURBAN LAND AGENCY
Total tender value (\$AUD) incl. GST	\$18,068,456.47

* Tender refers to tender, quotation or any other form of bid/response to a procurement for territory-funded work issued by the Territory for the supply of goods, services and/or works, intended to result in a contract.

Legal entity name	BMD CONSTRUCTIONS PTY LTD		
ABN	59 010 126 100		
Trading name	BMD CONSTRUCTIONS PTY LTD		
Business project manager/contact person	DARREN [REDACTED]		
Telephone	[REDACTED]	Email	[REDACTED]

What is your physical presence in the Canberra region?
(Select all that apply)

Head office	Branch office	Warehouse/ Depot	Home office	Nil	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specify:

[REDACTED]

When was this presence established?

[REDACTED]	2006	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
------------	------	------------	------------	------------	------------

How many full time employees (FTE) do you currently employ in the Canberra region?

[REDACTED]

Describe your existing relationships with other businesses in the Canberra region?

[REDACTED]

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

A: Regional employment

This section measures the potential economic benefit to the Canberra region through the use of Canberra region sourced labour throughout the contract term.

Labour hours from the Canberra region

See Guidance Note 1

Head contract

A1: Estimated internal FTE required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

A2: Estimated head count of internal labour required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

Subcontract/s or outsourced labour arrangements

A3: Will you need to engage Canberra region based subcontractors to deliver this contract?

Yes

Complete A4

No

Go to Section B

A4: Estimated FTE of subcontracted labour intended to be used to perform the contract.

of FTE:

% from the Canberra region

See Guidance Note 2

Guidance Note:

- 1) The labour your business will employ directly to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work.
- 2) An estimate of the labour from any outsourced and subcontracted Canberra region work to deliver the contract.

Provide details of employment to be created and retained, including:

- ▶ the types of positions that may be created and/or retained as a result of this contract
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage subcontractors, including your supply chain.

Insert or attach your response here:

Refer Attachment A:

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

B: Regional suppliers

This section measures the potential economic benefit to the Canberra region by using Canberra region sourced goods and services, and any other non-labour inputs required.

Excluding labour	Total	Sourced from the Canberra Region
B1: Estimated value of goods and services required to deliver the contract?		

B2: Will you engage Canberra region based suppliers to deliver goods and services for this contract?

Yes
No

Complete B3
Go to Section C

B3: List the supply inputs (including bundled work packages) to be sourced from Canberra region suppliers.	Name and location of regional supplier	Estimated value of input
<i>See Guidance Note 3</i>		
Please Refer Attachment B	Please Refer Attachment B	Please Refer Attachment B

Guidance Note:

- 3) Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of merchandise; finished products; food and beverages; supplies and raw material; and accommodation.

Describe how you will identify local products and capabilities that meet contract requirements, including:

- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain
- ▶ a commitment to liaising with Canberra region business advocacy groups to identify the availability of local goods and services
- ▶ establishing procedures or policies that encourage local industry participation.

Insert or attach your response here:

Refer Attachment B

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

C: Regional skills development



Provide details of any training and skills development that will be provided to Canberra region labour in relation to this contract, including:

- ▶ opportunities for engaging and training apprentices
- ▶ the number of existing positions, local apprenticeships and traineeships to deliver this contract
- ▶ opportunities for increasing the skills of Canberra region employees
- ▶ training programs designed to support employee career development
- ▶ training programs designed for this contract.

Insert or attach your response here:

Refer Attachment C

Outline evidence and the value of your business' contributions to skills and training development

Evidence of contribution	Estimated value (\$AUD) incl. GST
	

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

D: Regional investment

Provide details about your business presence in the Canberra region and the value of any existing and proposed capital investment in the Canberra region directly linked to the contract. This could include:

- ▶ the year your business was established in the Canberra region
- ▶ details of your current presence in the Canberra region (for example, turnover or FTE)
- ▶ plans to grow your Canberra region footprint
- ▶ existing and proposed capital investment in the Canberra region that directly relates to this contract
- ▶ engagement with local businesses.

Insert or attach your response here:

Refer Attachment D

Describe how you will identify additional business undertakings that promote economic growth in the Canberra region resulting from this contract. This could include:

- ▶ value-added research or partnerships with universities/CIT
- ▶ potential to undertake further innovation and research, or the development of technology related to this contract
- ▶ use of emerging technologies and materials
- ▶ collaboration with international organisations to increase opportunities for Canberra region businesses.

Insert or attach your response here:

Refer Attachment E

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Identify and describe any ongoing benefits to the Canberra region listed once the contract has ended.

Category	Ongoing benefit Y/N	Description
Canberra region employment		
Local suppliers		
Canberra region skills development		
Canberra region investment		

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

E: Compliance with the Secure Local Jobs Code

Describe how your business will comply with its obligations under the Secure Local Jobs Code for the duration of the contract, including:

- ▶ getting and maintaining a Secure Local Jobs Code Certificate
- ▶ adhering to relevant laws, including industrial relations, employment and workplace safety
- ▶ promoting opportunity for job security and reducing the incidence of insecure work
- ▶ ensuring subcontractors and sub-subcontractors comply with the Code
- ▶ maintaining communication with the workforce throughout the project.

E1: Internal operations

Refer Attachment F.

E2: For subcontractors (if applicable)

See Guidance Note 4

Refer Attachment F.

Guidance note:

- 4) Provide supporting evidence to demonstrate you have systems in place to only engage Code compliant subcontractors. For example, subcontractors engaged at any tier of the supply chain in connection with the territory-funded work must hold a valid Secure Local Jobs Code Certificate and comply with Code requirements.

F: Systems of work

Describe how your business will incorporate compliance with the Secure Local Jobs Code into policies and systems of work.

F1: Internal operations

See Guidance Note 5

Refer Attachment G

Guidance note:

- 5) This could include a policy or procedure covering obligations under the Code.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

G: Understanding Secure Local Jobs Code obligations

Describe how your business will ensure directors, executive managers and employees understand obligations under the Secure Local Jobs Code.

G1: Internal operations

See Guidance Note 6

Refer Attachment H

Guidance note:

- 6) This could include training plans, minuted meetings, or a policy or procedure covering directors, executive managers and employee obligations under the Secure Local Jobs Code.

H: Security of employment

Describe how your business seeks to minimise insecure work arrangements. This includes:

- ▶ whether and how you will support transitioning employees from an existing contractor to your business if successful in this contract
- ▶ how you will minimise insecure work arrangements by your subcontractors.

H1: Internal operations

Refer Attachment I

H2: Subcontractors or labour hire arrangements (if applicable)

Guidance Note:

- 7) Examples of insecure work arrangements includes:
 - ▶ temporary employment arrangements
 - ▶ casual employment arrangements.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

I: Employees' health and wellbeing

Describe and provide evidence of how your business actively supports the physical and mental health of your employees, including activities that reduce the impact and incidence of impairment in the workplace.

I1: Internal operations

See Guidance Note 8

Attachment J

Guidance Note:

- 8) This could include: providing employees with access to an Employee Assistance Provider (EAP), workplace policy or procedure, drug and alcohol training, domestic violence training, access to rehabilitation and support services, safety and impairment awareness training, and other measures to support employee health and wellbeing.

J: Diversity in the workplace

Describe how your business strategies and processes to:

- ▶ support employment participation of Aboriginal and Torres Strait Islander people, women, people with disability and people from culturally and linguistically diverse backgrounds
- ▶ address barriers to employment or career development for people from these groups.

J1: Internal operations

Attachment K

Guidance Note:

- 9) Evidence could include: workplace policy or procedures, targeted traineeships/apprenticeships, designated positions or roles, training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave), and other action you have taken to remove barriers to employment and support career development.

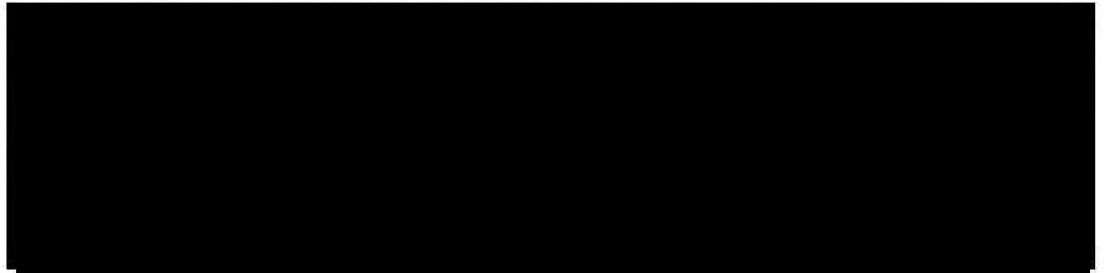
Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

K: Local employment first

Describe your business' strategies and processes to provide opportunities for people in the Canberra region to apply for and be offered employment for this contract before you recruit workers outside the region.

K1: Internal operations



Describe what training opportunities you provide employees for career development and if this training is a recognised qualification. Outline whether your business provides, or will provide if successful in this contract, internships, traineeships, cadetships or apprenticeships.

K2: Internal operations

Refer Attachment C

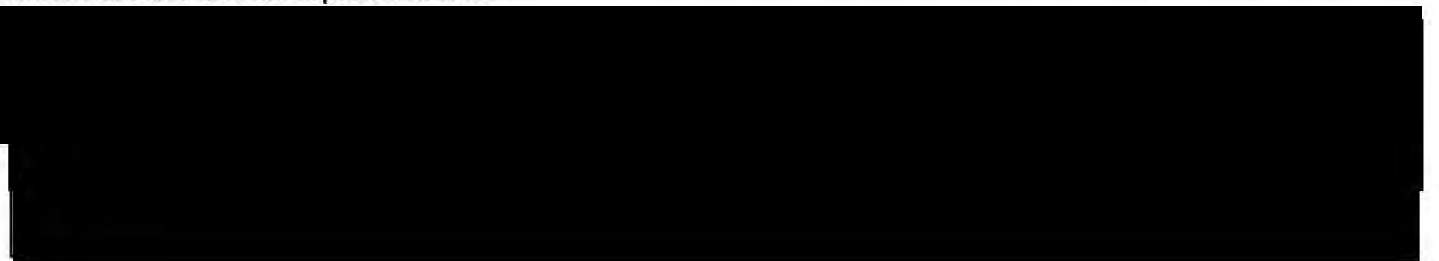
L: Consultation with staff and their representatives

L1: Have you consulted with your staff in developing this Plan?

Yes Complete L2

No Go to Declaration

L2: Describe and provide evidence of how this consultation was done. This could include consultation with eligible unions or relevant staff representatives.



Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Declaration

I am a duly authorised officer of

BMD Constructions Pty Ltd

(Business Name)

I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and Secure Local Jobs Code and the responsibilities under these.

If awarded the contract the business will:

- ▶ note that the Territory reserves the right to negotiate and/or clarify commitments in this Plan before finalising the contract
- ▶ meet the commitments in this or an amended LIPP and LRTWE Plan (as agreed by the Territory)
- ▶ attend any meeting scheduled by the Territory to review progress implementing commitments in this or an amended Labour Relations, Training and Workplace Equity Plan (as agreed by the Territory)
- ▶ report to the Territory on the Canberra region industry participation achieved during the project annually, on the anniversary of the contract award, and at completion of the contract using the LIPP Report template (or another format and timetable as agreed by the Territory).

Signature

[Redacted Signature]

Date

15/08/19

Name

Darren [Redacted]

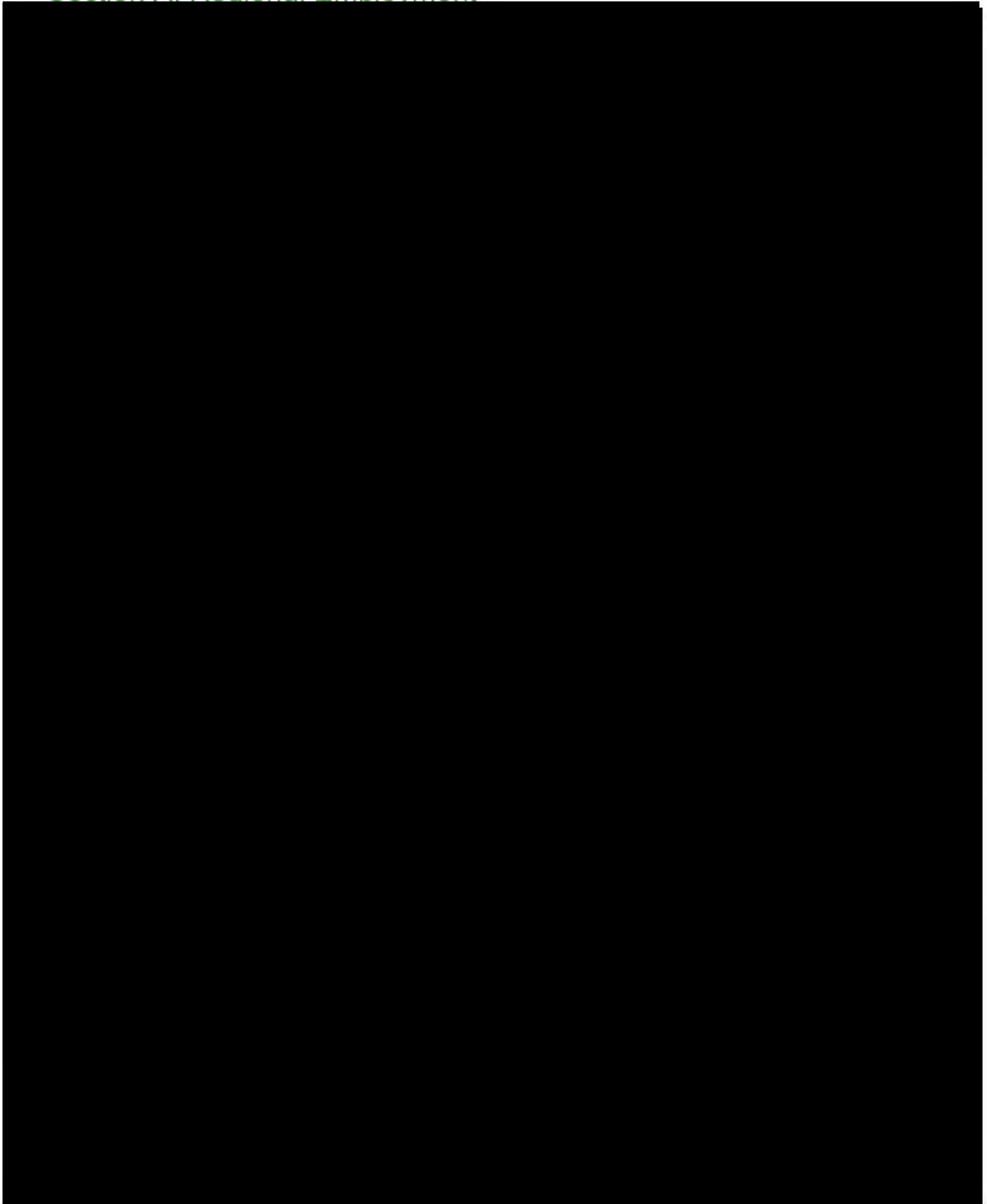
Position

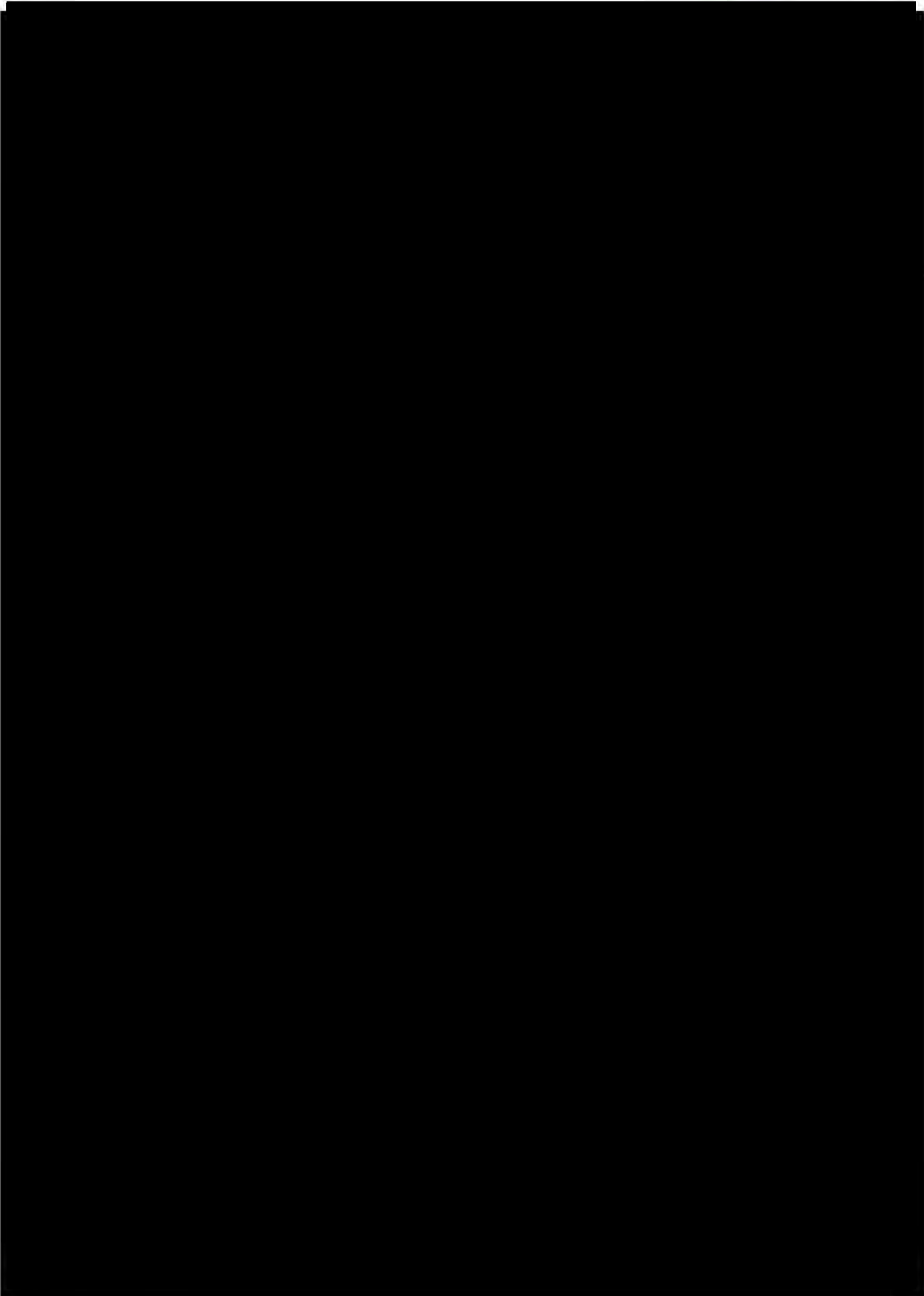
Construction Manager

Attachment A

Attachment A

Section A: Regional Employment

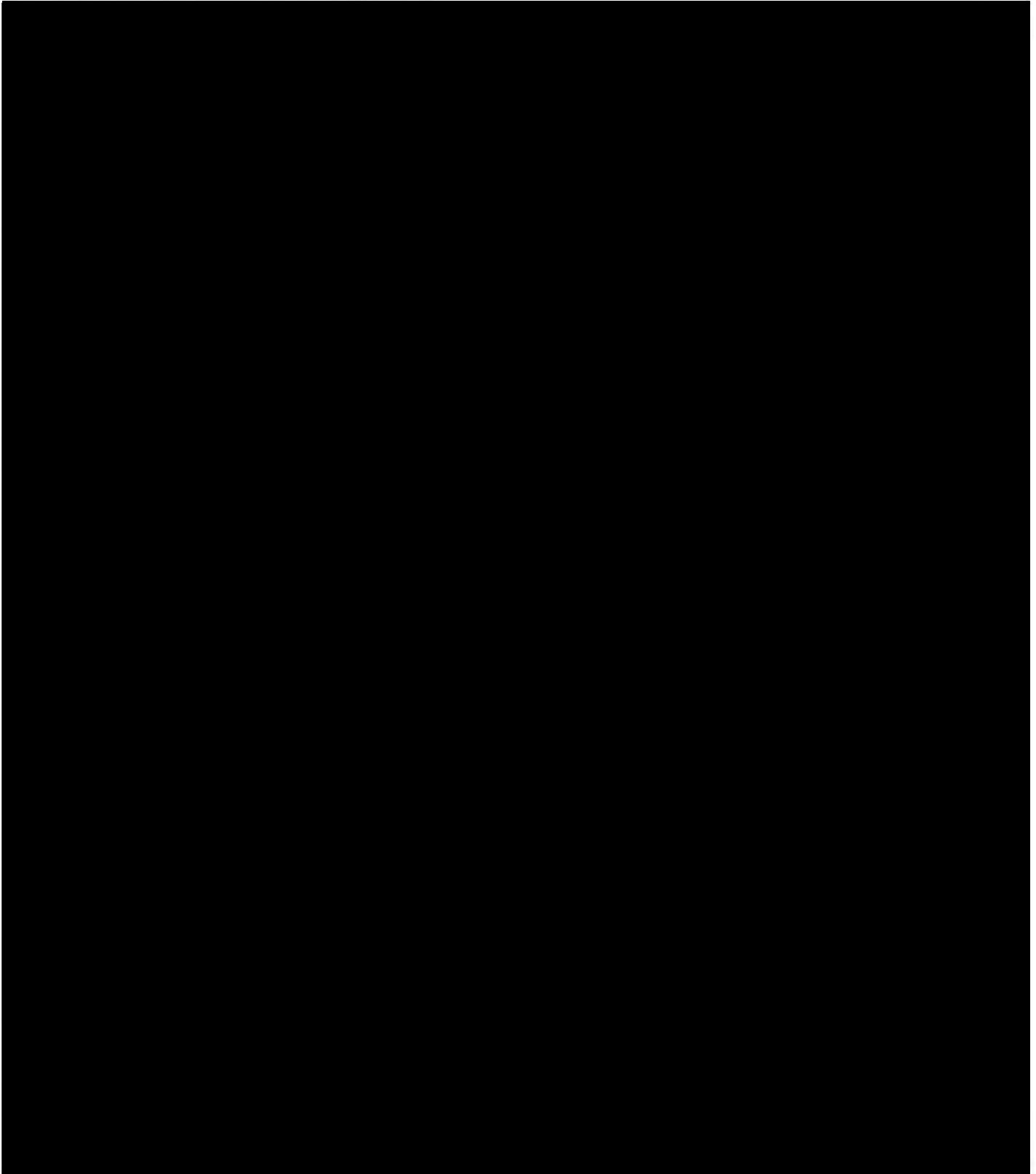


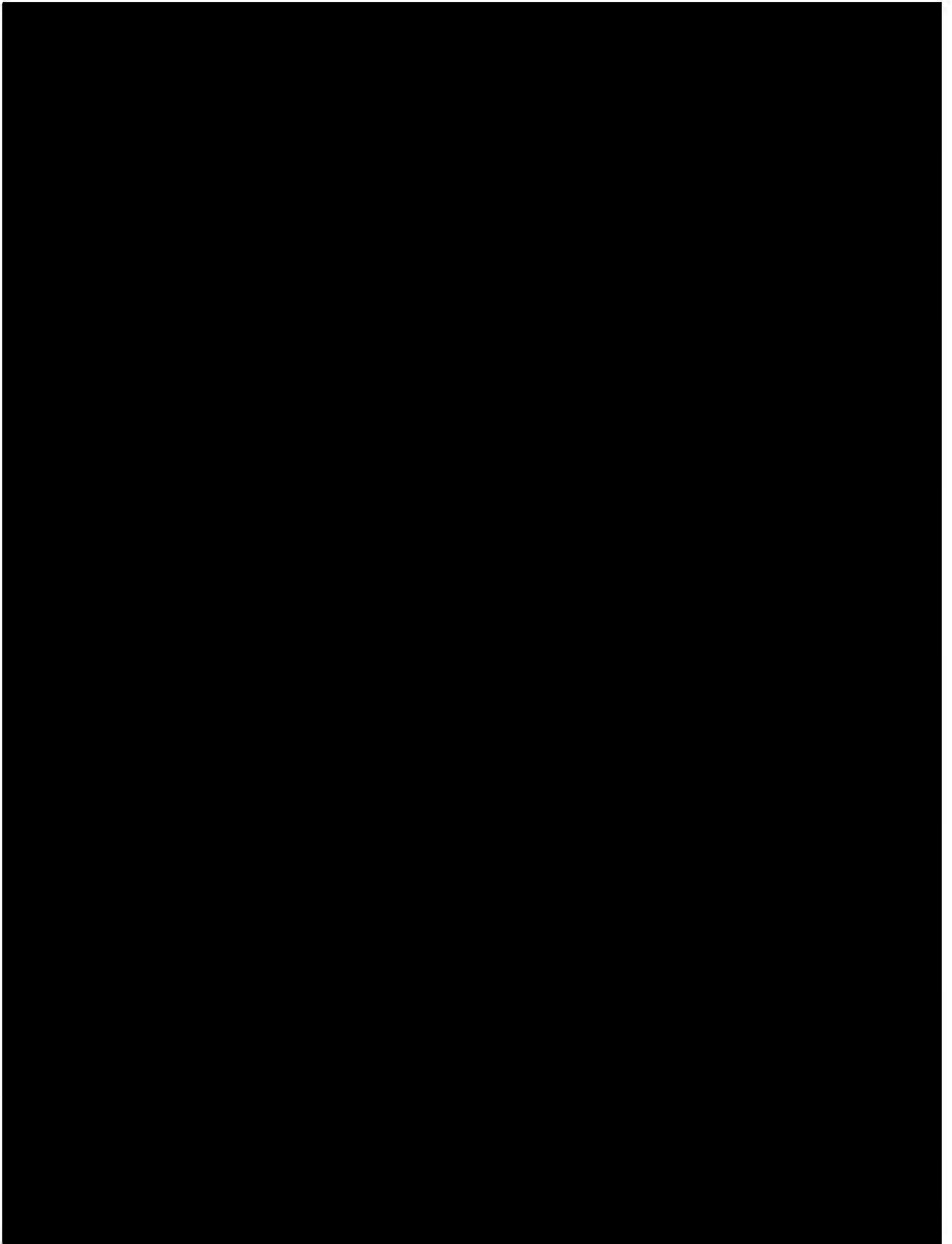


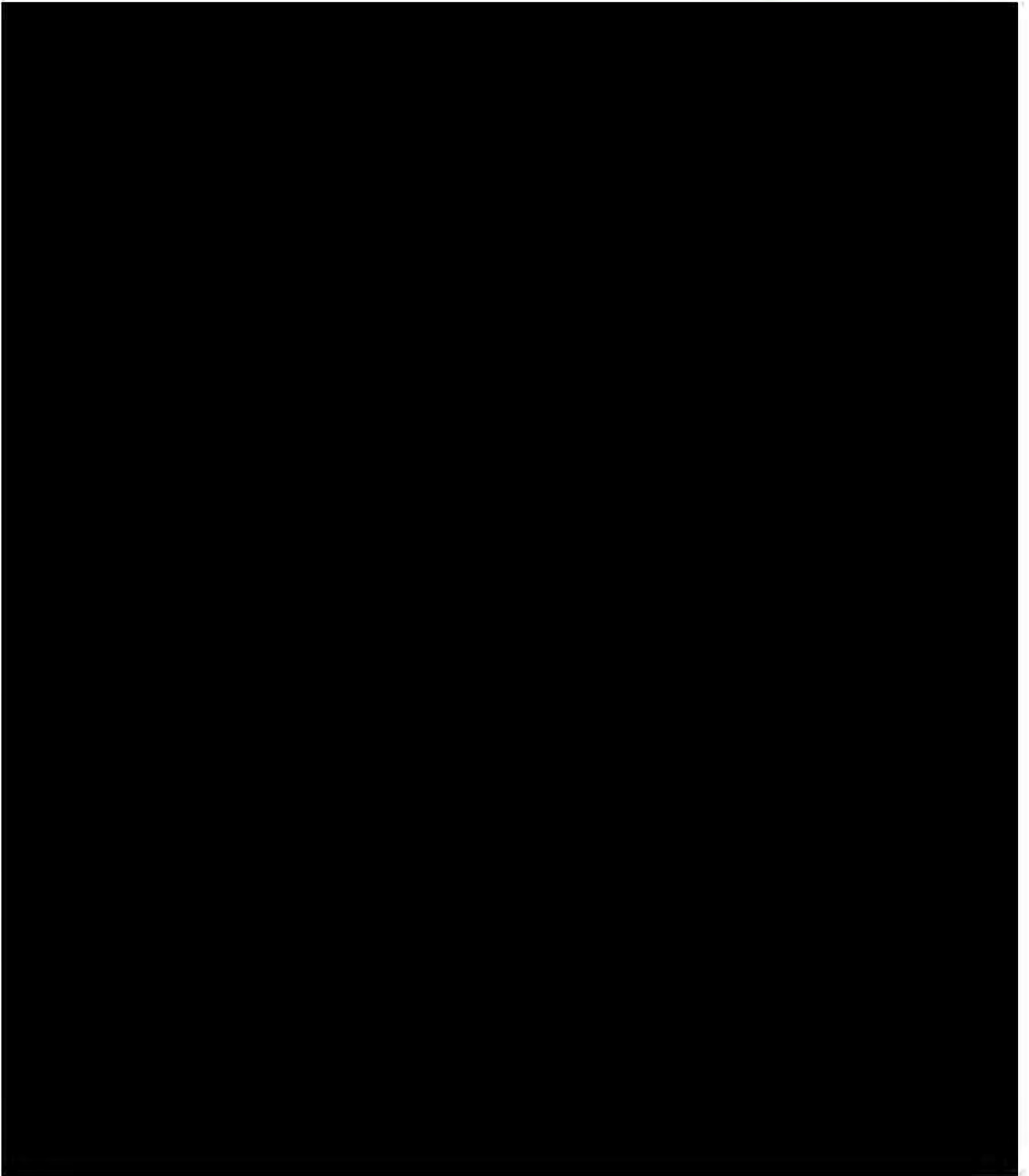
Attachment B

Attachment B

Section B: Regional Suppliers



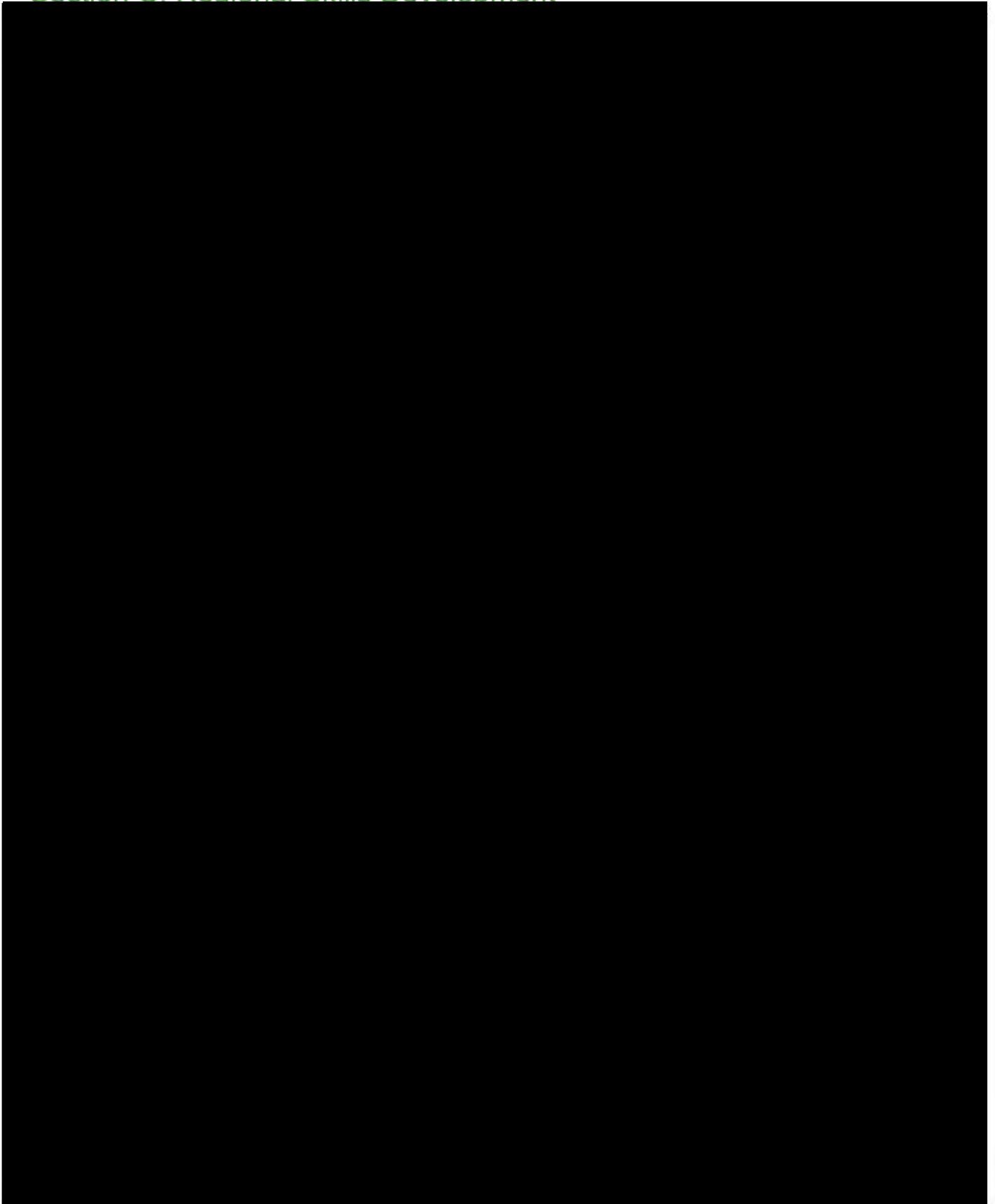


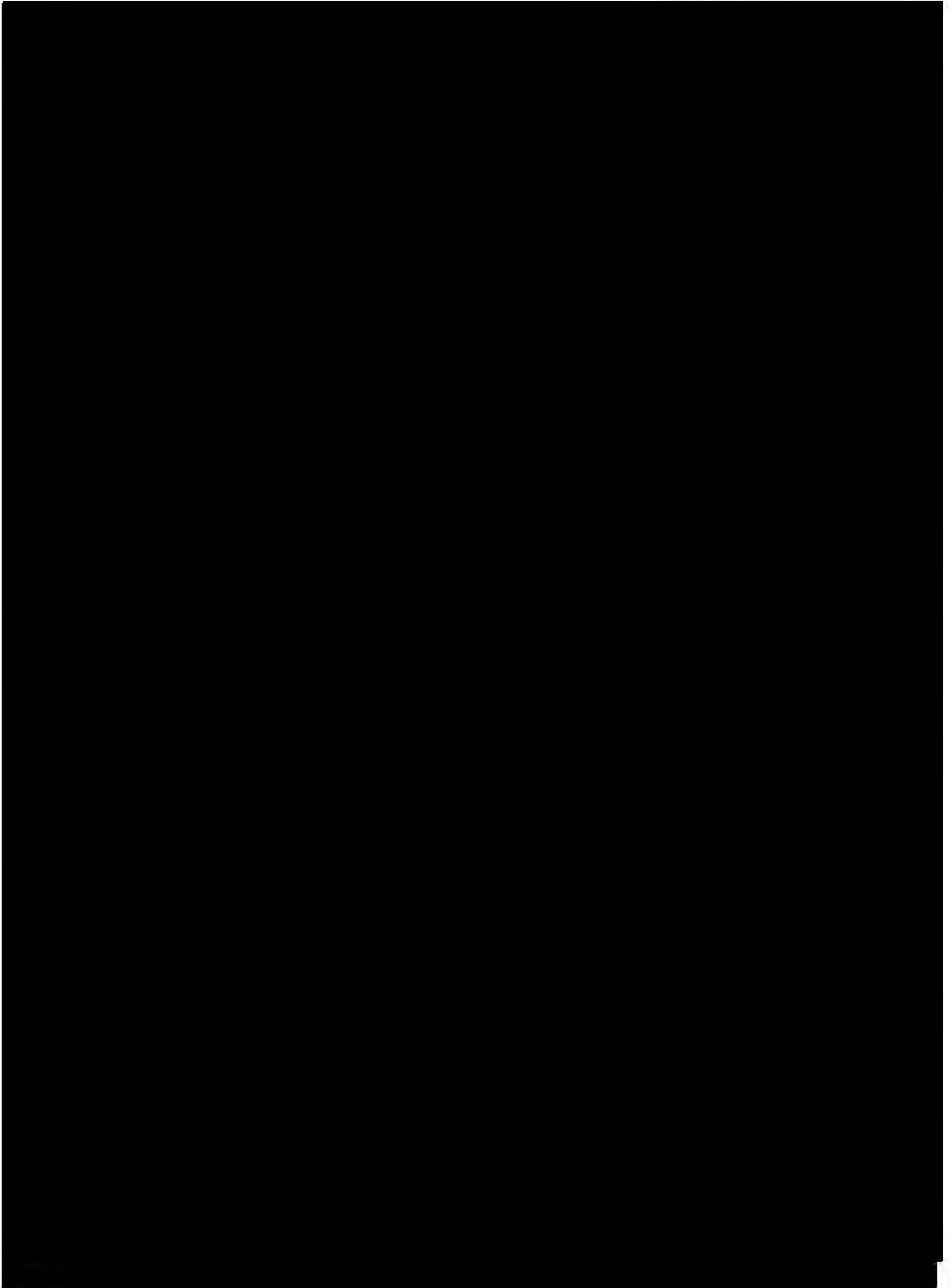


Attachment C

Attachment C

Section C: Regional Skills Development

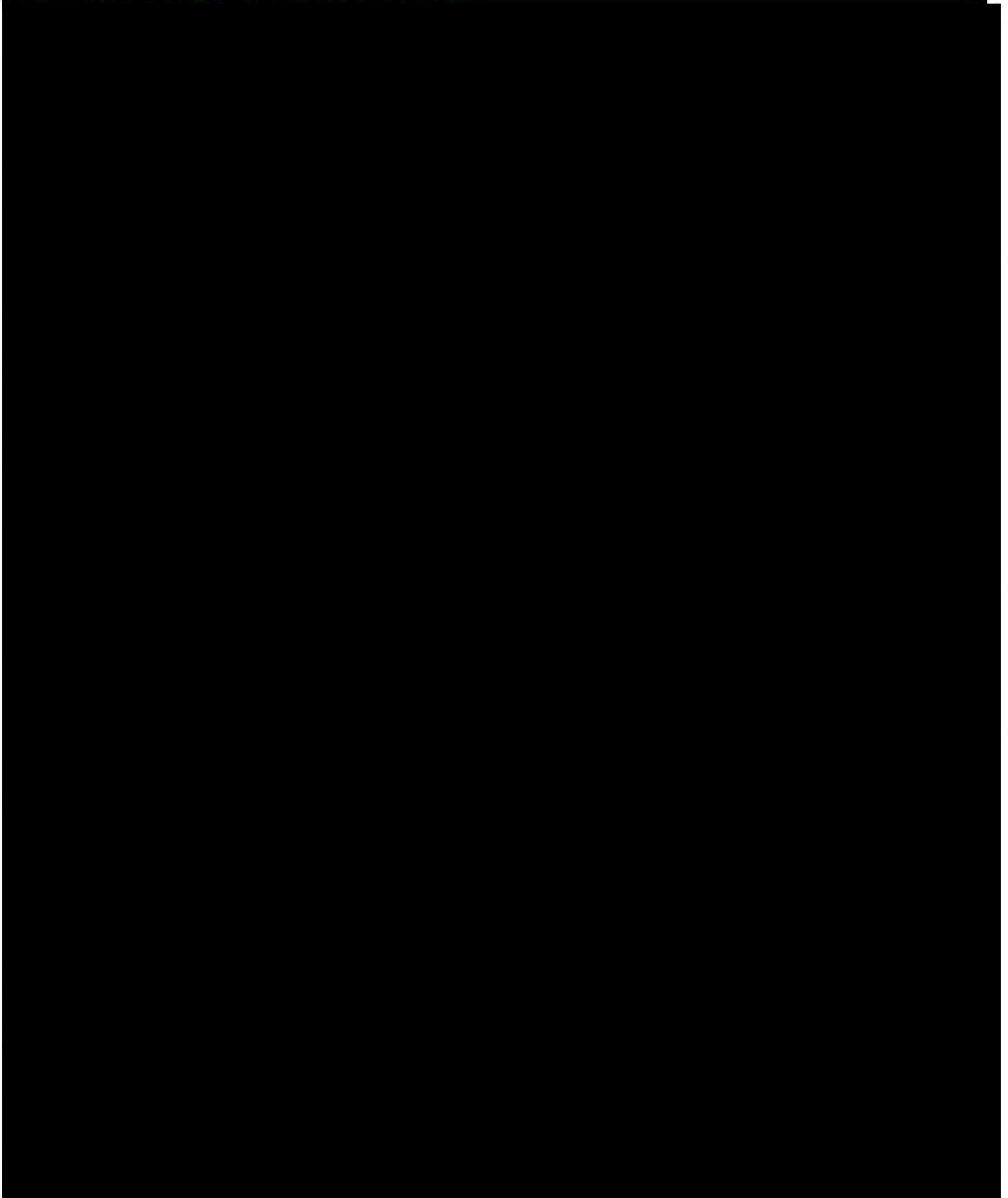


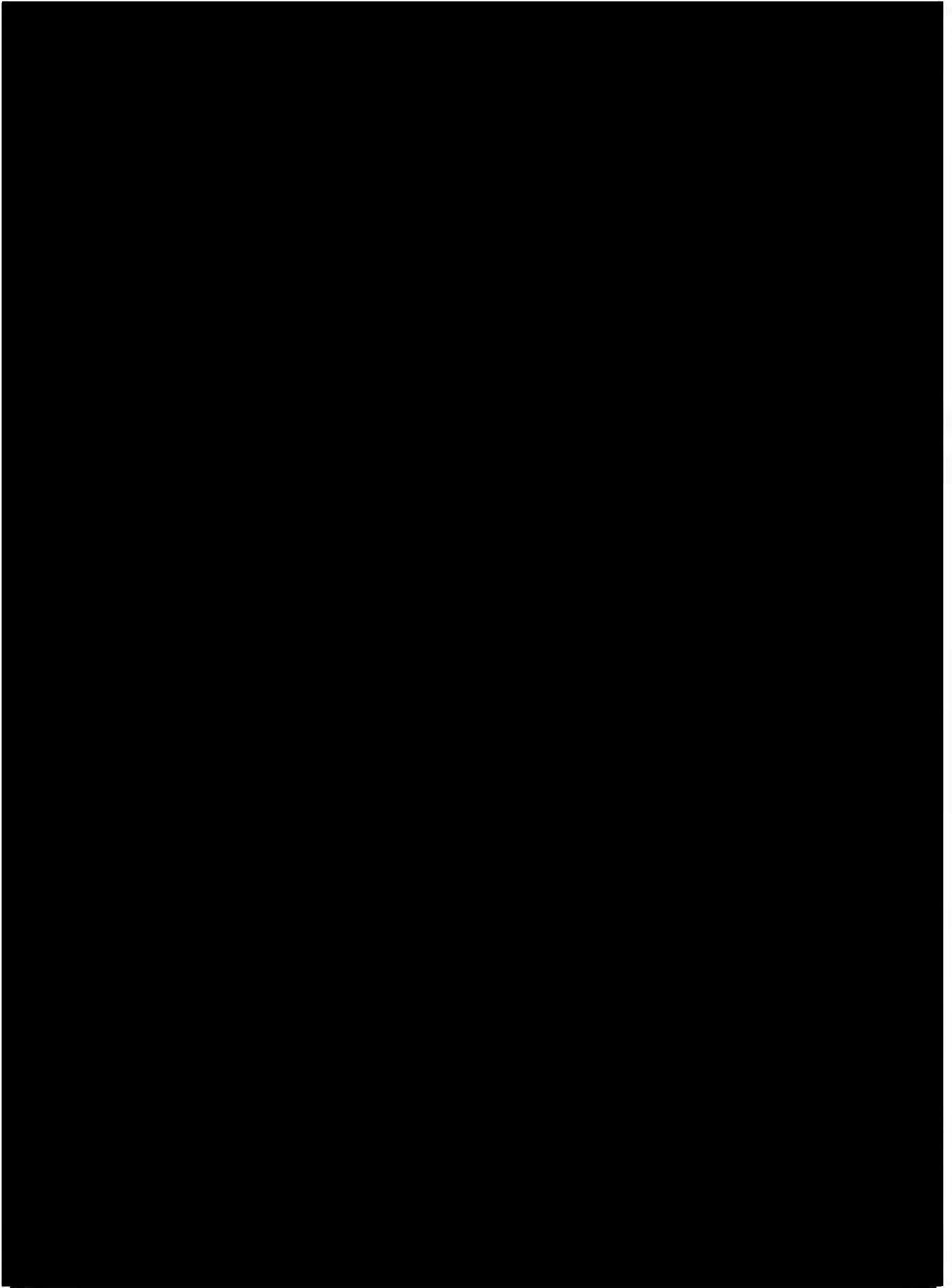


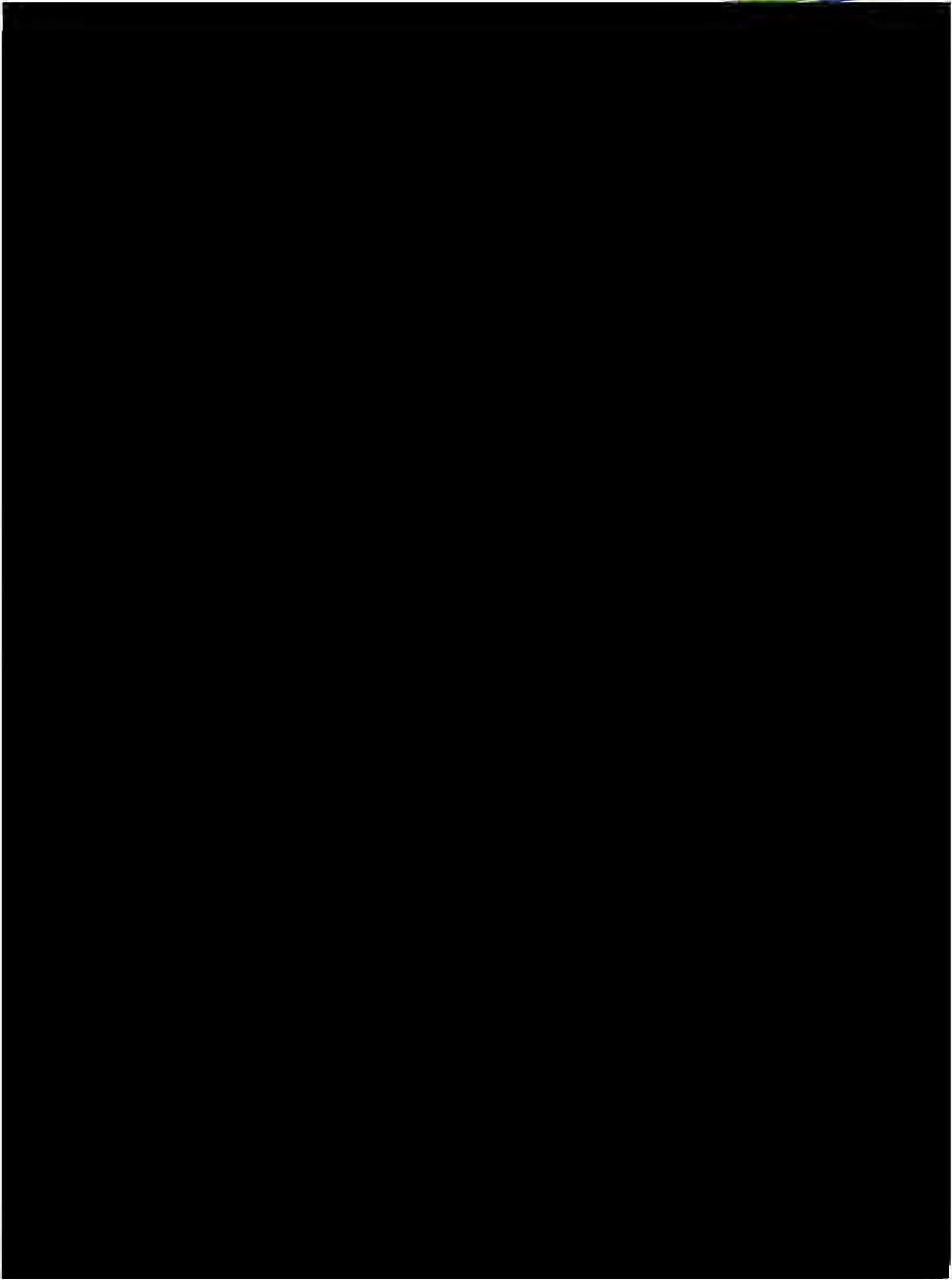
Attachment D

Attachment D

Section D: Regional Investment



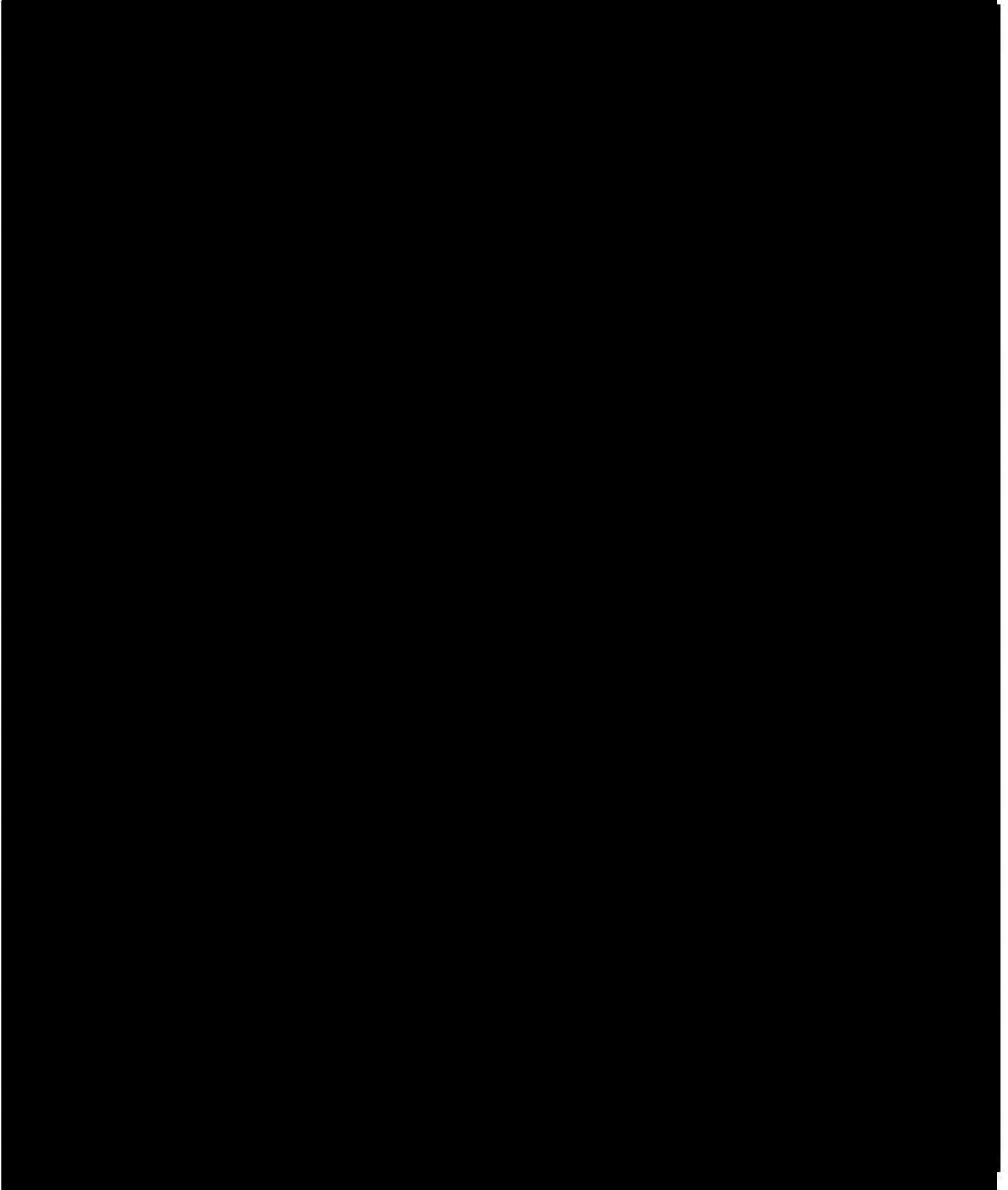




Attachment E

Attachment E

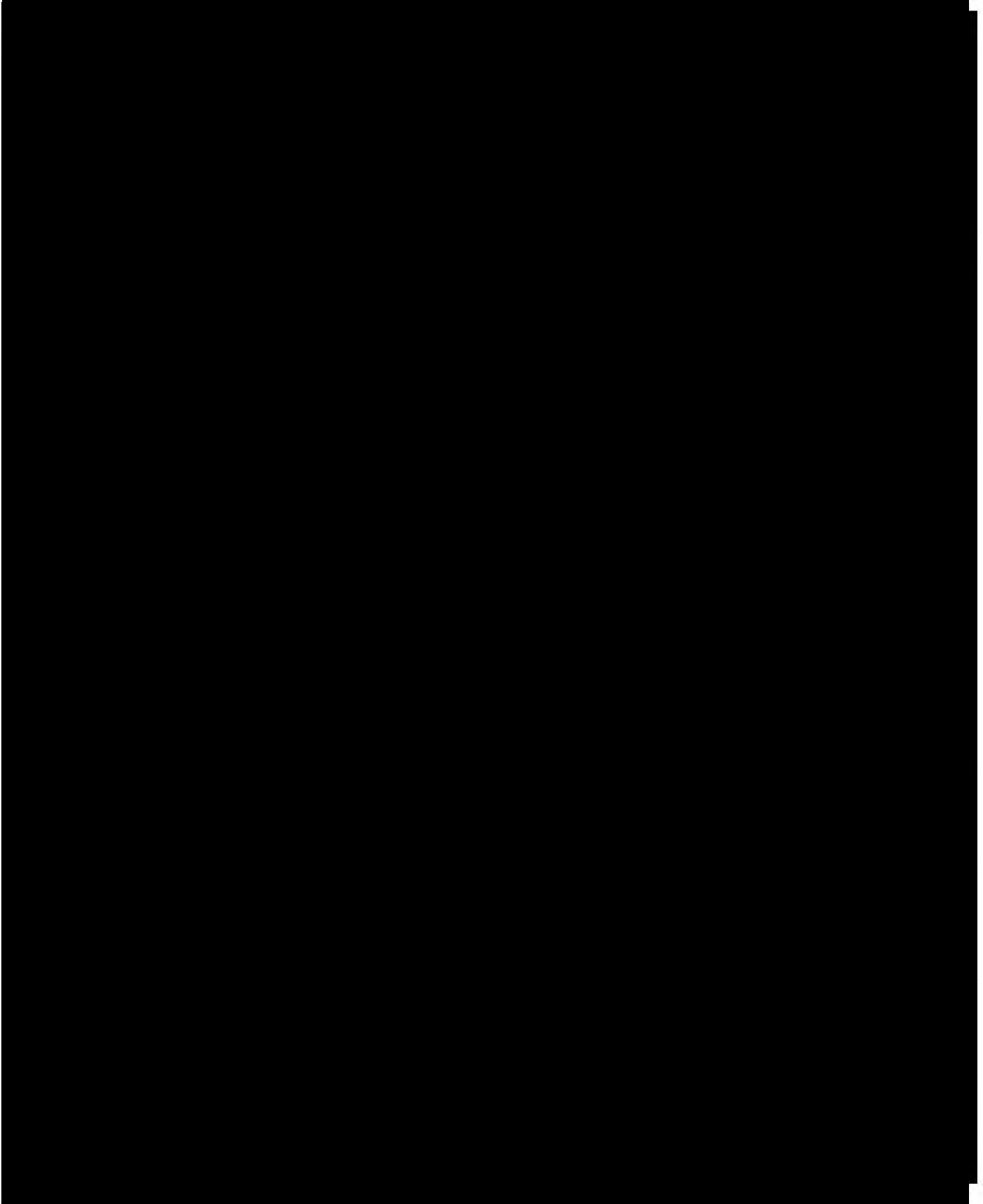
Section D: Regional Investment

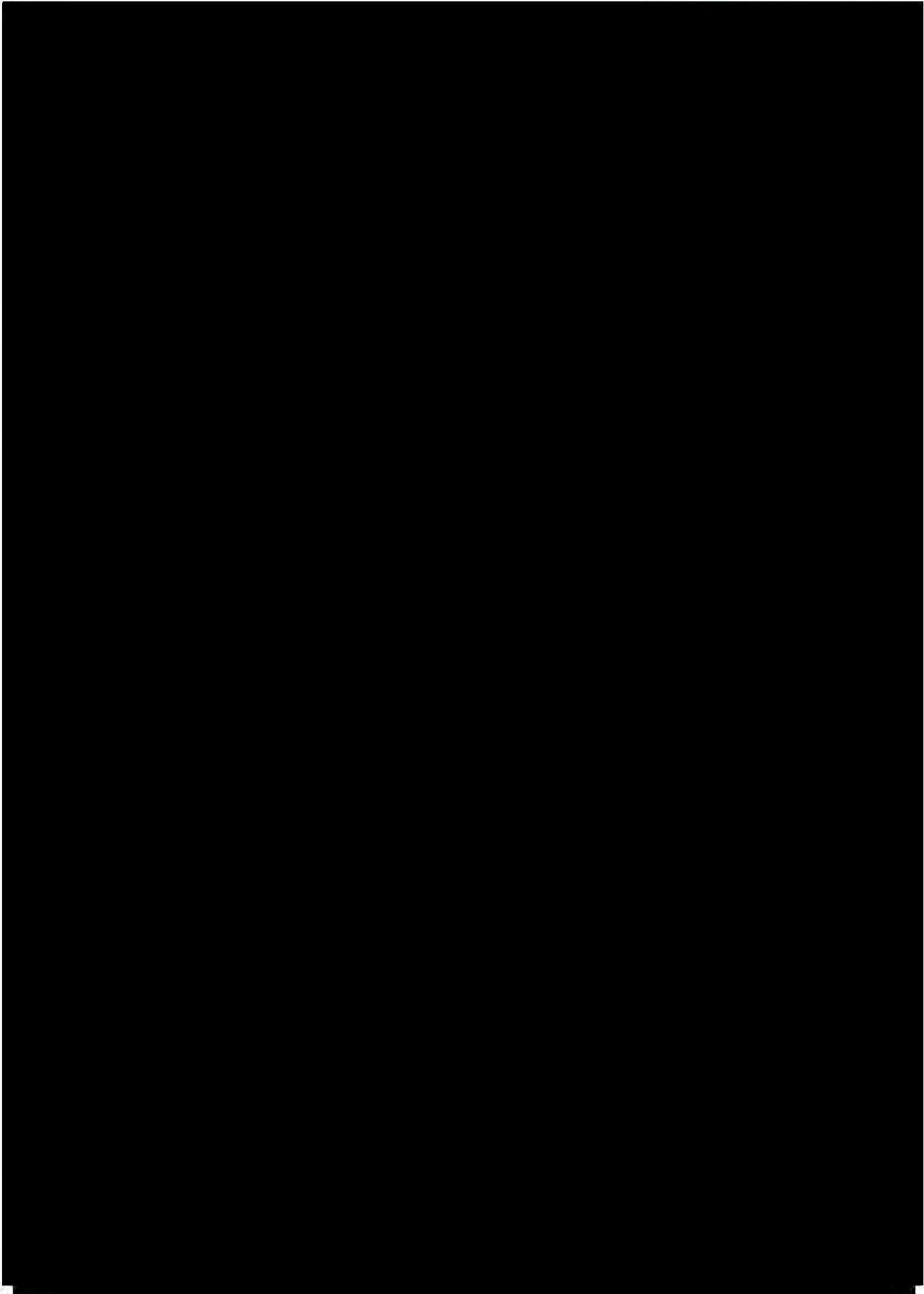


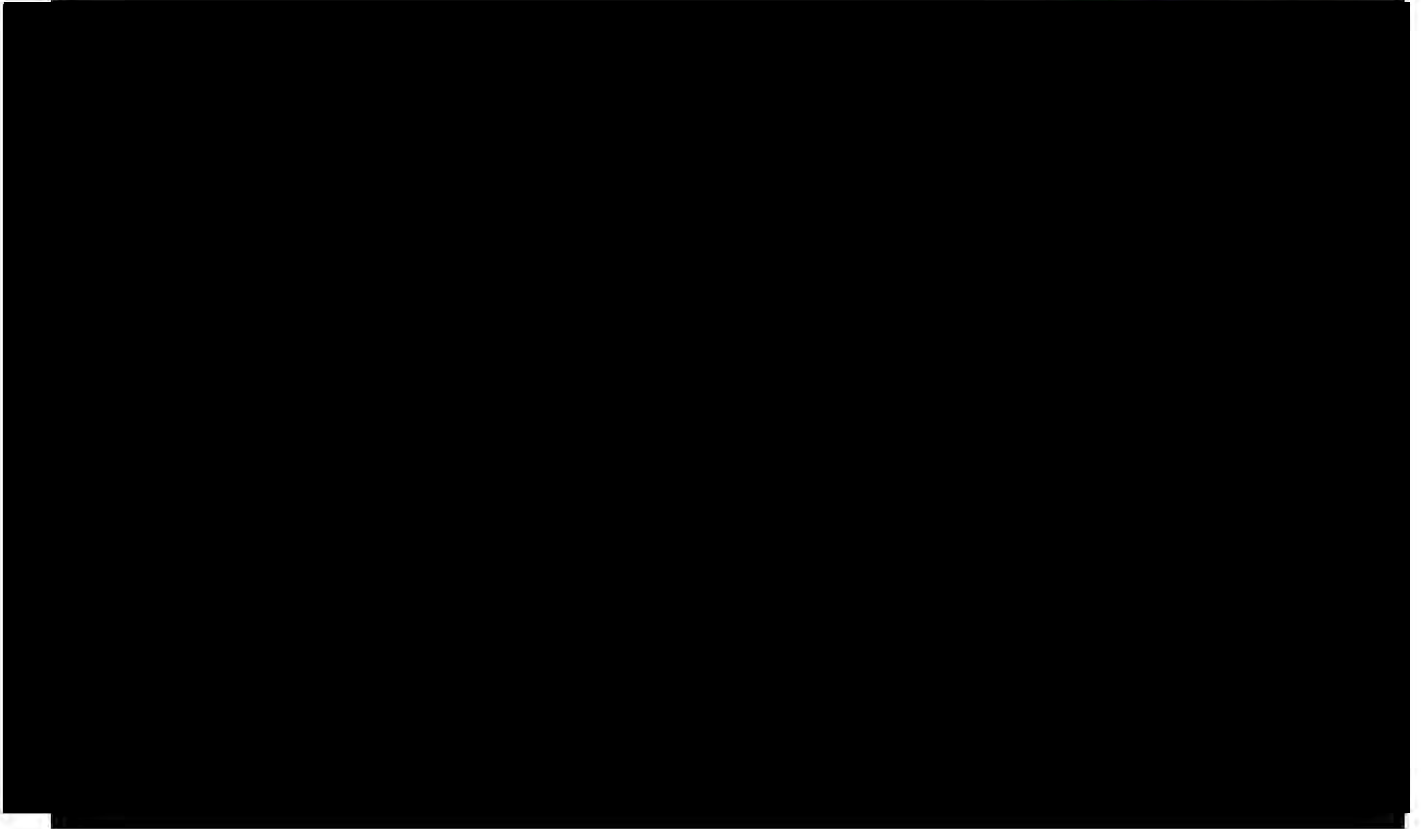
Attachment F

Attachment F

Section E: Compliance with the Secure Local Jobs Code







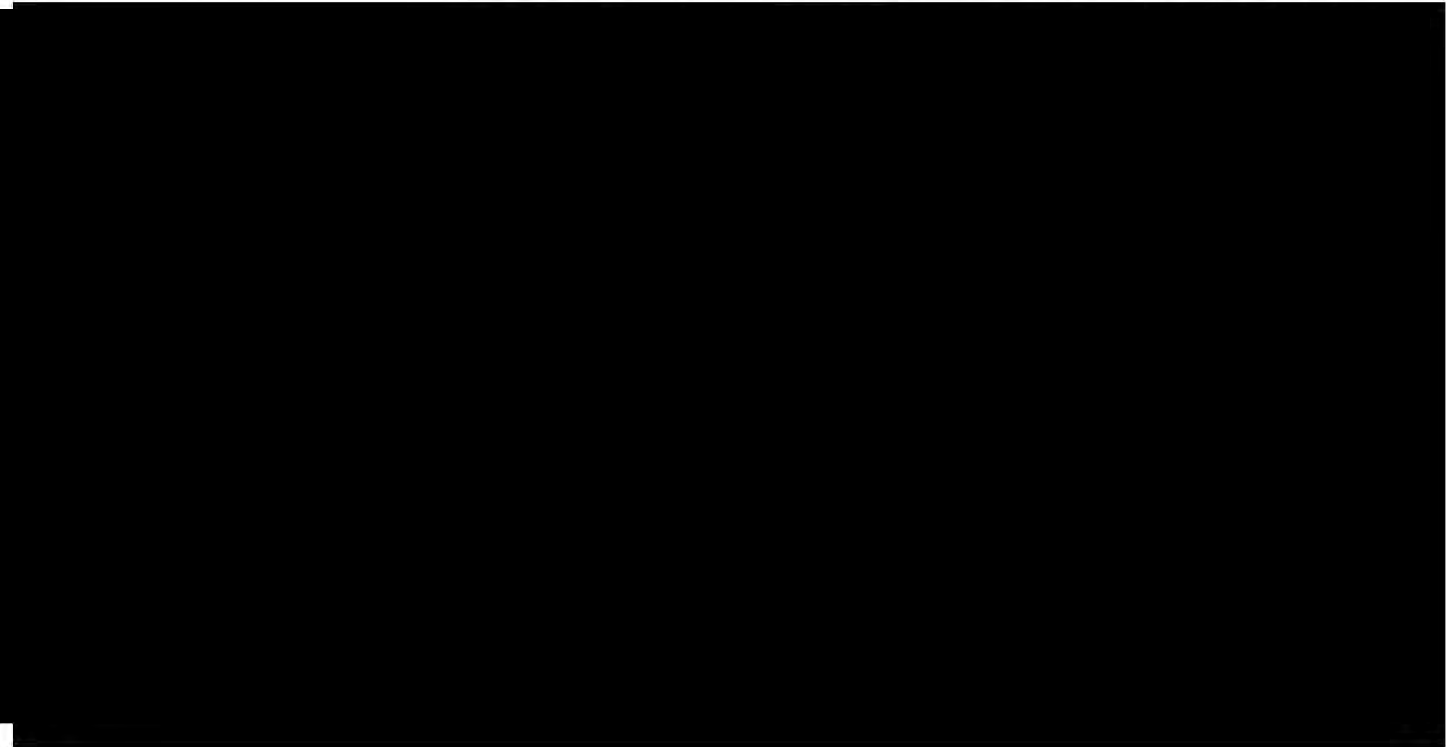
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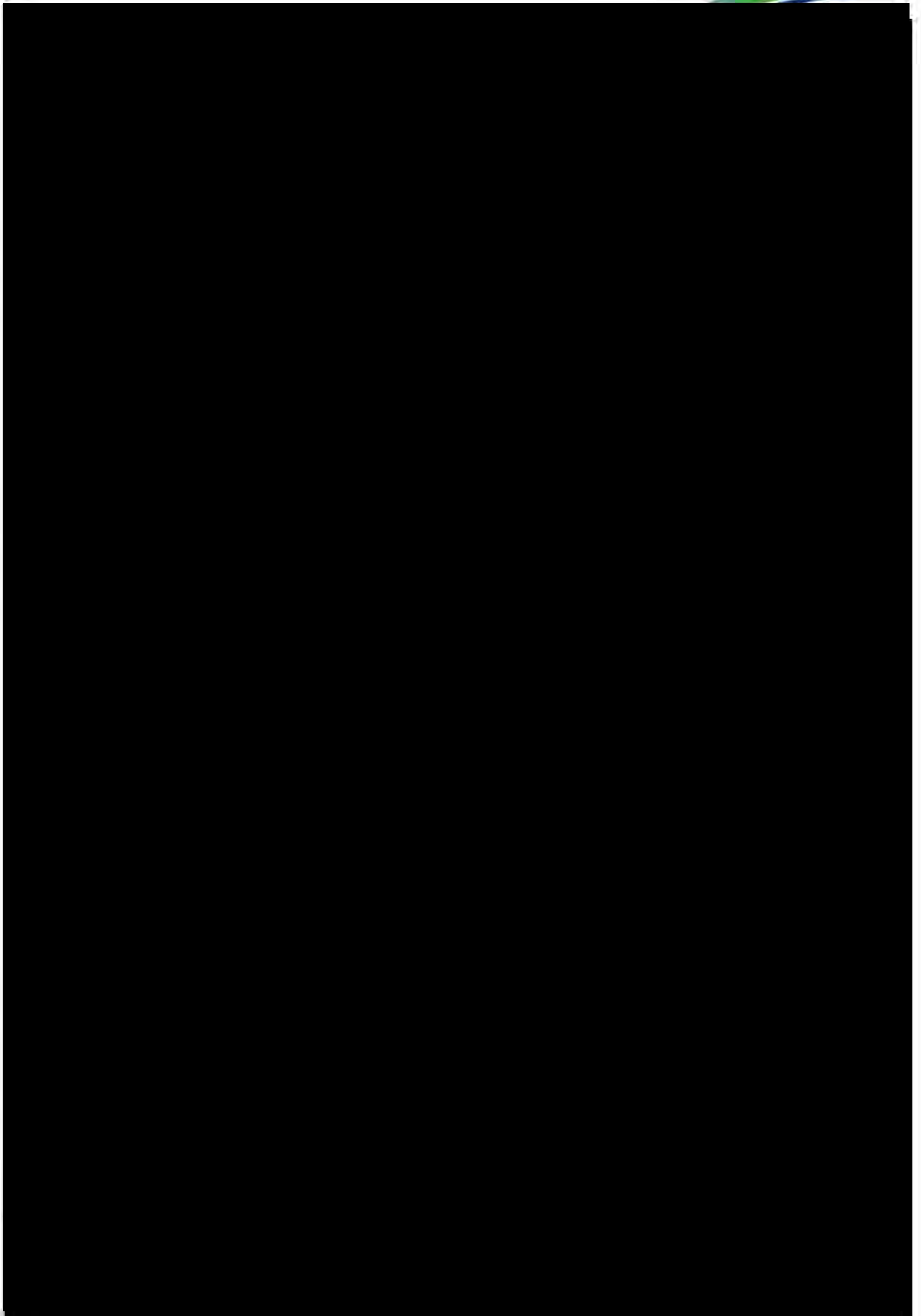


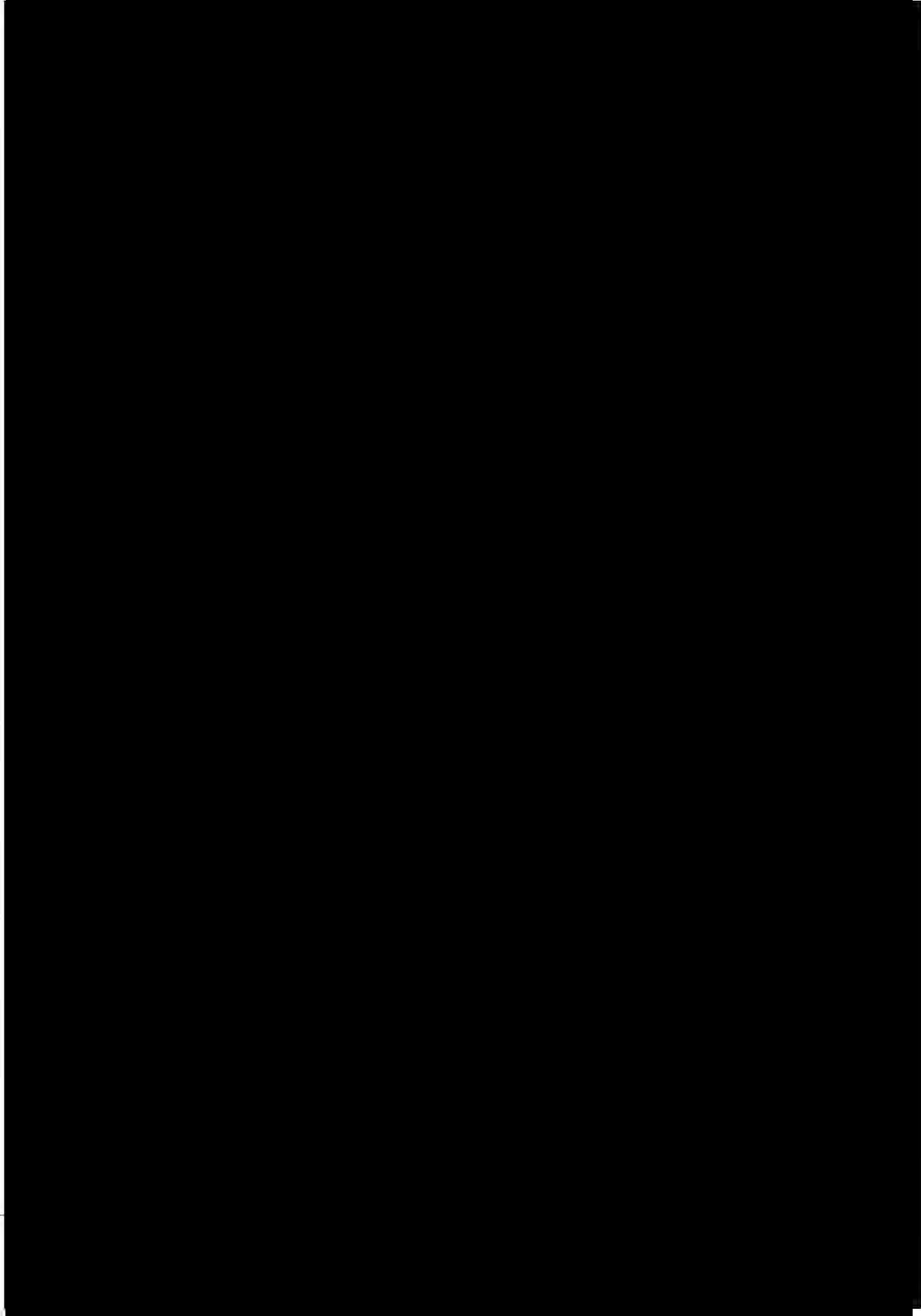
Secure Local Jobs Code Procedure

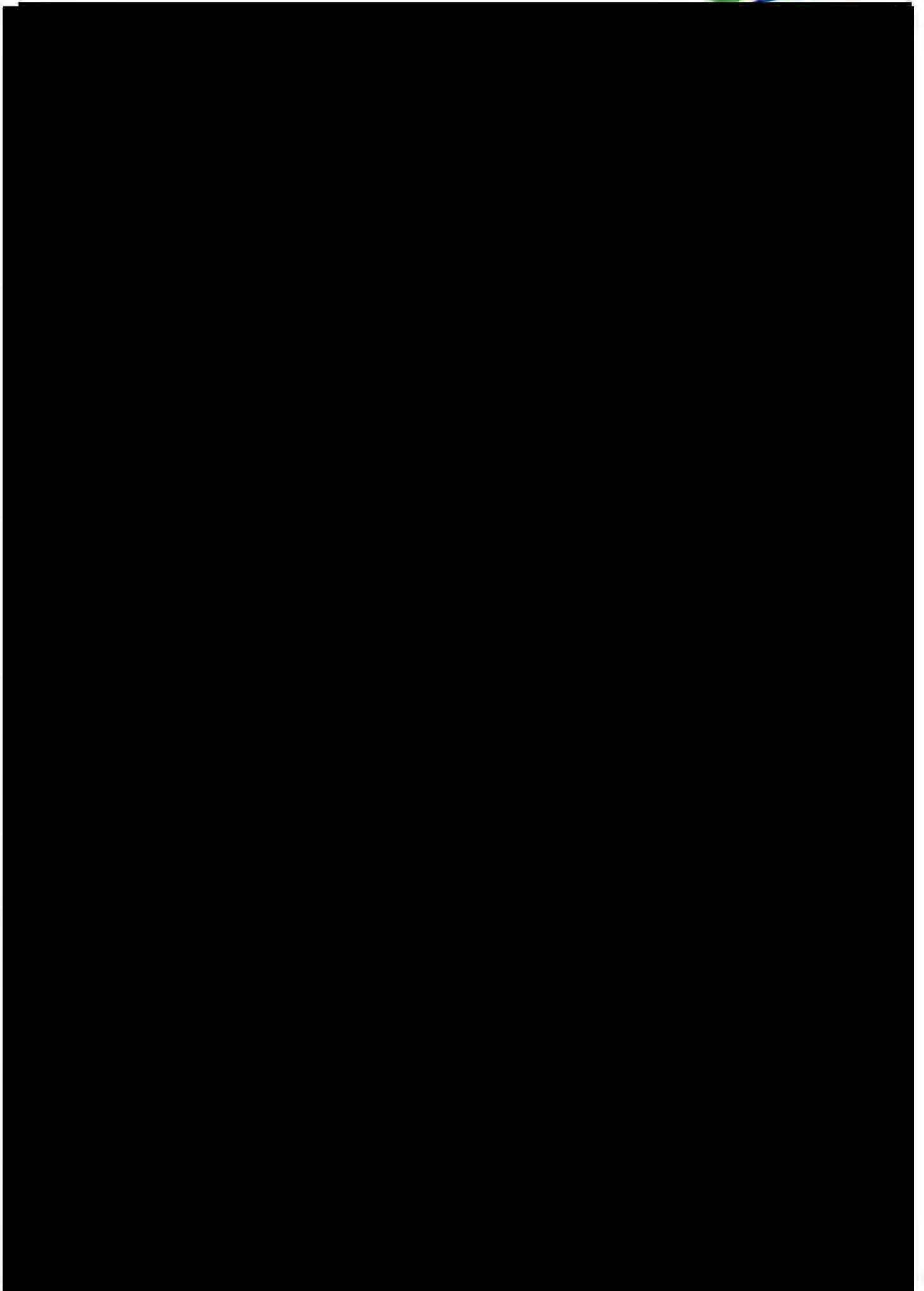


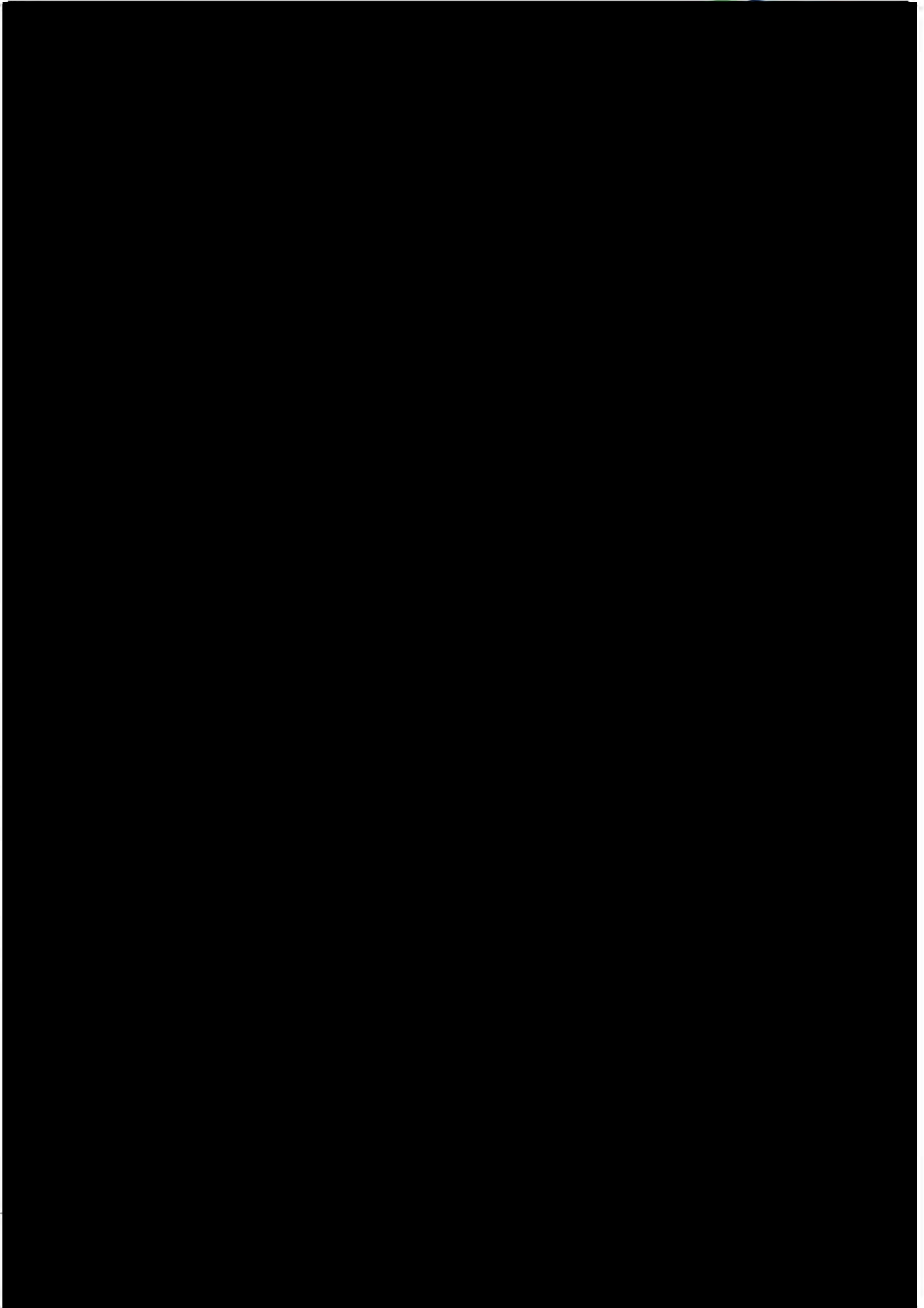
Secure Local Jobs Code Procedure

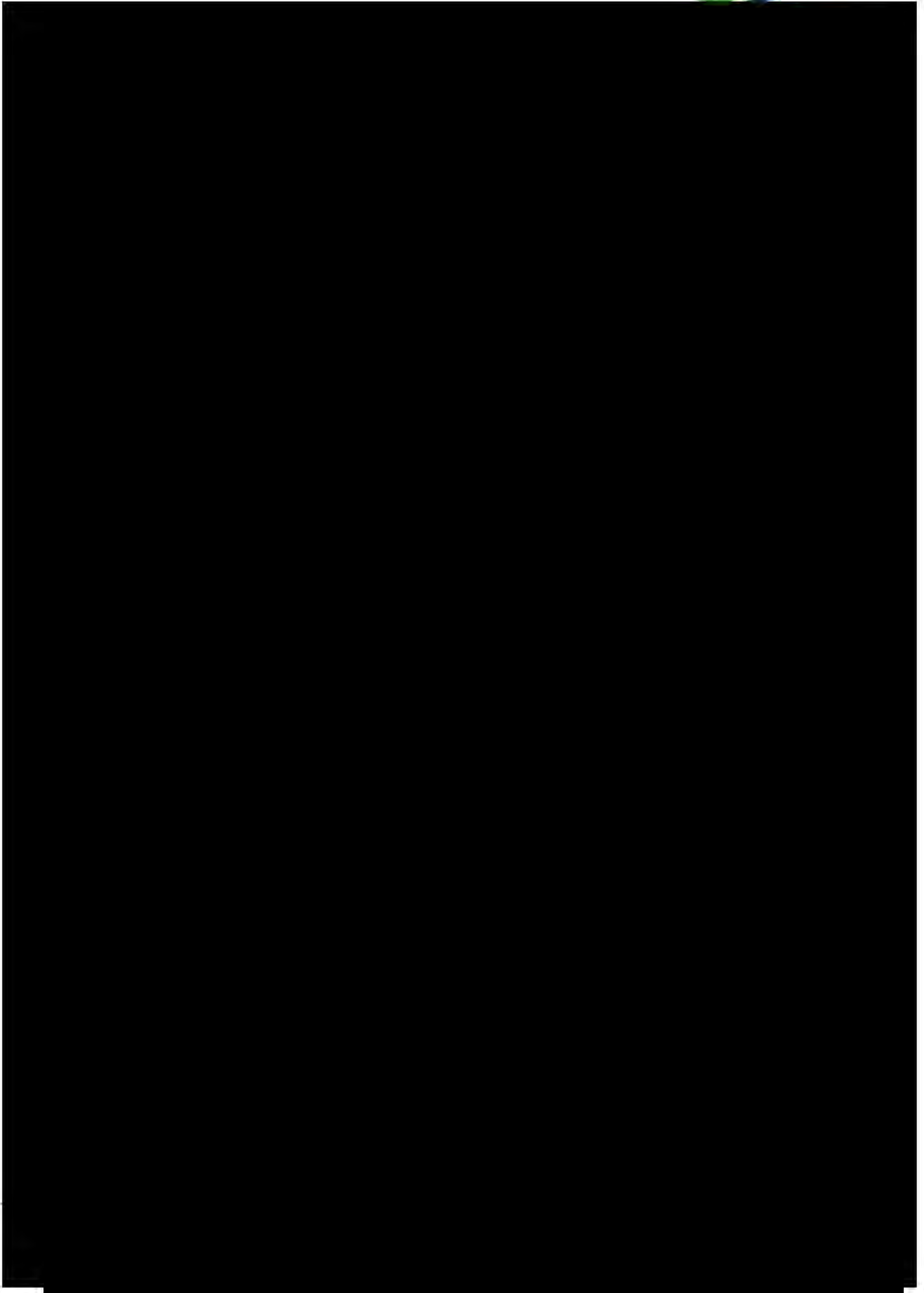


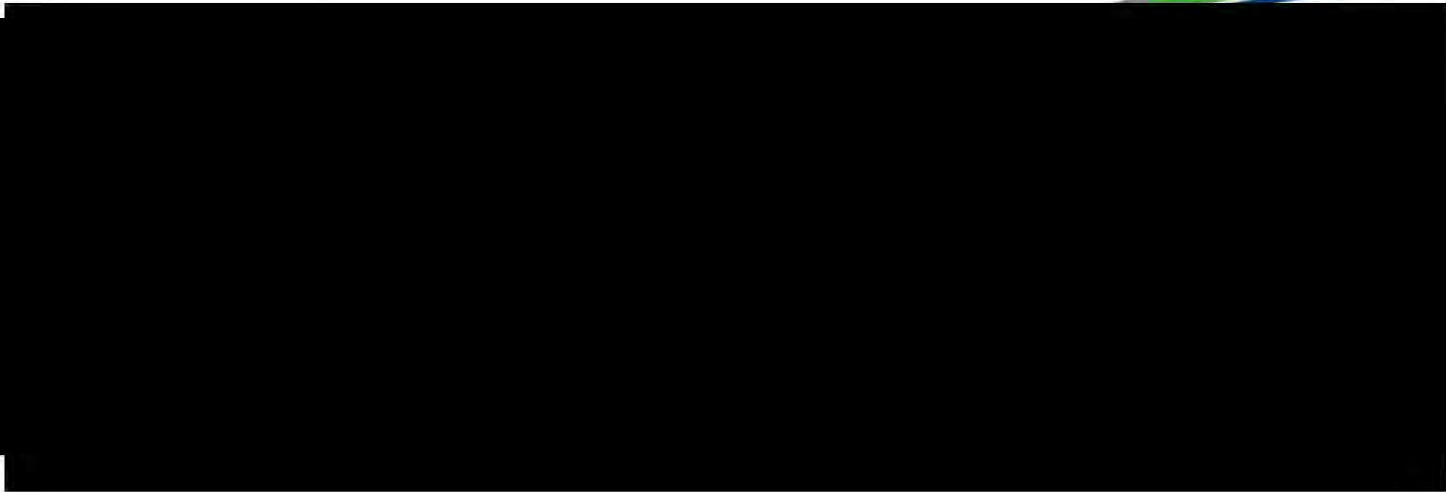






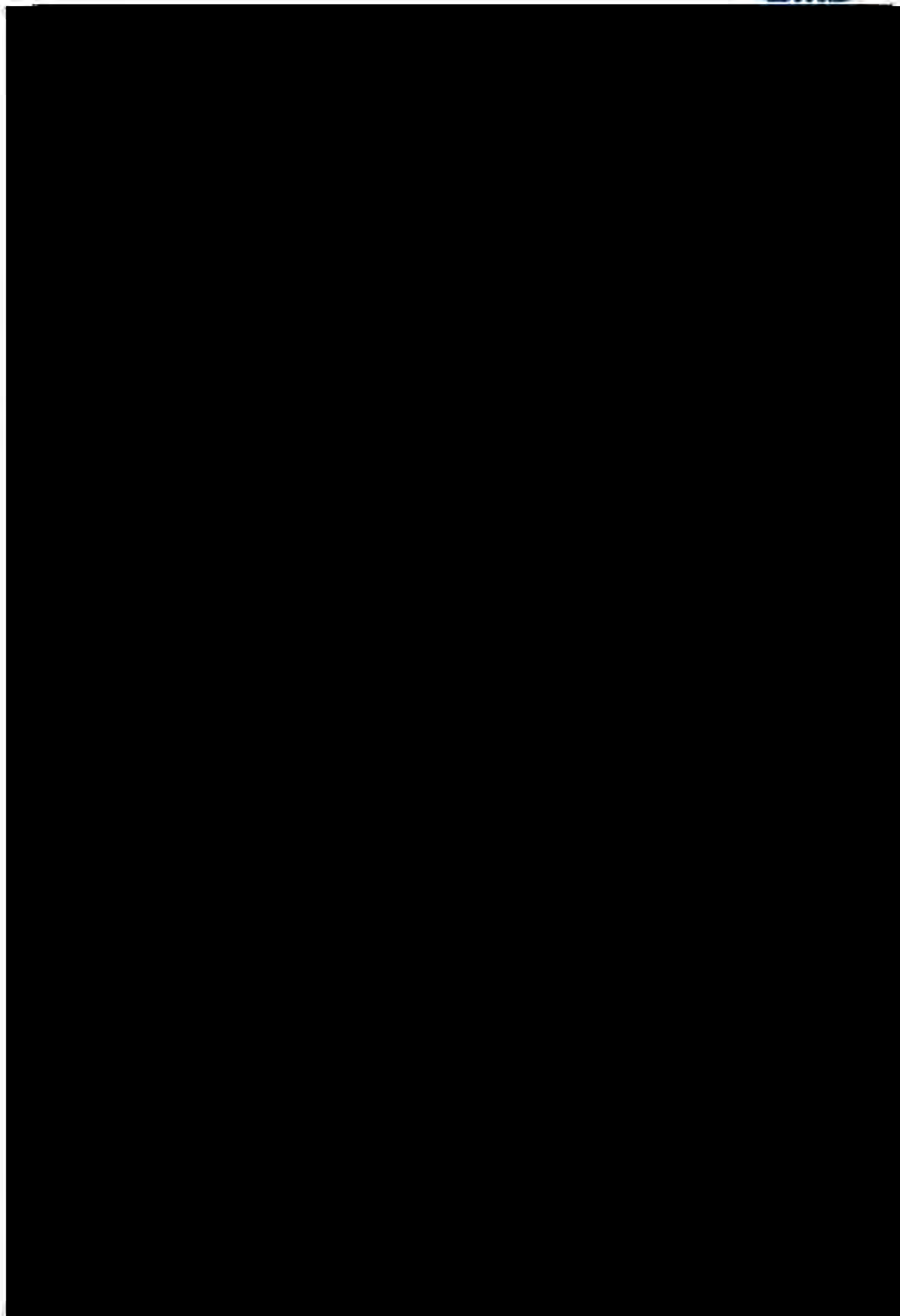


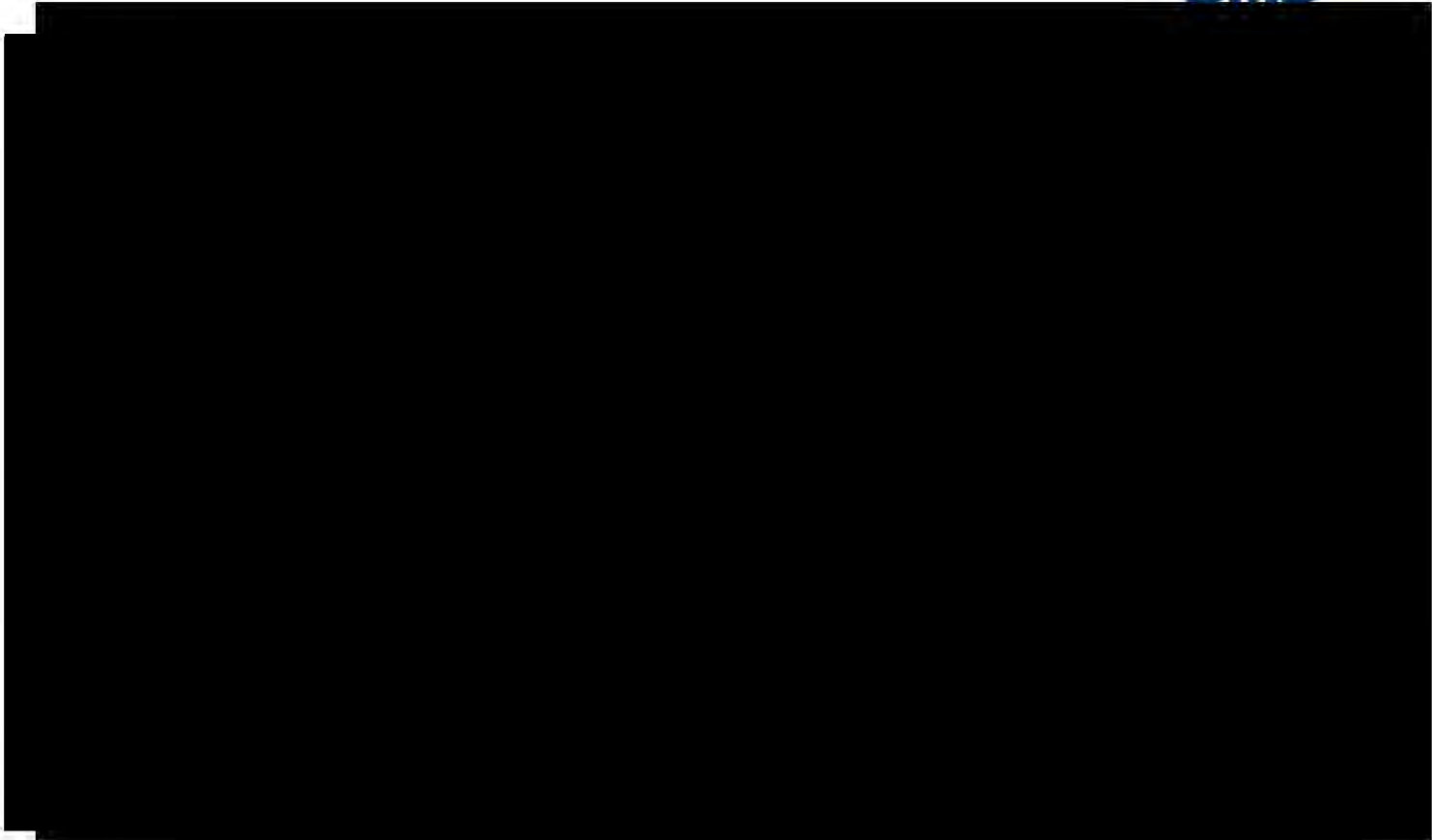




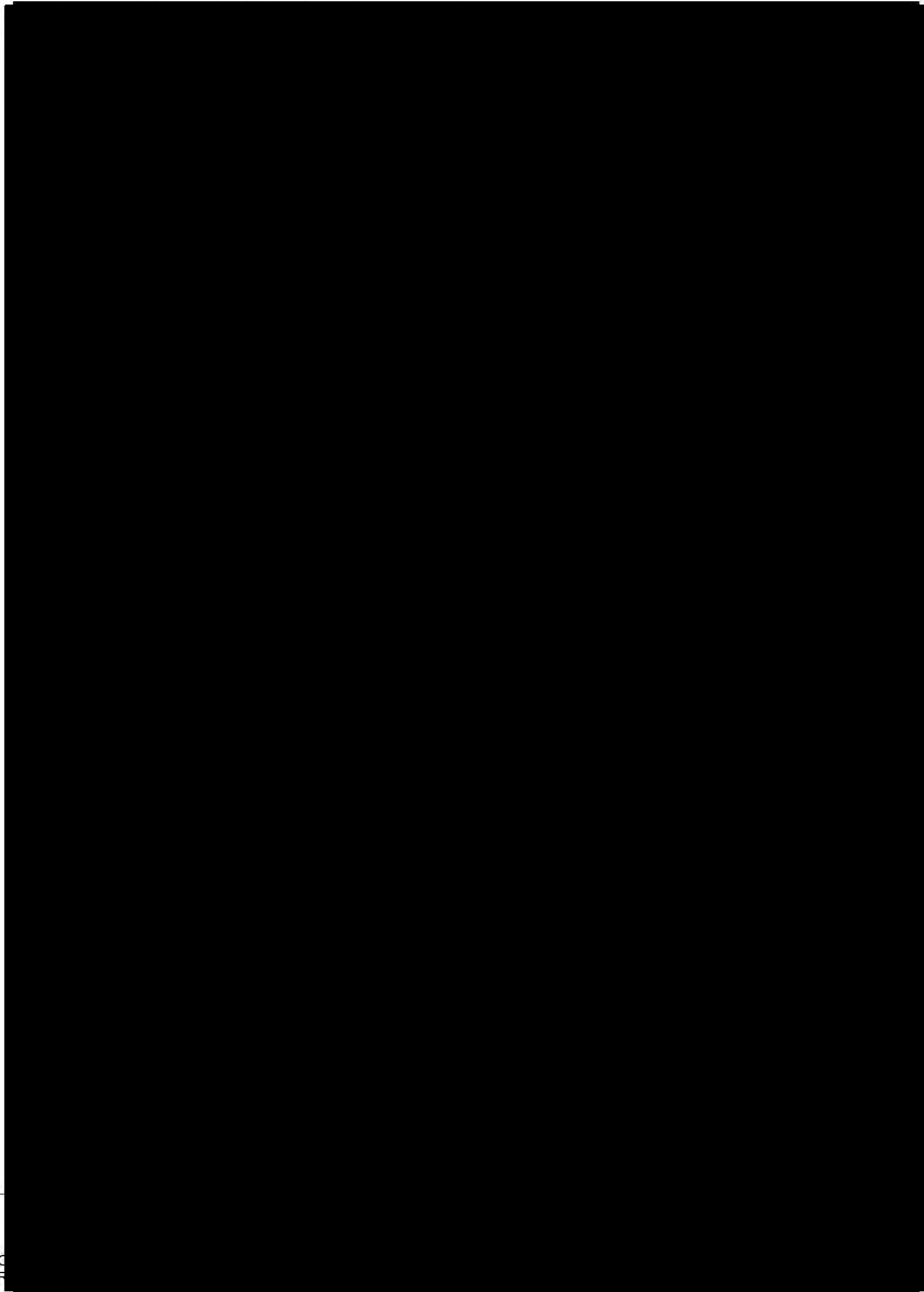
Declaration of Compliance

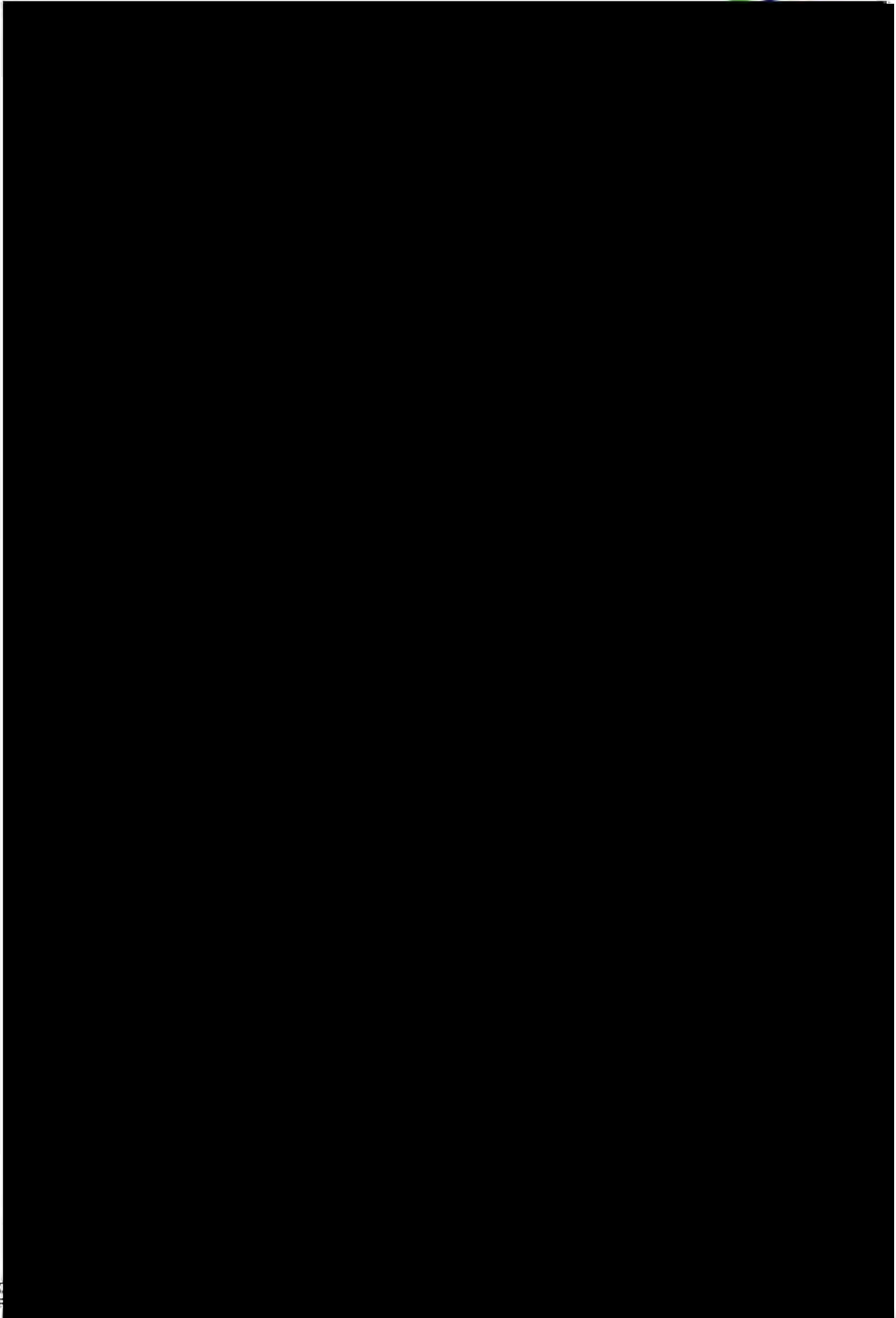
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**Attachment A - Information regarding compliance with the Government Procurement
(Secure Local Jobs) Code 2018**

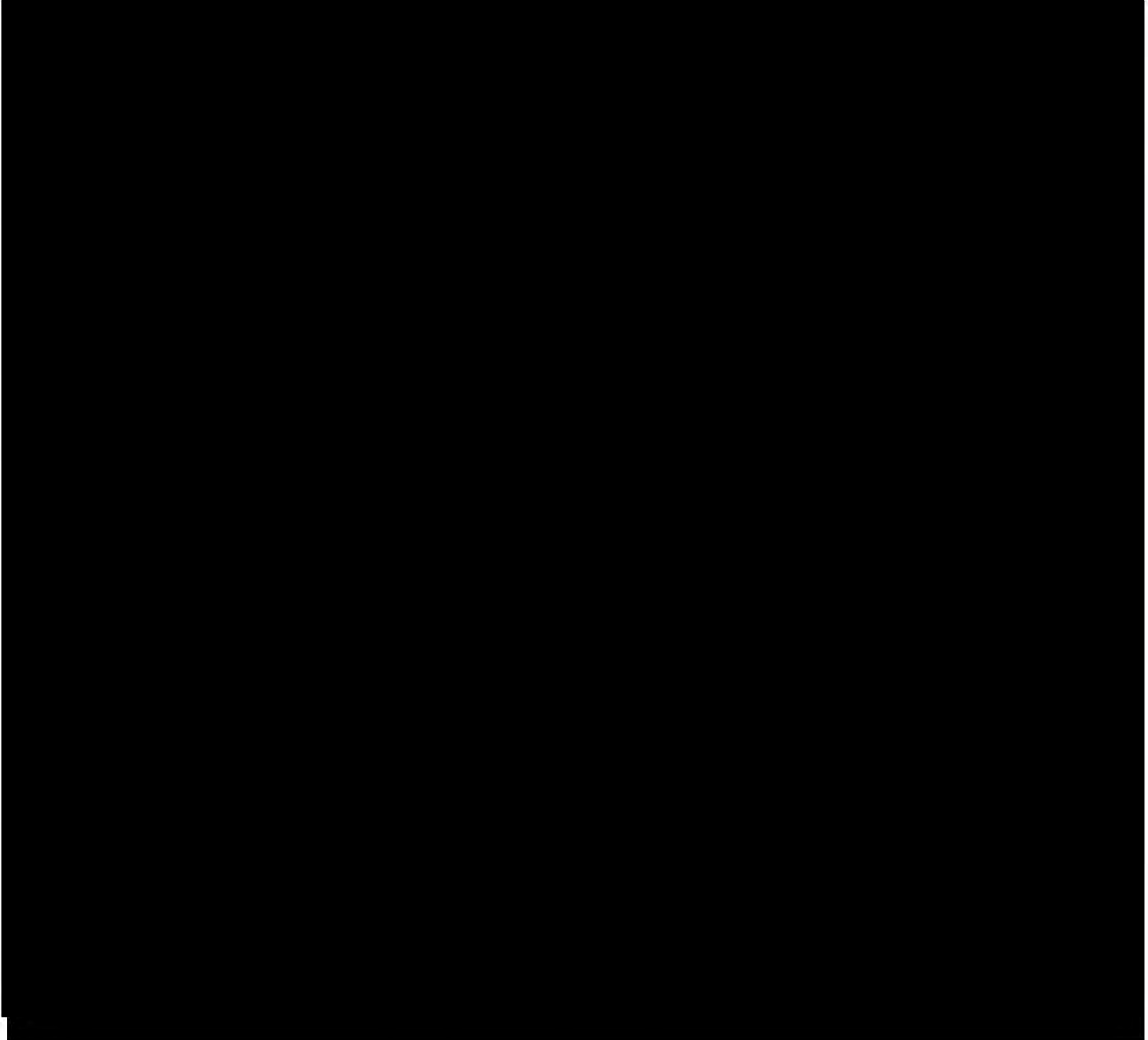




Attachment H

Attachment H

Section G: Understanding Secure Local Jobs Code obligations



Toolbox Talk Record

Project: HPDD SEGMENT 1
Job No.: 1052
Date: 27/02/19
Time: 9.00am
Duration: 10 Min

Safety and Environmental Toolbox Topics:

Secure Local Jobs Code Procedure

- SLJCP developed in compliance with both the Building Code 2016 and SLJ Code
- BMD are to comply with SLJ Code to the extent that inconsistency with Building Code 2016 is avoided
- If requested a ballot can be held to elect an employee representative
- Elected representative can represent and speak on behalf of those that elected them.
- This does not affect freedom of association. Any persons working on BMD projects can chose to, or chose not to be apart of building associations

Engage:

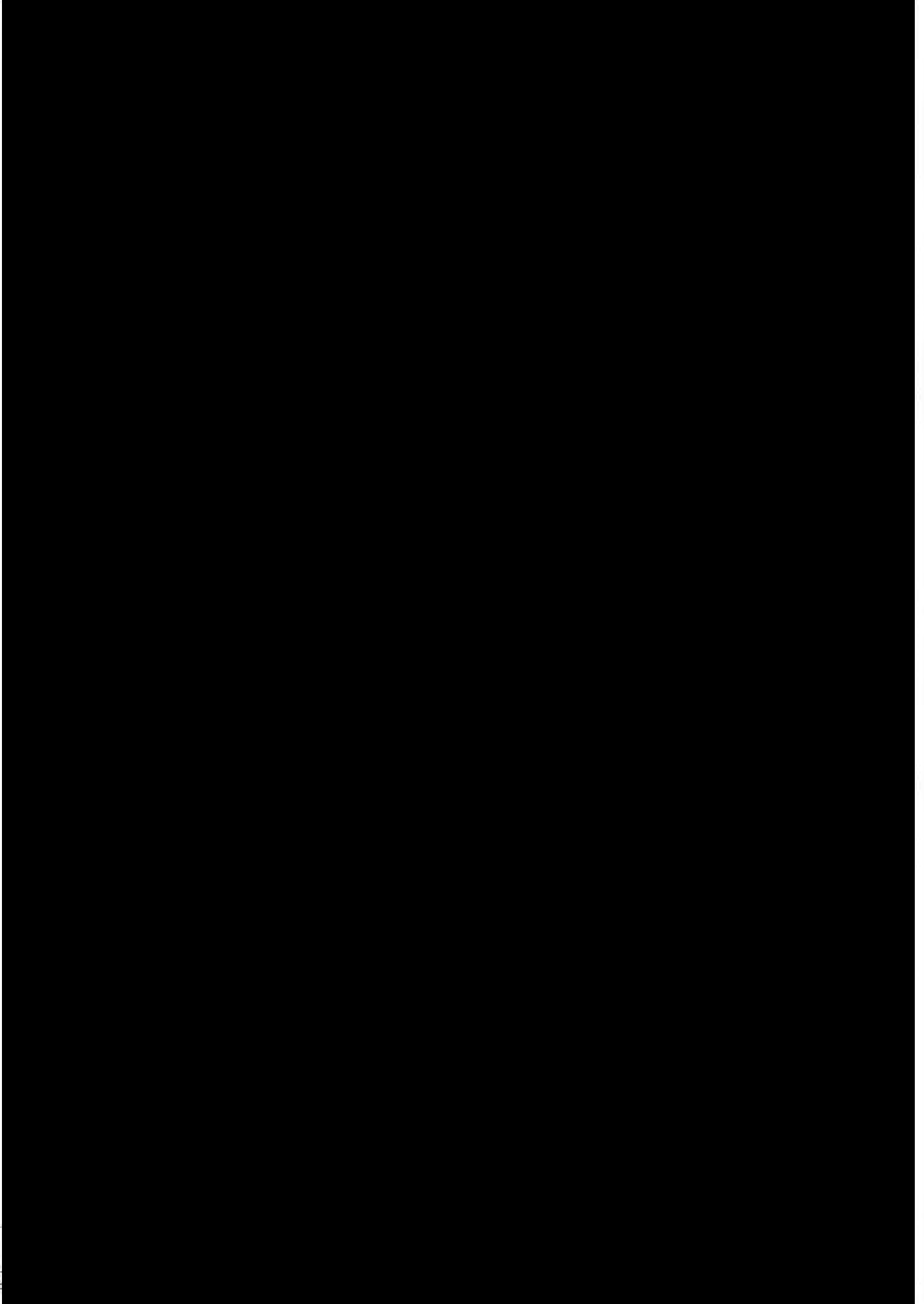
- Ask if your group has experienced issues relating to the topics in the past.
- Share a story related to the topics.

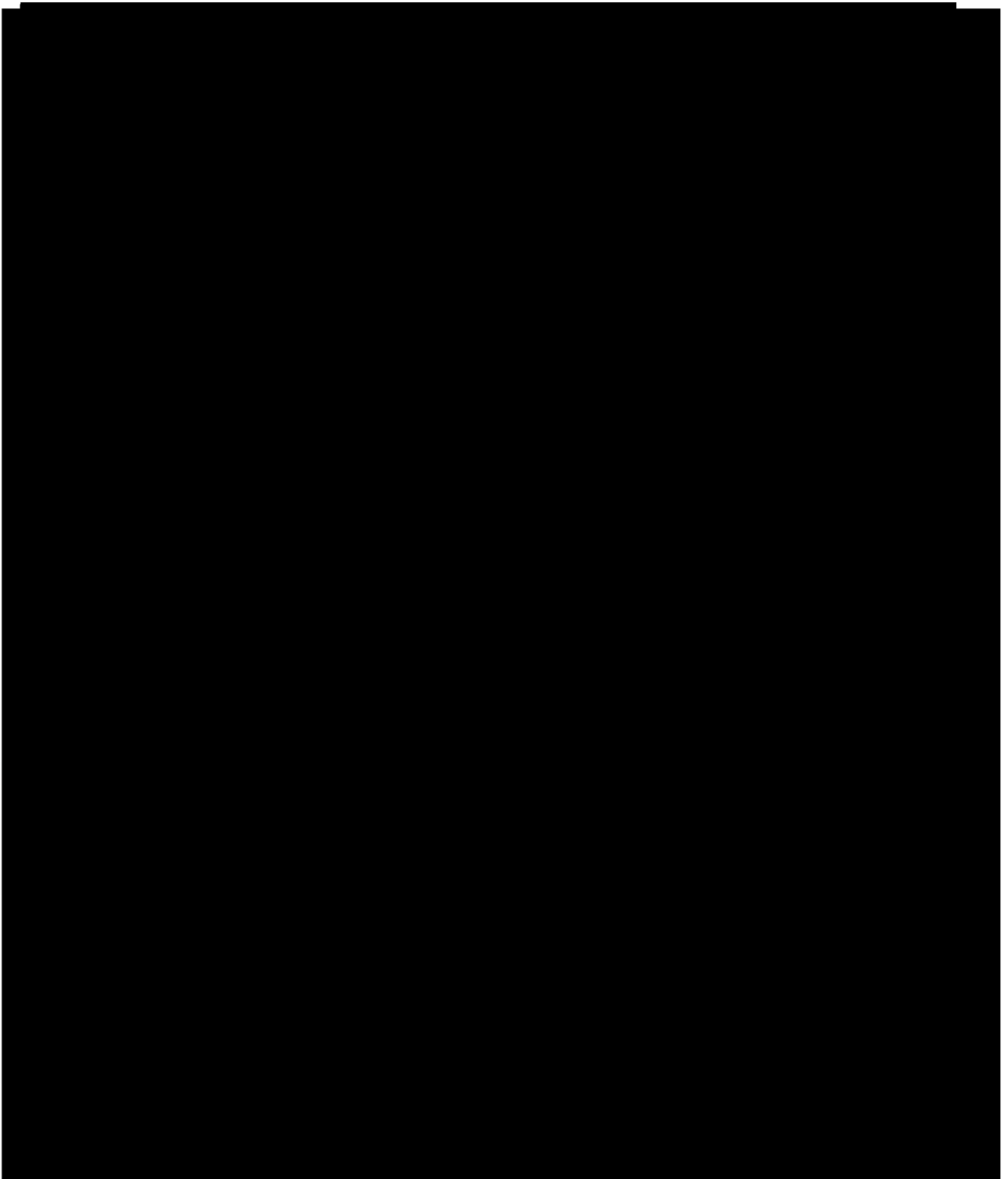
Questions	Answers (To fill in any knowledge gaps)

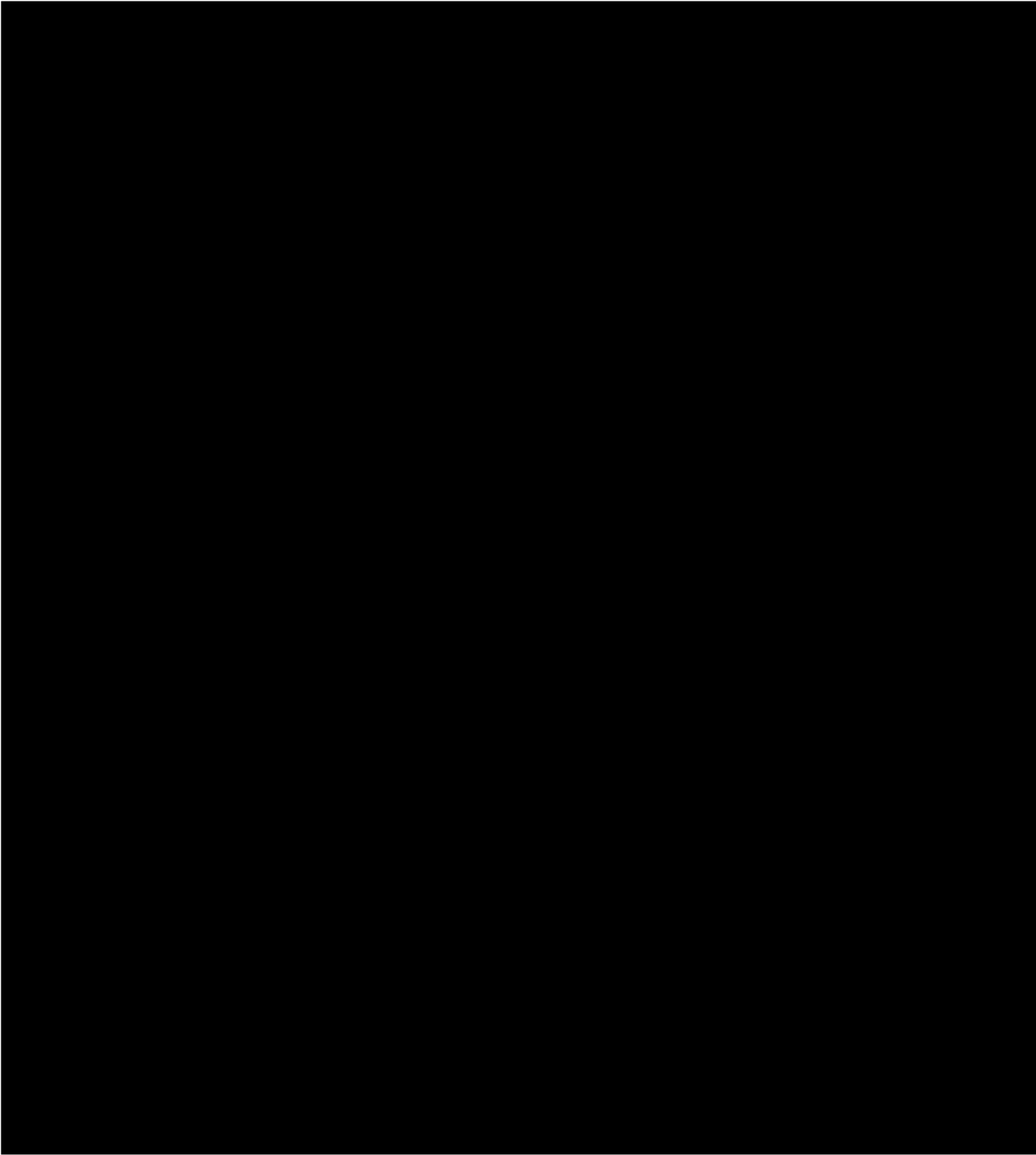
Topic Discussed
Secure Local Jobs Code Procedure

Feedback			
Feedback (from attendees, actions and required information)	Who	When	Date Closed

Person Attending:

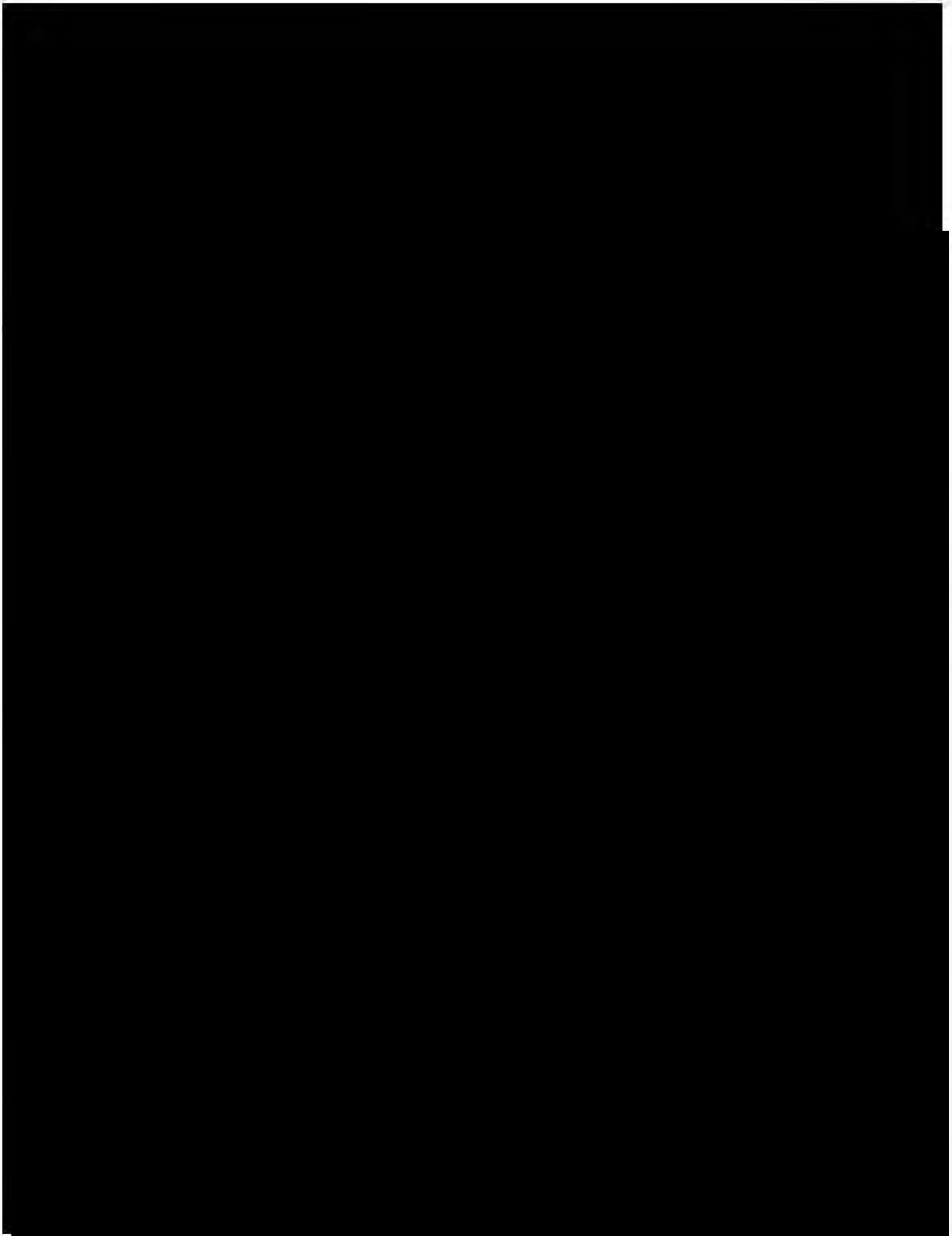




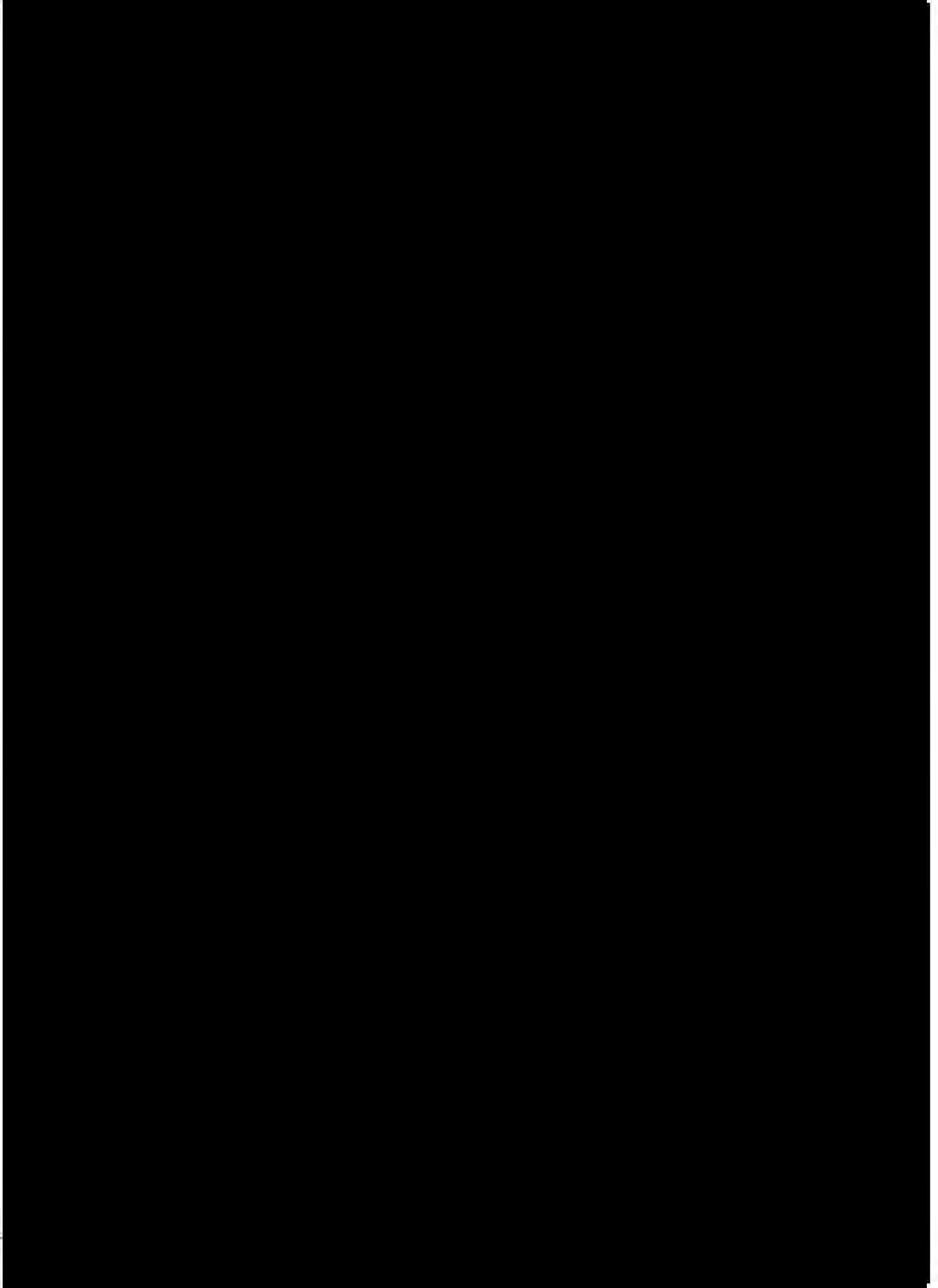




Toolbox Talk Record



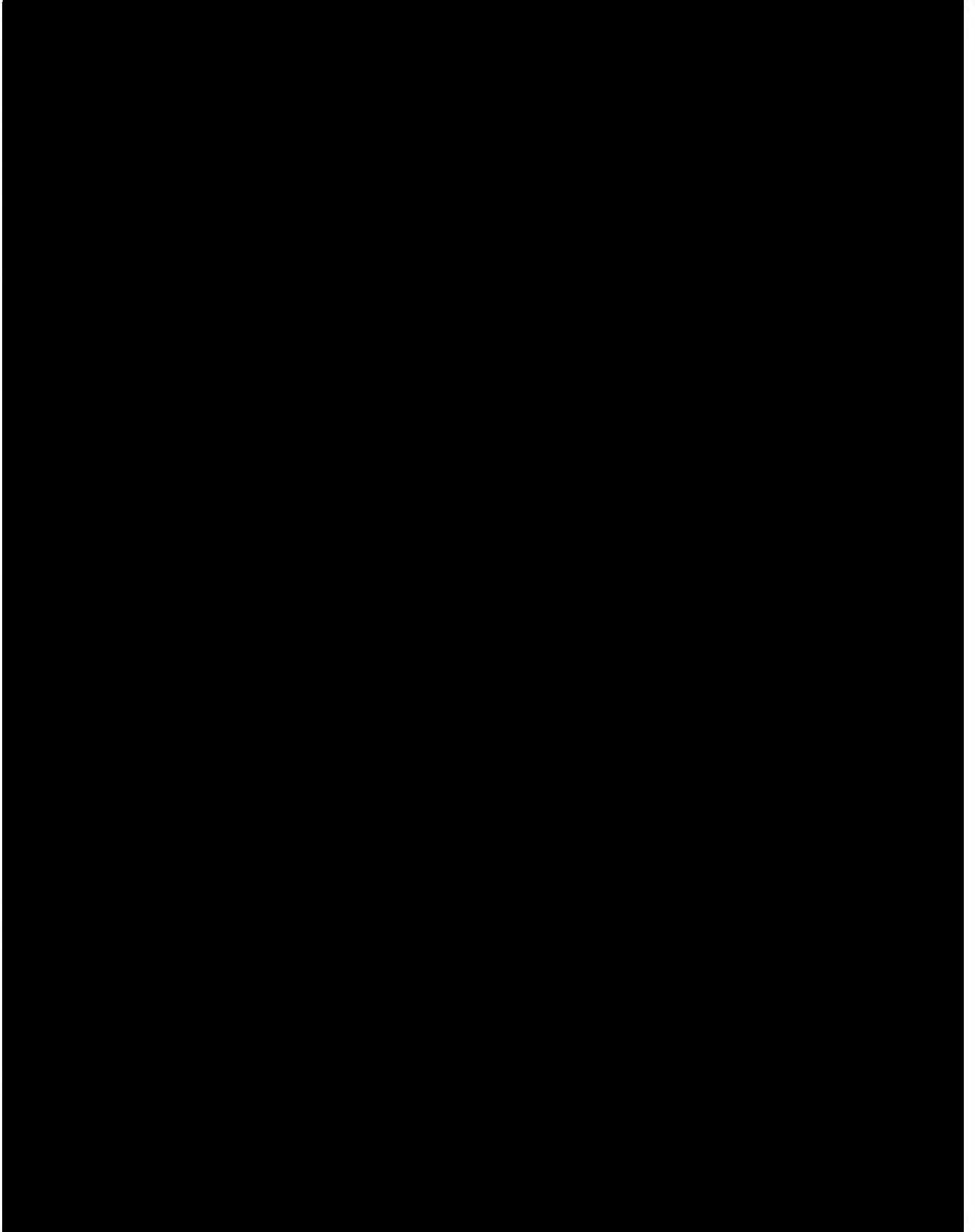
Person Attending:

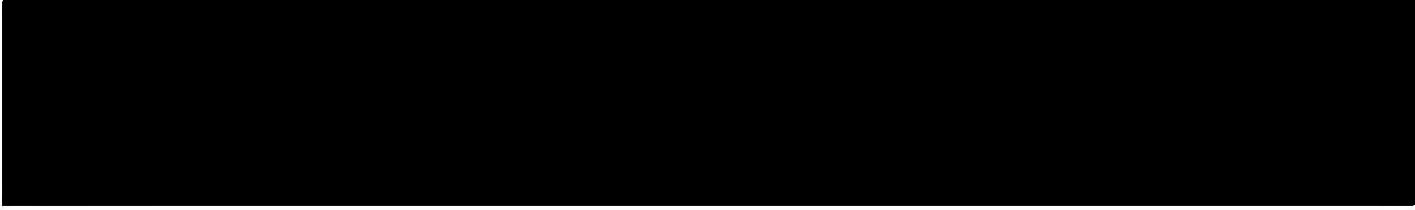


Attachment I

Attachment I

Section H: Security of employment

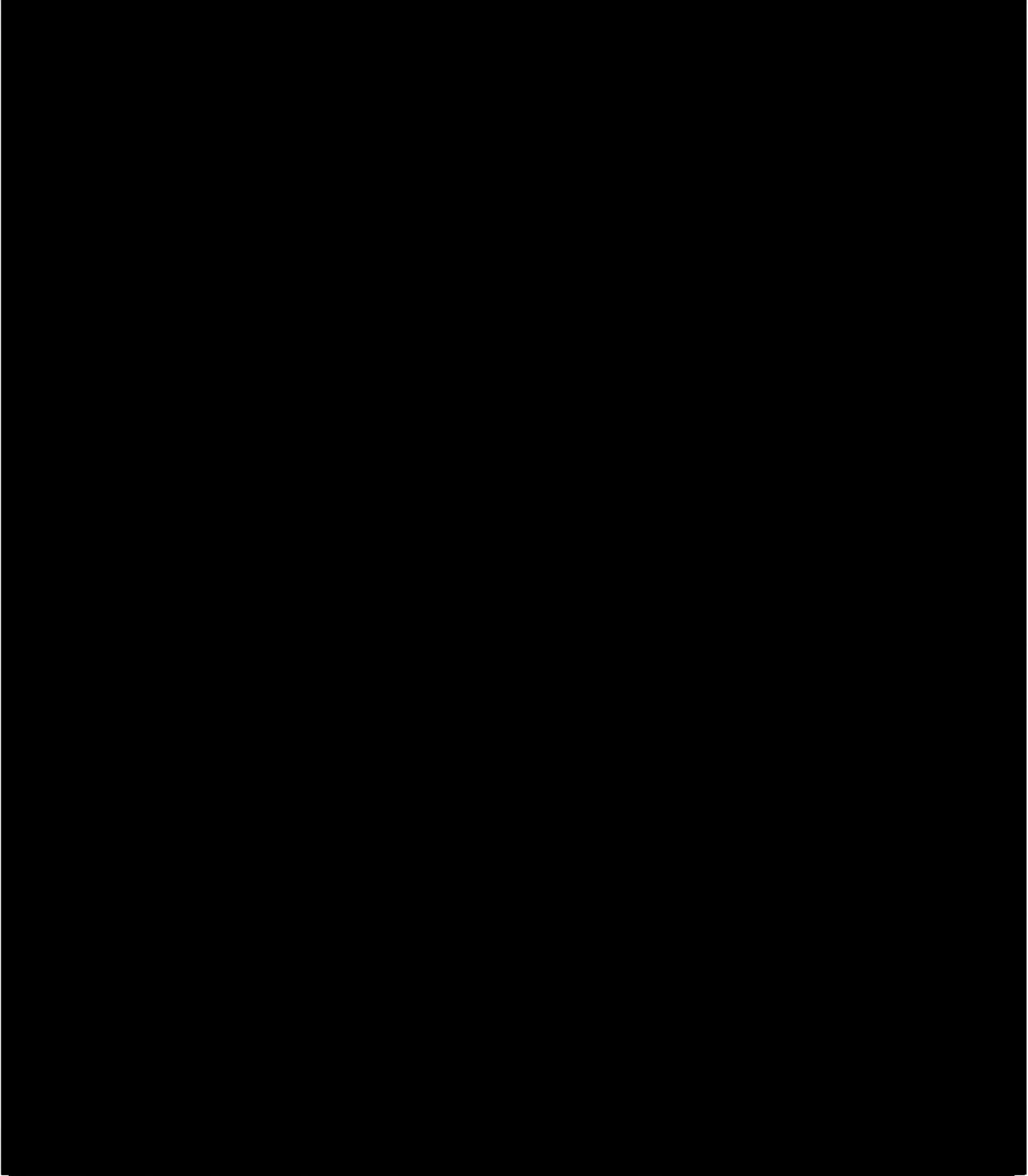


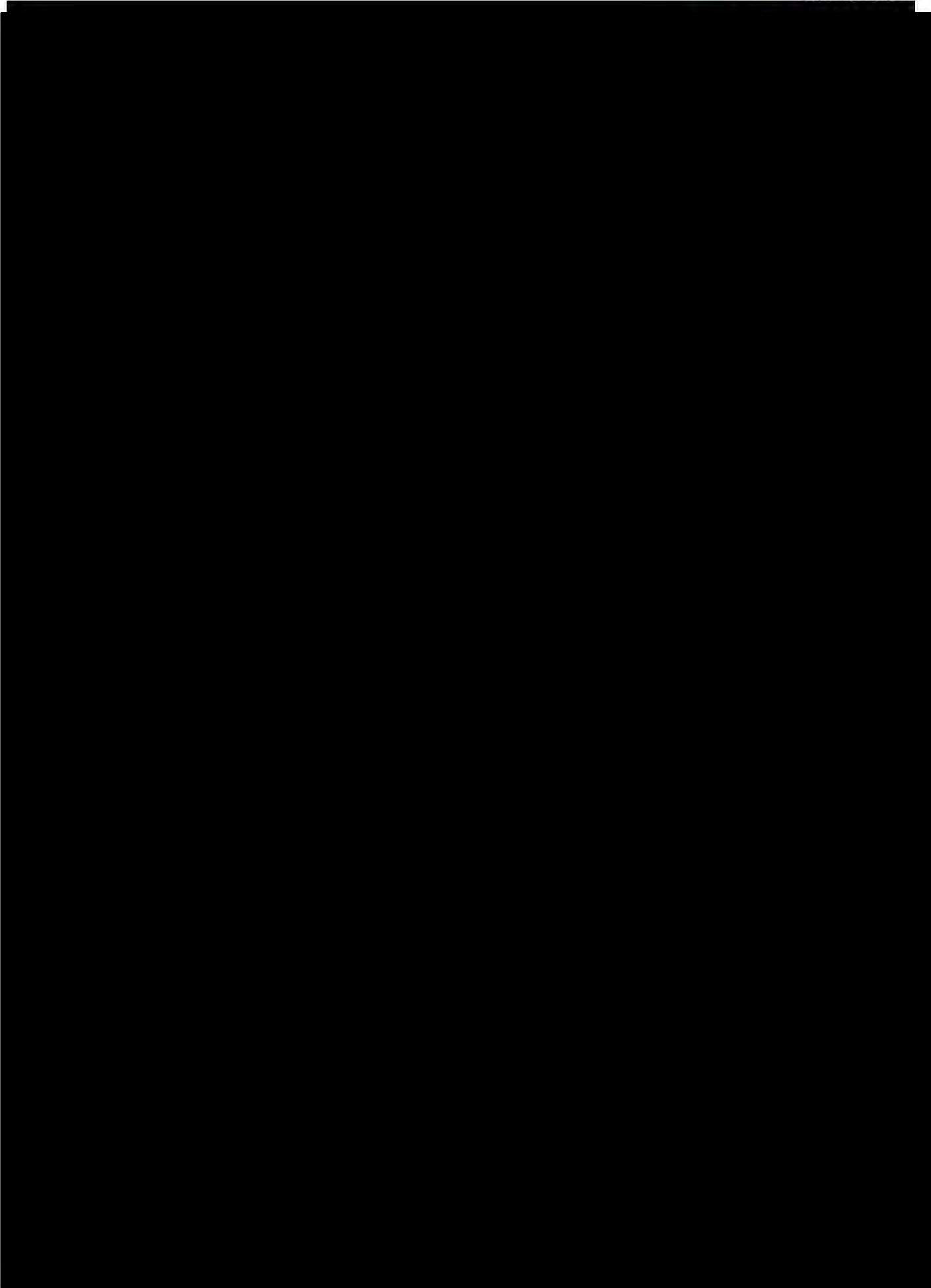


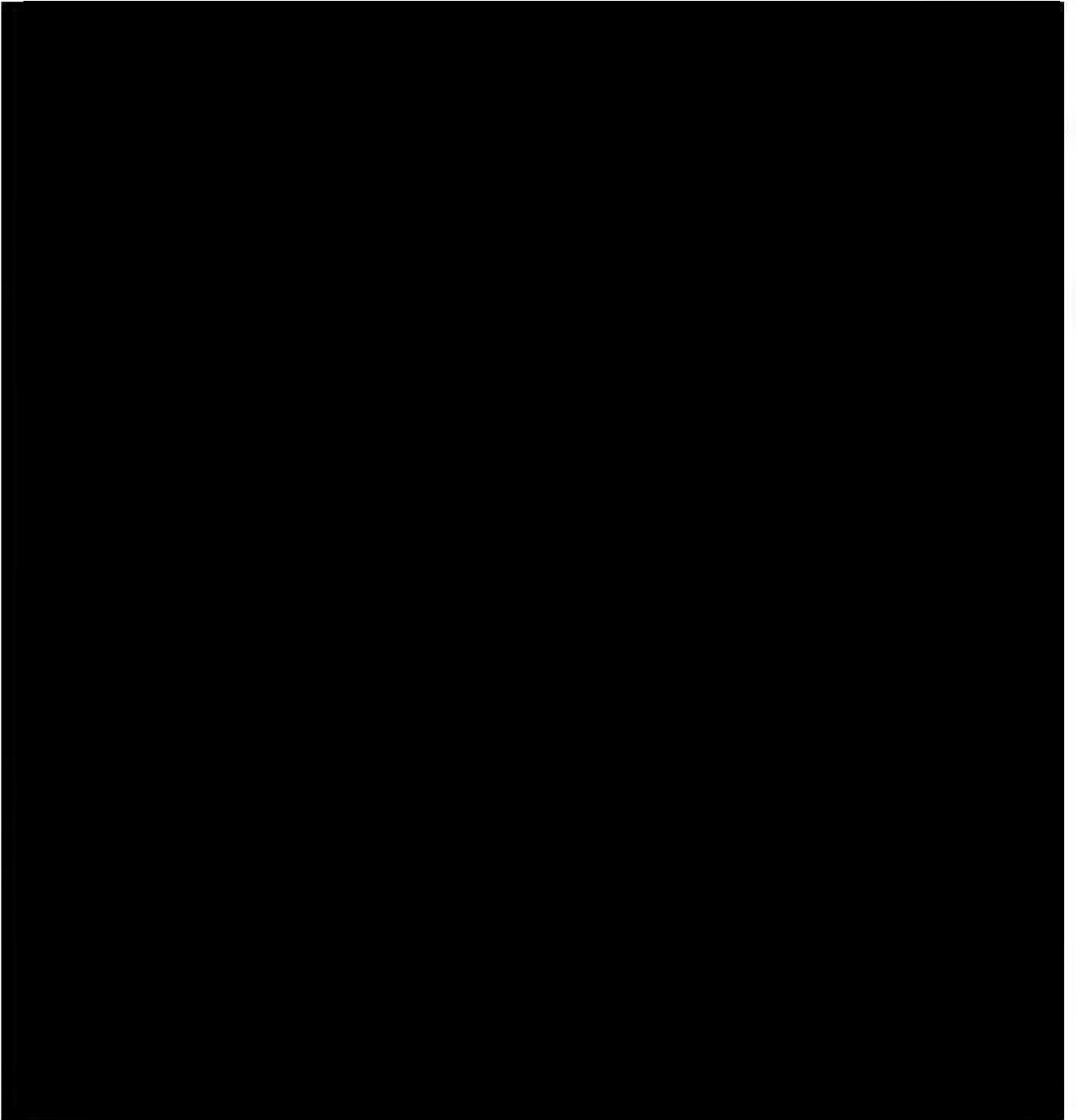
Attachment J

Attachment J

Section I: Employees' health and wellbeing

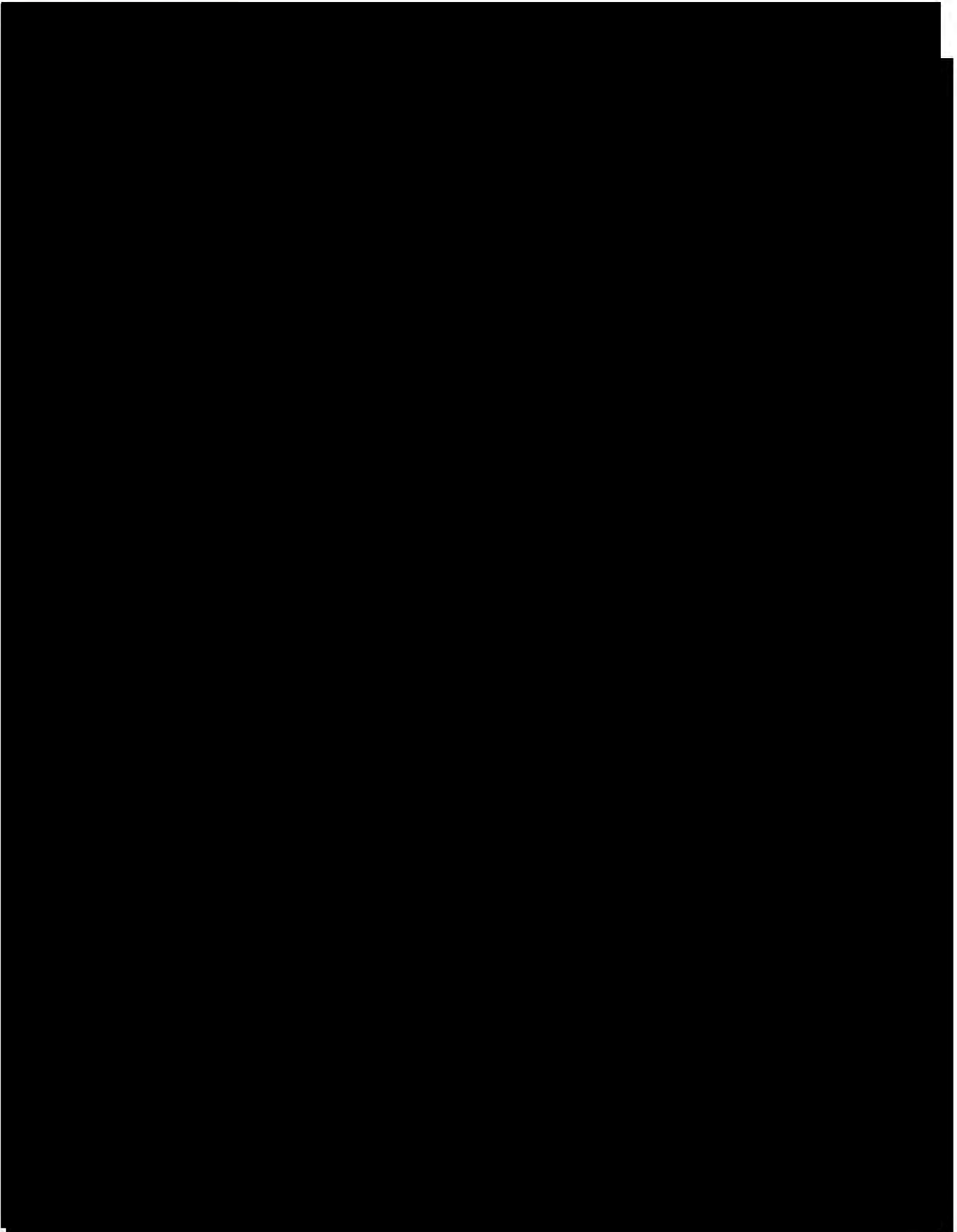


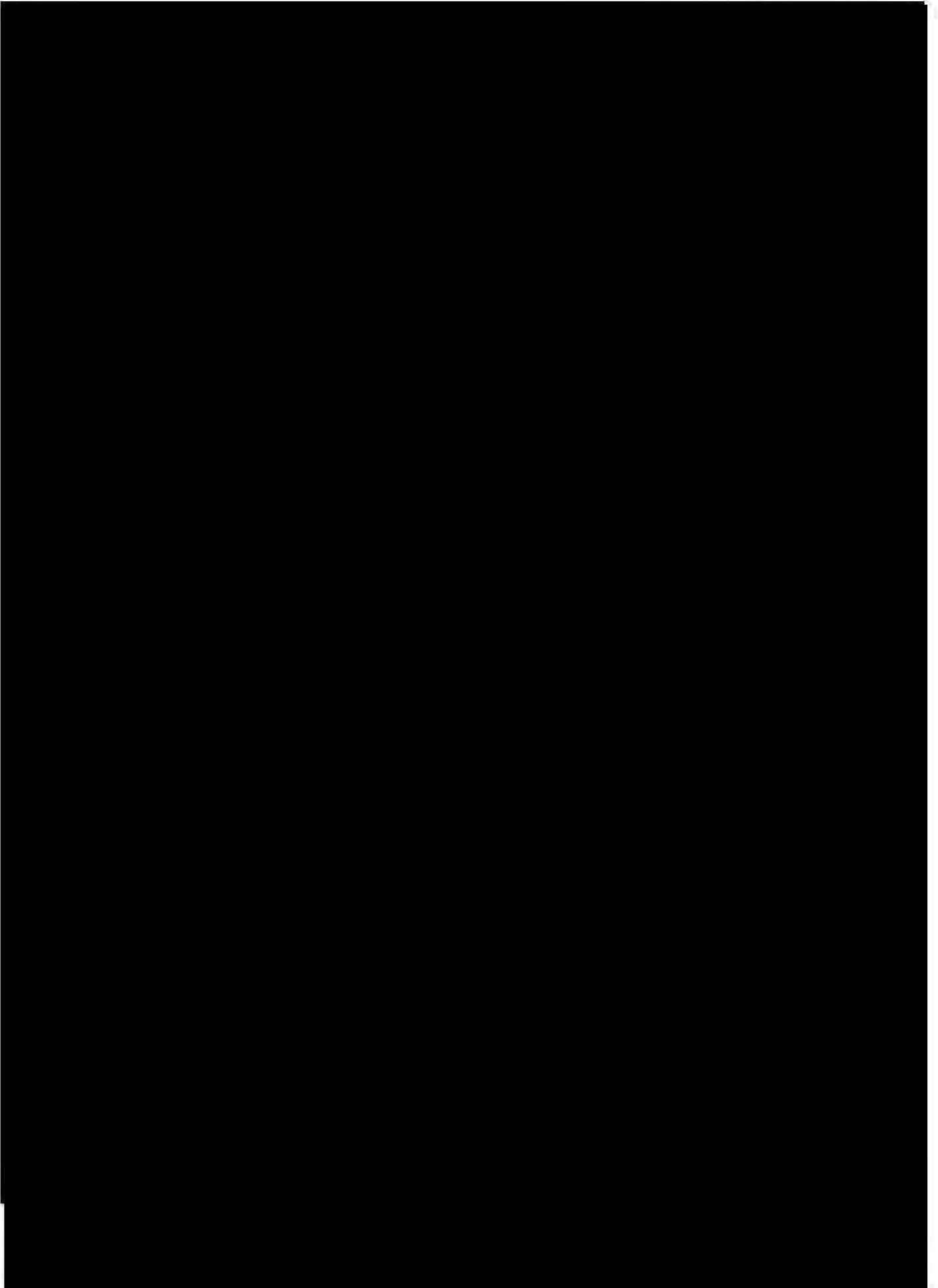


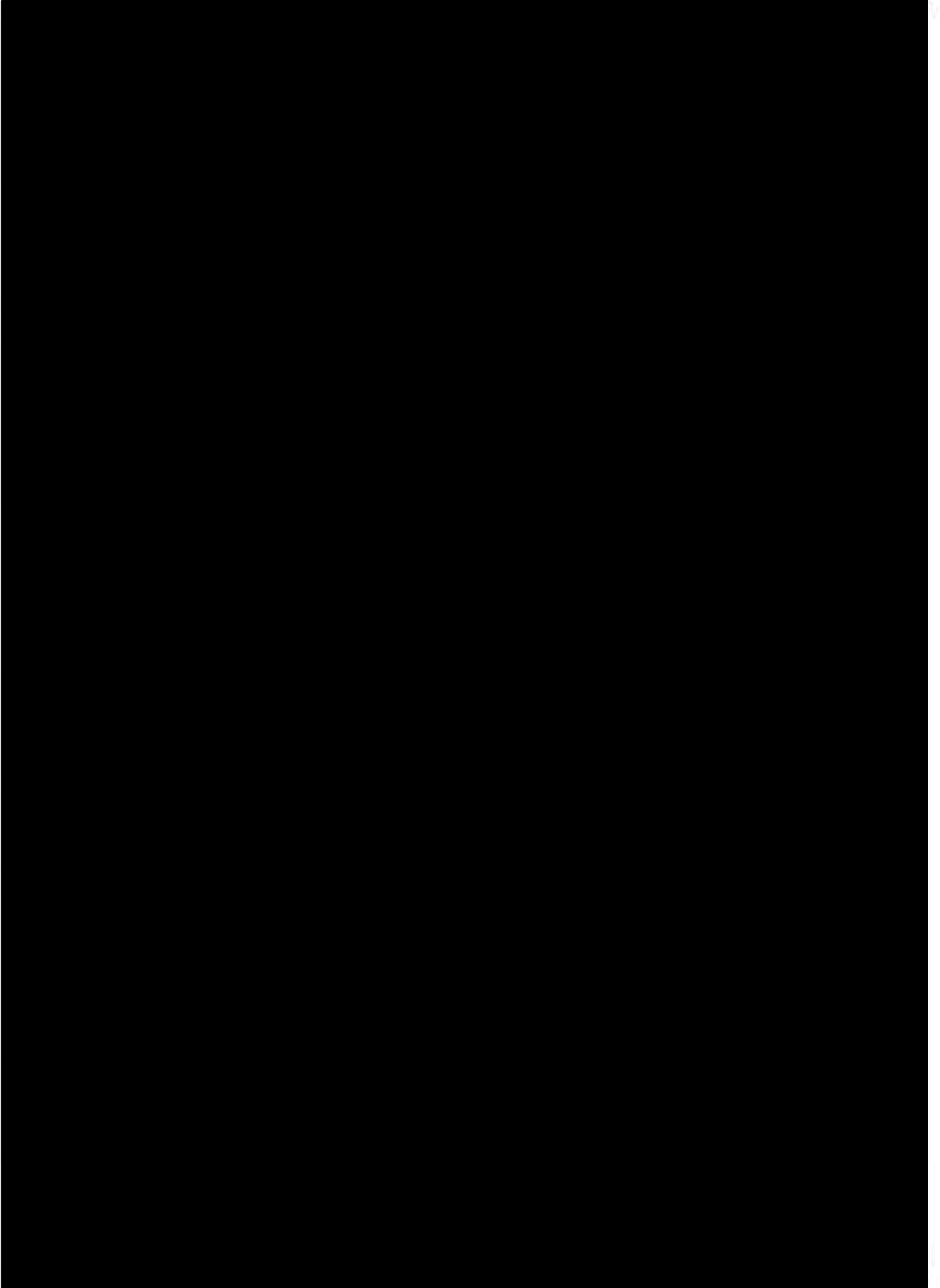


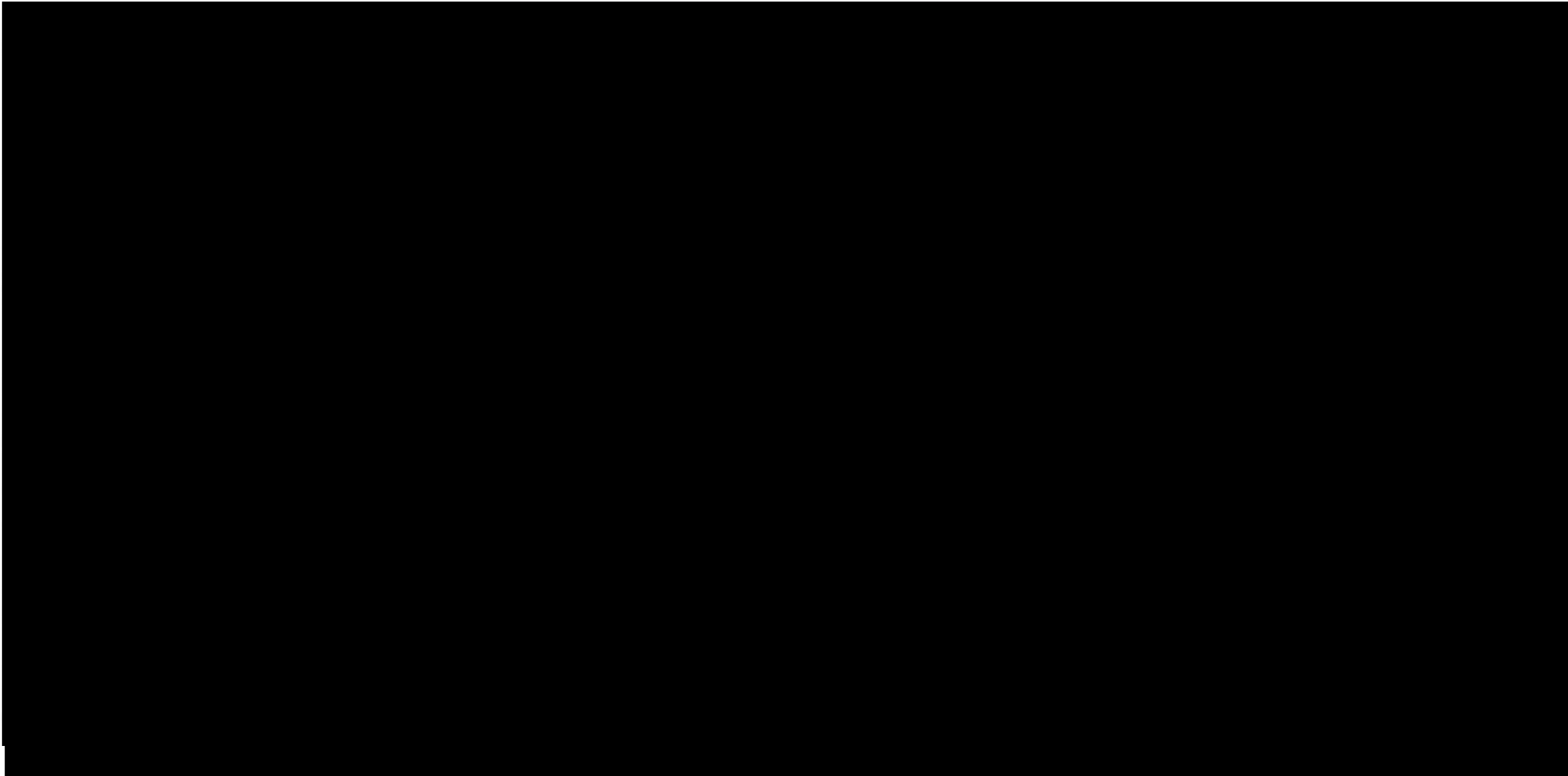
Attachment K

Attachment K









From: [Secure Local Jobs Code](#)
To: [REDACTED]
Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
Date: Tuesday, 3 December 2019 9:58:00 AM
Attachments: [INV00017_BMD Constructions Pty Ltd_Show Reason Notice.pdf](#)

UNOFFICIAL

Good morning Darren
Thank you for your response of 25 November 2019. Please see the attached Show Reasons Notice.

Please contact me should you have any questions.

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate
ACT Government

[REDACTED]

Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

From: [REDACTED]
Sent: Monday, 25 November 2019 3:54 PM
To: Secure Local Jobs Code <securelocaljobs@act.gov.au>
Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by Darren Wakley

You have been sent the above Transmittal Correspondence by Darren Wakley

Regards,

Darren [REDACTED] Construction Manager
BMD URBAN PTY LTD

[REDACTED]

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]

Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf, 1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start Records 1-11-19 to 19-11-19.pdf,
Sent Date:	25-Nov-2019
Sub Types:	General Correspondence

Hi Jess,

Please see the attached response to the Notice of Investigation issued for contracts SL 170496 and SL 170499.

Attached documents included:

1. SL170496_SL170499 Secure Local Jobs Code Compliance BMD Letter
2. Taylor 3 Stage 1A & 3 - Secure Local Jobs Audit
3. Taylor 3 Stage 1a (1059) – Workplace Plan
4. Taylor 3 Stage 3 (1060) – Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards

Darren [REDACTED]
Construction Manager
BMD Urban

[REDACTED]
[REDACTED] www.bmd.com.au
Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

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ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00017/00247

Case Officer: J Pupulkovski

Contact: [REDACTED]

Dear [REDACTED]

BMD Constructions Pty Ltd

Via email: [REDACTED]

SHOW REASONS NOTICE

Under to Section 8 of the Government Procurement (Secure Local Jobs Complaints and Noncompliance) Investigation Guidelines Code Certified Entity BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to the ongoing investigation in relation to BMD Constructions Pty Ltd's (the Entity) noncompliance with its obligations under the Secure Local Jobs Code (the Code).

Investigation findings have found the Entity to be noncompliant with its obligations under section 8 of the Code, as it engaged non-certified subcontractors on a territory-funded worksite during the period 1-19 November 2019.

As a result, the Secure Local Jobs Code Registrar (the registrar) proposes to impose **10 infringement points** against Secure Local Jobs Code Certificate 00247. The infringement points are to be applied in accordance with section 7 of the Secure Local Jobs Noncompliance Investigation Guidelines (the Guidelines) and will be published on the Secure Local Jobs Code website.

Under section 8 of the Guidelines, you are provided with the opportunity to respond to this Notice, outlining reasons why the infringement points should not be applied.

Submissions received in writing within **10 business days** from the date of this notice will be considered by the registrar. If no response is received, **10 infringement points** will be applied without further consultation.

If you have any further questions, please do not hesitate to contact the case officer, Ms Jess Pupulkovski on [REDACTED]

Regards

[REDACTED SIGNATURE]
Andrew Parkinson
Secure Local Jobs Code Registrar
3 December 2019

From: Darren [REDACTED]
To: Secure Local Jobs Code
Cc: Pupulkovski, Jessica
Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
Date: Friday, 13 December 2019 9:29:04 AM
Attachments: image001.png
image002.jpg
image003.jpg
image004.jpg
image005.png
Code Compliance Toolbox 1 .pdf
Code Compliance Letter 1.pdf

Hi Jess,

Please find attached and below response to your show reasons notice. Our internal investigation has uncovered a lack of training and understanding and a corrective action raised to rectify. All staff and subbies are now very aware of our obligations under the code and the systems upgrade to Audit subcontractors will ensure compliance in the future. It was an error from BMD thinking jobs below \$5M didn't need to be Code Compliant.

Please don't hesitate to call me to discuss.

Have a great day

cid:image001.png@01D5B18E.62943490



Darren [REDACTED]
Construction Manager
BMD Urban
[REDACTED] www.bmd.com.au
Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

The BMD Group acknowledges the Traditional Owners of the lands in which we operate and pay respect to Elders past, present and emerging.

[Learn more about our Reconciliation Action Plan.](#)

Please consider the environment before printing this e-mail.

From: Secure Local Jobs Code <securelocaljobs@act.gov.au>

Sent: Tuesday, 3 December 2019 9:58 AM

To: Darren [REDACTED]

Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

UNOFFICIAL

Good morning Darren

Thank you for your response of 25 November 2019. Please see the attached Show Reasons Notice.

Please contact me should you have any questions.

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate

ACT Government

Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

From: [REDACTED]

Sent: Monday, 25 November 2019 3:54 PM
To: Secure Local Jobs Code <securelocaljobs@act.gov.au>
Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by Darren [REDACTED]

You have been sent the above Transmittal Correspondence by Darren [REDACTED]

Regards,

Darren [REDACTED] Construction Manager
BMD URBAN PTY LTD
[REDACTED]

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]
Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf, 1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start Records 1-11-19 to 19-11-19.pdf,
Sent Date:	25-Nov-2019
Sub Types:	General Correspondence

Hi Jess,

Please see the attached response to the Notice of Investigation issued for contracts SL 170496 and SL 170499

Attached documents included:

1. SL170496_SL170499 Secure Local Jobs Code Compliance BMD Letter
2. Taylor 3 Stage 1A & 3 - Secure Local Jobs Audit
3. Taylor 3 Stage 1a (1059) – Workplace Plan
4. Taylor 3 Stage 3 (1060) – Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards
Darren [REDACTED]
Construction Manager
BMD Urban

[REDACTED] www.bmd.com.au
Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

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Toolbox Talk Record

Project: Urban ACT
Job No.: ALL
Date: 11-12-19
Time: 4PM
Duration: 1 HR

Safety and Environmental Toolbox Topics:

Nil

Engage:

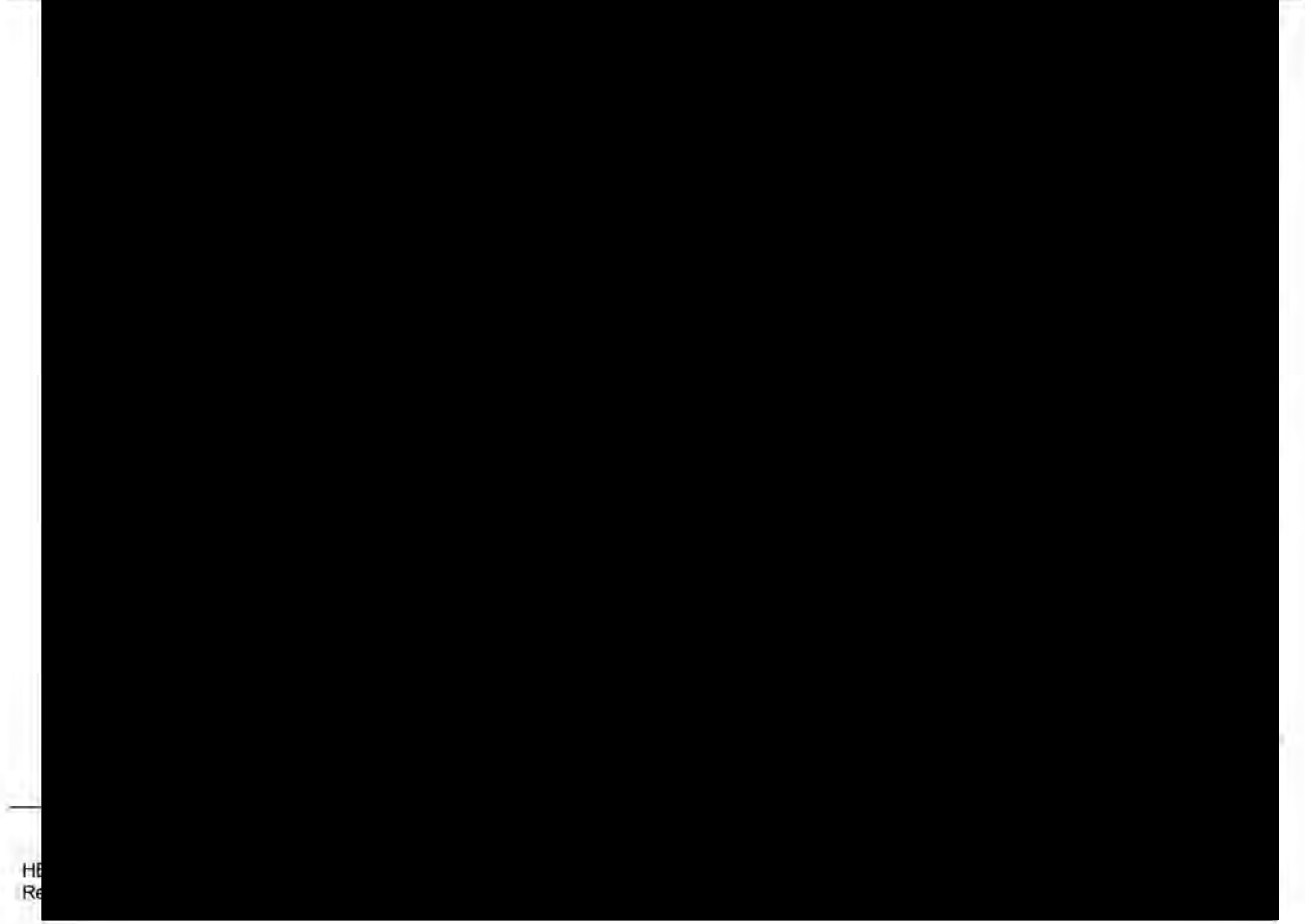
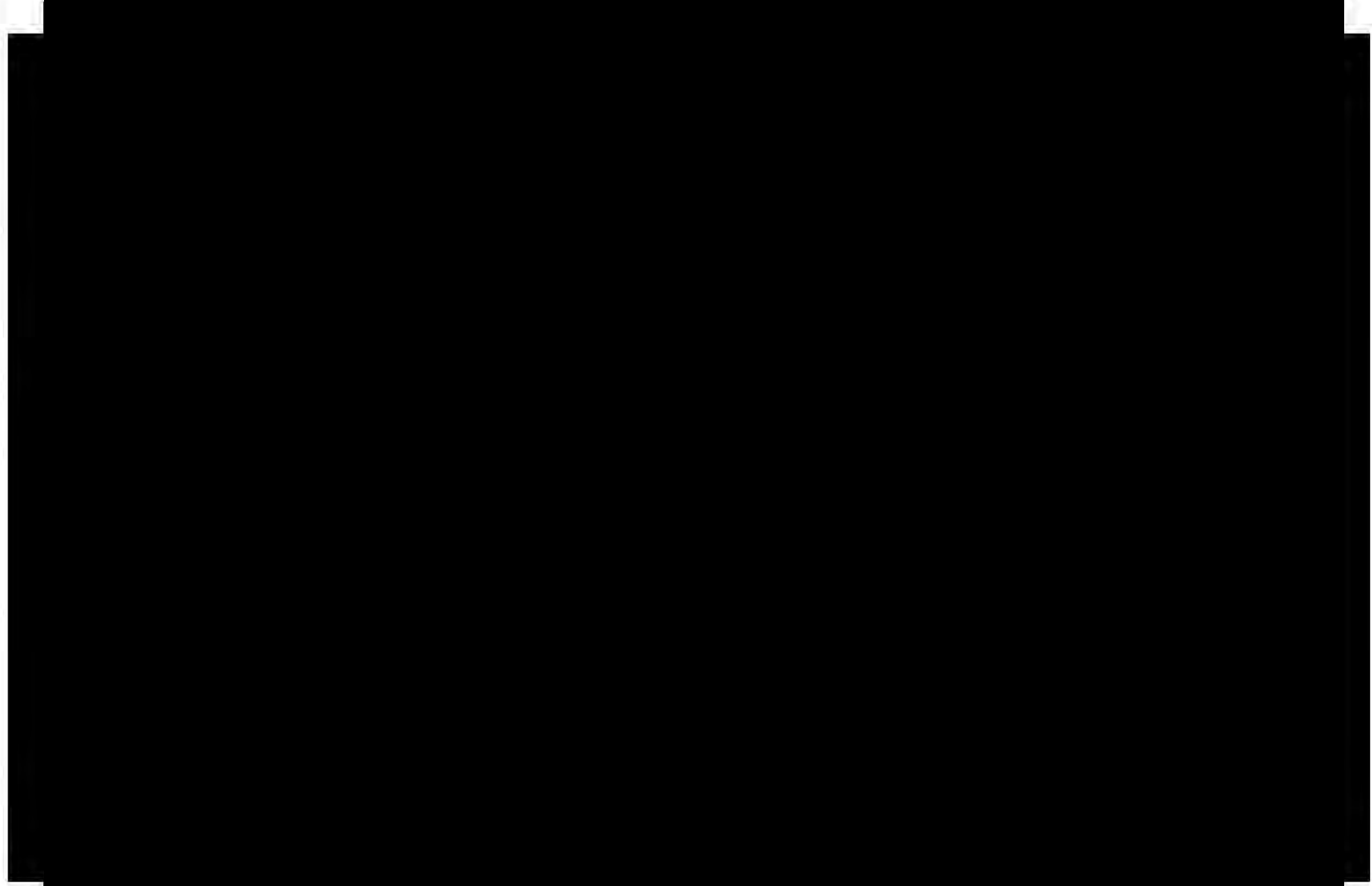
- Ask if your group has experienced issues relating to the topics in the past.
- Share a story related to the topics.

Questions	Answers (To fill in any knowledge gaps)

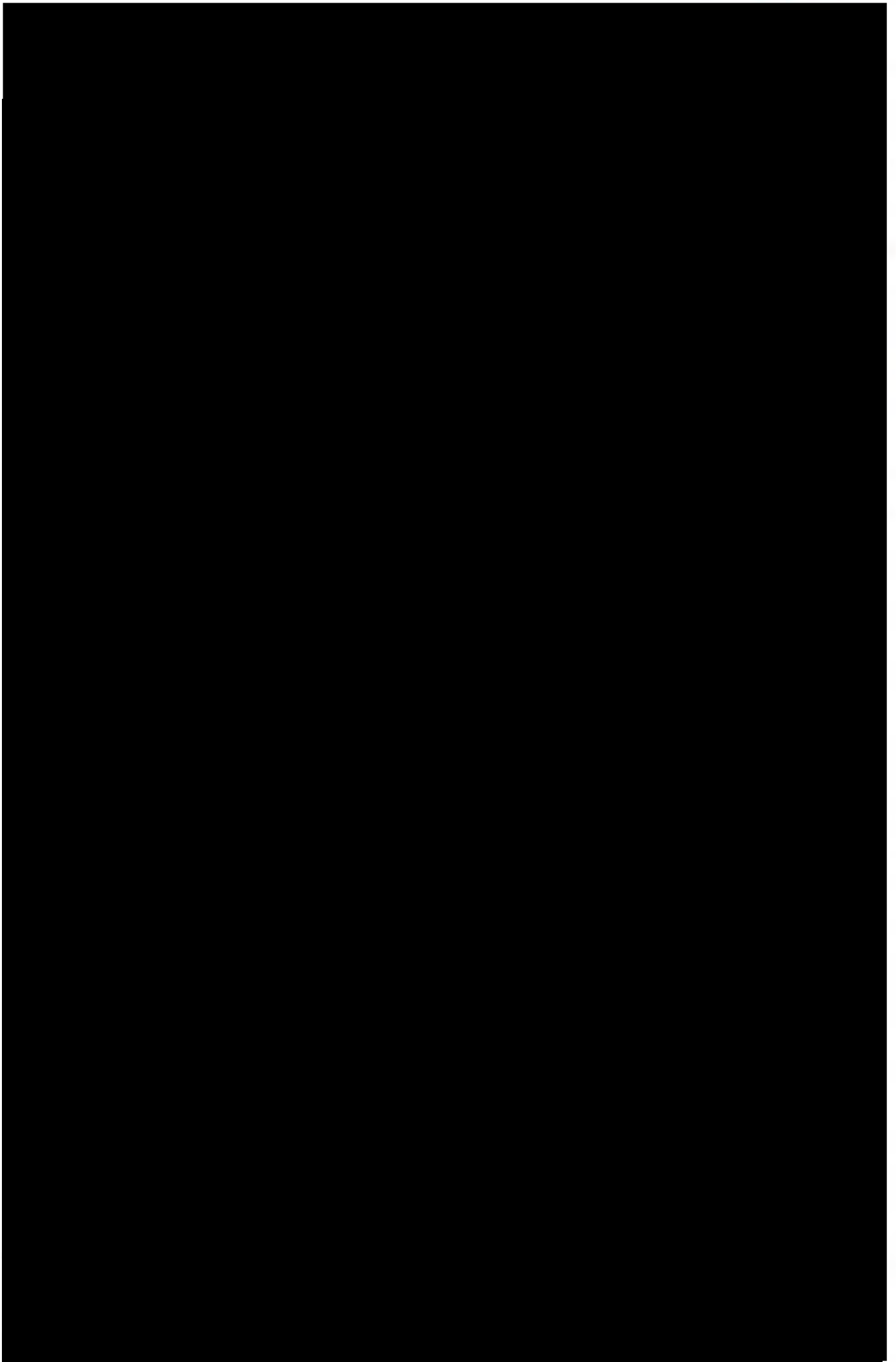
Topic Discussed
Government Procurement Secure Local Jobs Code Compliance 2019
Requirements at Tender time
Obligations of site
Obligations of subbies
How and when a breach could occur
Audit process before subbie engagement to ensure the site remains Compliant

Feedback			
Feedback (from attendees, actions and required information)	Who	When	Date Closed

Person Attending:



[The following text is completely obscured by a large black redaction box.]



the fact that the number of patients with type 2 diabetes is increasing rapidly in the Netherlands. The prevalence of type 2 diabetes in the Netherlands is estimated to be 10% in 2000, and to rise to 15% in 2010 [1].

There is a growing awareness of the need to improve the quality of care for patients with type 2 diabetes. The Dutch Diabetes Association (Nederlandse Vereniging van Diabetici) has published a 'Quality of Care' document, which contains a list of 100 quality indicators for the care of patients with type 2 diabetes [2].

The 'Quality of Care' document is a result of a multi-stakeholder approach, involving patients, general practitioners, diabetes specialists, and other stakeholders. The document is intended to be used as a tool for self-assessment and for the development of quality improvement programmes.

The 'Quality of Care' document is divided into four main sections: (1) General, (2) Clinical, (3) Psychosocial, and (4) Educational. Each section contains a number of quality indicators, which are defined as statements that describe the desired quality of care.

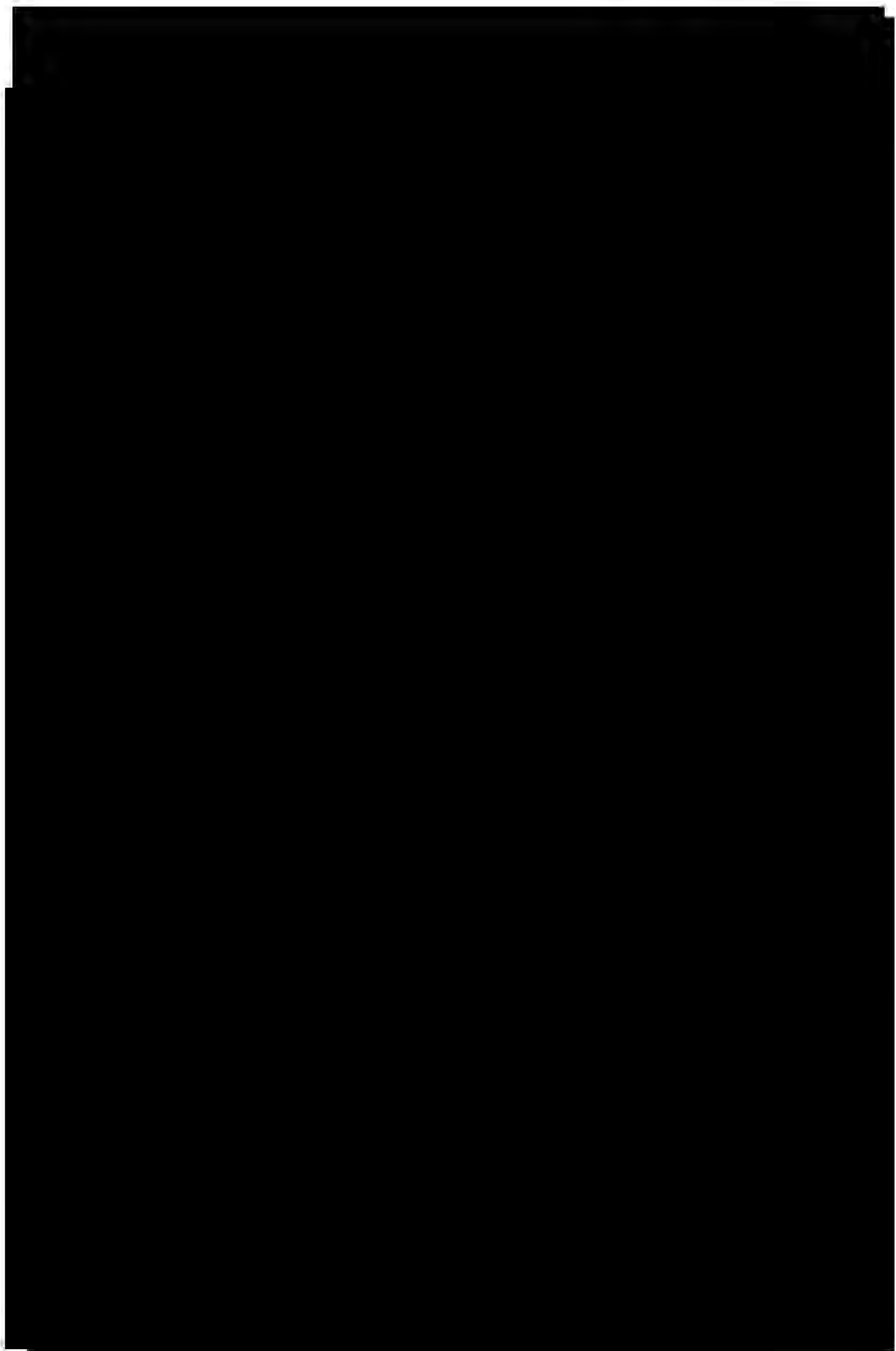
The 'Quality of Care' document is a living document, which will be updated regularly. The Dutch Diabetes Association will continue to work with other stakeholders to improve the quality of care for patients with type 2 diabetes.

The 'Quality of Care' document is a valuable tool for the improvement of the quality of care for patients with type 2 diabetes. It provides a clear and concise overview of the quality indicators that are relevant for the care of these patients.

The 'Quality of Care' document is a result of a multi-stakeholder approach, which is essential for the development of quality improvement programmes. It is important to involve all stakeholders in the development and implementation of these programmes.

The 'Quality of Care' document is a living document, which will be updated regularly. It is important to monitor the quality of care for patients with type 2 diabetes and to make adjustments as needed.

The 'Quality of Care' document is a valuable tool for the improvement of the quality of care for patients with type 2 diabetes. It provides a clear and concise overview of the quality indicators that are relevant for the care of these patients.



12 December 2019

Mr. Andrew Parkinson
Secure Local Jobs Code Registrar
ACT Government
GPO Box 158 Canberra
ACT 2601

Dear Sir,

Show Reasons Notice – Code Certified Entity BMD Constructions

We refer to the above mentioned notice issued on 3 December and wish to advise of the remedial action we have taken as a result of the engagement to two noncompliant subcontractors.

Our investigation into the cause of the non compliance revealed it was necessary to provide more comprehensive training to our project staff in the requirements of the Code. A copy of the Corrective Action Request raised within our Quality Management System is attached for your reference. The investigation revealed staff were acting under the belief that Code compliance only applied to projects with a contract value greater than \$5 million. Our other projects all have a contract value greater than \$5 million and are fully compliant.

The formal training delivered on 11/12/19 was based on extracts from two core Standards of our Business Management System, namely the Estimating Management Standard and the Code Compliance Standard. We have attached relevant extracts from these Standards which were used as training material and are happy to provide full copies of these documents on request.

The training was attended by all members of our staff who are in any way involved in the engagement of subcontractors on our projects in the ACT. We can confirm all our relevant staff were in attendance and have provided a copy of the attendance register.

As an entity engaged in the delivery of infrastructure projects to Government clients around Australia, BMD Constructions takes all its obligations including those relating to Code compliance very seriously and wish to assure the Registrar, this incidence was a genuine oversight. We are confident the steps that we have taken will address this issue of non compliance.

If you require any further information or have any questions in relation to our response, please don't hesitate to contact the undersigned on [REDACTED]

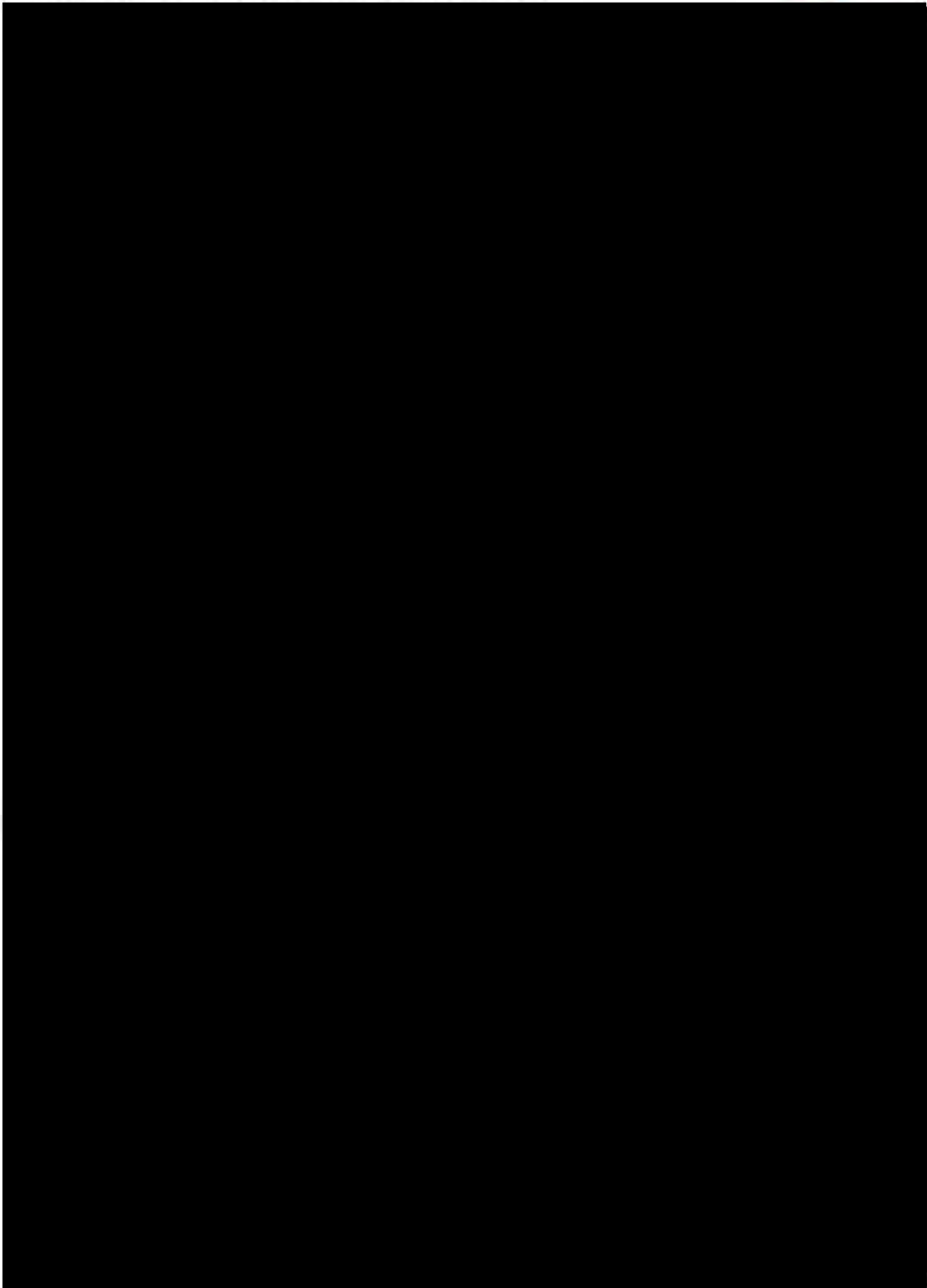
Yours faithfully,

BMD Constructions Pty Ltd
[REDACTED]

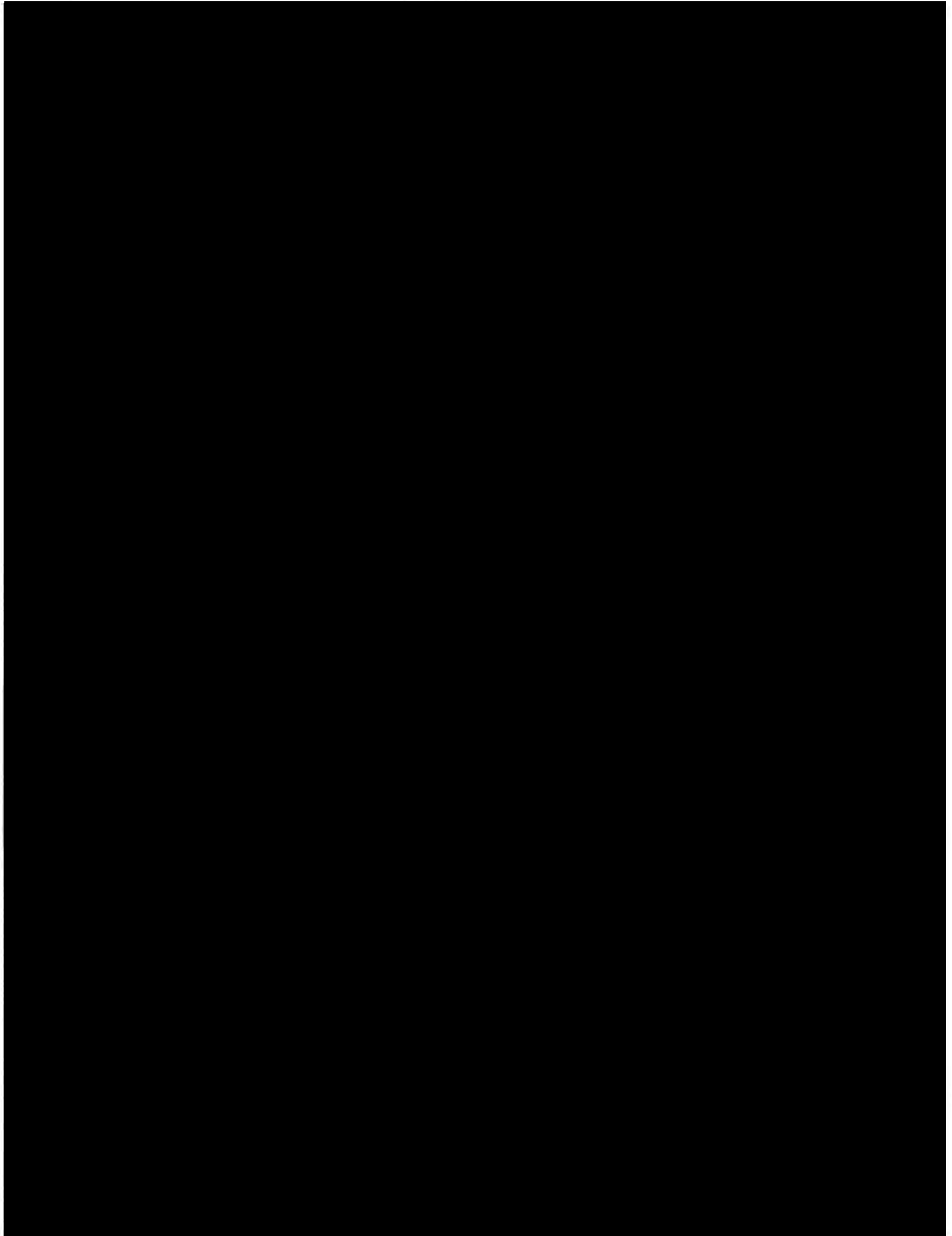
Darren
[REDACTED]

Construction Manager ACT/NSW

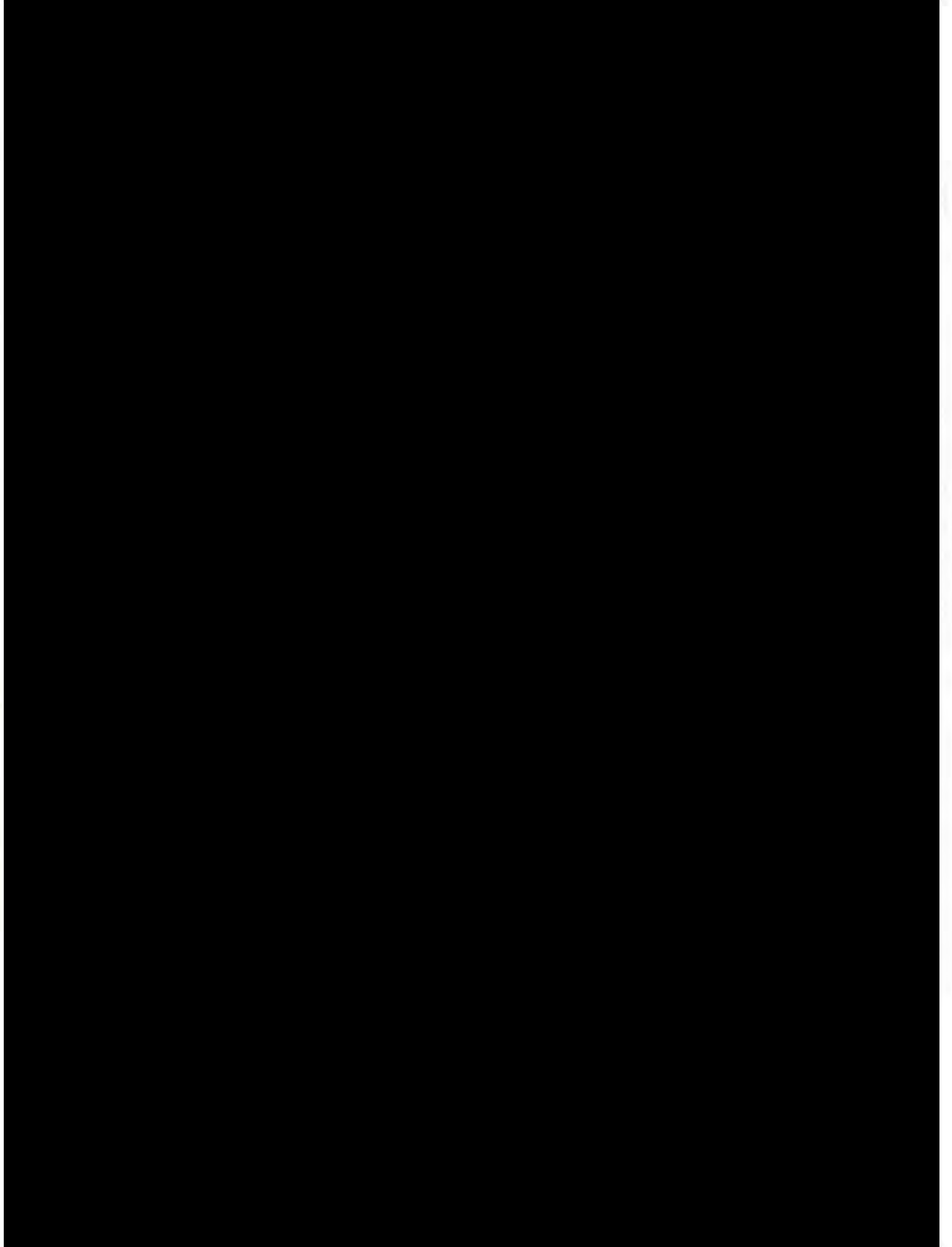
Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record



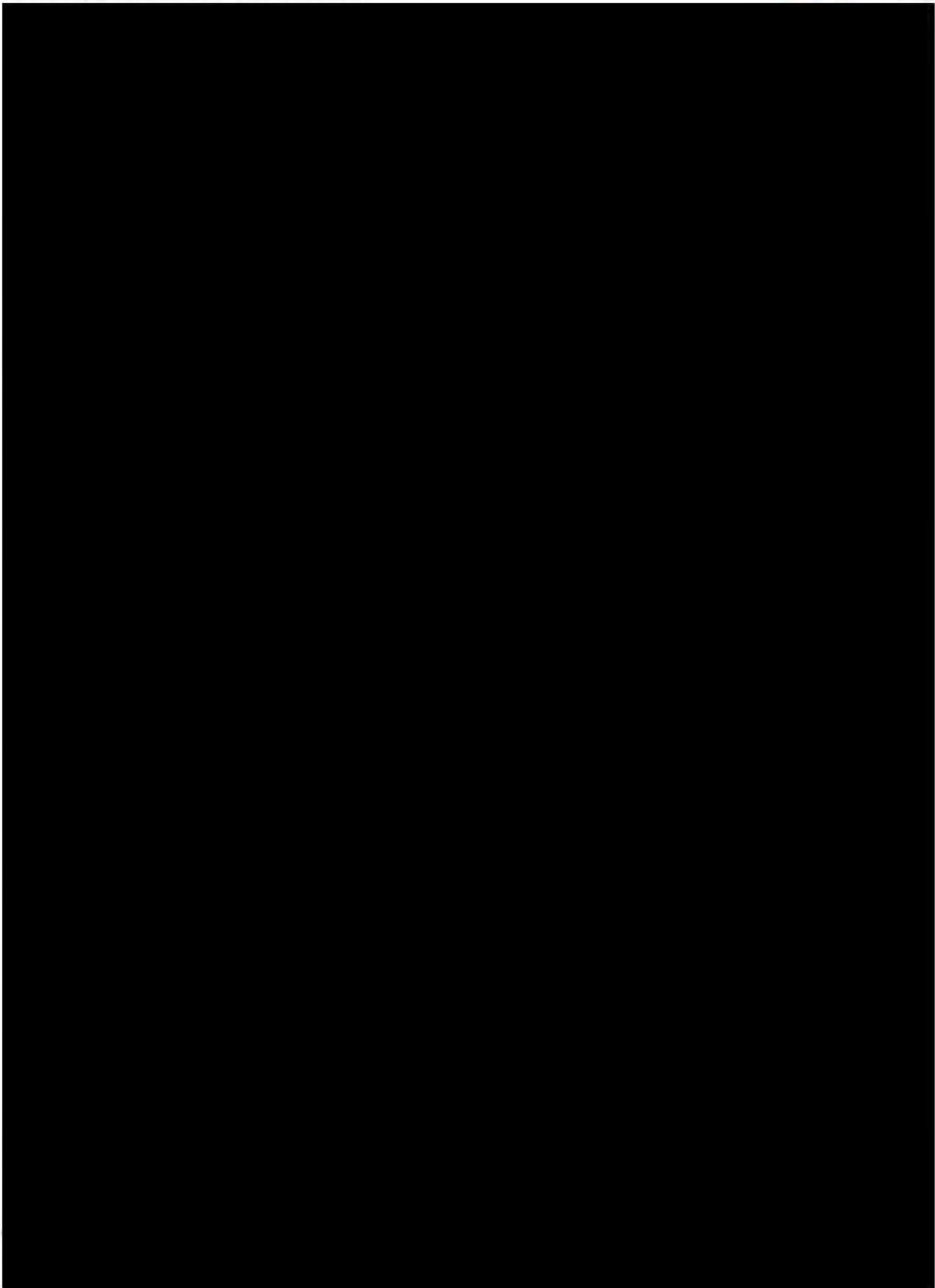
Daily Prestart and Site Attendance Record



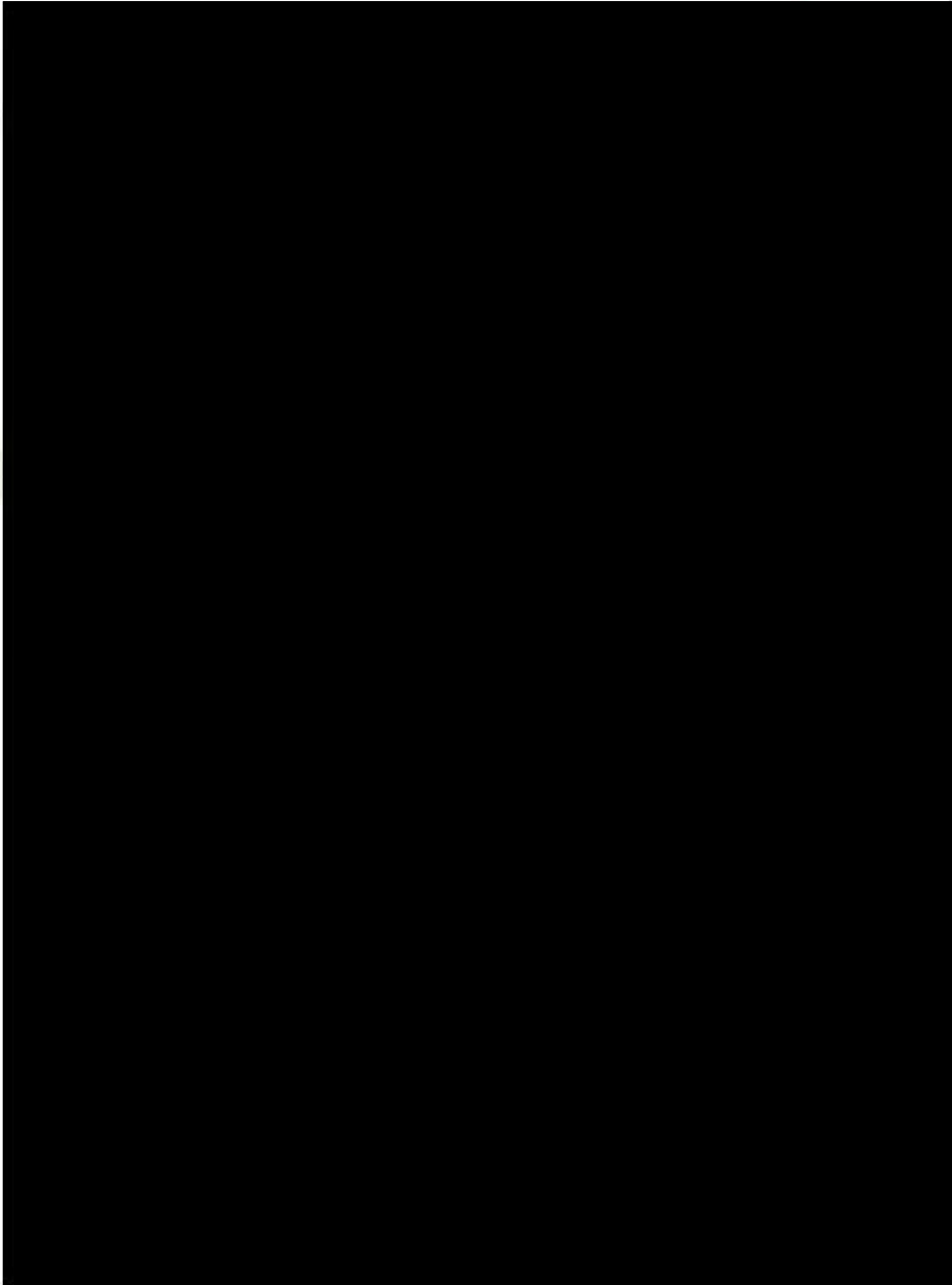
Visitor Daily Attendance Record



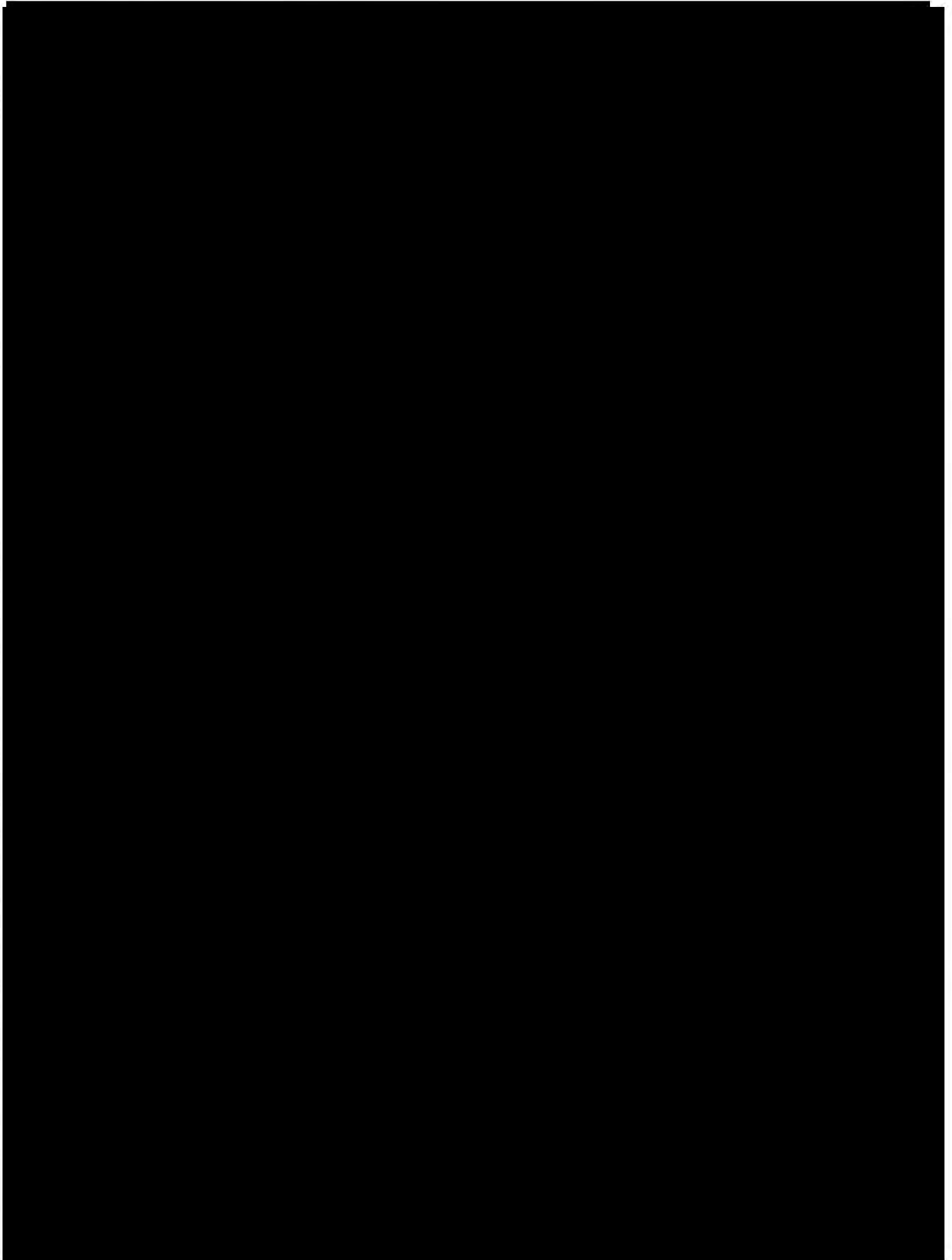
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Prestart Talk and Site Attendance Record



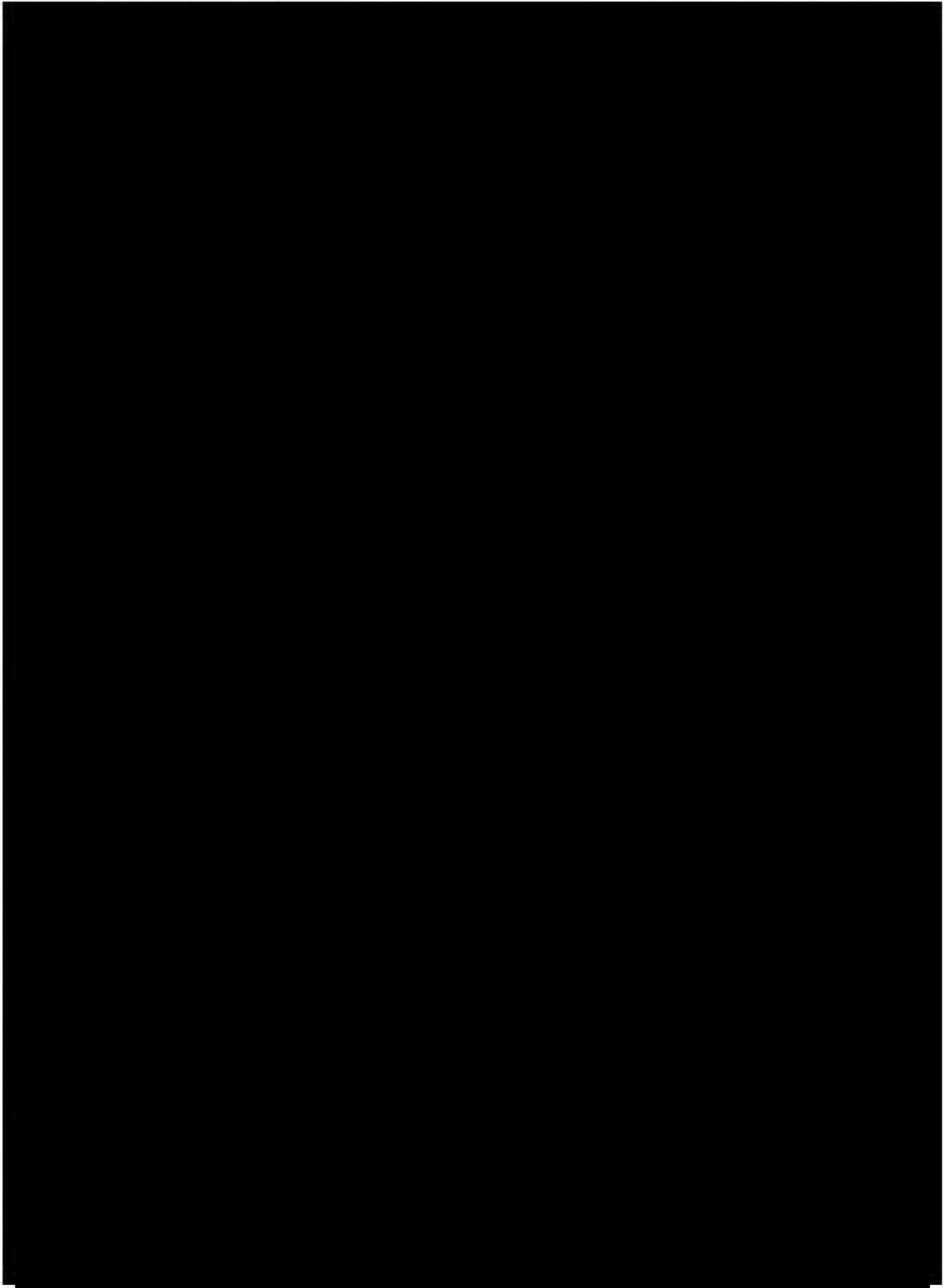
Daily Prestart and Site Attendance Record



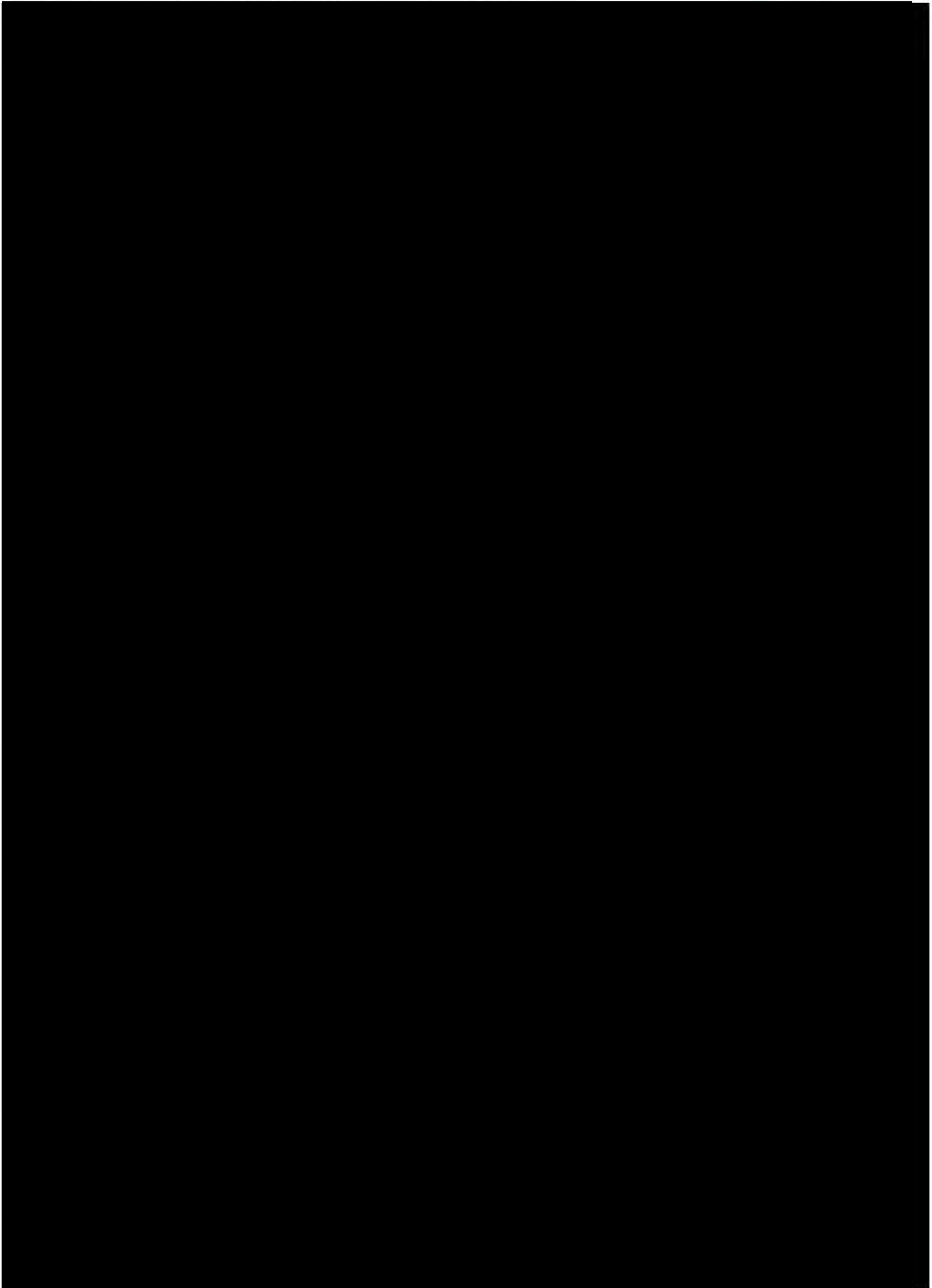
Visitor Daily Attendance Record



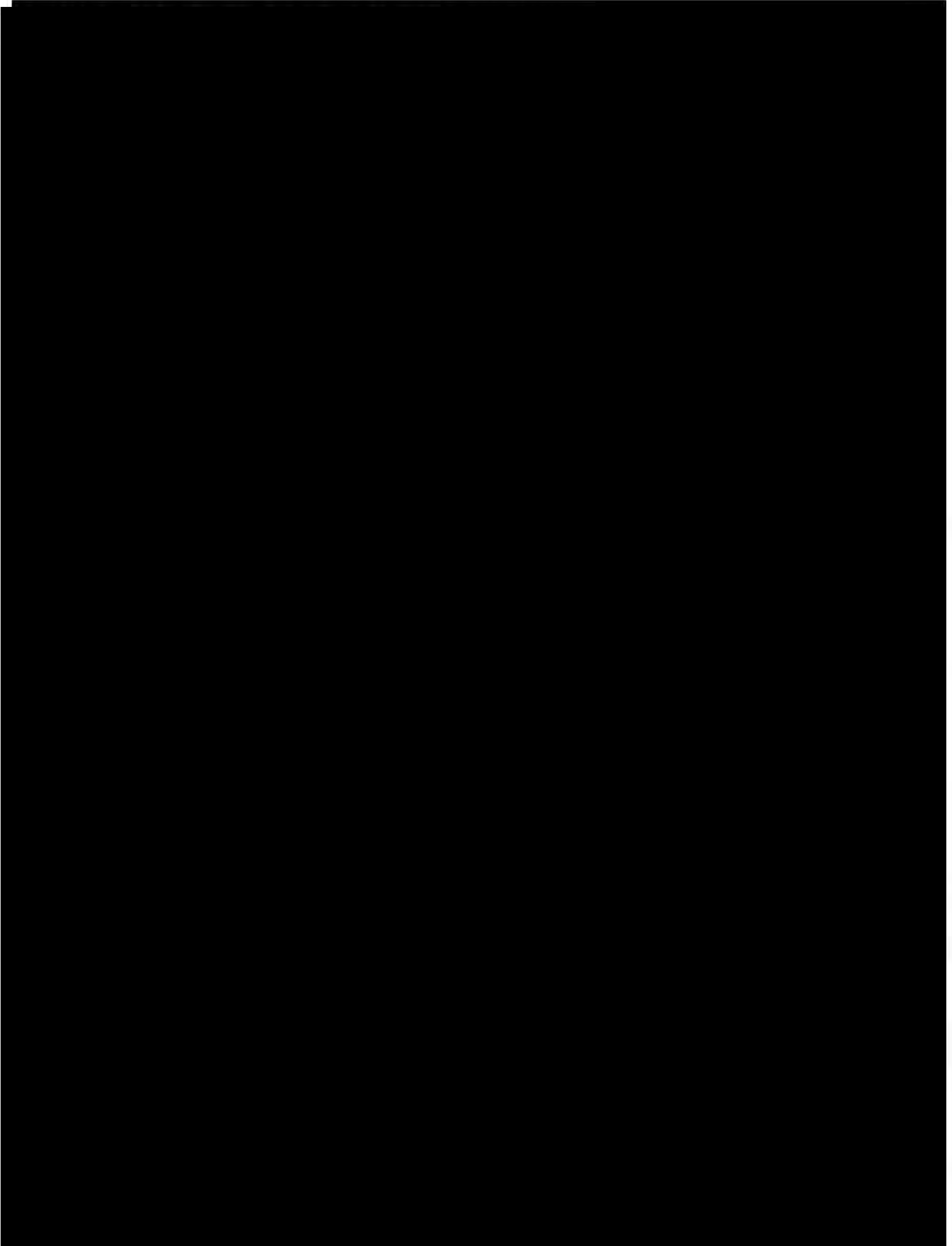
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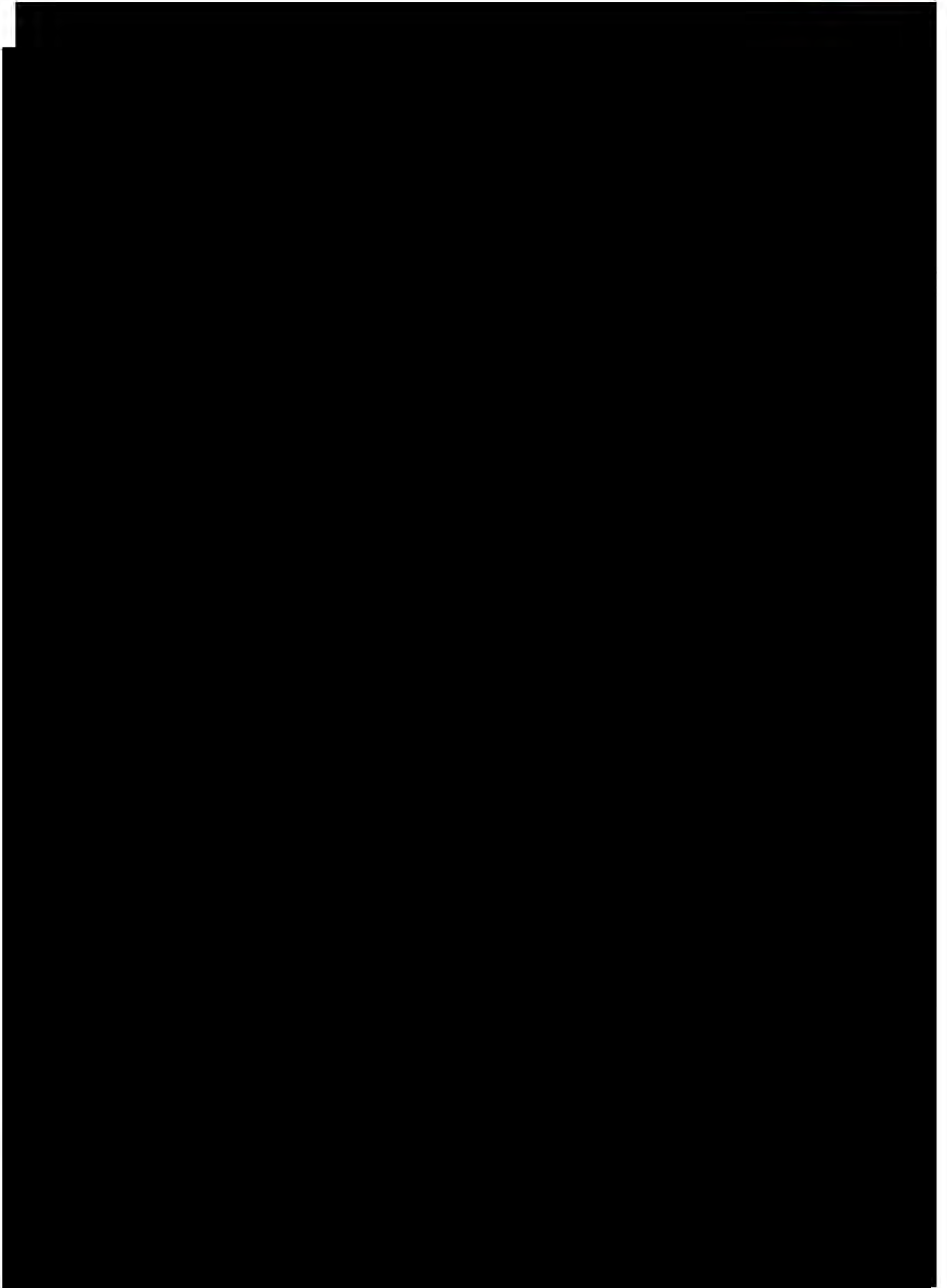


Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record



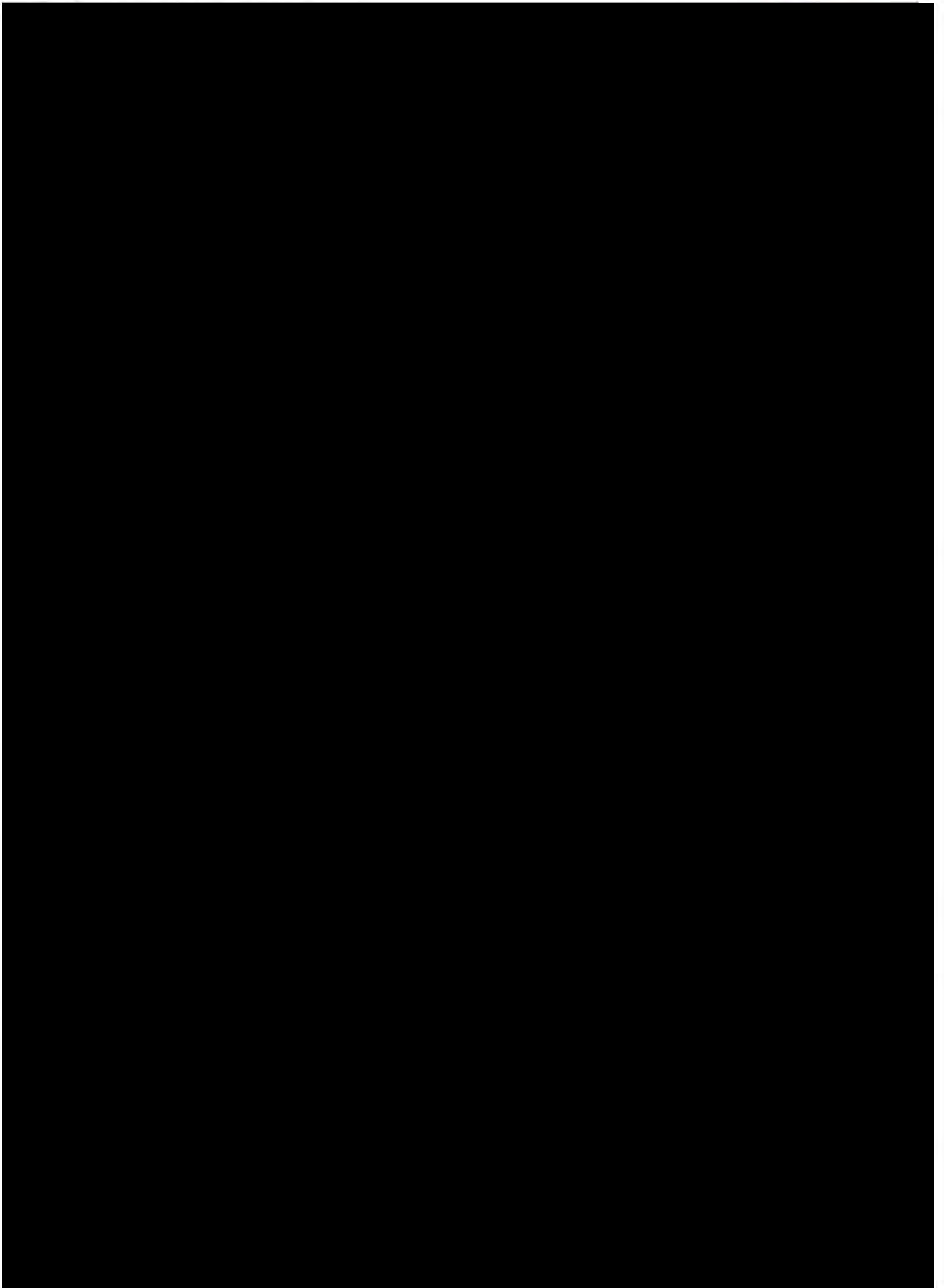


Visitor Daily Attendance Record

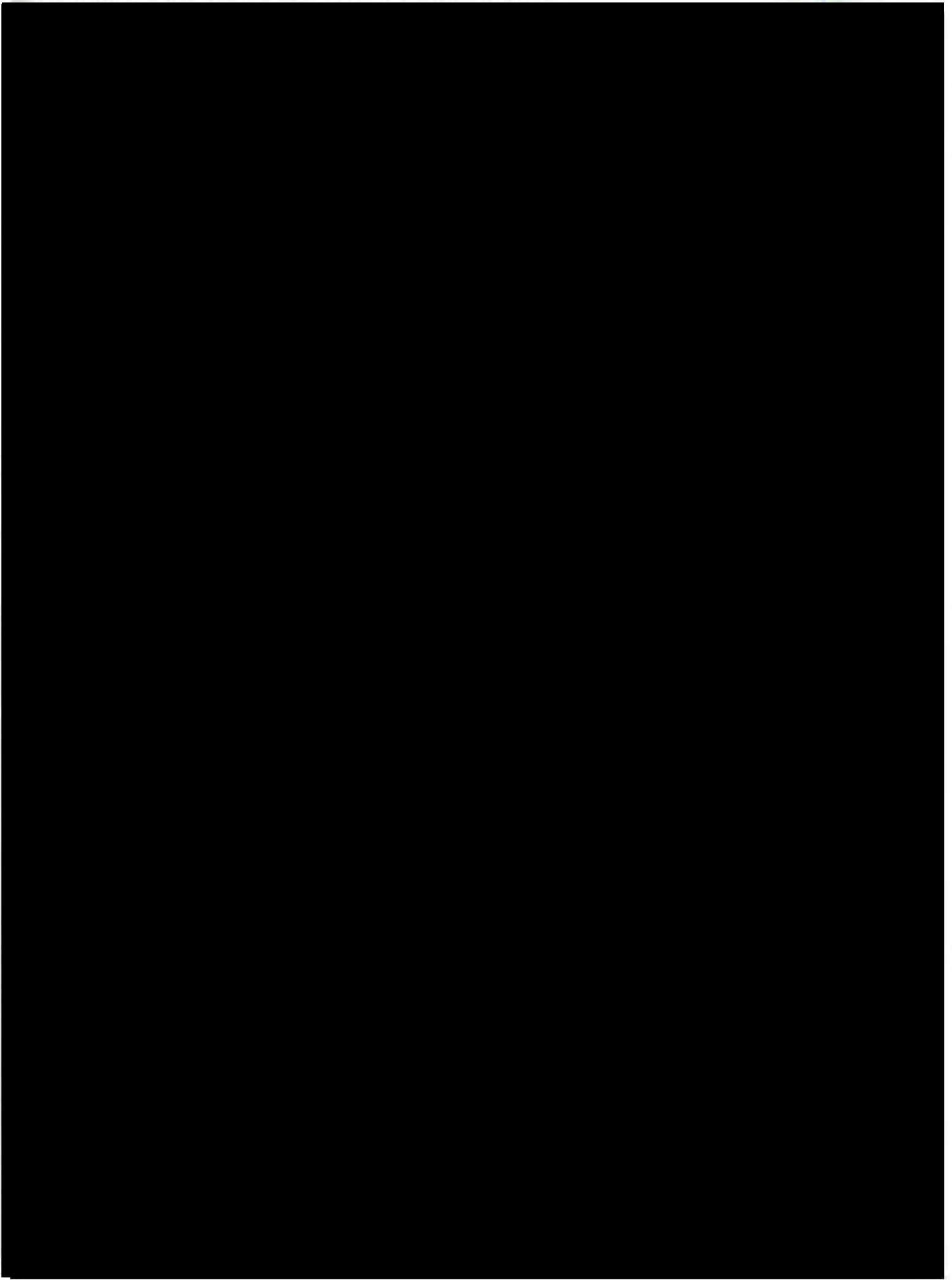


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Daily Prestart – Key Points

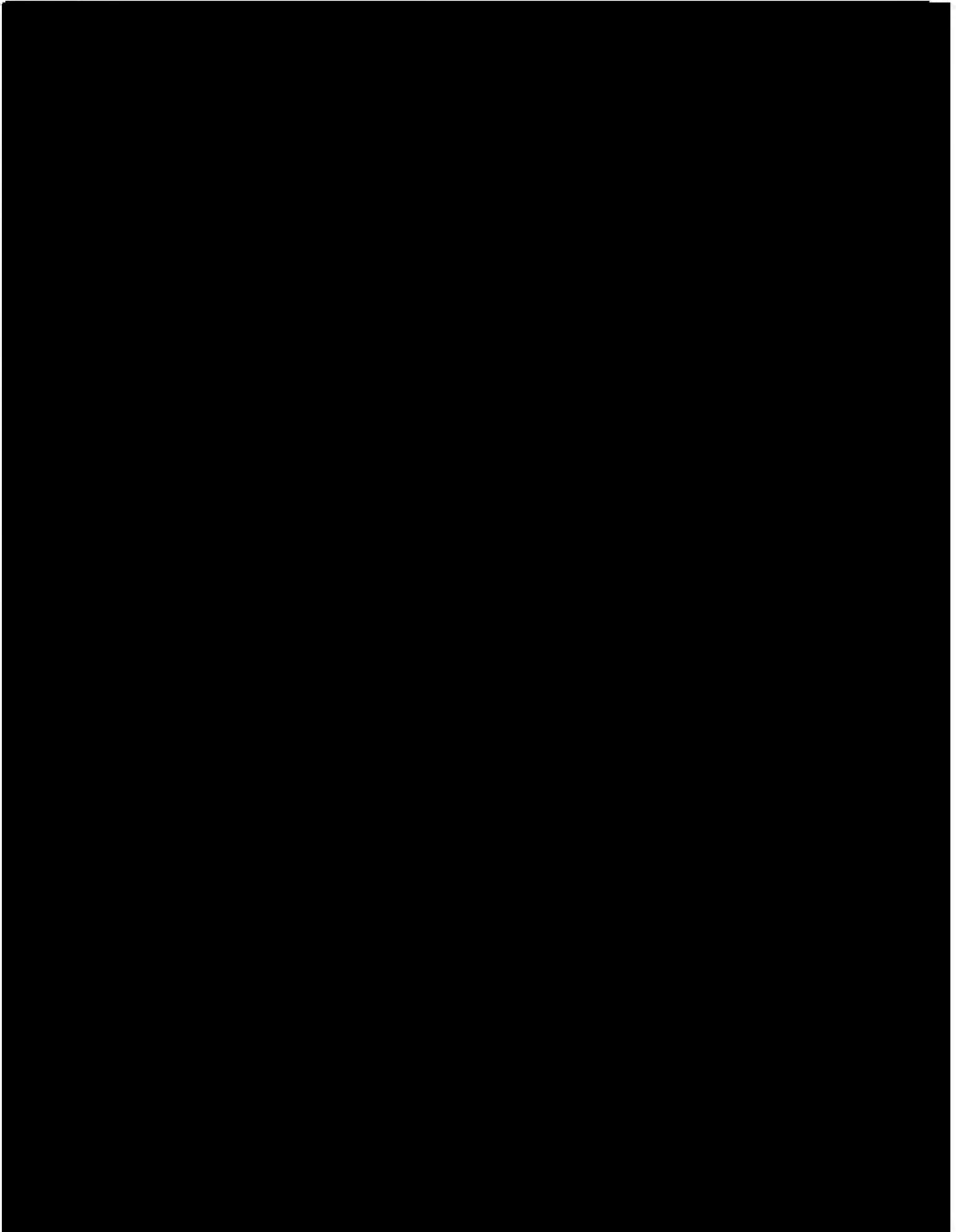


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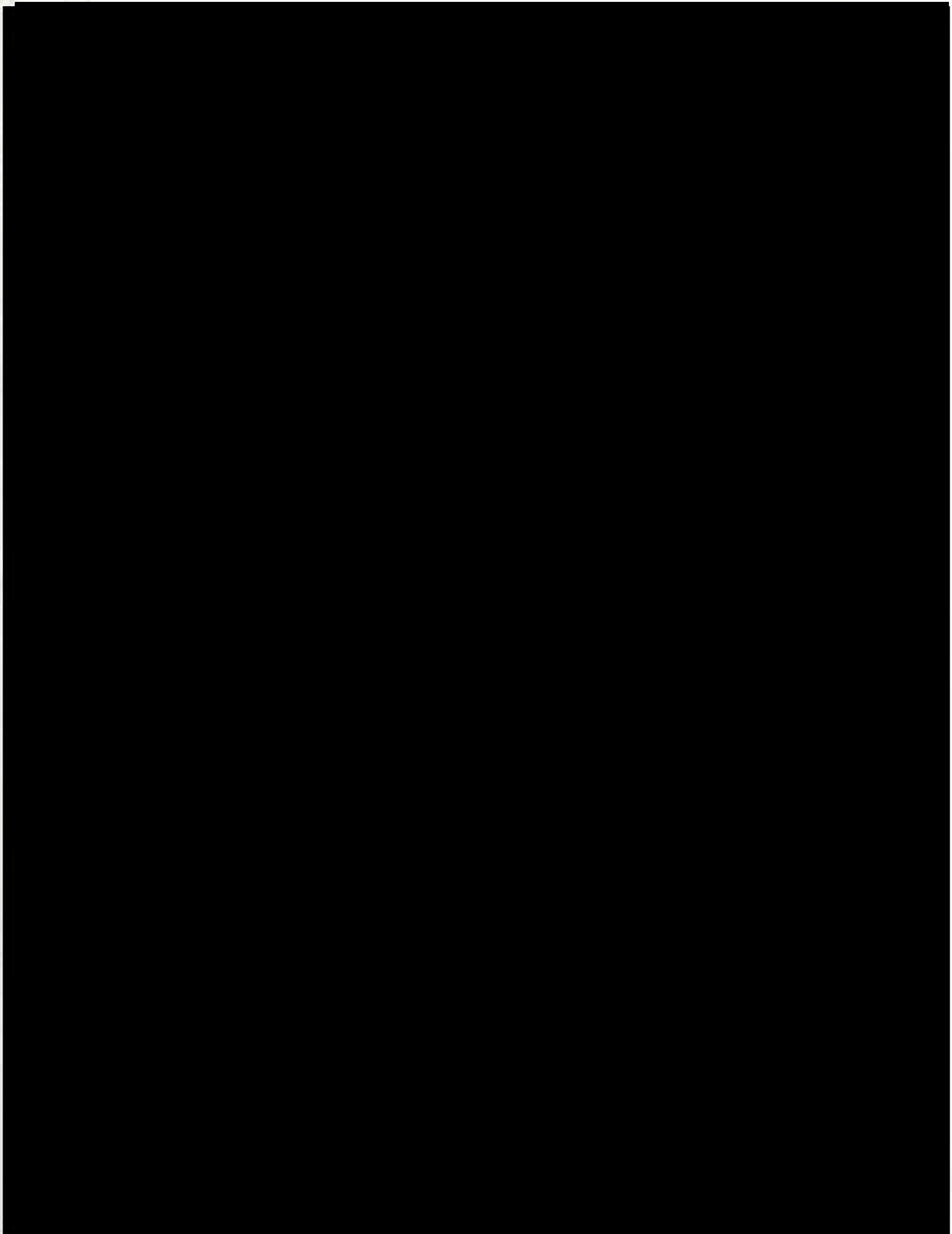


Daily Prestart and Site Attendance Record



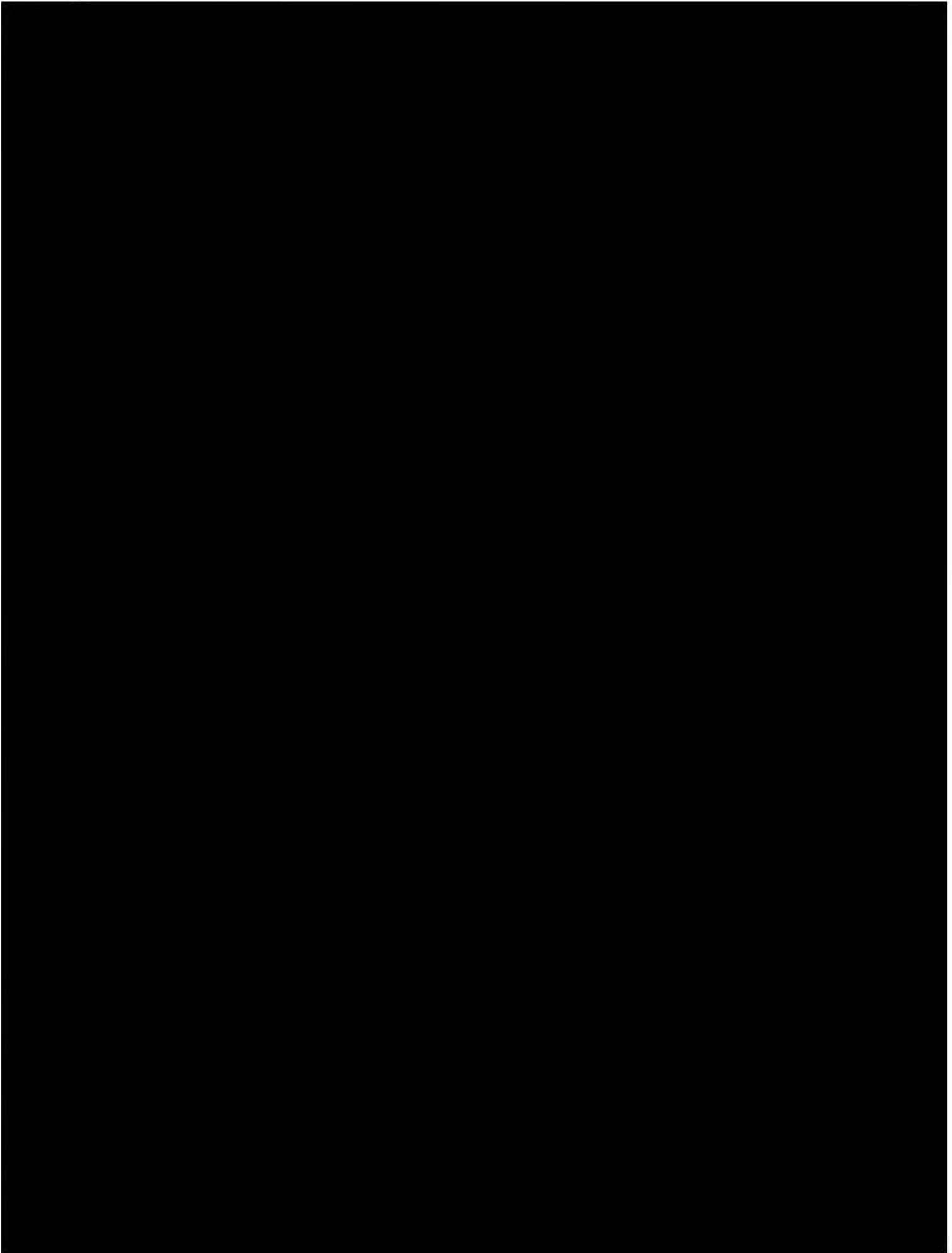


Daily Prestart and Site Attendance Record





Daily Prestart and Site Attendance Record

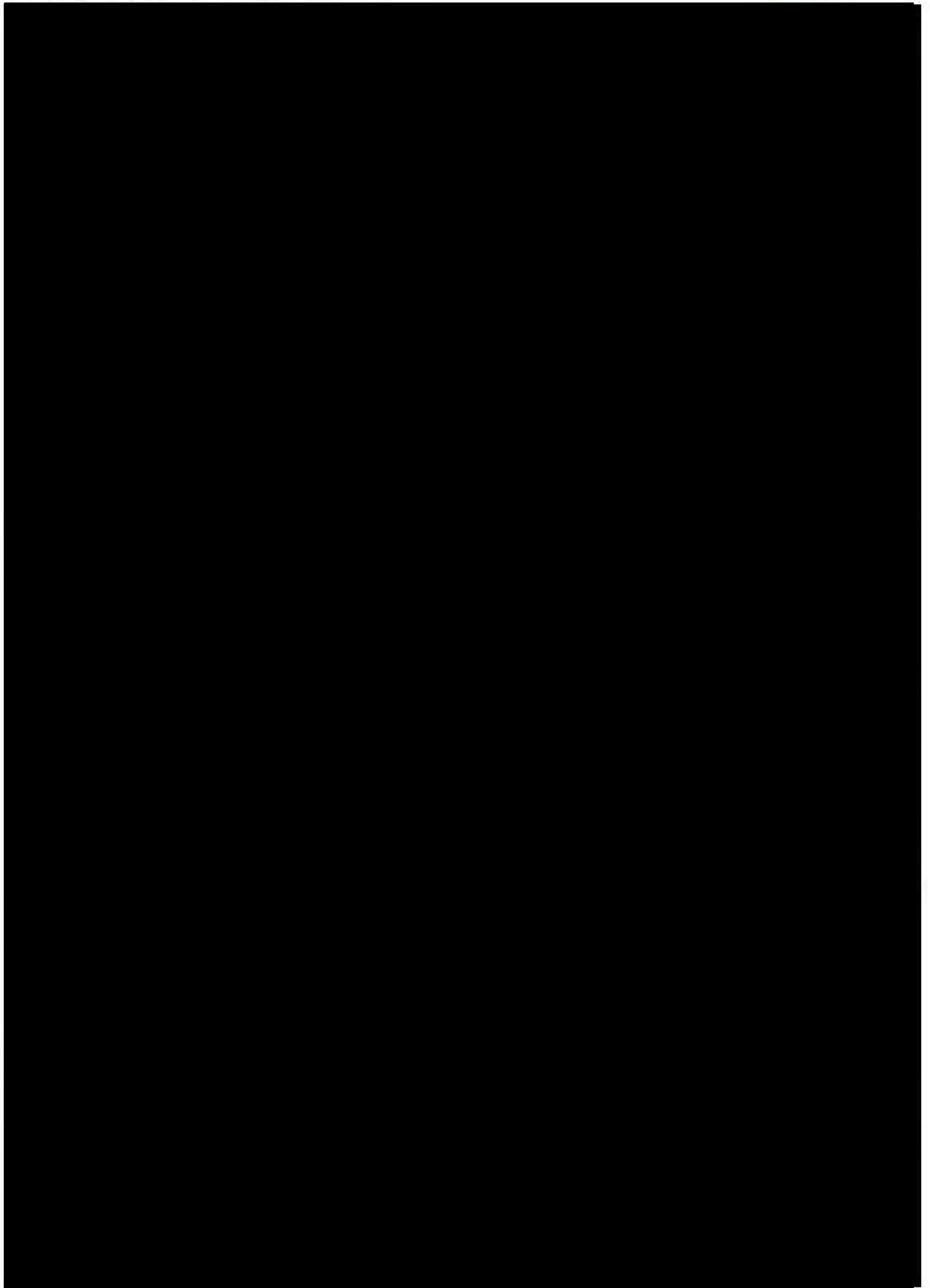


Visitor Daily Attendance Record



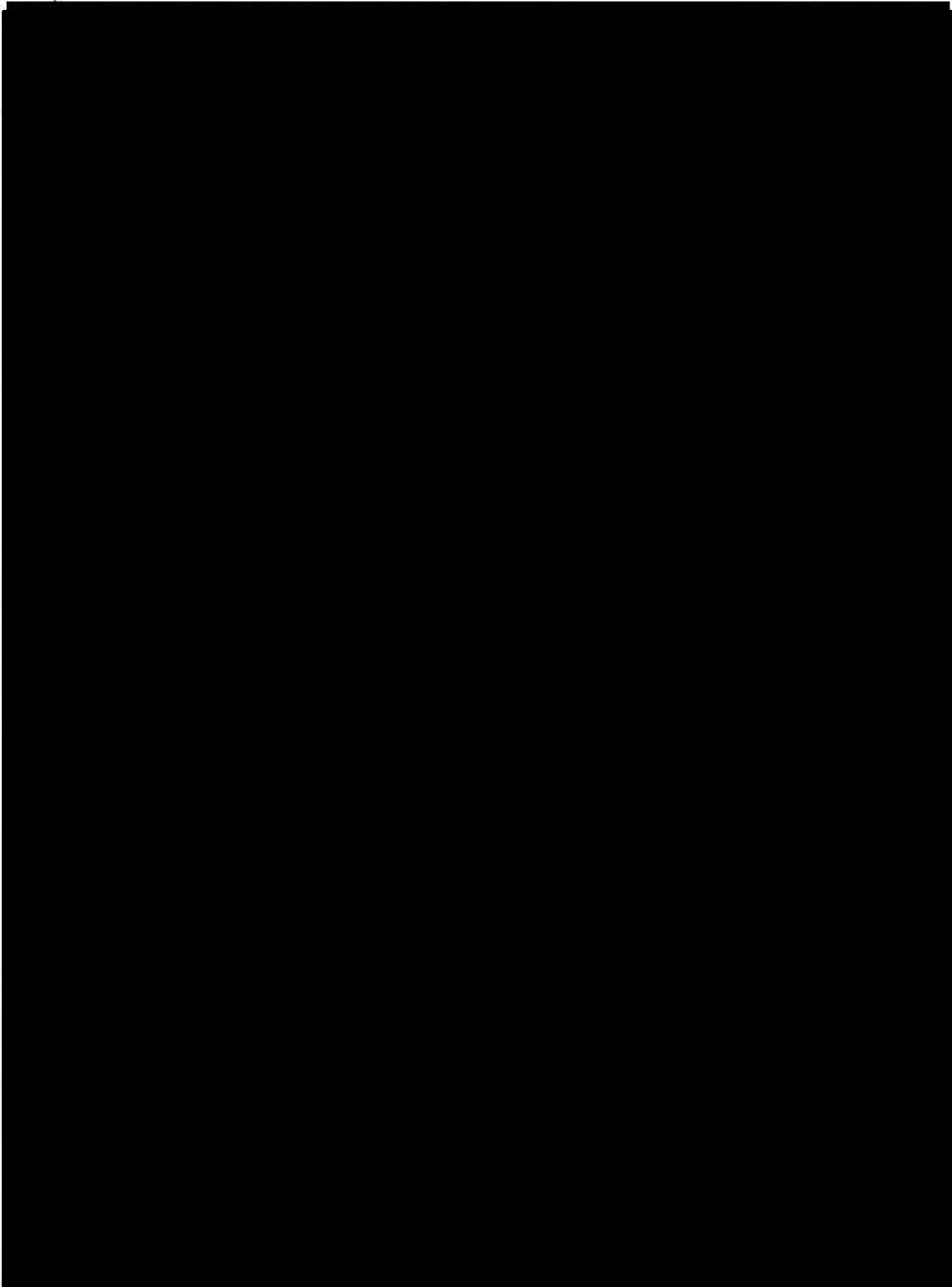
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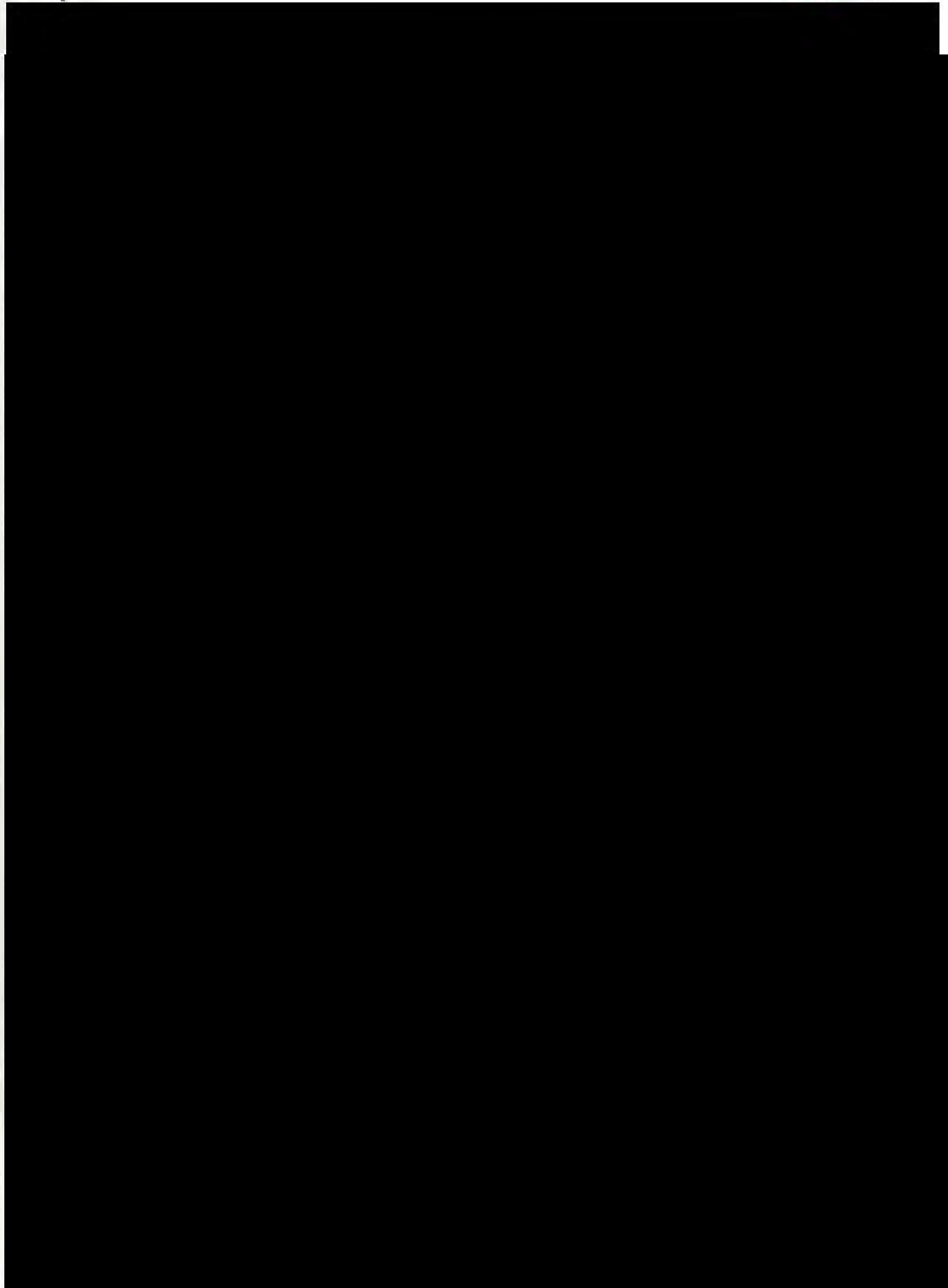
Daily Prestart – Key Points



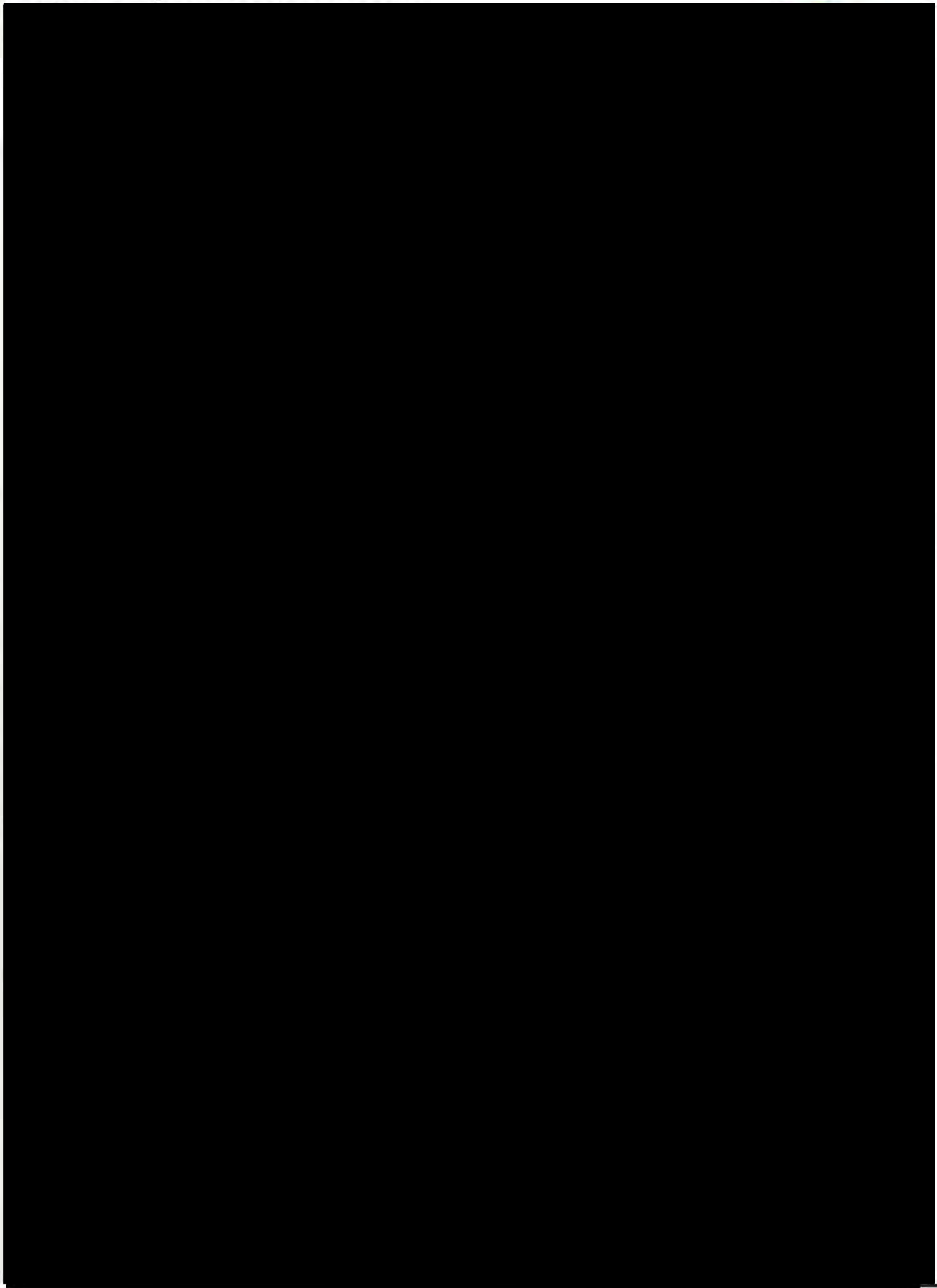


Prestart Talk and Site Attendance Record

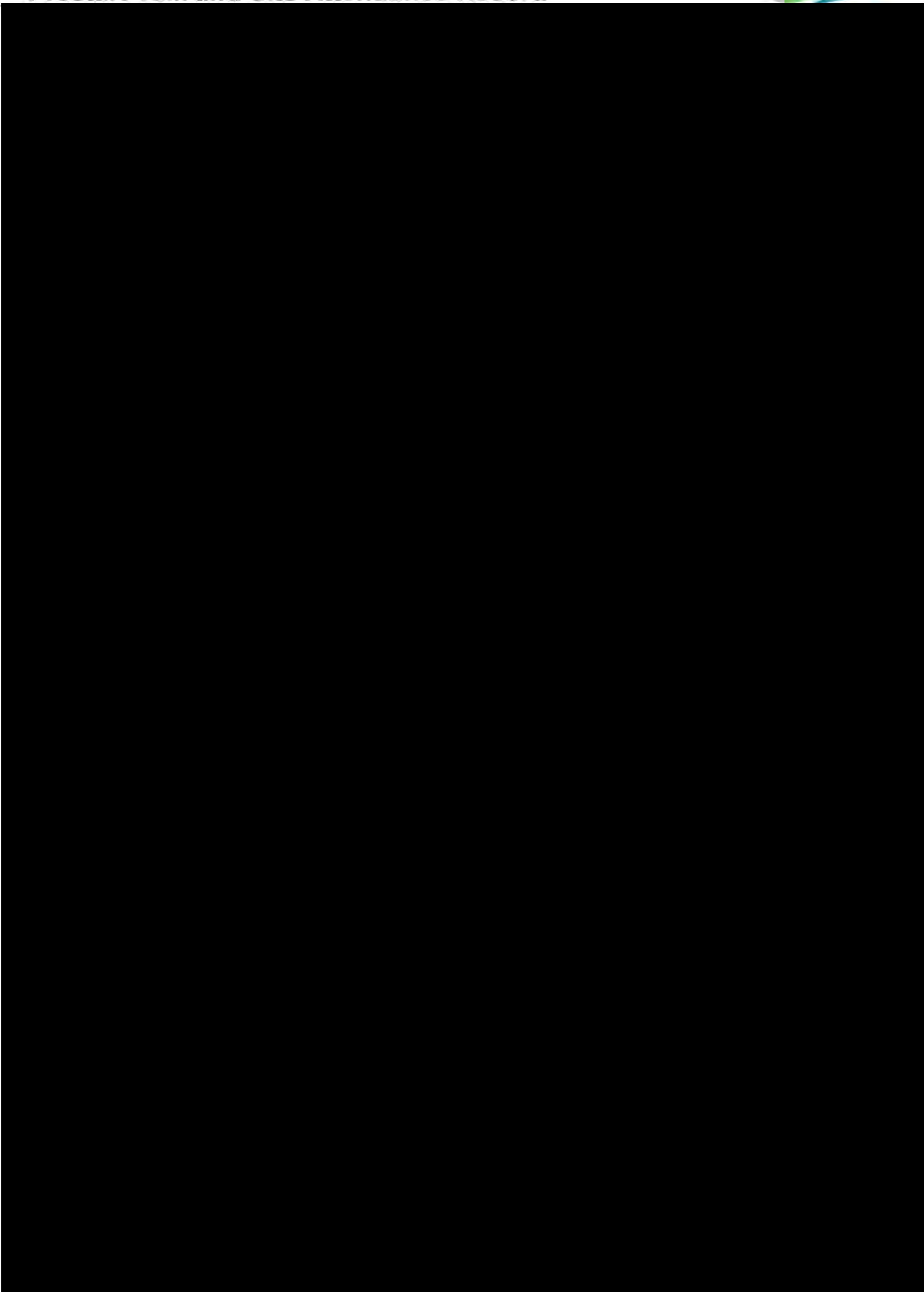




Visitor Daily Attendance Record

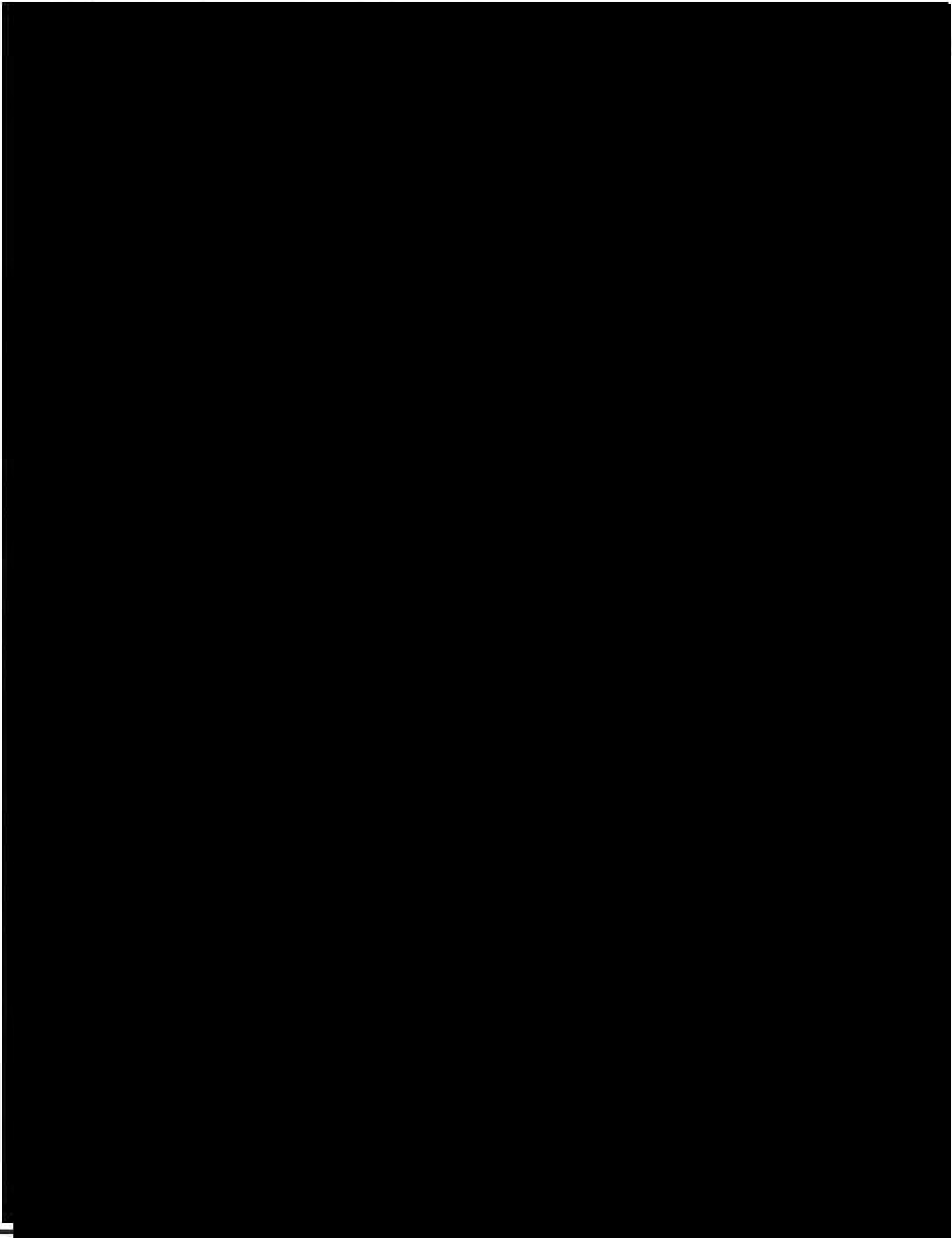
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Prestart Talk and Site Attendance Record





Daily Prestart and Site Attendance Record



Visitor Daily Attendance Record



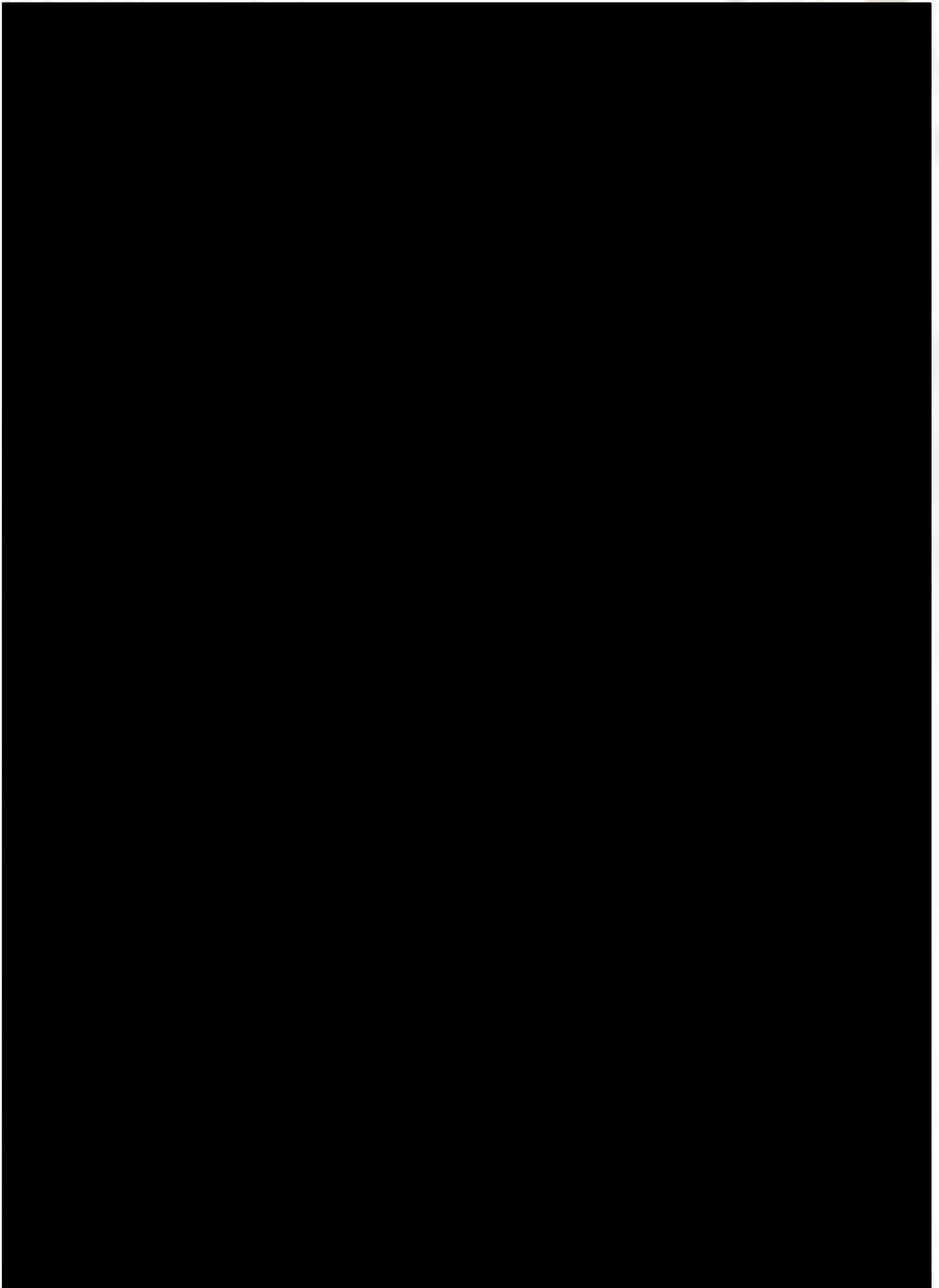
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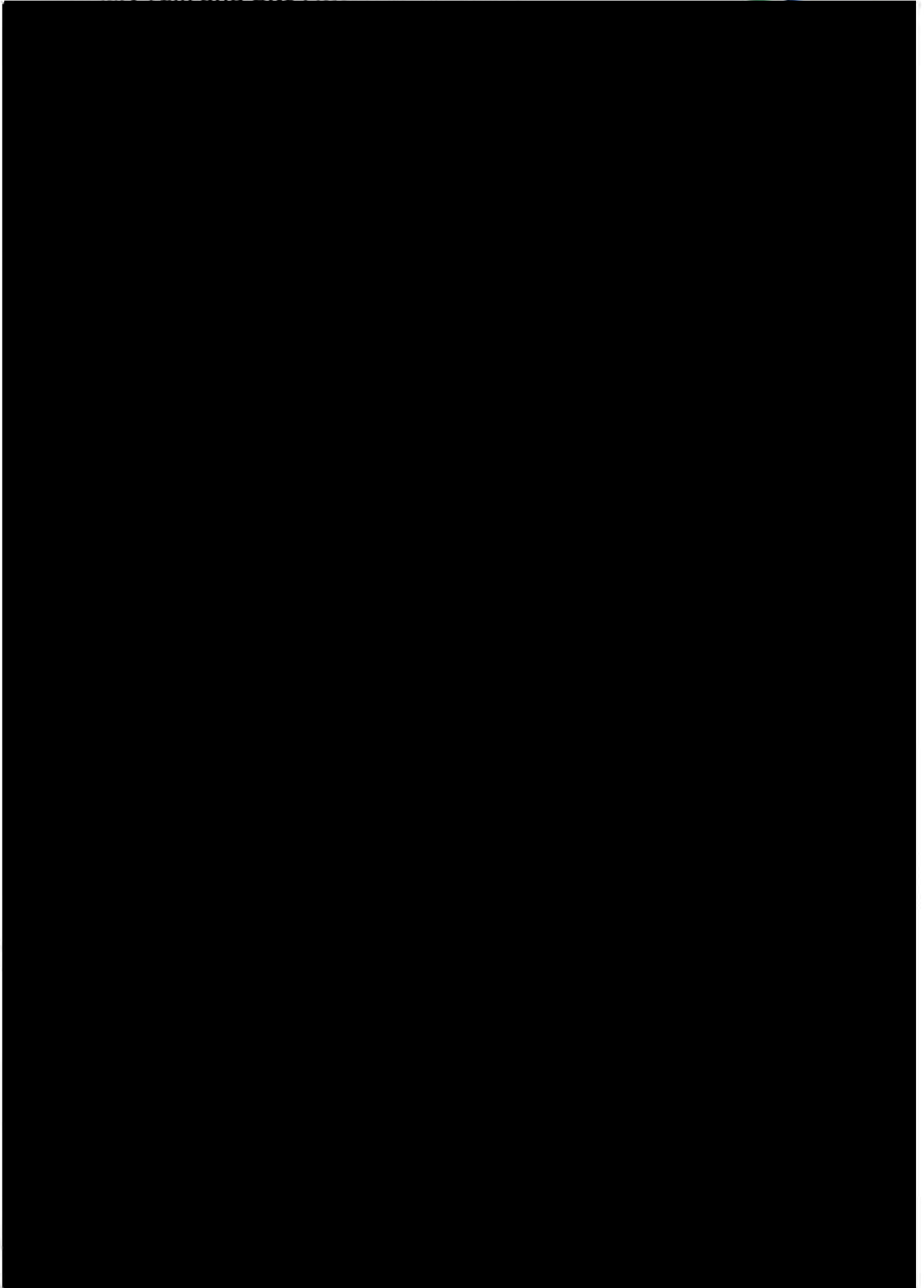
Daily Prestart and Site Attendance Record

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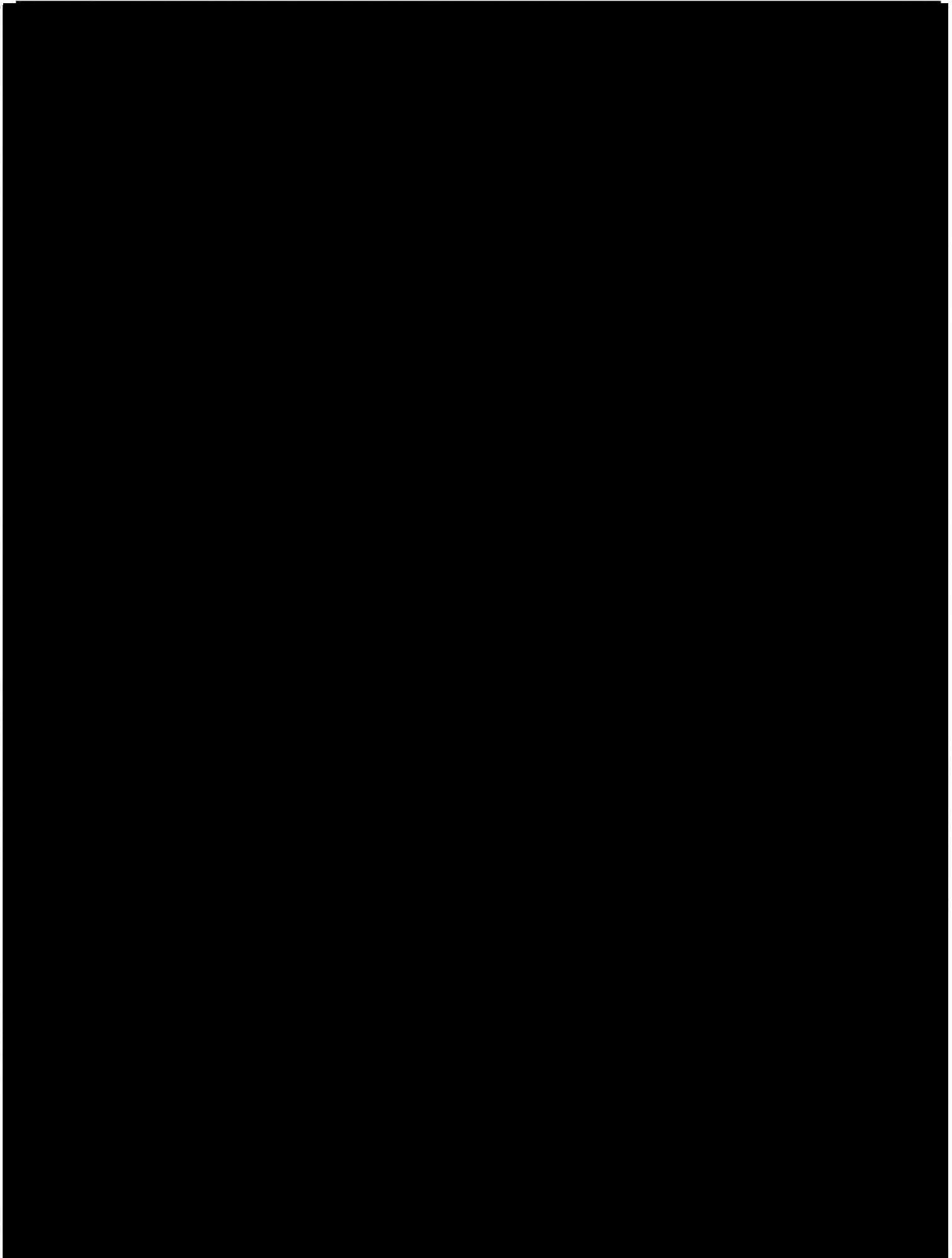
Daily Prestart – Key Points



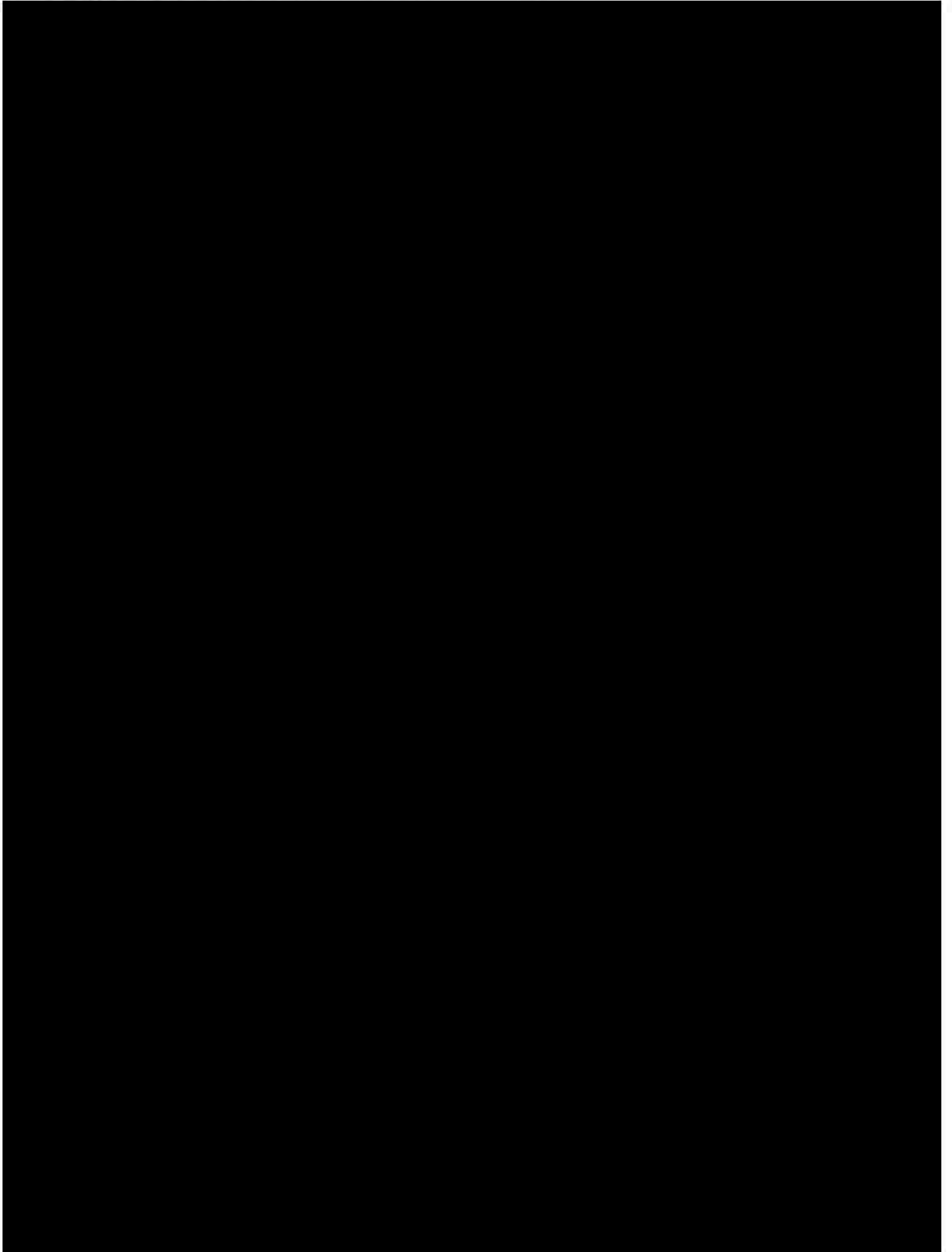
Prestart Talk and Site Attendance Record



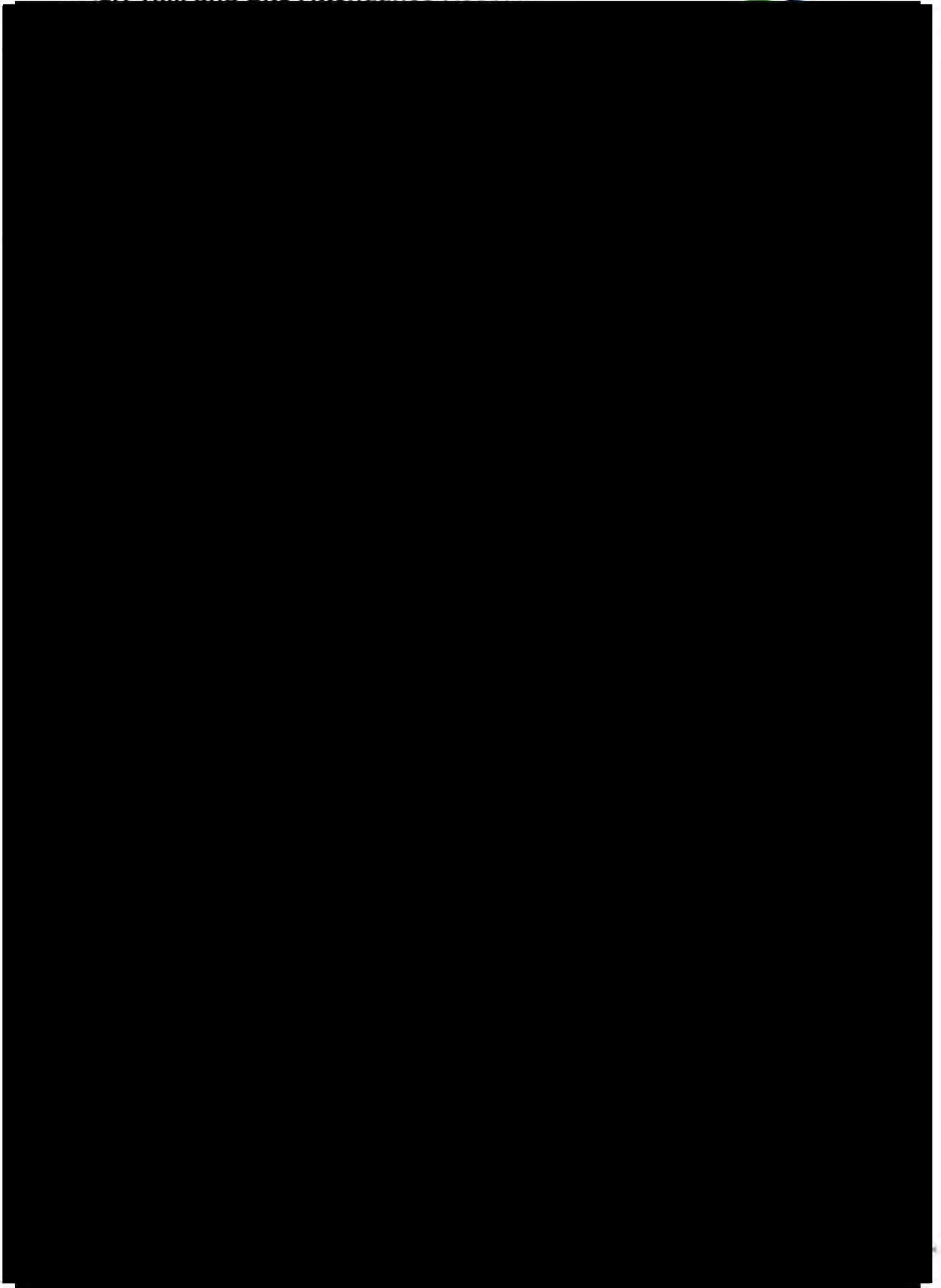
Daily Prestart and Site Attendance Record



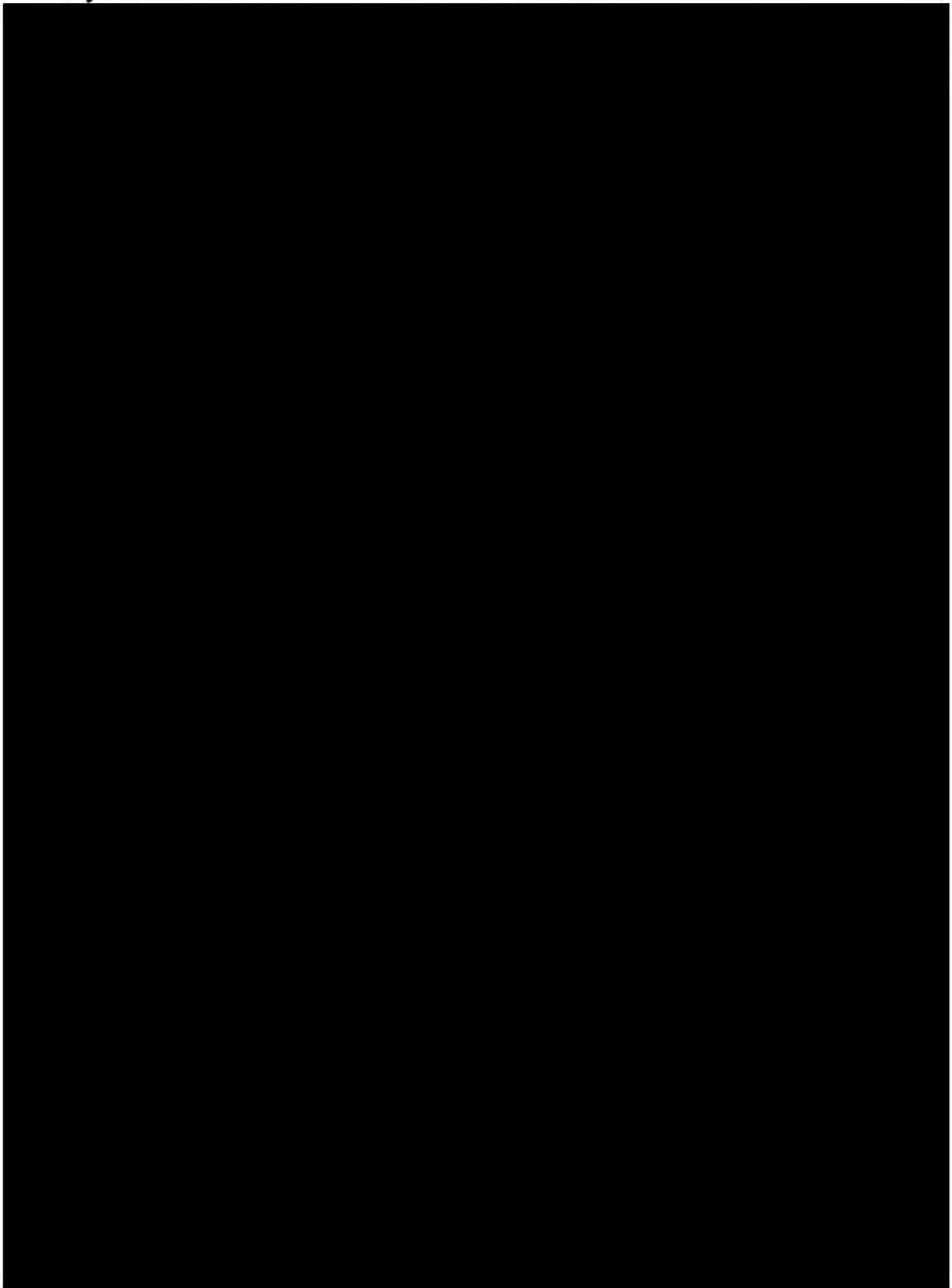
Daily Prestart and Site Attendance Record



Prestart Talk and Site Attendance Record

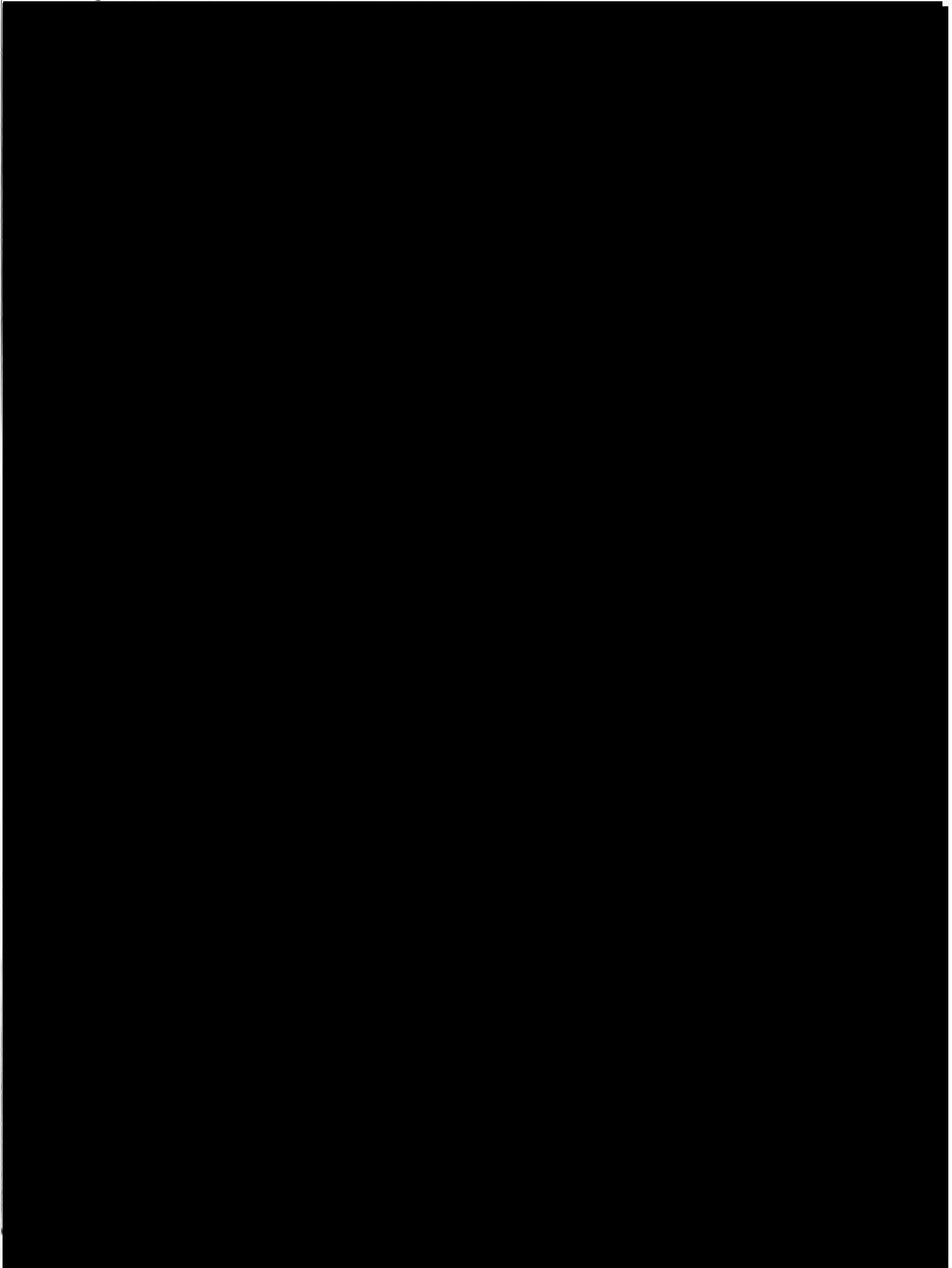


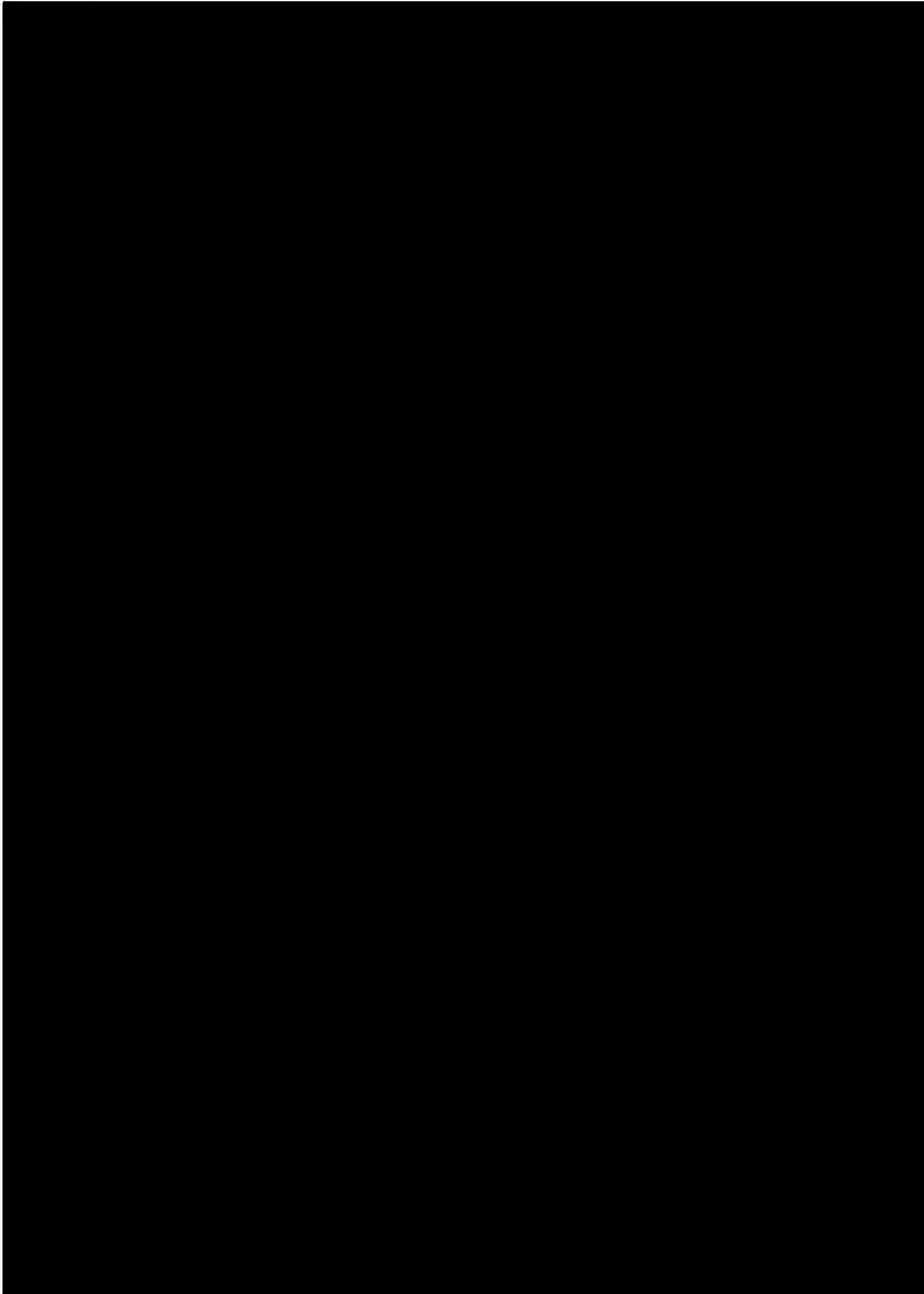
Daily Prestart and Site Attendance Record



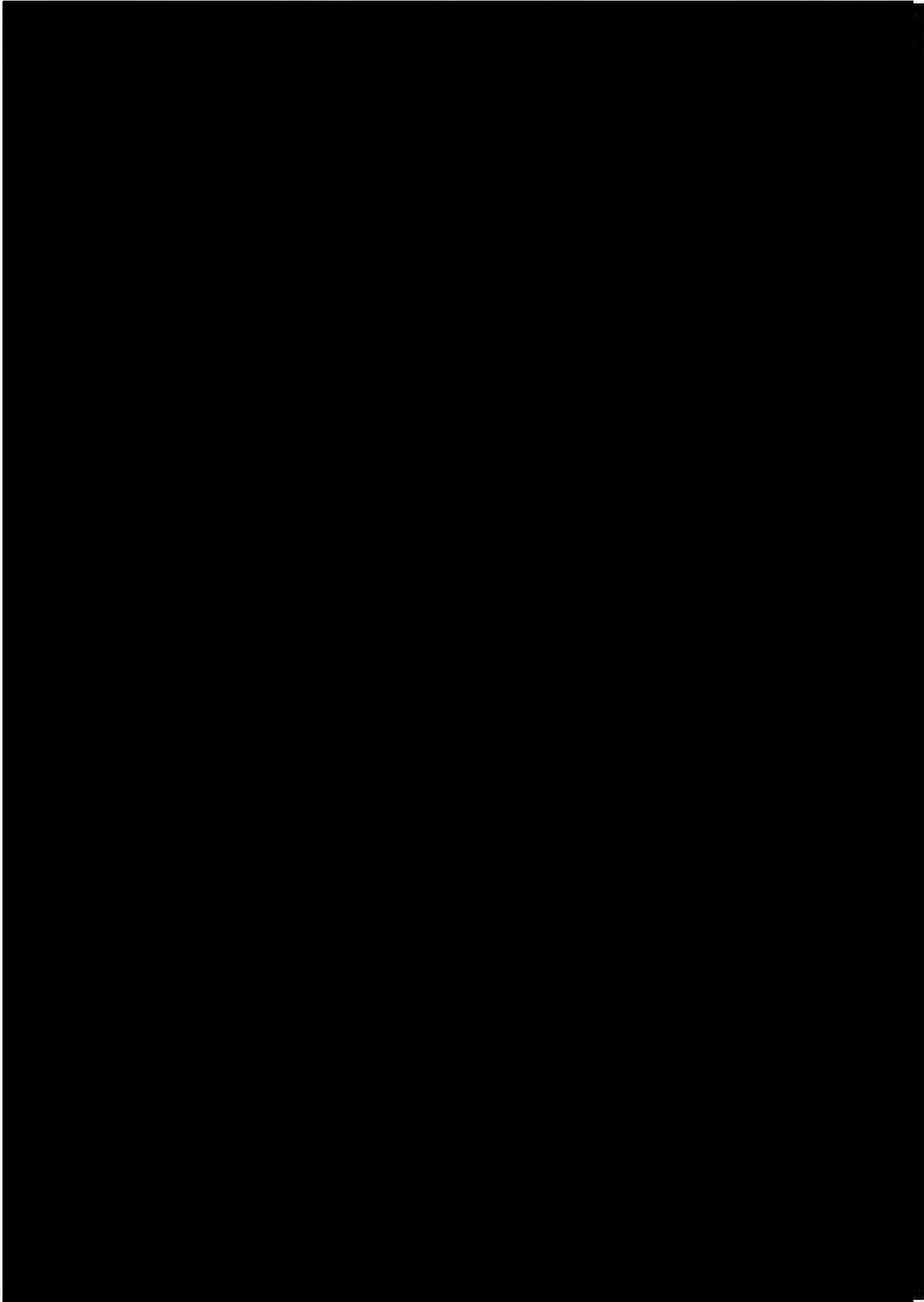


Daily Prestart and Site Attendance Record

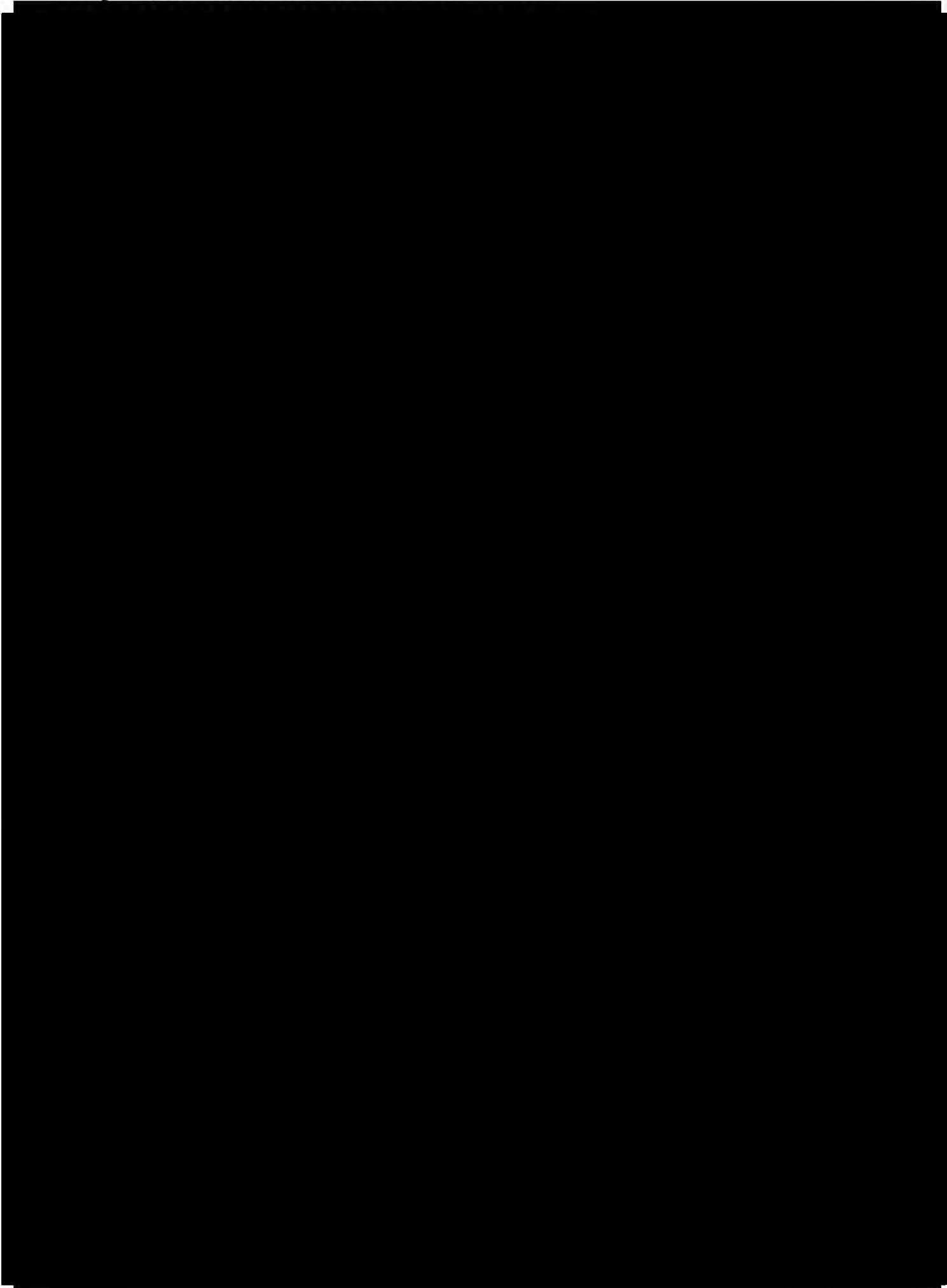




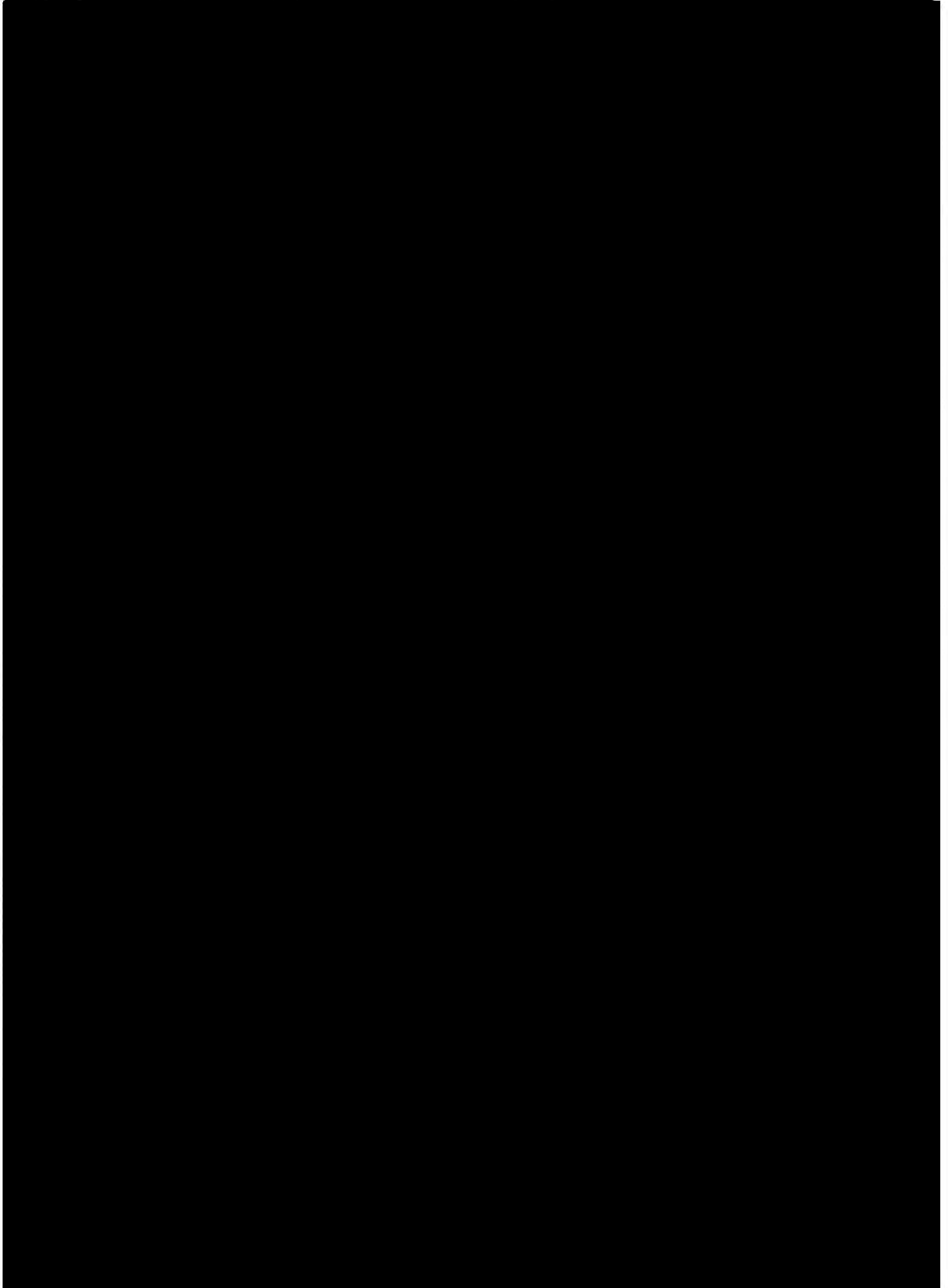
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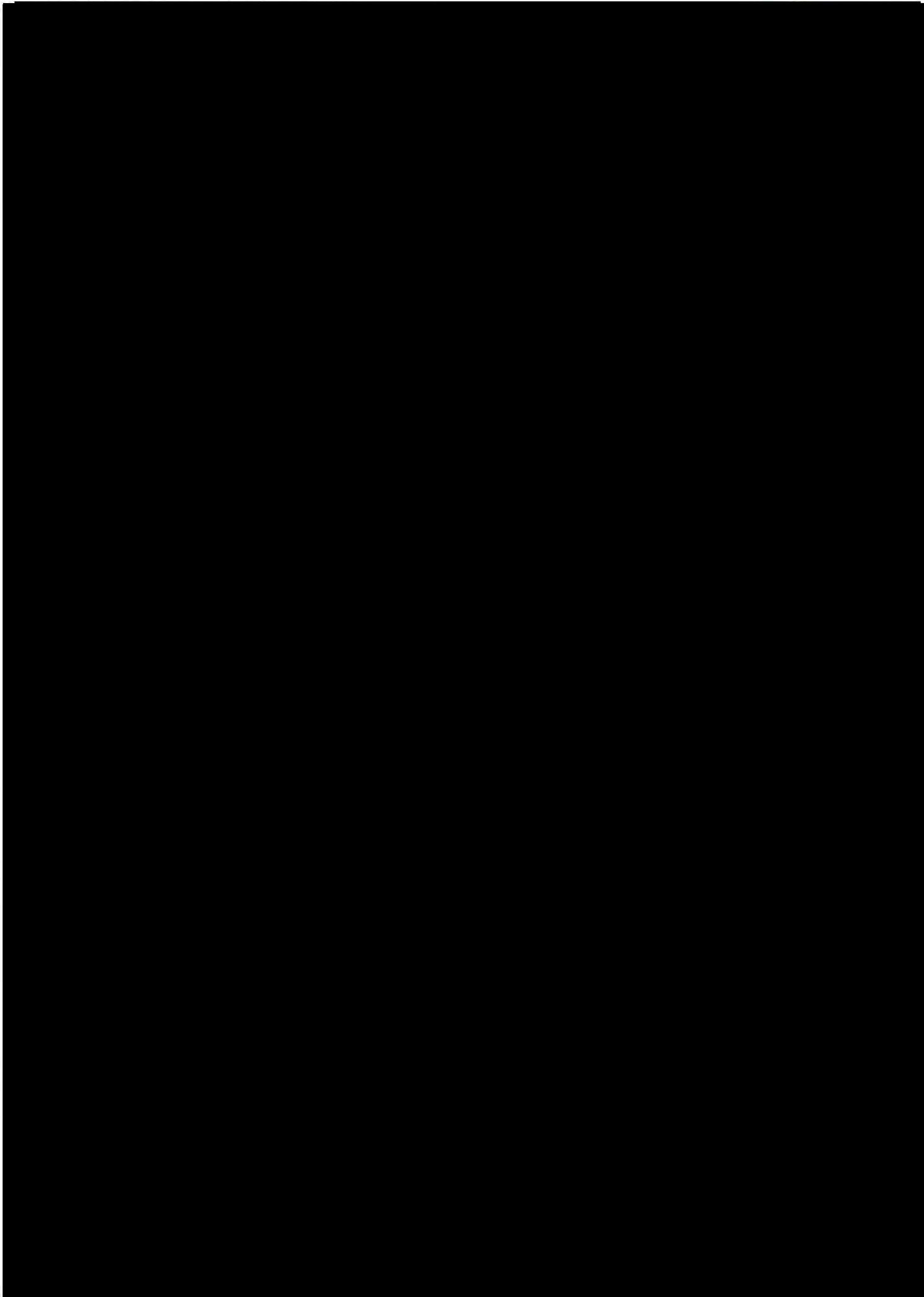


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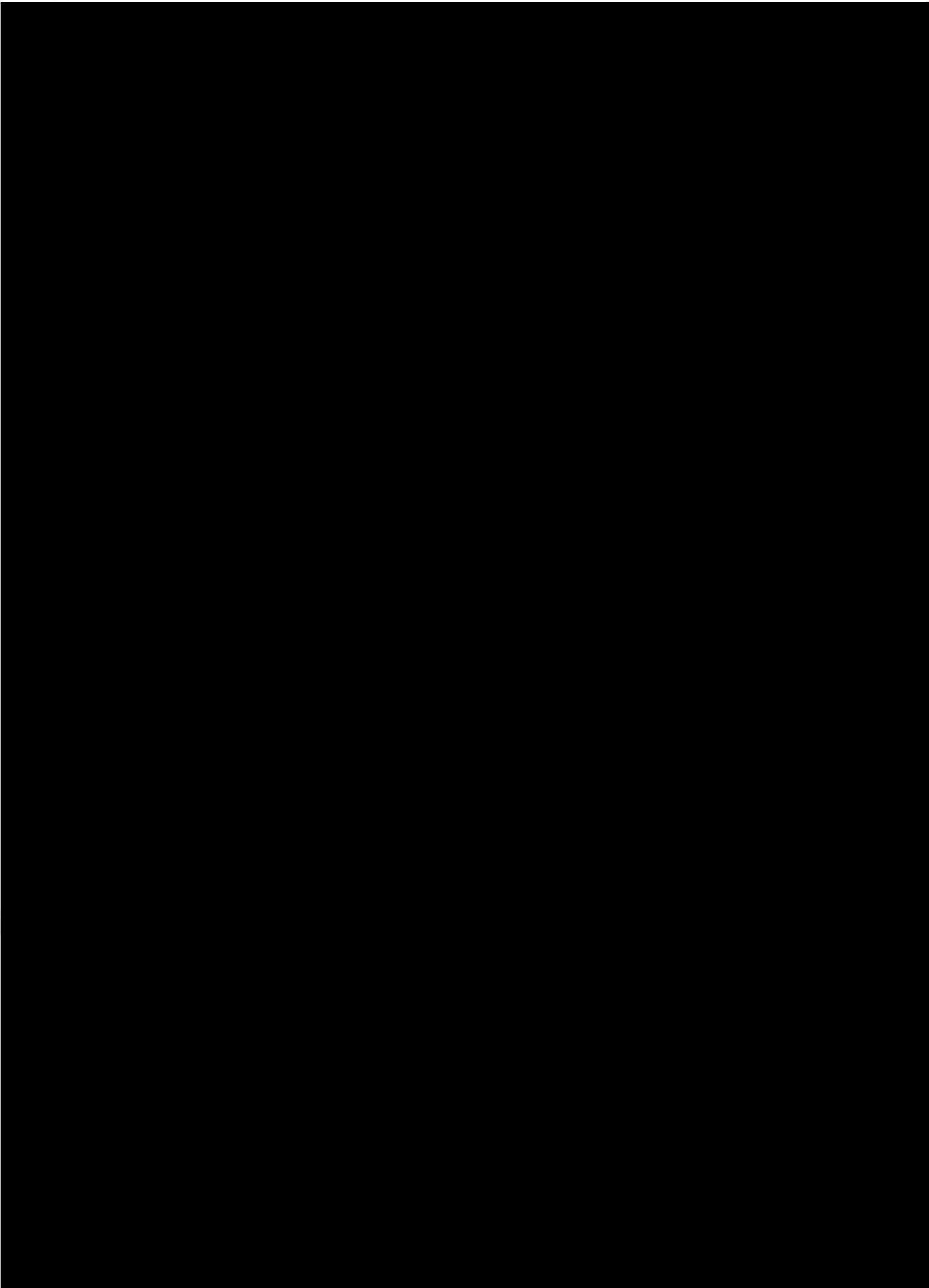
Daily Prestart and Site Attendance Record





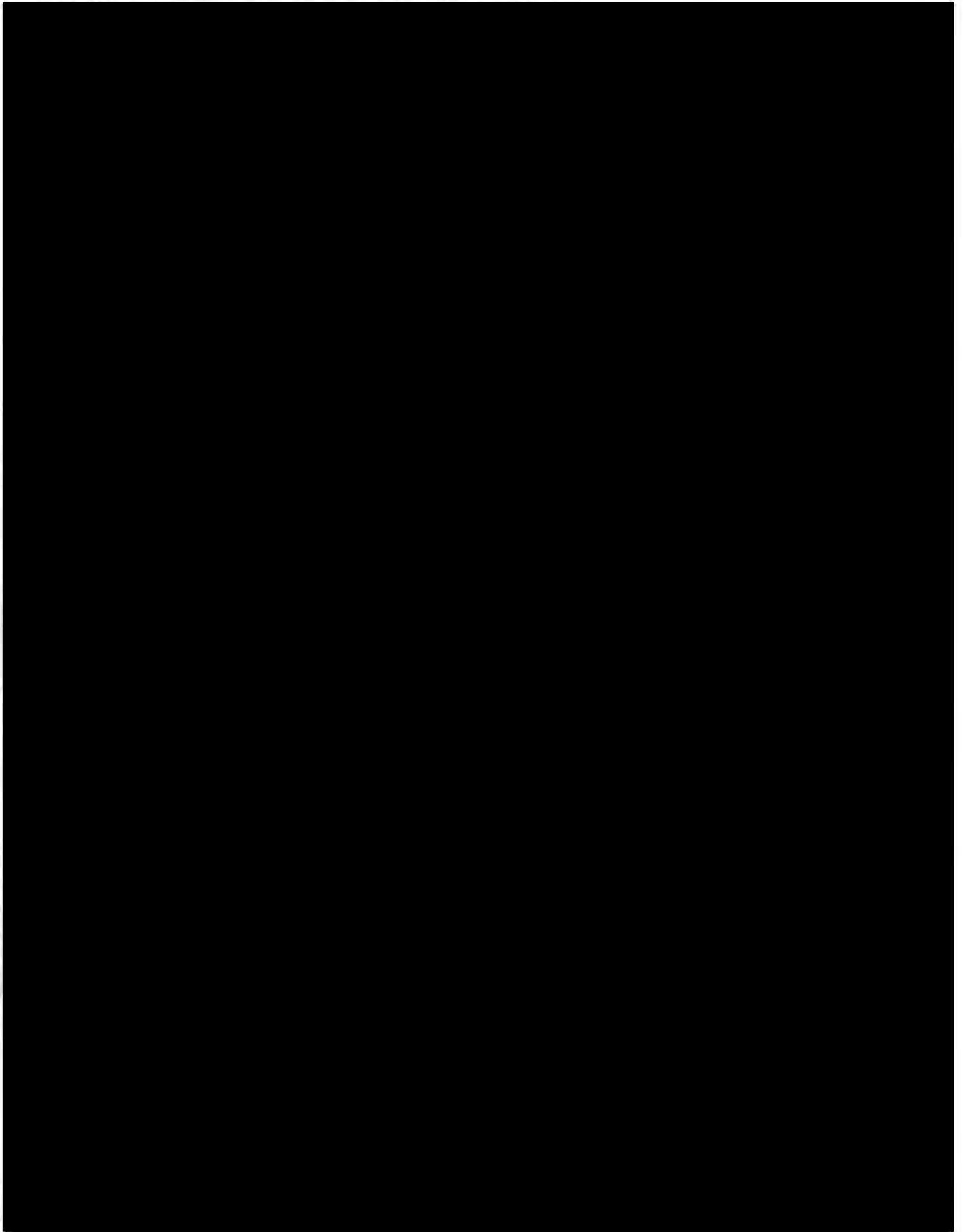


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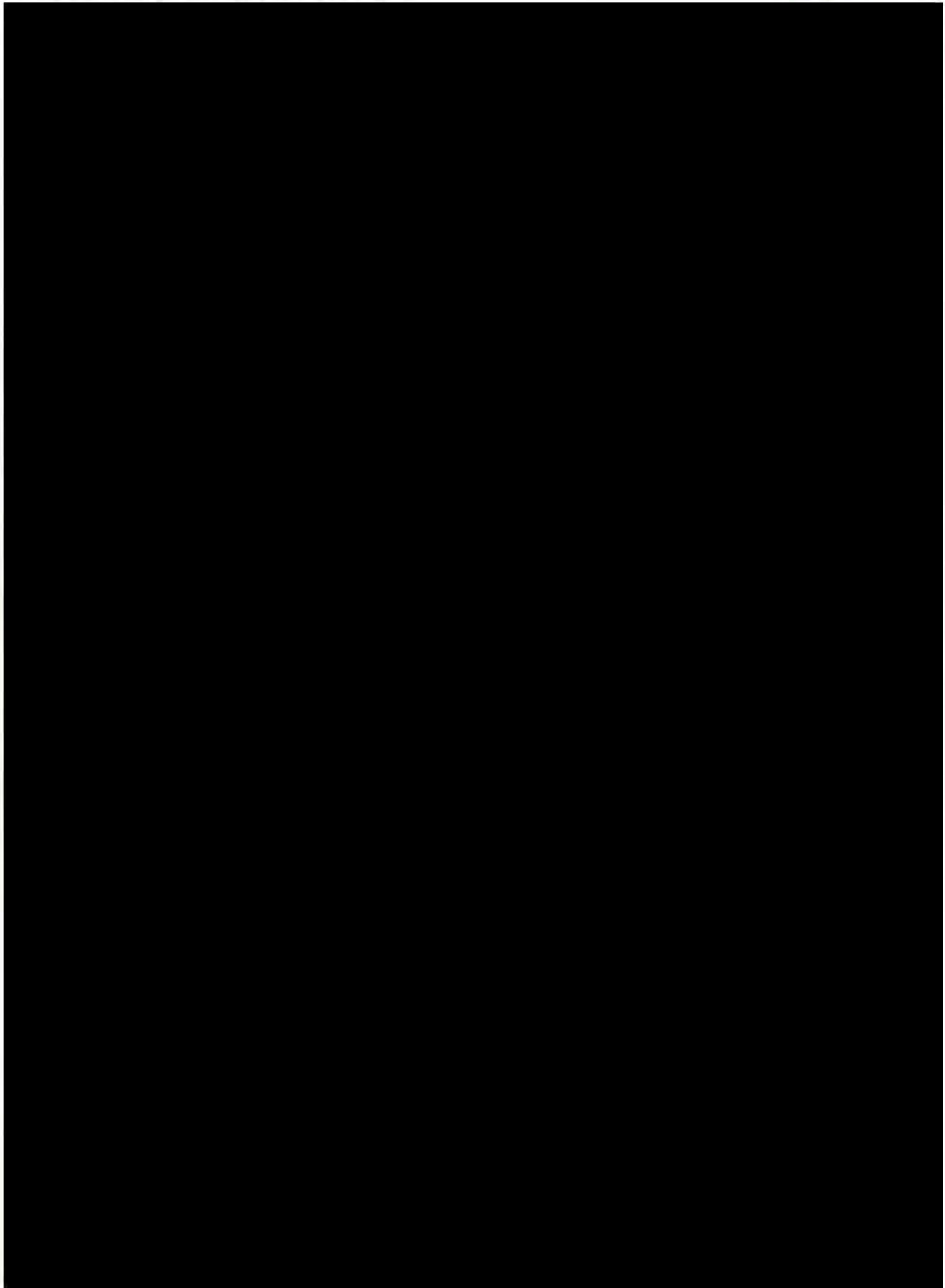


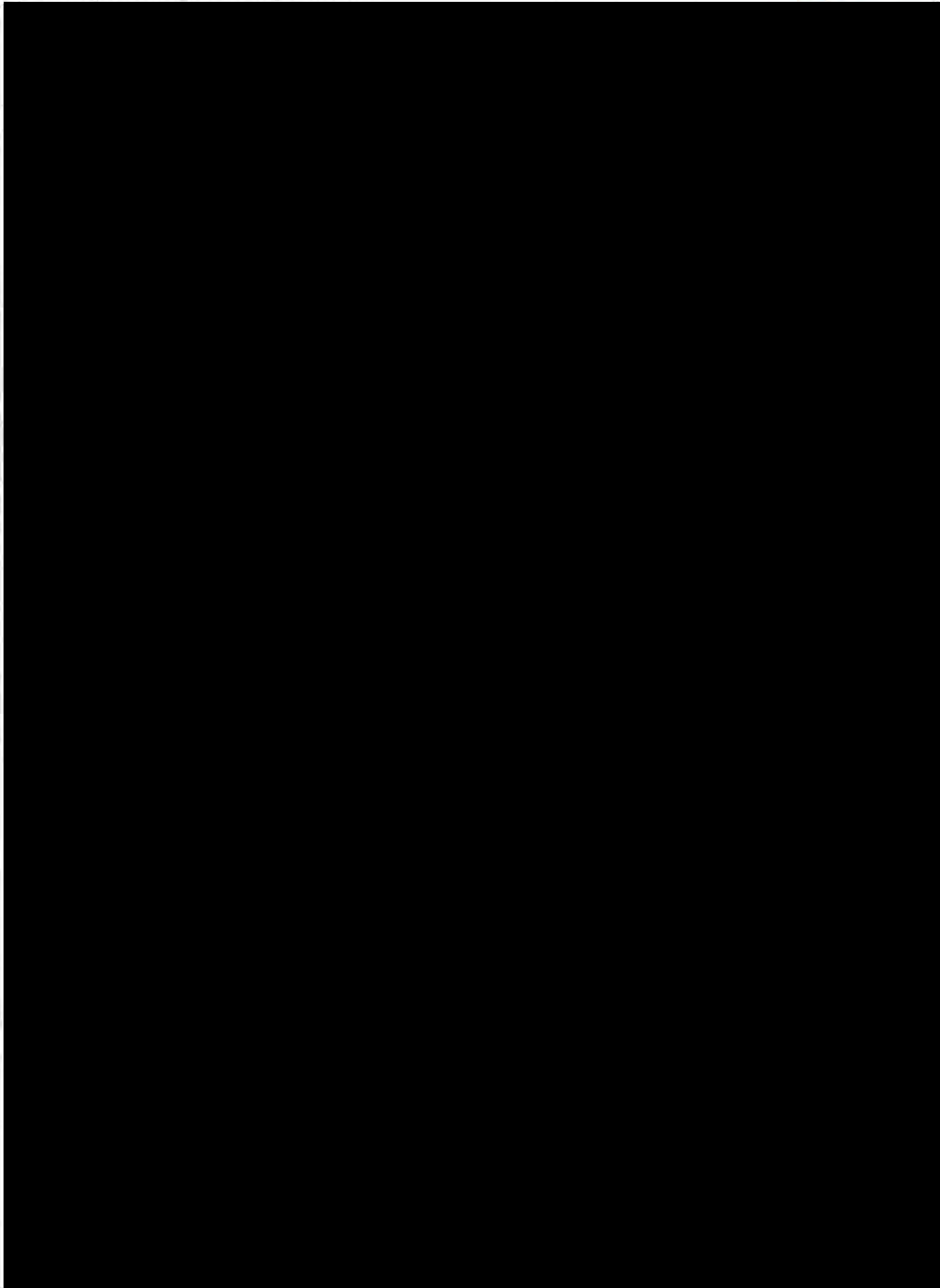


Daily Prestart and Site Attendance Record

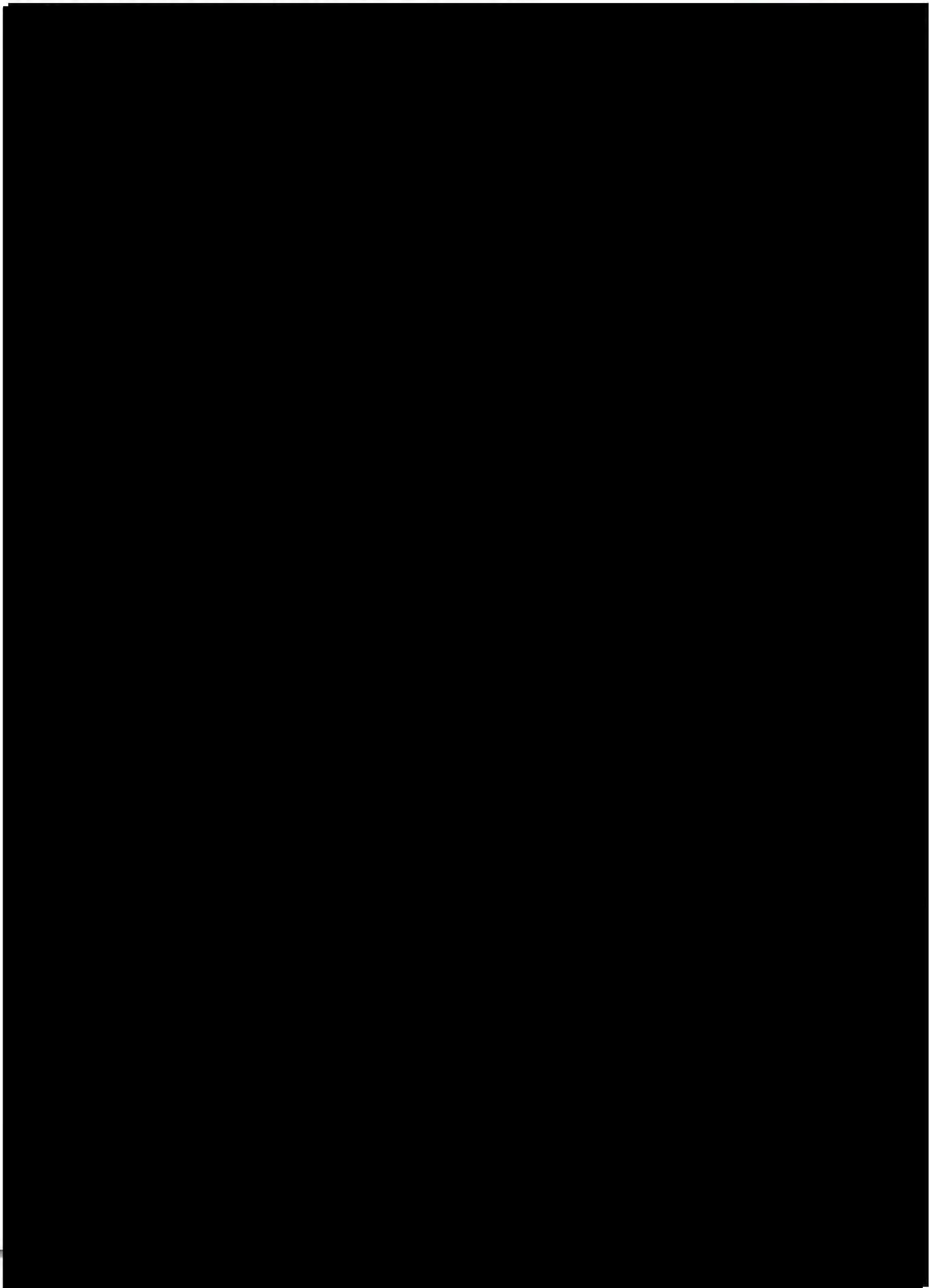


Visitor Daily Attendance Record





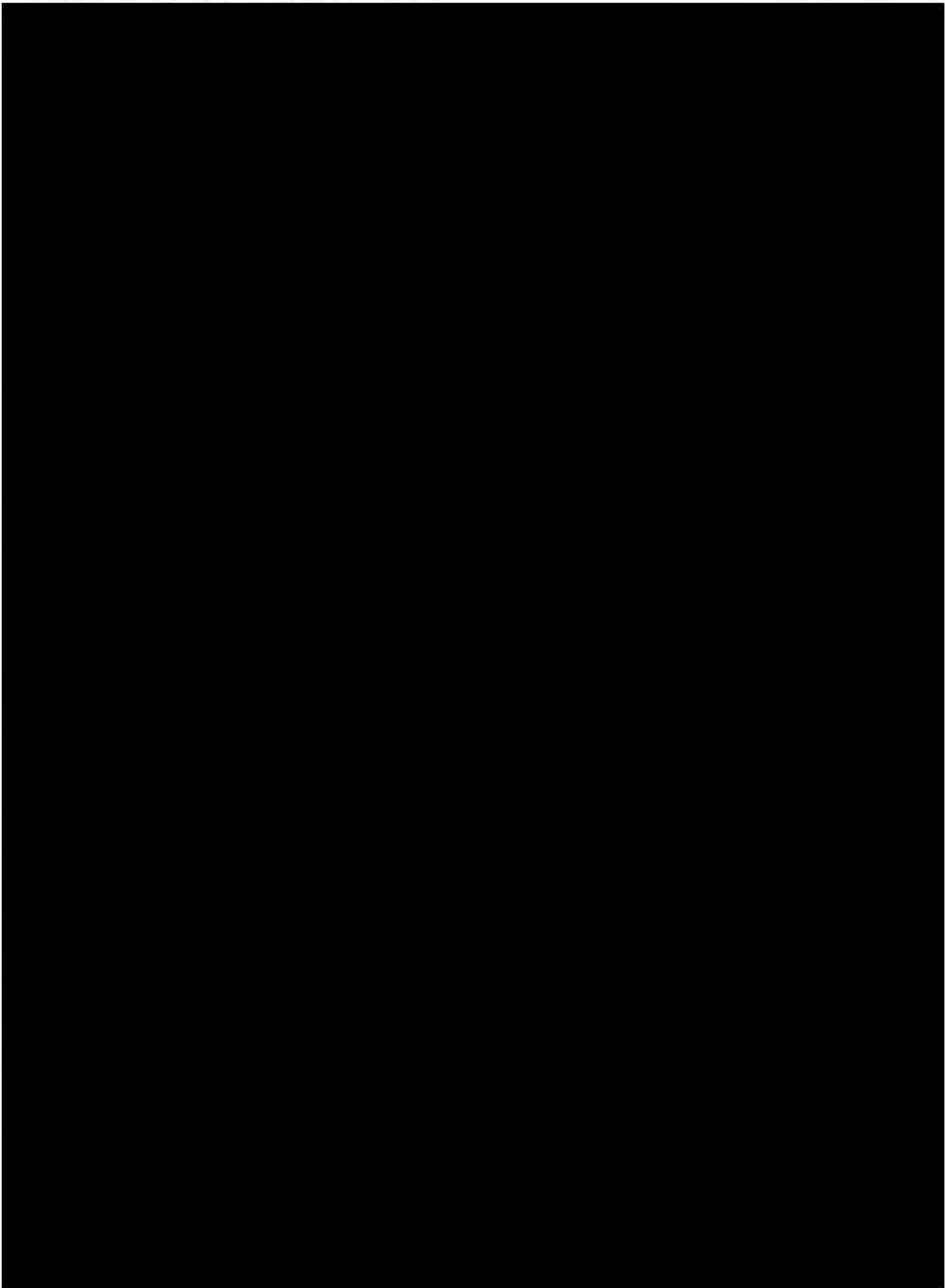
Prestart Talk and Site Attendance Record

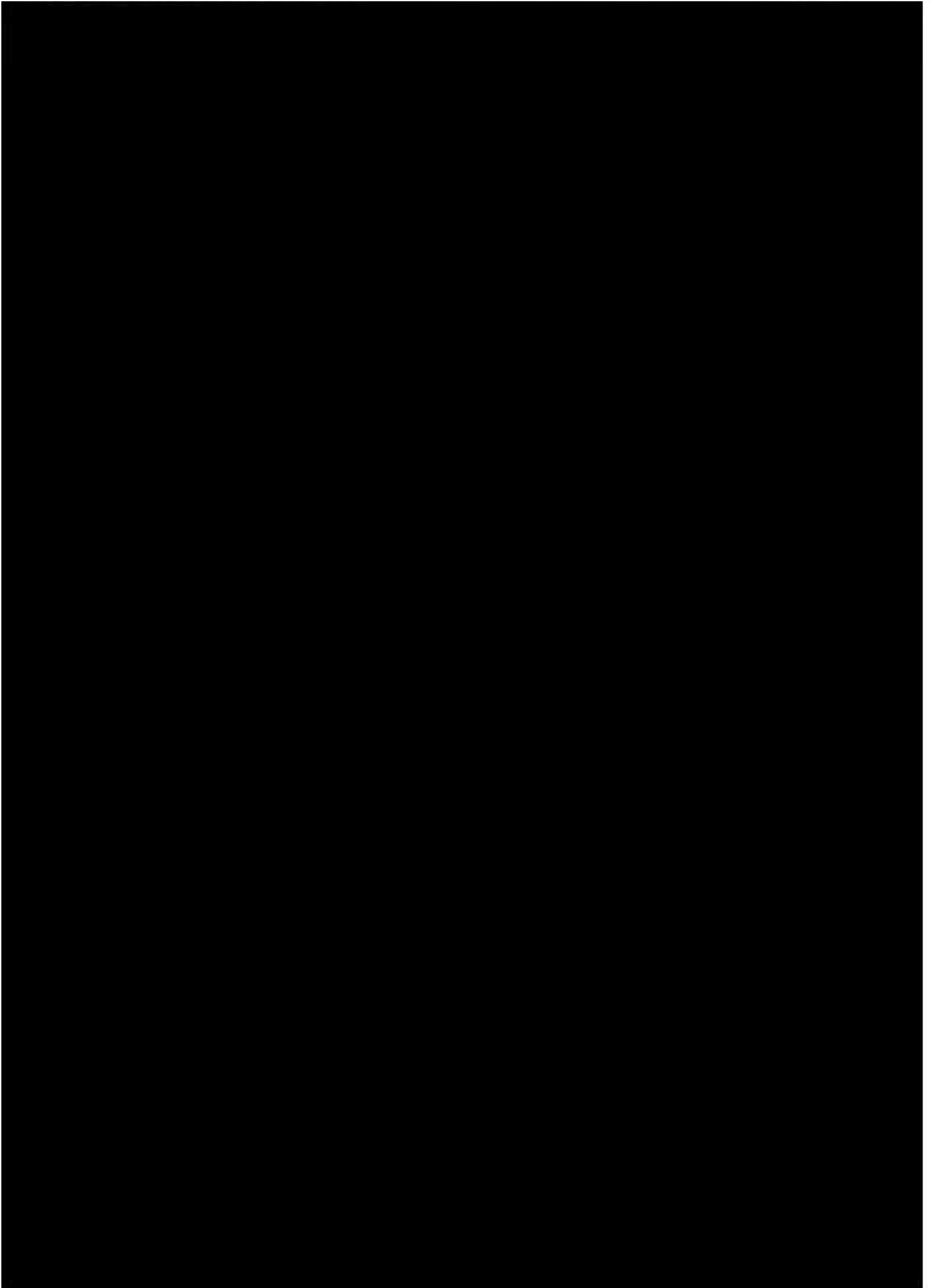


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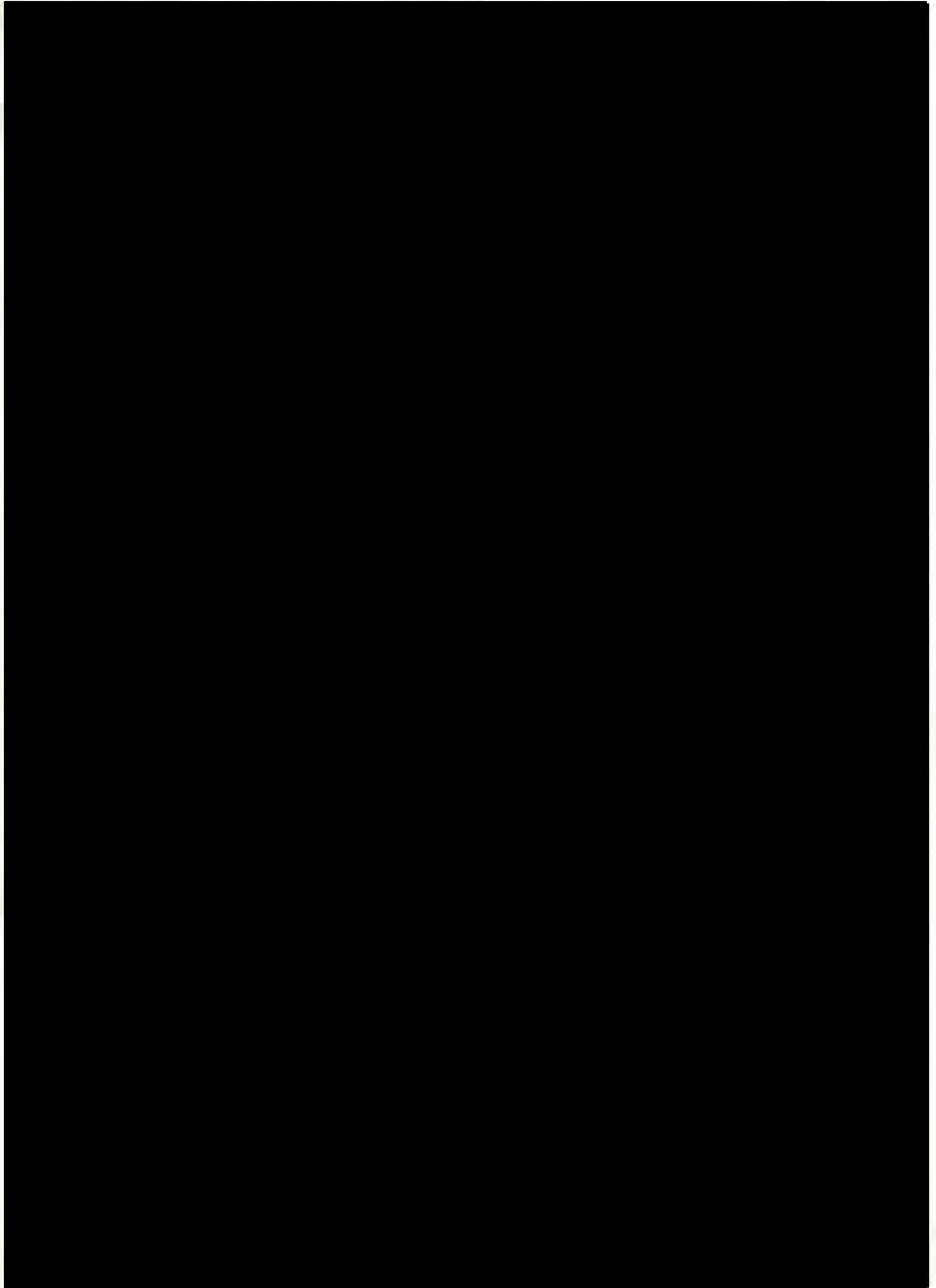
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Visitor Daily Attendance Record

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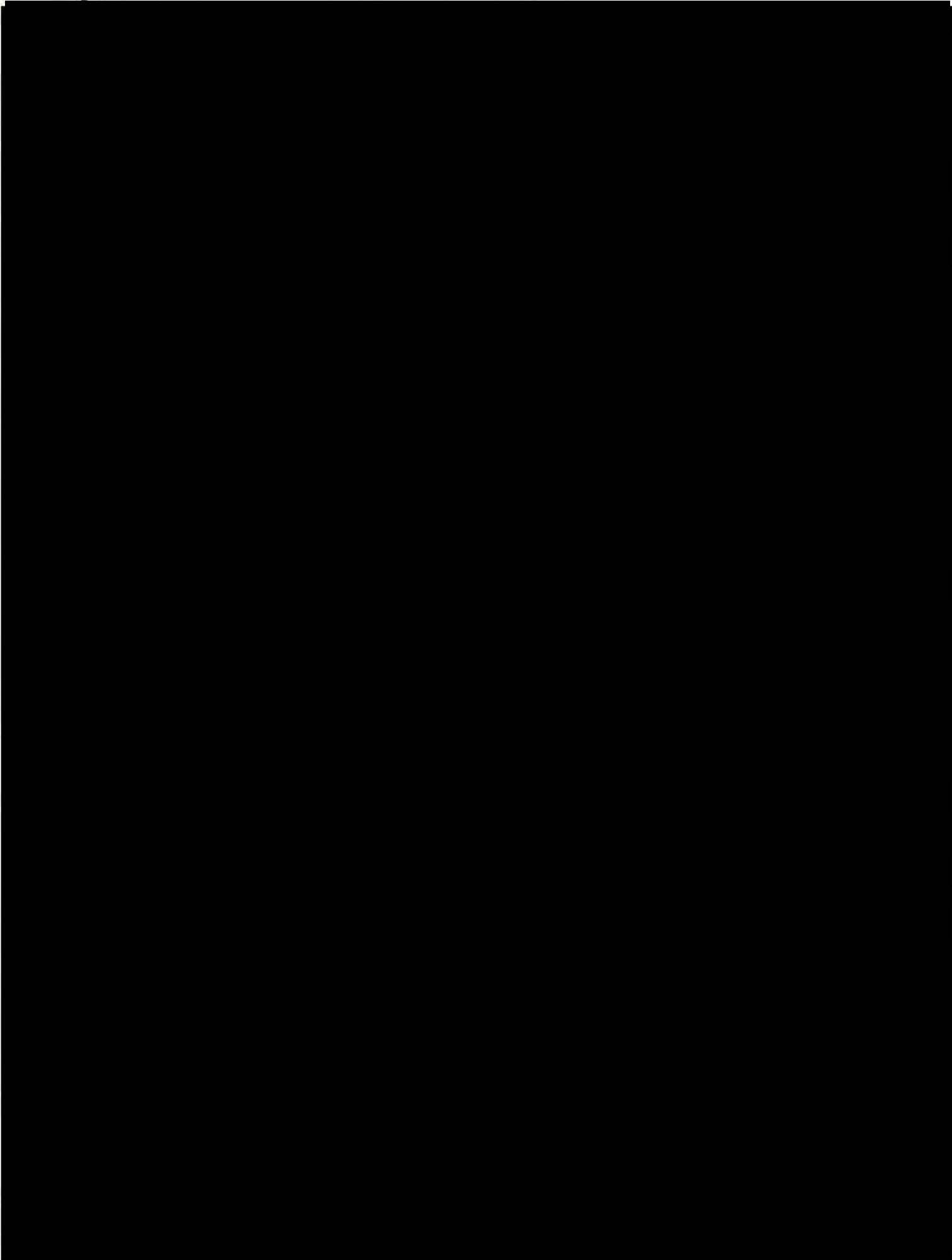


Prestart Talk and Site Attendance Record

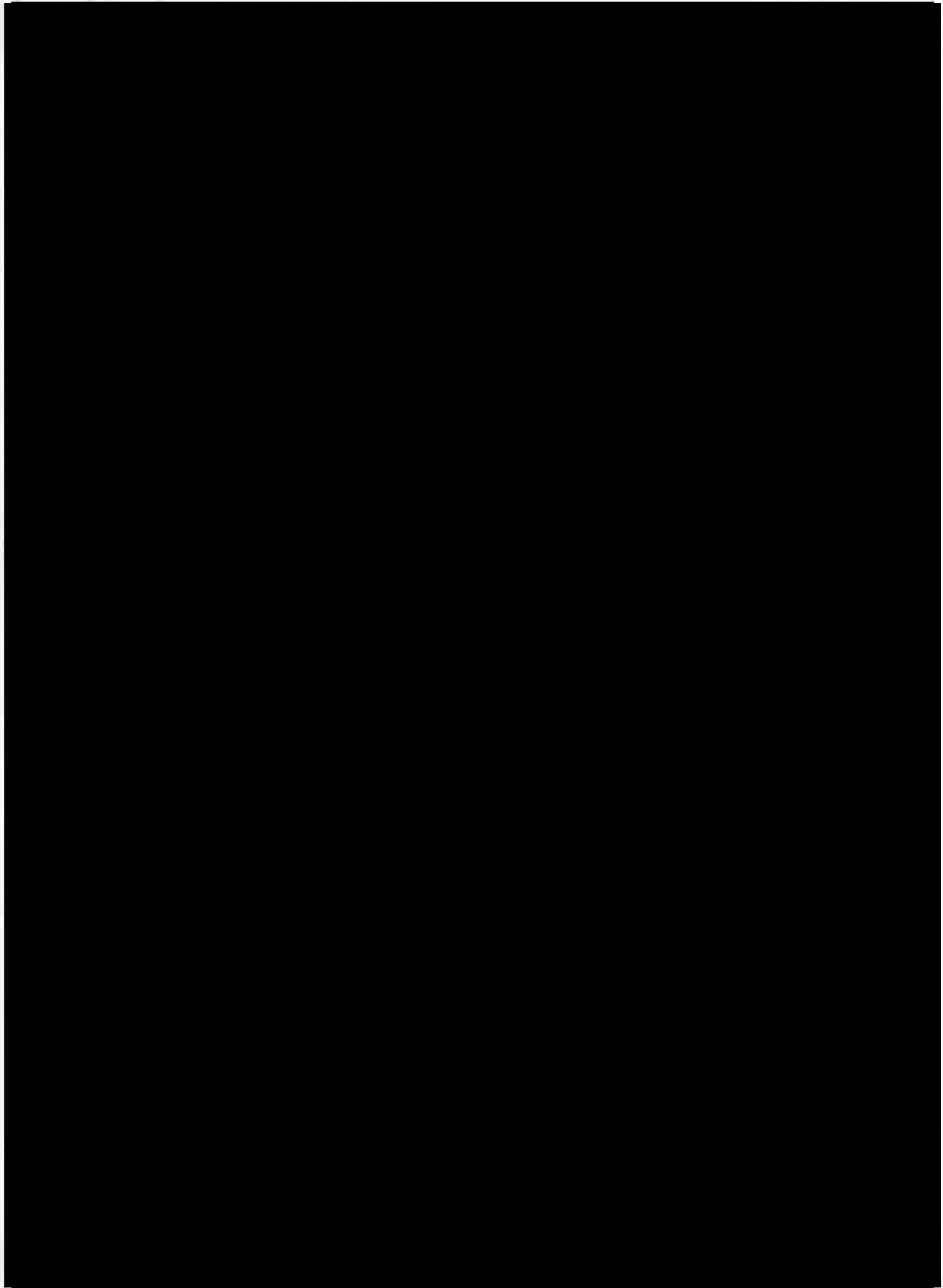




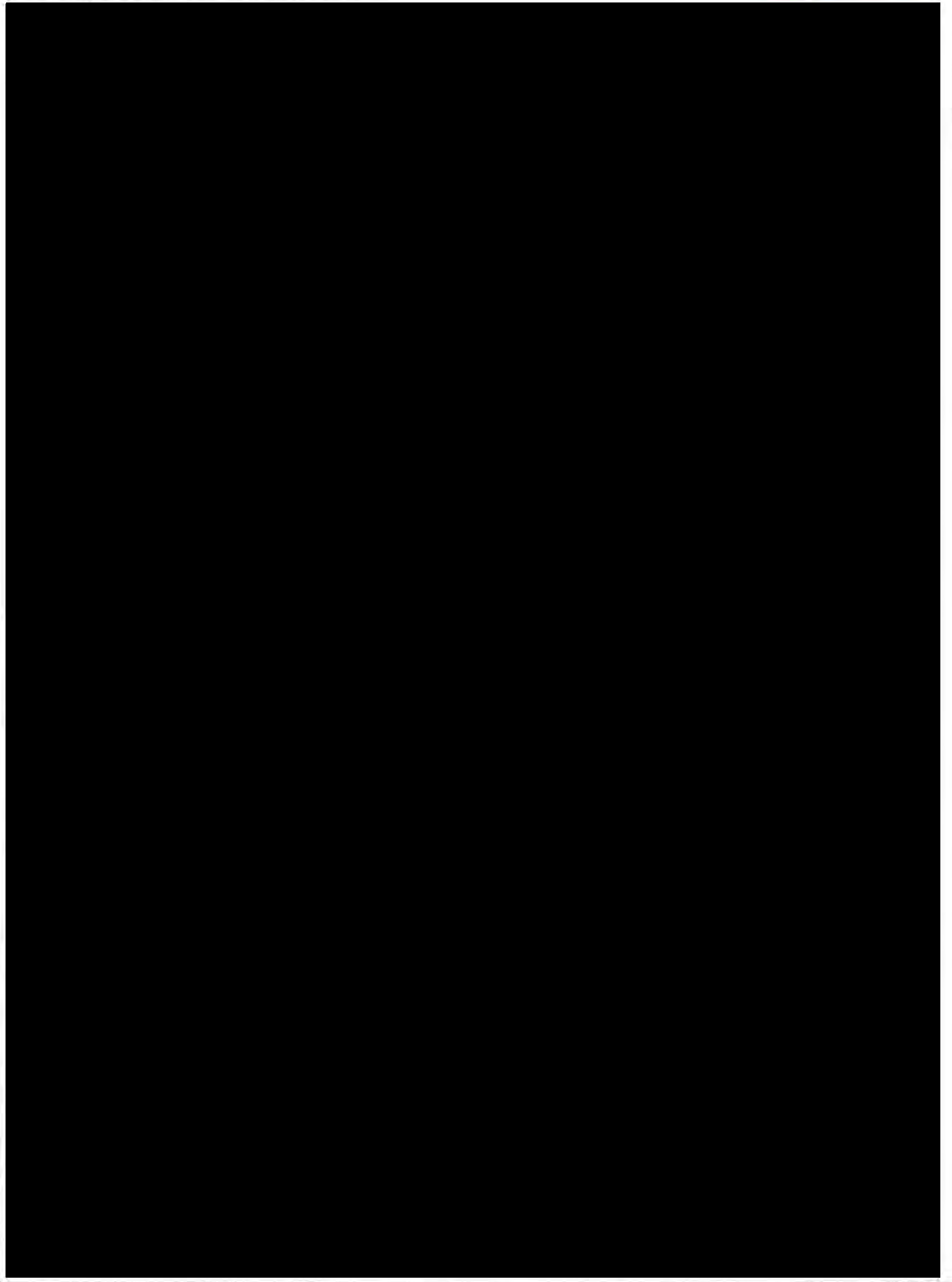
Daily Prestart and Site Attendance Record



Visitor Daily Attendance Record

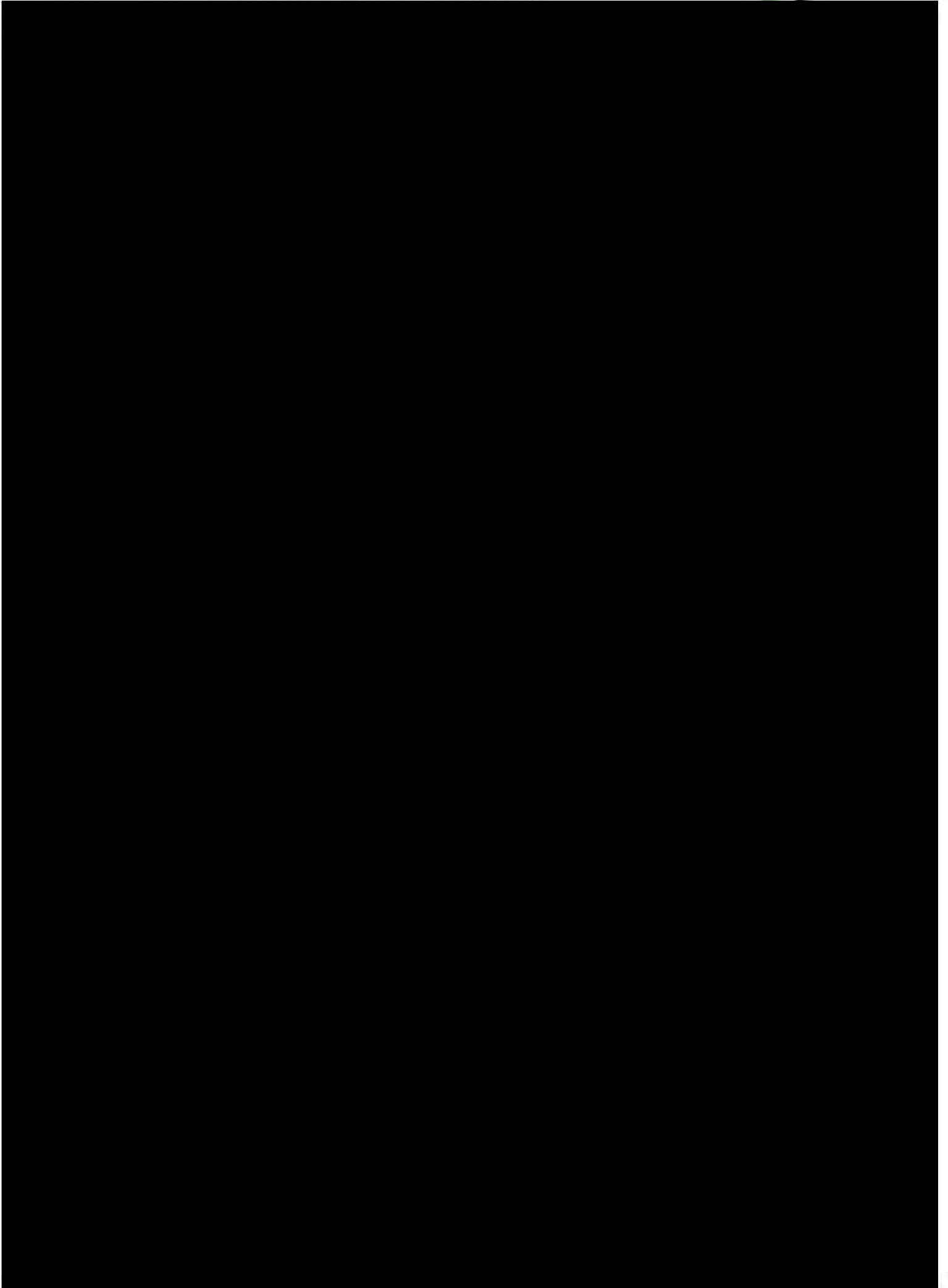
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Daily Prestart – Key Points

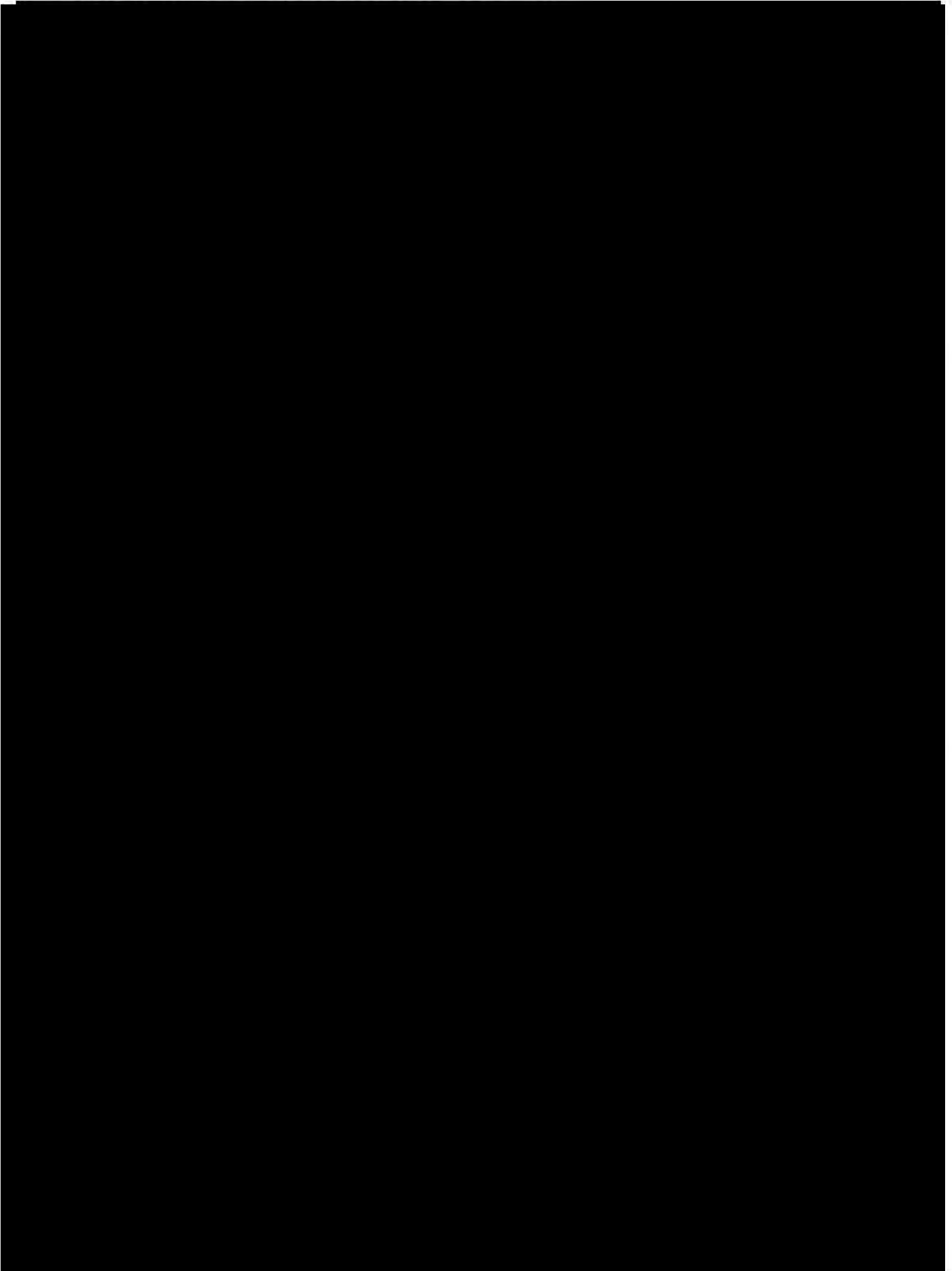




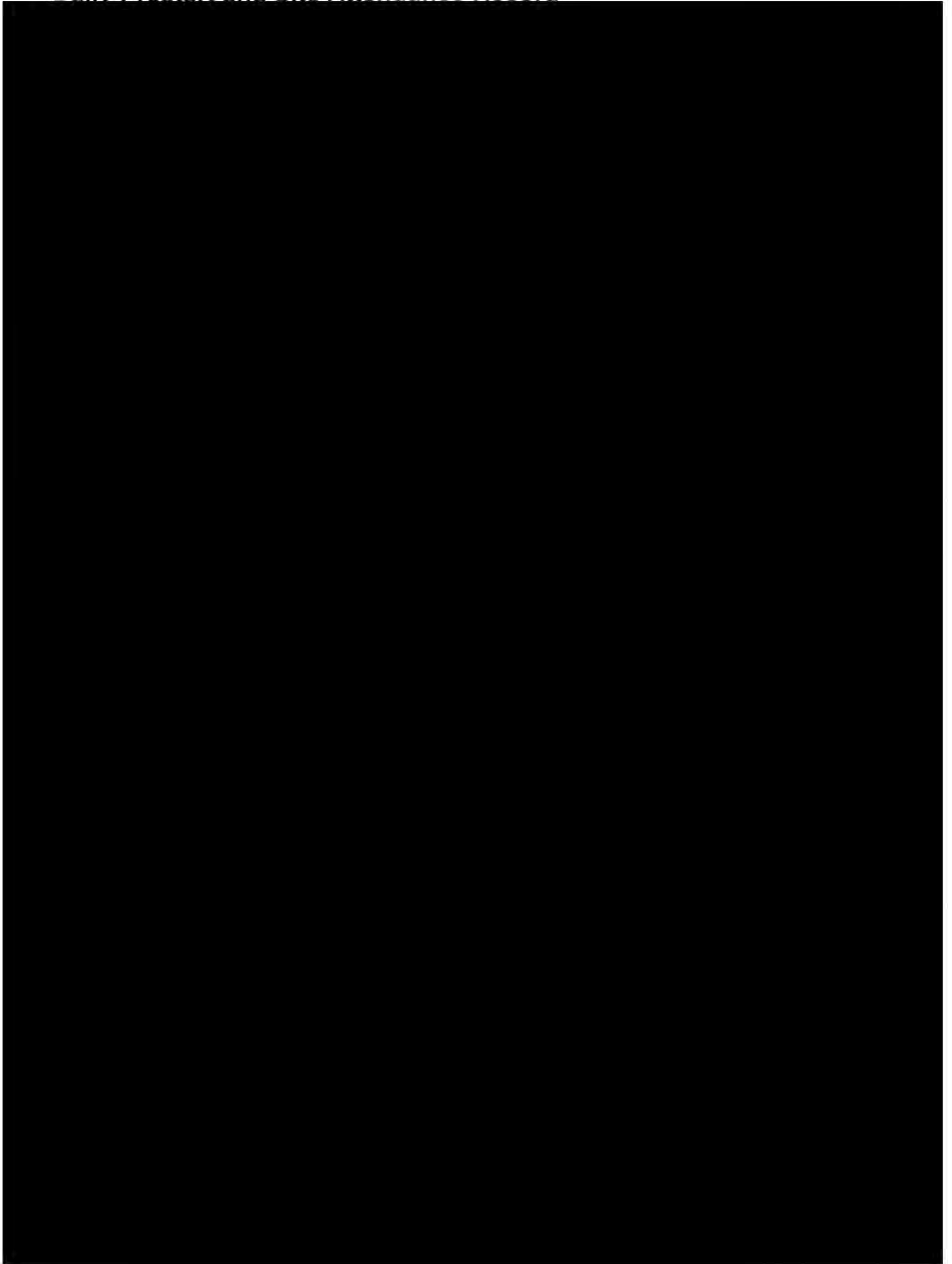
Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record

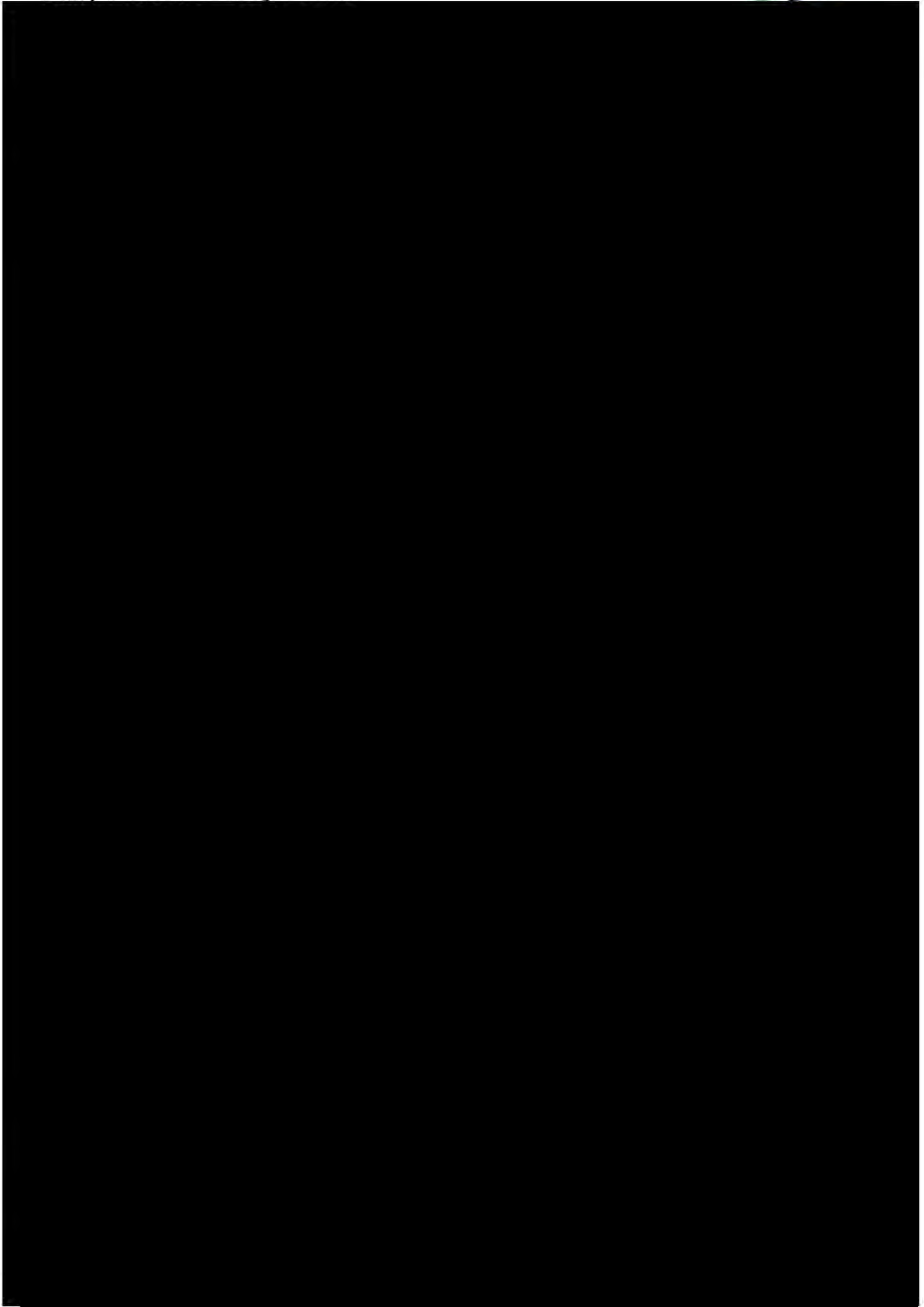


Daily Prestart and Site Attendance Record



Visitor Daily Attendance Record

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WC1 Industrial Relations and regional contribution

No.	Weighted Assessment Criteria	Weighting
WC1	<p>1. Industrial Relations and Regional contribution</p> <p>A. Local Industry Participation</p> <p>The Territory will assess the extent to which the Tenderers has demonstrated that it will ensure capable local businesses are given full, fair and reasonable opportunity to participate in the provision of the Services during the term of the proposed contract.</p> <p>Tenderers must complete and submit a Local Industry Participation Plan by completing the template plan available at</p> <p>https://www.procurement.act.gov.au/canberra-region-lipp</p> <p>B. Secure Local Jobs Code</p> <p>The Territory will assess the extent to which the Tenderer has demonstrated that it has systems and processes in place to comply with the Secure Local Jobs Code in the provision of the Services amend as required during the term of the proposed contract.</p> <p>Tenderers must complete and submit a Labour Relations, Training and Workplace Equity Plan by completing the template plan available at</p> <p>https://www.procurement.act.gov.au/securelocaljobs</p>	10%

Please refer:

Attachment 2 – Local Industry Participation

Attachment 3 – Completed Labour Relations, Training and Workplace Equity Plan

Attachment 2



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY

LOCAL INDUSTRY PARTICIPATION PLAN for the Building & Construction sector for contracts with a value of \$5 million or more

January 2017

The purpose of this Local Industry Participation Plan is to assess the potential economic benefit for the Canberra Region if your organisation is successful.

Documents including the Canberra Region Local Industry Participation Policy, Guidelines, definitions and templates for the Economic Contribution Test and Local Industry Participation Plan are available at www.procurement.act.gov.au.

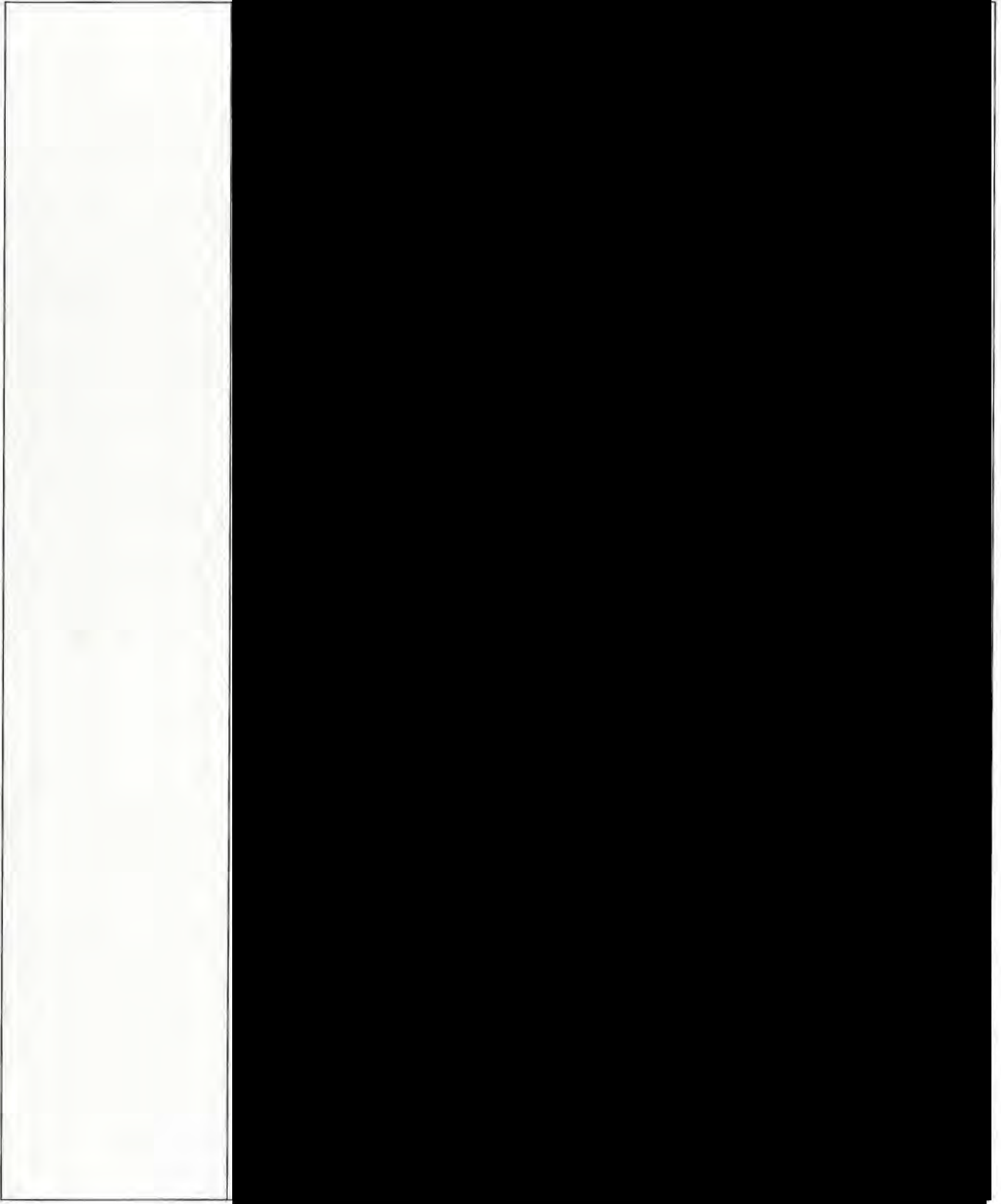
The Local Industry Advocate is available to assist with requests for information on Canberra Region LIPP requirements. Please phone (02) 207 5785 or email: LIA@act.gov.au.

Please complete the tables below. You will need to ensure you can verify the information you submit and where possible should quantify items in your statement.

Tender* Title	Taylor 3 Stage 1A Residential Estate
Tender Number	SL170496
Responsible Territory Entity/Directorate	Darren [REDACTED]
Tender value (\$AUD) <i>This is the total value of your tender, including GST.</i>	\$4,845,082.02

* Tender refers to Tender, Quotation, or any other form of bid/response to a request issued by the Territory for the supply of goods, services and/or works, intended to result in a contract

Legal Entity Name	BMD CONSTRUCTIONS PTY LTD			
ABN	59 010 126 100			
Trading Name	N/A			
Business Project Manager/Contact Person	Darren [REDACTED]			
Telephone	[REDACTED]	Email	[REDACTED]	
What is your physical presence in the Canberra Region? <i>(you can tick more than one)</i>	Head Office <input type="checkbox"/>	Branch Office <input checked="" type="checkbox"/>	Warehouse/Depot <input type="checkbox"/>	Other <input type="checkbox"/> Please specify
When was this presence established?		2006		
How many full time employees (FTE) do you currently employ in the Canberra Region?	[REDACTED]			
Describe existing relationships with other businesses in the Canberra Region?	[REDACTED]			



A: REGIONAL EMPLOYMENT

The purpose of this section is to measure the potential economic benefit to the Canberra Region through the use of Canberra Region sourced labour throughout the contract term.

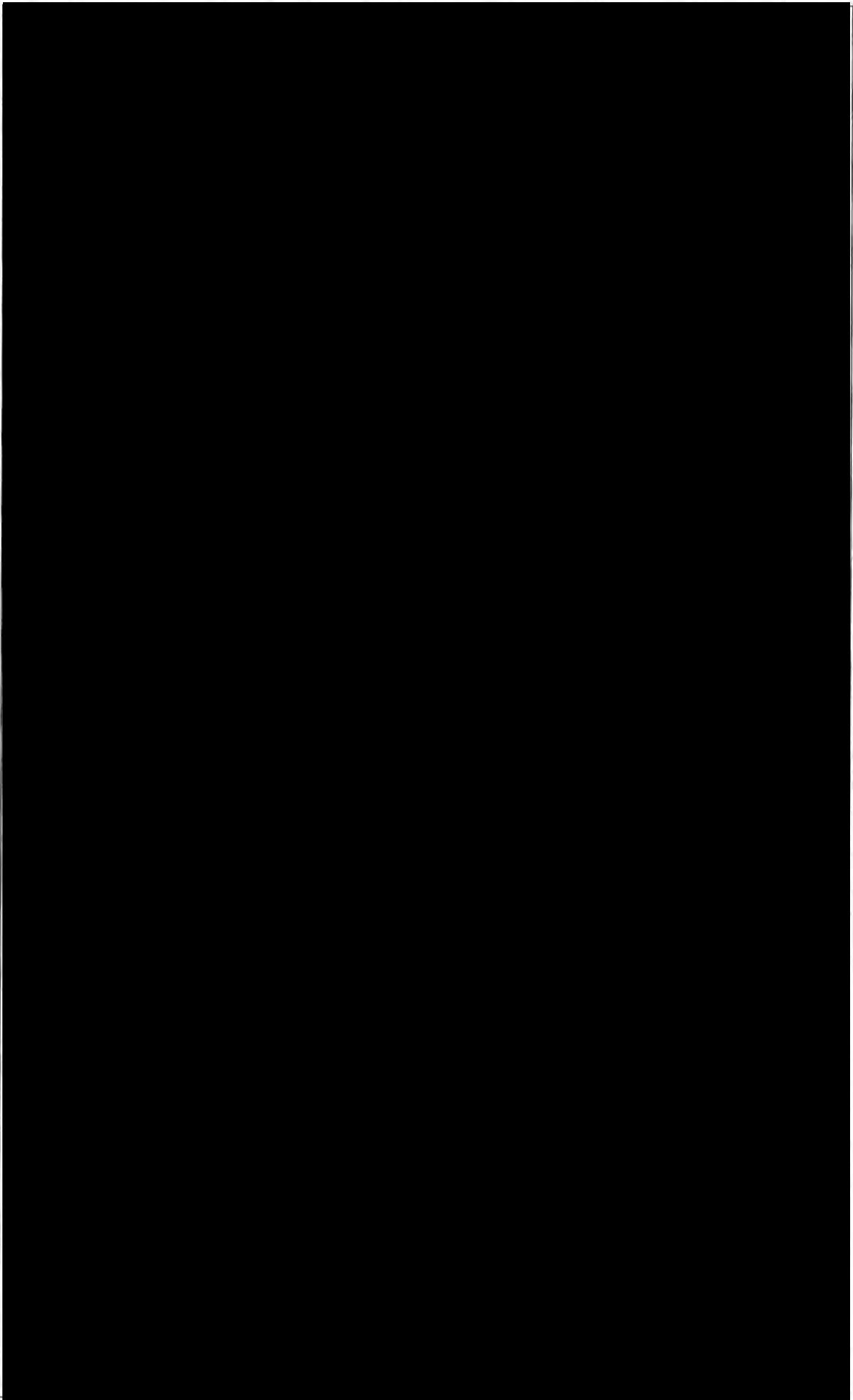
Labour hours from the Canberra Region <i>See Guidance Note 1</i>	
Head Contract	
A1: Estimated Full Time Equivalent/s (FTE) of labour required to deliver the contract from within your entity's staffing <i>See Guidance Note 1</i>	
Subcontract/s or outsourced labour arrangements	
A2: Will you need to engage one or more Canberra Region based subcontractors to deliver this contract?	YES <input checked="" type="checkbox"/> Complete A3
	NO <input type="checkbox"/> Go to section B
A3: Estimated FTE of subcontracted labour intended to be used to perform the contract <i>See Guidance Note 2</i>	

Guidance Notes:

1. We are seeking the labour **your business will employ directly** to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work in this question. Outsourced and subcontracted work should be included in A3.
2. We are seeking an estimation of the labour from any **outsourced and subcontracted Canberra Region work** to deliver the contract.

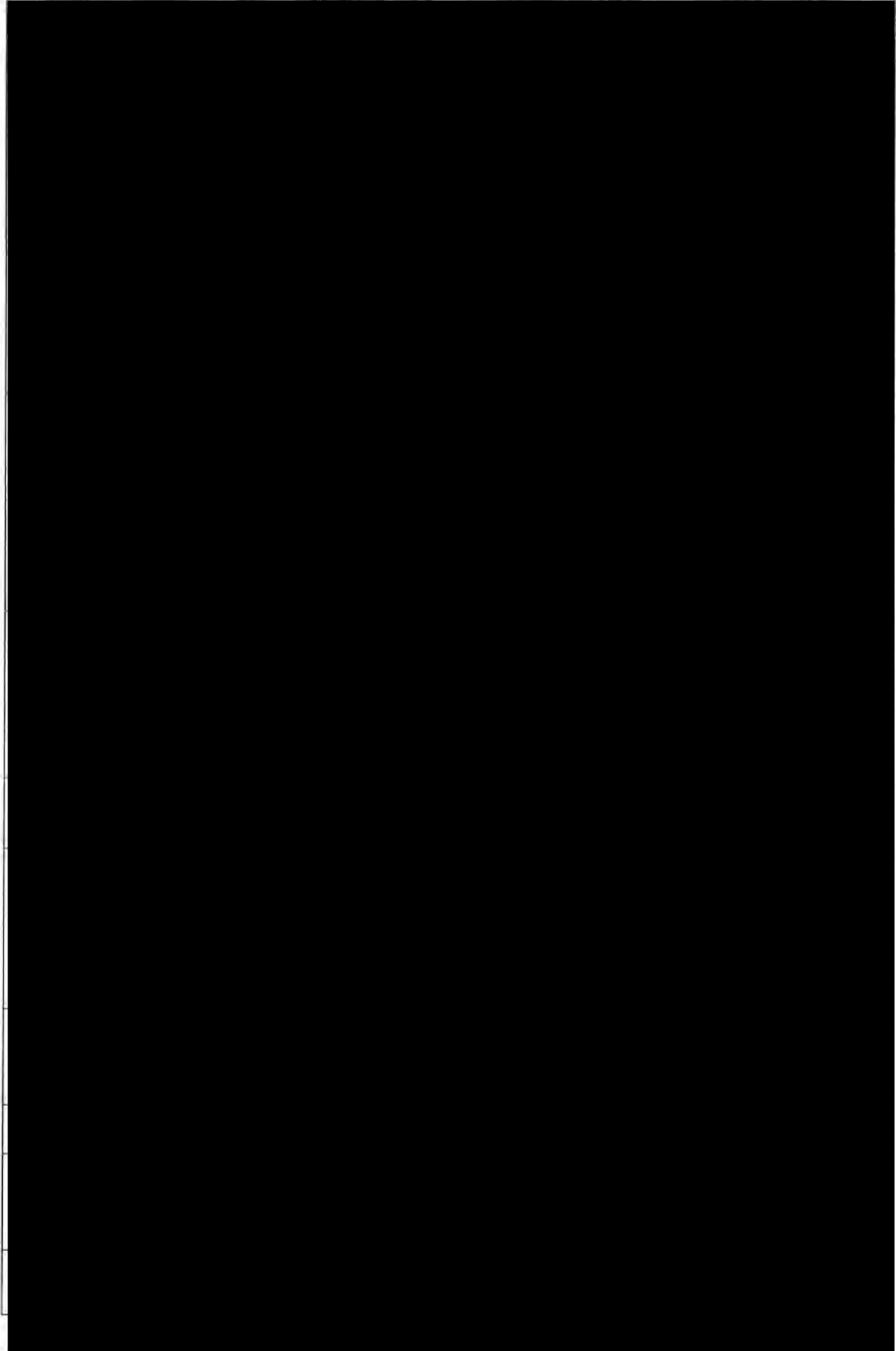
Provide further details of employment to be created and retained. Your response could include:


- The type/s of positions that may be created and/or retained as a result of this contract.
- How you will inform local industry about particular opportunities (eg a communication strategy).
- How you intend to identify and engage with subcontractors in relation to delivery of the contract including your supply chain.



B: LOCAL SUPPLIERS

The purpose of this section is to measure the potential economic benefit to the Canberra Region through the use of Canberra Region sourced goods and/or services and any other non-labour inputs that are required to deliver the contract.



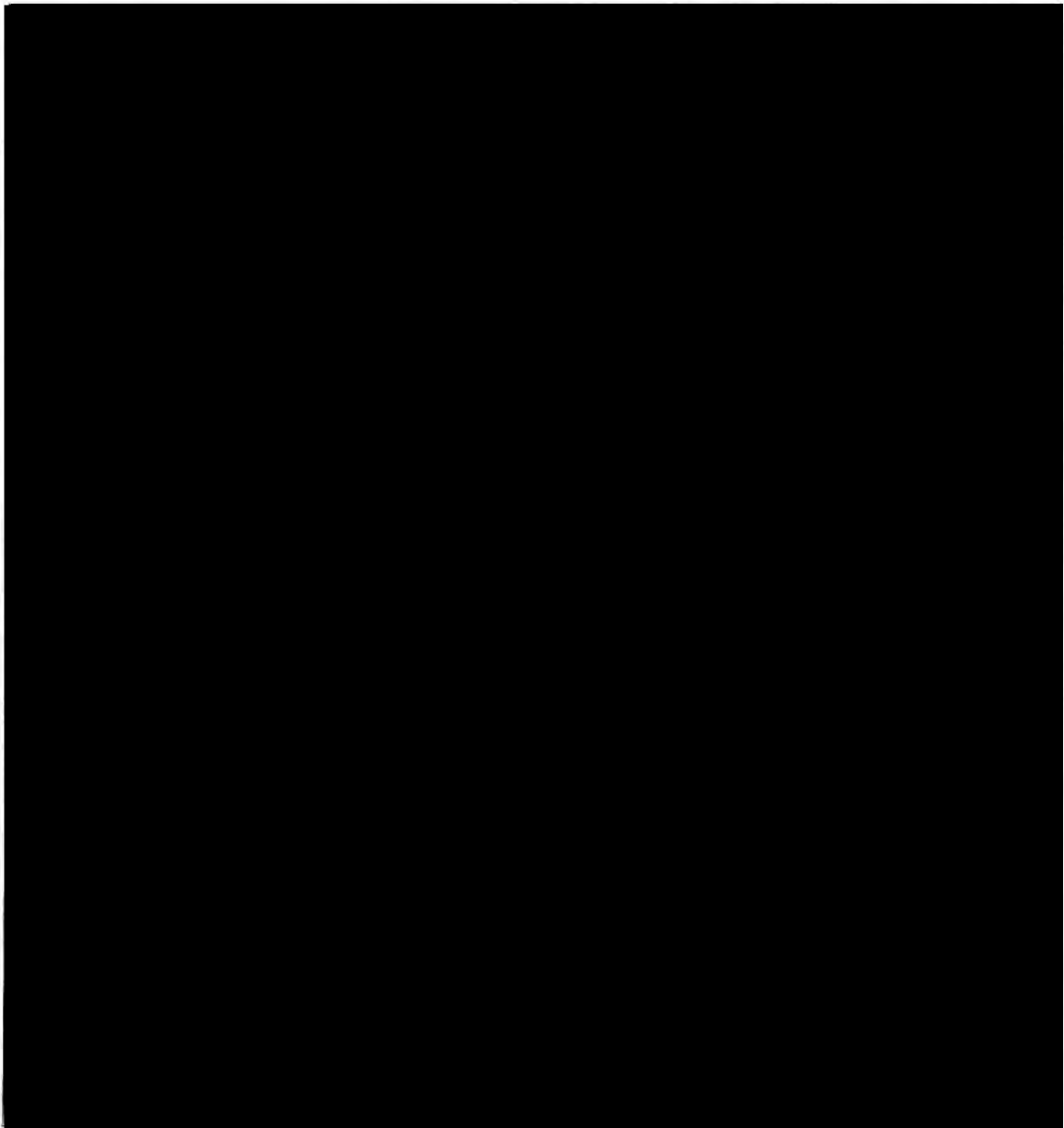


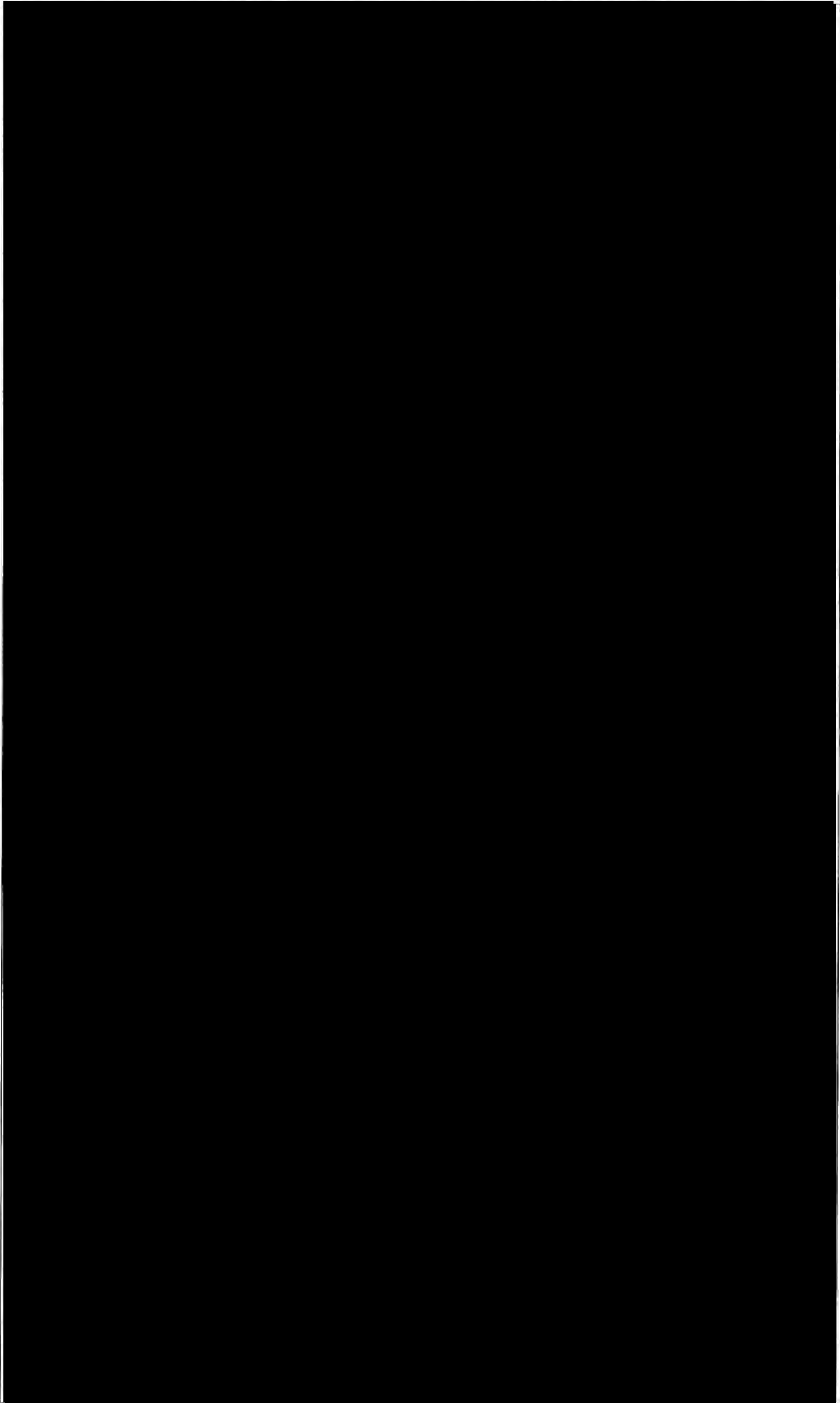
Guidance Note:

3. *Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of items of merchandise; finished products; food and beverages; supplies and raw material and accommodation etc.*

Describe how you will identify local products and capabilities that meet contract requirements. Your response could include:

- How you will inform local industry about particular opportunities (eg a communication strategy).
- How you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain.
- A commitment to liaising with Canberra Region business advocacy groups to identify the availability of local goods and services.
- Establishing procedures or policies that encourage local industry participation.





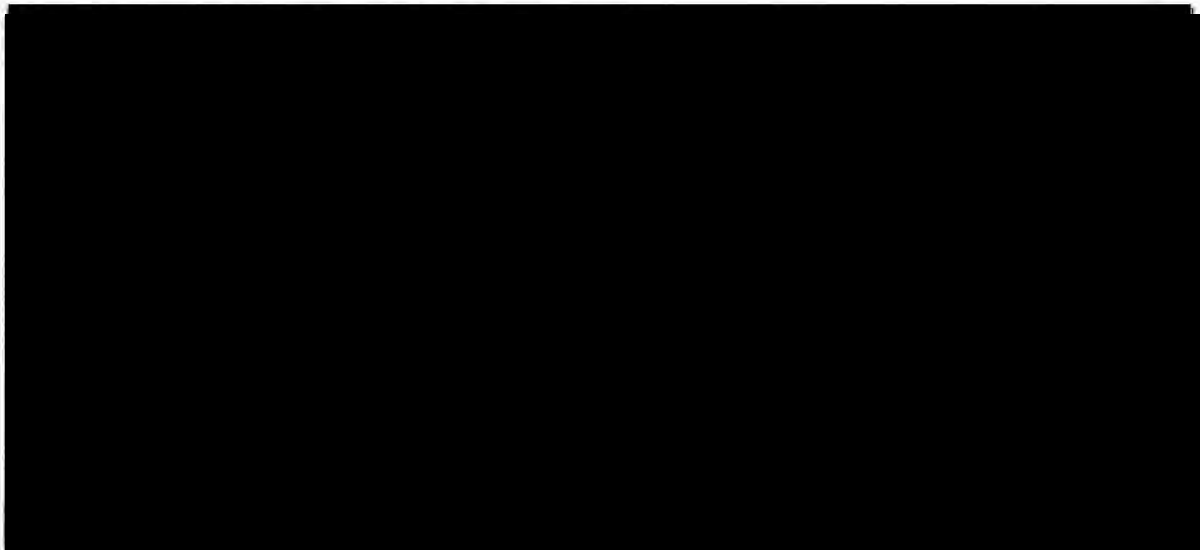


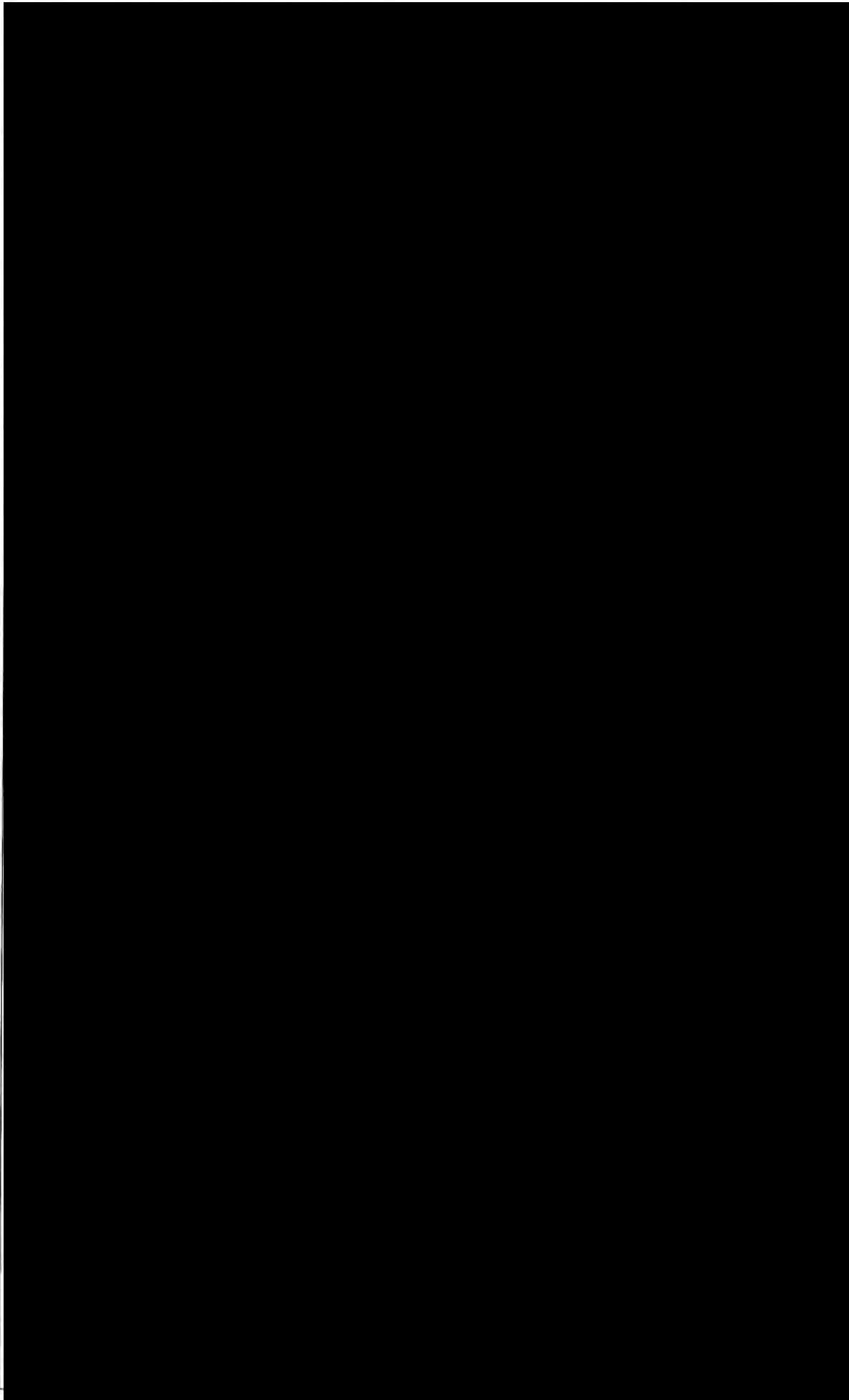
C: REGIONAL SKILLS DEVELOPMENT

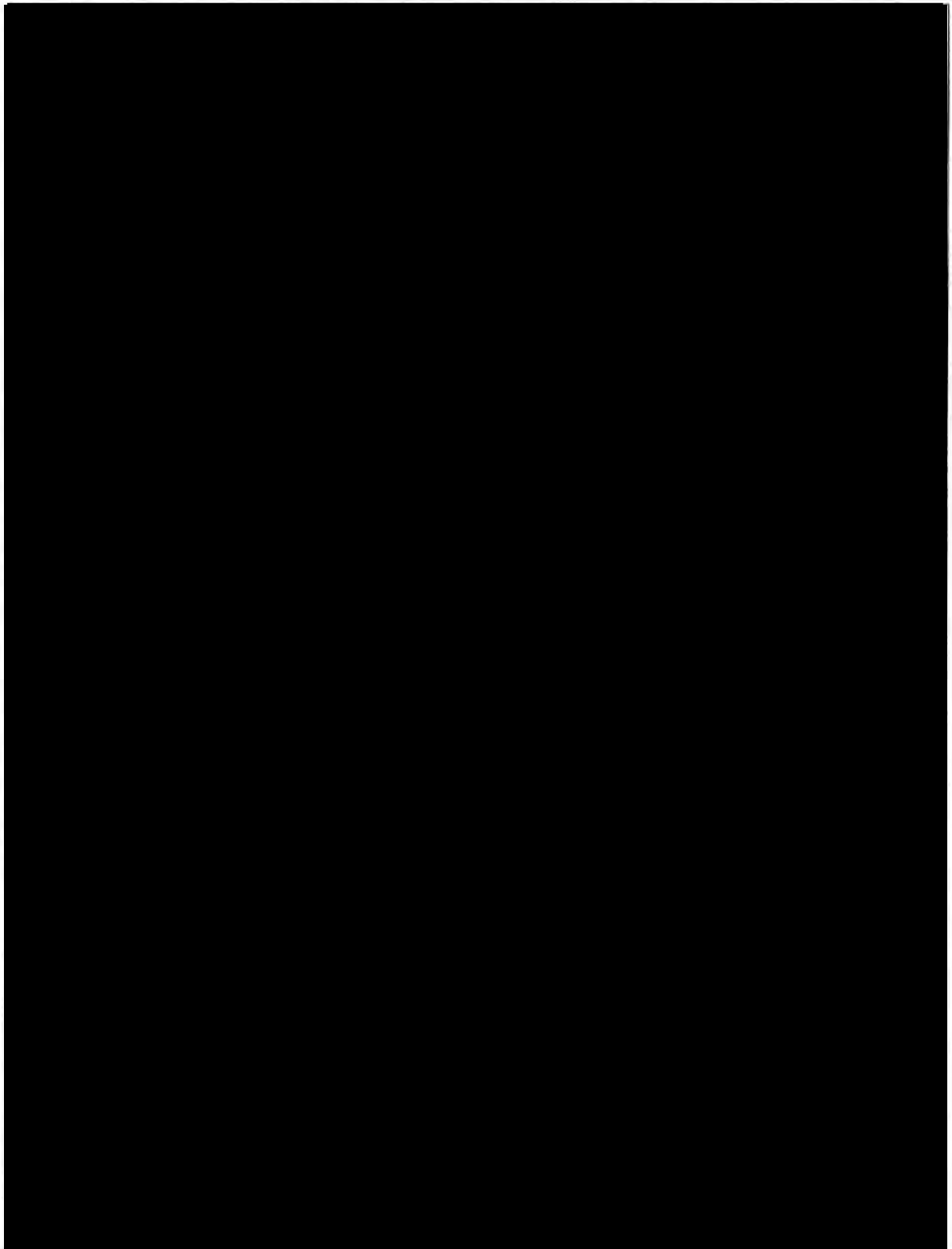
Provide details of any training and skills development that will be provided to Canberra Region labour in relation to this contract.

Your response could include:

- Any opportunities for the engagement and training of apprentices.
- Number of local apprenticeships and trainees created and the existing positions to be utilised on the contract.
- Identifying and describing opportunities for increasing the skills of Canberra Region employees.
- Any training programs designed for this contract.





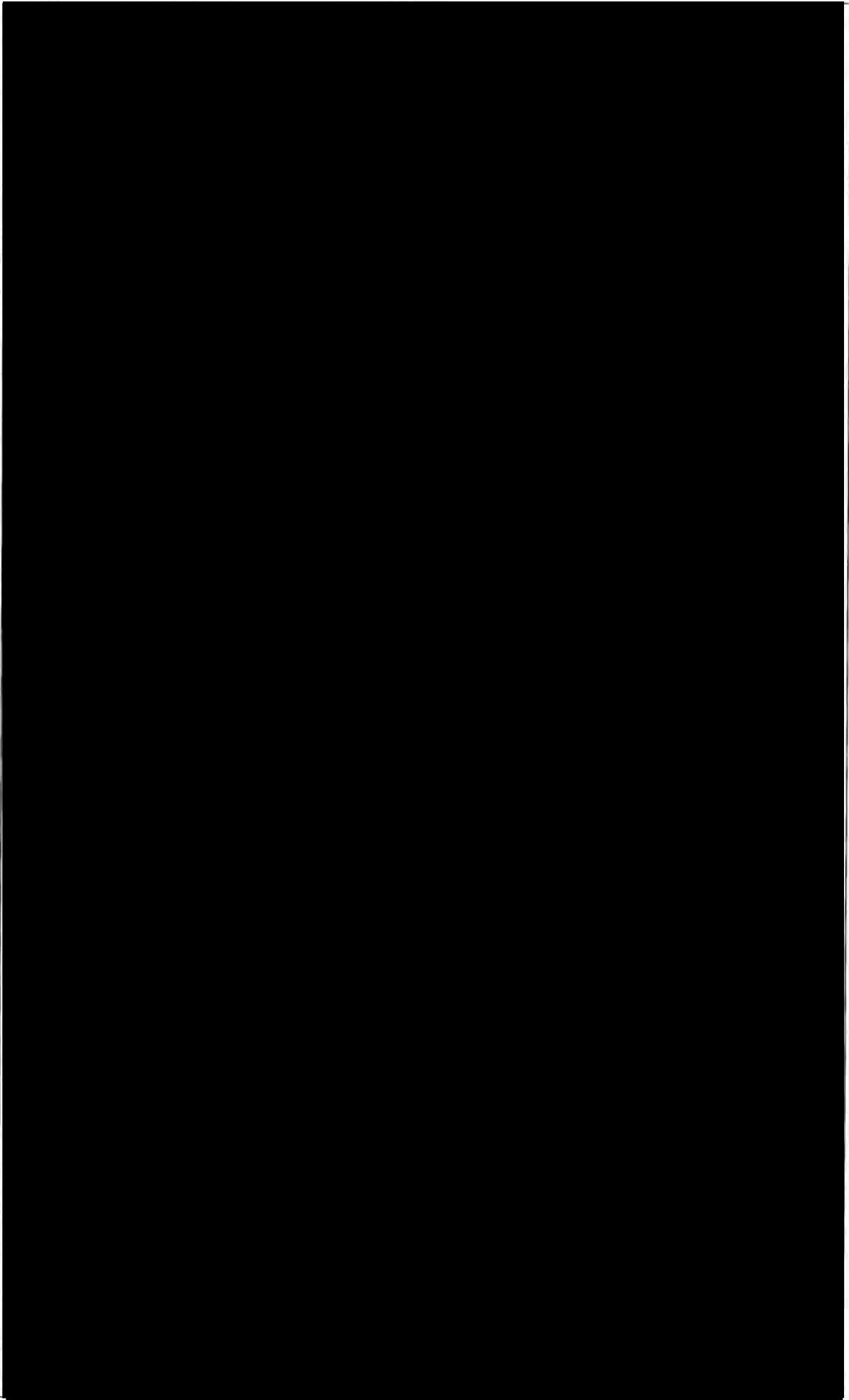


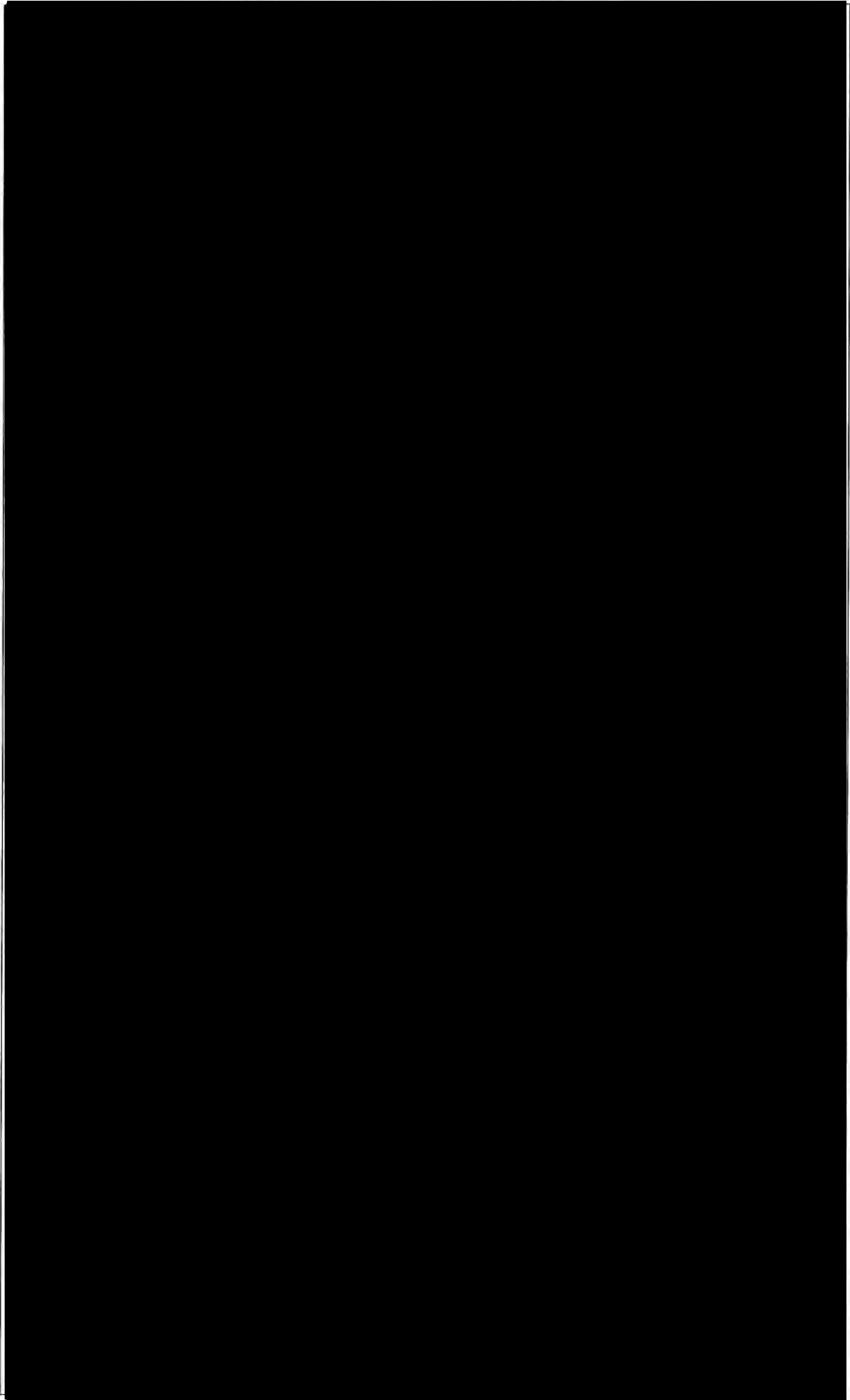
D: REGIONAL INVESTMENT

Please provide details about your business presence in the Canberra Region and the value of any existing and proposed capital investment in the Canberra Region directly linked to the contract. Your response could include:

- Year your business was established in the Canberra Region.
- Details of current business presence in the Canberra Region (e.g. turnover, FTE).
- Plans to grow your existing local corporate footprint.
- Existing and proposed capital investment within the Canberra Region that would directly relate to this contract.
- Engagement with other local businesses.





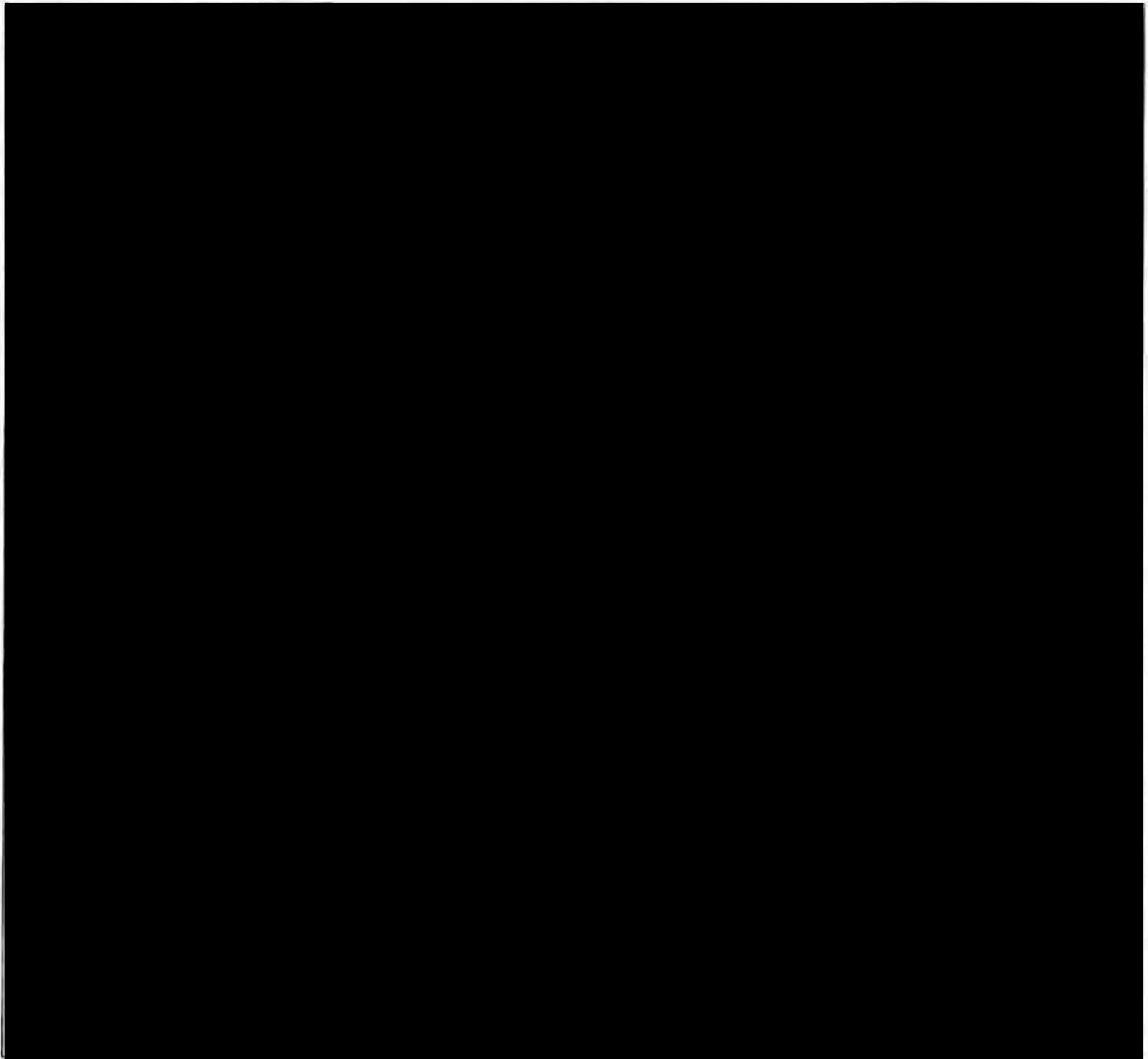


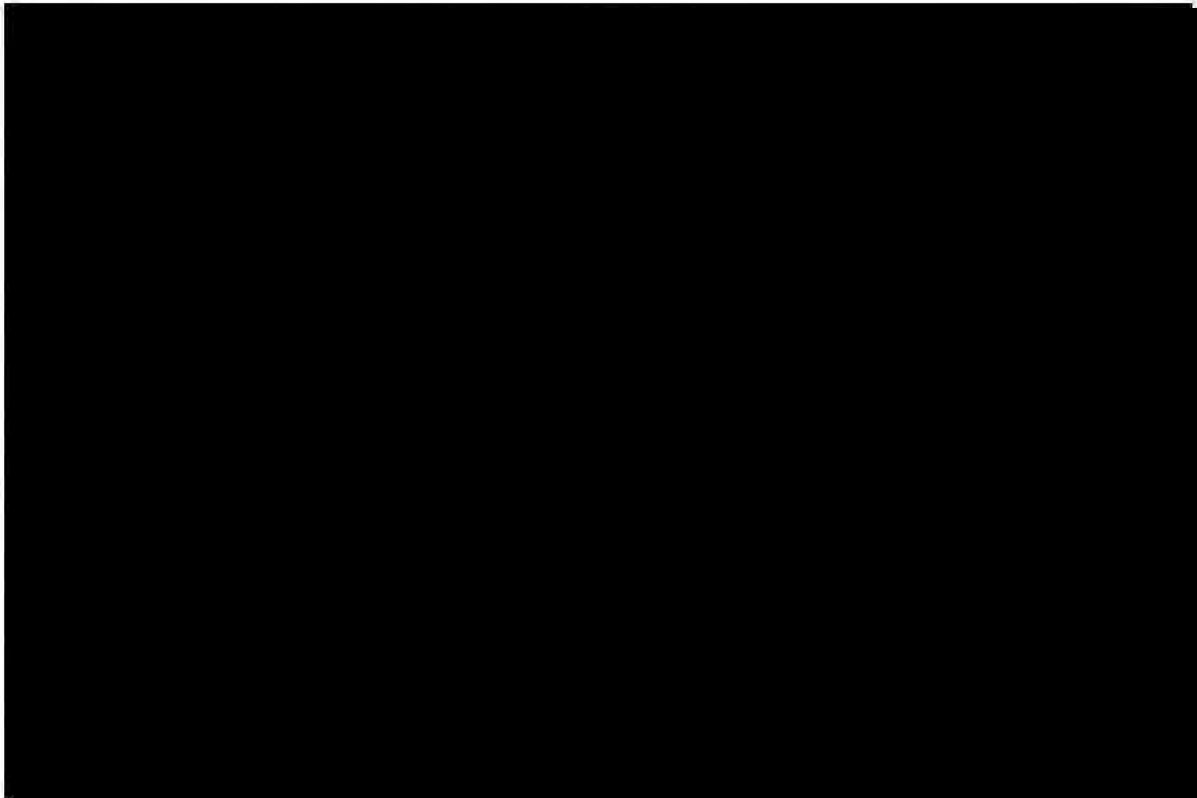


Describe how you will identify any additional business undertakings that promote economic growth in the Canberra Region resulting from this contract.

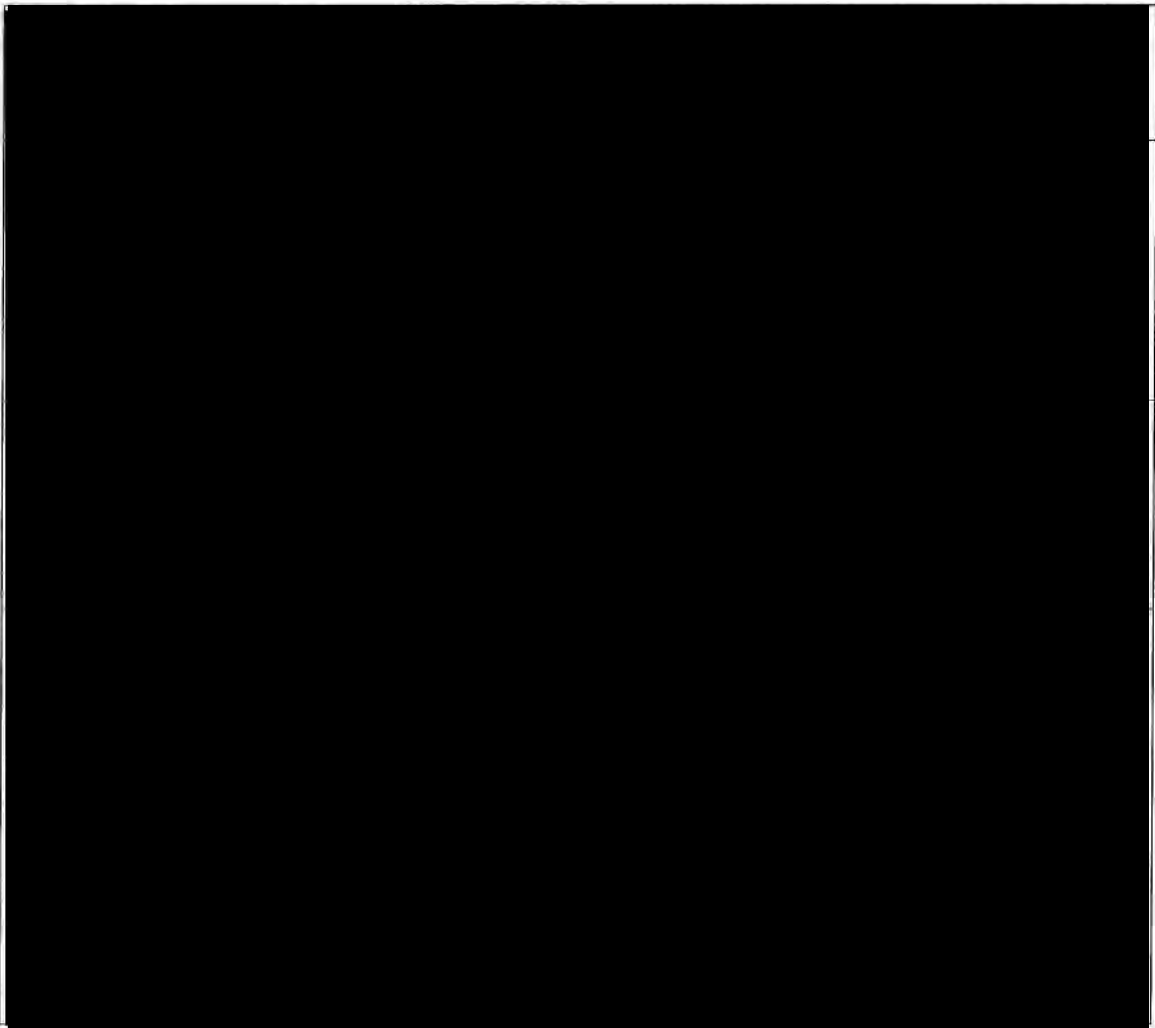
Your response could include:

- Value-added research, partnerships with universities/CIT.
- Potential to undertake further innovation and/or research and development of contract-related technology.
- Use of emerging technologies and materials.
- Collaboration with international organisations to increase opportunities for Canberra Region businesses.





In relation to the categories below, describe how benefits to the Canberra Region will continue once the contract has ended.





Declaration

I am a duly authorised officer of the Business, BMD CONSTRUCTIONS PTY LTD I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and the Business's responsibilities under this policy

If awarded the contract the Business will:

- Note that the Territory reserves the right to negotiate and/or clarify commitments in this plan prior to finalisation of the contract.
- Meet the commitments given in this or an amended Industry Participation Plan (as agreed by the Territory).
- Report to the Territory on Canberra Region industry participation achieved during the project annually on the anniversary of the contract award and at completion of the contract using the IP Plan Report template available at [website] (or in an alternative format and timetable as agreed by the Territory).

Signature:		Date:	28/02/2019
Name (print):	Darren 	Position:	Construction Manager

2018

WORLD OF MAGIC

THANK YOU

On behalf of the special needs children in our community,
we thank you so much for your very generous support.



CANBERRA CITY LIONS CLUB

Attachment 3



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

January 2019

This template includes the Canberra Region Local Industry Participation (LIP) Plan and the Labour Relations, Training and Workplace Equity Plan. These plans are an assessment criteria in the ACT Government's procurement process.

If your business is successful in winning this procurement, your compliance with these plans is evaluated as part of the final contract performance evaluation. The evaluation can be considered as part of your future procurement submissions.

More information on the Canberra Region Local Industry Participation Policy and Secure Local Jobs is available at procurement.act.gov.au.

CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN



Procurements with a value of \$5 million or more

Tender and business information

Information you enter into the tables below must be able to be verified. Where possible quantify items in your statements.

Tender* title	TAYLOR 3 STAGE 1A RESIDENTIAL ESTATE
Tender number	SL170496
Responsible Territory Entity / Directorate	SUBURBAN LAND AGENCY
Total tender value (\$AUD) incl. GST	\$4,845,082.02

* *tender refers to tender, quotation or any other form of bid/response to a procurement for territory funded work issued by the Territory for the supply of goods, services and/or works, intended to result in a contract.*

Legal entity name	BMD CONSTRUCTIONS PTY LTD		
ABN	59 010 126 100		
Trading name	BMD CONSTRUCTIONS PTY LTD		
Business project manager/contact person	DARREN [REDACTED]		
Telephone	[REDACTED]	Email	[REDACTED]

What is your physical presence in the Canberra region?
(Select all that apply)

Head office	Branch office	Warehouse/ Depot	Home office	Null	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specify:

When was this presence established? 2006

How many full time employees (FTE) do you currently employ in the Canberra region?

Describe your existing relationships with other businesses in the Canberra region?

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

A: Regional employment

This section measures the potential economic benefit to the Canberra region through the use of Canberra region sourced labour throughout the contract term.

Labour hours from the Canberra region

See Guidance Note 1

Head contract

A1: Estimated internal FTE required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

A2: Estimated head count of internal labour required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

Subcontract/s or outsourced labour arrangements

A3: Will you need to engage Canberra region based subcontractors to deliver this contract?

Yes

Complete A4

No

Go to Section B

A4: Estimated FTE of subcontracted labour intended to be used to perform the contract.

of FTE:

% from the Canberra region

See Guidance Note 2

Guidance Note:

- 1) The labour your business will employ directly to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work.
- 2) An estimate of the labour from any outsourced and subcontracted Canberra region work to deliver the contract.

Provide details of employment to be created and retained, including:

- ▶ the types of positions that may be created and/or retained as a result of this contract
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage subcontractors, including your supply chain.

Insert or attach your response here:

Refer Attachment A:

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

B: Regional suppliers

This section measures the potential economic benefit to the Canberra region by using Canberra region sourced goods and services, and any other non-labour inputs required.

Excluding labour	Total	Sourced from the Canberra Region
B1: Estimated value of goods and services required to deliver the contract?		

B2: Will you engage Canberra region based suppliers to deliver goods and services for this contract?

Yes No
Complete B3 **Go to Section C**

B3: List the supply inputs (including bundled work packages) to be sourced from Canberra region suppliers.	Name and location of regional supplier	Estimated value of input
<i>See Guidance Note 3</i>		
Please Refer Attachment B	Please Refer Attachment B	Please Refer Attachment B

Guidance Note:

3) Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of merchandise; finished products; food and beverages; supplies and raw material; and accommodation.

- Describe how you will identify local products and capabilities that meet contract requirements, including:
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
 - ▶ how you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain
 - ▶ a commitment to liaising with Canberra region business advocacy groups to identify the availability of local goods and services
 - ▶ establishing procedures or policies that encourage local industry participation.

Insert or attach your response here:

Refer Attachment B

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

C: Regional skills development

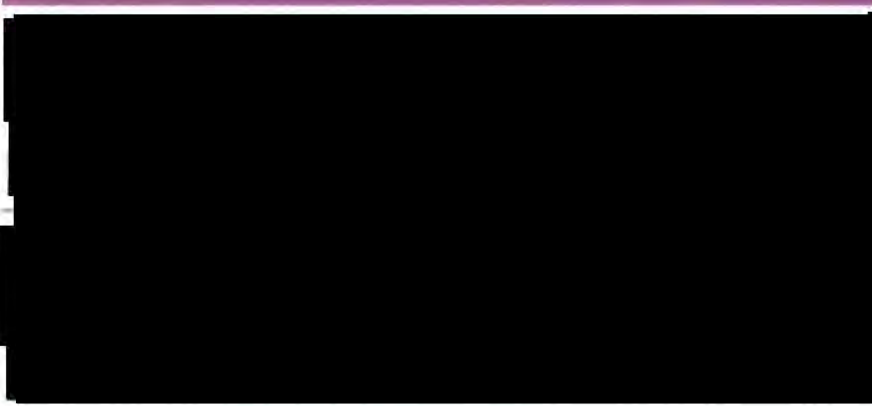
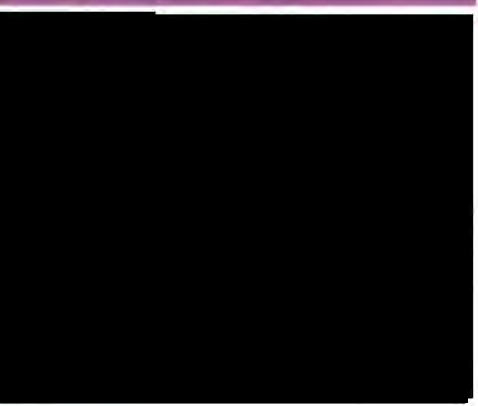
Provide details of any training and skills development that will be provided to Canberra region labour in relation to this contract, including:

- ▶ opportunities for engaging and training apprentices
- ▶ the number of existing positions, local apprenticeships and traineeships to deliver this contract
- ▶ opportunities for increasing the skills of Canberra region employees
- ▶ training programs designed to support employee career development
- ▶ training programs designed for this contract.

Insert or attach your response here:

Refer Attachment C

Outline evidence and the value of your business' contributions to skills and training development

Evidence of contribution	Estimated value (\$AUD) incl. GST
	

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

D: Regional investment

Provide details about your business presence in the Canberra region and the value of any existing and proposed capital investment in the Canberra region directly linked to the contract. This could include:

- ▶ the year your business was established in the Canberra region
- ▶ details of your current presence in the Canberra region (for example, turnover or FTE)
- ▶ plans to grow your Canberra region footprint
- ▶ existing and proposed capital investment in the Canberra region that directly relates to this contract
- ▶ engagement with local businesses.

Insert or attach your response here:

Refer Attachment D

Describe how you will identify additional business undertakings that promote economic growth in the Canberra region resulting from this contract. This could include:

- ▶ value-added research or partnerships with universities/CIT
- ▶ potential to undertake further innovation and research, or the development of technology related to this contract
- ▶ use of emerging technologies and materials
- ▶ collaboration with international organisations to increase opportunities for Canberra region businesses.

Insert or attach your response here:

Refer Attachment E

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Identify and describe any ongoing benefits to the Canberra region listed once the contract has ended.

Category	Ongoing benefit Y/N	Description
Canberra region employment		
Local suppliers		
Canberra region skills development		
Canberra region investment		

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

E: Compliance with the Secure Local Jobs Code

Describe how your business will comply with its obligations under the Secure Local Jobs Code for the duration of the contract, including:

- ▶ getting and maintaining a Secure Local Jobs Code Certificate
- ▶ adhering to relevant laws, including industrial relations, employment and workplace safety
- ▶ promoting opportunity for job security and reducing the incidence of insecure work
- ▶ ensuring subcontractors and sub-subcontractors comply with the Code
- ▶ maintaining communication with the workforce throughout the project.

E1: Internal operations

Refer Attachment F.

E2: For subcontractors (if applicable)

See Guidance Note 4

Refer Attachment F.

Guidance note:

- 4) Provide supporting evidence to demonstrate you have systems in place to only engage Code compliant subcontractors. For example, subcontractors engaged at any tier of the supply chain in connection with the territory-funded work must hold a valid Secure Local Jobs Code Certificate and comply with Code requirements.

F: Systems of work

Describe how your business will incorporate compliance with the Secure Local Jobs Code into policies and systems of work.

F1: Internal operations

See Guidance Note 5

Refer Attachment G

Guidance note:

- 5) This could include a policy or procedure covering obligations under the Code.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

G: Understanding Secure Local Jobs Code obligations

Describe how your business will ensure directors, executive managers and employees understand obligations under the Secure Local Jobs Code.

G1: Internal operations

See Guidance Note 6

Refer Attachment H

Guidance note:

- 6) This could include training plans, minuted meetings, or a policy or procedure covering directors, executive managers and employee obligations under the Secure Local Jobs Code.

H: Security of employment

Describe how your business seeks to minimise insecure work arrangements. This includes:

- ▶ whether and how you will support transitioning employees from an existing contractor to your business if successful in this contract
- ▶ how you will minimise insecure work arrangements by your subcontractors.

H1: Internal operations

Refer Attachment I

H2: Subcontractors or labour hire arrangements (if applicable)

Guidance Note:

- 7) Examples of insecure work arrangements includes:
- ▶ temporary employment arrangements
 - ▶ casual employment arrangements.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

I: Employees' health and wellbeing

Describe and provide evidence of how your business actively supports the physical and mental health of your employees, including activities that reduce the impact and incidence of impairment in the workplace.

I1: Internal operations

See Guidance Note 8

Attachment J

Guidance Note:

- 8) This could include: providing employees with access to an Employee Assistance Provider (EAP), workplace policy or procedure, drug and alcohol training, domestic violence training, access to rehabilitation and support services, safety and impairment awareness training, and other measures to support employee health and wellbeing.

J: Diversity in the workplace

Describe how your business strategies and processes to:

- ▶ support employment participation of Aboriginal and Torres Strait Islander people, women, people with disability and people from culturally and linguistically diverse backgrounds
- ▶ address barriers to employment or career development for people from these groups.

J1: Internal operations

Attachment K

Guidance Note:

- 9) Evidence could include: workplace policy or procedures, targeted traineeships/apprenticeships, designated positions or roles, training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave), and other action you have taken to remove barriers to employment and support career development.

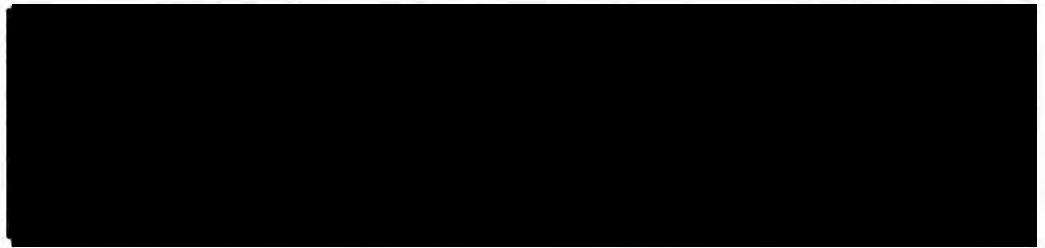
Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

K: Local employment first

Describe your business' strategies and processes to provide opportunities for people in the Canberra region to apply for and be offered employment for this contract before you recruit workers outside the region.

K1: Internal operations



Describe what training opportunities you provide employees for career development and if this training is a recognised qualification. Outline whether your business provides, or will provide if successful in this contract, internships, traineeships, cadetships or apprenticeships.

K2: Internal operations

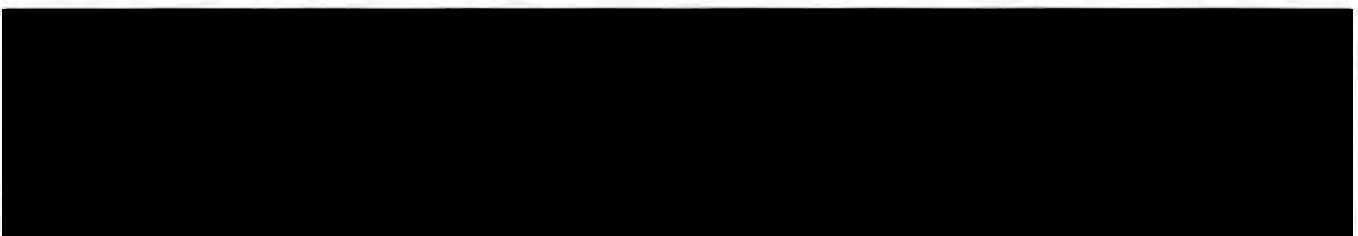
Refer Attachment C

L: Consultation with staff and their representatives

L1: Have you consulted with your staff in developing this Plan?

Yes Complete L2 No Go to Declaration

L2: Describe and provide evidence of how this consultation was done. This could include consultation with eligible unions or relevant staff representatives.



Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Declaration

I am a duly authorised officer of

BMD Constructions Pty Ltd

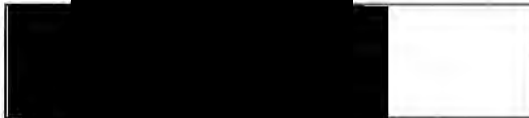
(Business Name)

I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and Secure Local Jobs Code and the responsibilities under these.

If awarded the contract the business will:

- ▶ note that the Territory reserves the right to negotiate and/or clarify commitments in this Plan before finalising the contract
- ▶ meet the commitments in this or an amended LIPP and LRTWE Plan (as agreed by the Territory)
- ▶ attend any meeting scheduled by the Territory to review progress implementing commitments in this or an amended Labour Relations, Training and Workplace Equity Plan (as agreed by the Territory)
- ▶ report to the Territory on the Canberra region industry participation achieved during the project annually, on the anniversary of the contract award, and at completion of the contract using the LIPP Report template (or another format and timetable as agreed by the Territory).

Signature



Date

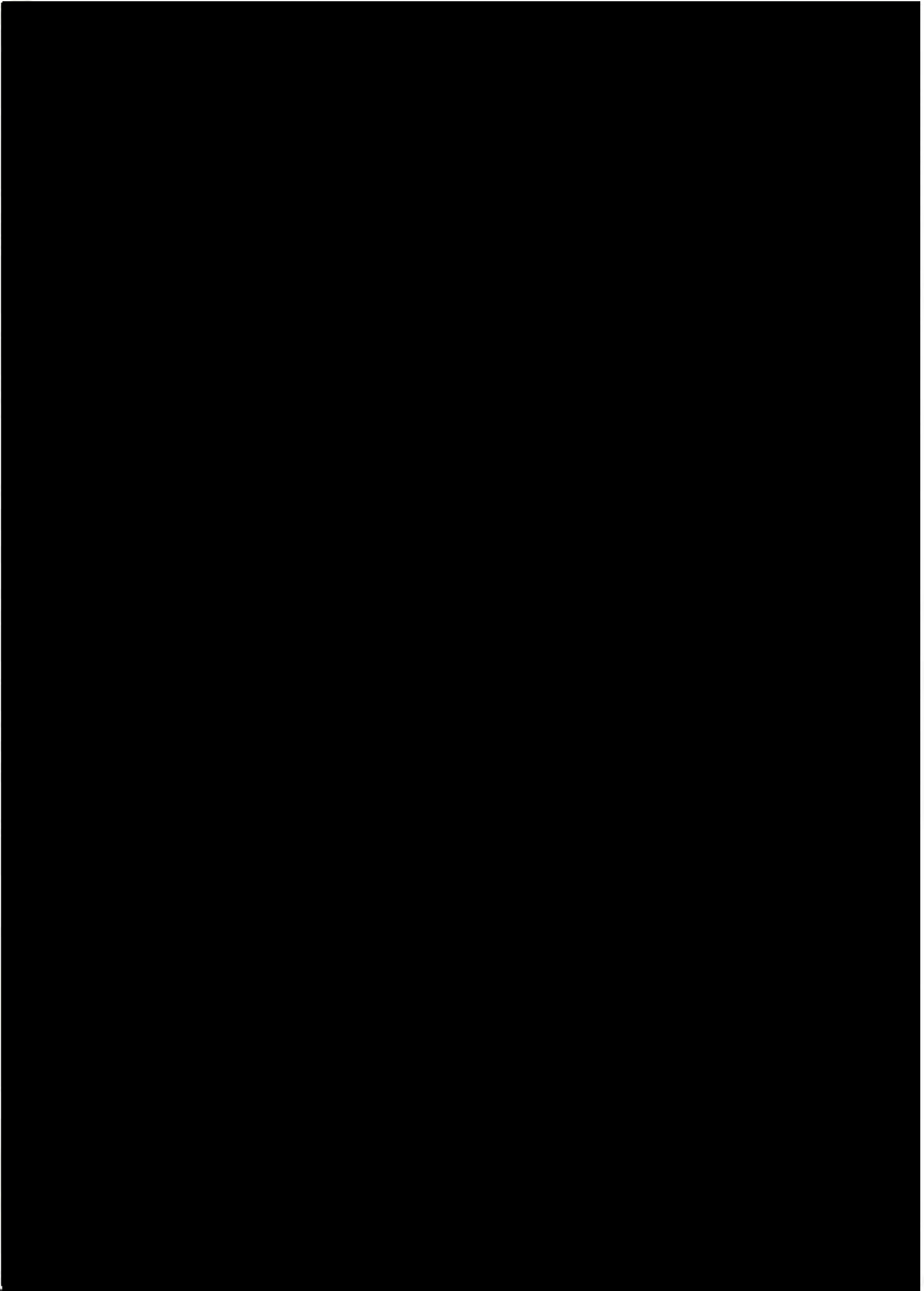
28/02/19

Name

Darren

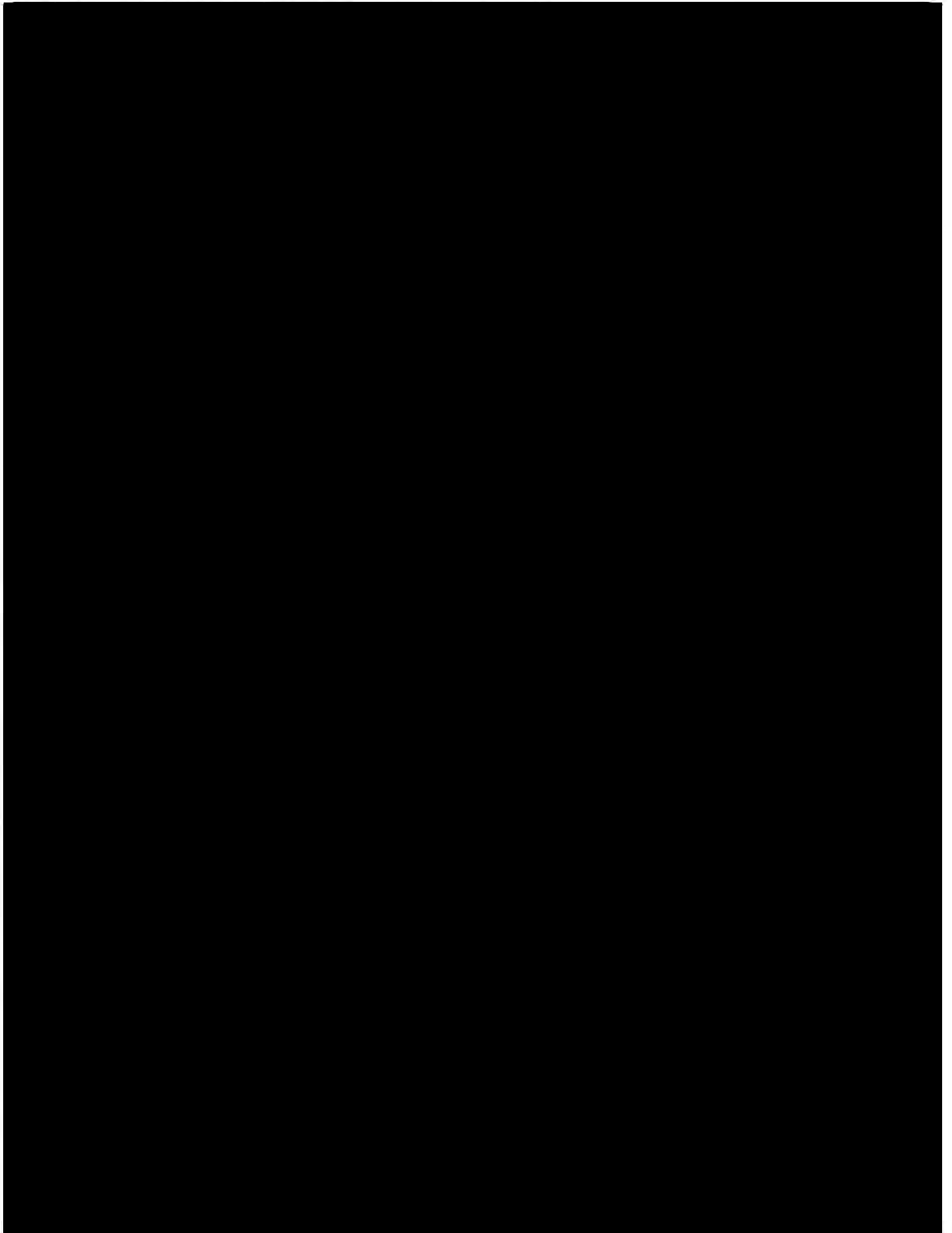
Position

Construction Manager

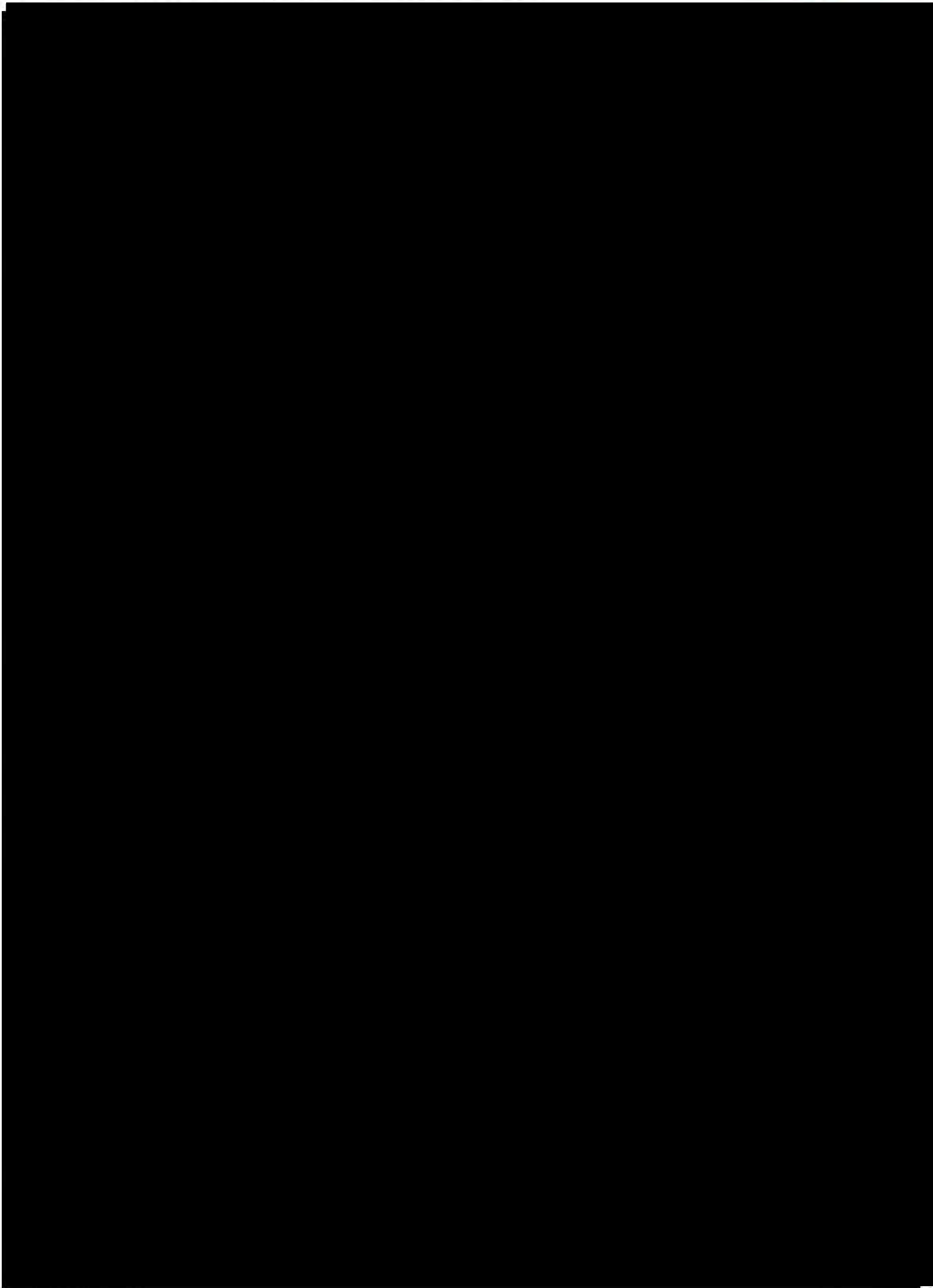




Daily Prestart and Site Attendance Record

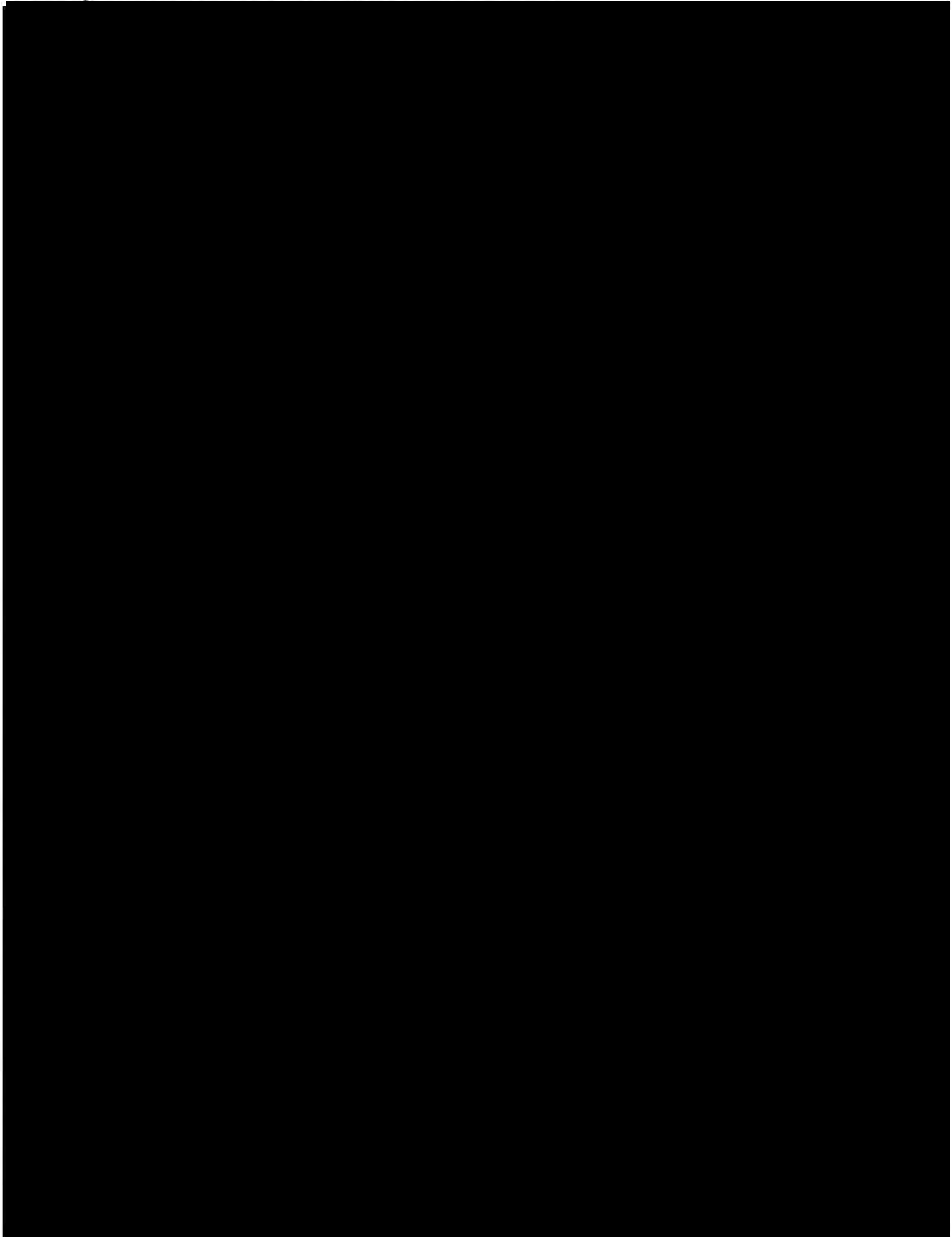


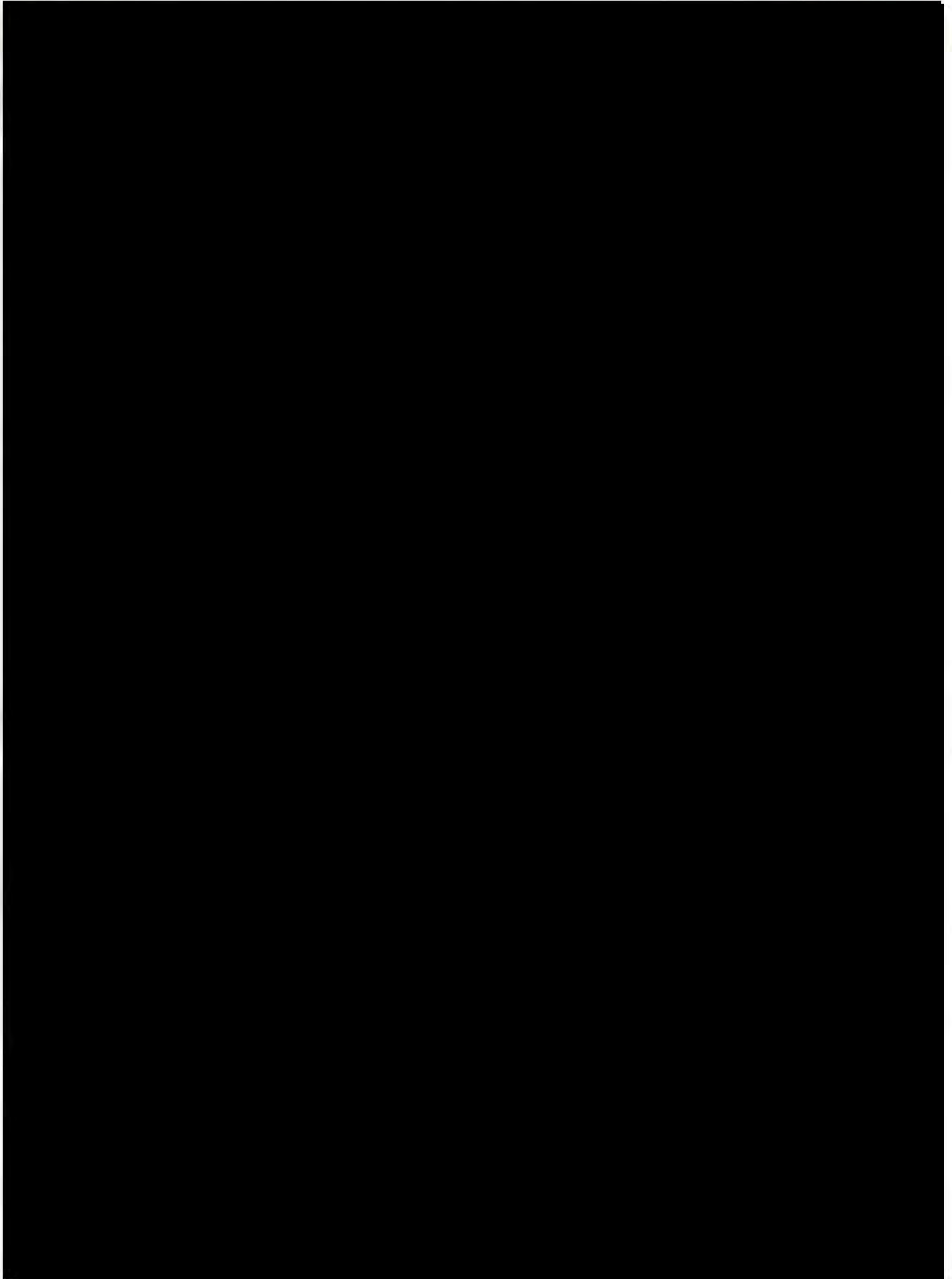
Prestart Talk and Site Attendance Record





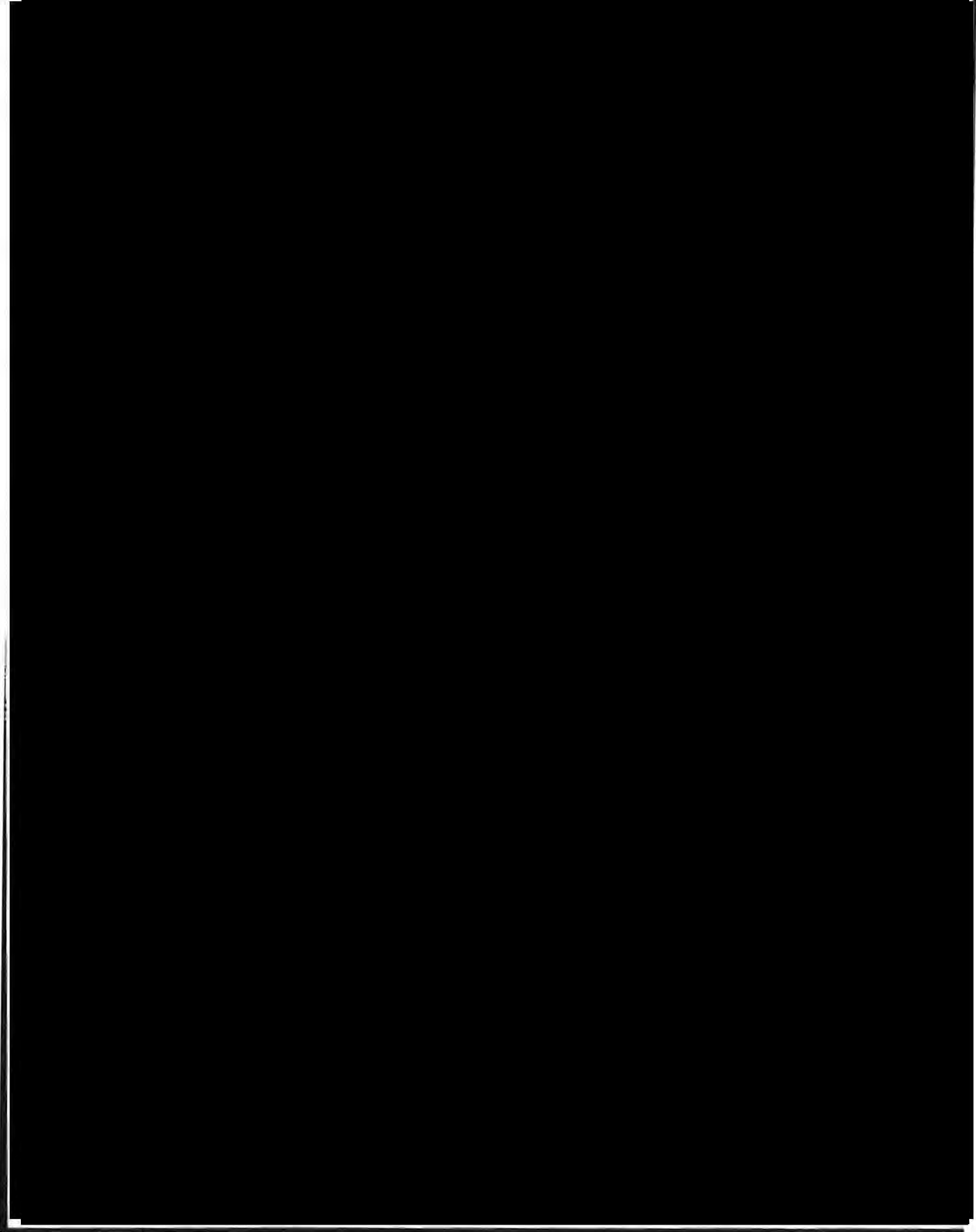
Daily Prestart and Site Attendance Record



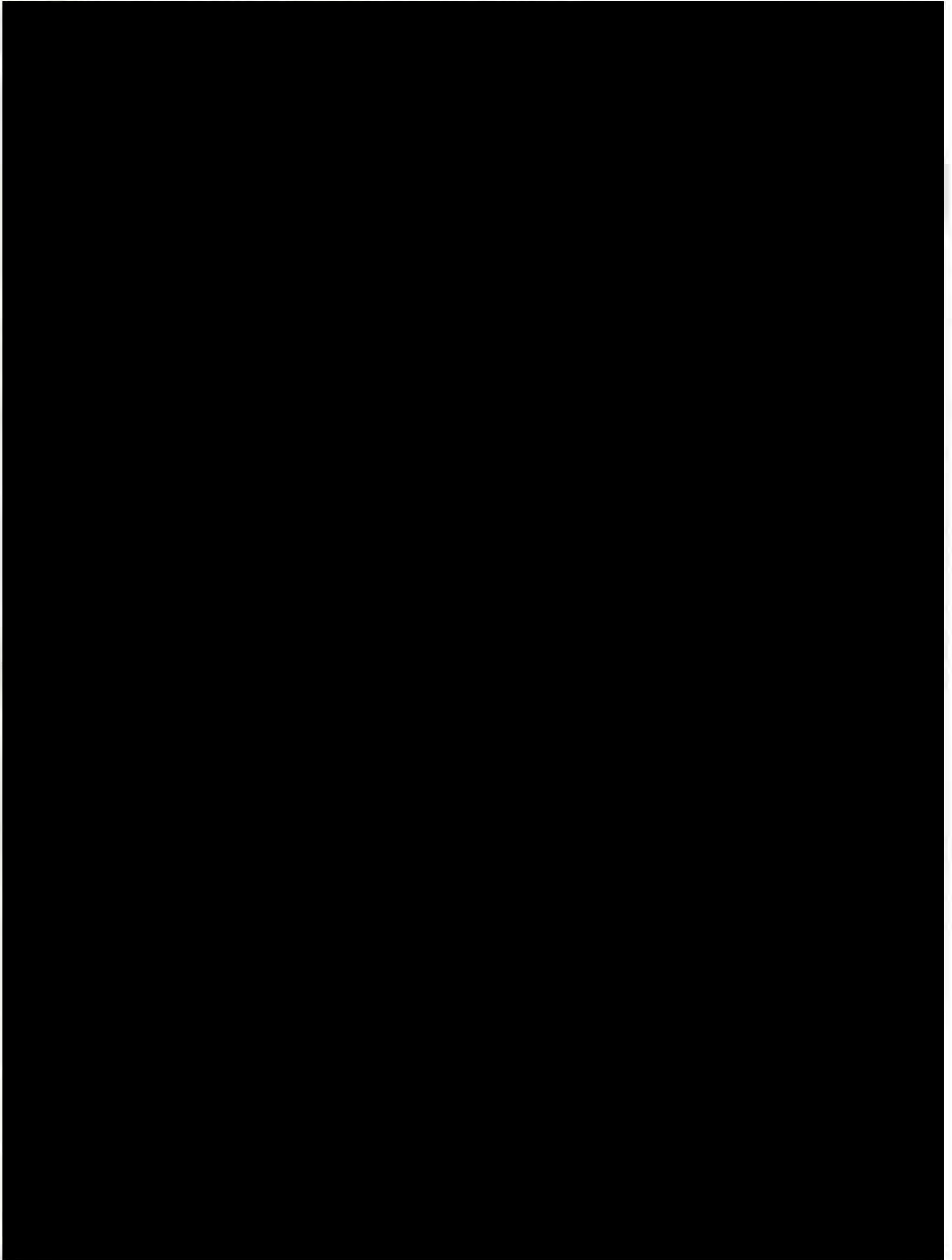




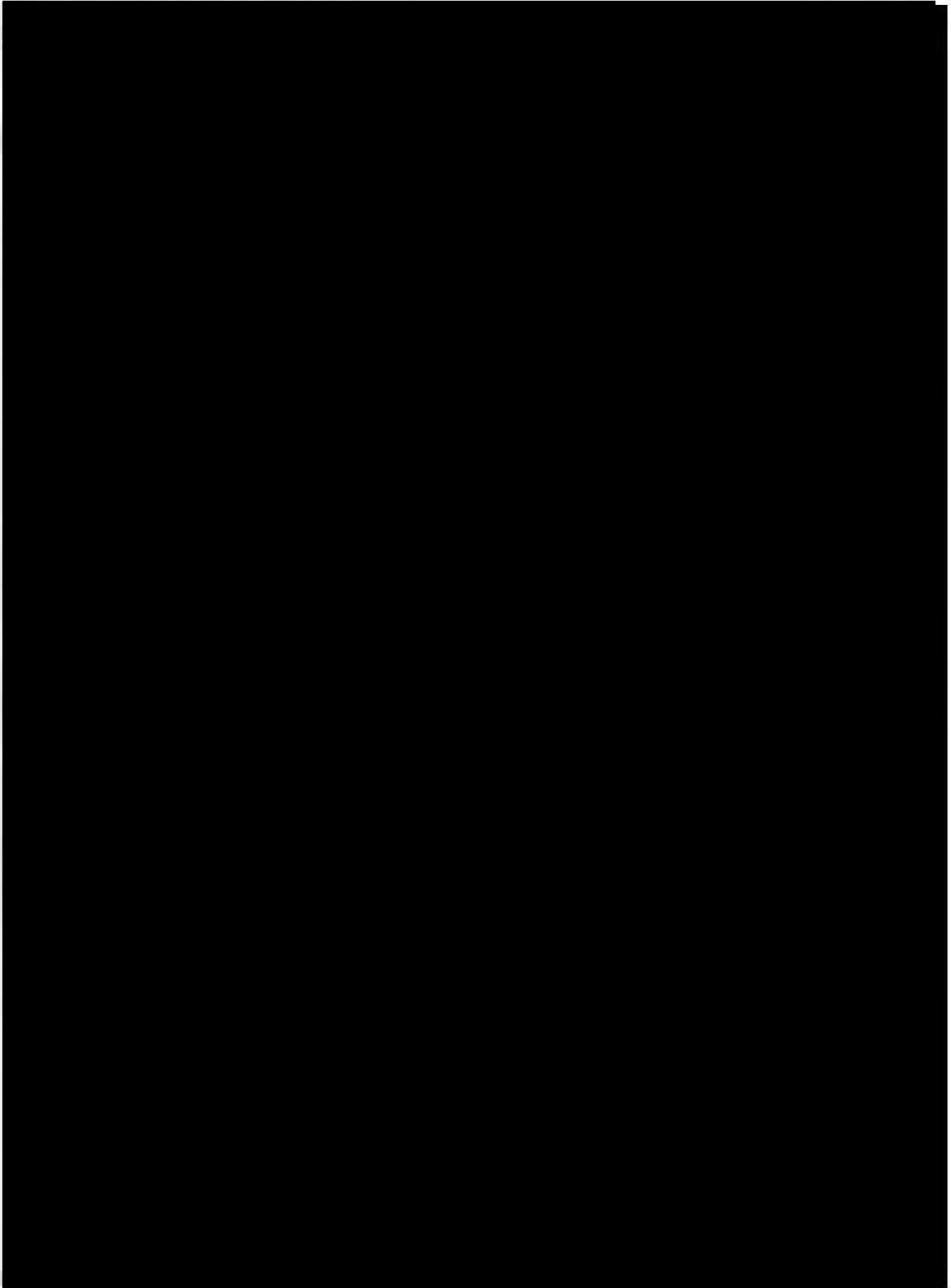
Daily Prestart and Site Attendance Record

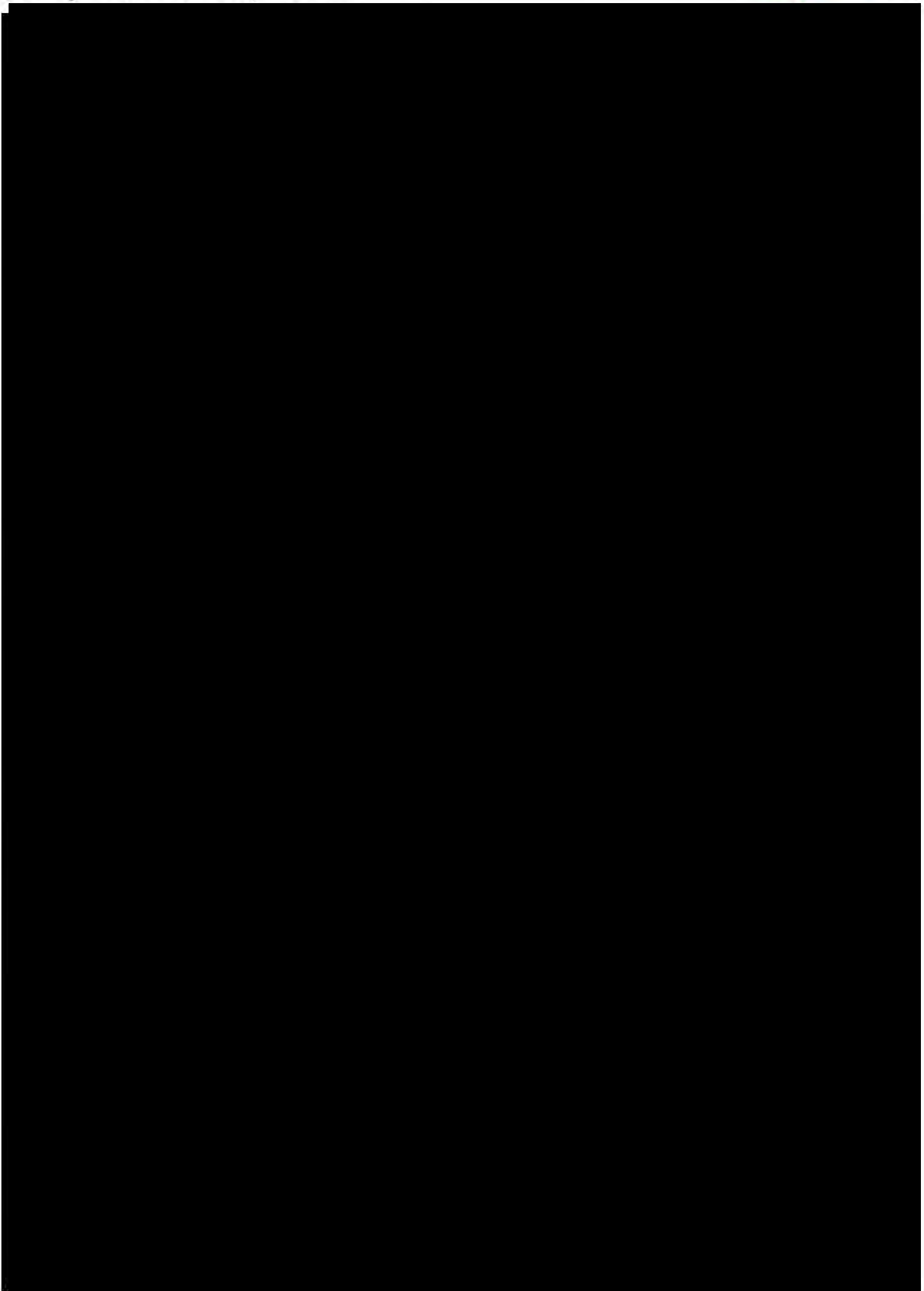


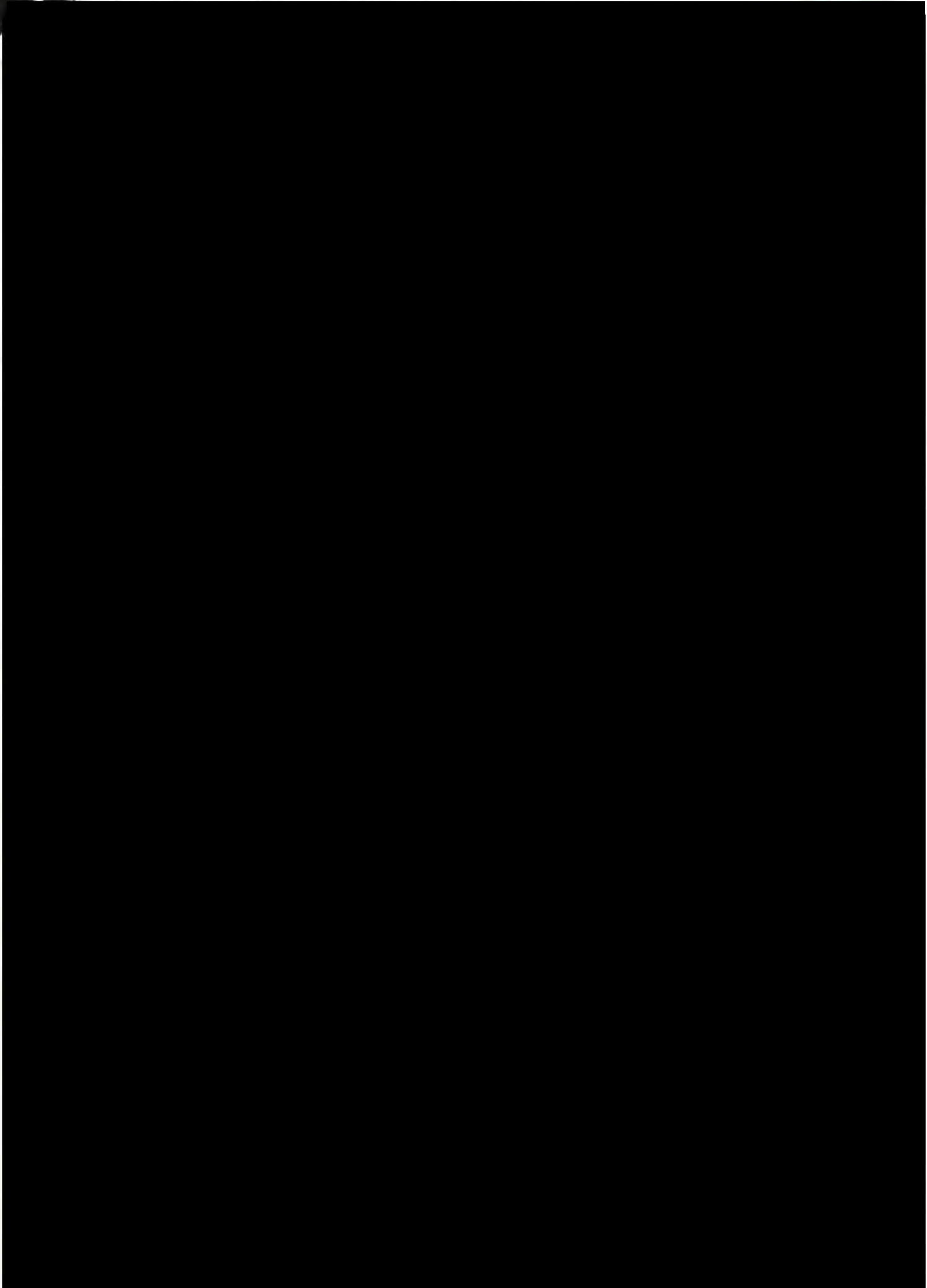
Daily Prestart and Site Attendance Record



Visitor Daily Attendance Record

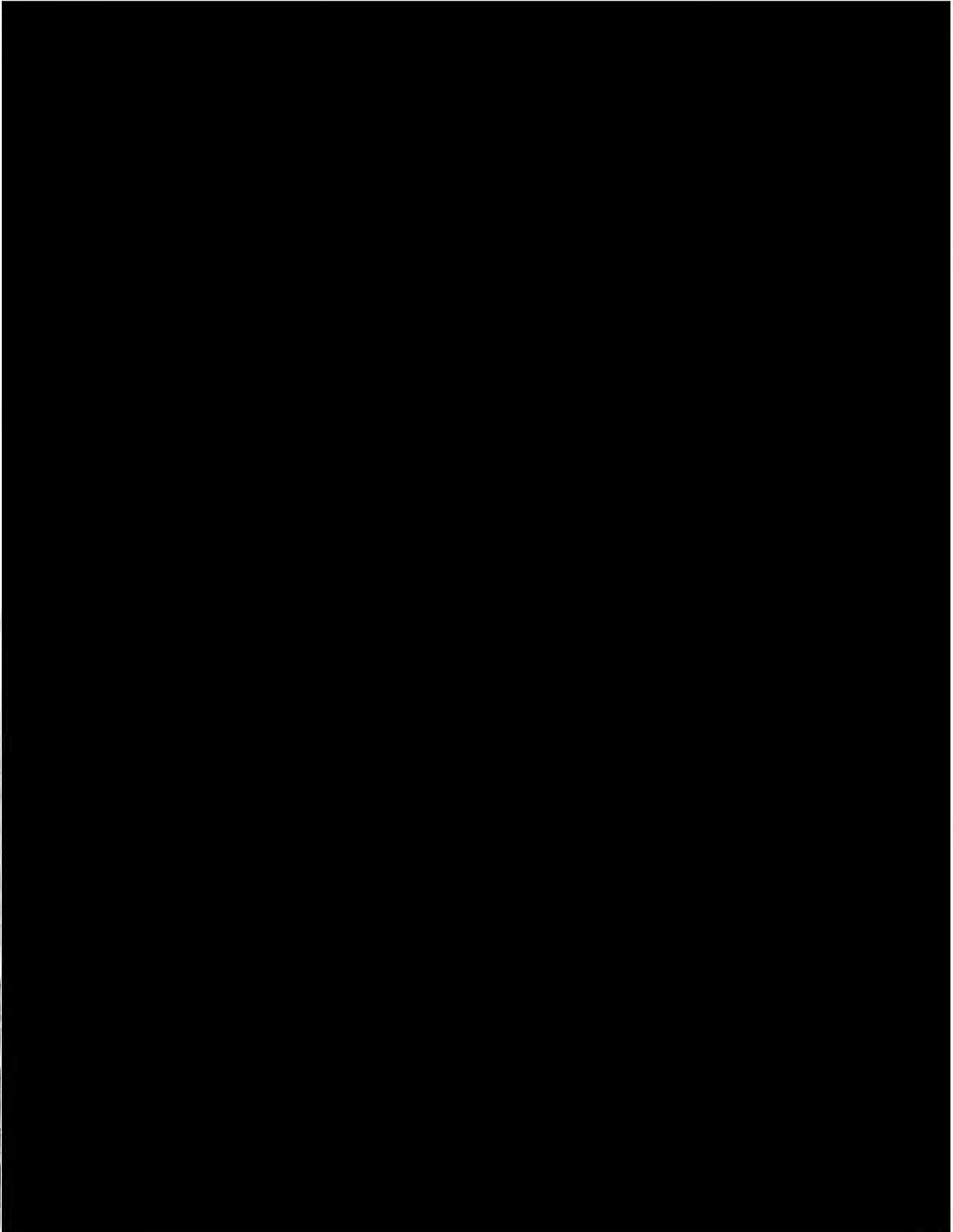
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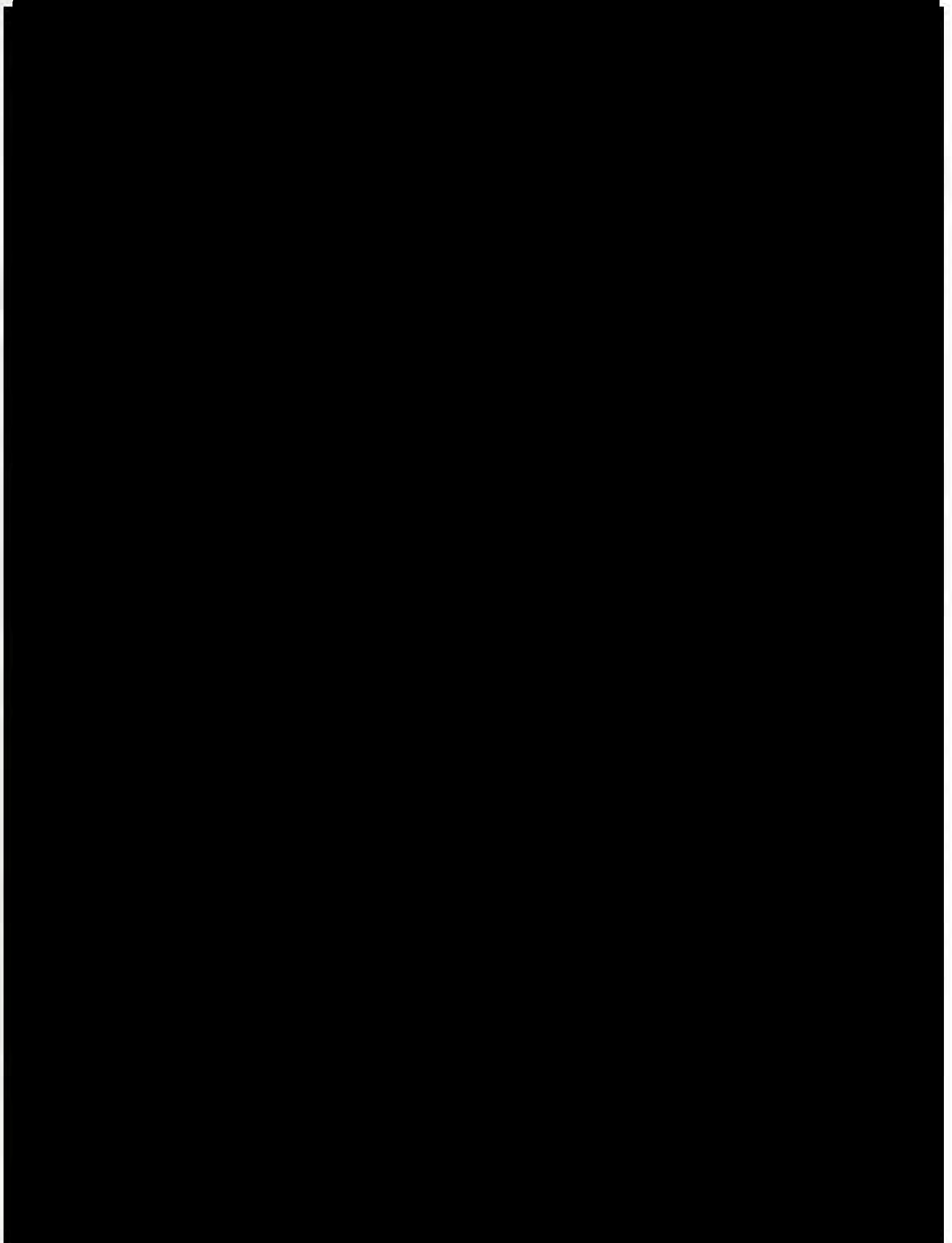




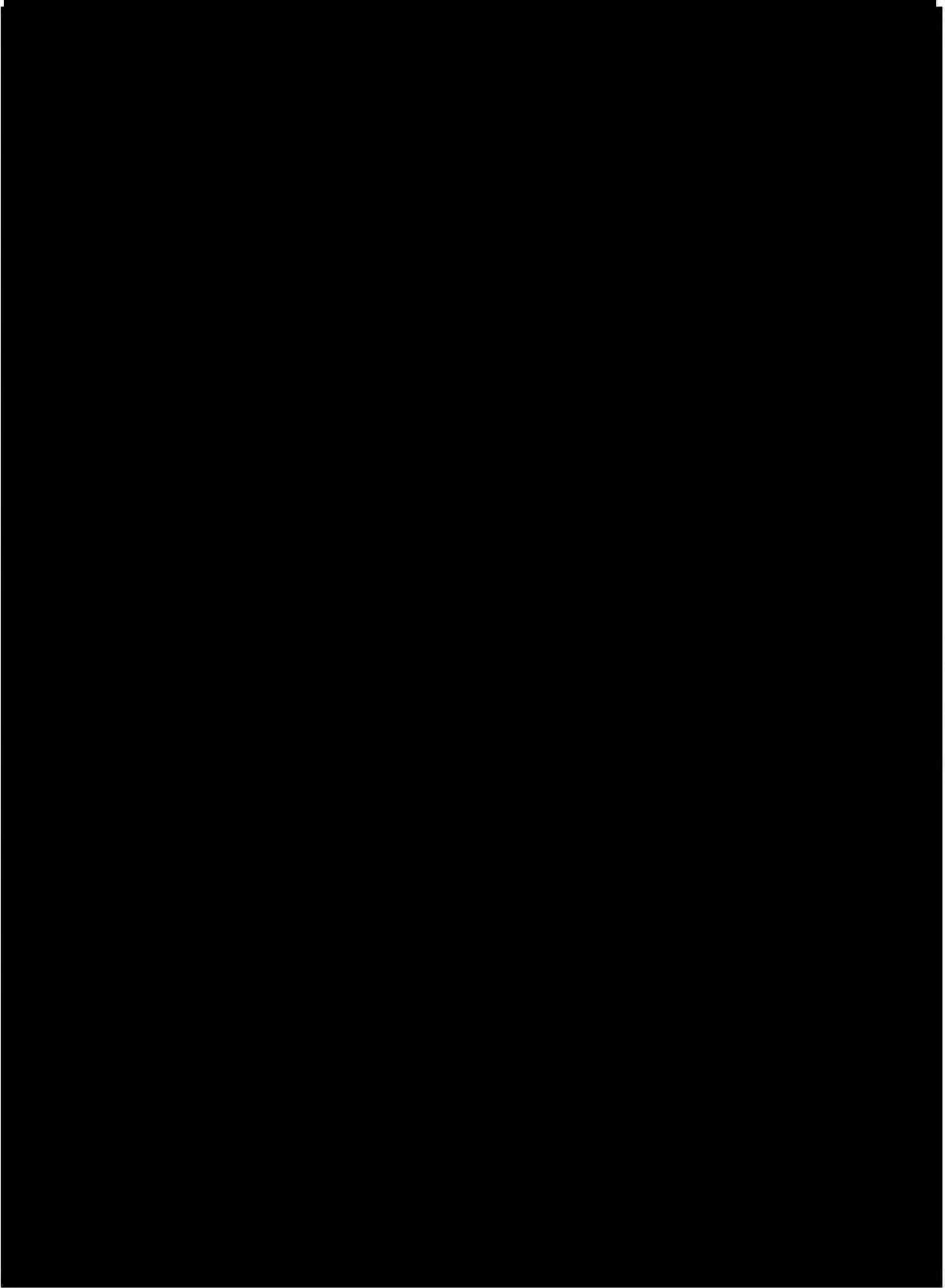
Daily Prestart and Site Attendance Record



Daily Prestart and Site Attendance Record



Prestart Talk and Site Attendance Record

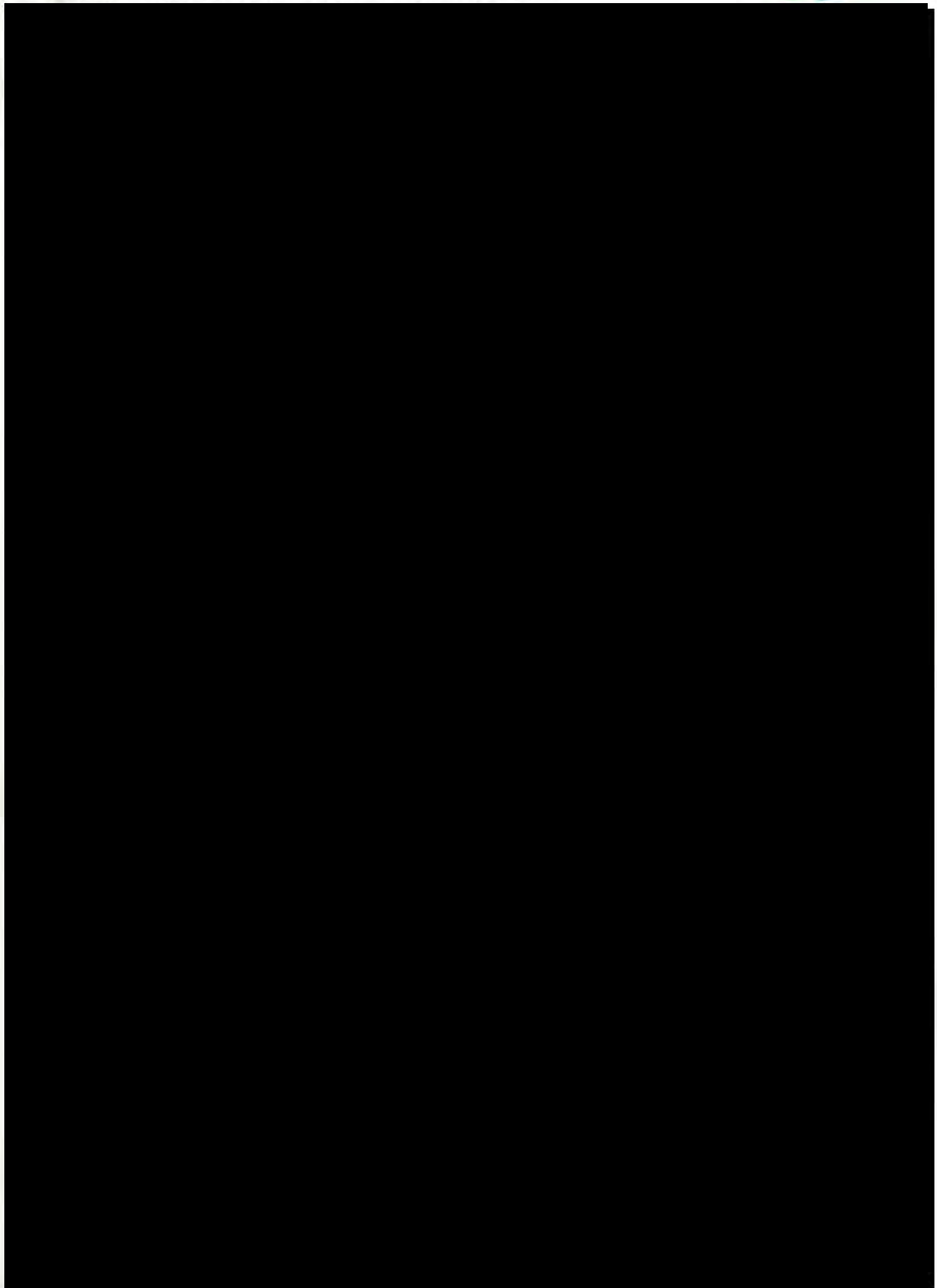




Daily Prestart and Site Attendance Record

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Restart Talk and Site Attendance Record

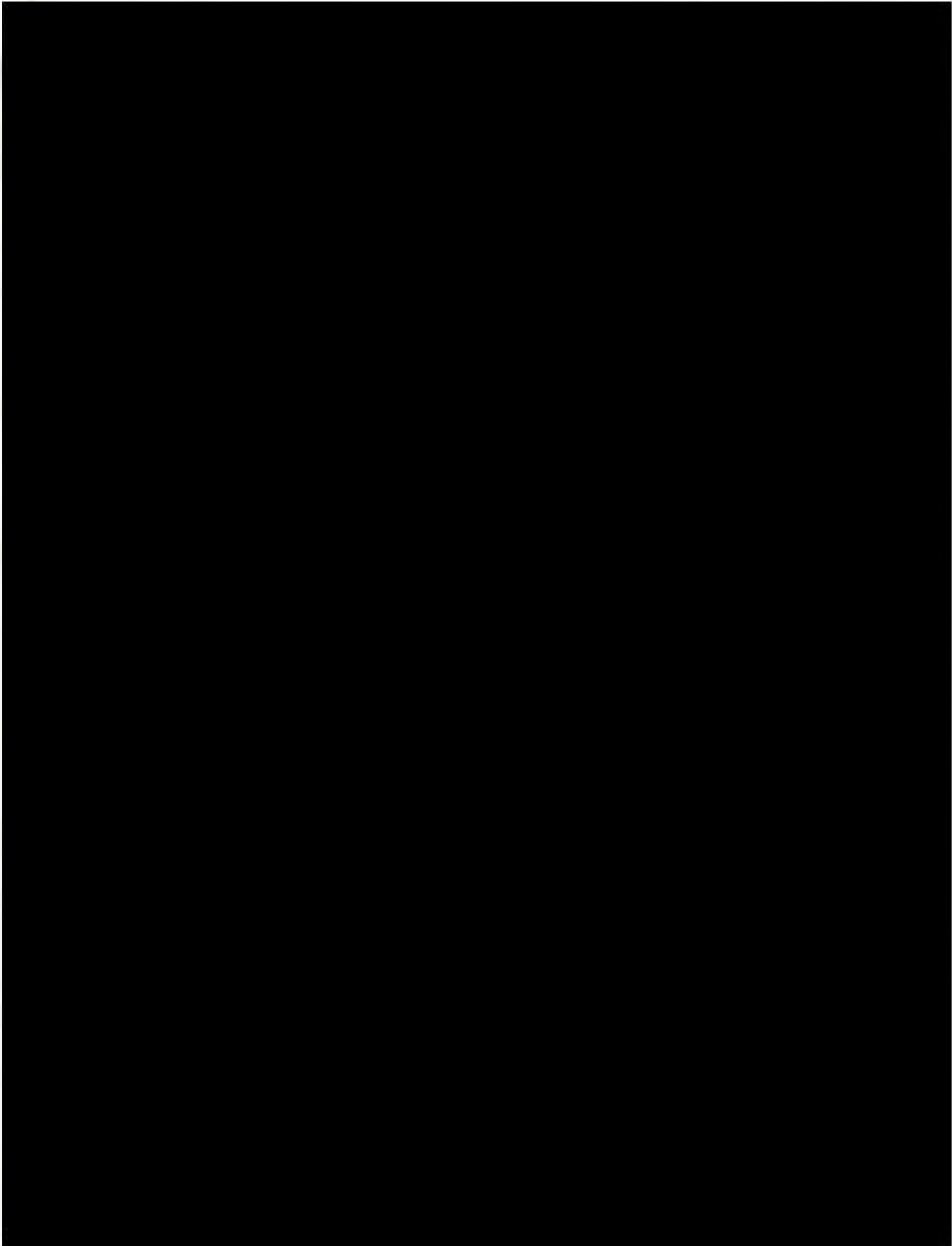
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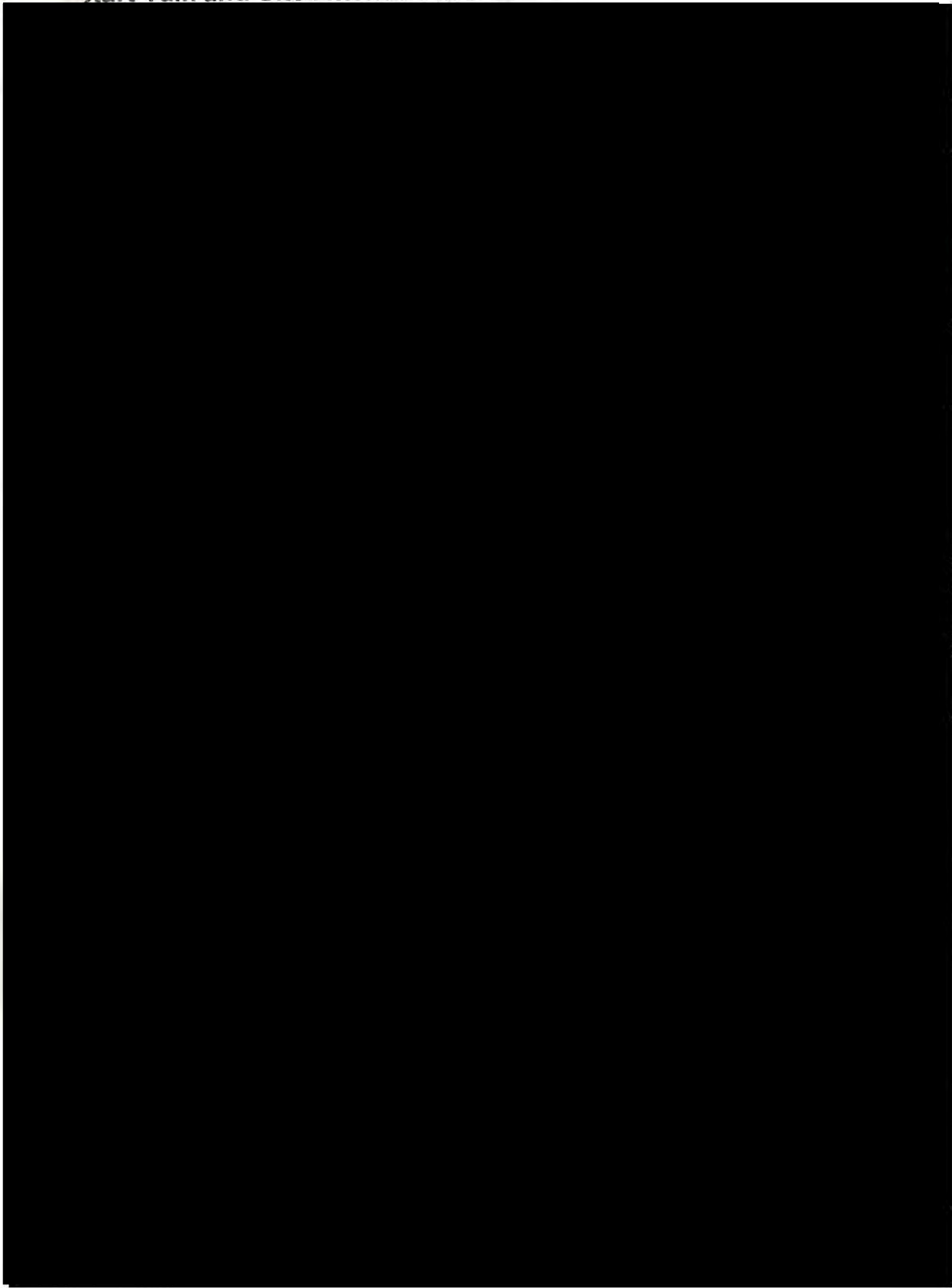


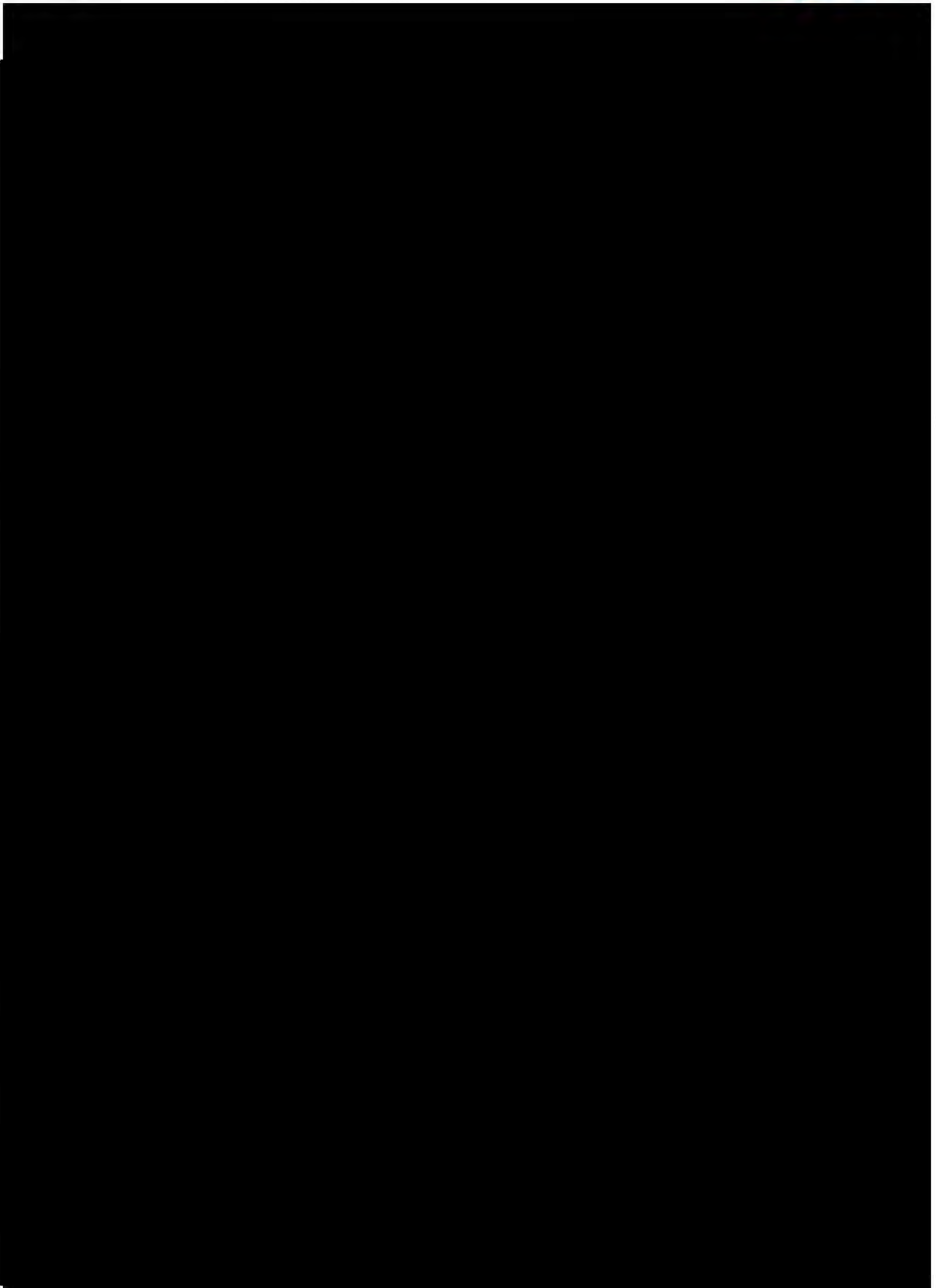
Daily Prestart and Site Attendance Record

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Daily Prestart and Site Attendance Record

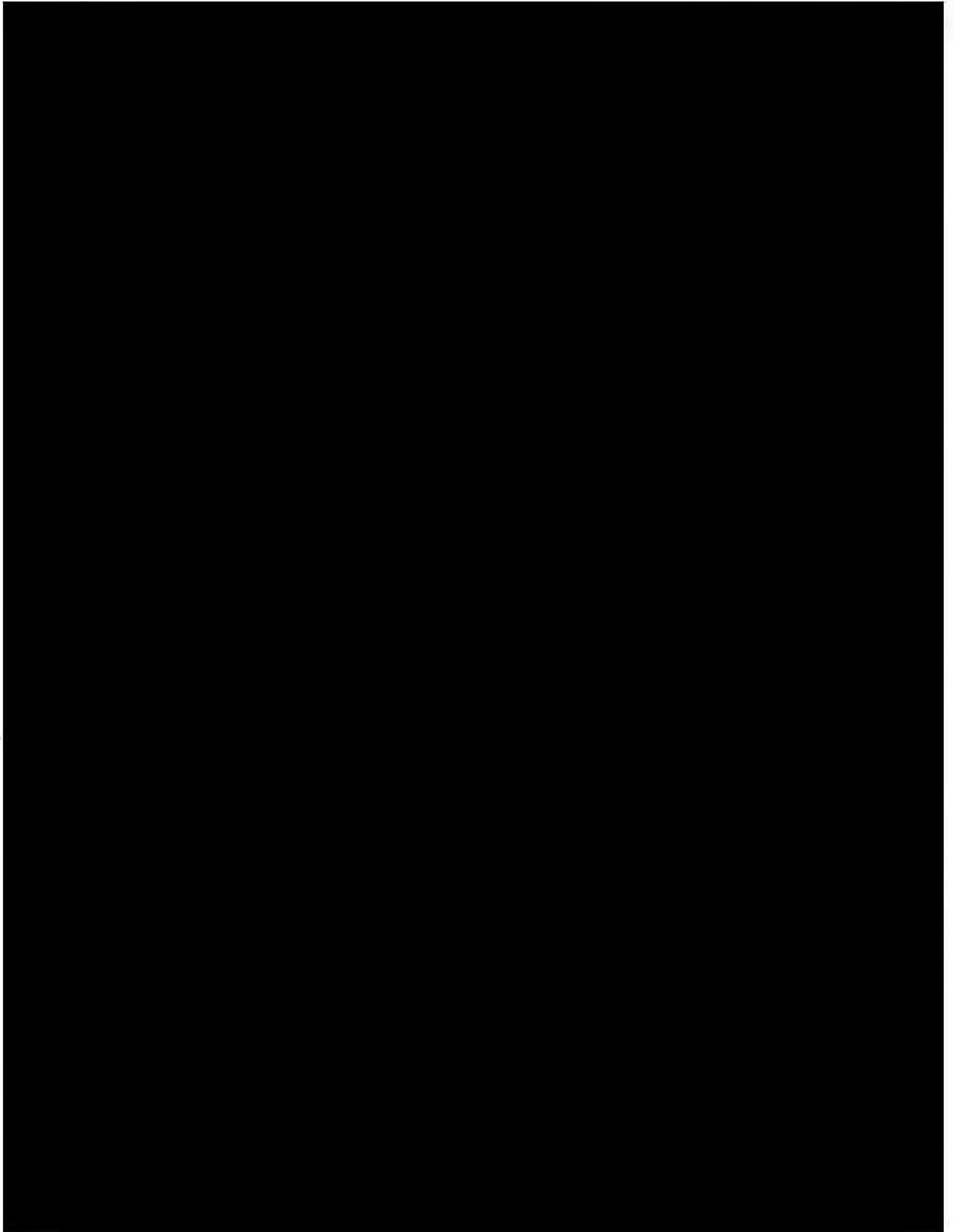




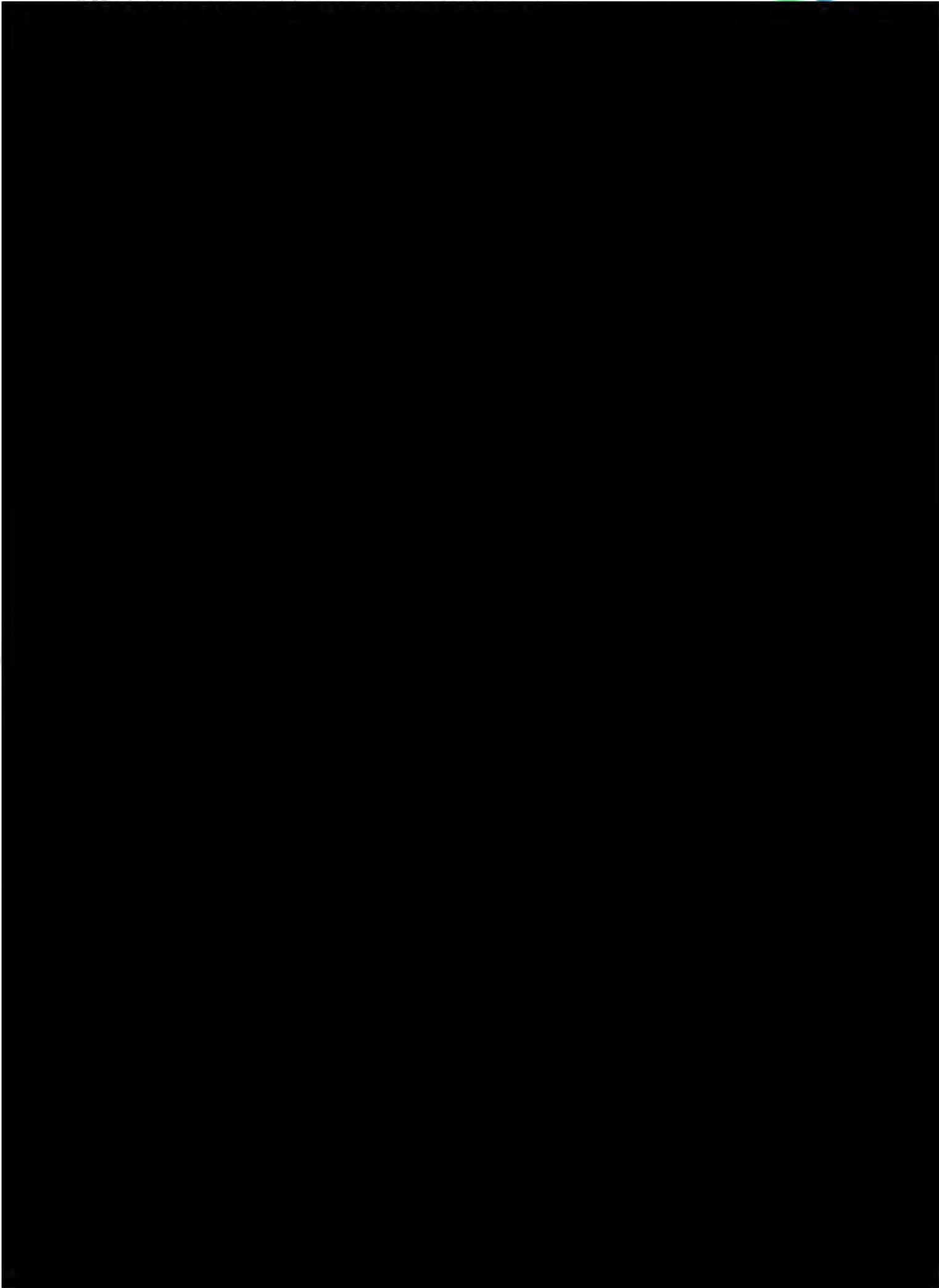




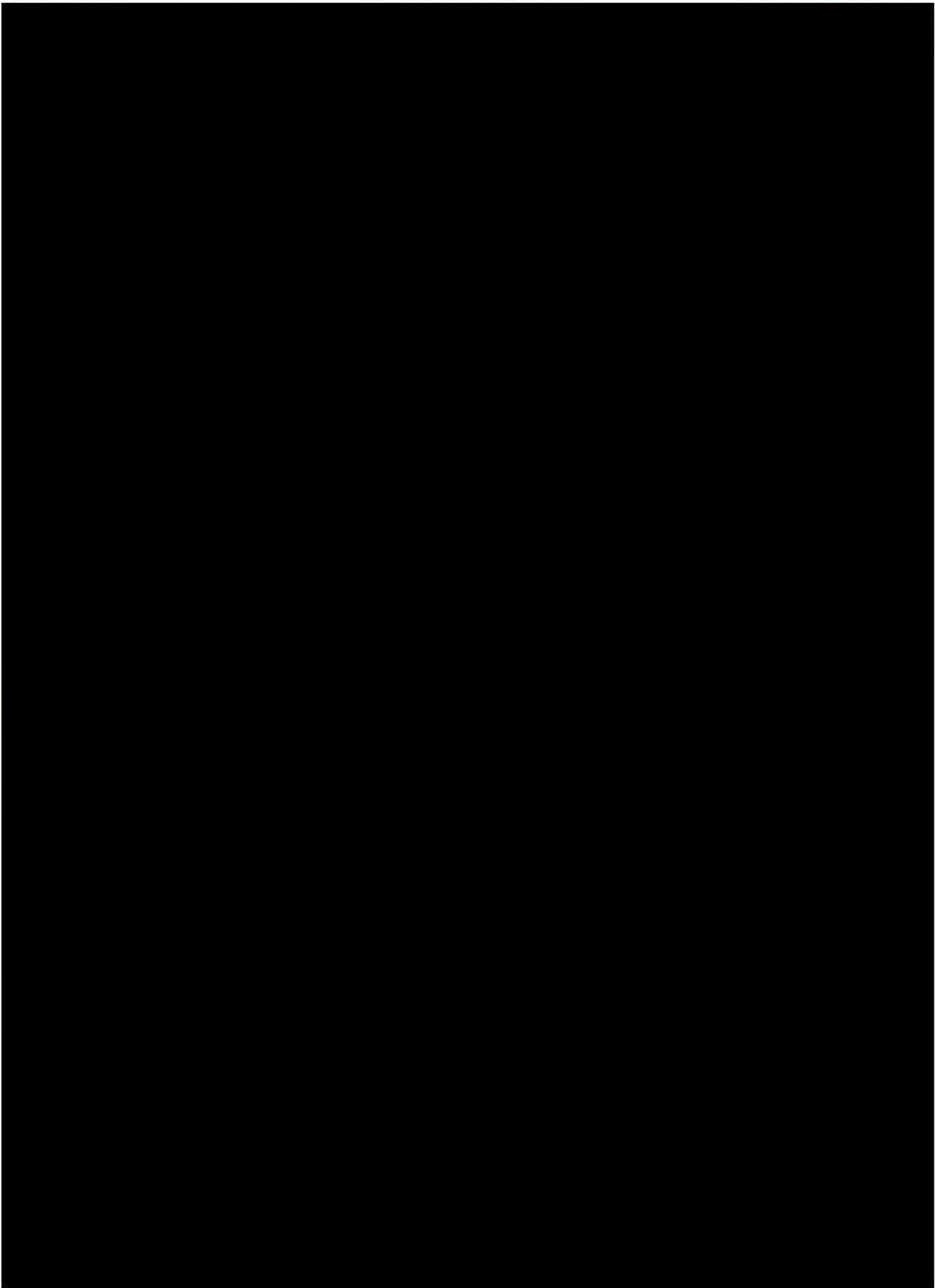
Daily Prestart and Site Attendance Record



Start Talk and Site Attendance Record

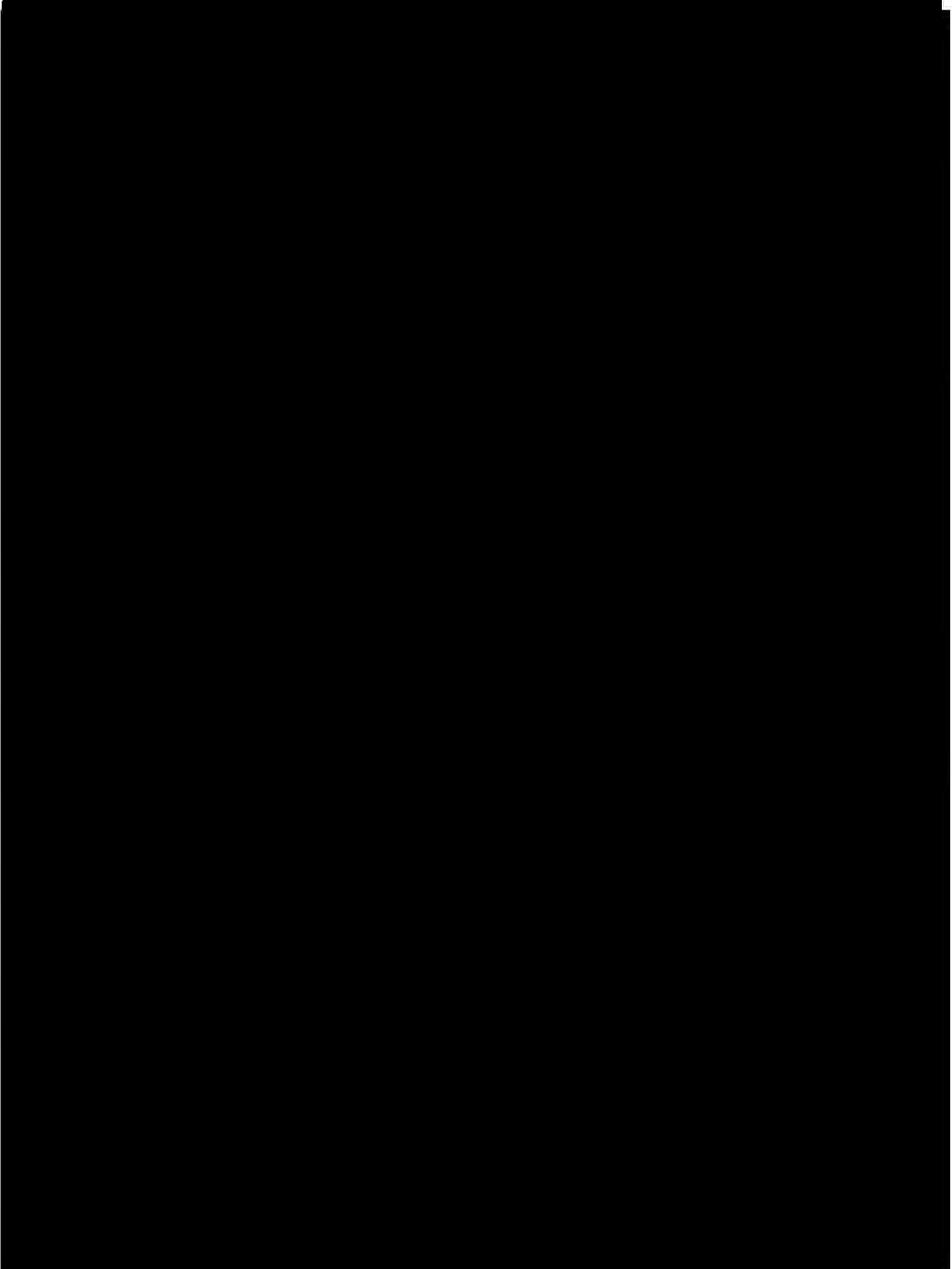


Prestart Talk and Site Attendance Record

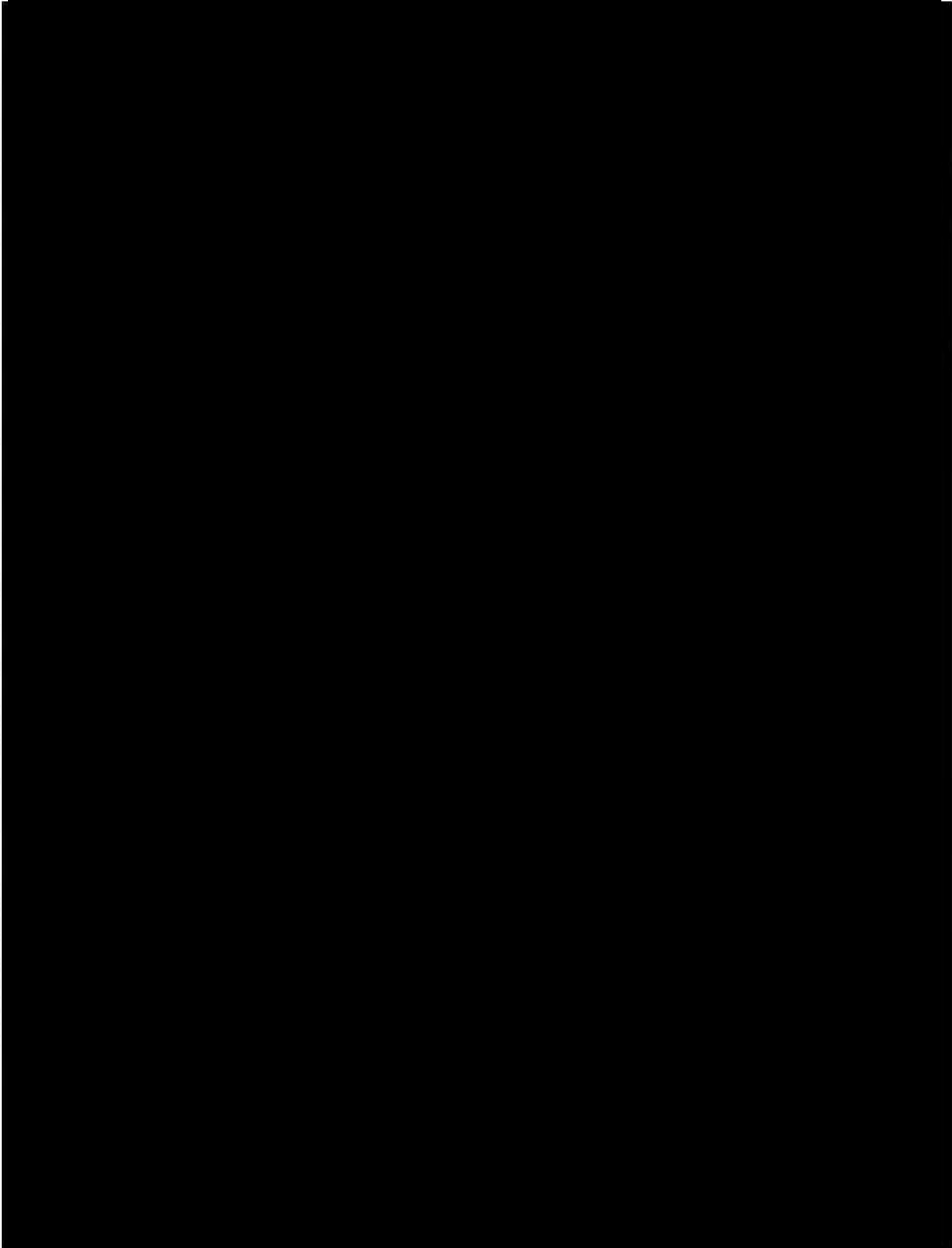


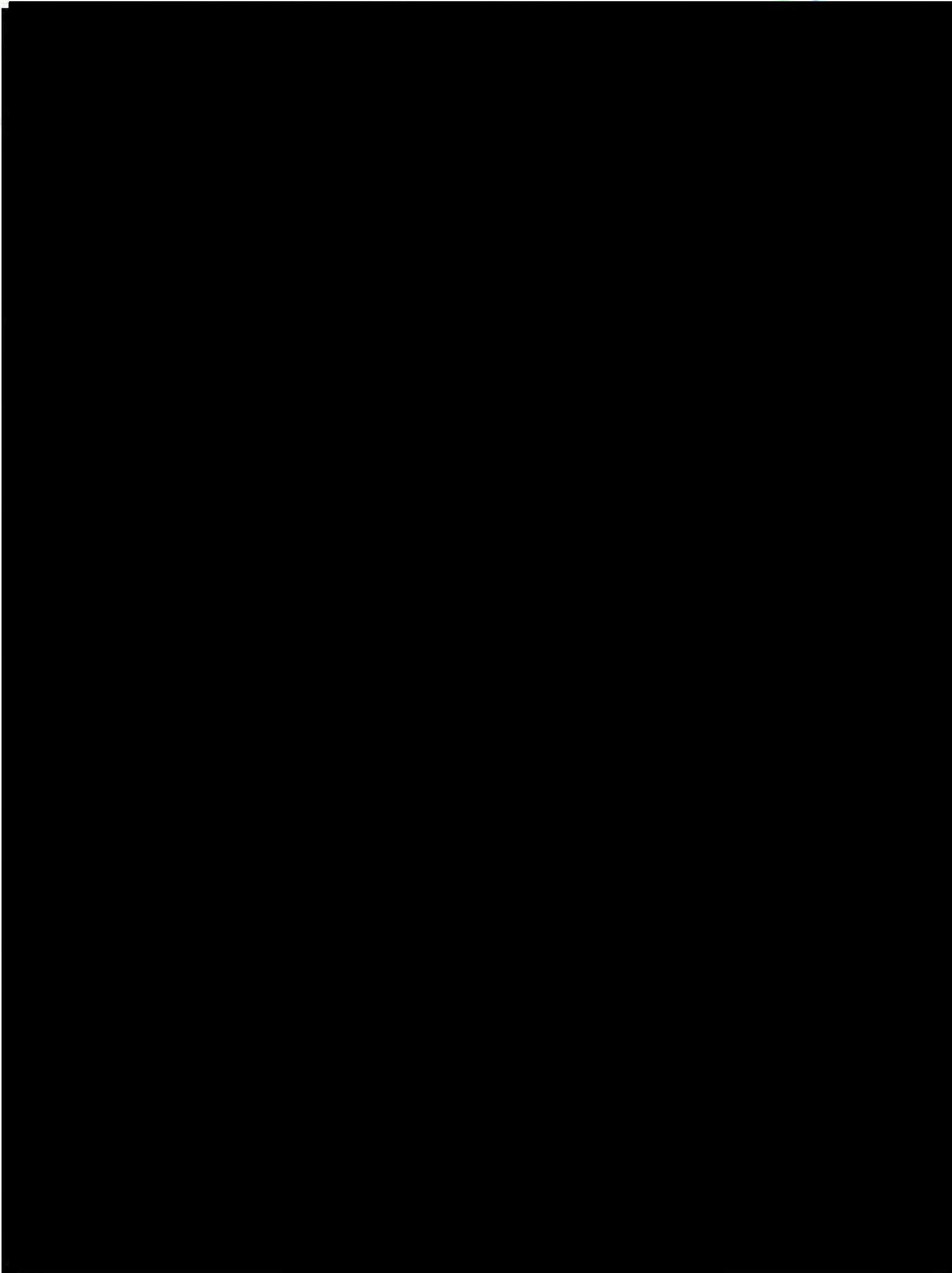


Daily Prestart and Site Attendance Record



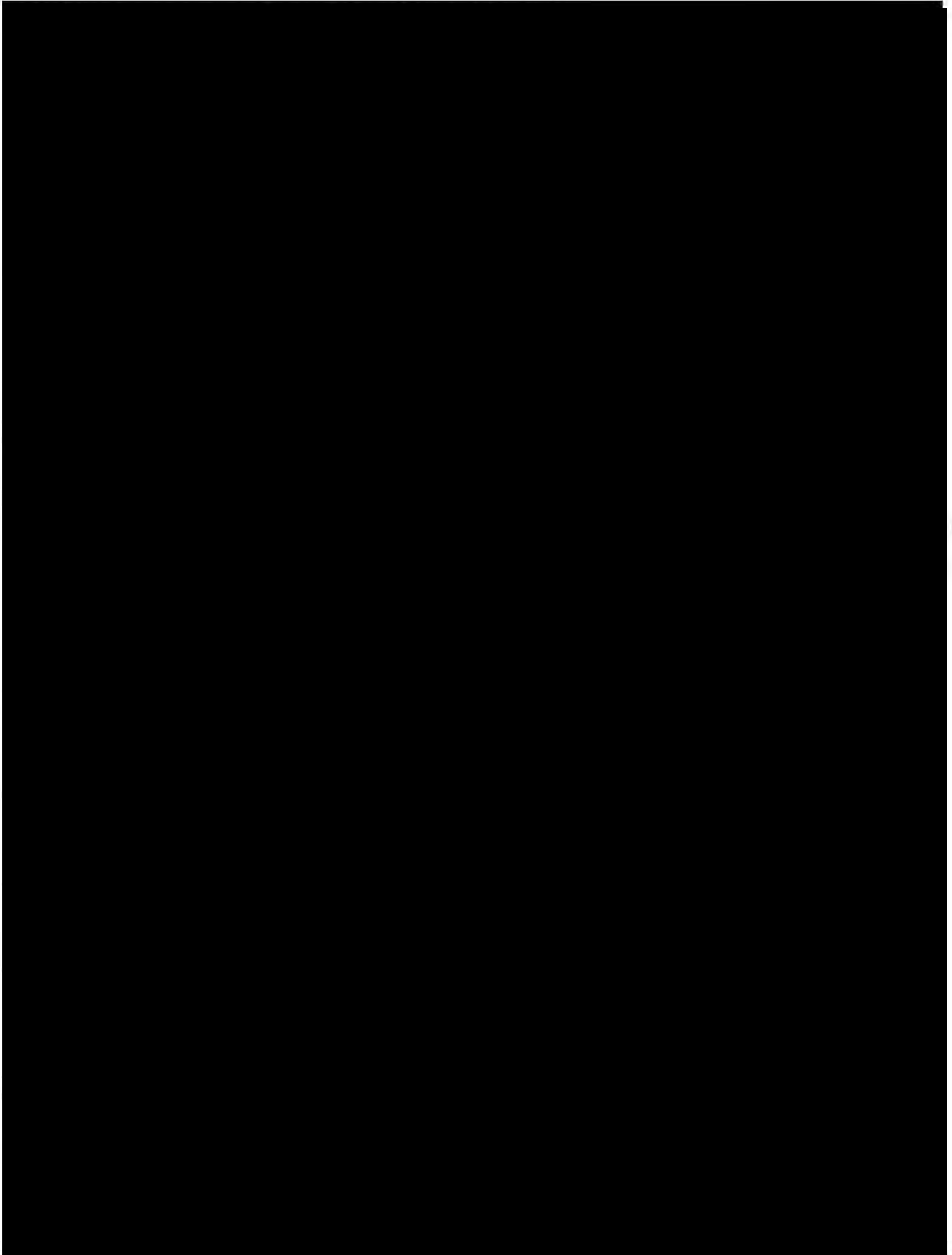
Daily Prestart and Site Attendance Record





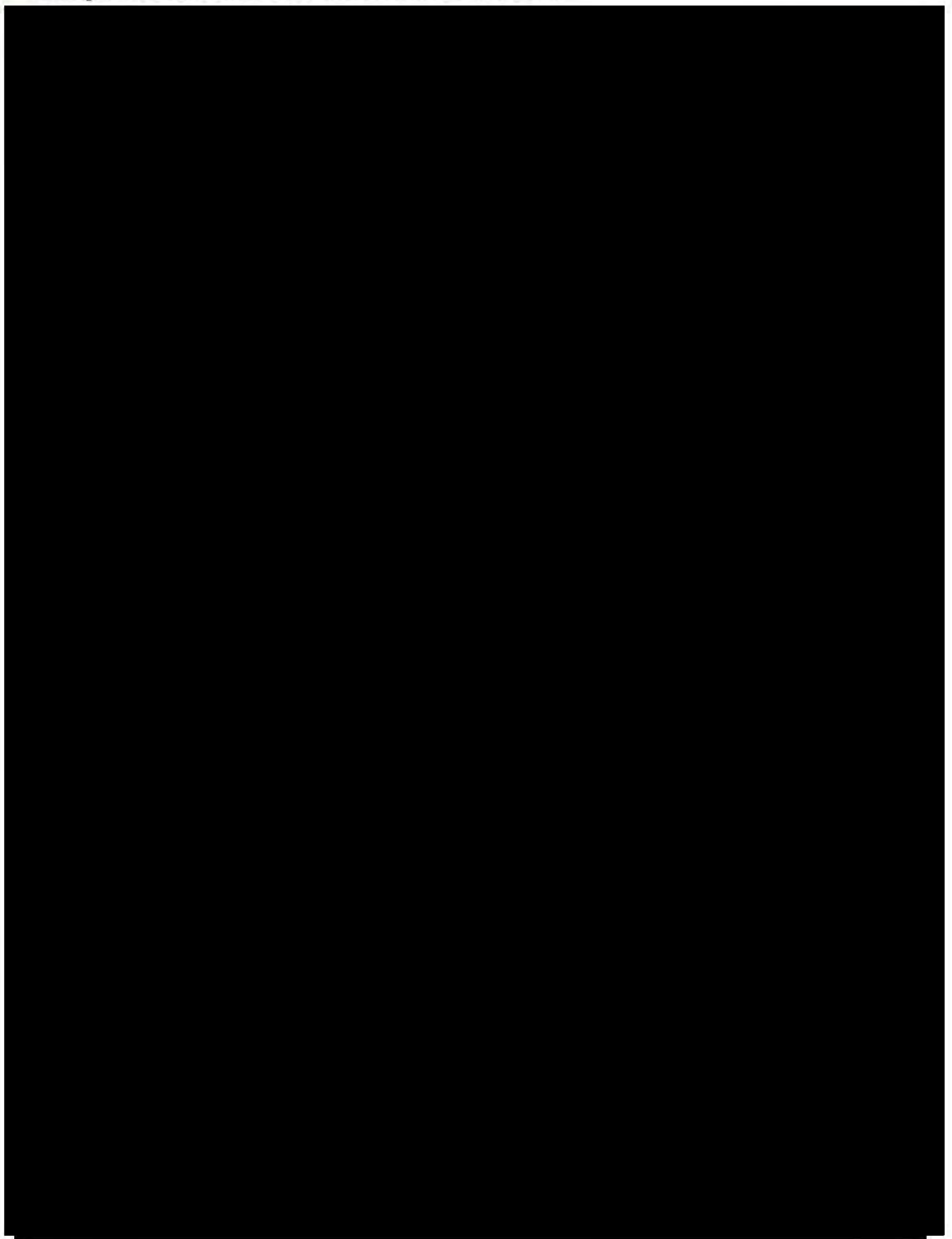


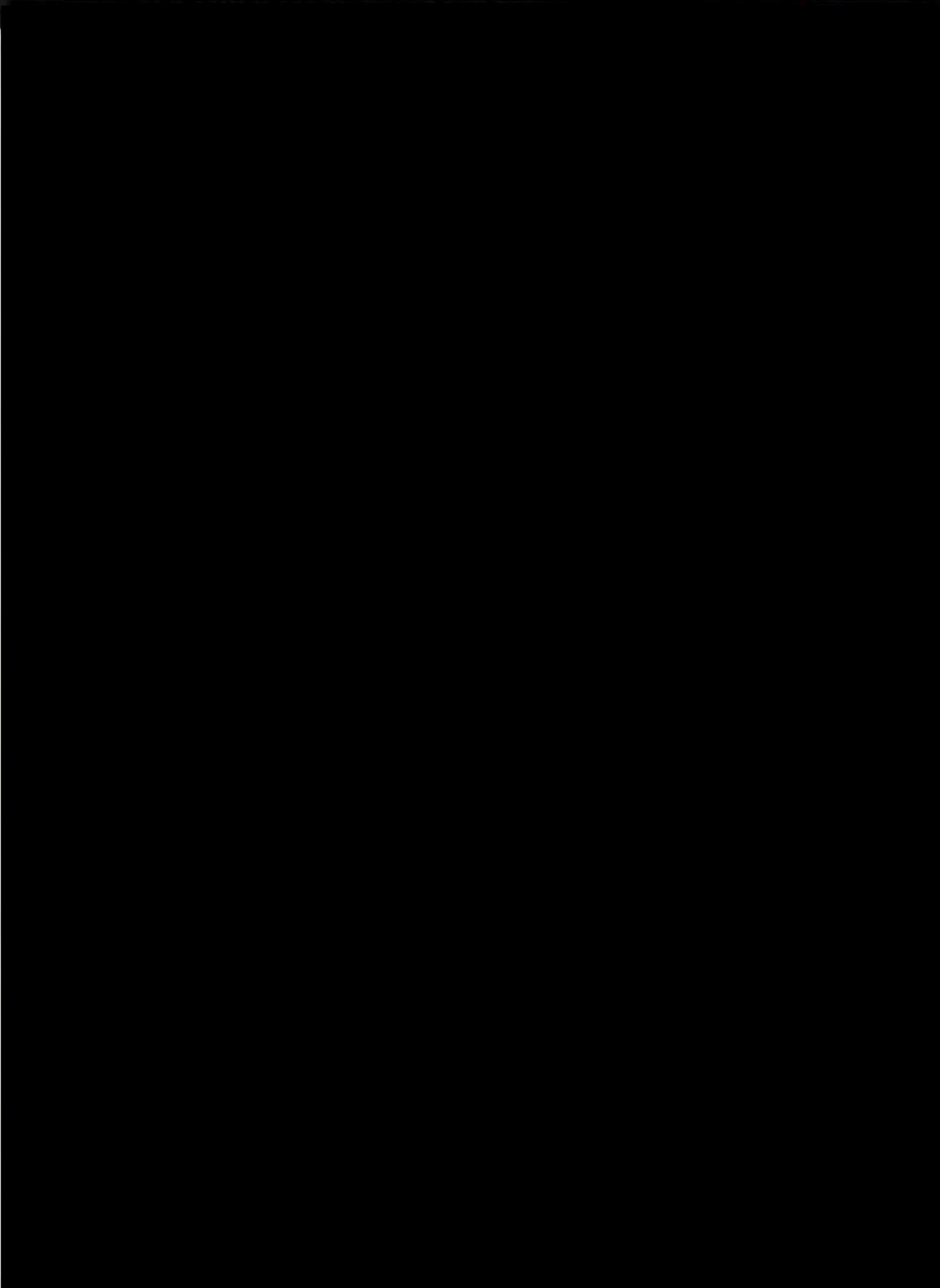
Daily Prestart and Site Attendance Record



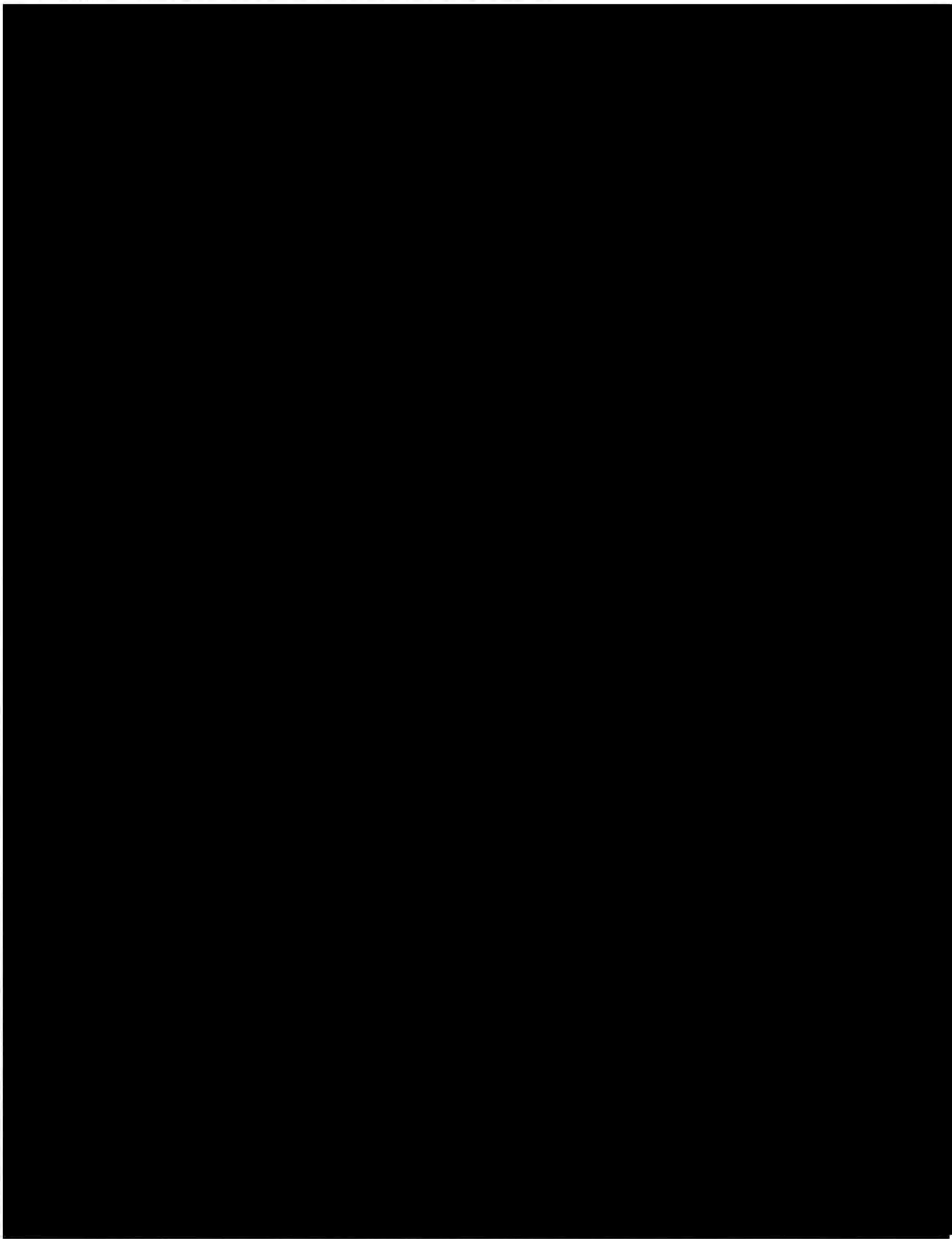


Daily Prestart and Site Attendance Record



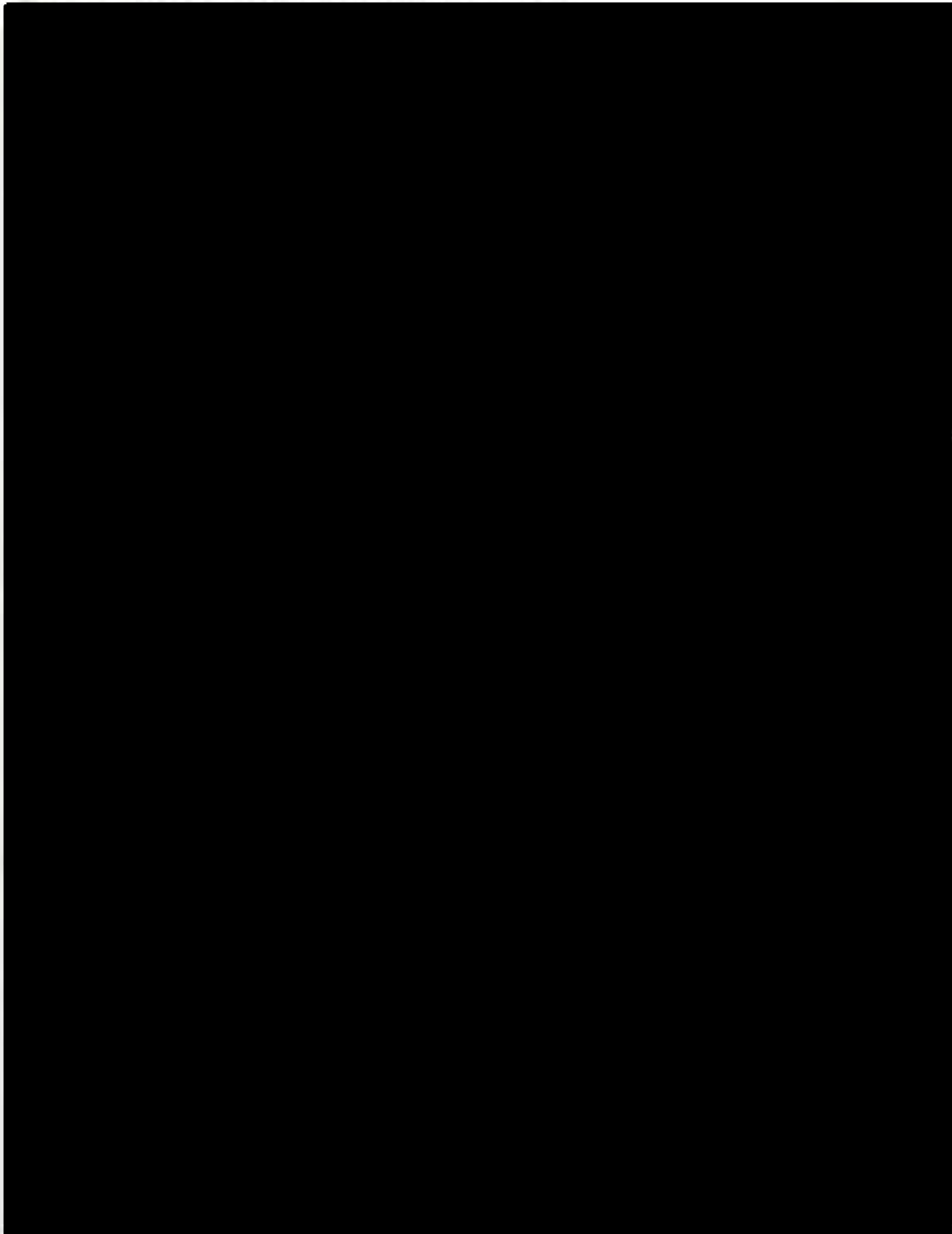


Daily Prestart and Site Attendance Record

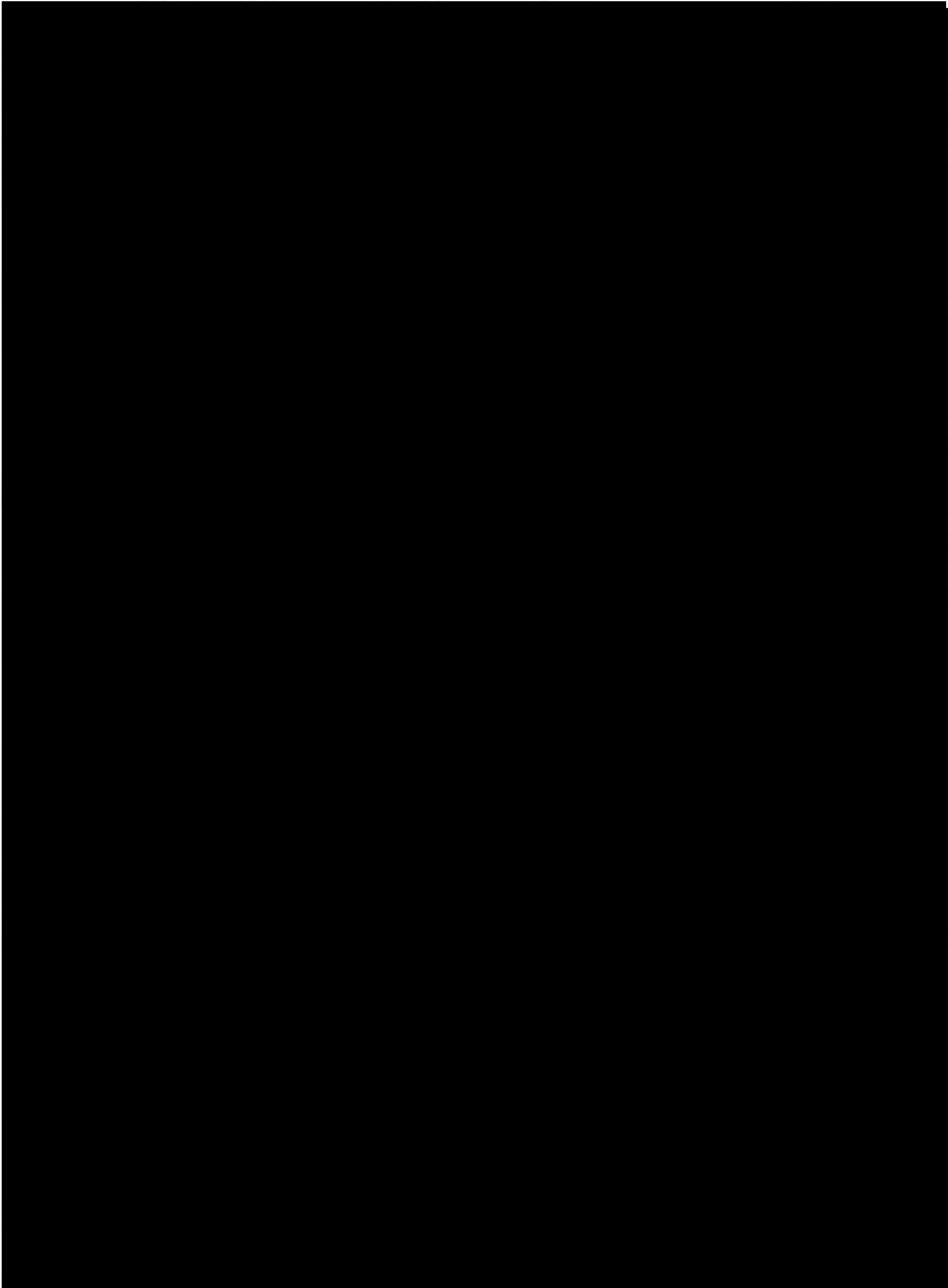
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Daily Prestart and Site Attendance Record

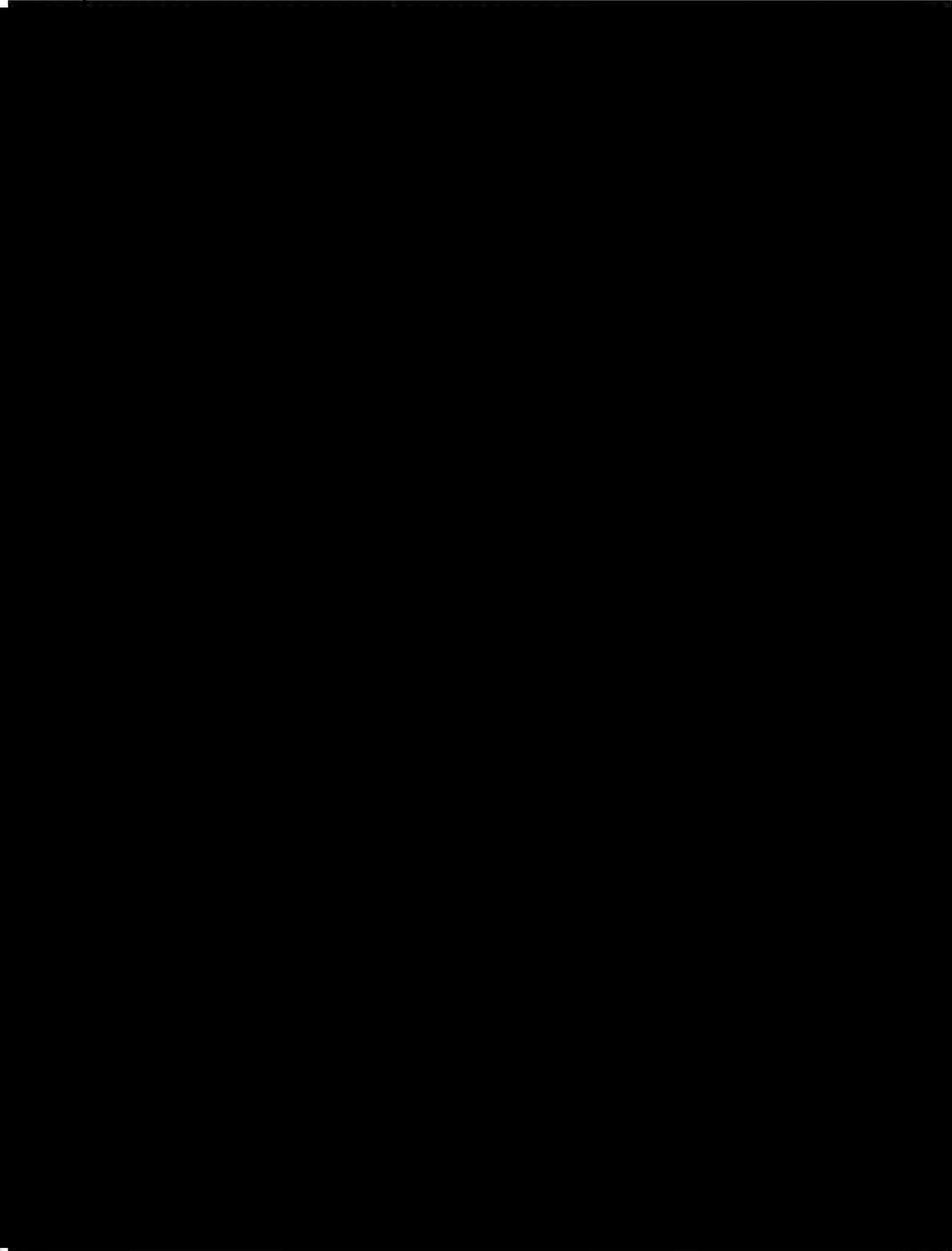


Restart Talk and Site Attendance Record

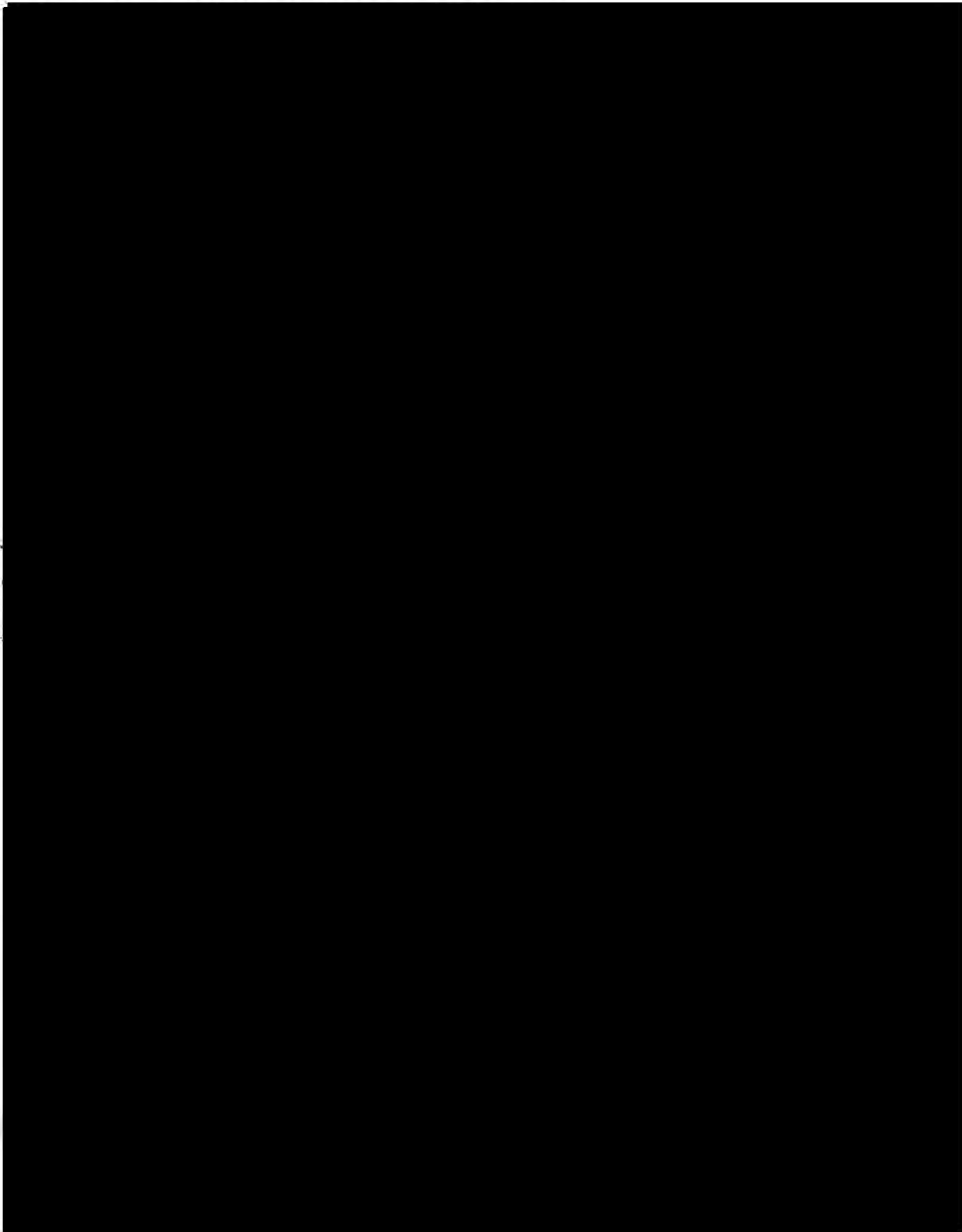


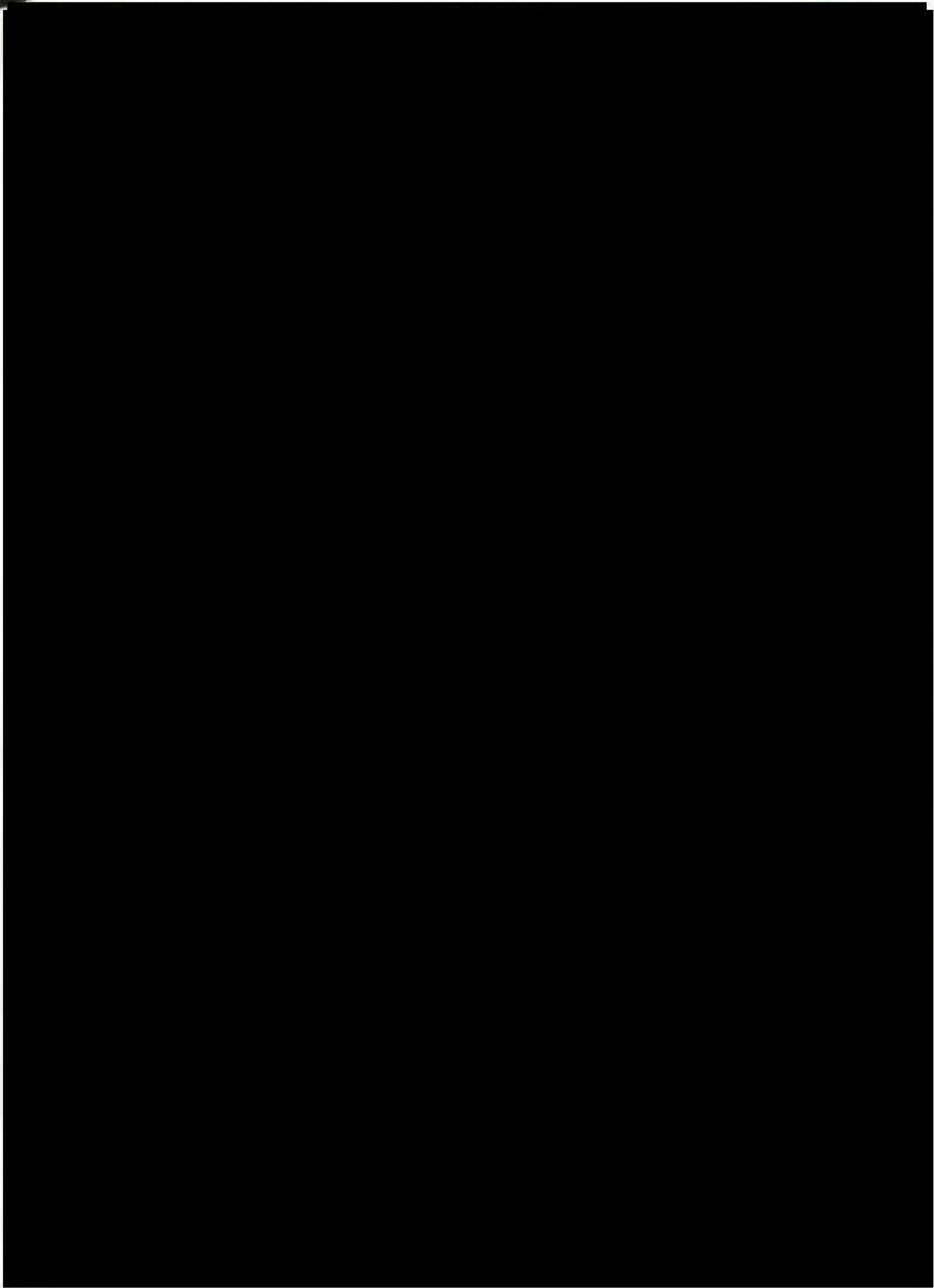


Daily Prestart and Site Attendance Record



Daily Prestart and Site Attendance Record



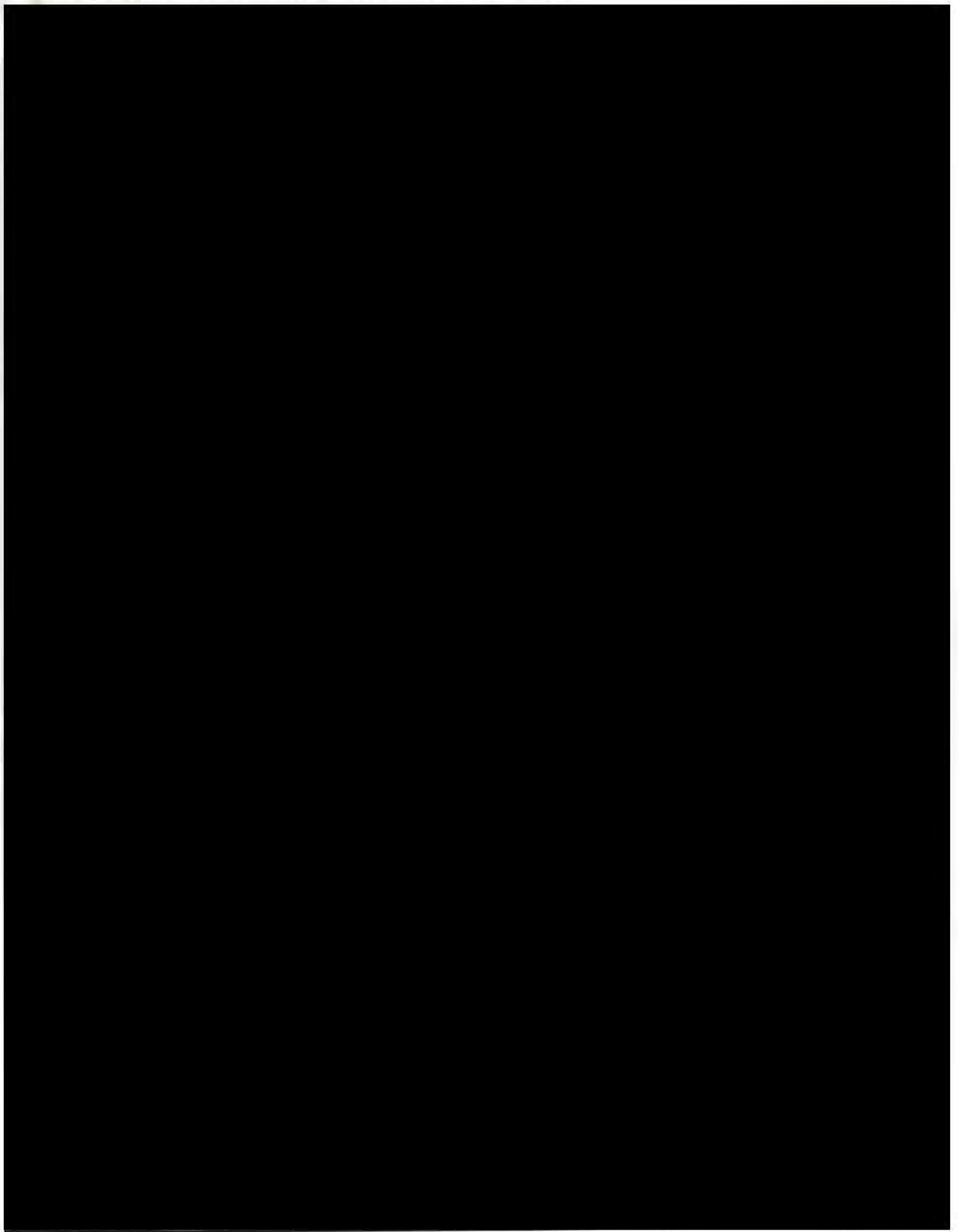




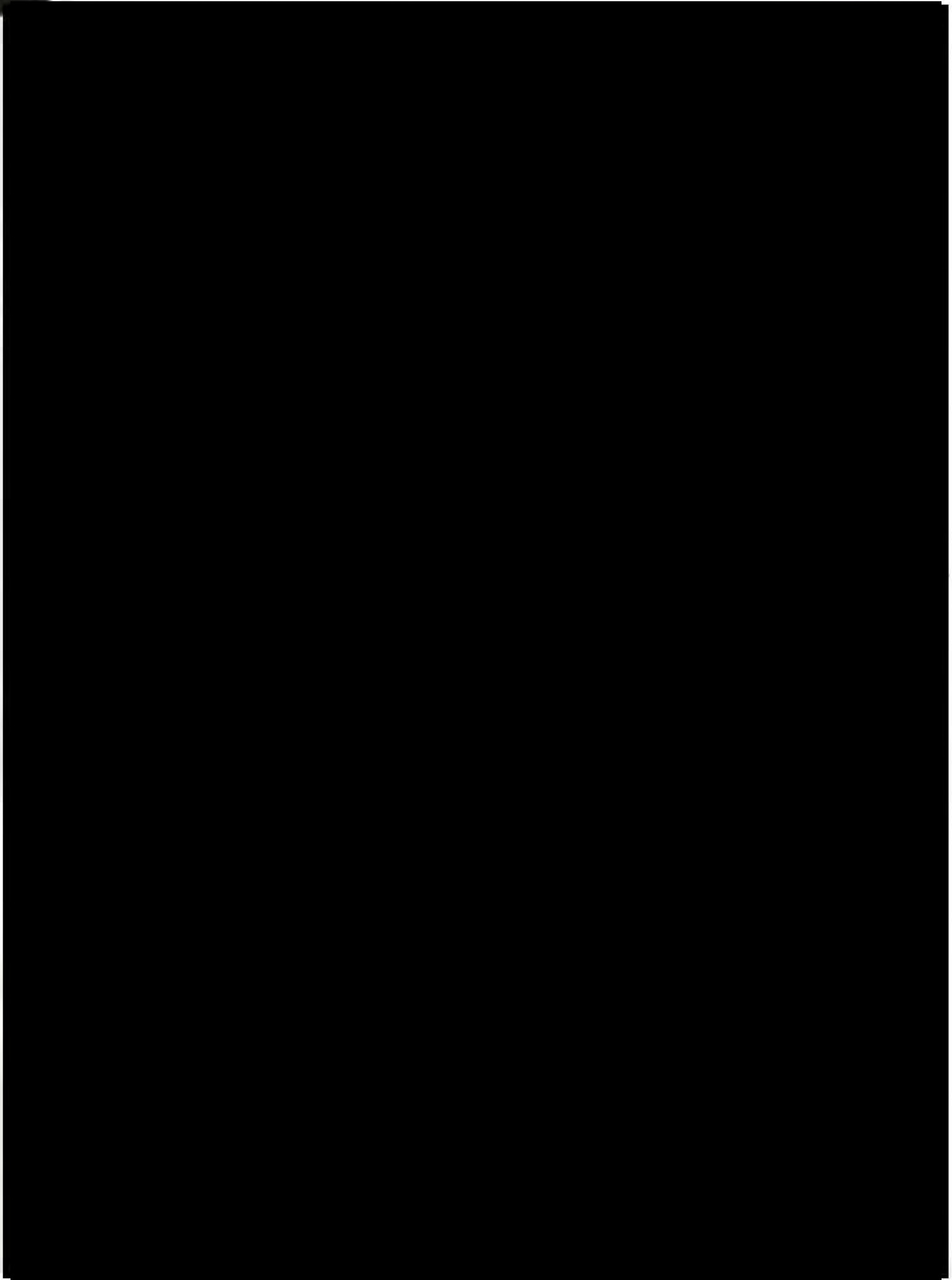
Daily Prestart and Site Attendance Record

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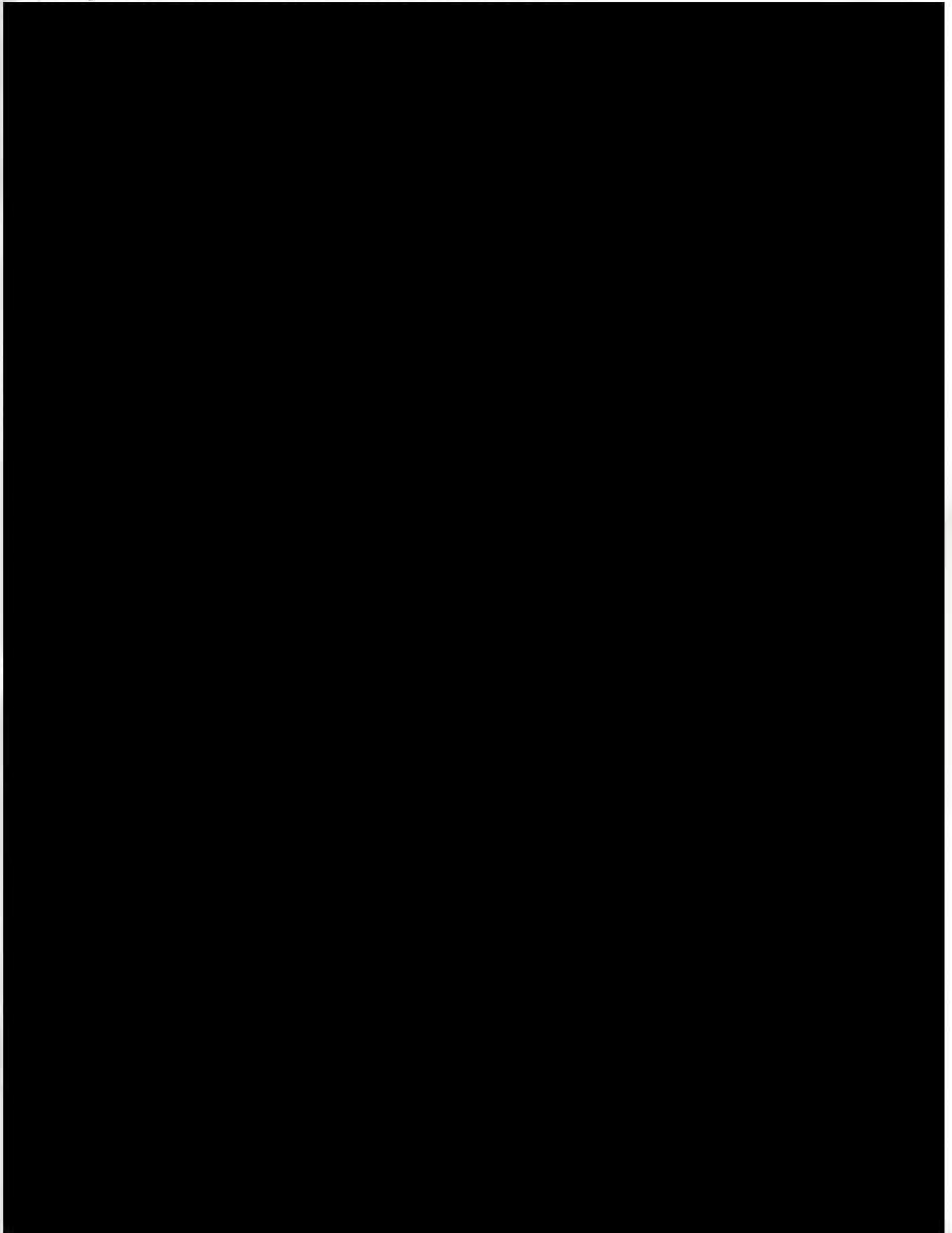


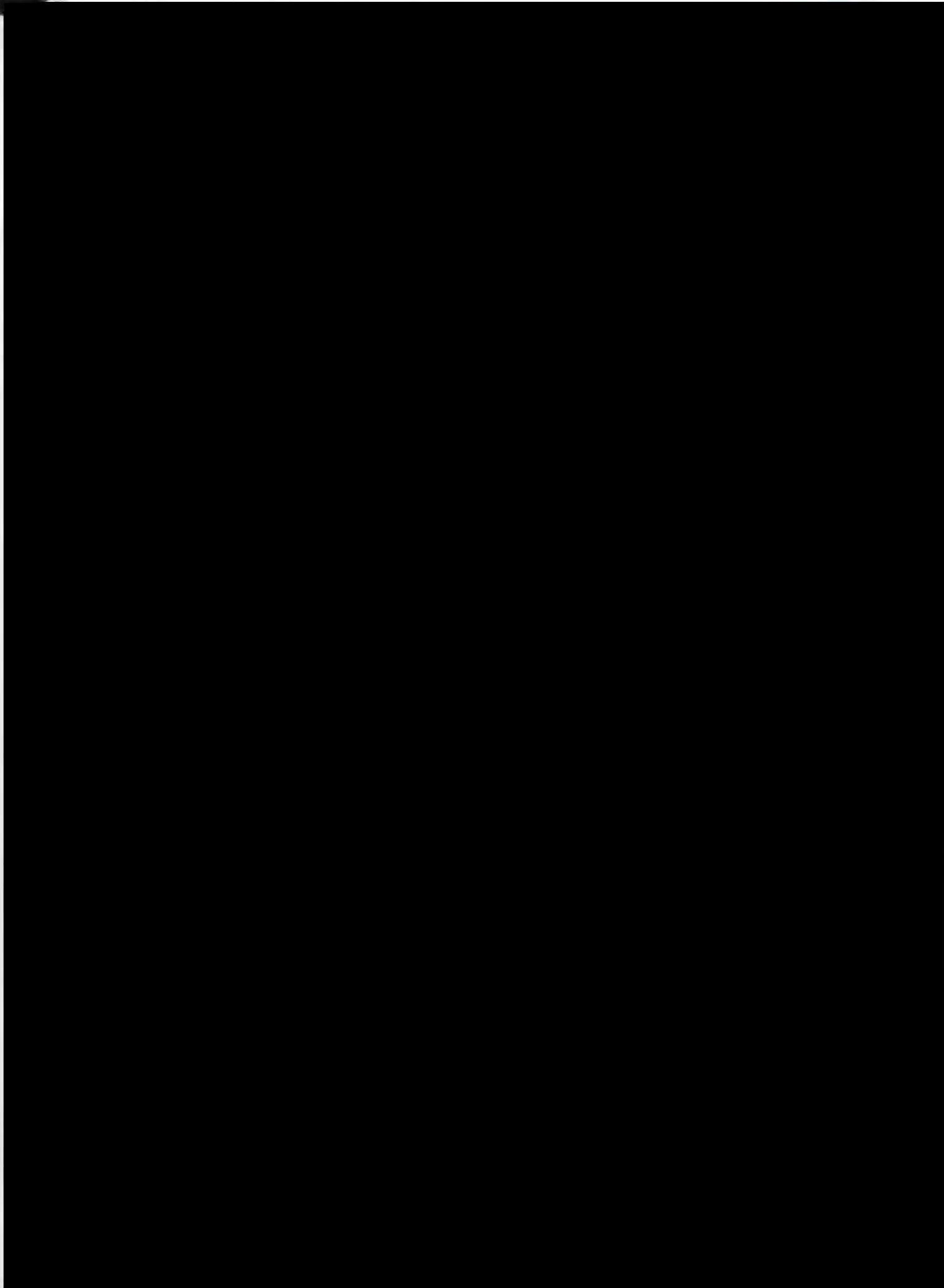
Start Talk and Site Attendance Record



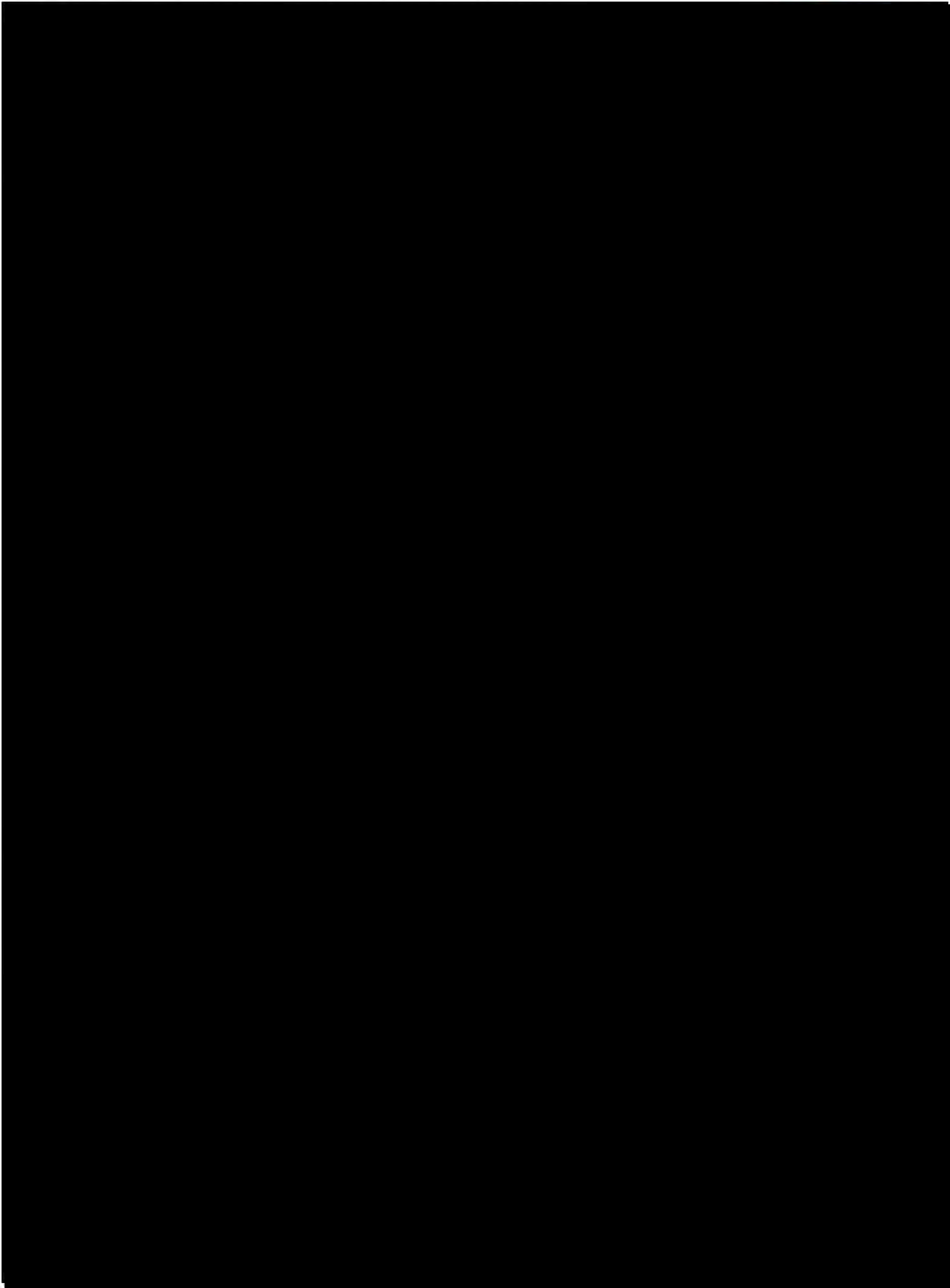


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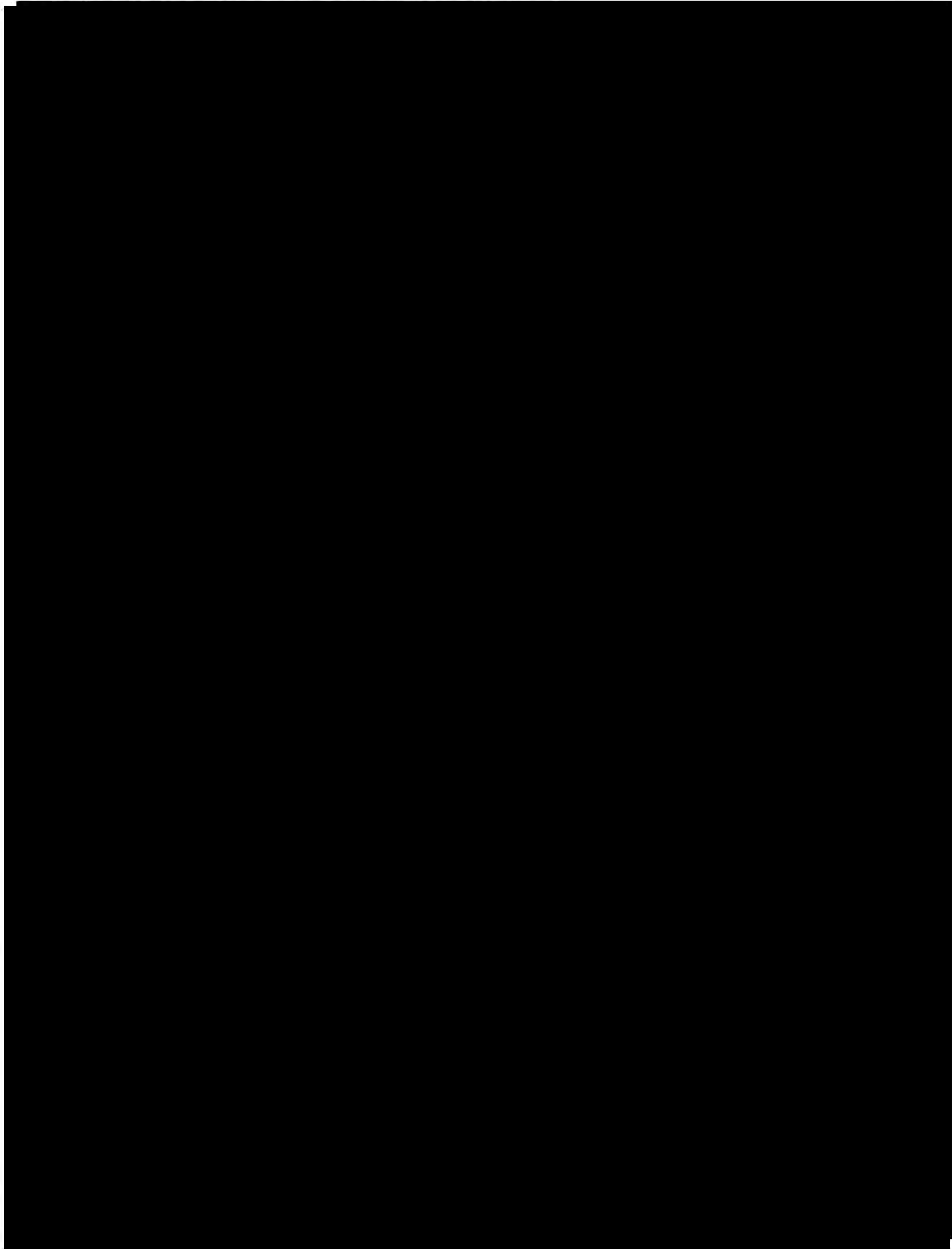




Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record



The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every sale, purchase, and expense must be properly documented to ensure the integrity of the financial statements. This includes keeping receipts, invoices, and bank statements in a secure and organized manner.

The second part of the document provides a detailed overview of the company's revenue streams. It identifies the primary sources of income, such as product sales and service fees, and analyzes their contribution to the overall revenue. This analysis is crucial for understanding the company's financial health and identifying areas for growth.

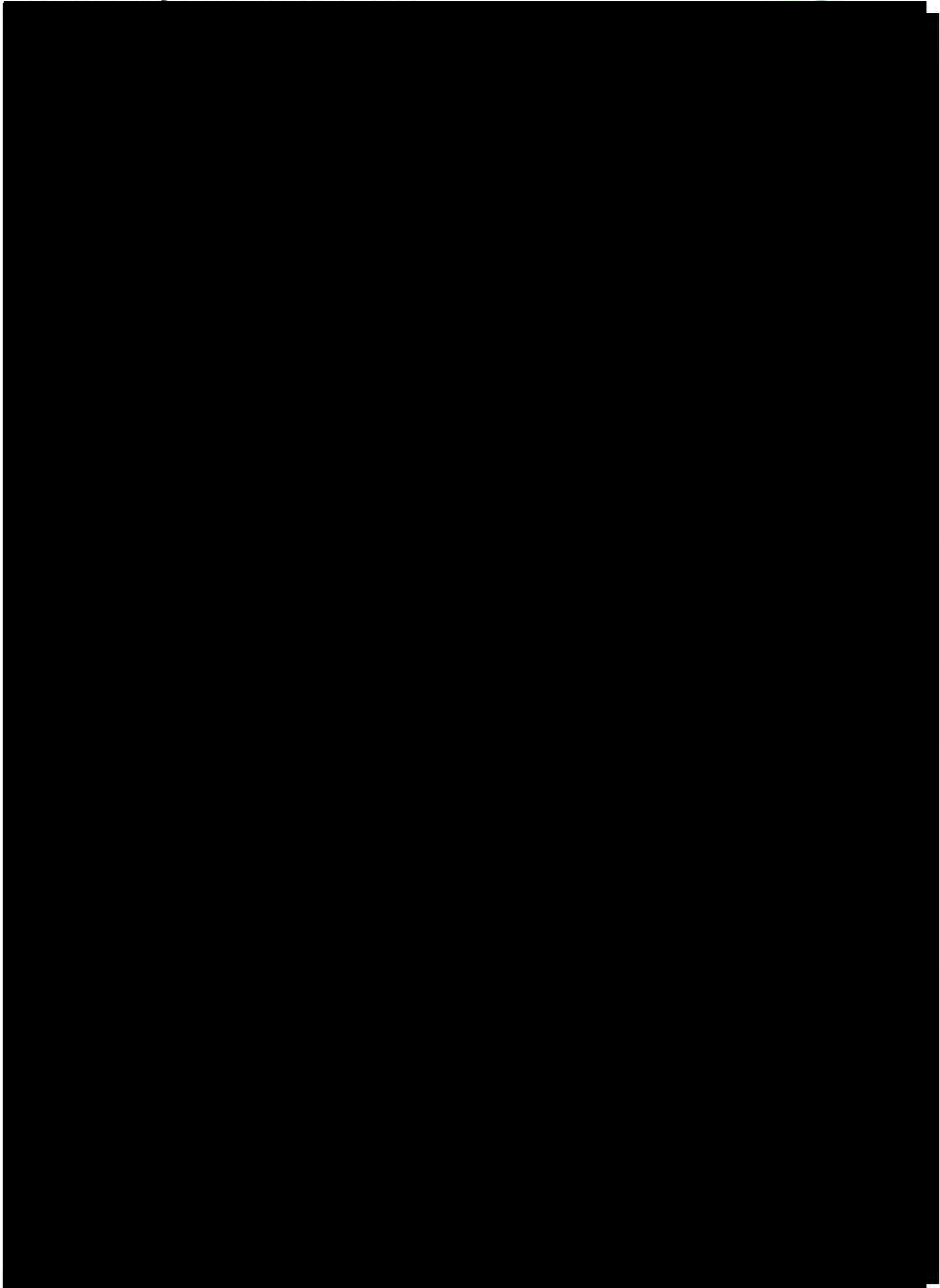
The third part of the document focuses on the company's operating expenses. It breaks down the various costs incurred, including salaries, rent, utilities, and marketing expenses. By understanding these costs, management can make informed decisions to optimize the company's operational efficiency and reduce unnecessary expenditures.

The fourth part of the document presents a comprehensive analysis of the company's profitability. It calculates the gross profit margin, operating profit, and net profit, providing a clear picture of the company's financial performance. This analysis is essential for evaluating the company's ability to generate sustainable profits over the long term.

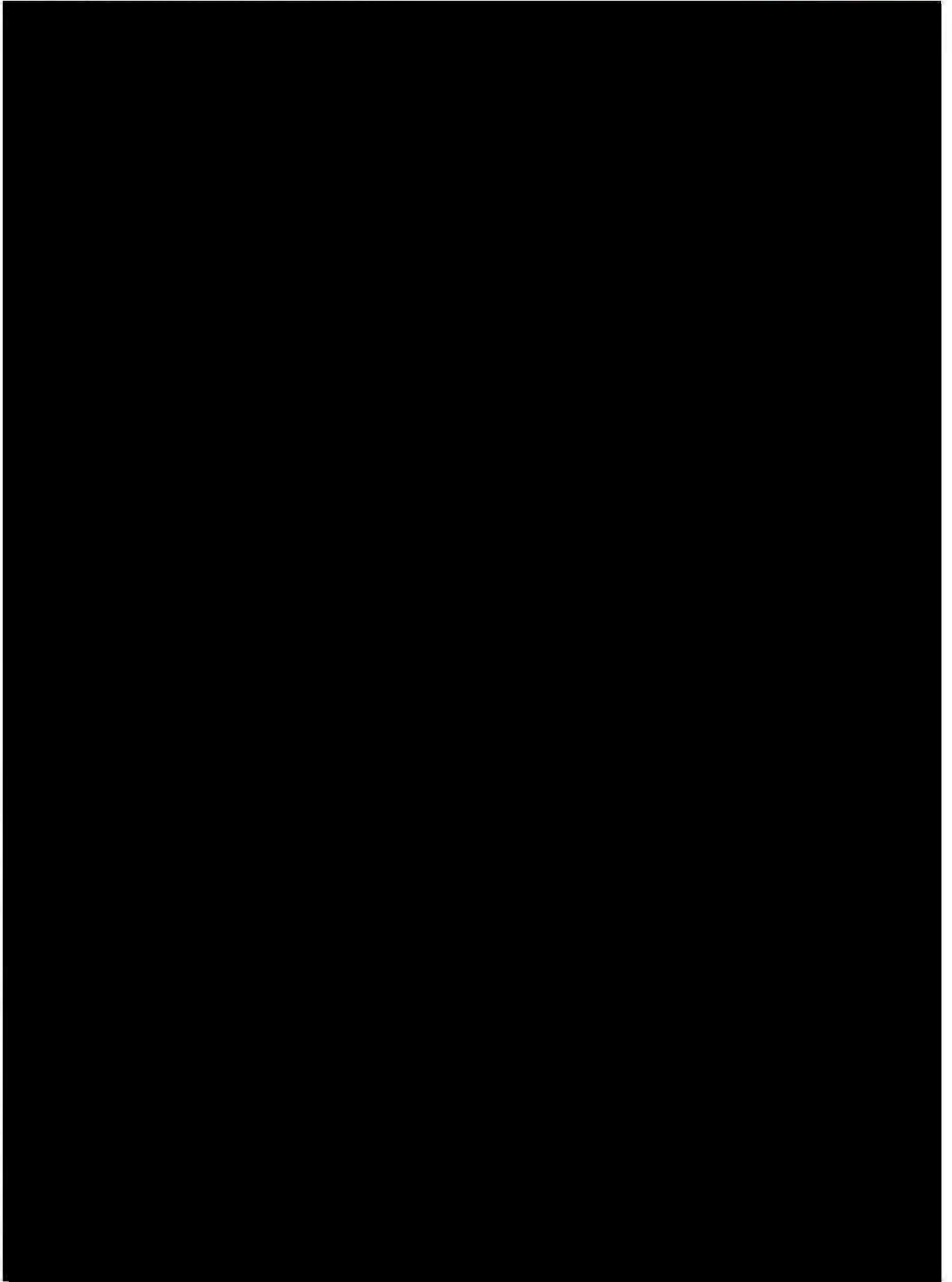
The fifth part of the document discusses the company's financial position and liquidity. It examines the balance sheet, highlighting the company's assets, liabilities, and equity. This information is vital for assessing the company's financial stability and its ability to meet its short-term and long-term obligations.

The sixth part of the document provides a summary of the company's financial performance and offers recommendations for future actions. It highlights the key findings of the analysis and suggests strategies to improve the company's financial performance, such as increasing sales, reducing costs, and improving operational efficiency.

Visitor Daily Attendance Record

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Daily Prestart – Key Points



Attachment 3



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

January 2019

This template includes the Canberra Region Local Industry Participation (LIP) Plan and the Labour Relations, Training and Workplace Equity Plan. These plans are an assessment criteria in the ACT Government's procurement process.

If your business is successful in winning this procurement, your compliance with these plans is evaluated as part of the final contract performance evaluation. The evaluation can be considered as part of your future procurement submissions.

More information on the Canberra Region Local Industry Participation Policy and Secure Local Jobs is available at procurement.act.gov.au.

CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN



Procurements with a value of \$5 million or more

Tender and business information

Information you enter into the tables below must be able to be verified. Where possible quantify items in your statements.

Tender* title	TAYLOR 3 STAGE 3 RESIDENTIAL ESTATE
Tender number	SL170499
Responsible Territory Entity / Directorate	SUBURBAN LAND AGENCY
Total tender value (\$AUD) incl. GST	\$18,068,456.47

* Tender refers to tender, quotation or any other form of bid/response to a procurement for territory-funded work issued by the Territory for the supply of goods, services and/or works, intended to result in a contract.

Legal entity name	BMD CONSTRUCTIONS PTY LTD		
ABN	59 010 126 100		
Trading name	BMD CONSTRUCTIONS PTY LTD		
Business project manager/contact person	DARREN [REDACTED]		
Telephone	[REDACTED]	Email	[REDACTED]

What is your physical presence in the Canberra region?
(Select all that apply)

Head office	Branch office	Warehouse/ Depot	Home office	Nil	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specify:

[REDACTED]

When was this presence established?

[REDACTED]	2006	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
------------	------	------------	------------	------------	------------

How many full time employees (FTE) do you currently employ in the Canberra region?

[REDACTED]

Describe your existing relationships with other businesses in the Canberra region?

[REDACTED]

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

A: Regional employment

This section measures the potential economic benefit to the Canberra region through the use of Canberra region sourced labour throughout the contract term.

Labour hours from the Canberra region

See Guidance Note 1

Head contract

A1: Estimated internal FTE required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

A2: Estimated head count of internal labour required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

Subcontract/s or outsourced labour arrangements

A3: Will you need to engage Canberra region based subcontractors to deliver this contract?

Yes

Complete A4

No

Go to Section B

A4: Estimated FTE of subcontracted labour intended to be used to perform the contract.

of FTE:

% from the Canberra region

See Guidance Note 2

Guidance Note:

- 1) The labour your business will employ directly to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work.
- 2) An estimate of the labour from any outsourced and subcontracted Canberra region work to deliver the contract.

Provide details of employment to be created and retained, including:

- ▶ the types of positions that may be created and/or retained as a result of this contract
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage subcontractors, including your supply chain.

Insert or attach your response here:

Refer Attachment A:

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

B: Regional suppliers

This section measures the potential economic benefit to the Canberra region by using Canberra region sourced goods and services, and any other non-labour inputs required.

Excluding labour	Total	Sourced from the Canberra Region
B1: Estimated value of goods and services required to deliver the contract?		

B2: Will you engage Canberra region based suppliers to deliver goods and services for this contract?

Yes No
Complete B3 **Go to Section C**

B3: List the supply inputs (including bundled work packages) to be sourced from Canberra region suppliers.	Name and location of regional supplier	Estimated value of input
<i>See Guidance Note 3</i>		
Please Refer Attachment B	Please Refer Attachment B	Please Refer Attachment B

Guidance Note:

- 3) Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of merchandise; finished products; food and beverages; supplies and raw material; and accommodation.

Describe how you will identify local products and capabilities that meet contract requirements, including:

- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain
- ▶ a commitment to liaising with Canberra region business advocacy groups to identify the availability of local goods and services
- ▶ establishing procedures or policies that encourage local industry participation.

Insert or attach your response here:

Refer Attachment B

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

C: Regional skills development

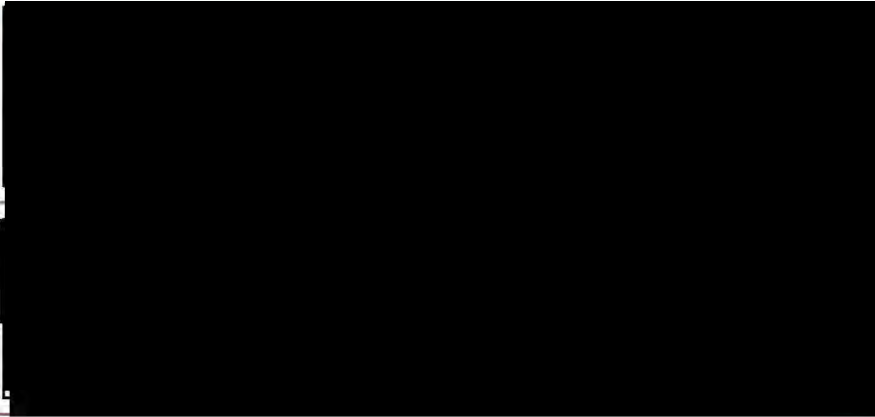
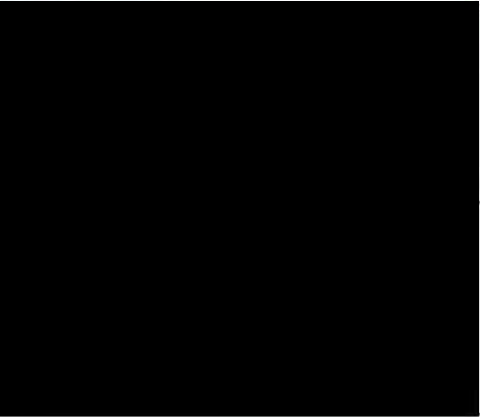
Provide details of any training and skills development that will be provided to Canberra region labour in relation to this contract, including:

- ▶ opportunities for engaging and training apprentices
- ▶ the number of existing positions, local apprenticeships and traineeships to deliver this contract
- ▶ opportunities for increasing the skills of Canberra region employees
- ▶ training programs designed to support employee career development
- ▶ training programs designed for this contract.

Insert or attach your response here:

Refer Attachment C

Outline evidence and the value of your business' contributions to skills and training development

Evidence of contribution	Estimated value (\$AUD) incl. GST
	

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

D: Regional investment

Provide details about your business presence in the Canberra region and the value of any existing and proposed capital investment in the Canberra region directly linked to the contract. This could include:

- ▶ the year your business was established in the Canberra region
- ▶ details of your current presence in the Canberra region (for example, turnover or FTE)
- ▶ plans to grow your Canberra region footprint
- ▶ existing and proposed capital investment in the Canberra region that directly relates to this contract
- ▶ engagement with local businesses.

Insert or attach your response here:

Refer Attachment D

Describe how you will identify additional business undertakings that promote economic growth in the Canberra region resulting from this contract. This could include:

- ▶ value-added research or partnerships with universities/CIT
- ▶ potential to undertake further innovation and research, or the development of technology related to this contract
- ▶ use of emerging technologies and materials
- ▶ collaboration with international organisations to increase opportunities for Canberra region businesses.

Insert or attach your response here:

Refer Attachment E

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Identify and describe any ongoing benefits to the Canberra region listed once the contract has ended.

Category	Ongoing benefit Y/N	Description
Canberra region employment		
Local suppliers		
Canberra region skills development		
Canberra region investment		

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

E: Compliance with the Secure Local Jobs Code

Describe how your business will comply with its obligations under the Secure Local Jobs Code for the duration of the contract, including:

- ▶ getting and maintaining a Secure Local Jobs Code Certificate
- ▶ adhering to relevant laws, including industrial relations, employment and workplace safety
- ▶ promoting opportunity for job security and reducing the incidence of insecure work
- ▶ ensuring subcontractors and sub-subcontractors comply with the Code
- ▶ maintaining communication with the workforce throughout the project.

E1: Internal operations

Refer Attachment F.

E2: For subcontractors (if applicable)

See Guidance Note 4

Refer Attachment F.

Guidance note:

- 4) Provide supporting evidence to demonstrate you have systems in place to only engage Code compliant subcontractors. For example, subcontractors engaged at any tier of the supply chain in connection with the territory-funded work must hold a valid Secure Local Jobs Code Certificate and comply with Code requirements.

F: Systems of work

Describe how your business will incorporate compliance with the Secure Local Jobs Code into policies and systems of work.

F1: Internal operations

See Guidance Note 5

Refer Attachment G

Guidance note:

- 5) This could include a policy or procedure covering obligations under the Code.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

G: Understanding Secure Local Jobs Code obligations

Describe how your business will ensure directors, executive managers and employees understand obligations under the Secure Local Jobs Code.

G1: Internal operations

See Guidance Note 6

Refer Attachment H

Guidance note:

- 6) This could include training plans, minuted meetings, or a policy or procedure covering directors, executive managers and employee obligations under the Secure Local Jobs Code.

H: Security of employment

Describe how your business seeks to minimise insecure work arrangements. This includes:

- ▶ whether and how you will support transitioning employees from an existing contractor to your business if successful in this contract
- ▶ how you will minimise insecure work arrangements by your subcontractors.

H1: Internal operations

Refer Attachment I

H2: Subcontractors or labour hire arrangements (if applicable)

Guidance Note:

- 7) Examples of insecure work arrangements includes:
- ▶ temporary employment arrangements
 - ▶ casual employment arrangements.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

I: Employees' health and wellbeing

Describe and provide evidence of how your business actively supports the physical and mental health of your employees, including activities that reduce the impact and incidence of impairment in the workplace.

I1: Internal operations

See Guidance Note 8

Attachment J

Guidance Note:

- 8) This could include: providing employees with access to an Employee Assistance Provider (EAP), workplace policy or procedure, drug and alcohol training, domestic violence training, access to rehabilitation and support services, safety and impairment awareness training, and other measures to support employee health and wellbeing.

J: Diversity in the workplace

Describe how your business strategies and processes to:

- ▶ support employment participation of Aboriginal and Torres Strait Islander people, women, people with disability and people from culturally and linguistically diverse backgrounds
- ▶ address barriers to employment or career development for people from these groups.

J1: Internal operations

Attachment K

Guidance Note:

- 9) Evidence could include: workplace policy or procedures, targeted traineeships/apprenticeships, designated positions or roles, training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave), and other action you have taken to remove barriers to employment and support career development.

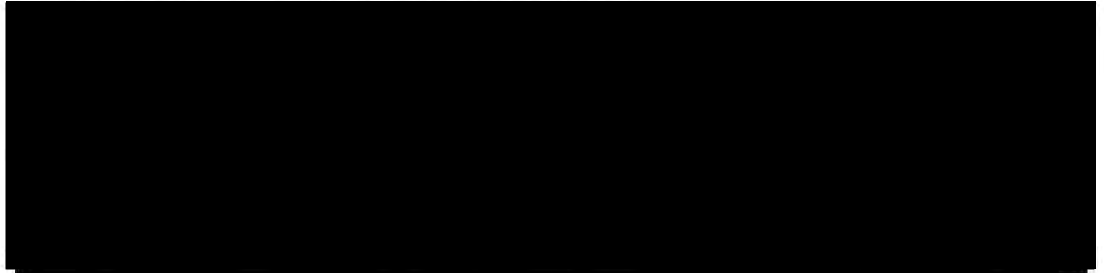
Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

K: Local employment first

Describe your business' strategies and processes to provide opportunities for people in the Canberra region to apply for and be offered employment for this contract before you recruit workers outside the region.

K1: Internal operations



Describe what training opportunities you provide employees for career development and if this training is a recognised qualification. Outline whether your business provides, or will provide if successful in this contract, internships, traineeships, cadetships or apprenticeships.

K2: Internal operations

Refer Attachment C

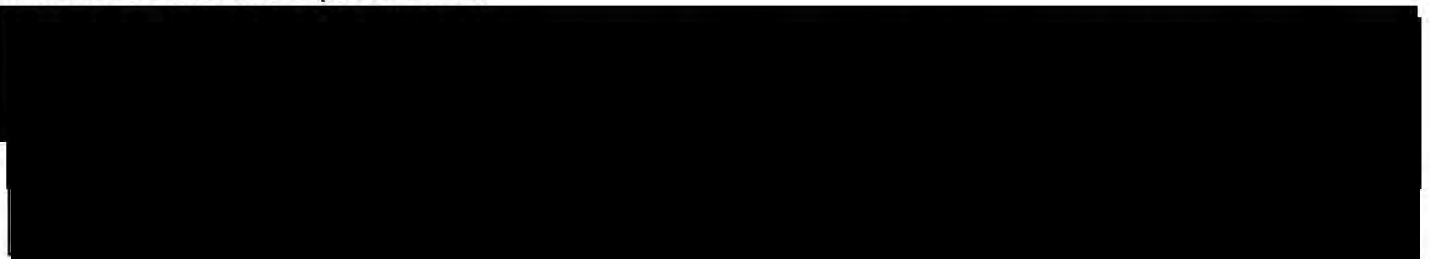
L: Consultation with staff and their representatives

L1: Have you consulted with your staff in developing this Plan?

Yes Complete L2

No Go to Declaration

L2: Describe and provide evidence of how this consultation was done. This could include consultation with eligible unions or relevant staff representatives.



Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Declaration

I am a duly authorised officer of

BMD Constructions Pty Ltd

(Business Name)

I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and Secure Local Jobs Code and the responsibilities under these.

If awarded the contract the business will:

- ▶ note that the Territory reserves the right to negotiate and/or clarify commitments in this Plan before finalising the contract
- ▶ meet the commitments in this or an amended LIPP and LRTWE Plan (as agreed by the Territory)
- ▶ attend any meeting scheduled by the Territory to review progress implementing commitments in this or an amended Labour Relations, Training and Workplace Equity Plan (as agreed by the Territory)
- ▶ report to the Territory on the Canberra region industry participation achieved during the project annually, on the anniversary of the contract award, and at completion of the contract using the LIPP Report template (or another format and timetable as agreed by the Territory).

Signature

[Redacted Signature]

Date

15/08/19

Name

Darren [Redacted]

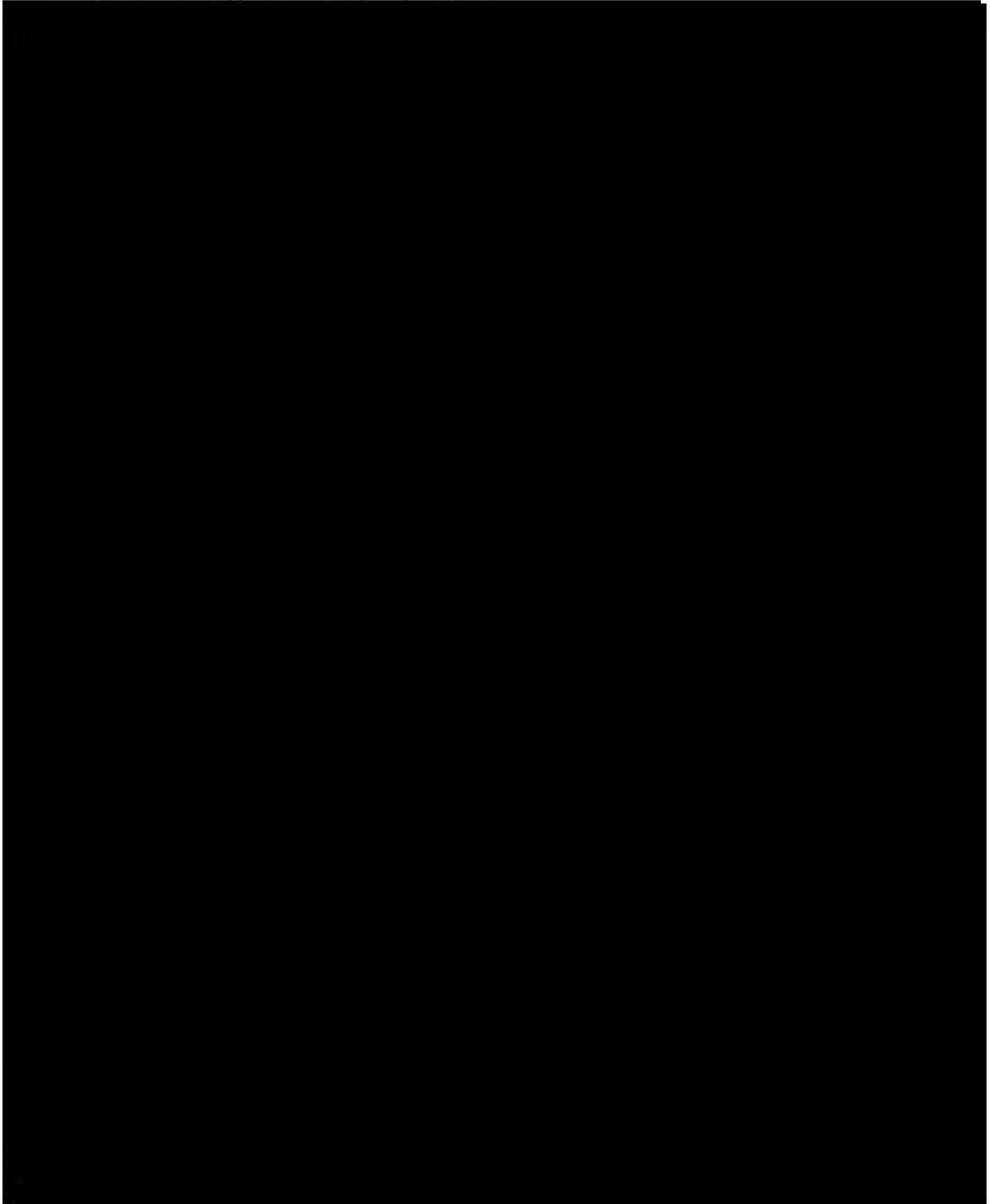
Position

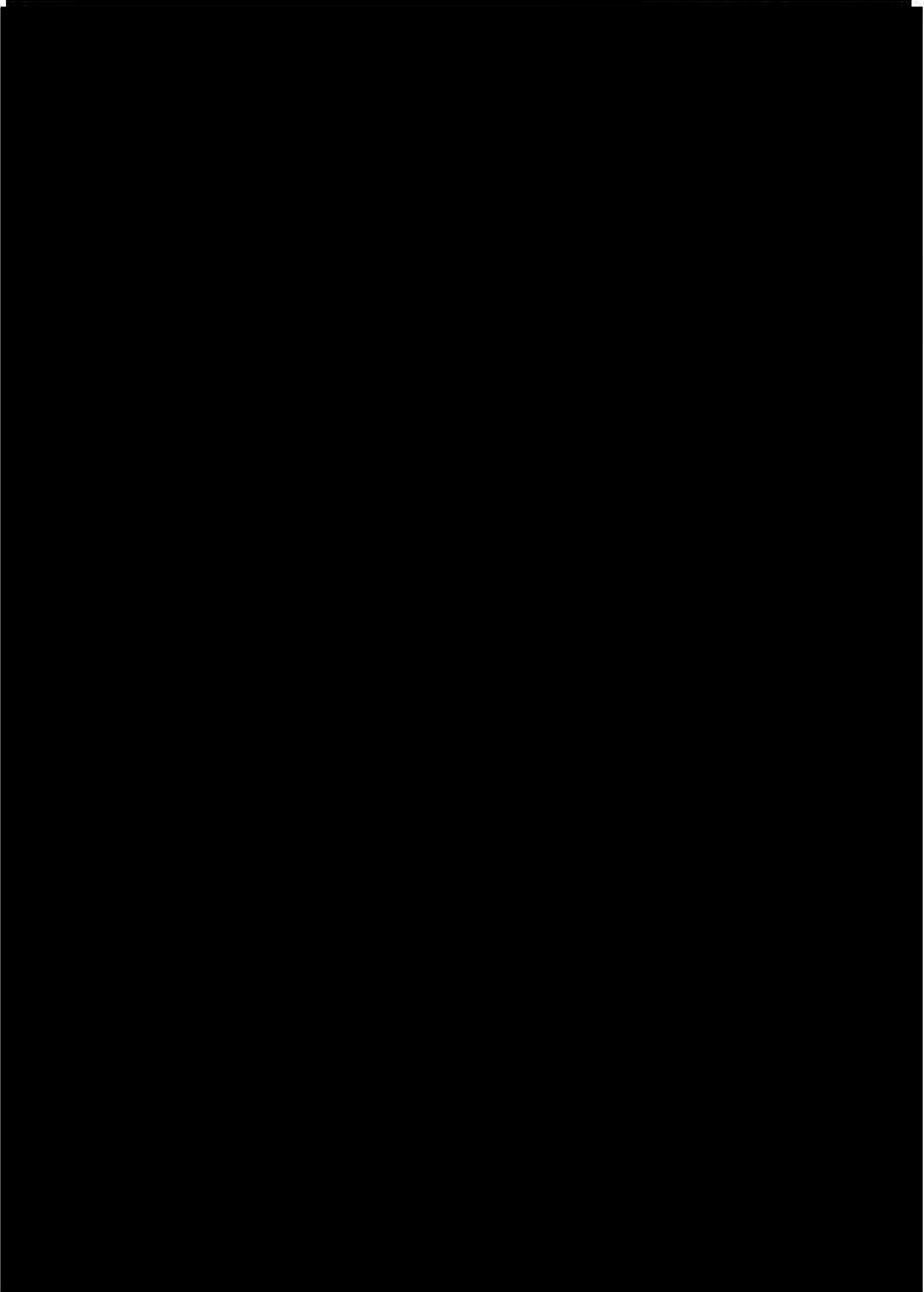
Construction Manager

Attachment A

Attachment A

Section A: Regional Employment

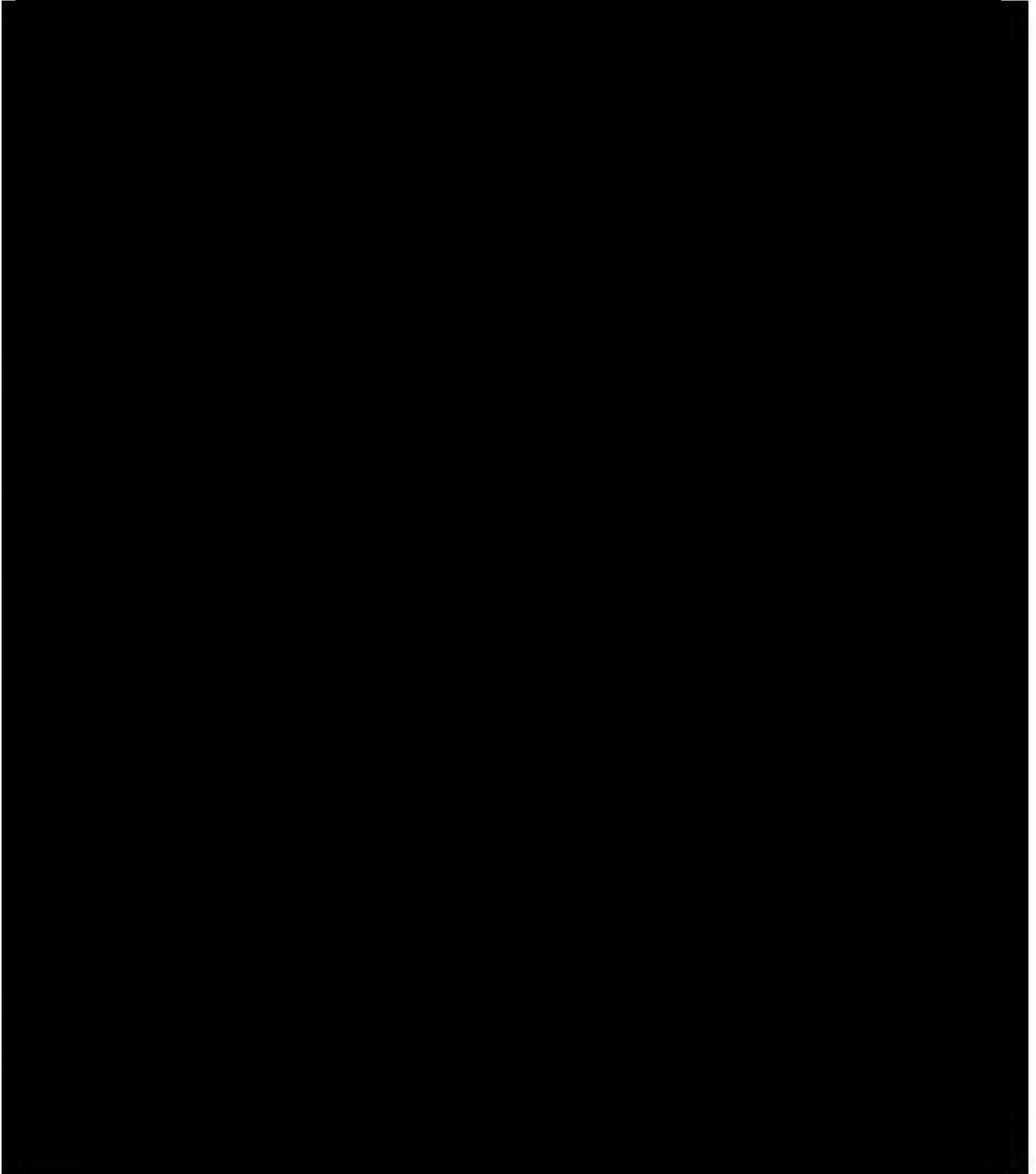


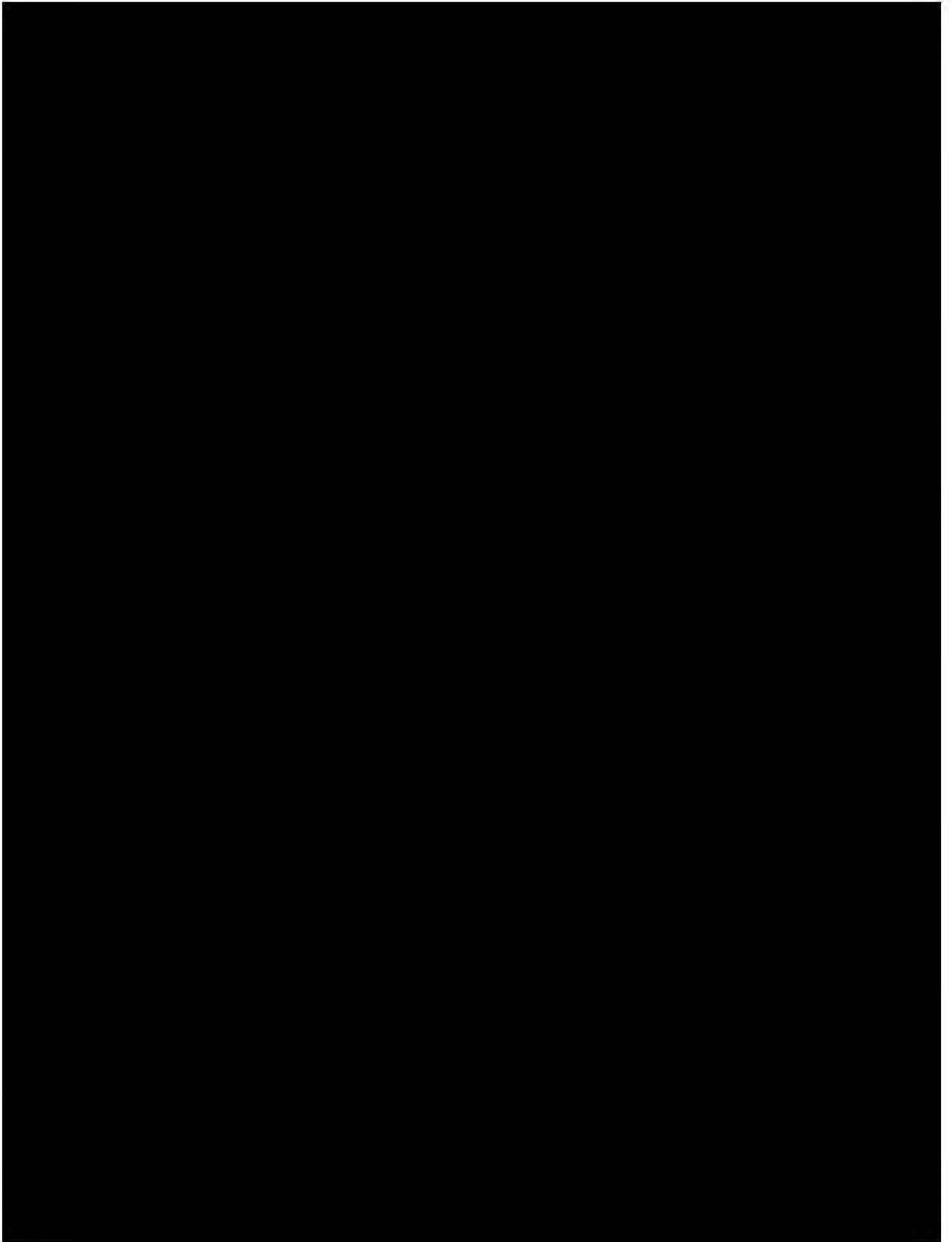


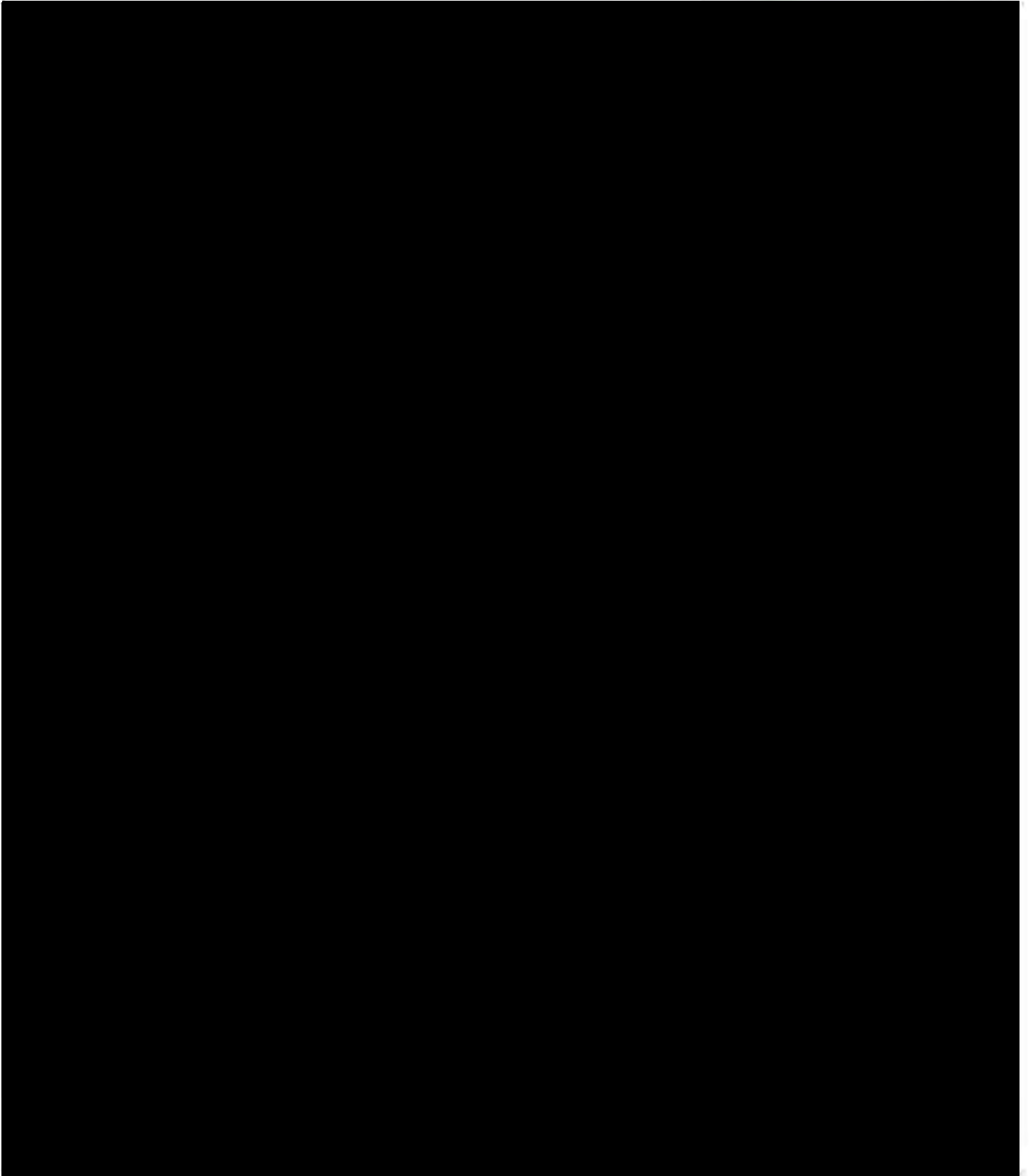
Attachment B

Attachment B

Section B: Regional Suppliers



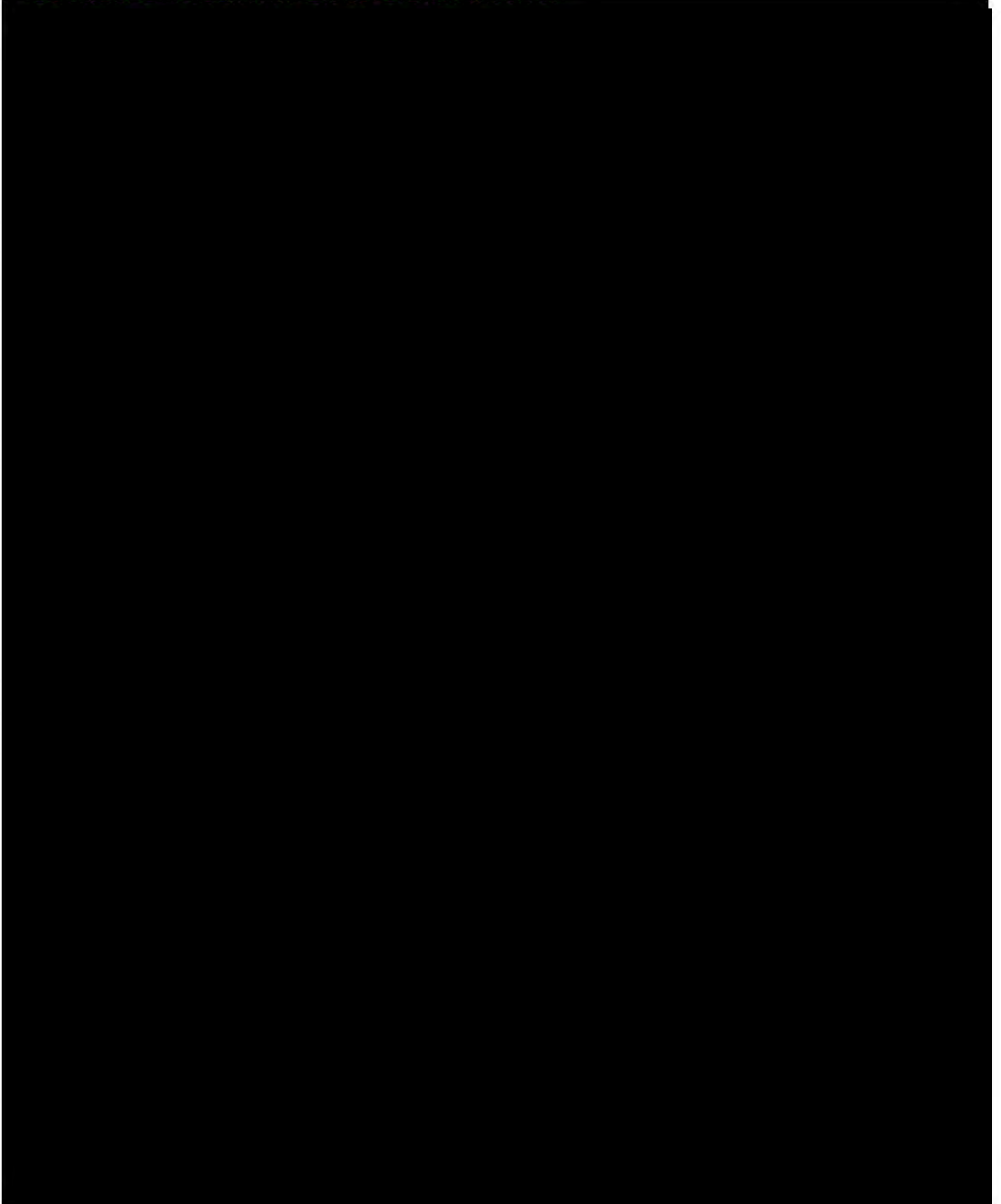


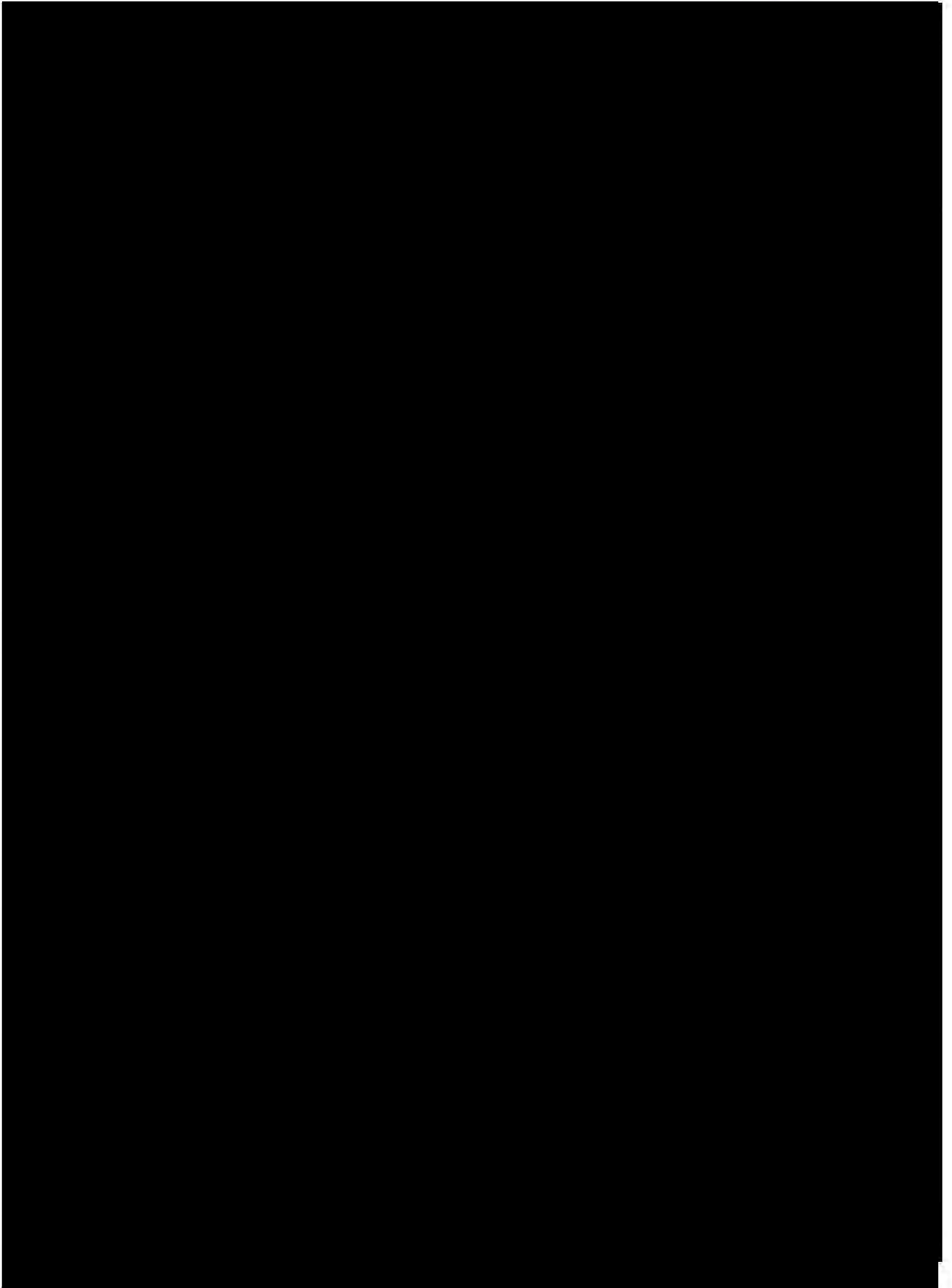


Attachment C

Attachment C

Section C: Regional Skills Development

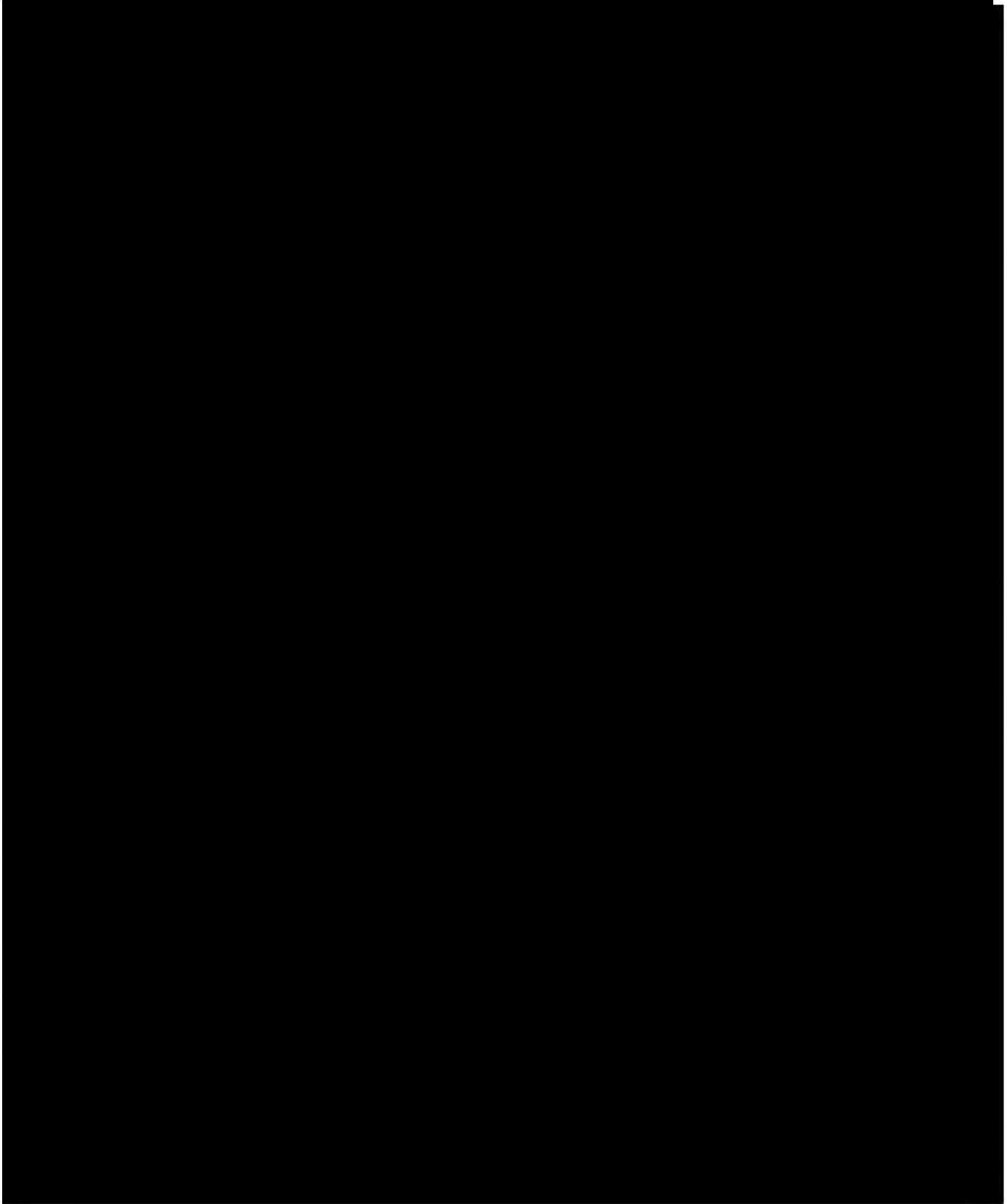


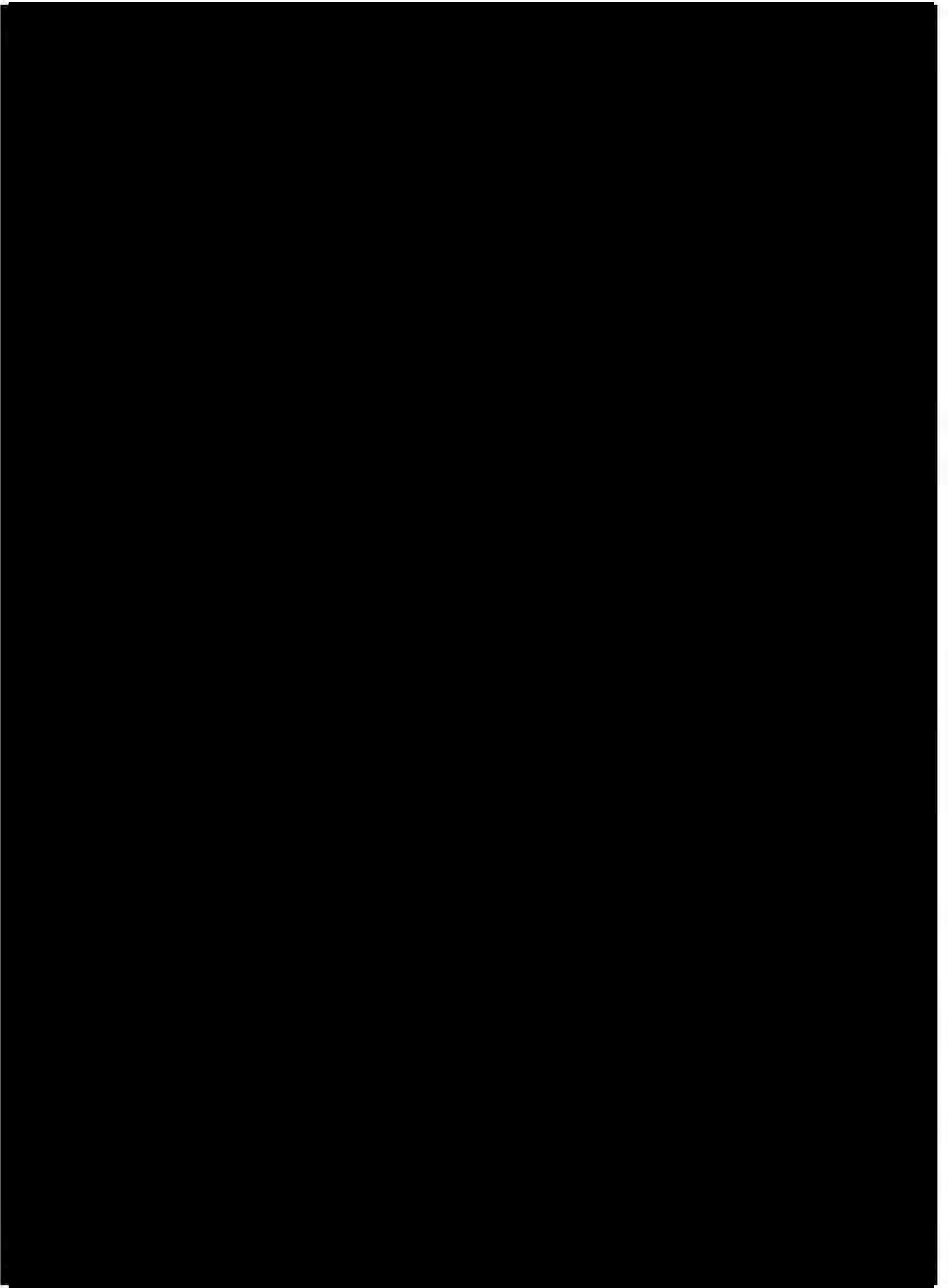


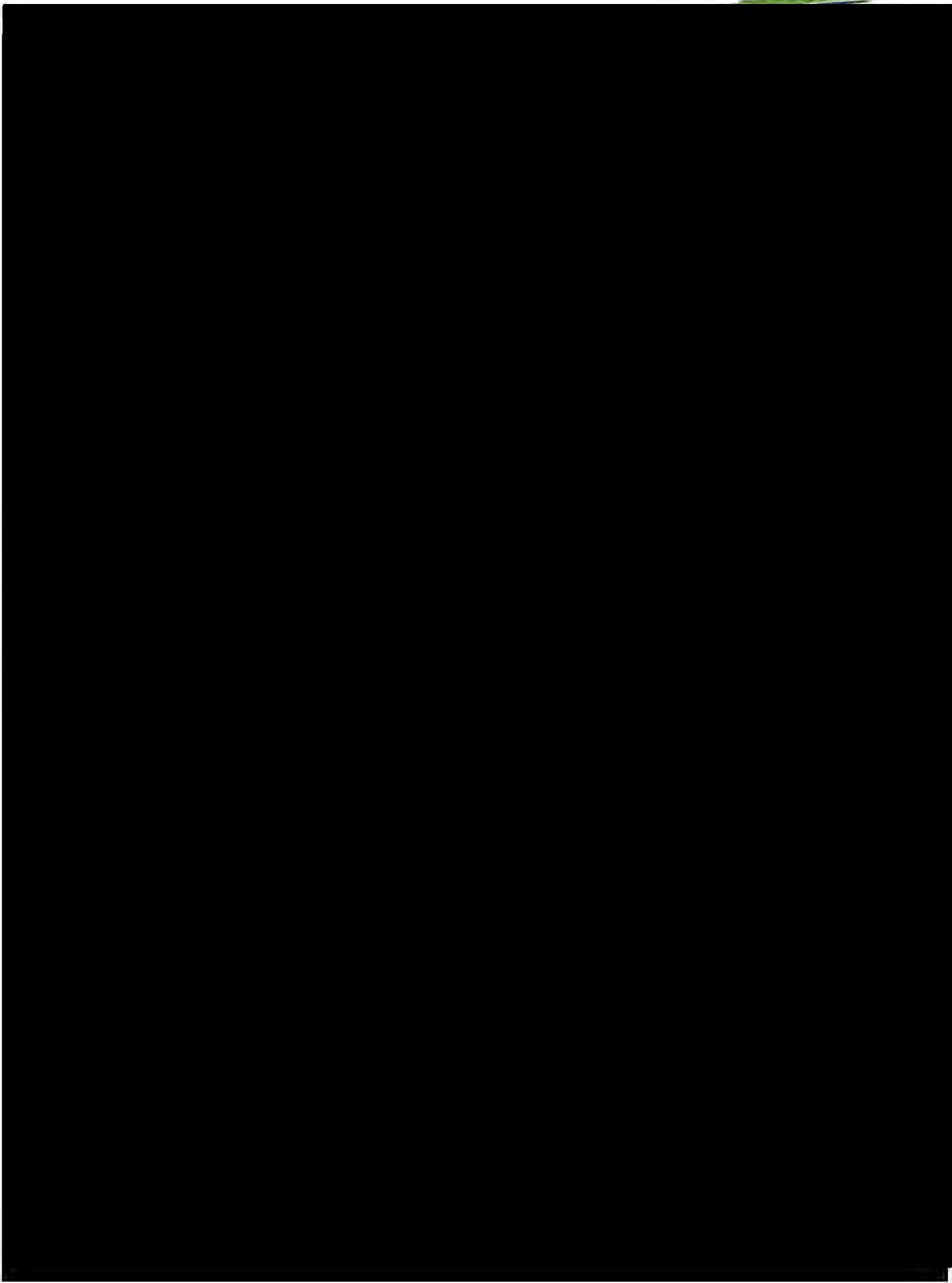
Attachment D

Attachment D

Section D: Regional Investment



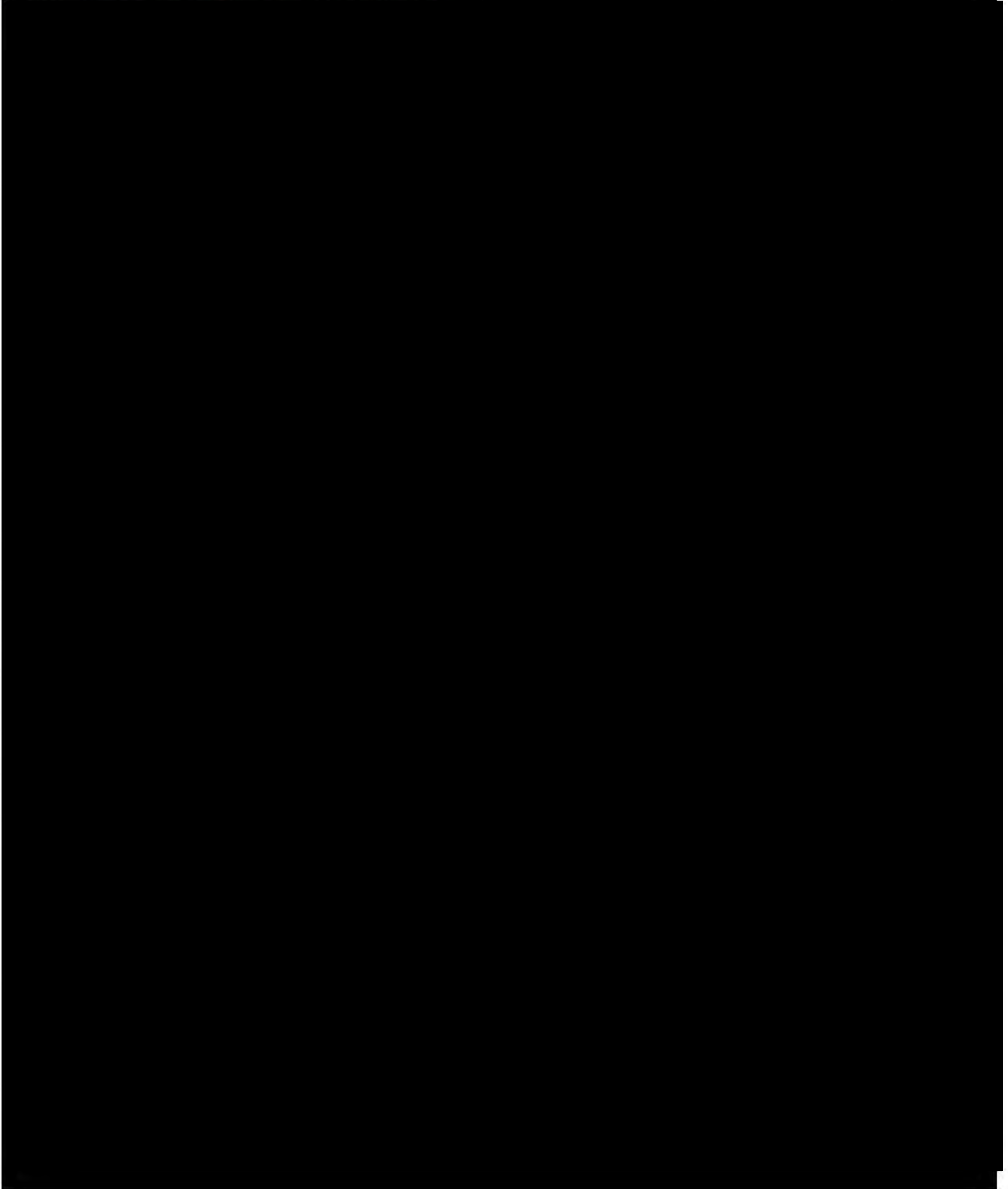




Attachment E

Attachment E

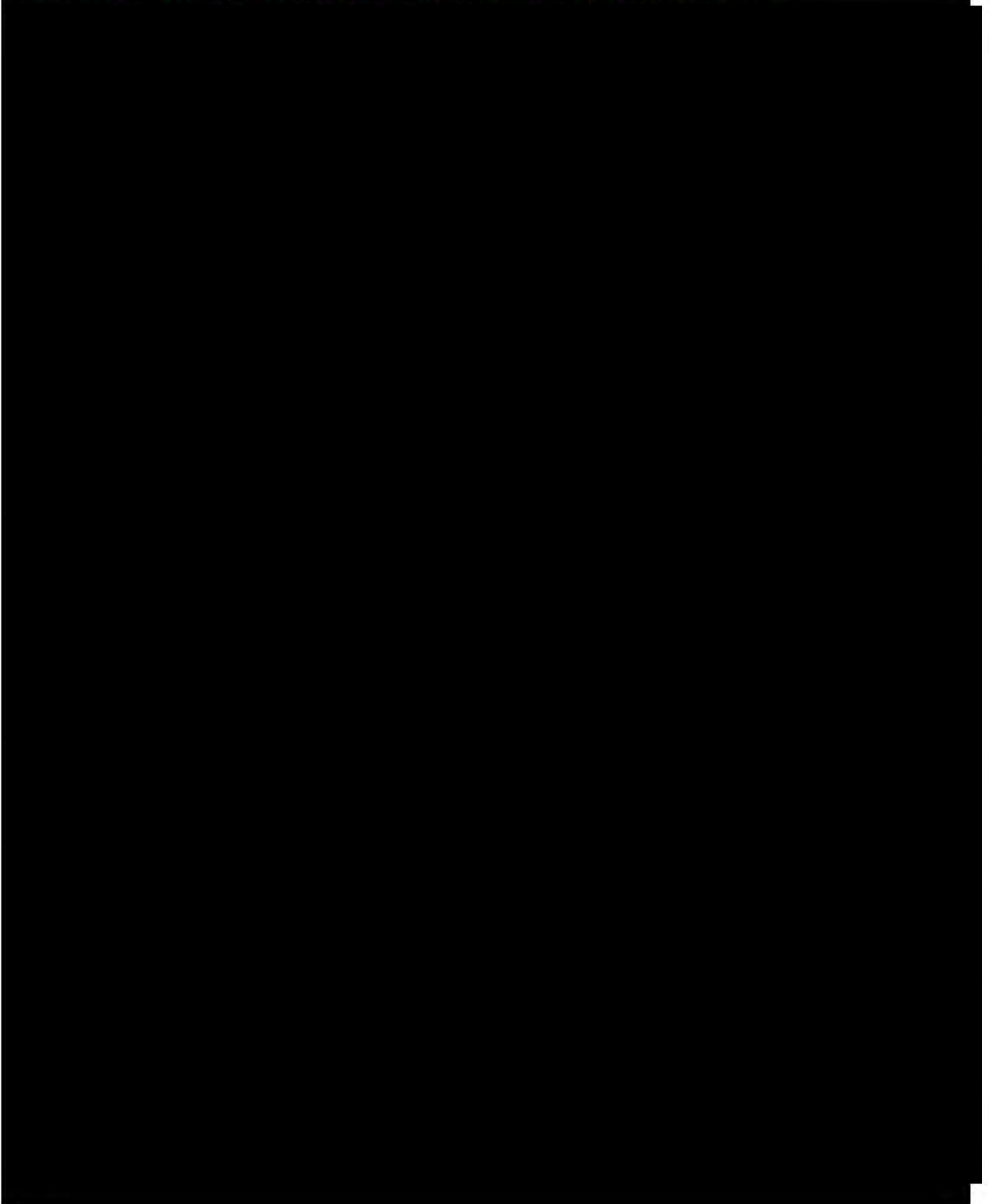
Section D: Regional Investment

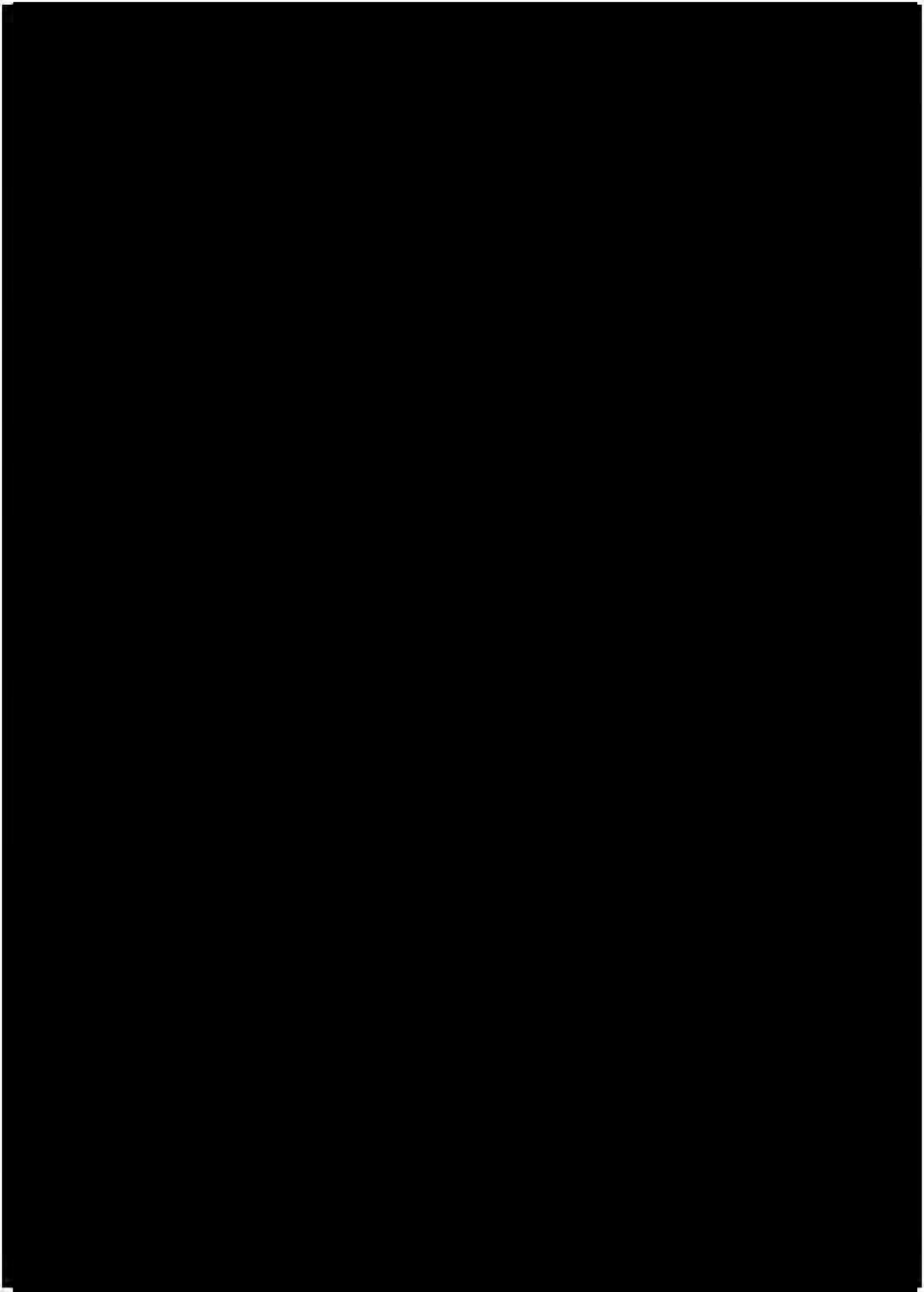


Attachment F

Attachment F

Section E: Compliance with the Secure Local Jobs Code







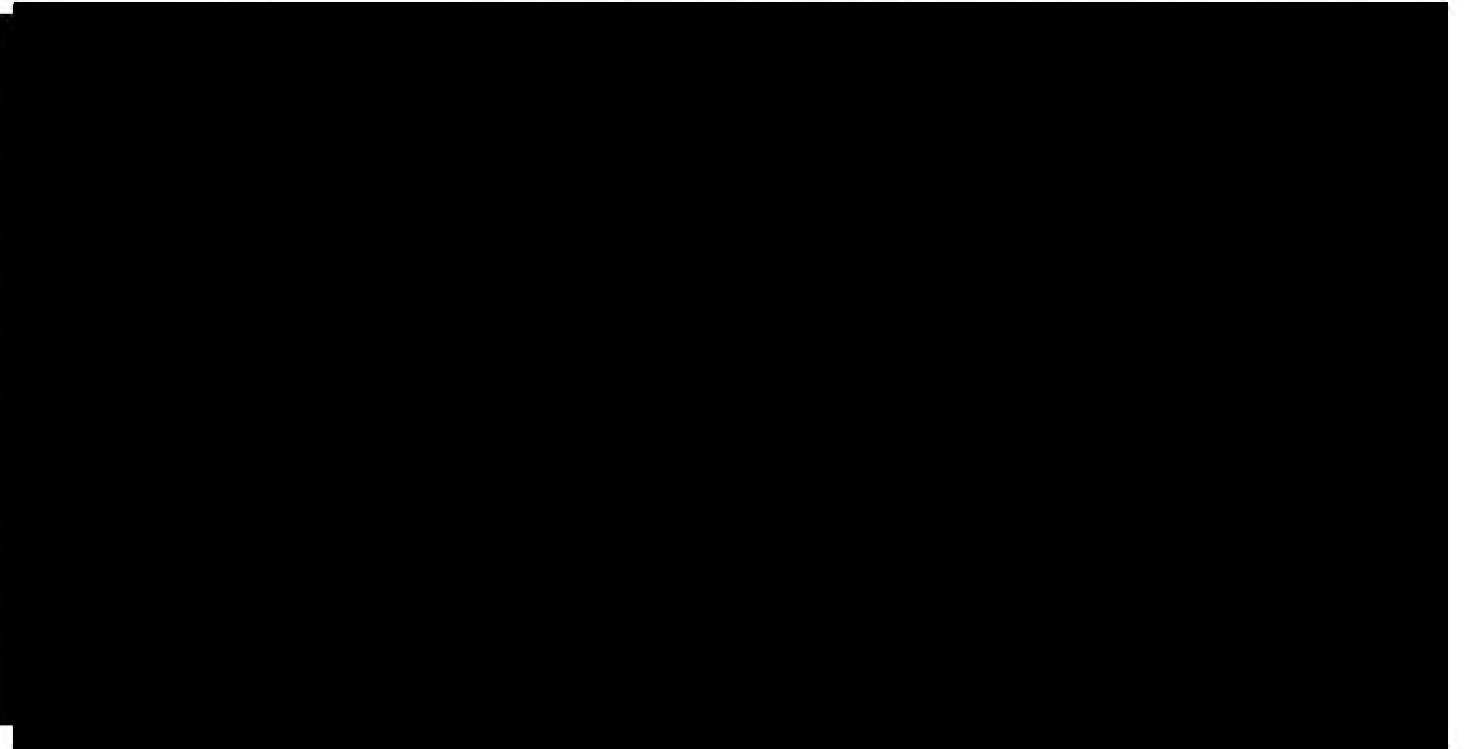
Attachment G

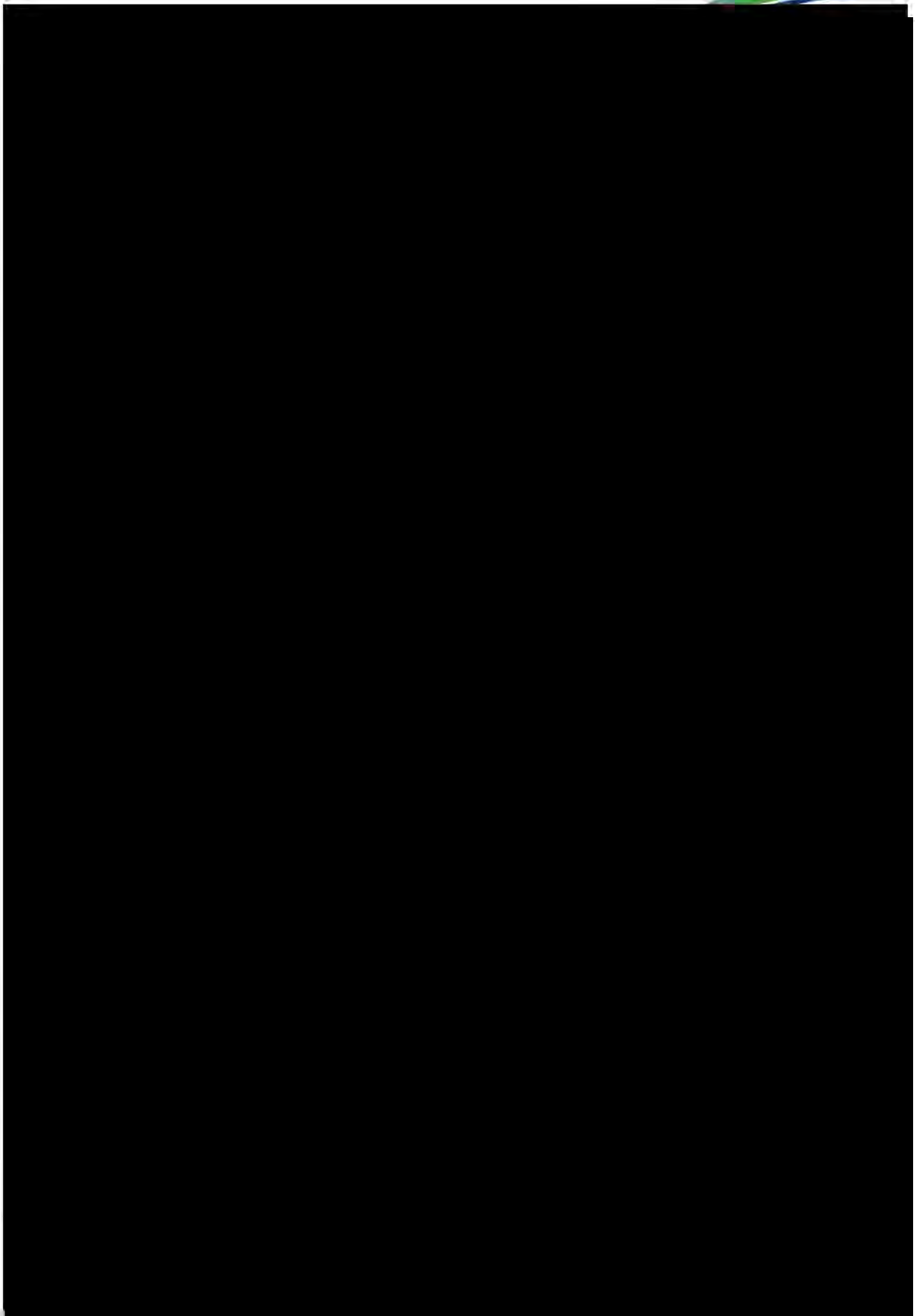


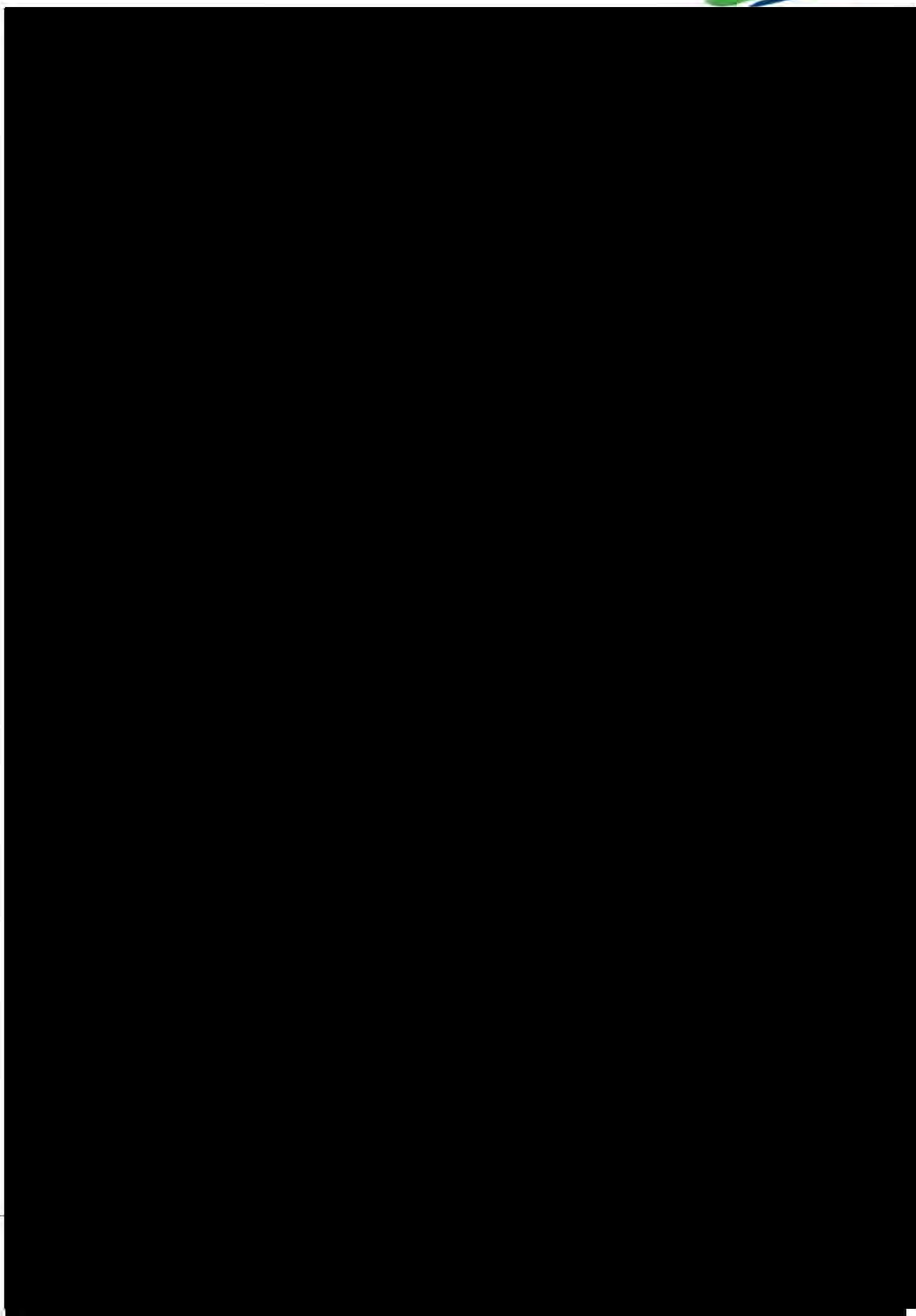
Secure Local Jobs Code Procedure

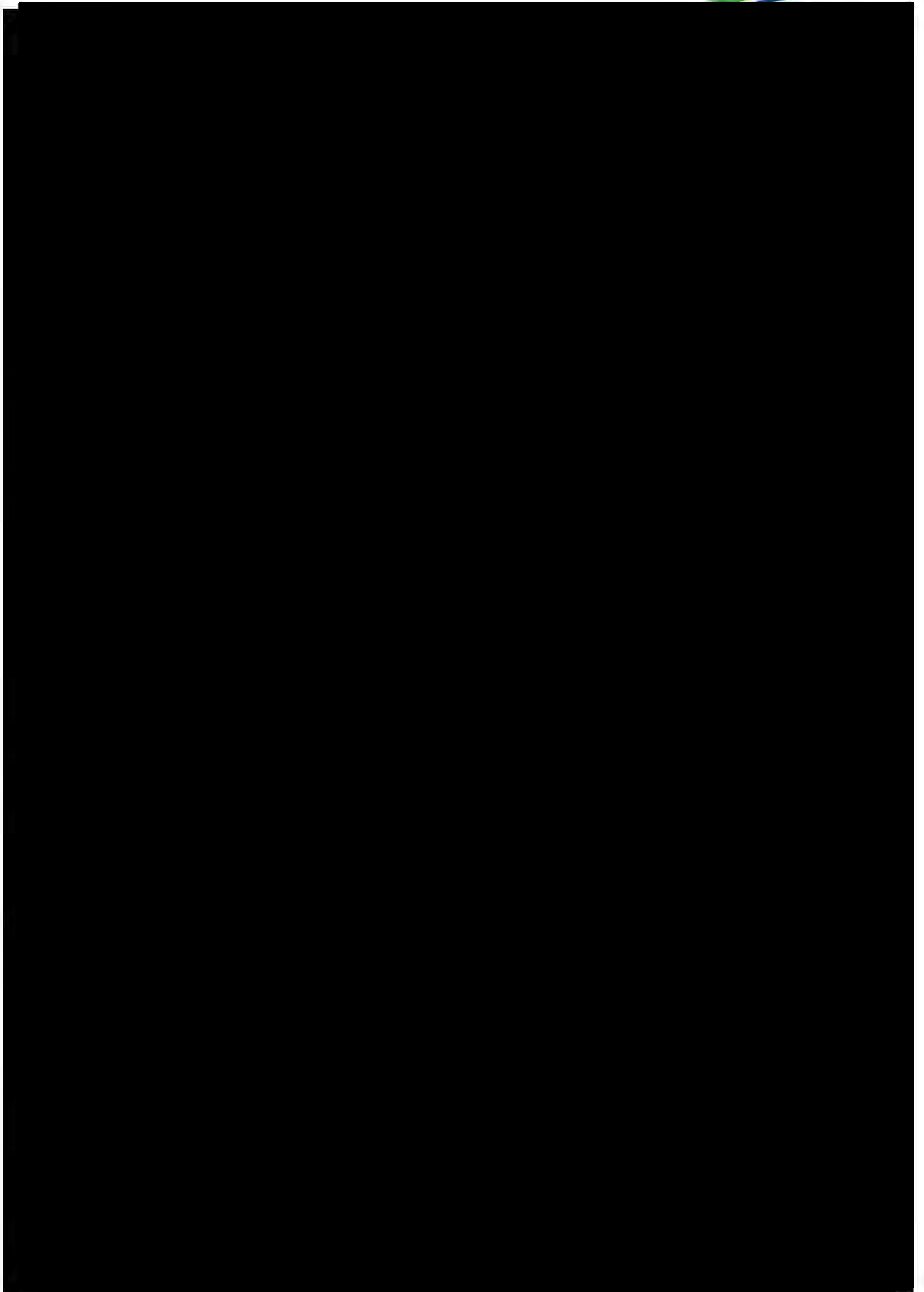


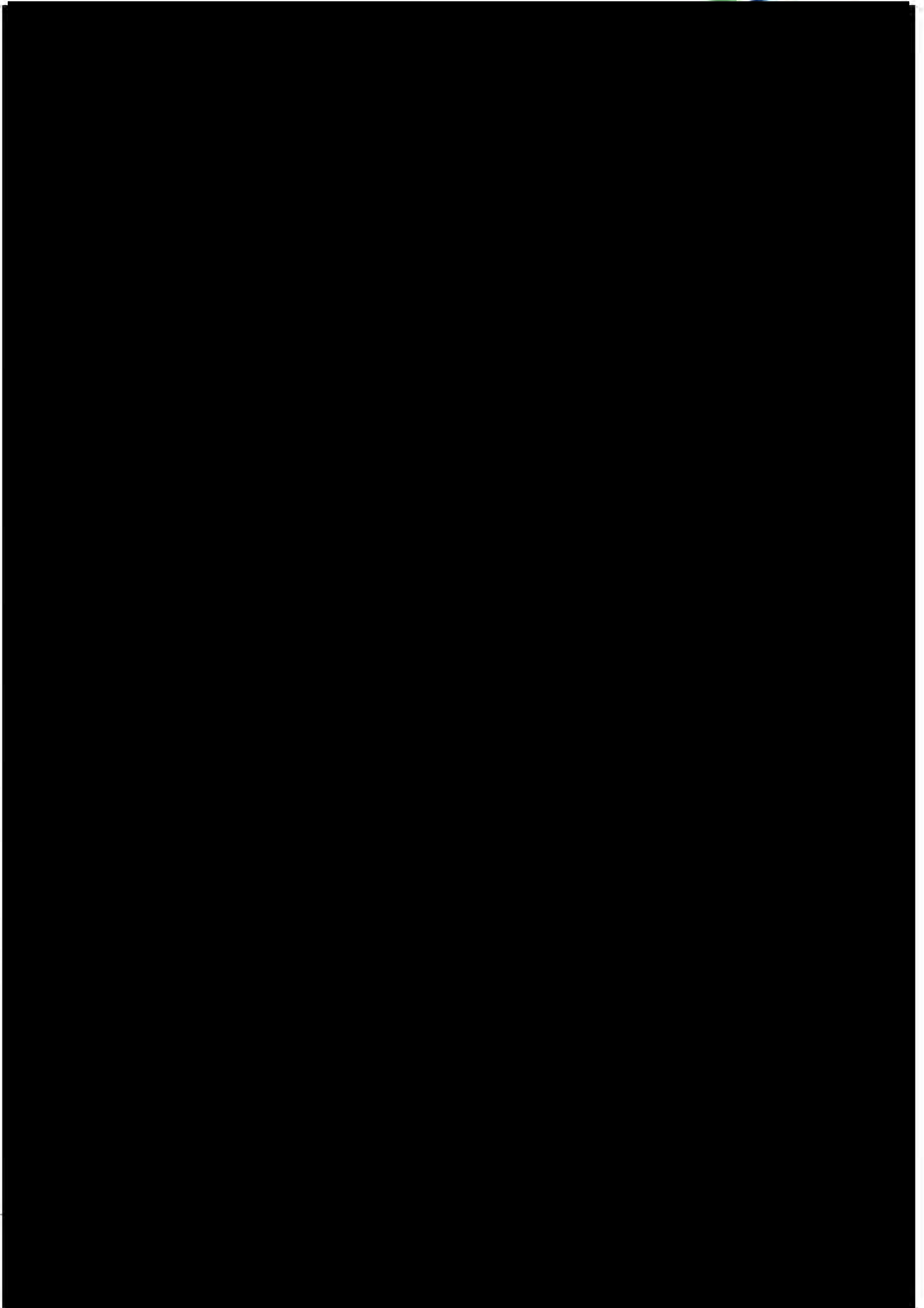
Secure Local Jobs Code Procedure

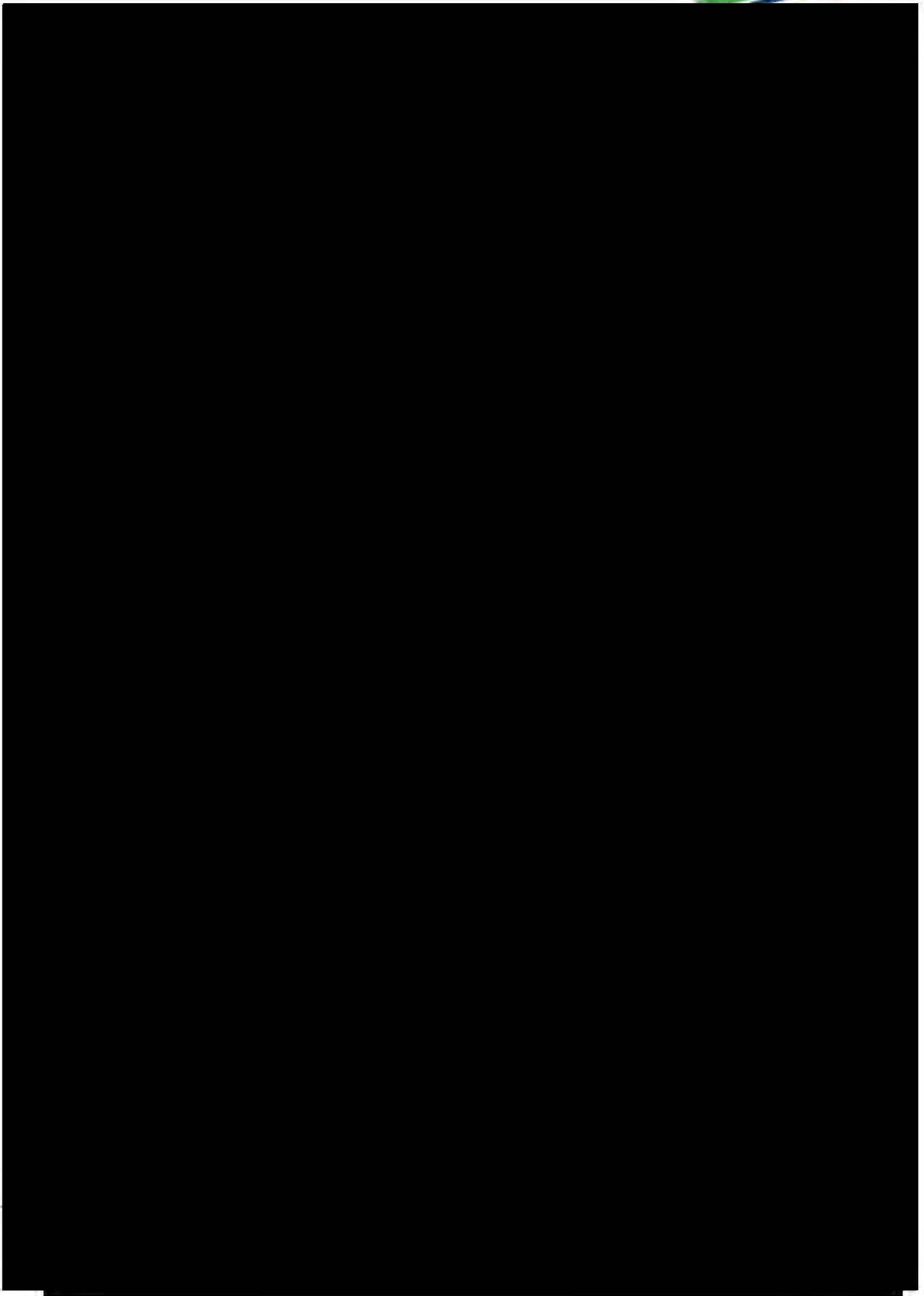


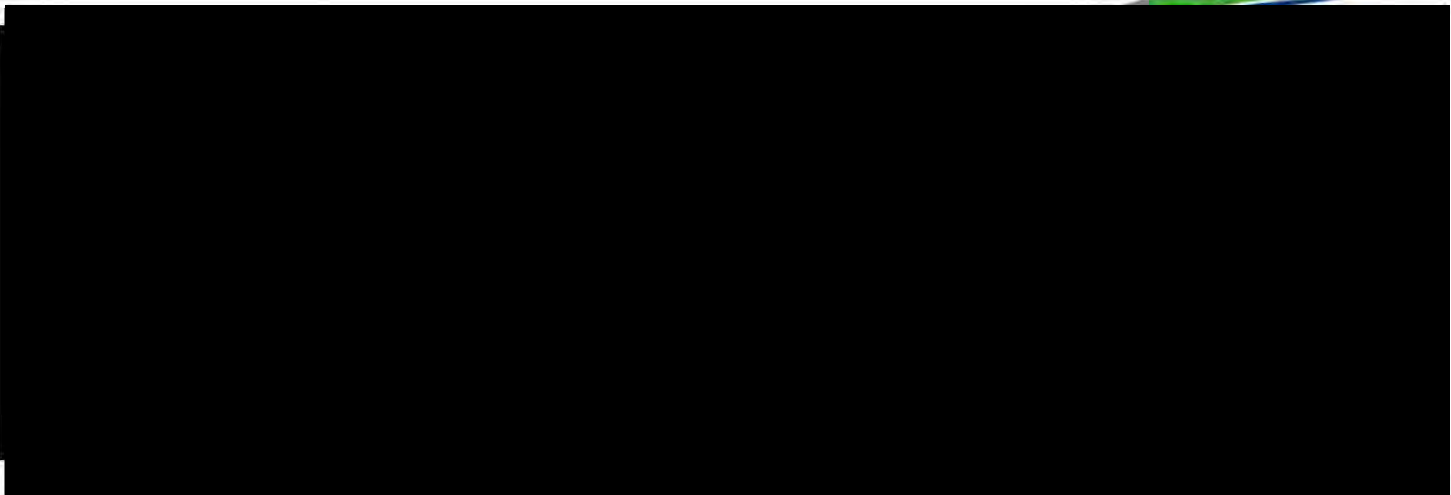




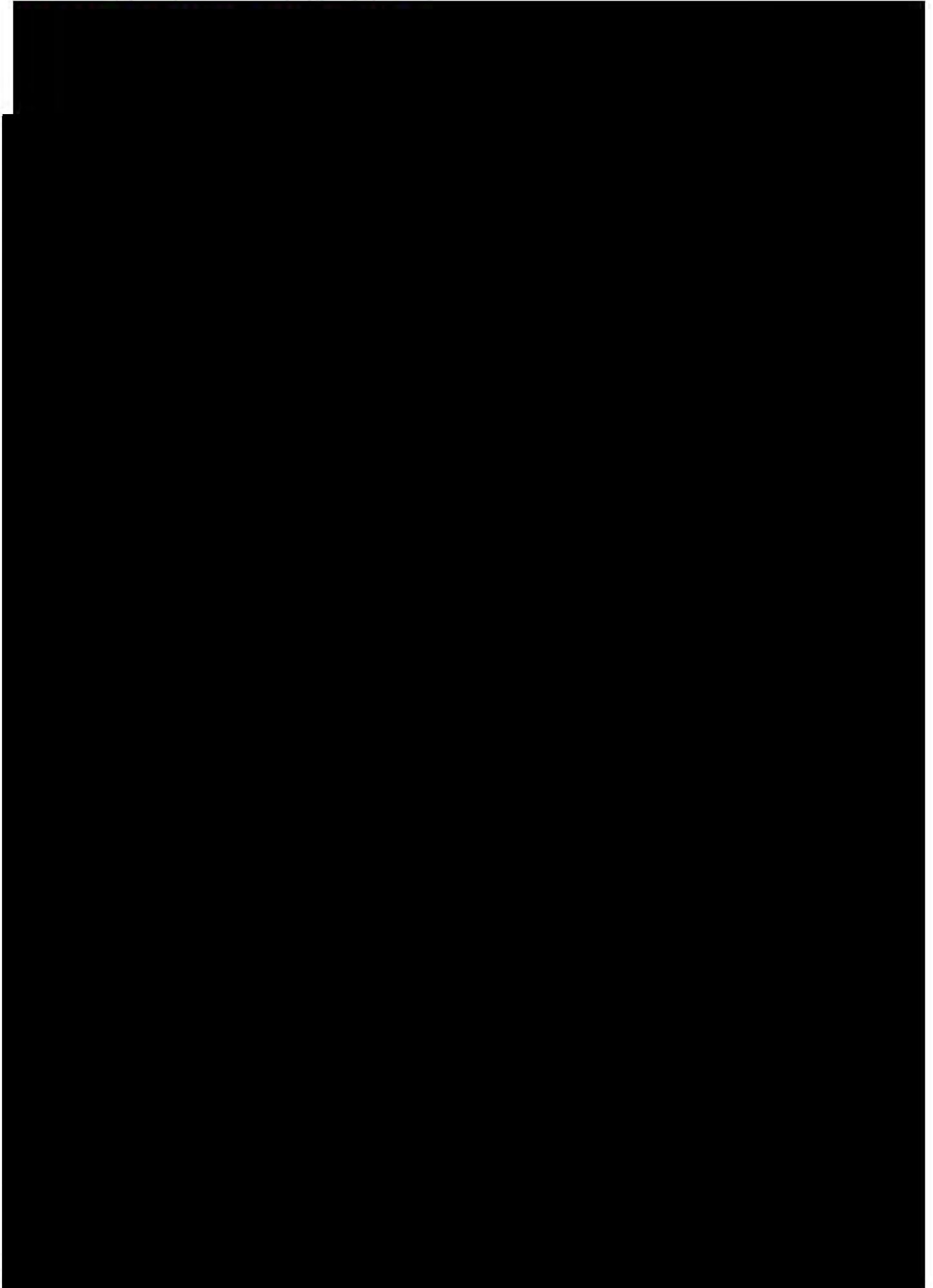


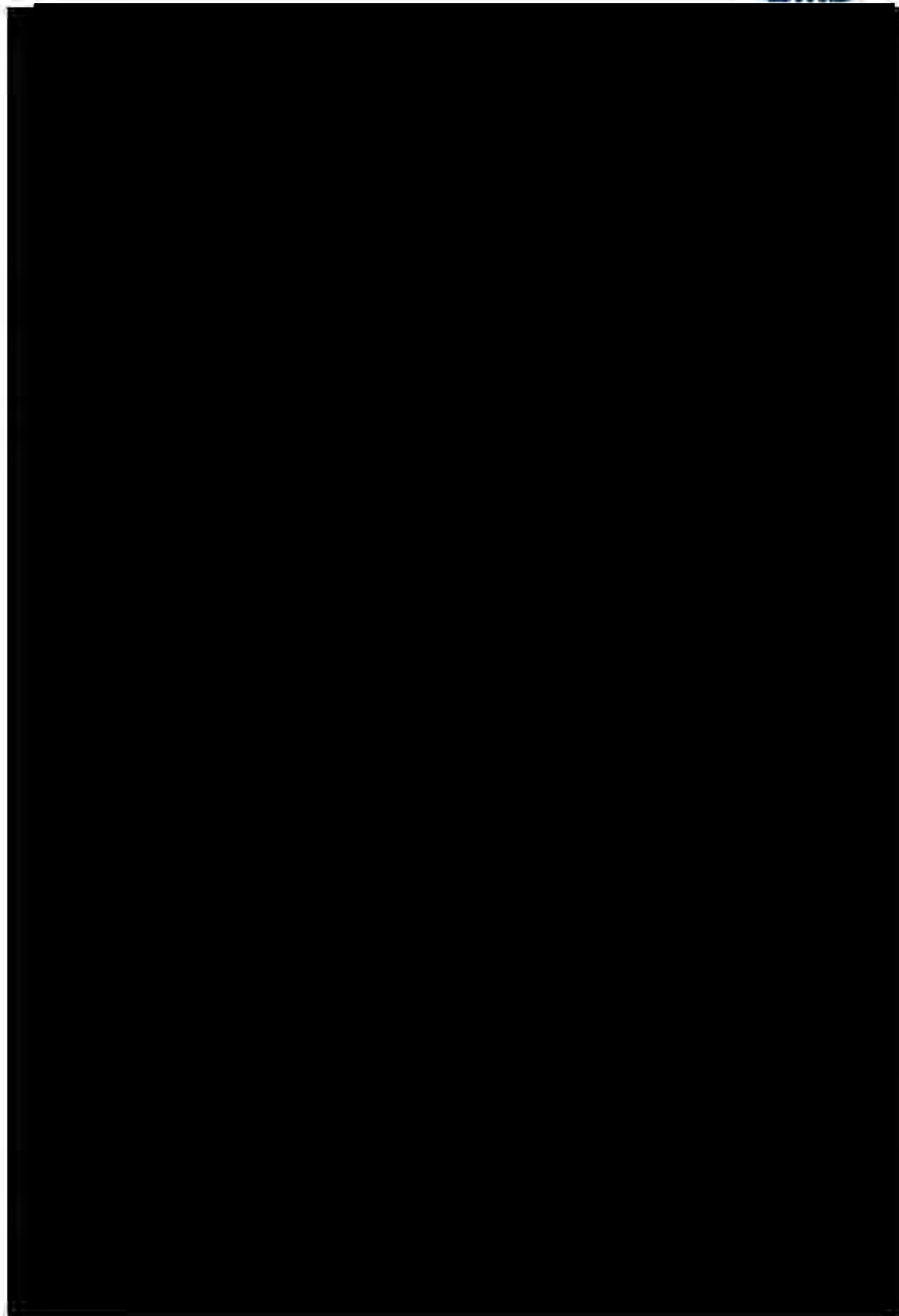


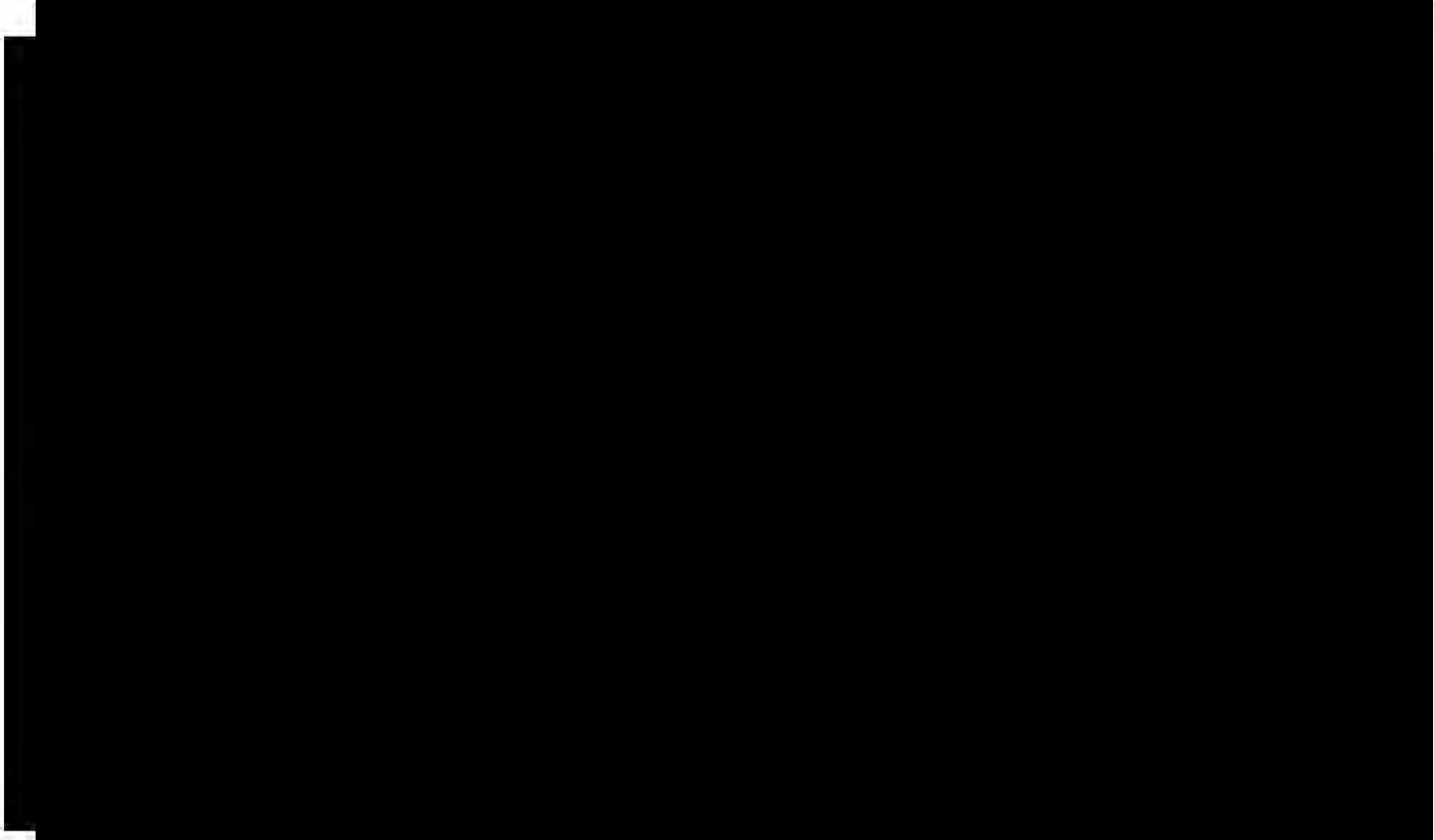




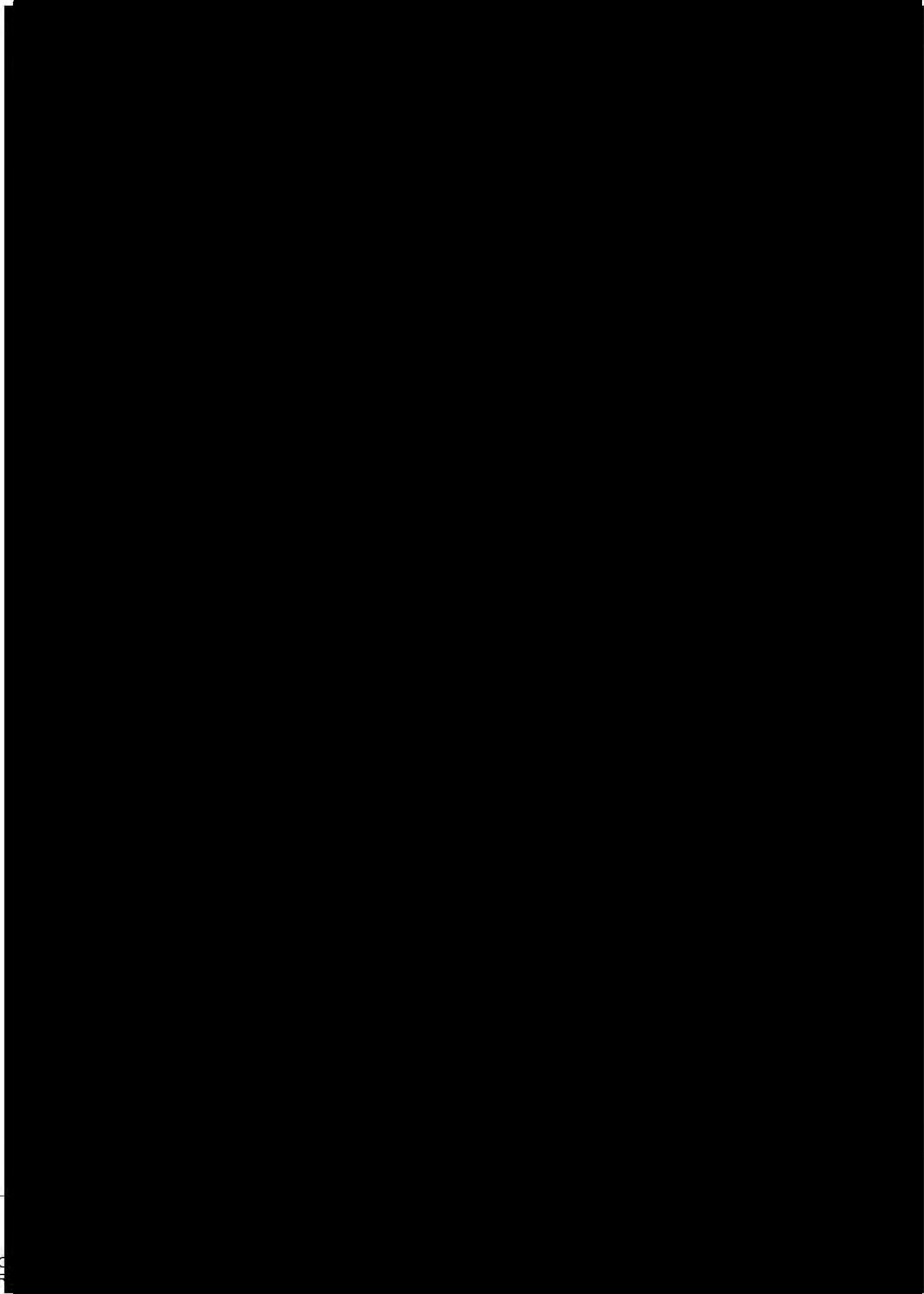
Declaration of Compliance

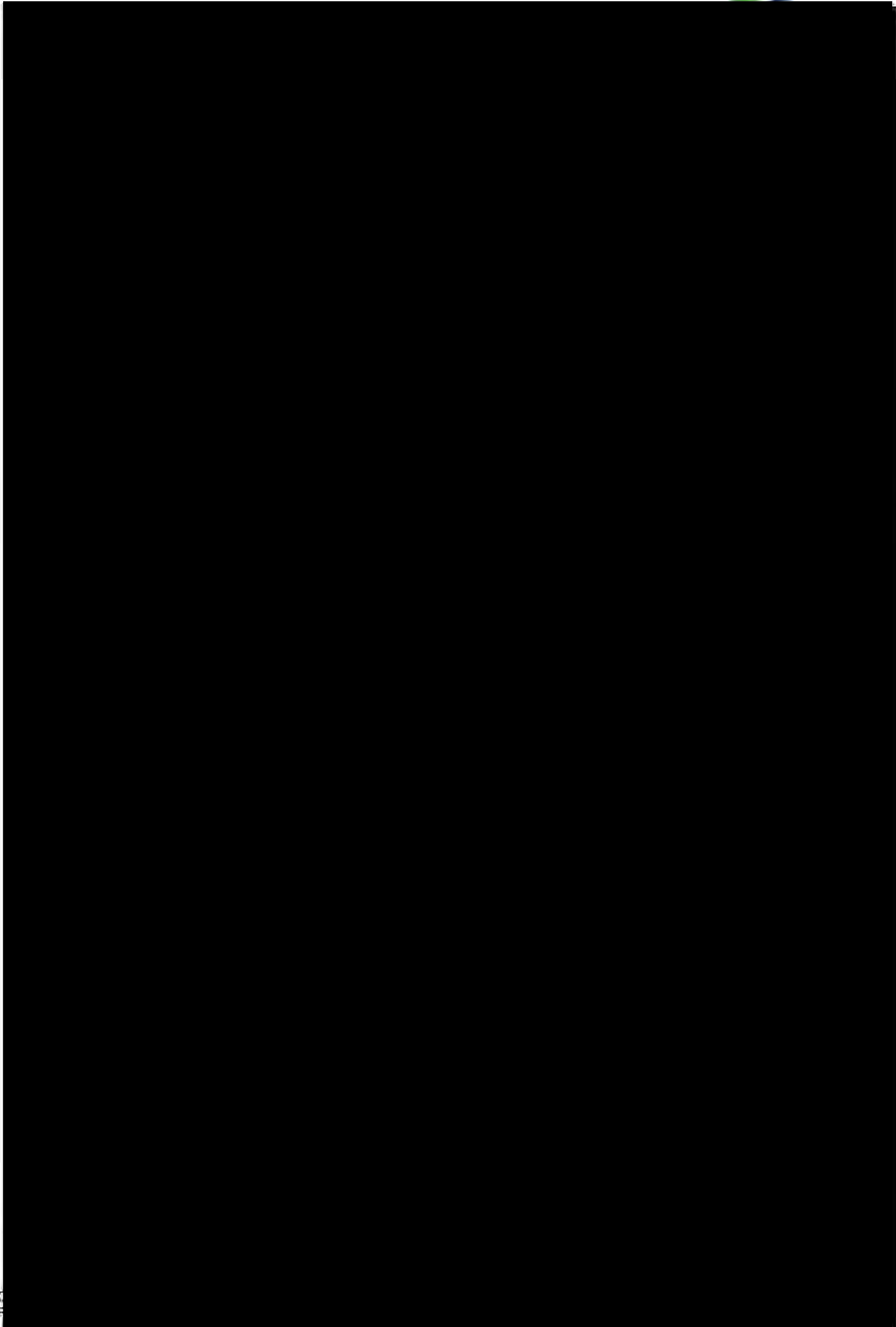






**Attachment A - Information regarding compliance with the Government Procurement
(Secure Local Jobs) Code 2018**

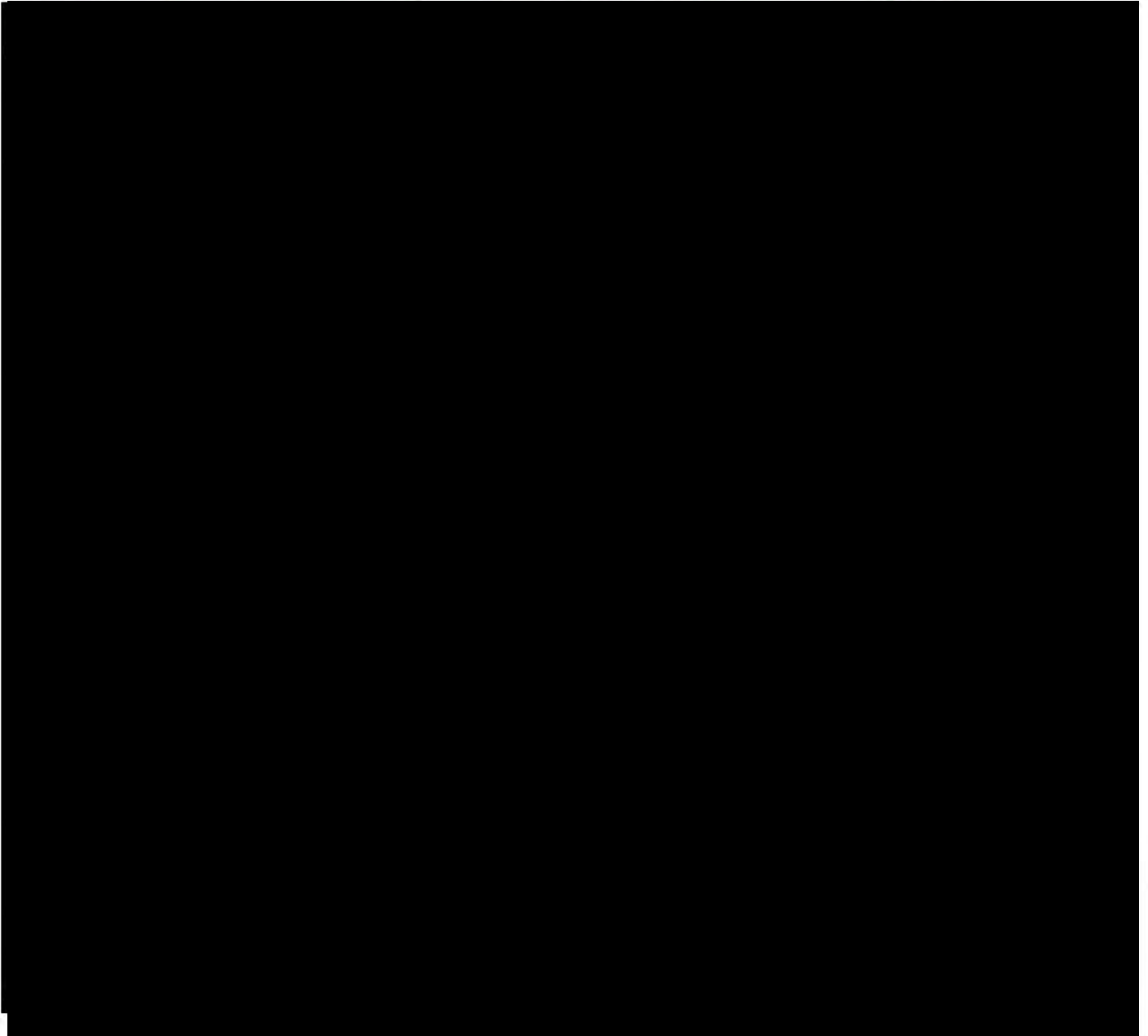




Attachment H

Attachment H

Section G: Understanding Secure Local Jobs Code obligations



Toolbox Talk Record

Project: HPDD SEGMENT 1
Job No.: 1052
Date: 27/02/19
Time: 9.00am
Duration: 10 Min

Safety and Environmental Toolbox Topics:

Secure Local Jobs Code Procedure

- SLJCP developed in compliance with both the Building Code 2016 and SLJ Code
- BMD are to comply with SLJ Code to the extent that inconsistency with Building Code 2016 is avoided
- If requested a ballot can be held to elect an employee representative
- Elected representative can represent and speak on behalf of those that elected them.
- This does not affect freedom of association. Any persons working on BMD projects can chose to, or chose not to be apart of building associations

Engage:

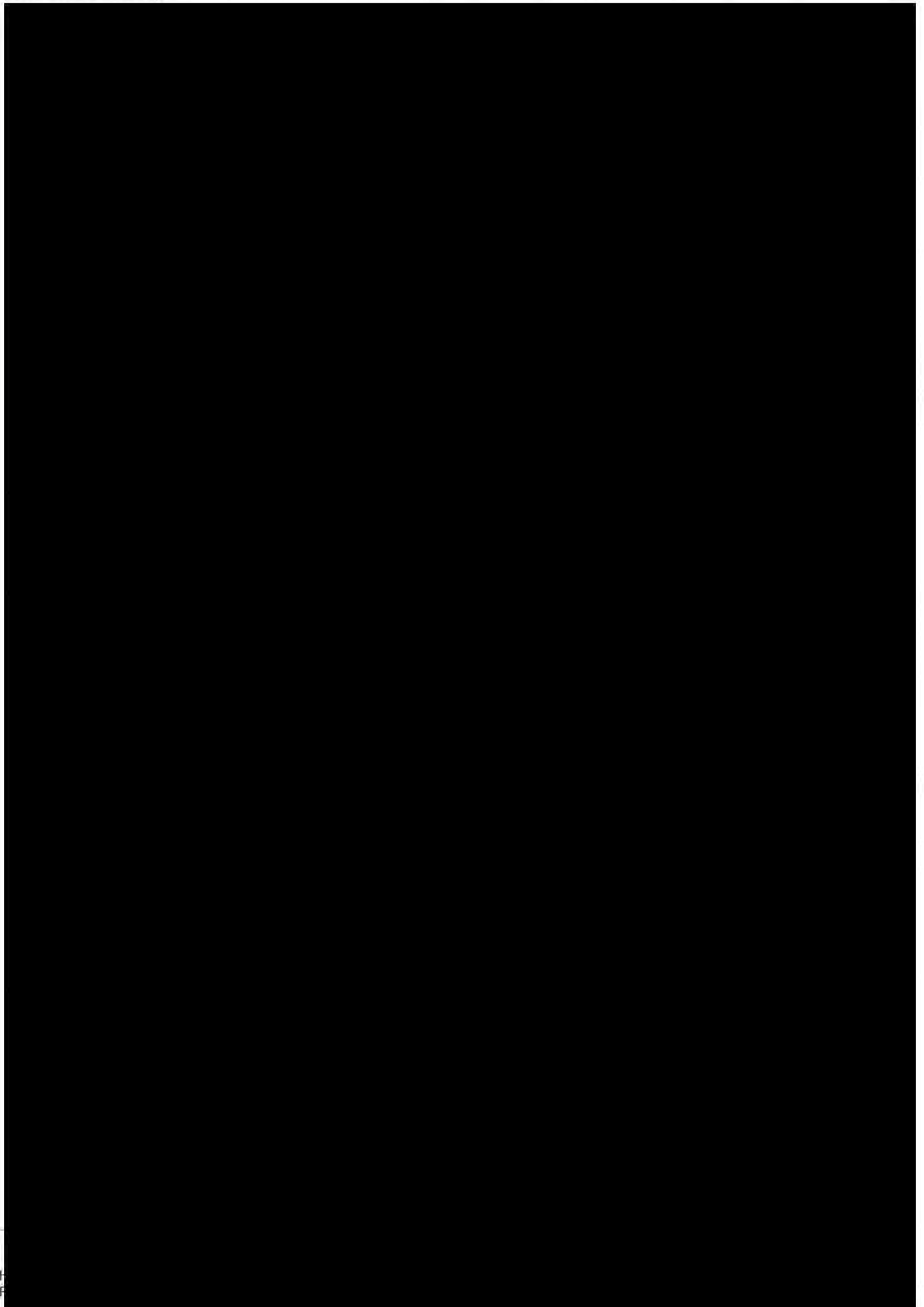
- Ask if your group has experienced issues relating to the topics in the past.
- Share a story related to the topics.

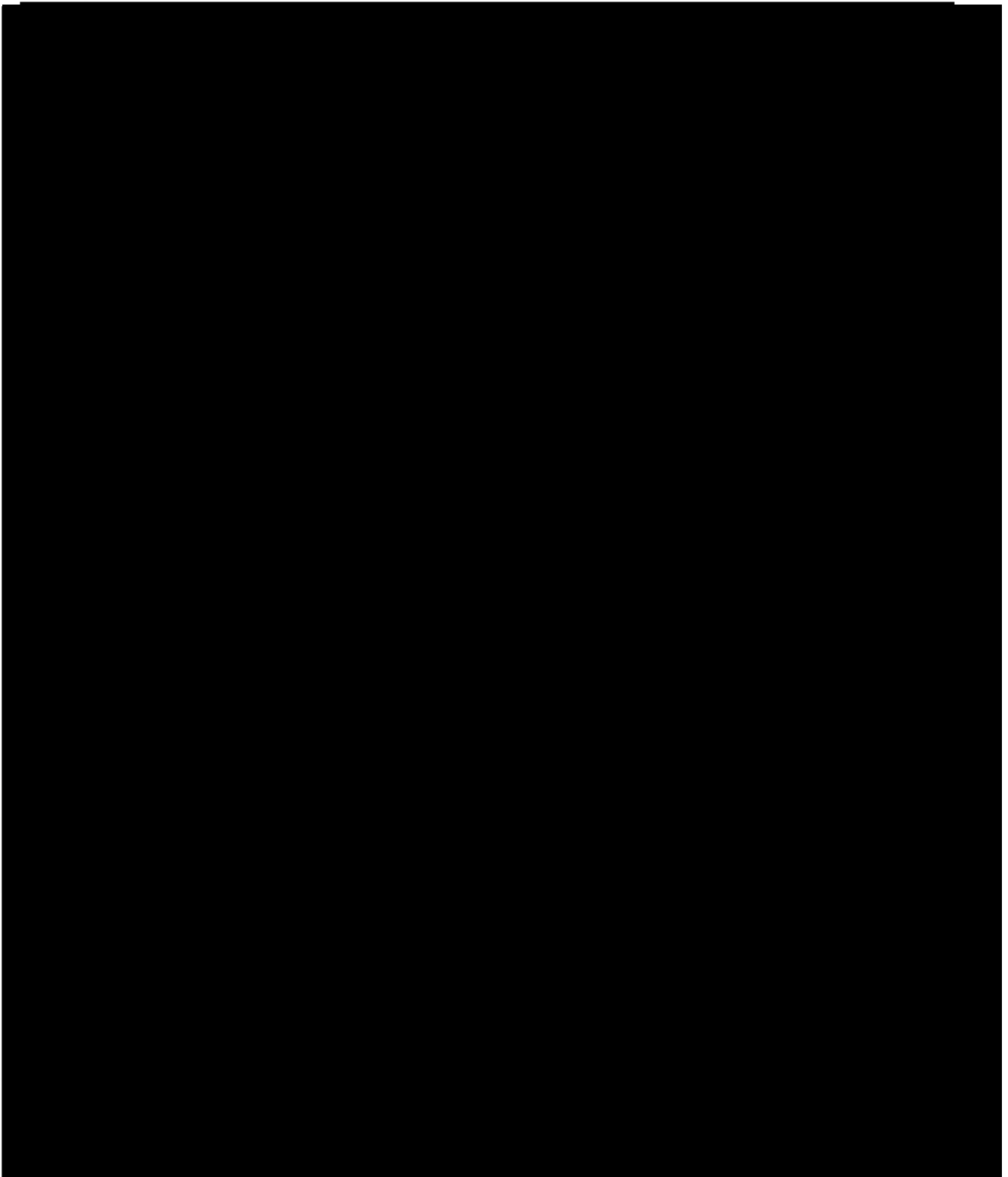
Questions	Answers (To fill in any knowledge gaps)

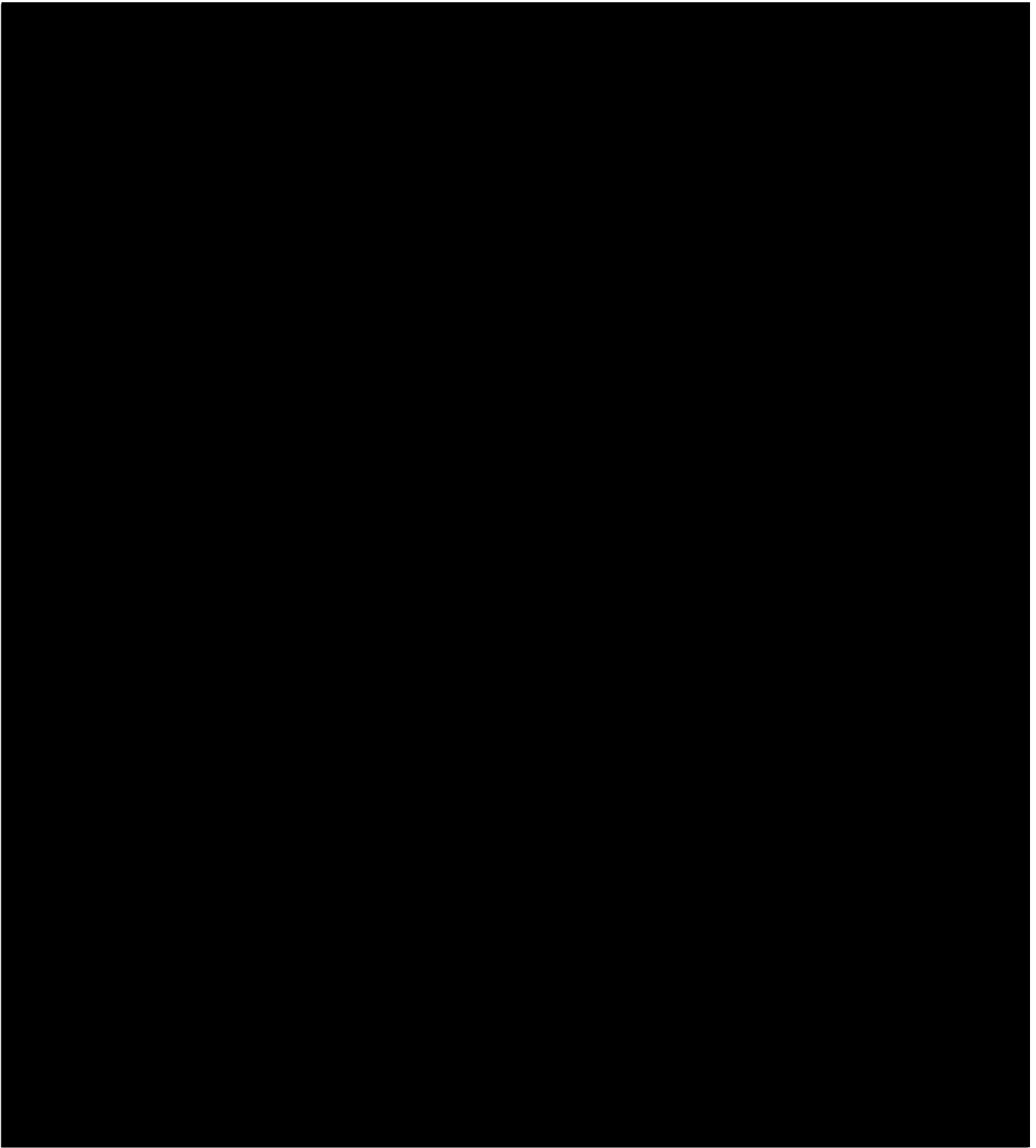
Topic Discussed
Secure Local Jobs Code Procedure

Feedback			
Feedback (from attendees, actions and required information)	Who	When	Date Closed

Person Attending:

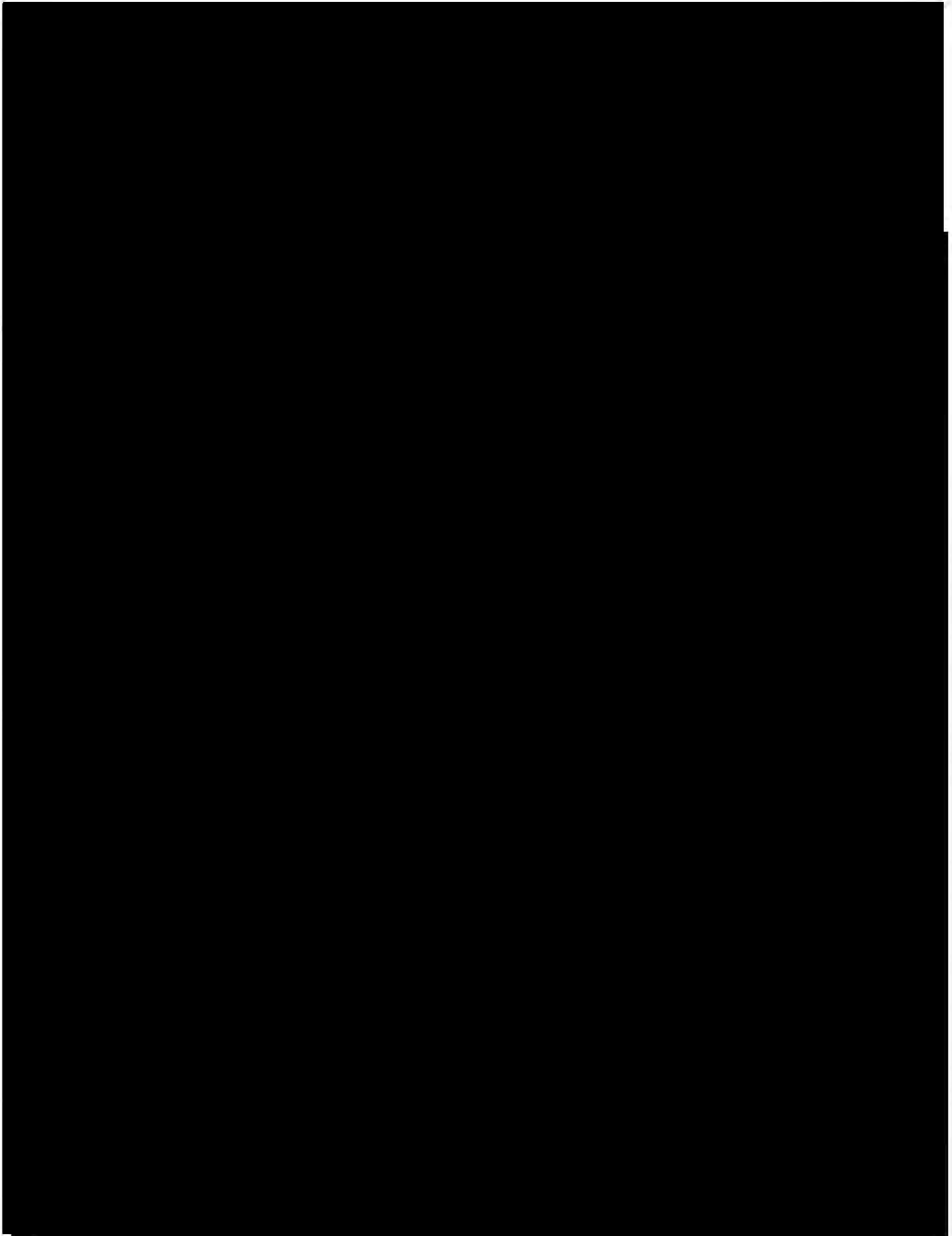




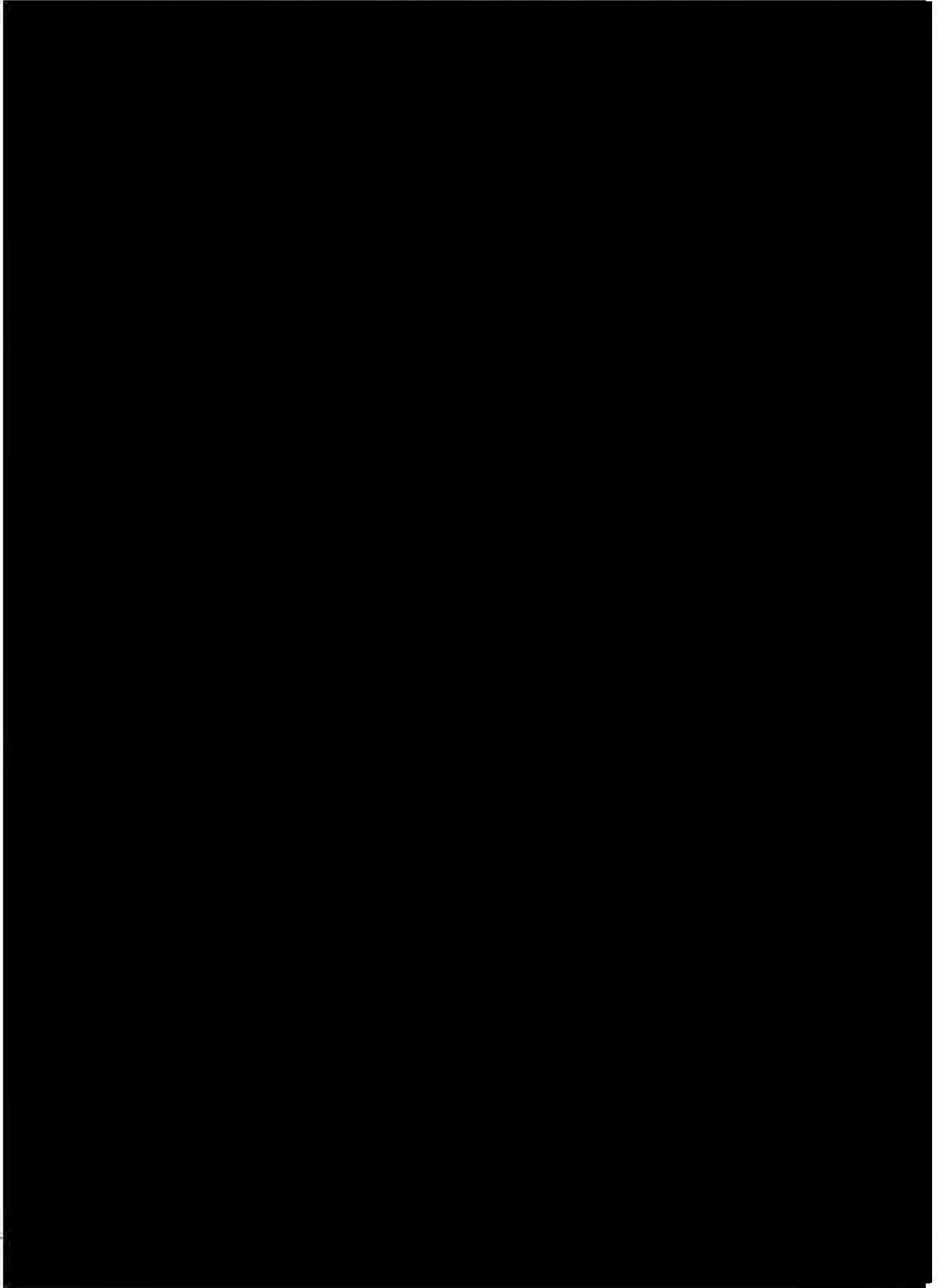




Toolbox Talk Record



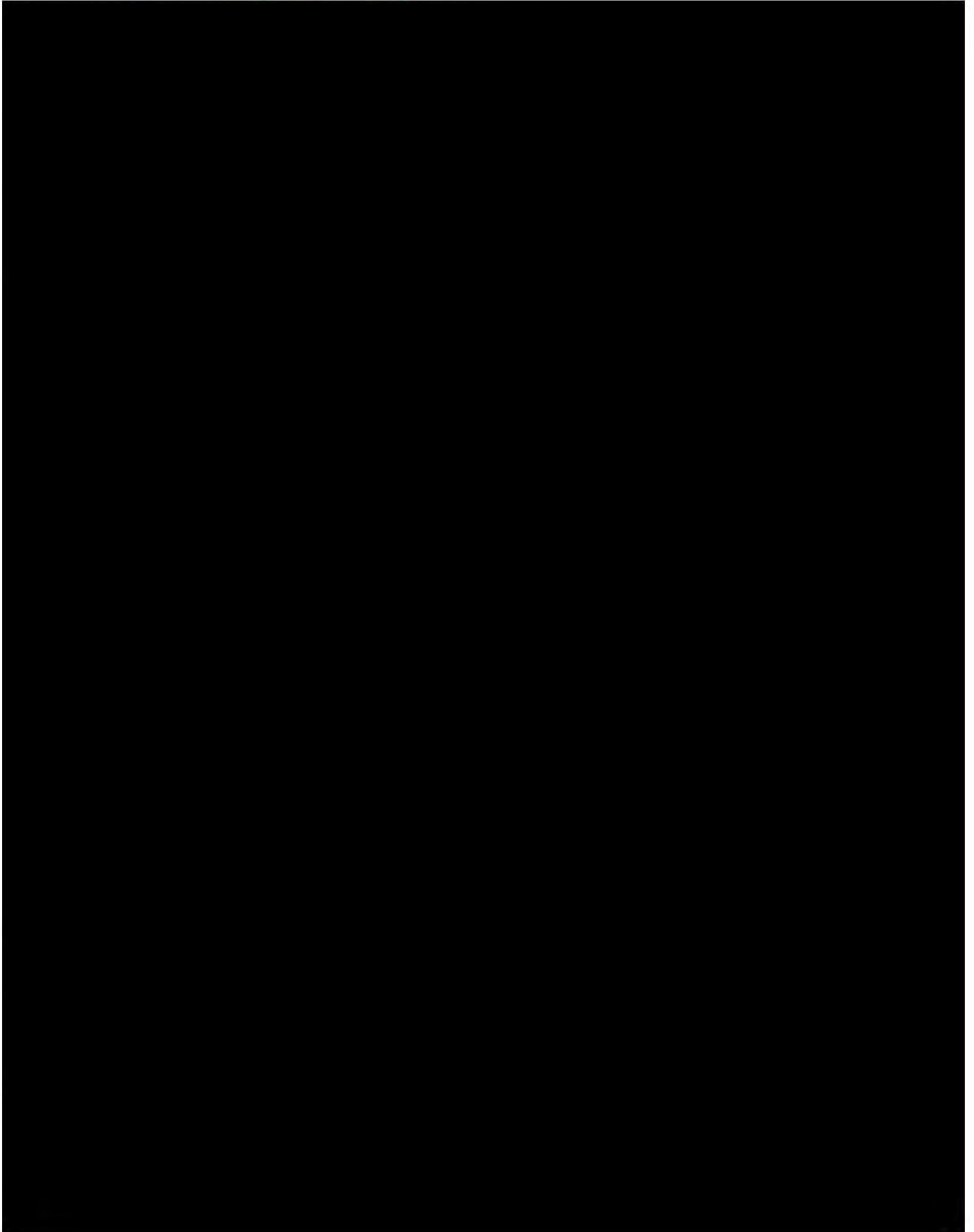
Person Attending:



Attachment I

Attachment I

Section H: Security of employment

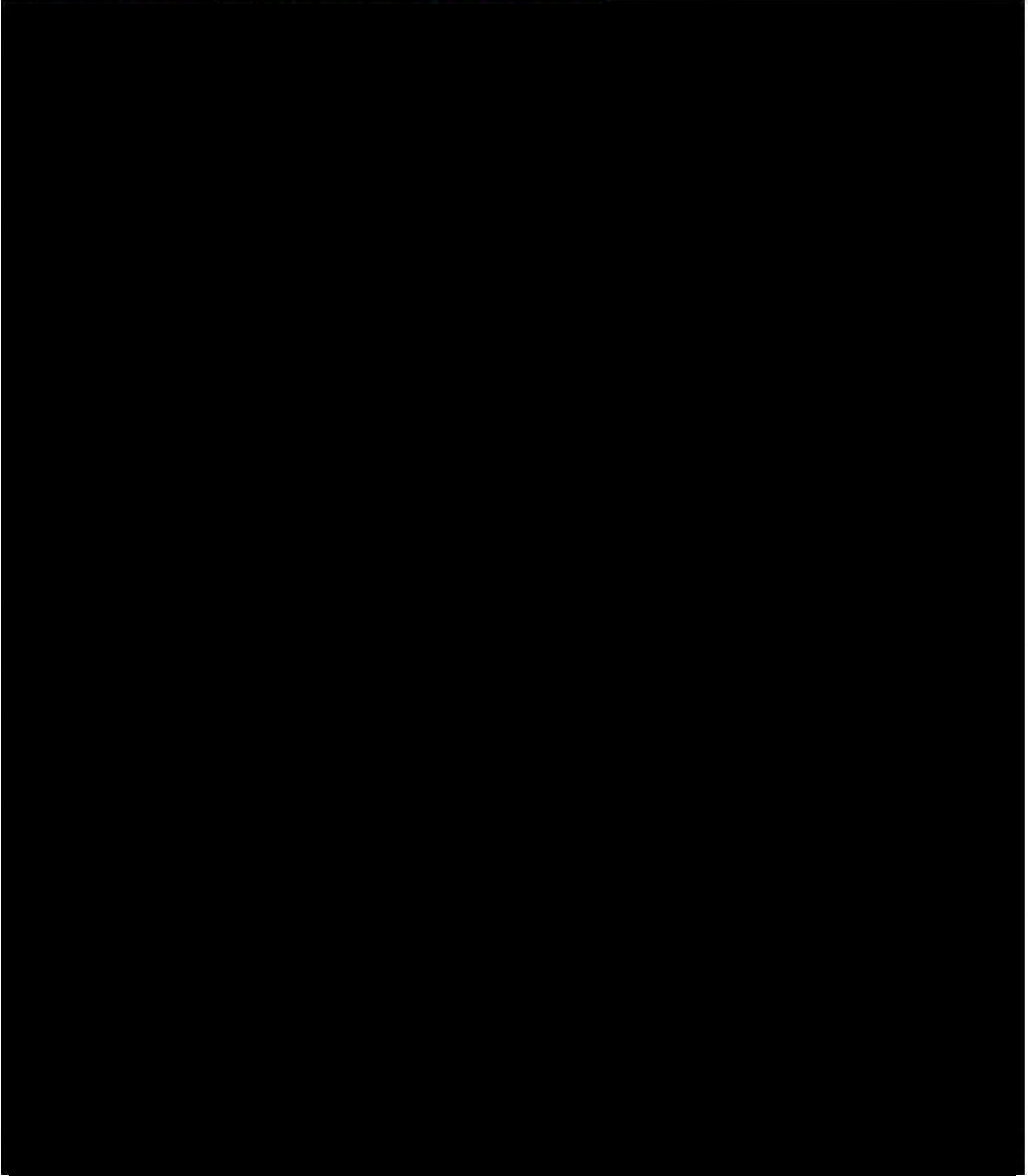


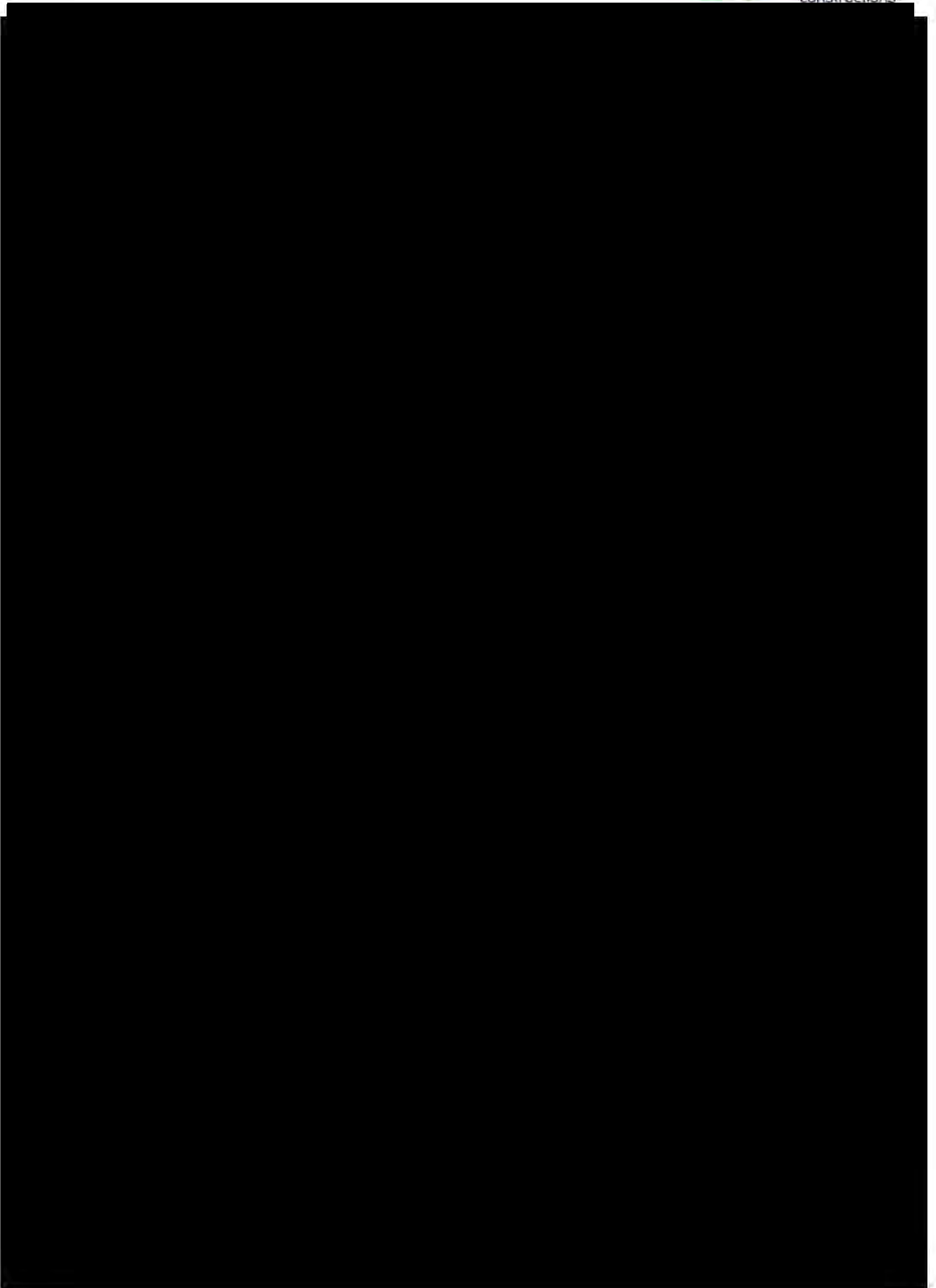


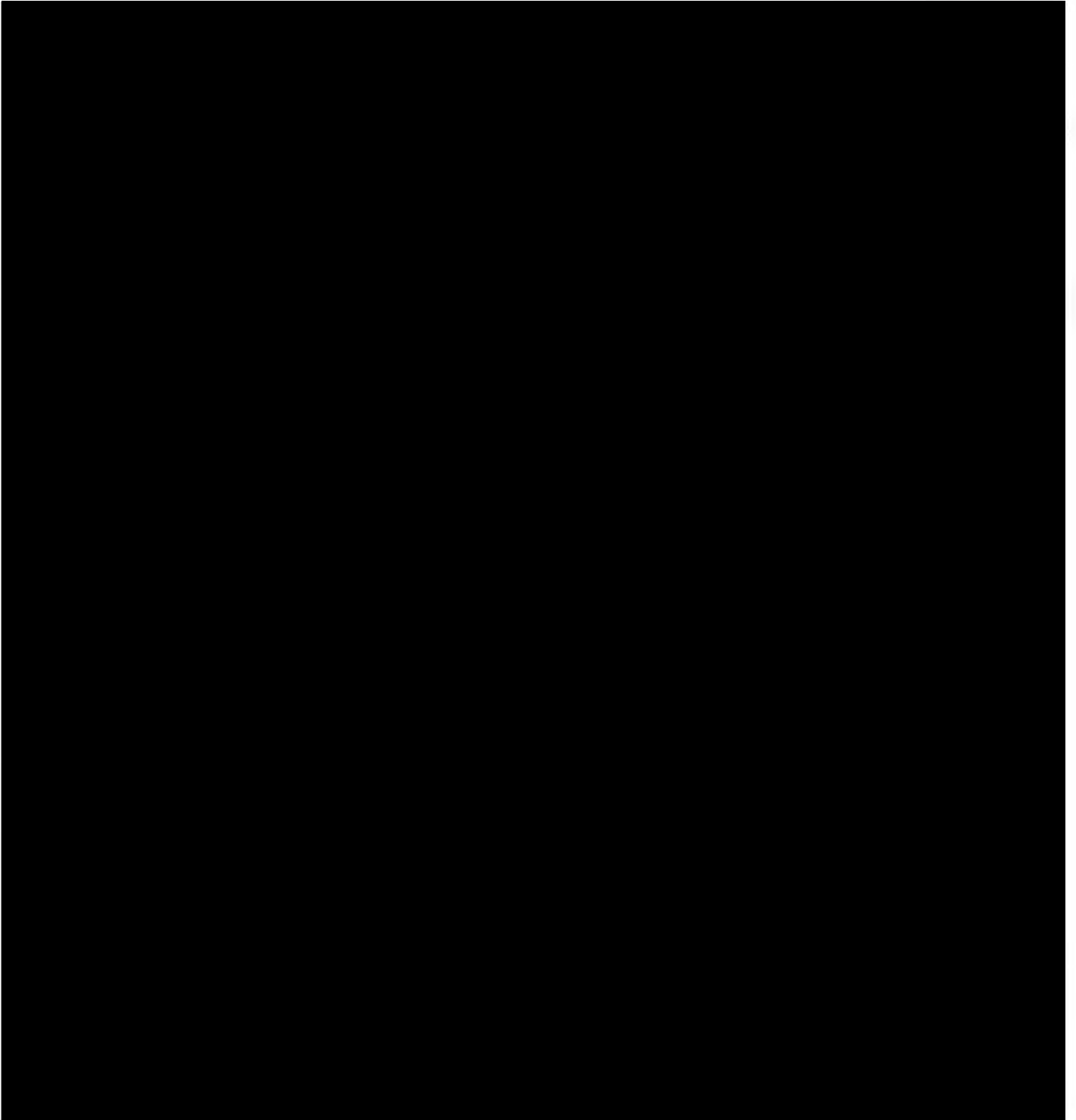
Attachment J

Attachment J

Section I: Employees' health and wellbeing

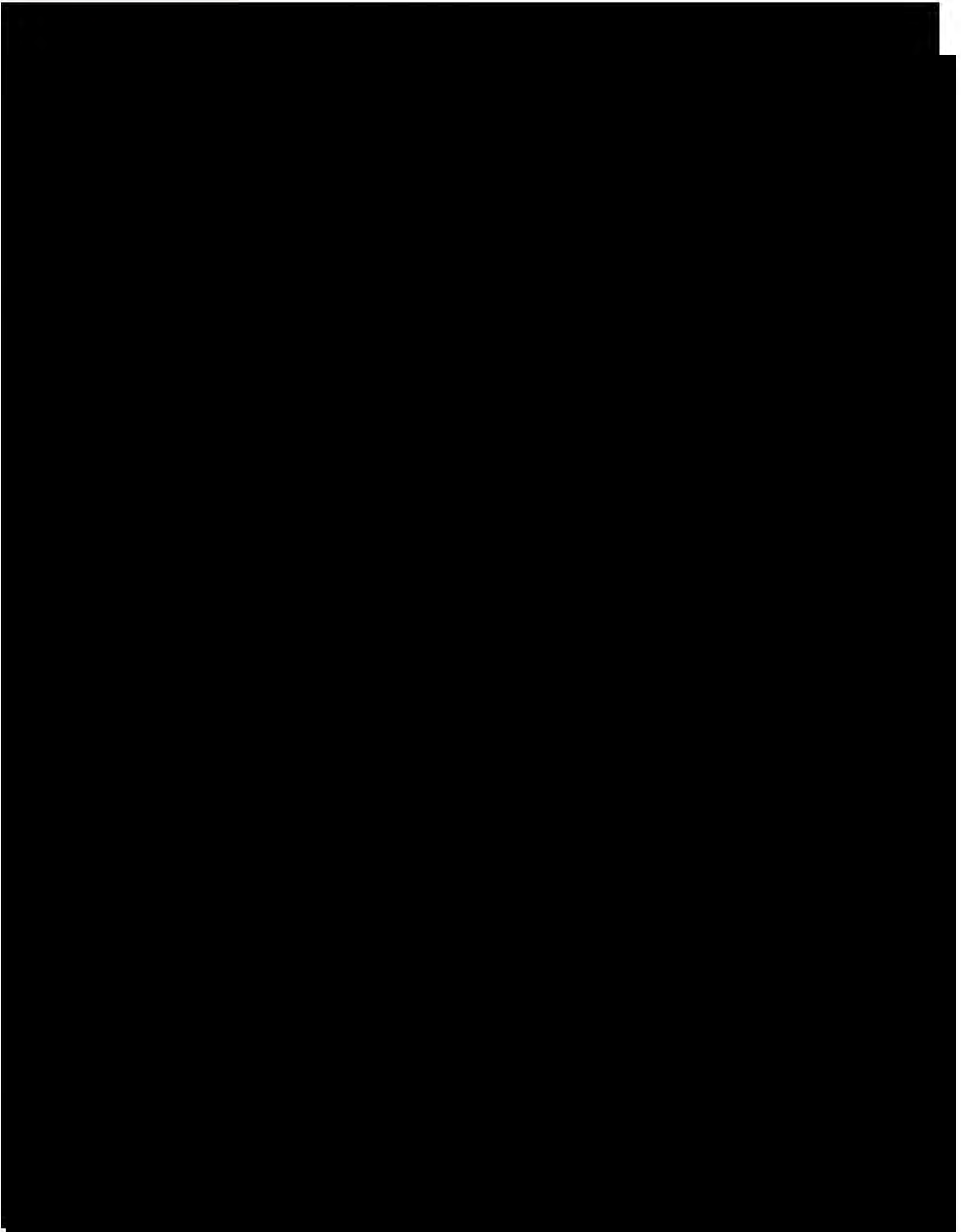


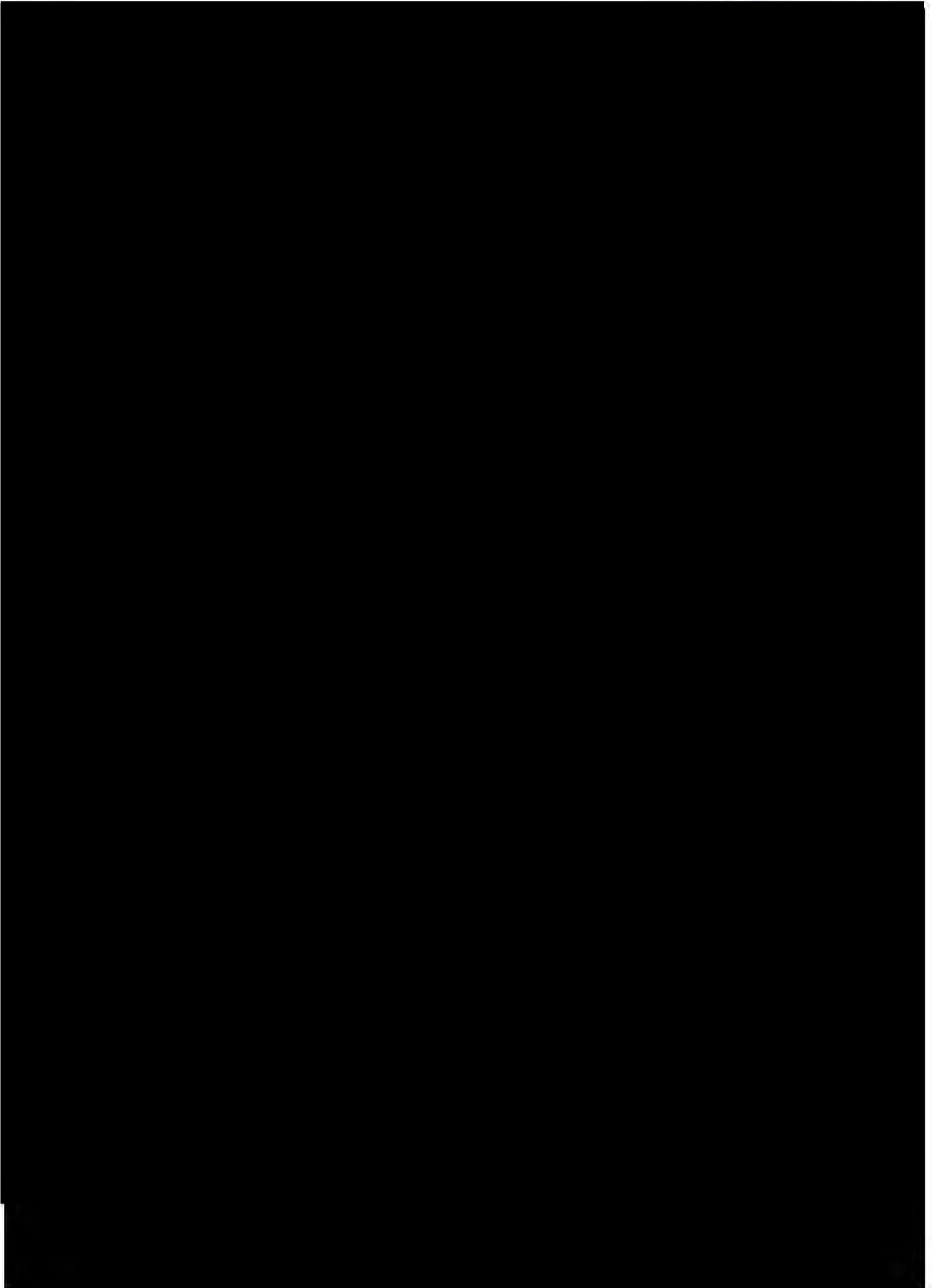


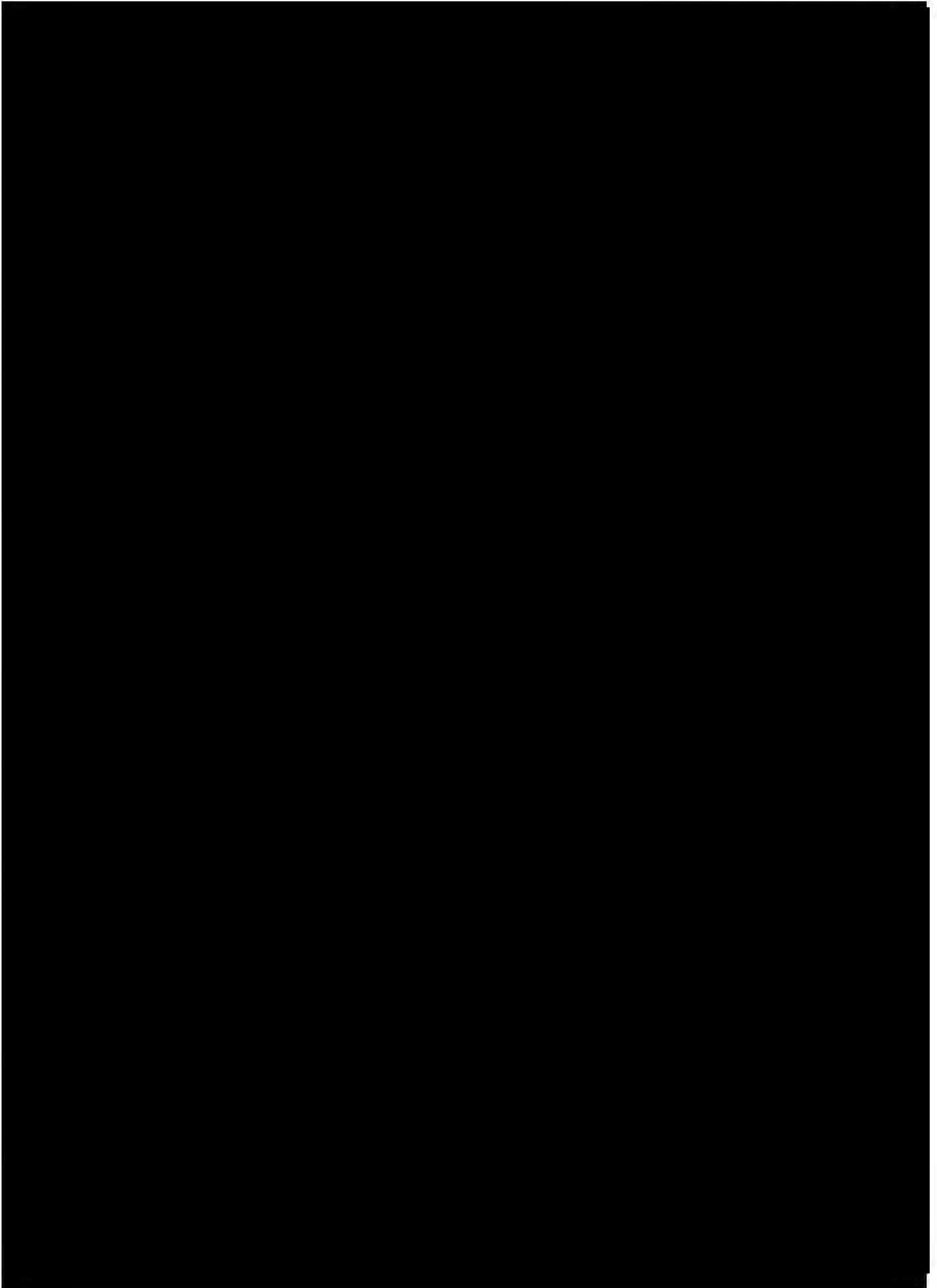


Attachment K

Attachment K







From: [REDACTED]

Sent: 12/02/2019 8:31 AM

To: "Secure Local Jobs Code" <securelocaljobs@act.gov.au>

Subject: Application for BMD Constructions Pty Ltd

Attachments: Audit Report 2019.pdf, Application Form 2019 - 1.pdf, BMD Constructions Directorships Summary - ALL DIRECTORS.pdf, Response for Application.pdf, PastedGraphic-4.tiff

Hi,

Please find attached Audit Report, Application Form, Associated Entities Document & Additional Information Document.

Regards

[REDACTED]
Director
[REDACTED]

ABN 26 164 298 748
www.northoverconsulting.com.au

This email is intended for the named recipient only. The information contained in this message may be confidential, or commercially sensitive. If you are not the intended recipient you must not reproduce or distribute any part of the email, disclose its contents to any other party, or take any action in reliance on it. If you have received this email in error, please contact the sender immediately, and please delete this message from your computer.

SECURE LOCAL JOBS CODE



Audit Report

Purpose of this form

The ACT Government uses independent approved auditors to assess whether businesses meet Secure Local Jobs requirements and can apply for a Secure Local Jobs Code Certificate.

Who should complete this form

This form must be completed by an approved auditor. The Registrar approves auditors based on their qualifications and experience in conducting audits and compliance checks.


Information on becoming an approved auditor is available at procurement.act.gov.au/securelocaljobs

What else you need to provide

You must provide these documents to support your report:

- ▶ Secure Local Jobs Code Certificate application
- ▶ Statutory declaration.

Filling in this form

- ▶ Complete this form electronically, or use black or blue pen.
- ▶ Print in BLOCK LETTERS.
- ▶ Mark boxes with a **X**.
- ▶ If you run out of space include an attachment.
- ▶ Where you see a box like this  **Go to 2** skip to the question number shown. You do not need to answer the questions in between.

Submitting your form

Check that all required questions are answered and that the form is signed and dated.

Send the report to the Registrar at securelocaljobs@act.gov.au. You do not need to send supporting information submitted by the applicant.

Record keeping

You must securely store the Code Certificate application and supporting documents for seven years from the date of the application.

Support

Visit procurement.act.gov.au/securelocaljobs for more information.

SECURE LOCAL JOBS CODE

Audit Report

1. What type of audit is this?

New Audit request Renewal – Certificate number

2. Auditor information

Mr Mrs Miss Ms Other

Family name First name

Approved auditor number

Phone

Email

3. Applicant information

Entity name ABN/ACN

Number of employees

4. Type of services provided that are covered by the Secure Local Jobs Code

Construction Cleaning Traffic management Security

5. Business structure

Company Sole Trader Partnership Other

6. Business address

Primary place of business

This will be included on the certificate.

Postal address

7. Statutory declaration

Has the applicant completed, signed, and declared with a qualified witness?

Yes No

8. ASIC extract

Have you collected an ASIC personal name extract for all entity directors and partners?

Yes No

SECURE LOCAL JOBS CODE

Audit Report

9. Associated entities

List all associated entities, including trust and trustee entities.

Provide a list of associated entities in an attachment if you need more space.

Refer Attached.

10. Declaring associated entities

Did the applicant disclose associated entities in the application?

Yes

No

11. Proceedings

Are there any proceedings, findings, convictions or prosecutions against the applicant or any of its associated entities?

Includes courts, tribunals, Fair Work Commission, Australian Tax Office, WorkSafe ACT, Human Rights Commission.

Yes – details below

No  go to 15

Refer attached.

12. Disclosure of proceedings

Did the applicant disclose proceedings, findings, convictions or prosecutions in the application?

Yes

No

13. Remedial measures from proceedings

Are there remedial measures from the proceedings?

Yes – details below

No  go to 15

There has been no remedial measures from any proceedings at this stage as the proceedings have not been finalised.

14. Disclosure of remedial measures from proceedings

Were remedial measures disclosed by the applicant?

Yes

No

15. Tax information

Have you collected the applicant's:

Yes

No

- ▶ Business Activity Statements (past 24 months) OR
- ▶ Instalment Activity Statements (past 24 months) AND
- ▶ ATO Business Portal activity (past 24 months)?

Comments

All in order.

SECURE LOCAL JOBS CODE

Audit Report

16. Superannuation information

Have you collected the applicant's evidence of payment to a superannuation scheme on behalf of their employees (past 24 months)?

Yes No

Comments

All in order.

17. Other industry funds and schemes

Is the applicant required by an enterprise agreement (or other industrial instrument) to make contributions to an industry fund, levy or scheme? *For example redundancy fund, income protection insurance scheme, portable sick leave scheme.*

- Yes – schemes listed and contributions paid
 Yes – schemes listed and contributions not up to date
 No – schemes listed and contributions not up to date

Comments

Contractor pays into ACIRT & Income Protection Scheme. All order.

18. Long Service Leave Authority information

Is the applicant required to make contributions to the ACT Long Service Leave Authority?

Yes – Certificate of Currency collected No

19. Workers compensation insurance

Have you collected the applicant's workers compensation insurance Certificate of Currency for employees who work in the ACT for six months or more?

Yes No

Comments

Certificate of Currency number

Number of employees on the policy

Industry or service description on Certificate (e.g. ANZSIC Code)

Non-Residential Building Construction.

SECURE LOCAL JOBS CODE

Audit Report

Description matches the applicant's primary services

Yes

No

Comments

Value of wages insured



20. Public liability insurance

Have you collected the applicant's public liability insurance Certificate of Currency?

Yes

No

Comments

Public Liability insurance policy number



Value of policy

21. Payroll tax

Is the applicant required to pay payroll tax?

Yes – statement of payments collected (past 24 months)

No

22. Modern Award

Is the applicant paying employee entitlements in accordance with a relevant Modern Award?

Yes

No – reasons below

BMD Constructions P/L ACT Enterprise Agreement 2015 [redacted] New EBA is currently with FWA for approval.

23. Enterprise agreement

Does the applicant have an enterprise agreement?

Yes – approved by Fair Work Commission

No

24. Is the applicant paying employee entitlements in accordance with the Enterprise Agreement?

Yes

No – reasons below

SECURE LOCAL JOBS CODE

Audit Report

25. Secure Local Jobs Code management and quality systems

Have you collected the applicant's Secure Local Jobs systems and policies?

Yes

No

26. Secure Local Jobs Code systems quality

Are you satisfied the systems and policies support employees and subcontractors to understand Secure Local Jobs Code obligations?

Yes

No

Comments

Contractor has implemented and provided a copy of a very detailed Secure Local Jobs Code Procedure that covers all of the 6 obligations of the SLJ Code. The procedure also ensures sub contractors understand and have a SLJC Certificate.

27. Potential for conflict with Commonwealth law

Does the applicant tender for work or provide services to the Australian Government?

Yes – evidence collected

No

28. Building Code Covered Entity

Is the applicant required to comply with the Building Code 2016?

Evidence can include contracts, tender submission receipt, Building Code Letter of Compliance.

Yes – evidence collected

No

Giving false or misleading information is a serious offence

The *Criminal Code 2002* provides for significant penalties including fines and imprisonment, for making a false or misleading statement to the Territory.

Privacy Statement

All information collected by the Territory is protected the *Information Privacy Act 2014* (ACT). Information (including personal information) is not disclosed to any third party unless authorised by law or with the consent of the person involved.

29. Auditor recommendation

Based on the information reviewed I recommend the applicant:

is issued a Secure Local Jobs Code Certificate

is not issued a Secure Local Jobs Code Certificate and reasons are below

SECURE LOCAL JOBS CODE

Audit Report

30. Auditor declaration

I declare that:

- 1) I am a Secure Local Jobs Code approved auditor.
- 2) I do not have a conflict of interest, either real or perceived, with the applicant or its associated entities.
- 3) I have not undertaken more than two previous audits for the applicant or its associated entities.
- 4) I have a clear understanding of the legislative requirements under the Code.
- 5) I will ensure all documentation associated with this report is stored securely for seven years.
- 6) I understand that failure to comply with the Code may result in the imposition of sanctions by the Registrar, which may include the removal of my approved auditor status.
- 7) All answers and supporting documentation I have checked and obtained as a part of this audit report form are true and correct to the best of my knowledge.

Signature

Date 12th February 2019

31. Applicant declaration

I declare that:

- 1) I am authorised on behalf of the entity named in this report to apply for a Secure Local Jobs Code Certificate.
- 2) The information provided in this report is complete and correct.
- 3) I have supplied the approved auditor with all relevant and requested information to support this report.
- 4) I understand that failure to comply with the Code may result in the imposition of sanctions by the Registrar.

Full name

Title/position

Signature:

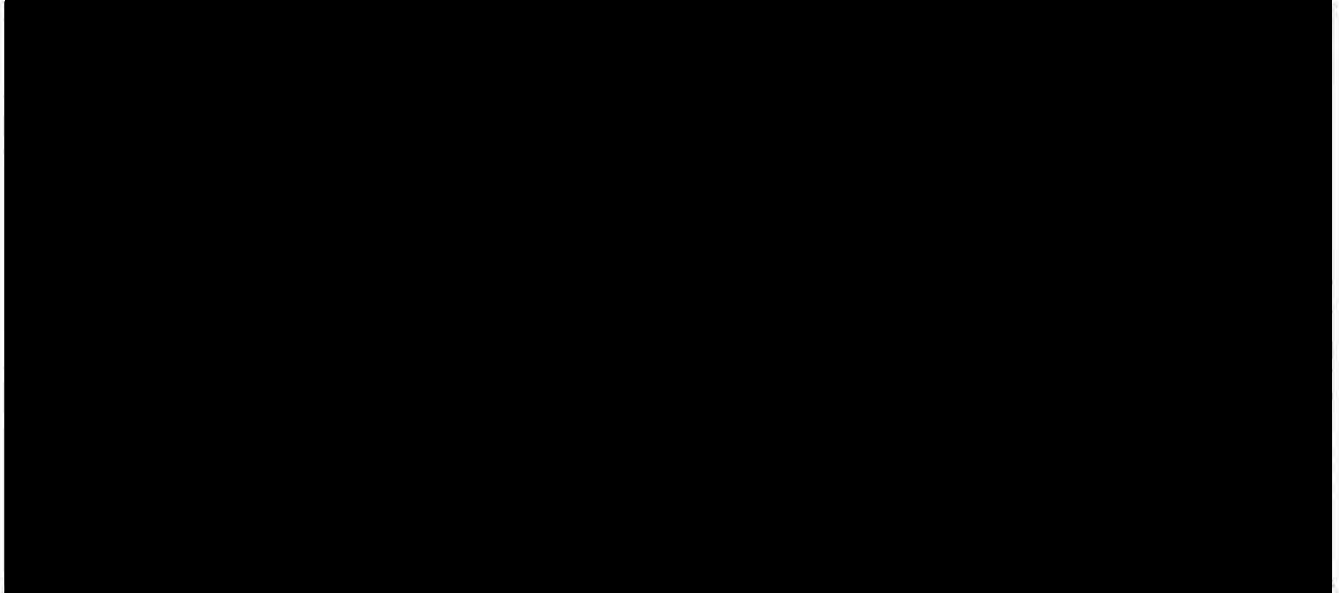
Date

SECURE LOCAL JOBS CODE

Audit Report

Applicant request for exemption from the Secure Local Jobs Code

I wish to request an exemption under the Secure Local Jobs Code due to a conflict with the following Commonwealth law/s.



Supporting information

Supporting information may include:

- ▶ Australian Government tender submission receipt or contracts
- ▶ Building Code Letter of Compliance issued by the Australian Building and Construction Commission (for enterprise agreements made on or after 25 April 2014).

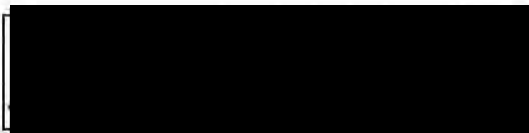
You must include an Audit Report from an approved auditor which identifies where fully complying with the Secure Local Jobs Code may cause you to conflict with Commonwealth law.

Applicant declaration

I declare that:

- 1) I am authorised on behalf of the entity named in this application to complete this form.
- 2) I have provided documentation to support my claim.
- 3) The information I have provided in this form is complete and correct.

Signature



Date

12/02/2019.

SECURE LOCAL JOBS CODE

Code Application

1. What type of Secure Local Jobs Code Certificate are you applying for?

New Renewal - Certificate number

2. Your name

Mr Mrs Miss Ms Other

Family name First name

Title/position

3. Your contact details

Phone Email

4. Applicant information

Entity name ABN / ACN

Number of employees

5. Type of services provided that are covered by the Secure Local Jobs Code

Construction Cleaning Traffic management Security

6. Business structure

Company Sole Trader Partnership Other

7. Business address

Primary place of business

This will be included on the certificate.

Postal Address

8. Associated entities

List all associated entities, including trust and trustee entities

Provide a list of associated entities in an attachment if you need more space.

SECURE LOCAL JOBS CODE

Code Application

9. Proceedings

Are there any proceedings, findings, convictions or prosecutions against you or your business or any of its associated entities?

No

Yes – details below

REFER ATTACHED

10. Remedial measures from proceedings

Are there remedial measures from the proceedings?

No

Yes – details below

11. Tax information

Select which tax information you have provided to support this application.

Business Activity Statements (past 24 months) **OR**

Instalment Activity Statements (past 24 months) **AND**

ATO Business Portal activity (past 24 months)

12. Superannuation information

In addition to the ordinary meaning of an employee, for the purpose of the *Superannuation Guarantee (Administration) Act 1992* (Cth) (SGAA), an employee could also mean a director or a person engaged under a contract for labour. Visit ato.gov.au for more information.

Have you made payments to a superannuation scheme on behalf of each of your employees for the last 24 months?

Yes – statements attached

No – reason below

13. Long Service Leave Authority information

Are you required to make contributions to the ACT Long Service Leave Authority?

Yes – Certificate of Currency attached

No

SECURE LOCAL JOBS CODE

Code Application

14. Workers compensation insurance

For the definition of a worker visit accesscanberra.act.gov.au and go to Home>Fair Trading>Business>Workers compensation

Do you have a workers compensation insurance policy for all of your staff?

Yes – Certificate of Currency attached

No – reason below

15. Public liability insurance

Do you have a public liability insurance policy?

Yes – Certificate of Currency attached

No

16. Payroll tax

Are you required to pay payroll tax in any State or Territory where your business operates?

Yes – statement of payments attached (past 24 months)

No

17. Modern award

Does your business pay employee entitlements in accordance with a modern award?

Yes – modern award name below

No

18. Enterprise agreements

Do you have an enterprise agreement?

Yes – Fair Work Commission approval attached

No

19. Other industry funds and schemes

Are you required by an enterprise agreement (or other industrial instrument) to make contributions to an industry fund, levy or scheme? *For example redundancy fund, income protection insurance scheme, portable sick leave scheme.*

Yes – schemes listed and statement attached

No

20. Australian Government contracts

Do you have a current contract with the Australian Government?

No

Yes – evidence attached

SECURE LOCAL JOBS CODE

Code Application

21. Are you required to comply with the Building Code 2016?

Evidence can include contracts, tender submission receipt, Building Code Letter of Compliance.

No

Yes – evidence attached

22. Secure Local Jobs Code systems

Do you have systems or policies to ensure employees and subcontractors understand their obligations under the Secure Local Jobs Code?

Yes – evidence attached

No – reason below

Giving false or misleading information is a serious offence

The *Criminal Code 2002* provides for significant penalties, including fines and imprisonment, for making a false or misleading statement to the Territory.

Privacy Statement

All information collected by the Territory is protected the *Information Privacy Act 2014* (ACT). Information (including personal information) is not disclosed to any third party unless authorised by law or with the consent of the person involved.

23. Statutory Declaration

The Statutory Declaration must be signed by a Director or duly authorised officer.

Completed and signed.

Commonwealth of Australia
STATUTORY DECLARATION
Statutory Declarations Act 1959

1 Insert the name, address and occupation of person making the declaration

I, ¹ SCOTT [REDACTED]
EXECUTIVE DIRECTOR - OPERATIONS
[REDACTED]

make the following declaration under the *Statutory Declarations Act 1959*:

2 Set out matter declared to in numbered paragraphs

2

- I am authorised on behalf of the entity named in this application to complete this form.
- I have a clear understanding of the legislative requirements under the Secure Local Jobs Code.
- The entity has systems in place to ensure compliance with the Secure Local Jobs Code.
- I have truthfully answered all questions contained in this application form.
- The information I have provided in this form is complete and correct to the best of my knowledge and having undertaken due diligence.
- I understand that failure to comply with the Secure Local Jobs Code may result in the imposition of sanctions by the Registrar.

I understand that a person who intentionally makes a false statement in a statutory declaration is guilty of an offence under section 11 of the *Statutory Declarations Act 1959*, and I believe that the statements in this declaration are true in every particular.

3 Signature of person making the declaration

3

[REDACTED]

4 [Optional: email address and/or telephone number of person making the declaration]

4

5 Place
6 Day
7 Month and year

Declared at ⁵ [REDACTED]

on ⁶ EIGHTH of ⁷ FEBRUARY 2019

Before me,

8 Signature of person before whom the declaration is made (see over)

8

[REDACTED]

9 Full name, qualification and address of person before whom the declaration is made (in printed letters)

9

10 [Optional: email address and/or telephone number of person before whom the declaration is made]

10

Note 1 A person who intentionally makes a false statement in a statutory declaration is guilty of an offence, the punishment for which is imprisonment for a term of 4 years — see section 11 of the *Statutory Declarations Act 1959*.

Note 2 Chapter 2 of the *Criminal Code* applies to all offences against the *Statutory Declarations Act 1959* — see section 5A of the *Statutory Declarations Act 1959*.

A statutory declaration under the *Statutory Declarations Act 1959* may be made before—

(1) a person who is currently licensed or registered under a law to practise in one of the following occupations:

Architect	Chiropractor	Dentist
Financial adviser	Financial Planner	Legal practitioner
Medical practitioner	Midwife	Migration agent registered under Division 3 of Part 3 of the <i>Migration Act 1958</i>
Nurse	Occupational therapist	Optometrist
Patent attorney	Pharmacist	Physiotherapist
Psychologist	Trade marks attorney	Veterinary surgeon

(2) a person who is enrolled on the roll of the Supreme Court of a State or Territory, or the High Court of Australia, as a legal practitioner (however described); or

(3) a person who is in the following list:

Accountant who is:

- a) a fellow of the National Tax Accountants' Association; or
- b) a member of any of the following:
 - i. Chartered Accountants Australia and New Zealand;
 - ii. the Association of Taxation and Management Accountants;
 - iii. CPA Australia;
 - iv. the Institute of Public Accountants

Agent of the Australian Postal Corporation who is in charge of an office supplying postal services to the public

APS employee engaged on an ongoing basis with 5 or more years of continuous service who is not specified in another item in this list

Australian Consular Officer or Australian Diplomatic Officer (within the meaning of the *Consular Fees Act 1955*)

Bailiff

Bank officer with 5 or more continuous years of service

Building society officer with 5 or more years of continuous service

Chief executive officer of a Commonwealth court

Clerk of a court

Commissioner for Affidavits

Commissioner for Declarations

Credit union officer with 5 or more years of continuous service

Employee of a Commonwealth authority engaged on a permanent basis with 5 or more years of continuous service who is not specified in another item in this list

Employee of the Australian Trade and Investment Commission who is:

- (a) in a country or place outside Australia; and
- (b) authorised under paragraph 3 (d) of the *Consular Fees Act 1955*; and
- (c) exercising the employee's function at that place

Employee of the Commonwealth who is:

- (a) at a place outside Australia; and
- (b) authorised under paragraph 3 (c) of the *Consular Fees Act 1955*; and
- (c) exercising the employee's function at that place

Engineer who is:

- a) a member of Engineers Australia, other than at the grade of student; or
- b) a Registered Professional Engineer of Professionals Australia; or
- c) registered as an engineer under a law of the Commonwealth, a State or Territory; or
- d) registered on the National Engineering Register by Engineers Australia

Finance company officer with 5 or more years of continuous service

Holder of a statutory office not specified in another item in this list

Judge

Justice of the Peace

Magistrate

Marriage celebrant registered under Subdivision C of Division 1 of Part IV of the *Marriage Act 1961*

Master of a court

Member of the Australian Defence Force who is:

- a) an officer
- b) a non-commissioned officer within the meaning of the *Defence Force Discipline Act 1982* with 5 or more years of continuous service
- c) a warrant officer within the meaning of that Act

Member of the Australasian Institute of Mining and Metallurgy

Member of the Governance Institute of Australia Ltd

Member of:

- a) the Parliament of the Commonwealth
- b) the Parliament of a State
- c) a Territory legislature
- d) a local government authority

Minister of religion registered under Subdivision A of Division 1 of Part IV of the *Marriage Act 1961*

Notary public, including a notary public (however described) exercising functions at a place outside

- a) the Commonwealth
- b) the external Territories of the Commonwealth

Permanent employee of the Australian Postal Corporation with 5 or more years of continuous service who is employed in an office providing postal services to the public

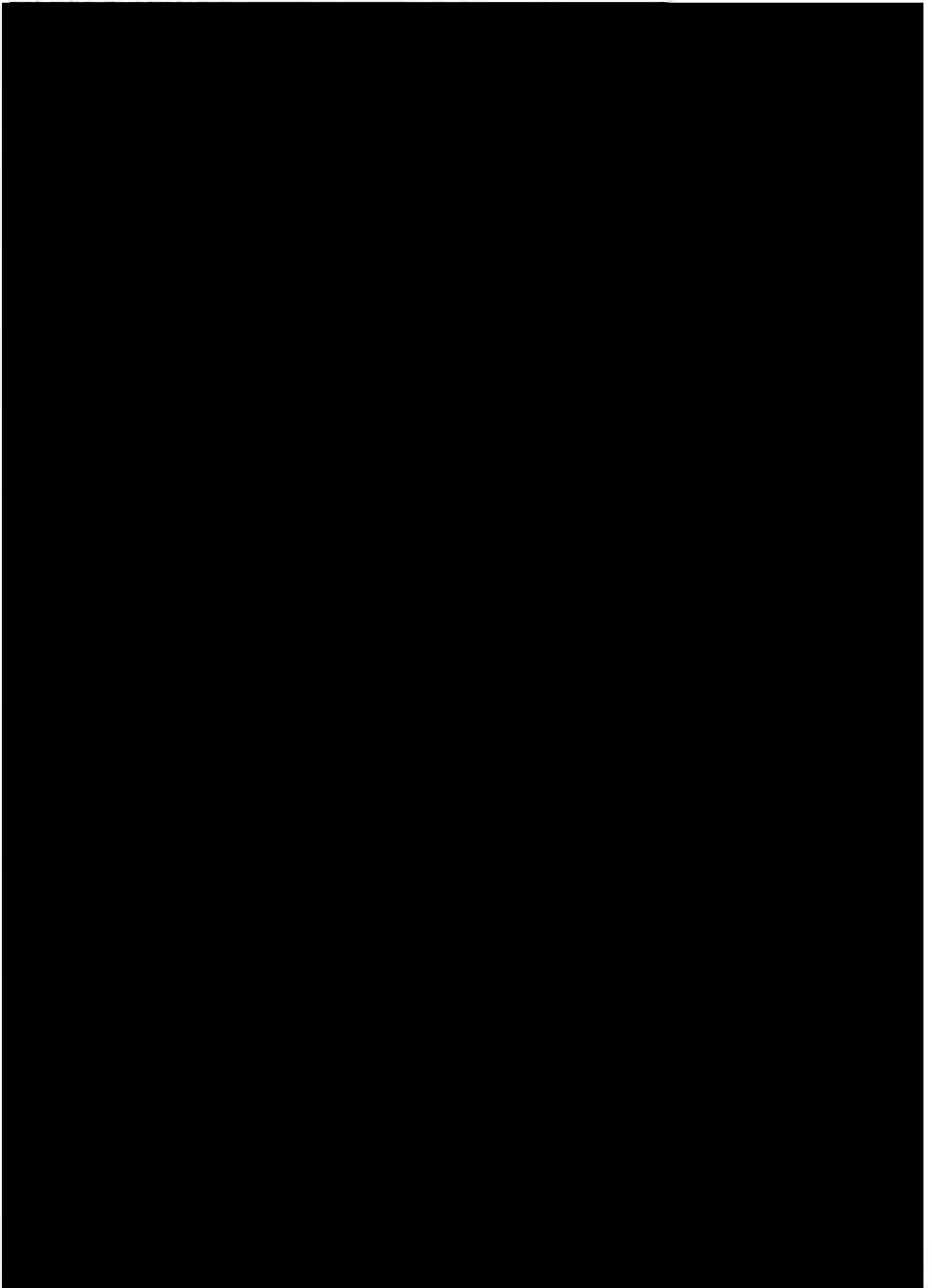
Permanent employee of

- a) a State or Territory or a State or Territory authority
- b) a local government authority

with 5 or more years of continuous service, other than such an employee who is specified in another item of this list
Person before whom a statutory declaration may be made under the law of the State or Territory in which the declaration is made
Police officer
Registrar, or Deputy Registrar, of a court
Senior executive employee of a Commonwealth authority
Senior executive employee of a State or Territory
SES employee of the Commonwealth
Sheriff
Sheriff's officer
Teacher employed on a permanent full-time or part-time basis at a school or tertiary education institution

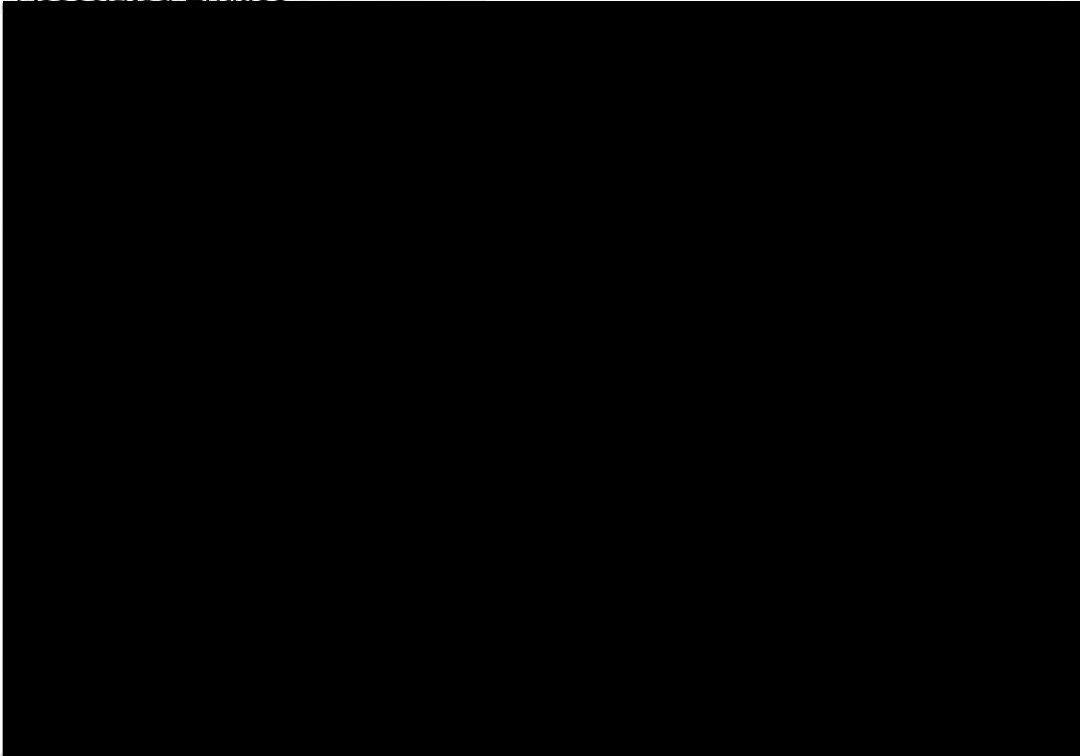
B.M.D. Constructions Pty Limited

Associated Entities



B.M.D. Constructions Pty Limited

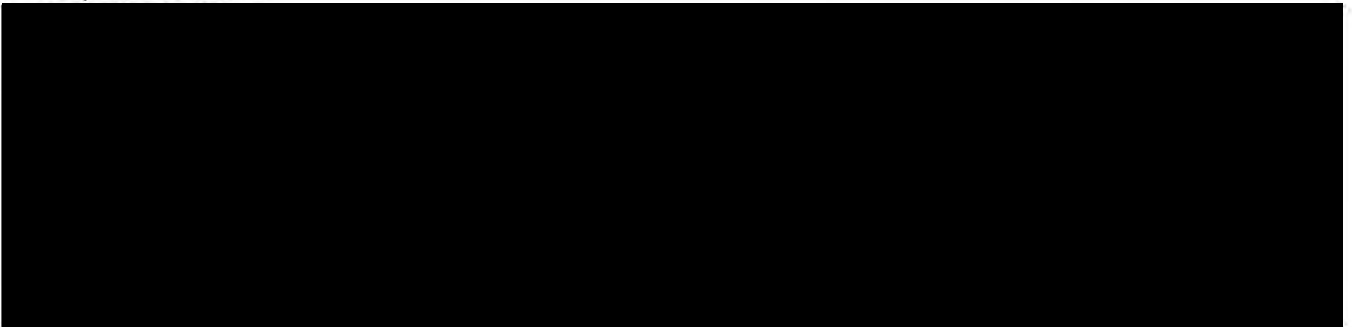
Associated Entities



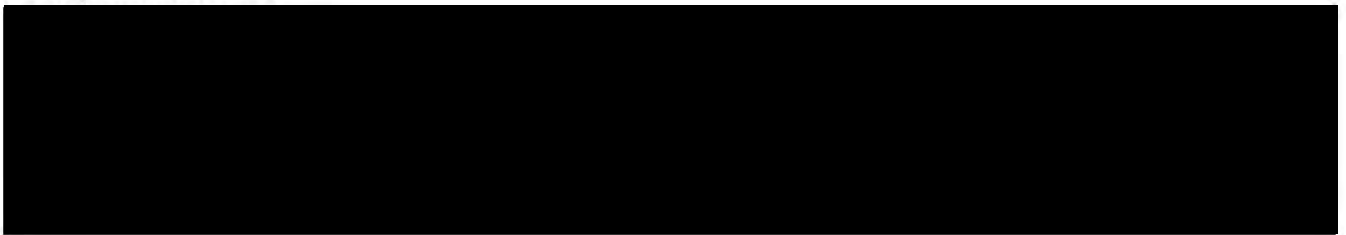
8 February 2019

Secure Local Jobs Code – Code Application

Response to Item 9



Response to Item 19





Northover Consulting



Investigation Details

Entity Name: BMD Constructions Pty Ltd

ABN: 59 010 126 100

Certificate Number: 00247

Start Date: 19 November 2019

This investigation commenced as the result of a referral from another ACT Government body; the Environmental Protection Authority (EPA).

On 12 November 2019, the EPA referred this Entity to the Secure Local Jobs Compliance Unit. The referral alleged the Entity had engaged non-Code Certified entities on some of their territory-funded worksites (folios 7-8).

On 11 November 2019, the Compliance Unit conducted a drive by of the Entity's territory-funded worksite in Taylor ACT. The Compliance Unit observed various vehicles parked at the entrance of the site, showing the names 'BMD Constructions', [REDACTED]

On 19 November 2019, a notice of investigation (Notice) and request for information was sent to the Entity pursuant to section 22S of the *Government Procurement Act 2001* (the GP Act). The Notice advised of the commencement of an investigation into the Entity's potential noncompliance with its obligations under section 11 of the Secure Local Jobs Code (the Code). The Notice requested the following information in relation to the Entity's ACT Government contracts SL 170496 and SL 170499 for construction of Taylor 3 Stage 1A & 3 (folios 10-11):

- Names of all subcontractors engaged on these projects,
- A copy of your Labour Relation, Training and Workplace Equity Plan, submitted at the time of tender, and;
- Copies of site sign-on sheets identifying workers and companies attending site for the period 1 November to date.

On 25 November 2019, the Entity requested a face-to-face meeting regarding the investigation. Later that day, 2 representatives from the Entity attended a meeting with the Secure Local Jobs Branch. During the meeting, the representatives asked various questions relating to the obligations of a Code Certified Entity. The representatives confirmed since the receipt of the notice of investigation, the Entity has now conducted an internal audit of their process to ensure future Code compliance (folio 13).

On 25 November 2019, a response to the notice was received via email. The response contained the requested information and confirmed the Entity did in fact engage non-Code Certified Entities during the period 1-19 November 2019 (folios 14-218).

On 3 December 2019, a Show Reasons Notice (SR Notice) was issued to the Entity pursuant to section 8 of the *Government Procurement (Secure Local Jobs Complaints and Noncompliance) Investigation Guidelines (the Guidelines)*. The SR Notice proposed the imposition of 10 infringement points to the Entity's Code Certificate (folios 219-221).

On 13 December 2019, the Entity responded to the SR Notice. The Entity advised that they had completed an internal investigation uncovered a lack of training and understanding and have since raised corrective action to rectify this issue. They confirmed all their staff and subcontractors are now very aware Secure Local Jobs Code obligations. They have also completed an audit of their systems and subcontractors, to ensure compliance in the future. The Entity admitted this noncompliance was the result of an error from BMD thinking the Code requirements didn't apply to jobs under \$5M (folios 222-230).

Summary

In deciding whether there has been failure to comply with the Code or whether to take any action against the Entity, the registrar must consider any relevant information referred to in section 22S of the GP Act. The Registrar may consider proportionality with section 7 of the Guidelines. Further, I note the following:

- The Entity engaged multiple non-Code Certified Entities on territory-funded worksites during the period 1-19 November 2019.
- Subsequent to the commencement of this investigation, the Entity immediately rectified this noncompliance by removing all non-Code certified entities from their territory-funded worksites and completed a thorough internal audit of their internal subcontractor engagement processes.
- The Entity complied with all request for information and access to records within reasonable timeframes.
- The Entity has implemented steps to ensure future Code compliance.

Recommendation

The Entity has been found to be noncompliant with its obligations under section 8(2) of the Code:

- (8) Subcontractors**
(2) *A Code Certified Entity that is in contract with a territory entity) must ensure that any Subcontractors engaged in connection with territory funded work have a valid secure local jobs code certificate and comply with the Code in relation to that work.*

Therefore, I consider it warranted to impose 10 sanction points to the Entity's Code Certificate, under section 22T(1)(e) of the GP Act and in line with section 7 of the Guidelines. I recommend the Entity be advised of this outcome by way of a Notice of decision, accompanied by a Reviewable Decision Notice.

Decision Summary

Code Certificate	Conditions	Infringement Points	Period
00247	Infringement points	10	24 months

Case Officer: J Pupulkovski



Date: 24 December 2019

Supervisor: K Bourke



Date: 8 January 2020

Comments:

Registrar: A Parkinson

Date: January 2020

Comments:



Contract - SL170496

Contract Details

Original Contracting Directorate/Entity	Suburban Land Agency
Current Contracting Directorate Agency	Suburban Land Agency
Contract Number	SL170496
Contract Name	Construction of Taylor 3 Stage 1A Residential Estate on behalf of the Suburban Land Agency
Type of Contract	Contract
Goods & Services / Infrastructure	Infrastructure
Subject Type	Works
Status	Current
Original Amount	\$4,845,082.02
Comment on Original Amount	
Current Amount	\$4,845,082.02
GST included	Yes
Start Date	12 Jun, 2019
Execution Date	12 Jun, 2019
Expiry Date	11 May, 2020
Defects Liability Period Included	No
UNSPSC	Building and Construction and Maintenance Services
Associated with Tender	Construction of Taylor 3 Stage 1A Residential Estate on behalf of the Suburban Land Agency (SL170496)
Procurement Methodology	Public
Whole of Government Contract	No
Exemption from Quotation & Tender Threshold requirements	No
Social Procurement	No
Confidential Text	No
SME	No
Prequalification requested	Yes
Prequalification Code	R3, LS, F10
Active Certification	Yes
IRE Obligations	No
Secure Local Jobs Code covered	Yes

Description

Construction of Taylor 3 Stage 1A Residential Estate

Supplier Information

Supplier Name	BMD Constructions Pty Ltd
Legal Name	BMD Constructions Pty Ltd

ABN	59010126100
ACN	010126100

Contract Documents

Description	File
	SL170496 LoA.pdf
	SL170496 GC21 Head Contract Final.pdf





Contract - SL170499

Contract Details

Original Contracting Directorate/Entity	Environment, Planning and Sustainable Development Directorate
Current Contracting Directorate Agency	Environment, Planning and Sustainable Development Directorate
Contract Number	SL170499
Contract Name	Construction of Taylor 3 Stage 3 Residential Estate on behalf of the Suburban Land Agency
Type of Contract	Contract
Goods & Services / Infrastructure	Infrastructure
Subject Type	Works
Status	Current
Original Amount	\$18,068,456.47
Comment on Original Amount	
Current Amount	\$18,068,456.47
GST included	Yes
Start Date	30 Sep, 2019
Execution Date	30 Sep, 2019
Expiry Date	25 Jan, 2021
Defects Liability Period Included	No
UNSPSC	Building and Construction and Maintenance Services
Associated with Tender	Construction of Taylor 3 Stage 3 Residential Estate on behalf of the Suburban Land Agency_(SL170499)
Procurement Methodology	Public
Whole of Government Contract	No
Exemption from Quotation & Tender Threshold requirements	No
Social Procurement	No
Confidential Text	No
SME	No
Prequalification requested	Yes
Prequalification Code	R3, LS, F15
Active Certification	Yes
IRE Obligations	No
Secure Local Jobs Code covered	Yes

Description

Construction of Taylor 3 Stage 3 Residential Estate

Supplier Information

Supplier Name

BMD

Legal Name

BMD Constructions Pty Ltd

ABN

59010126100

Contract Documents

Description File

[LoA.pdf](#)





Contract - SL180391

Contract Details

Original Contracting Directorate/Entity	Suburban Land Agency
Current Contracting Directorate Agency	Suburban Land Agency
Contract Number	SL180391
Contract Name	Whitlam Estate Stage 1A Civil Engineering and Landscape Construction
Type of Contract	Contract
Goods & Services / Infrastructure	Infrastructure
Subject Type	Works
Status	Current
Original Amount	\$29,917,264.58
Comment on Original Amount	
Current Amount	\$29,917,264.58
GST included	Yes
Start Date	8 May, 2019
Execution Date	8 May, 2019
Expiry Date	31 May, 2021
Defects Liability Period Included	No
UNSPSC	Building and Construction and Maintenance Services
Associated with Tender	Whitlam Estate Stage 1A Civil Engineering and Landscape Construction (SL180391)
Procurement Methodology	Public
Whole of Government Contract	No
Exemption from Quotation & Tender Threshold requirements	No
Social Procurement	No
Confidential Text	No
SME	No
Prequalification requested	Yes
Prequalification Code	R3, F20 and LS
Active Certification	Yes
IRE Obligations	Yes
Secure Local Jobs Code covered	No

Description

Construction of Whitlam Stage 1A Residential Estate

Supplier Information

Supplier Name	BMD
Legal Name	BMD Constructions Pty Ltd
ABN	59010126100

Contract Documents

Description	File
	SL180391 LoA.pdf
	SL180391 GC21.pdf



Pupulkovski, Jessica

From: [REDACTED]
Sent: Tuesday, 12 November 2019 10:52 AM
To: Secure Local Jobs Code
Subject: Bmd

Hi Team,

I've been hearing some rumours that BMD are using sub contractors that don't have their secure local jobs certs. Mostly on their Whitman and Taylor sites.

Be good if this can remain an anonymous tip...

Cheers

File Note - Record of Conversation

Contact: [REDACTED]

Subject: BMD Construction

[REDACTED]

Date: 08-Nov-2019

Time: [REDACTED]

Phone: [REDACTED]

I received a phone-call from [REDACTED] in relation to the Code. [REDACTED] asked about the requirements for subcontractors to hold a Certificate. I explained that if the job was covered by the Code, that all subcontractors engaging in work in the four categories would be required to hold a valid SLJC Certificate.

[REDACTED] stated that he had been advised that BMD had been using non compliant subcontractors on their sites at Whitlam and Taylor.

I asked [REDACTED] if he could put his complaint in writing. He stated that he would put it in writing and send it through to the SLJC email address.

The conversation ended

Officer Name: [REDACTED]

Signature: [REDACTED]

Date: [REDACTED]

File Note - Record of Meeting

Location:	Taylor		
Subject:	BMD Constructions Tip Off	Date:	11/11/2019
Attendees:	Jessica Pupulkovski Kirsty Bourke	Time:	10:00am

Following a tip off, which alleged that BMD Construction may be using non compliant subcontractors, Ms Pupulkovski and myself did a drive by inspection of BMD's work site at Taylor.

On inspection, vehicles observed showed the names BMD Constructions, [REDACTED]

Ms Pupulkovski and I decided that we would take the information back to the Office for further investigation and to determine whether the tip off would progress to an investigation.

Officer Name: Kirsty Bourke

Signature: [REDACTED]

Date: 11/11/2019



ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00017/00247

Case Officer: J Pupulkovski

Contact: [REDACTED]

Dear Sir/Madam

Via email: [REDACTED]

NOTICE OF INVESTIGATION

Request for information under Section 22S of the Government Procurement Act 2001 (the Act)

Code Certified Entity BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to BMD Constructions Pty Ltd's (the Entity) Secure Local Jobs Code Certificate (Code Certificate) 00247. An investigation has commenced into the Entity's potential noncompliance with its obligations under the Secure Local Jobs Code (the Code).

Subcontractors

Under section 8 of the Code, a Code Certified Entity contracted to territory-funded work is required to provide details of any proposed subcontractors to the territory prior to engaging them and ensure that any subcontractors engaged hold a valid Code Certificate.

What you need to provide

To establish the Entity's compliance with this section of the Code, you are required to provide the following information in relation to ACT Government contracts SL 170496 and SL 170499 for construction of Taylor 3 Stage 1A & 3:

- Names of all subcontractors engaged on these projects,
- A copy of your Labour Relation, Training and Workplace Equity Plan, submitted at the time of tender, and;
- Copies of site sign-on sheets identifying workers and companies attending site for the period 1 November to date.

Section 12 of the Code states a Code Certified Entity must comply with any reasonable request for information, access to records and directions given by the registrar for the purposes of investigating Code compliance. Failure to comply with this request could result in the imposition of conditions to your Code Certificate under section 22T of the Act.

Your response and the requested information is required by **26 November 2019**.

Please note, you may be contacted by this Office and asked to provide further evidence or information in relation to this investigation. If you have any further questions, please do not hesitate to contact Ms Jess Pupulkovski on [REDACTED]

Regards

[REDACTED]
K Bourke

Delegate of the
Secure Local Jobs Code Registrar
19 November 2019

From: [Secure Local Jobs Code](#)
To: [REDACTED]
Subject: Notice of Investigation Request for Information
Date: Tuesday, 19 November 2019 1:57:00 PM
Attachments: [2 INV00017 BMD Constructions Pty Ltd Notice of Inv.pdf](#)

UNCLASSIFIED

Good afternoon Scott,

Please see the attached Notice of Investigation in relation to BMD Constructions Pty Ltd's potential noncompliance with its obligations under the Secure Local Jobs Code.

Please note, **your response is required by 26 November 2019.**

Kind regards

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate

ACT Government

[REDACTED]
Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

File Note - Record of Conversation

Contact: Darren

Subject: BMD Constructions Investigation Date: 20-Nov-2019

Time: 10:34

Phone: [Redacted]

Darren called today regarding the notice of investigation and request for information he had received. He stated that he is new and uneducated with the Code requirements and stated that he thought they were not required to be Code compliant on the 2 sites in question as the contracts were over \$5M. I confirmed this is incorrect and that both sites in question territory-funded sites.
He confirmed he would respond to the notice hopefully today.

Officer Name: J Pupulkovski

Signature: [Redacted]

Date: 20-Nov-2019

File Note - Record of Meeting

Location:	L4 Nara Building		
Subject:	BMD Constructions Pty Ltd	Date:	11/25/2019
Attendees:	Andrew Parkinson Jess Pupulkovski Darren [REDACTED]	Time:	13:00

The Registrar and I met with 2 representatives of BMD Constructions today in regard to the investigation. The representatives had a list of questions regarding the investigation and the Code requirements. There seemed to be some confusion between Work Health and Safety forms and Secure Local Jobs forms. The registrar clarified this confusion.

A question was asked regarding Labour Relation Training and Workplace Equity Plans (LRTWE), particularly the 3 different versions and the recent update. The registrar briefly ran through LRTWE plans. The subject then changed to subcontractors and the representatives confirmed they have now completed an internal audit of their subcontractor engagement processes. They confirmed that out of their list of 30 subcontractors, there are a couple that don't have a Code Certificate and they have immediately been stood down from work.

A question was asked if SLJ replaces IRE. The registrar clarified the similarities and differences between the 2 schemes. The guests stated that they have encountered some of their subcontractors applying to renew IRE Certificates. They confirmed they have seen one of the subcontractors IRE certificates. The guests confirmed that all they want to do is correct their processes to show diligence in their future jobs. Some general questions were asked about the application process and the meeting ended.

Officer Name:	J Pupulkovski	Date:	11/25/2019
Signature:	[REDACTED]		

From: [Secure Local Jobs Code](#)
To: [Pupulkovski, Jessica](#)
Subject: FW: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
Date: Monday, 25 November 2019 3:55:52 PM

UNOFFICIAL

FYI

From: [REDACTED]
Sent: Monday, 25 November 2019 3:54 PM
To: Secure Local Jobs Code <securelocaljobs@act.gov.au>
Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by Darren [REDACTED]

You have been sent the above Transmittal Correspondence by Darren [REDACTED]

Regards,

Darren [REDACTED] Construction Manager
BMD URBAN PTY LTD
 [REDACTED]

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]
Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf, 1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start Records 1-11-19 to 19-11-19.pdf,
Sent Date:	25-Nov-2019

Sub Types:

General Correspondence

Hi Jess,

Please see the attached response to the Notice of Investigation issued for contracts SL 170496 and SL 170499.

Attached documents included:

1. SL170496_SL170499 Secure Local Jobs Code Compliance BMD Letter
2. Taylor 3 Stage 1A & 3 - Secure Local Jobs Audit
3. Taylor 3 Stage 1a (1059) – Workplace Plan
4. Taylor 3 Stage 3 (1060) – Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards

Darren [REDACTED]
Construction Manager
BMD Urban

[REDACTED]
[REDACTED] www.bmd.com.au
Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

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21st November 2019

K Bourke
Secure Local Jobs Code Registrar
Chief Minister, Treasury and Economic Development
GPO Box 158
Canberra
ACT 2601

Registration no. 00247

Dear Sir,

Re: SL 170496 & SL 170499 - Secure Local Jobs Code Compliance

The Contractor, BMD Construction Pty Ltd, refers to the correspondence received 19th November 2019 regarding the above stated reference. The Contractor acknowledges the significance of the matter raised and hereby confirms that the matter has been investigated and the required information assembled and appended to this letter.

The following information is provided;

1. List of subcontractors engaged on the Taylor 3 Stage 1A - SL 170496) and Stage 3 – SL 170499 projects,
2. Copies of Labour Relation, Training records and Workplace Equity Plan as submitted at tender time.
 - a) Taylor 3 Stage 3 - SL170499 – Canberra Region Local Industry Participation Policy and Secure Local Jobs, Labour Relations, Training and Workplace Equity Plan (Procurements with a value of \$5m or more) January 2019.
 - b) Taylor 3 Stage 1A – SL170496 – Canberra Region Local Industry Participation Policy and Secure Local Jobs, Labour Relations, Training and Workplace Equity Plan (Procurements with a value of \$5m or more) January 2019
3. Copies of site daily sign-on sheets identifying all contractors and companies attending site for the period nominated in the request for the period 01/11/2019 to 19/11/2019.

We trust the appended details are satisfactory and meet the requirement standards. Should clarity and/ or further information be required, please do contact the undersigned.

Yours Faithfully,

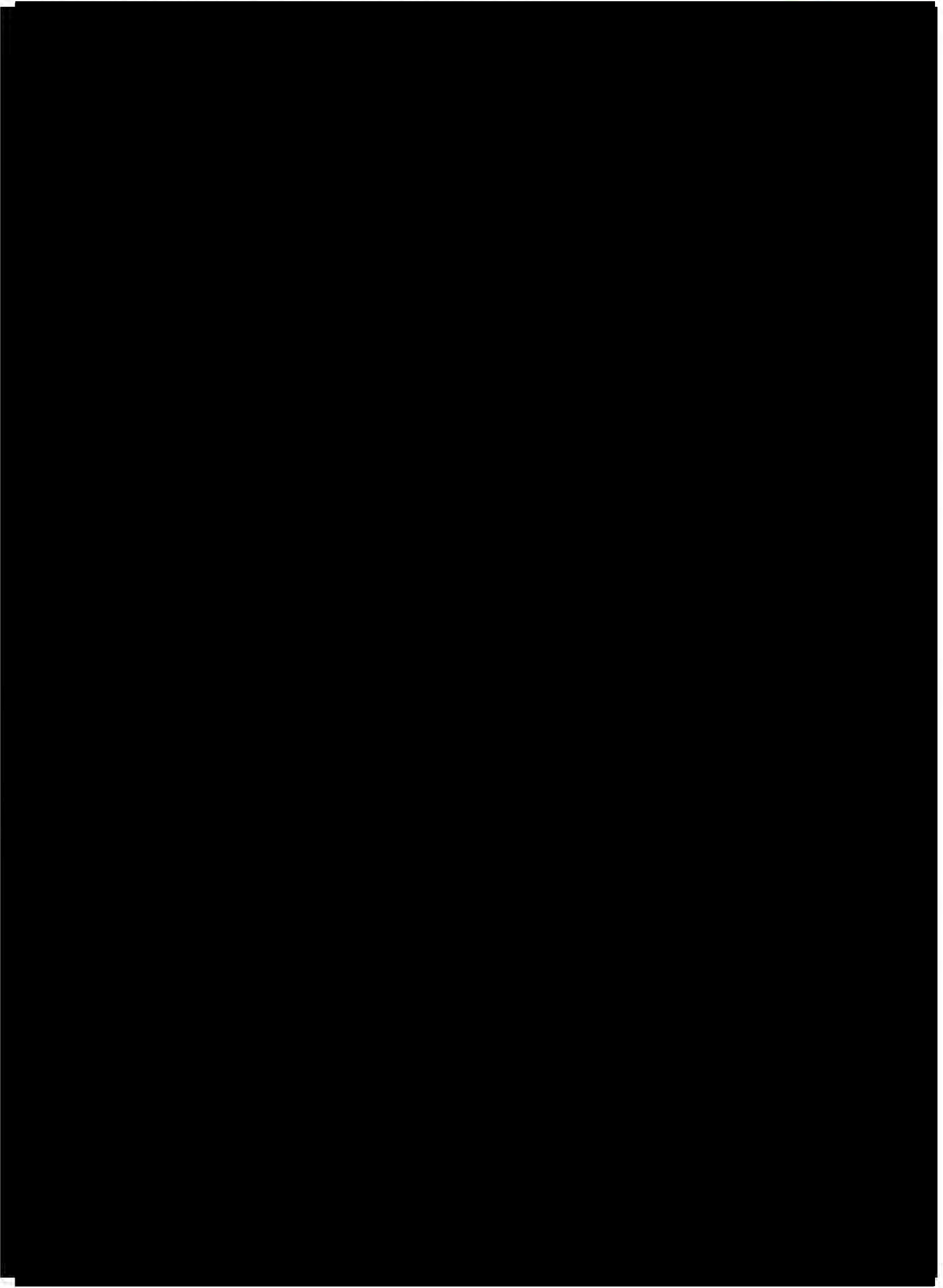
BMD Constructions



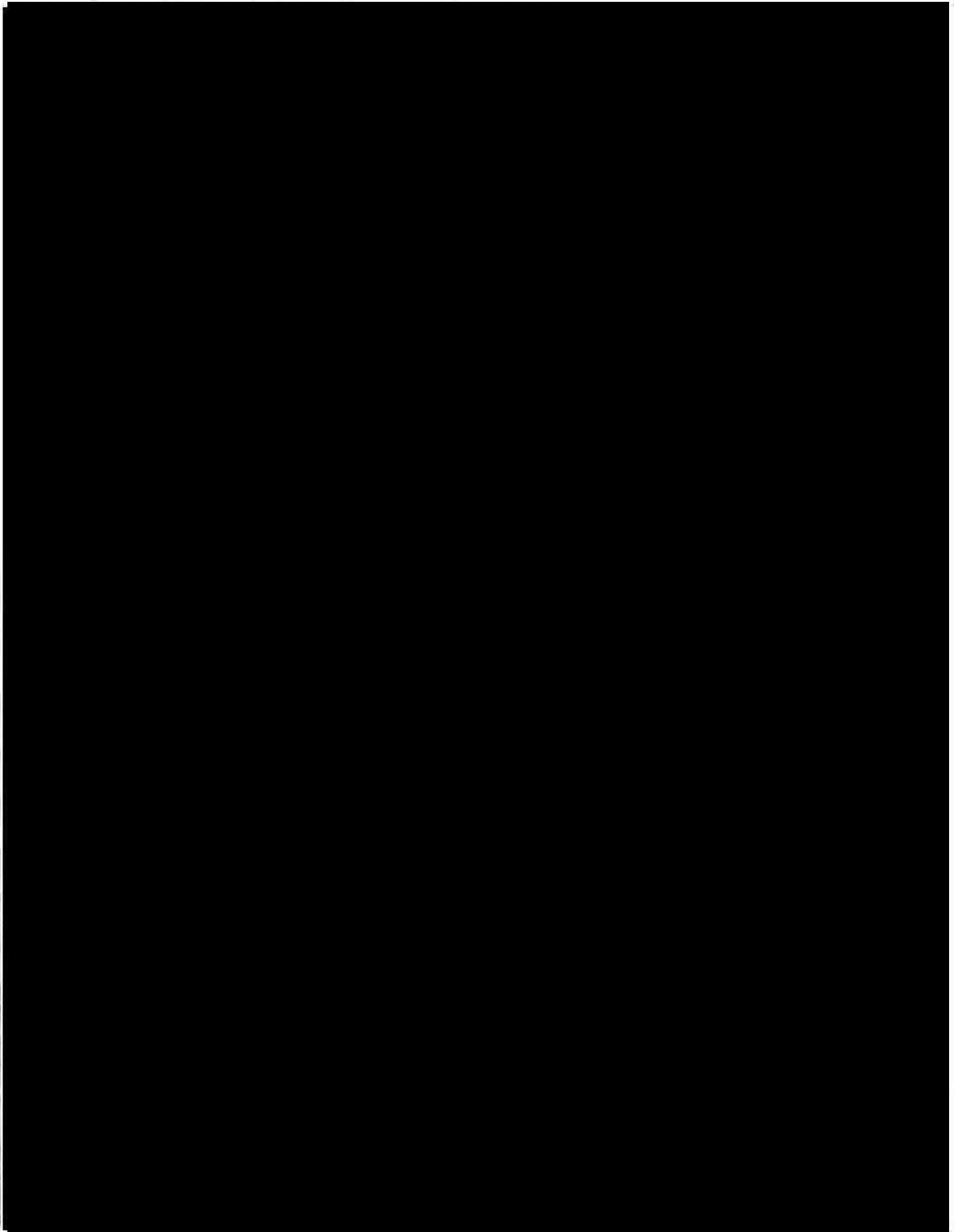
Darren

Contractor's Representative

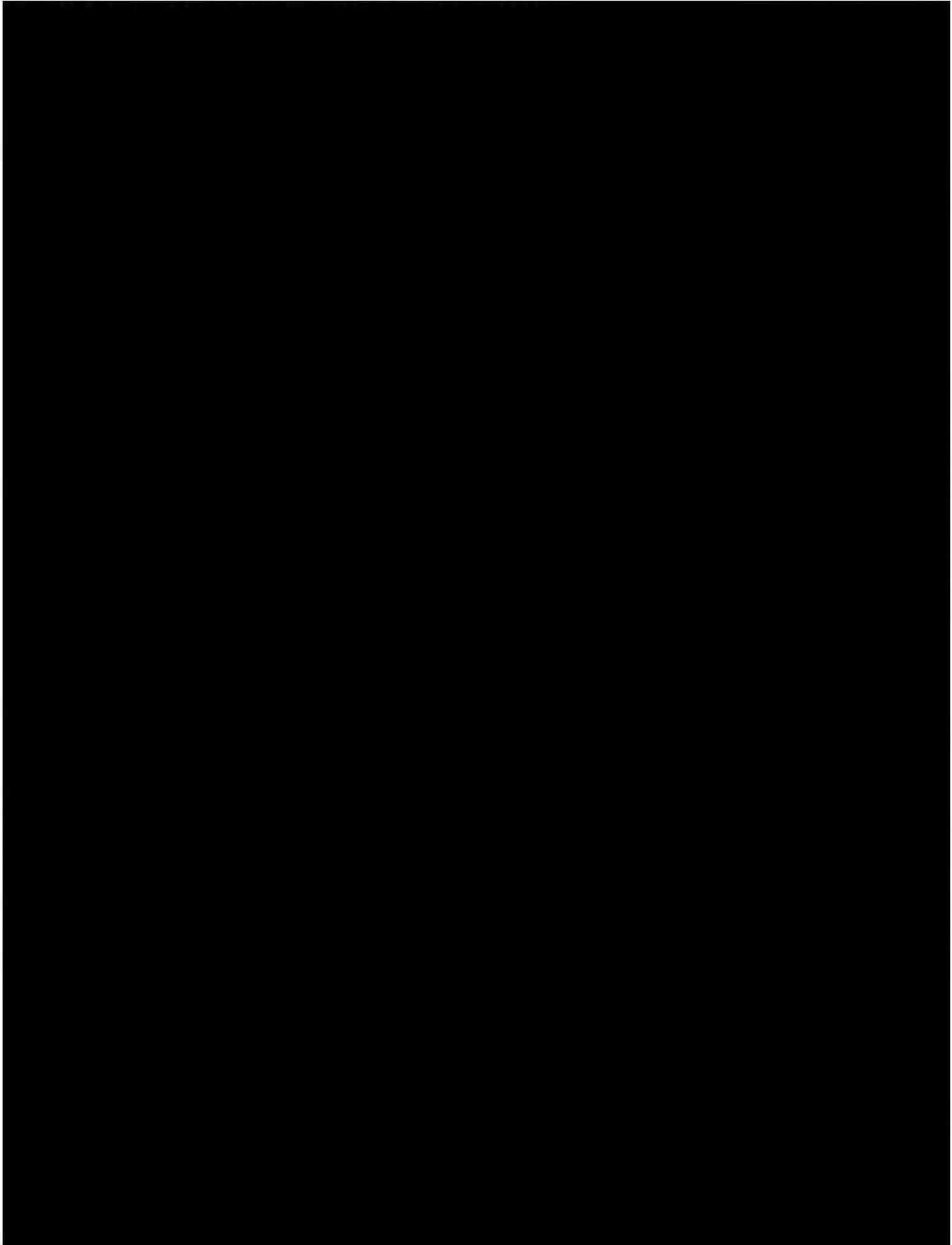
Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record



Daily Prestart and Site Attendance Record

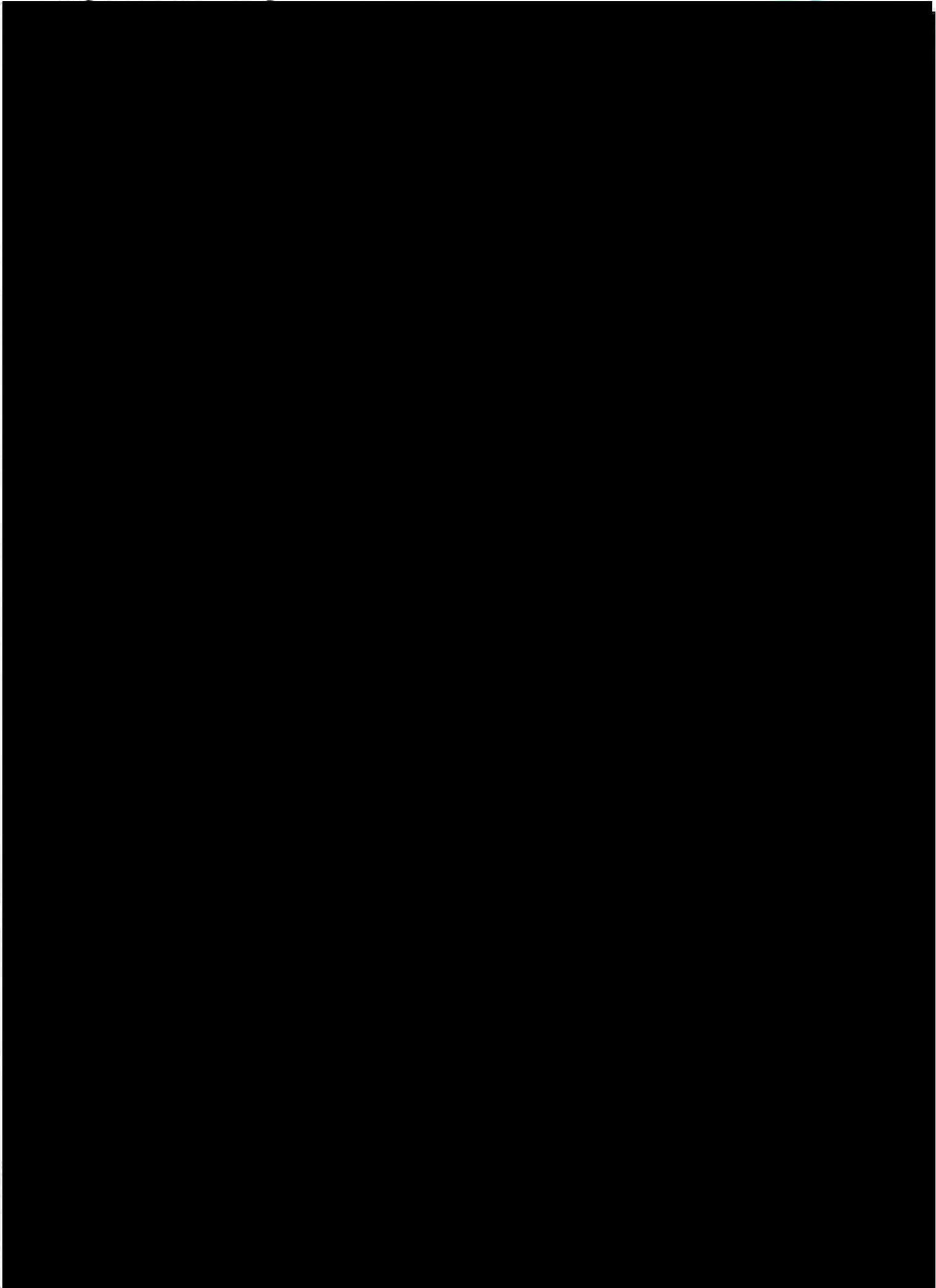


Visitor Daily Attendance Record

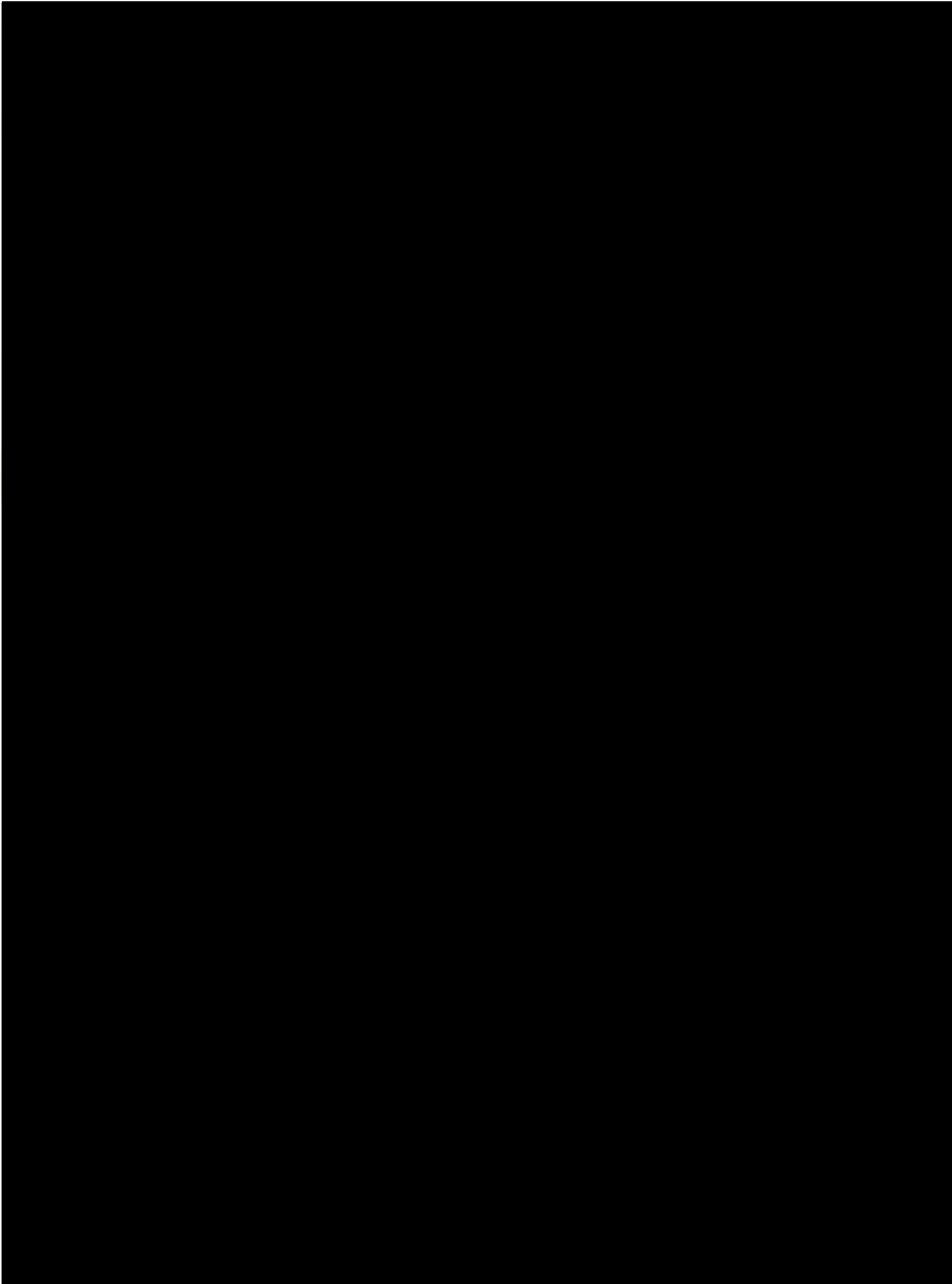


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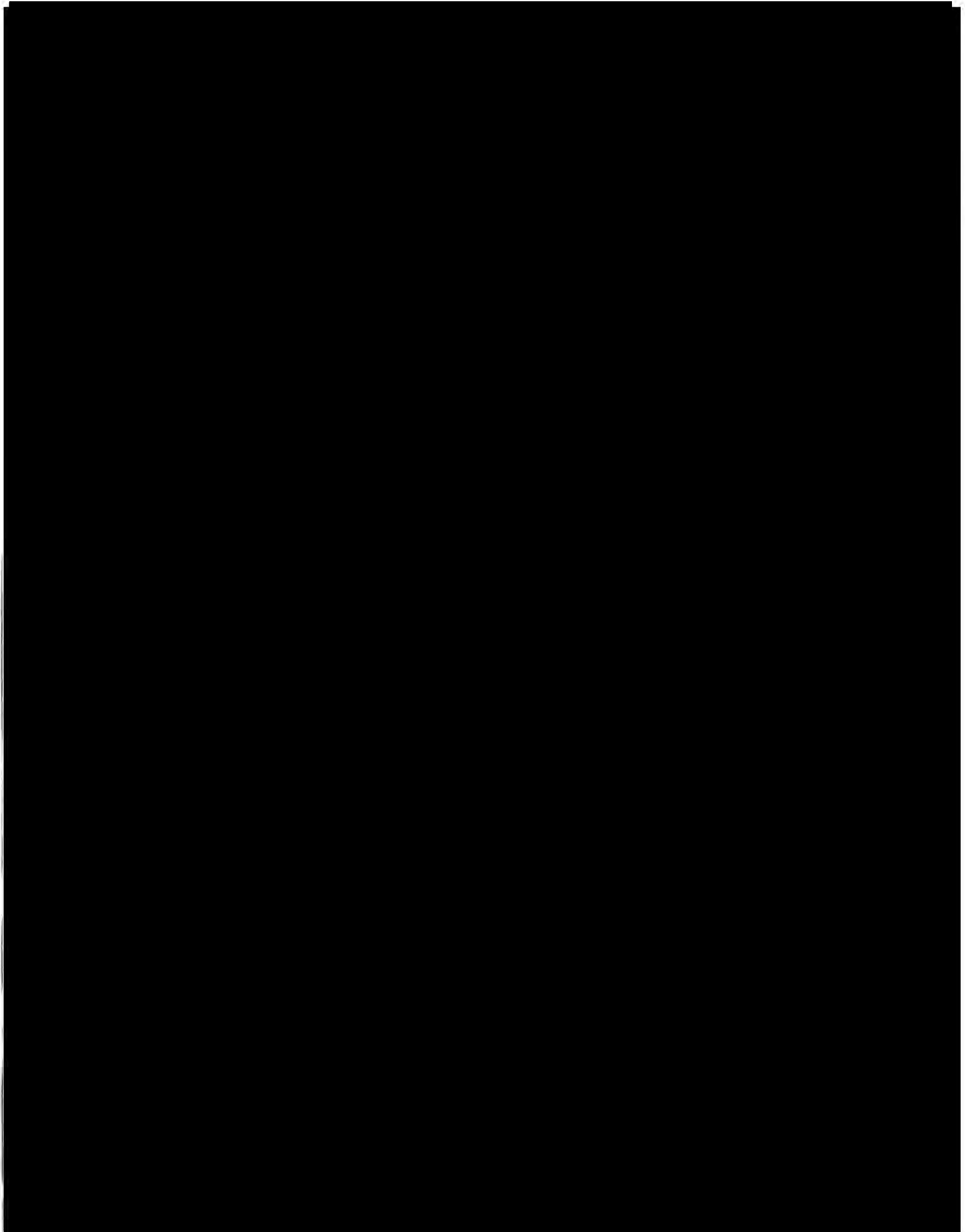
Daily Prestart – Key Points



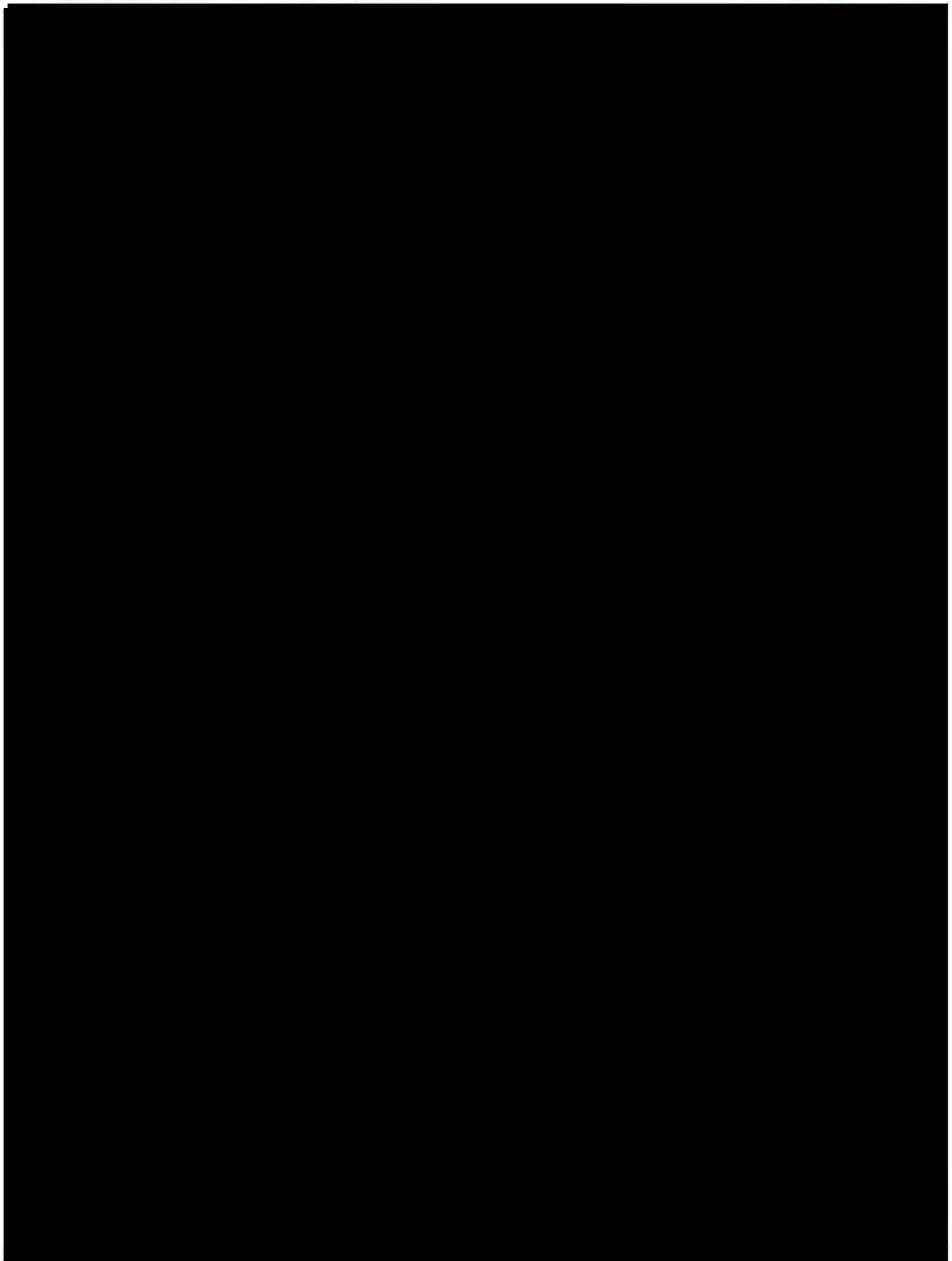
Prestart Talk and Site Attendance Record



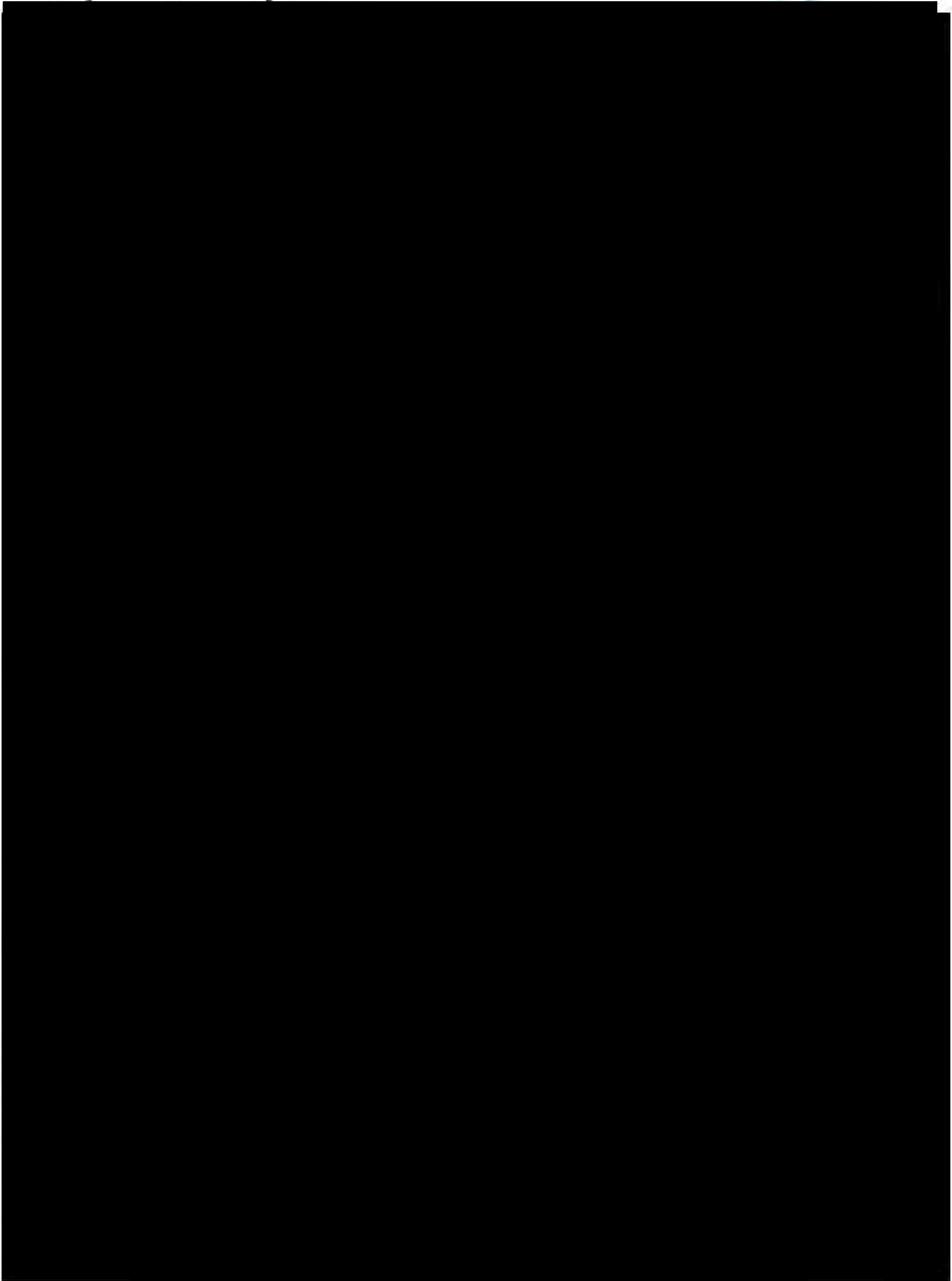
Daily Prestart and Site Attendance Record

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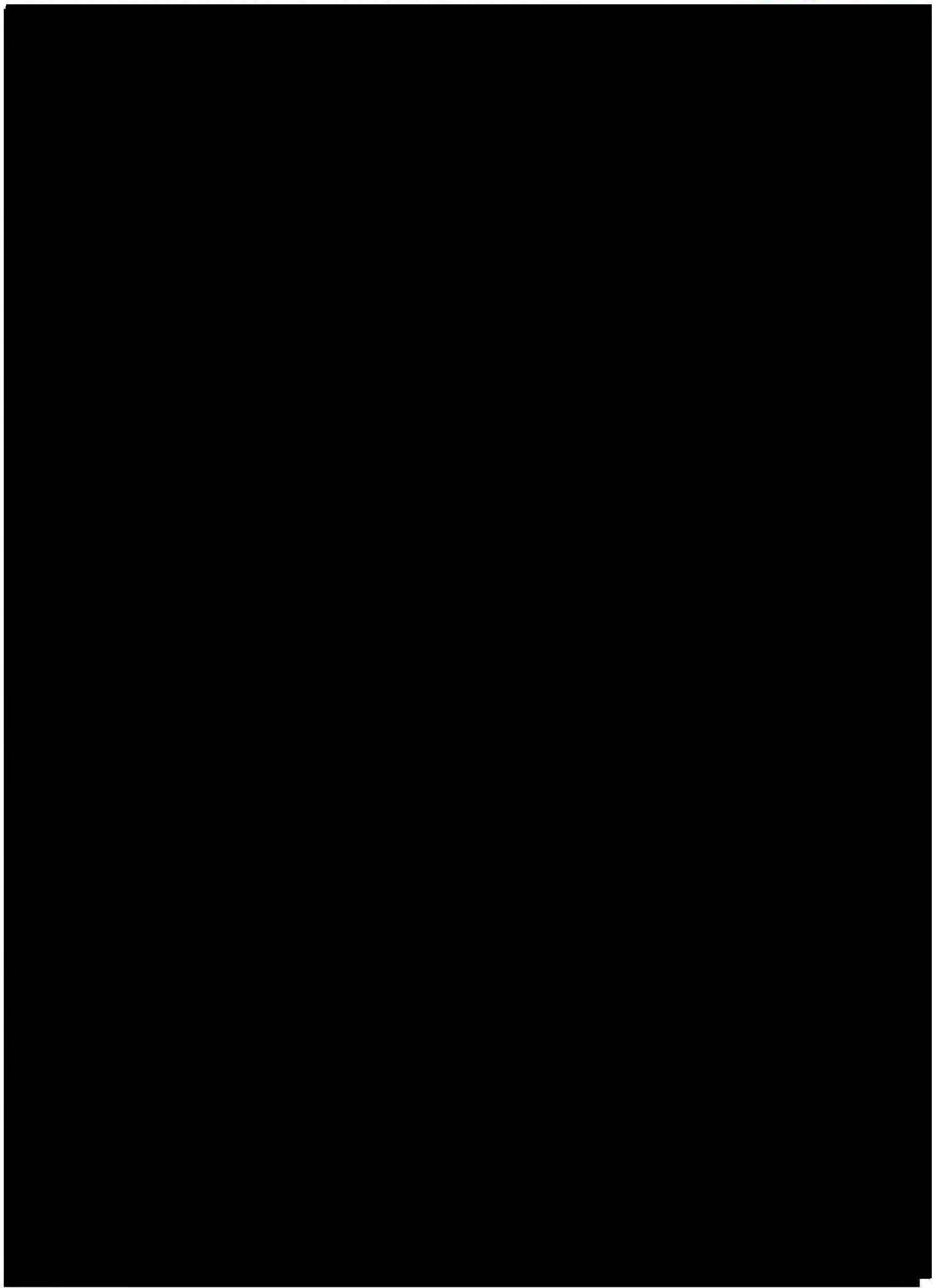
Visitor Daily Attendance Record



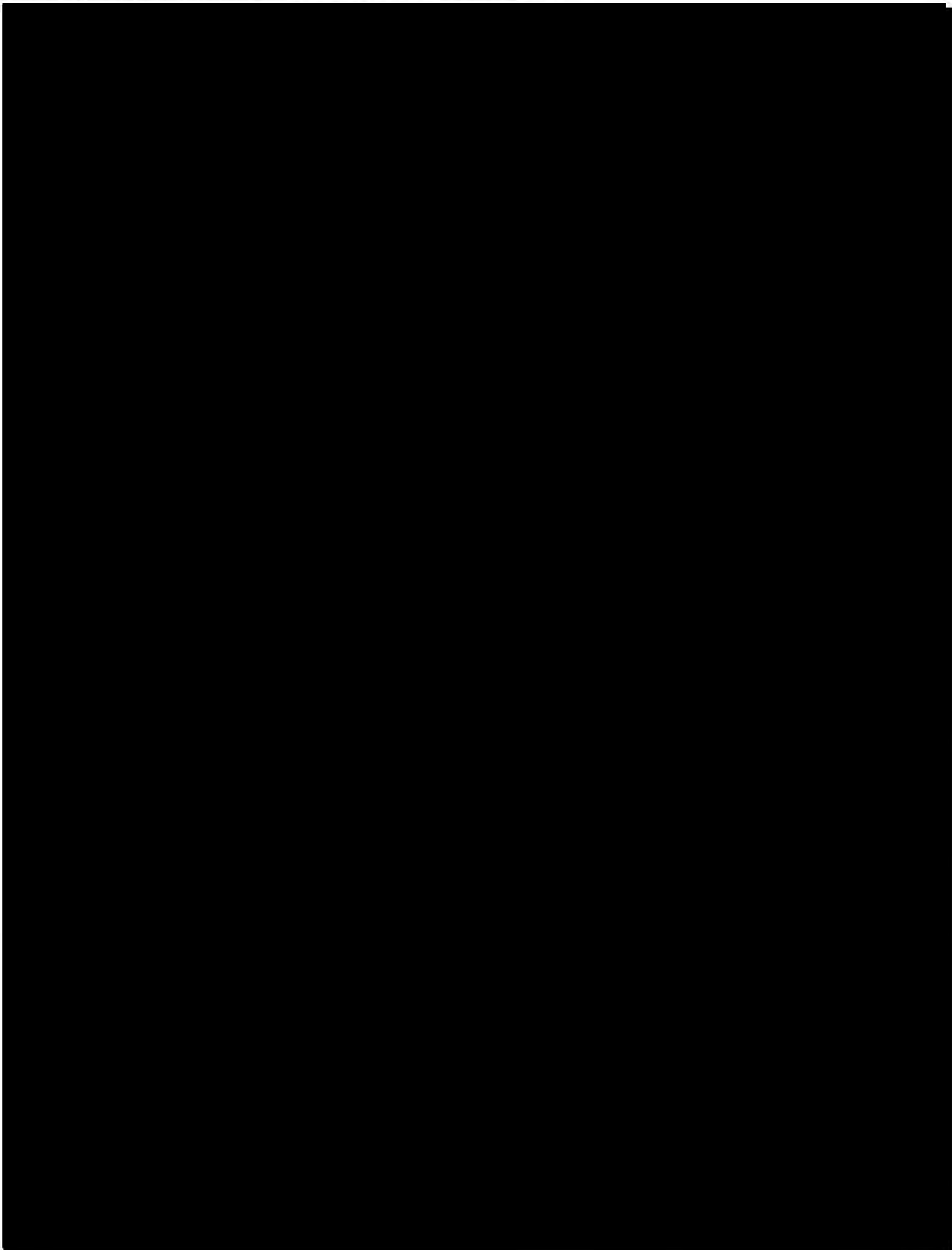
Daily Prestart – Key Points



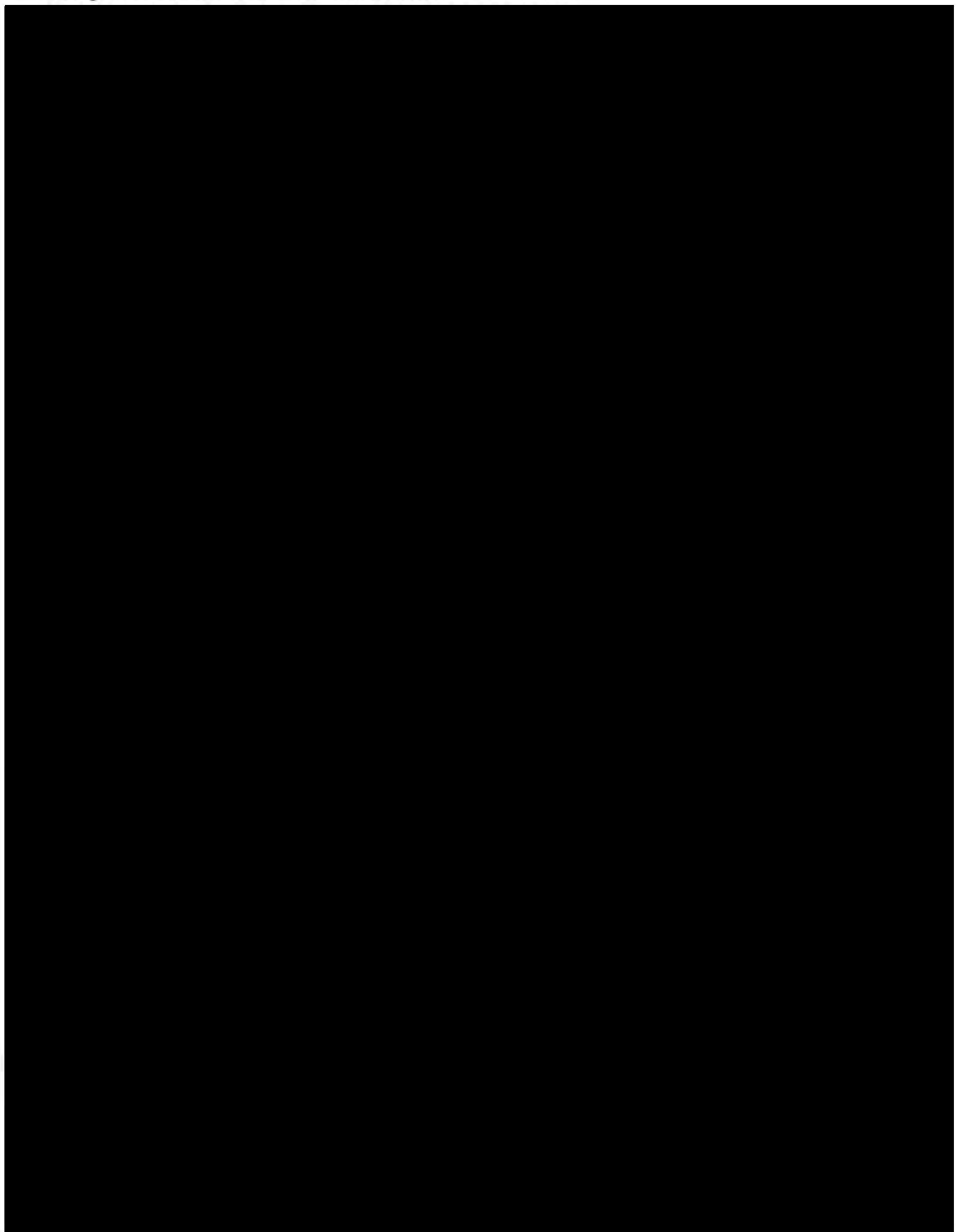
Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record



Daily Prestart and Site Attendance Record

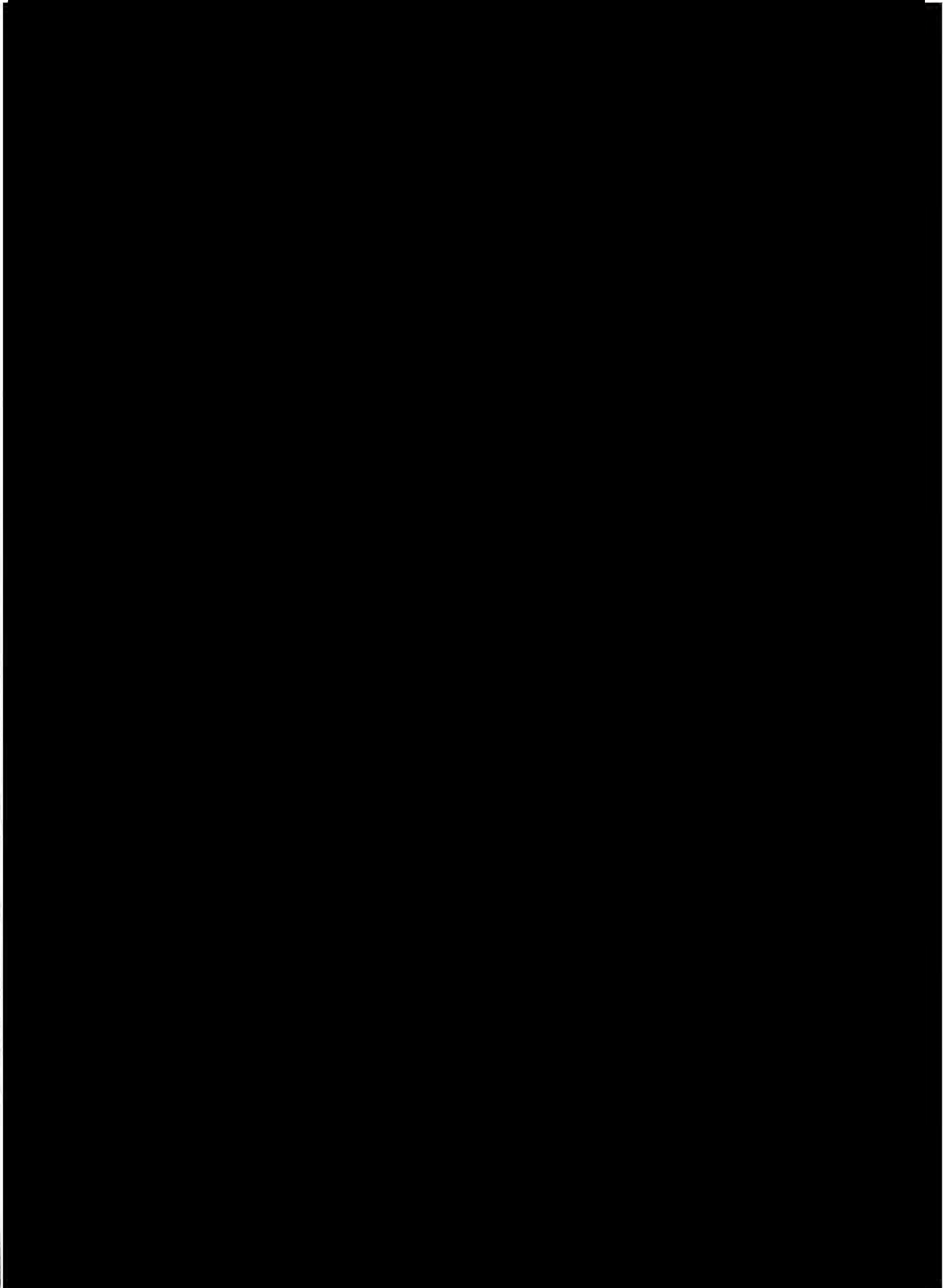


Visitor Daily Attendance Record

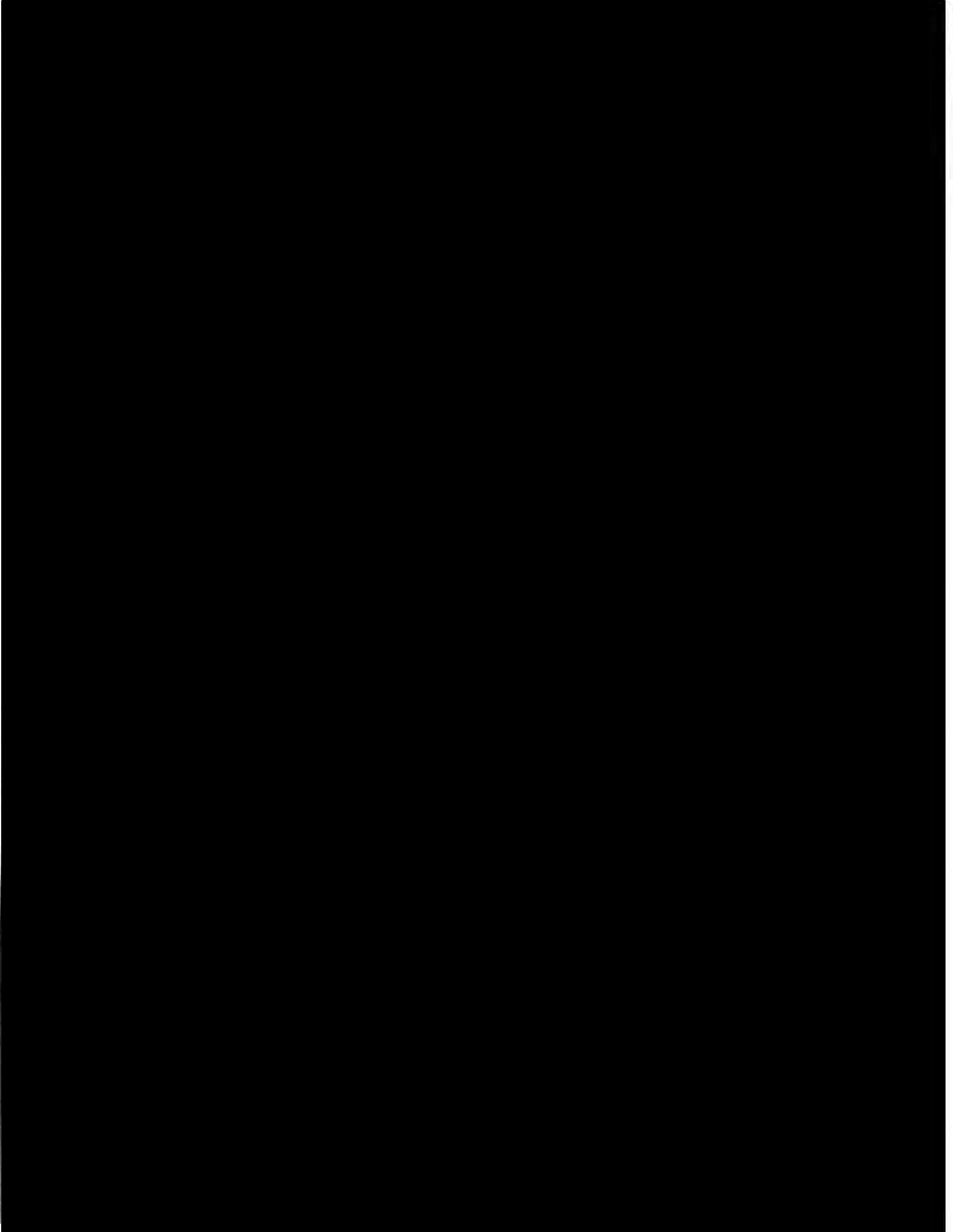


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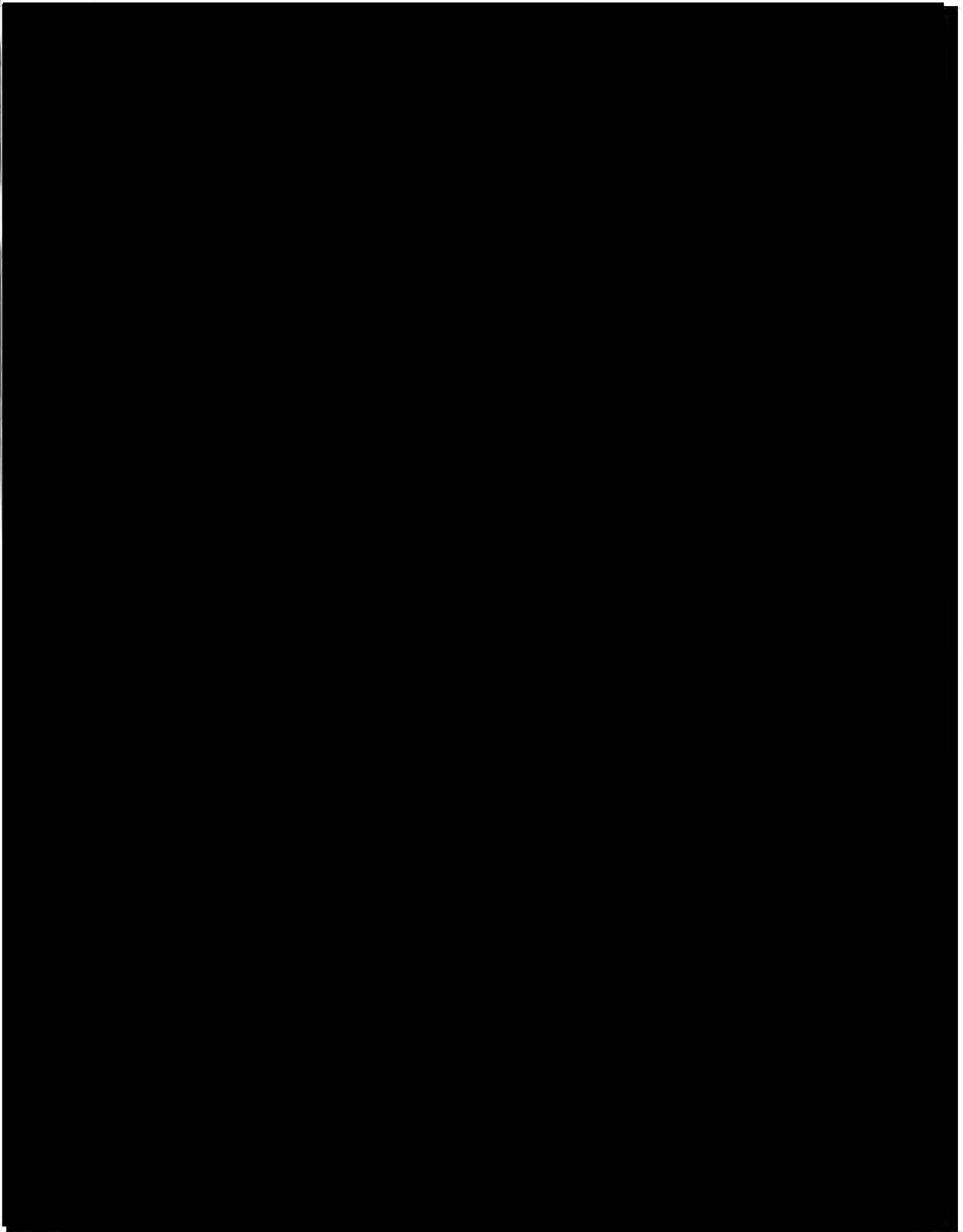
Daily Prestart – Key Points



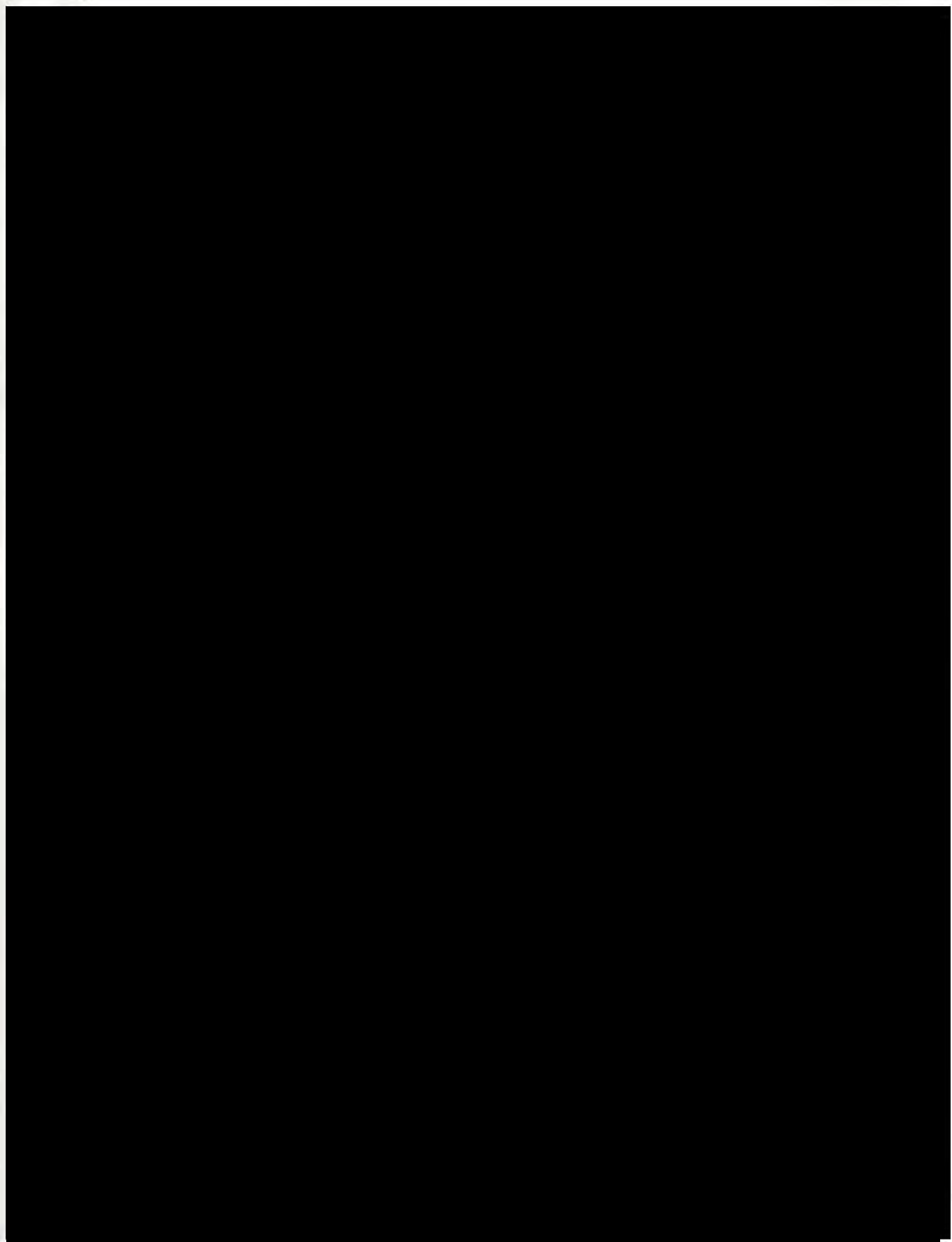
Prestart Talk and Site Attendance Record



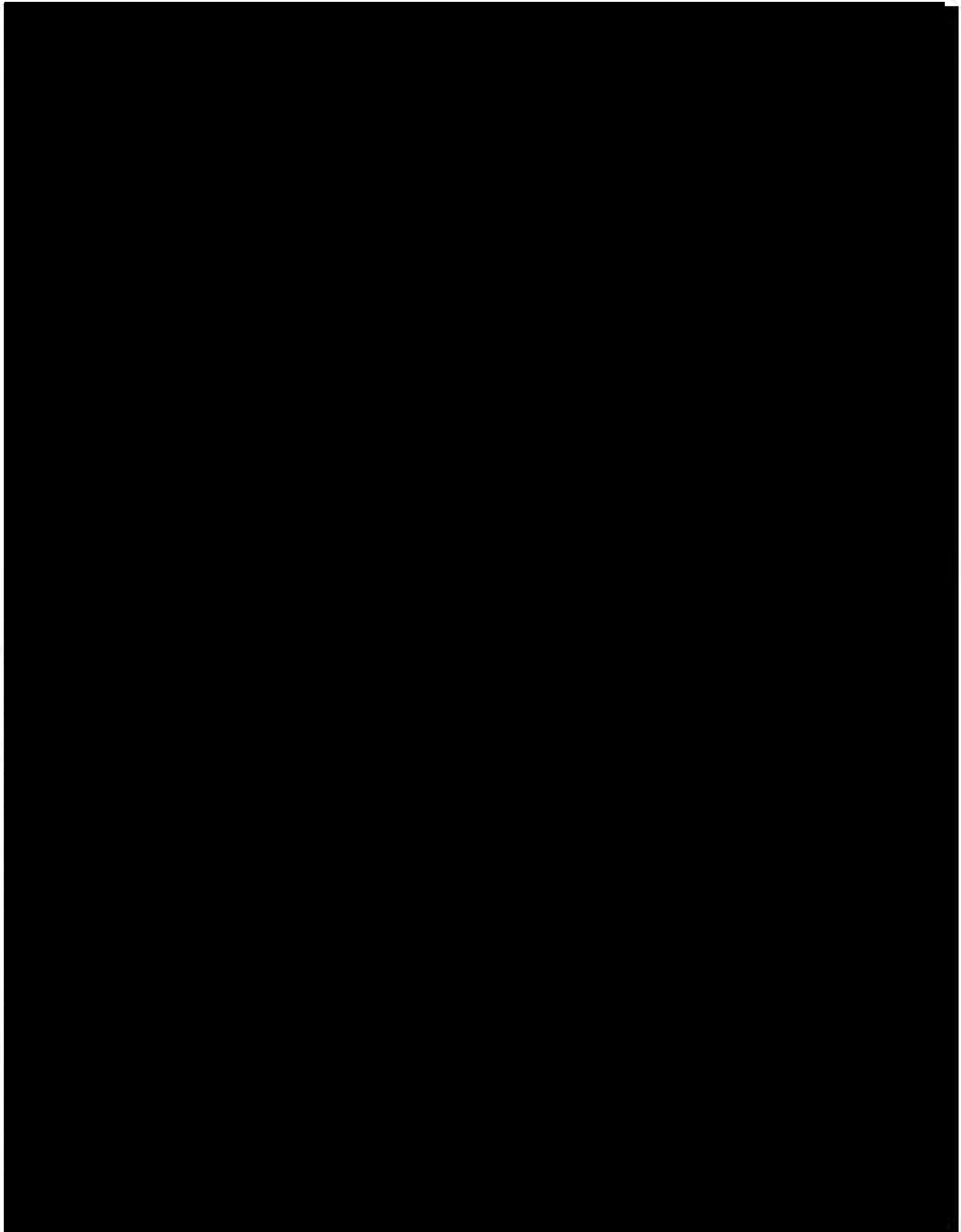
Daily Prestart and Site Attendance Record



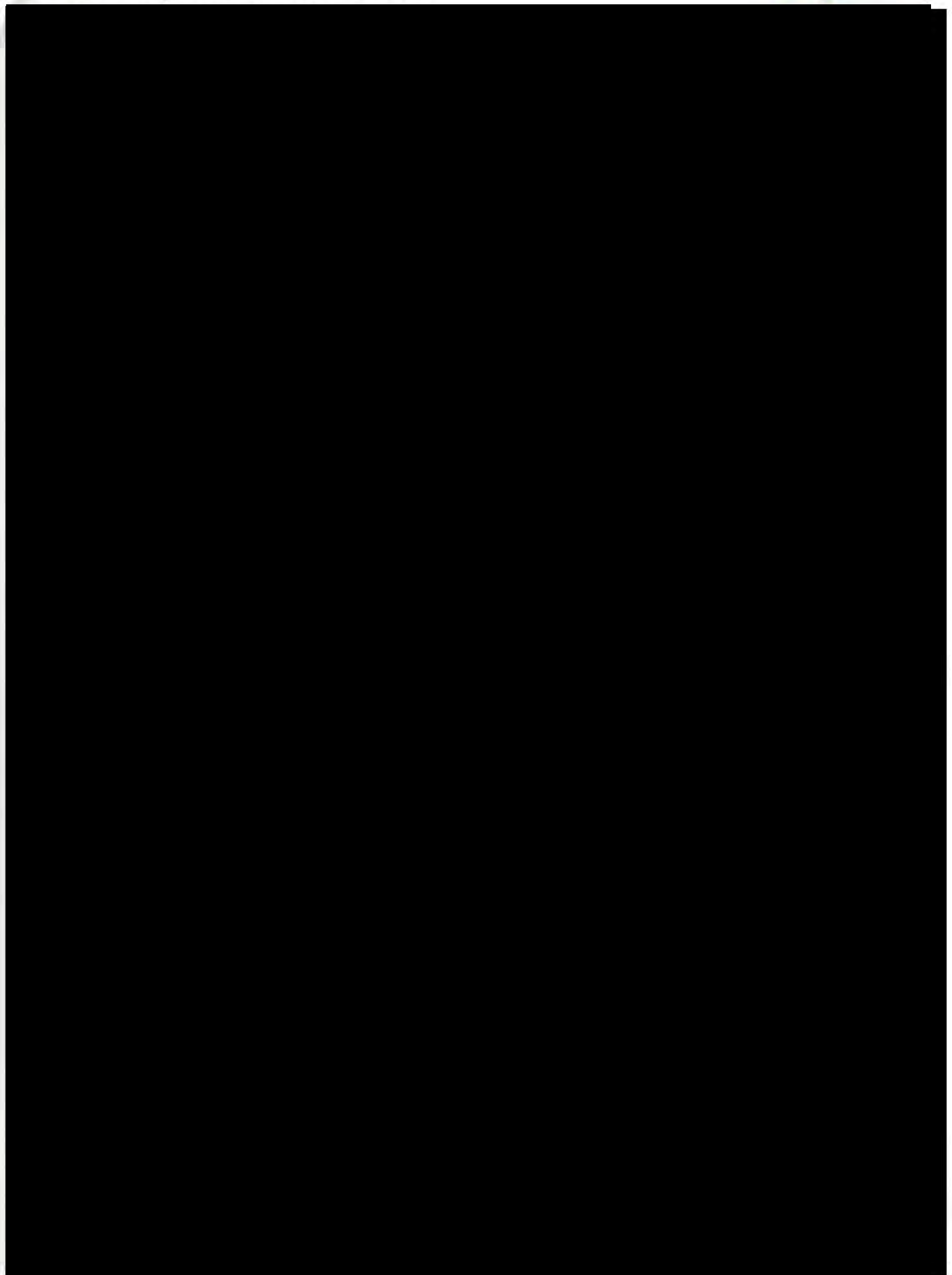
Daily Prestart and Site Attendance Record



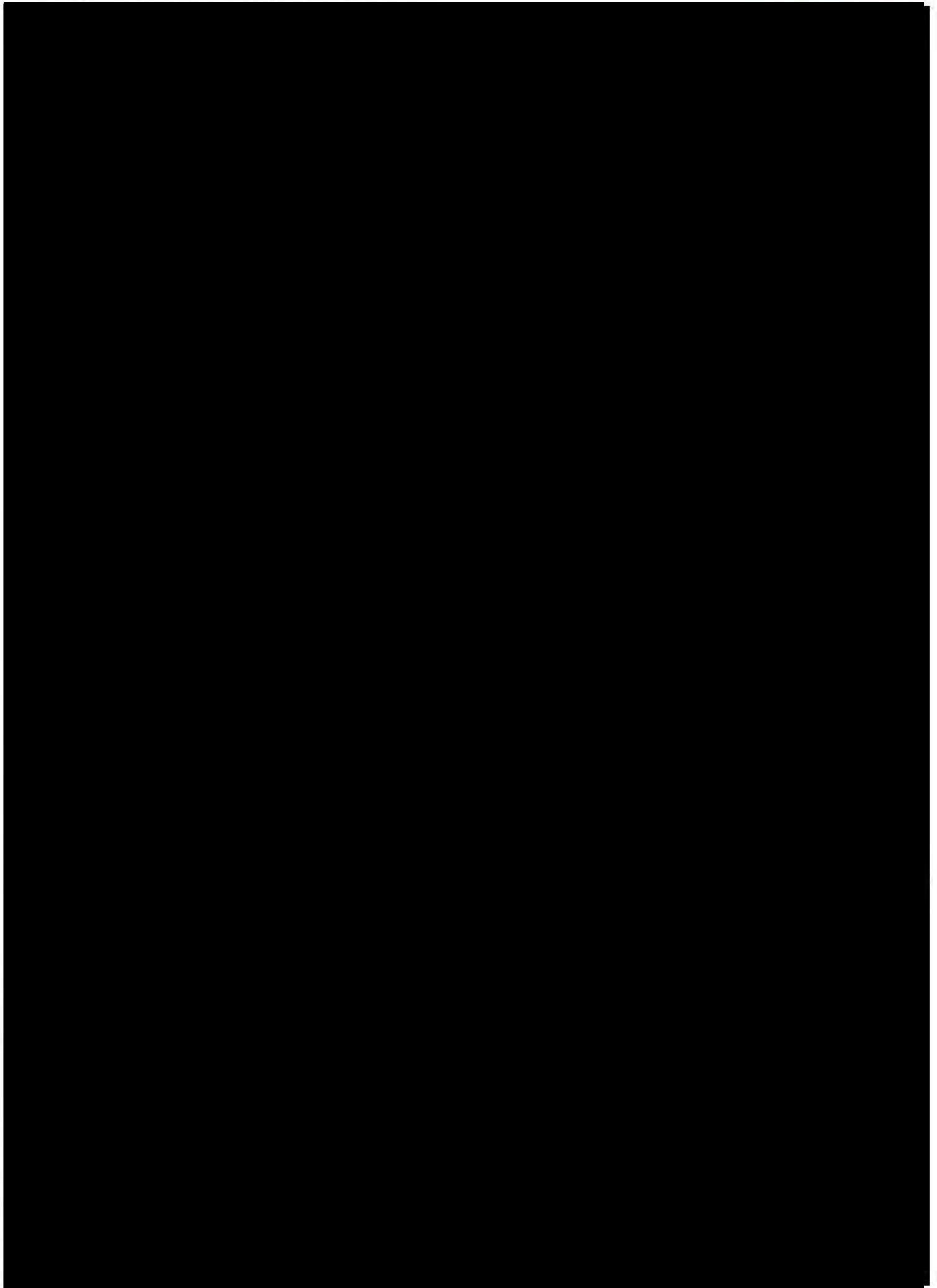
Daily Prestart and Site Attendance Record

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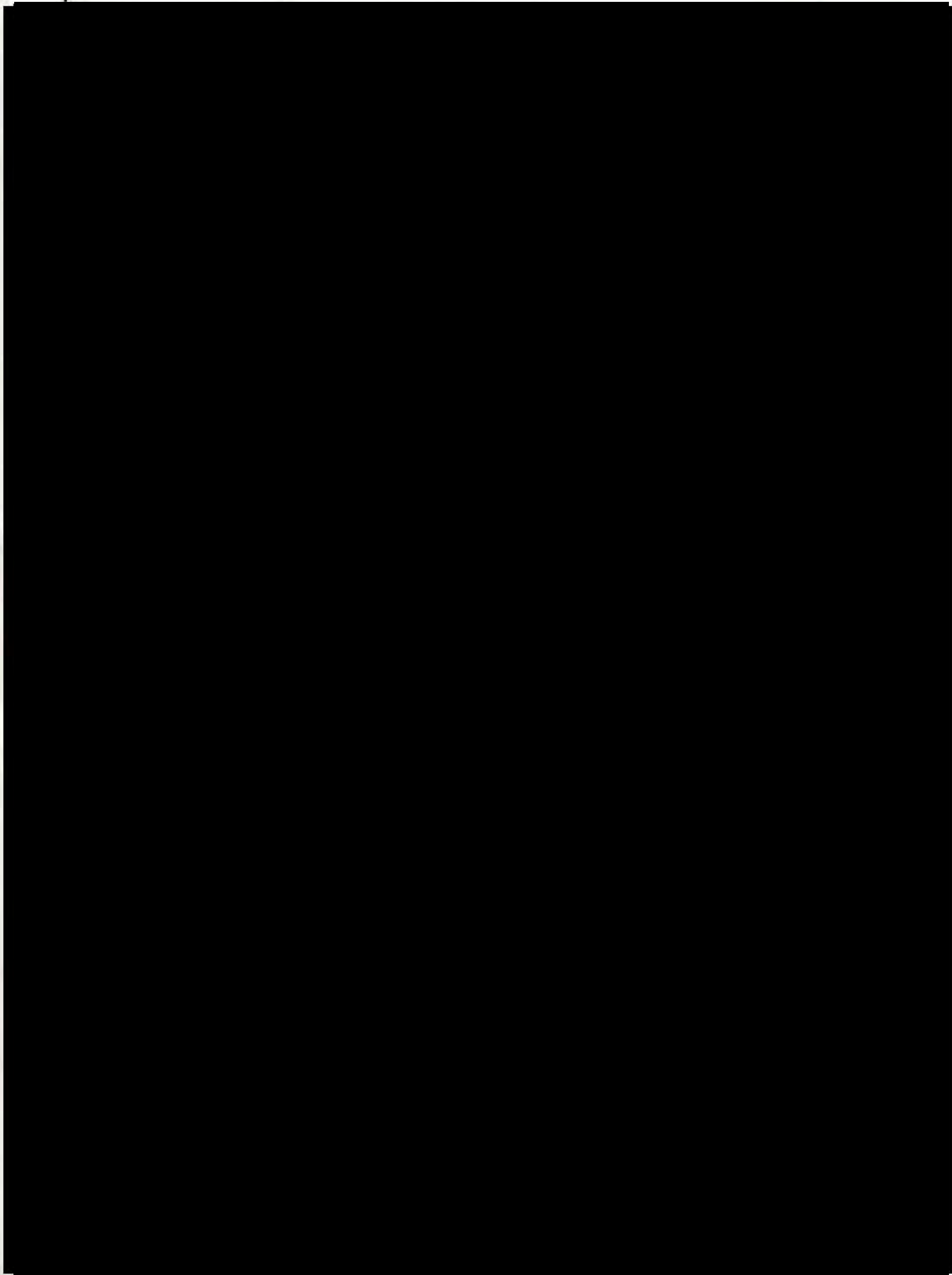
Visitor Daily Attendance Record



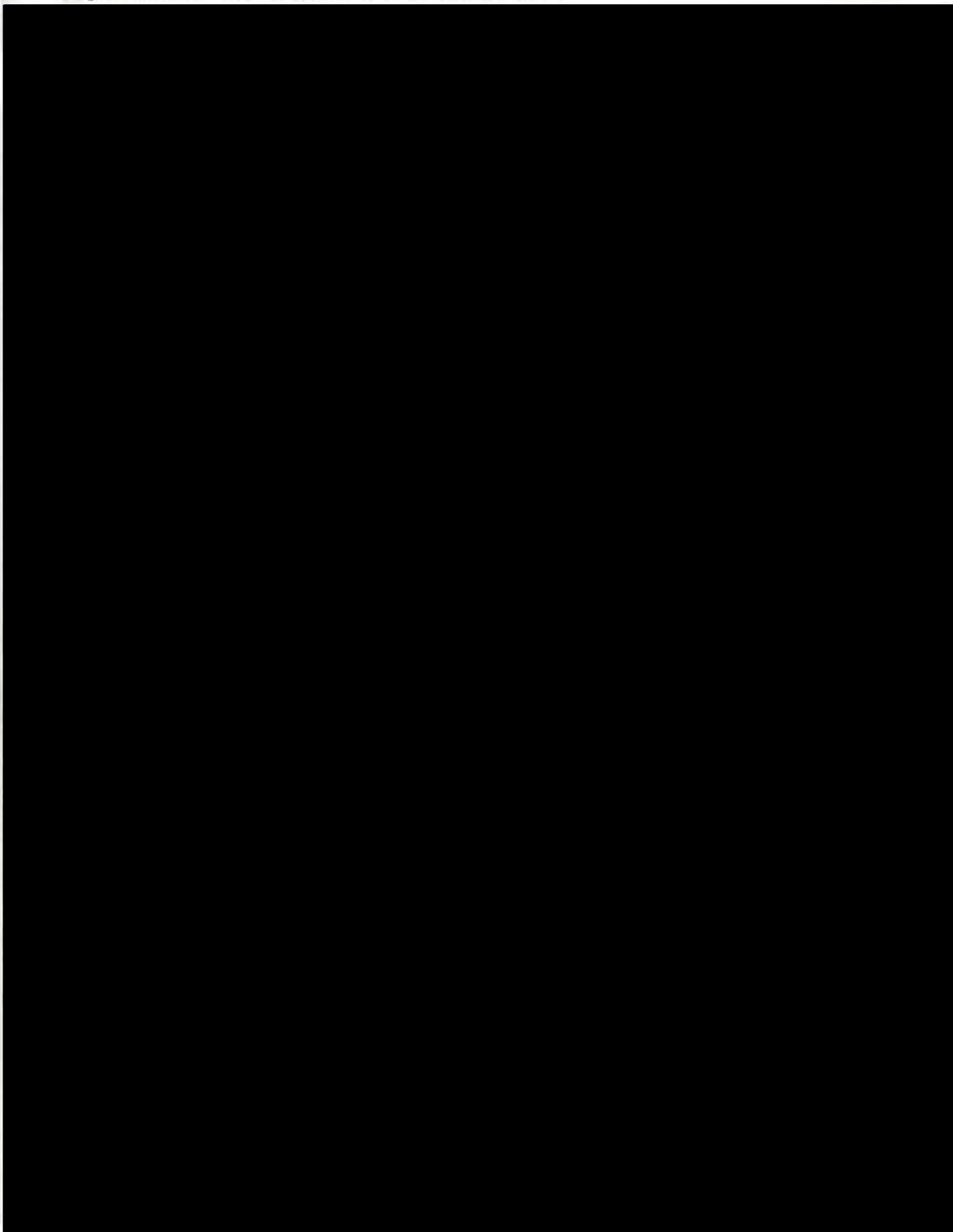
Daily Prestart – Key Points



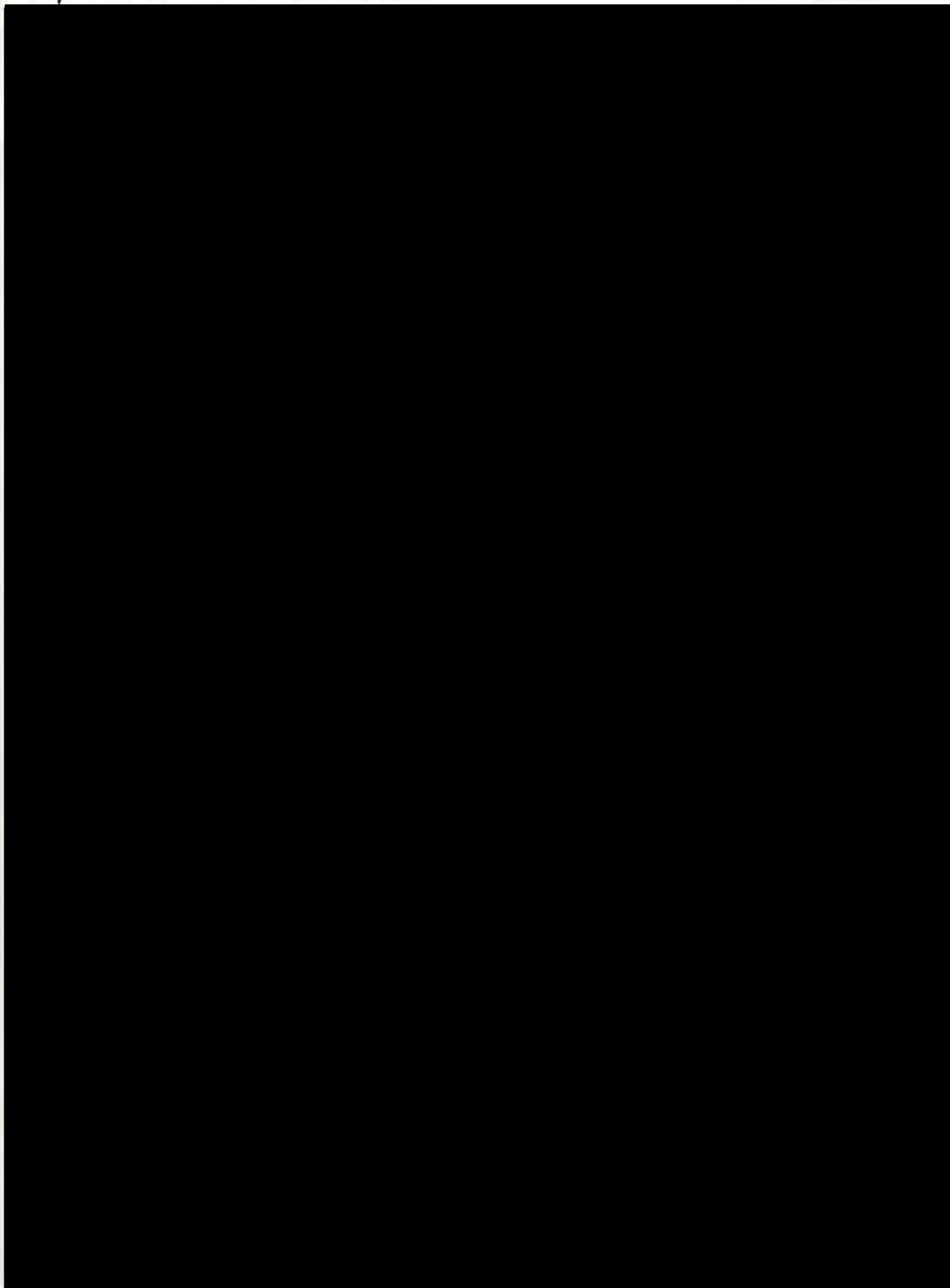
Prestart Talk and Site Attendance Record



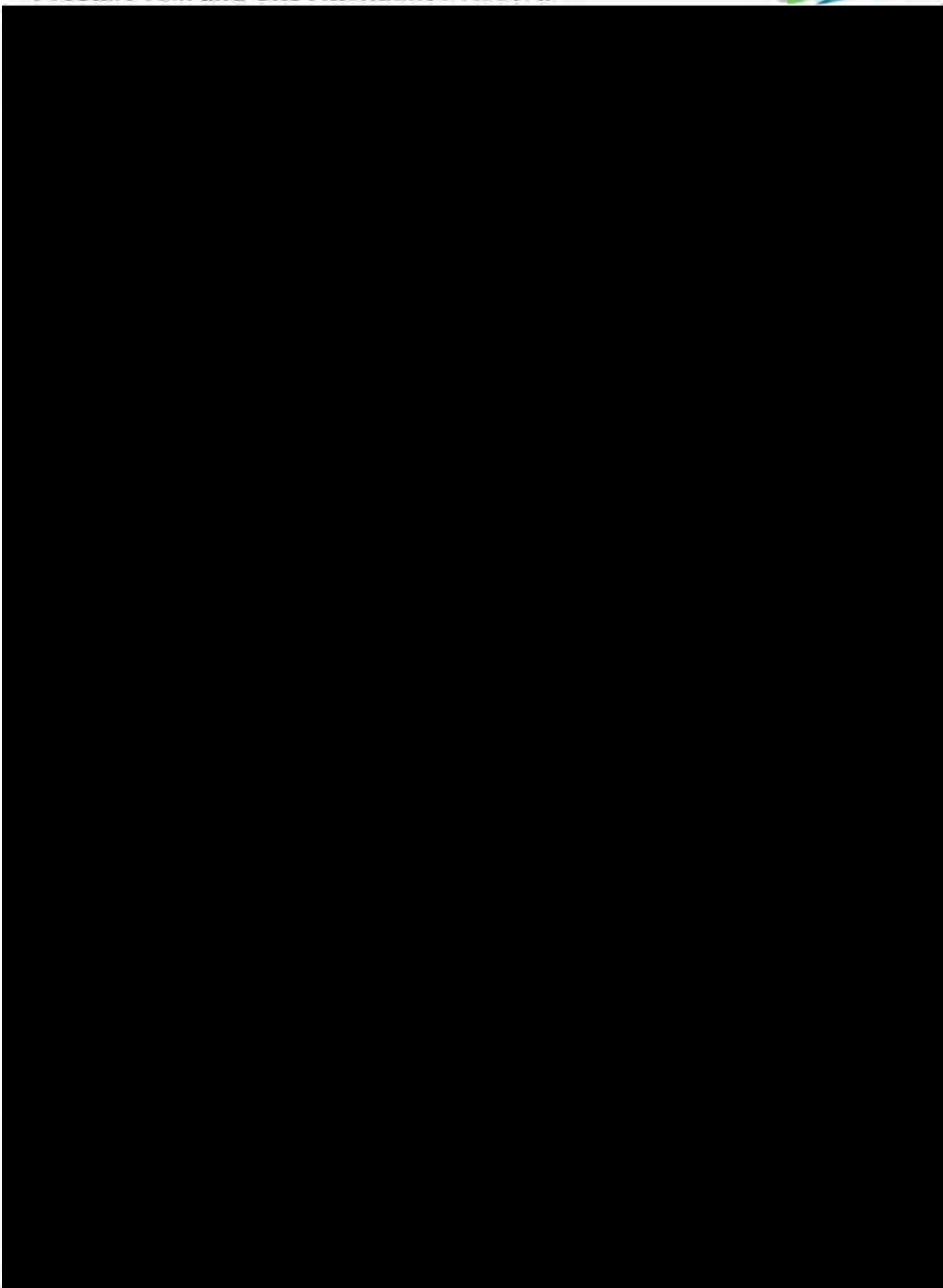
Daily Prestart and Site Attendance Record

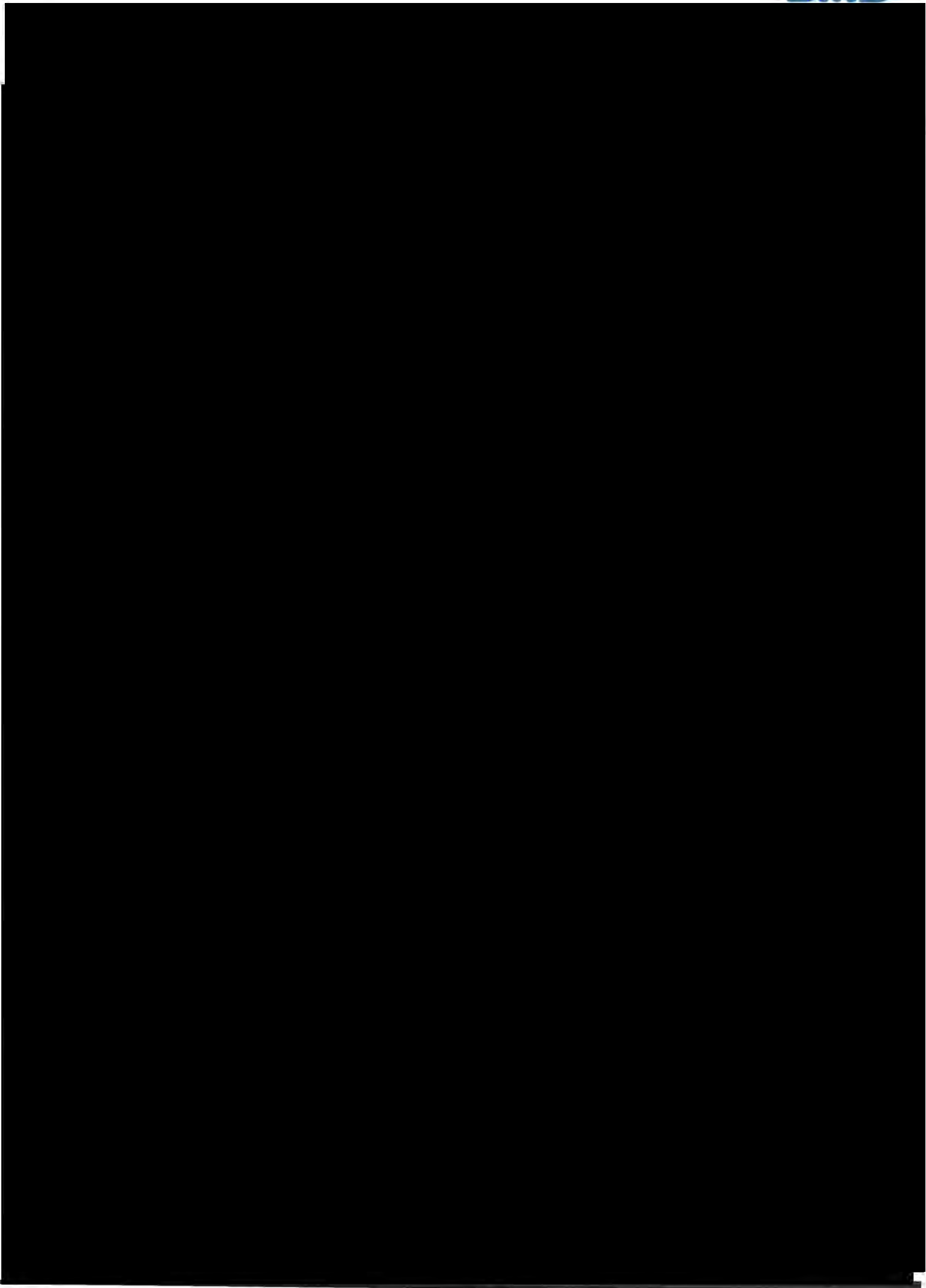


Visitor Daily Attendance Record

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Prestart Talk and Site Attendance Record



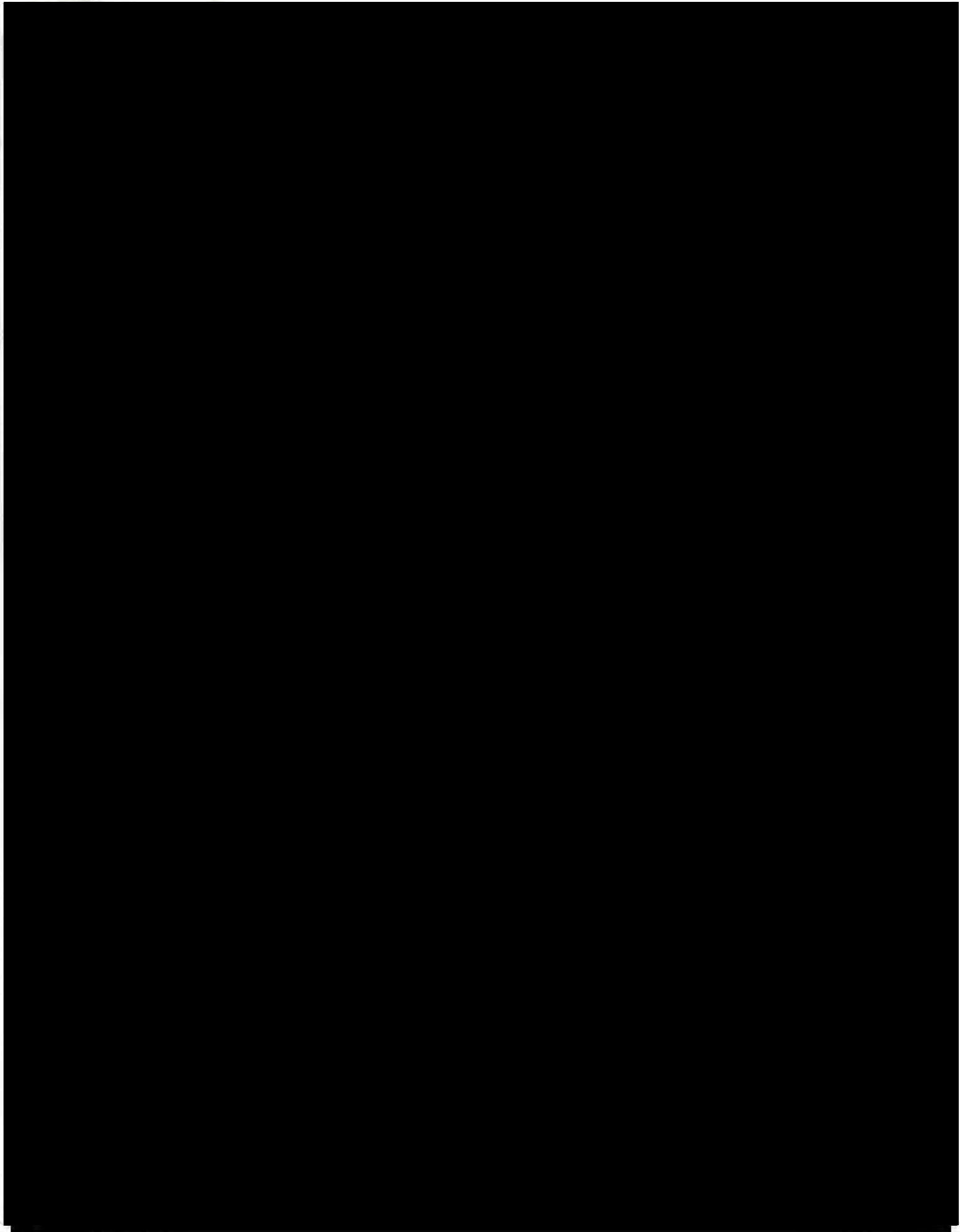


Visitor Daily Attendance Record

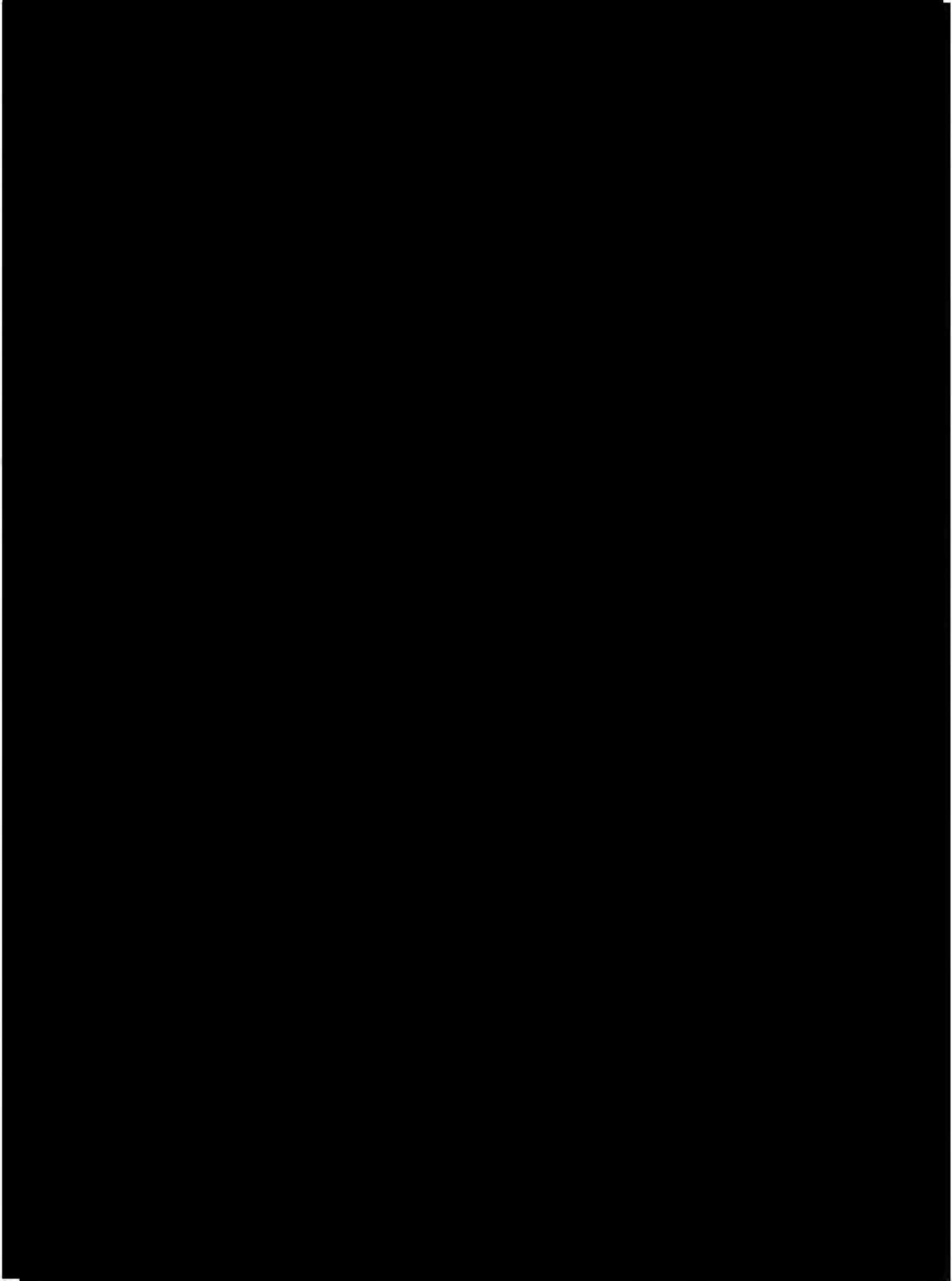


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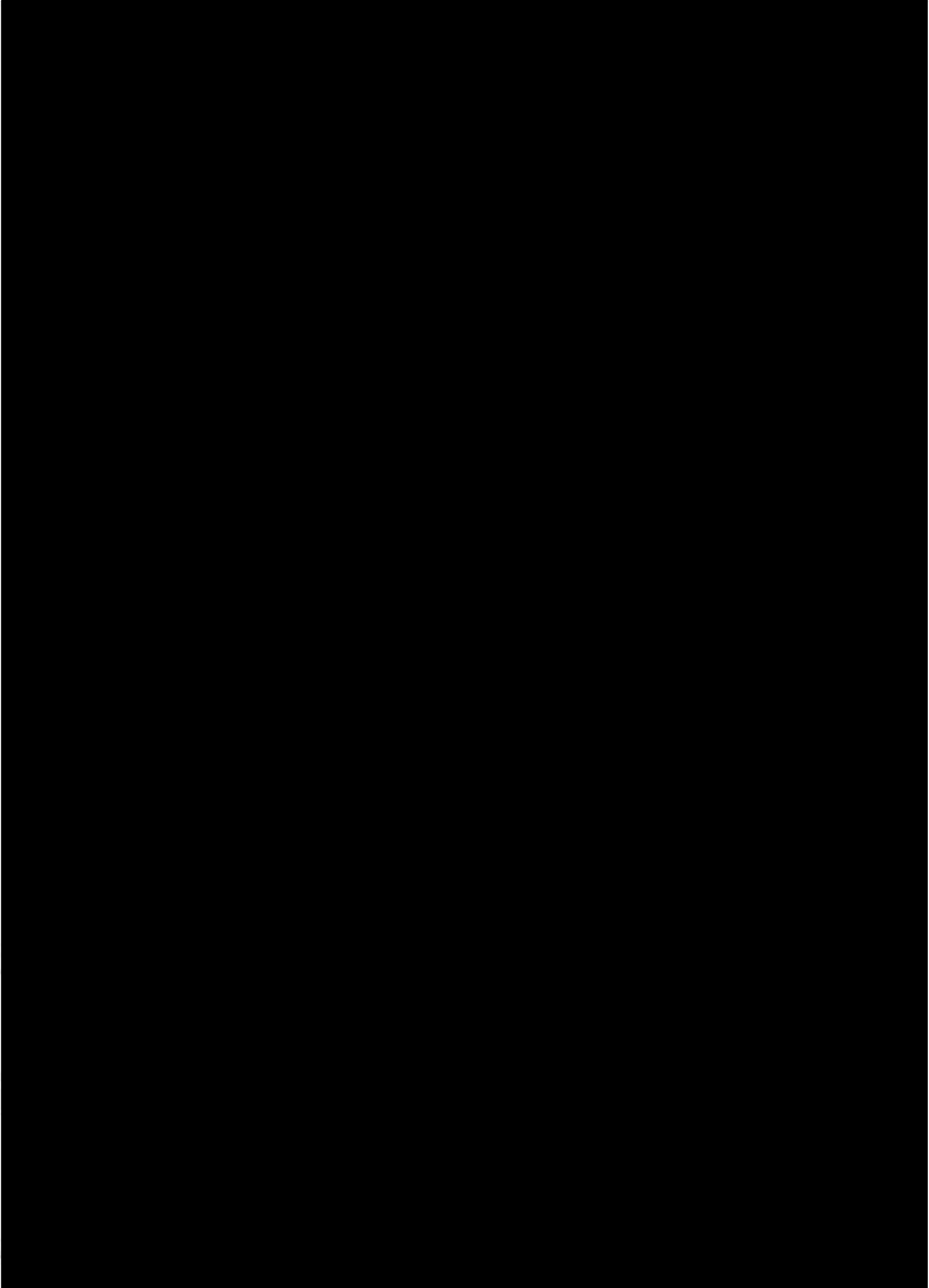
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Daily Prestart – Key Points

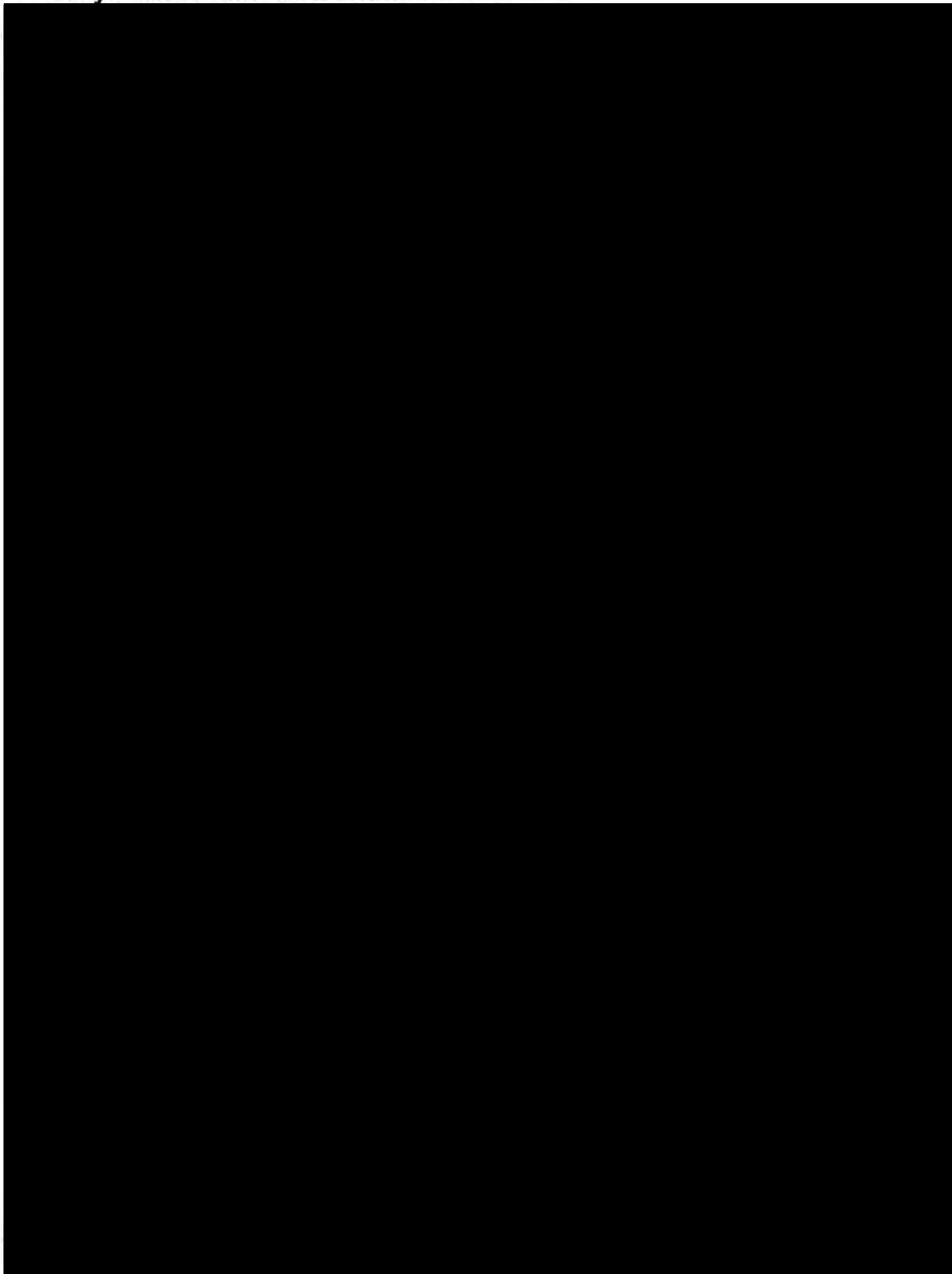


Prestart Talk and Site Attendance Record

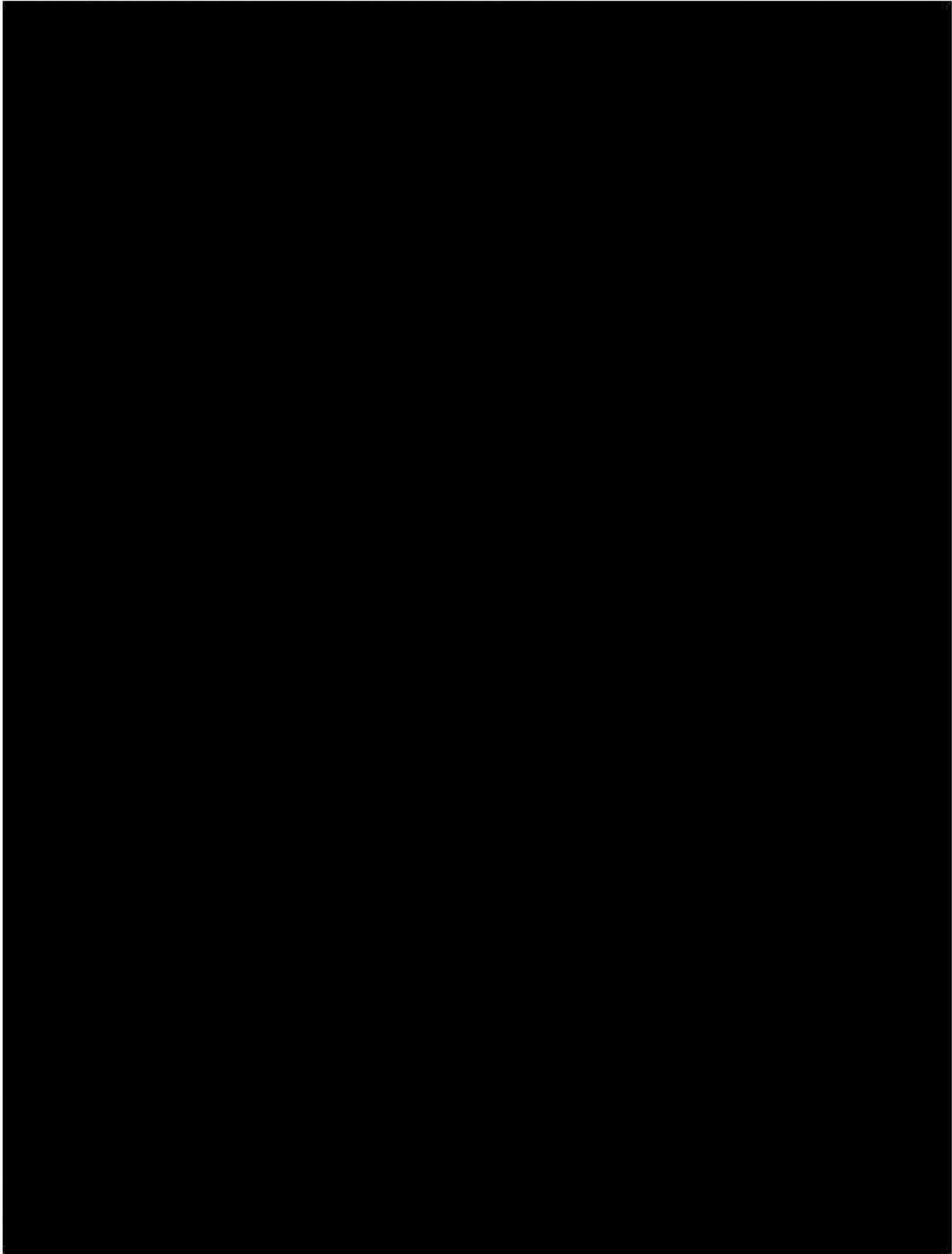




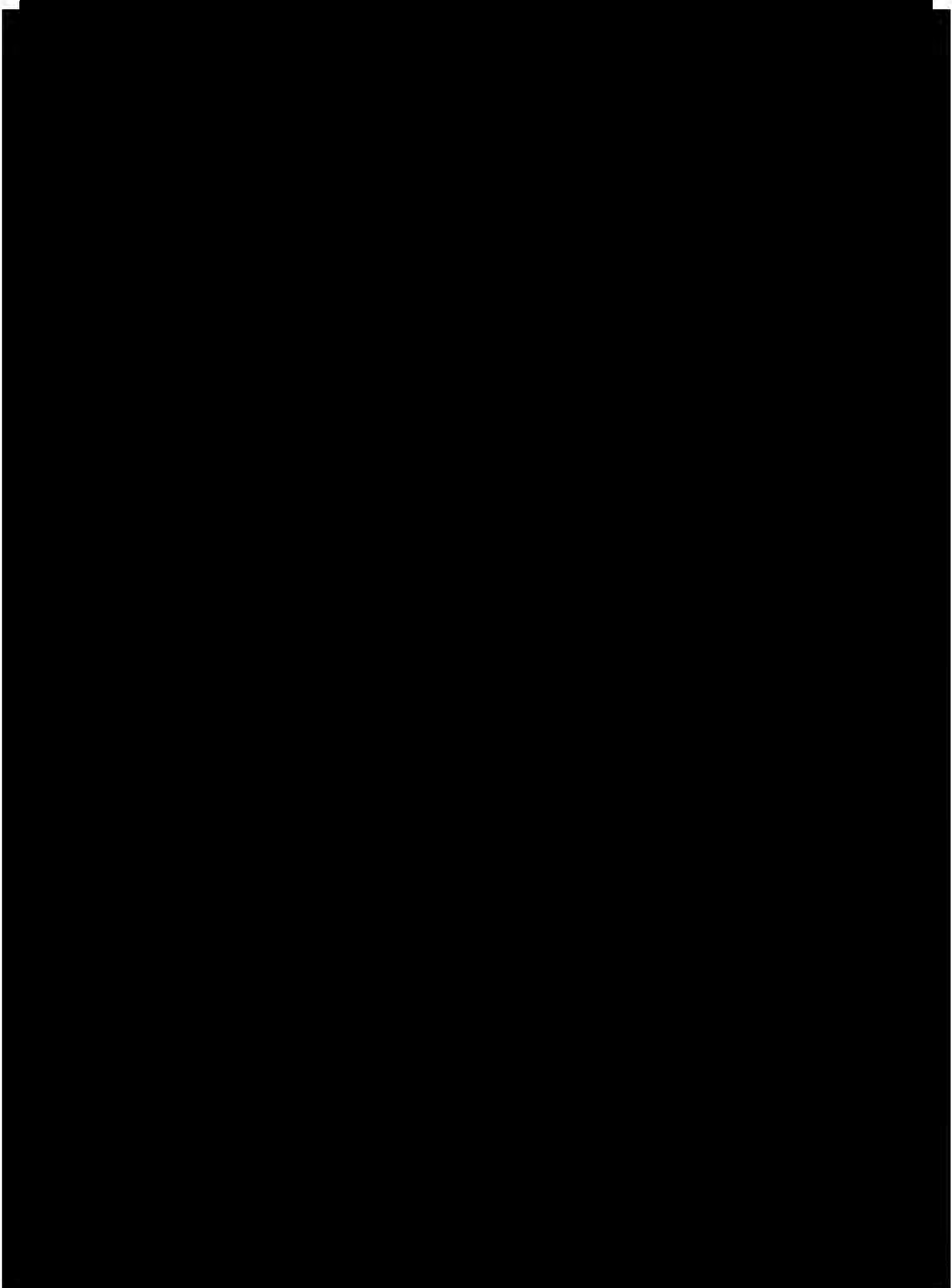
Daily Prestart and Site Attendance Record



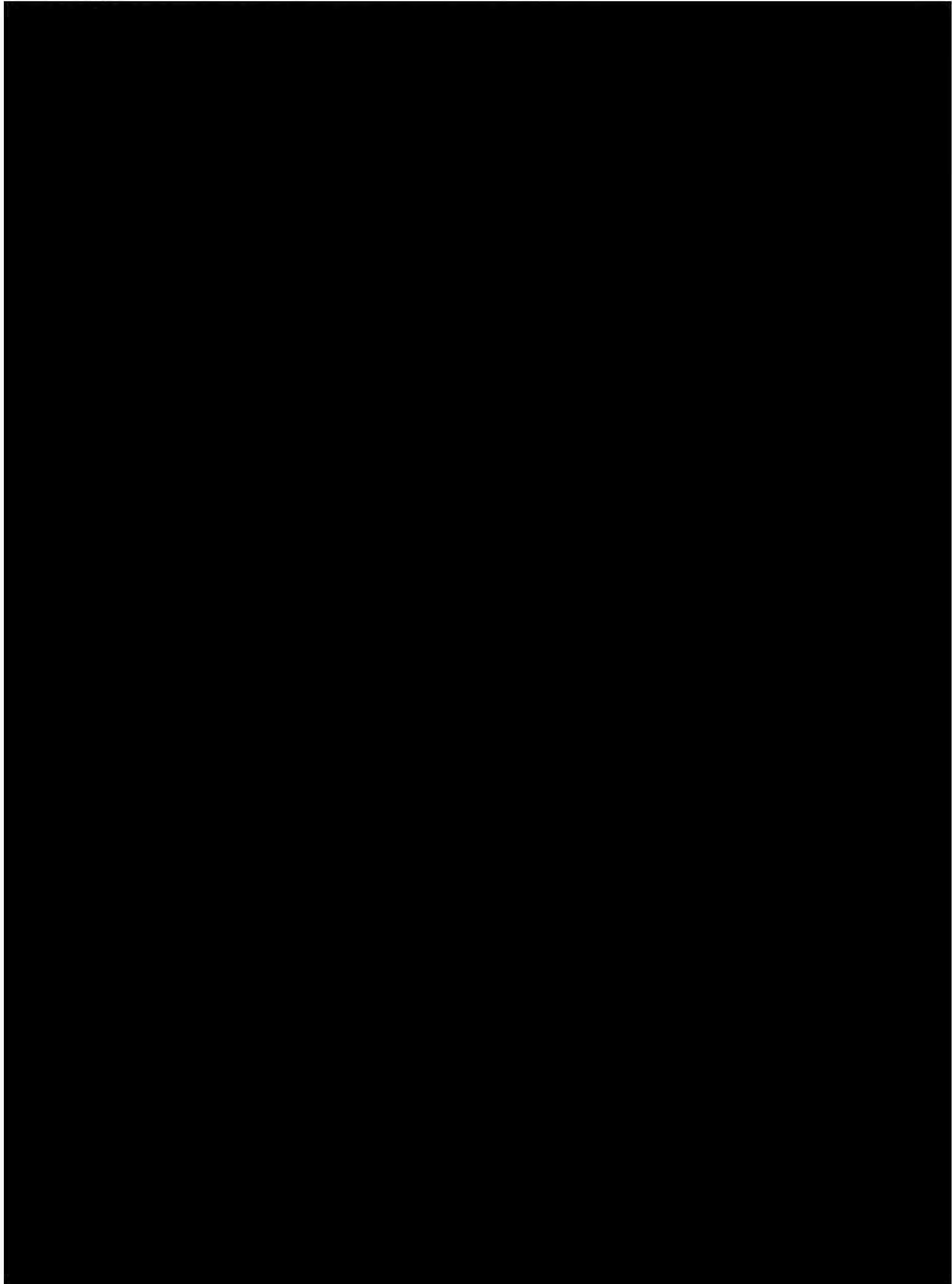
Daily Prestart and Site Attendance Record



Prestart Talk and Site Attendance Record

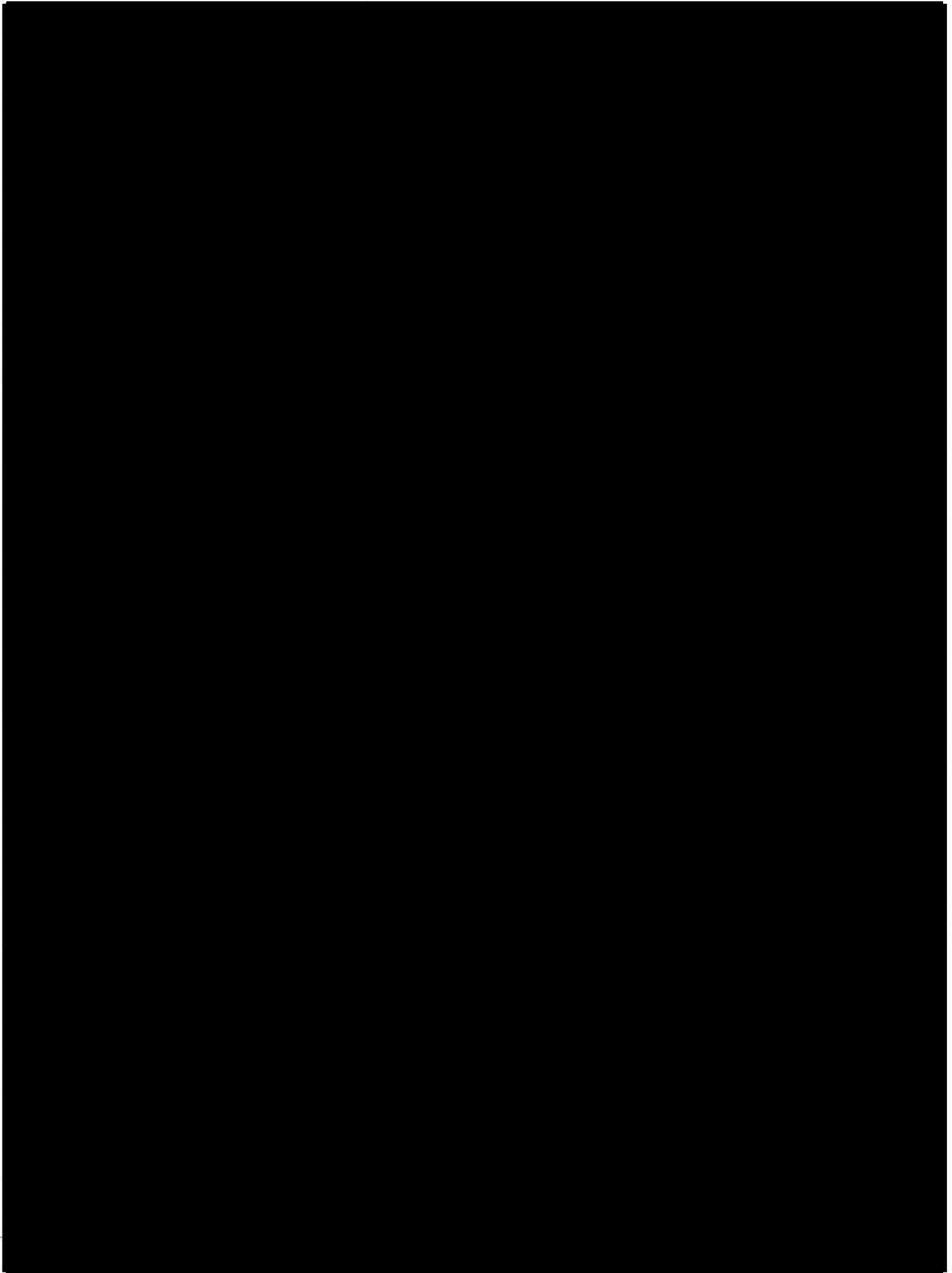


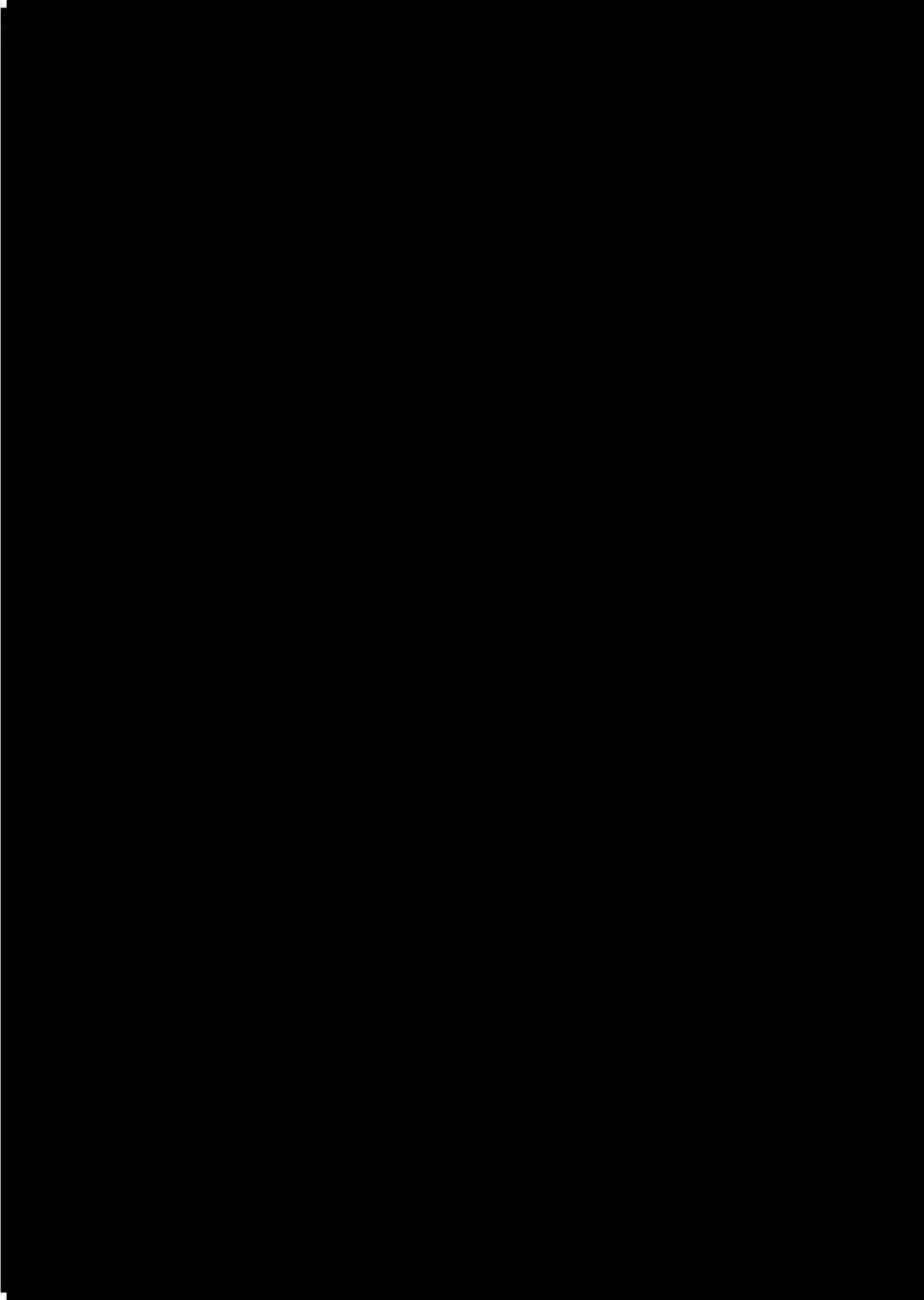
Daily Prestart and Site Attendance Record





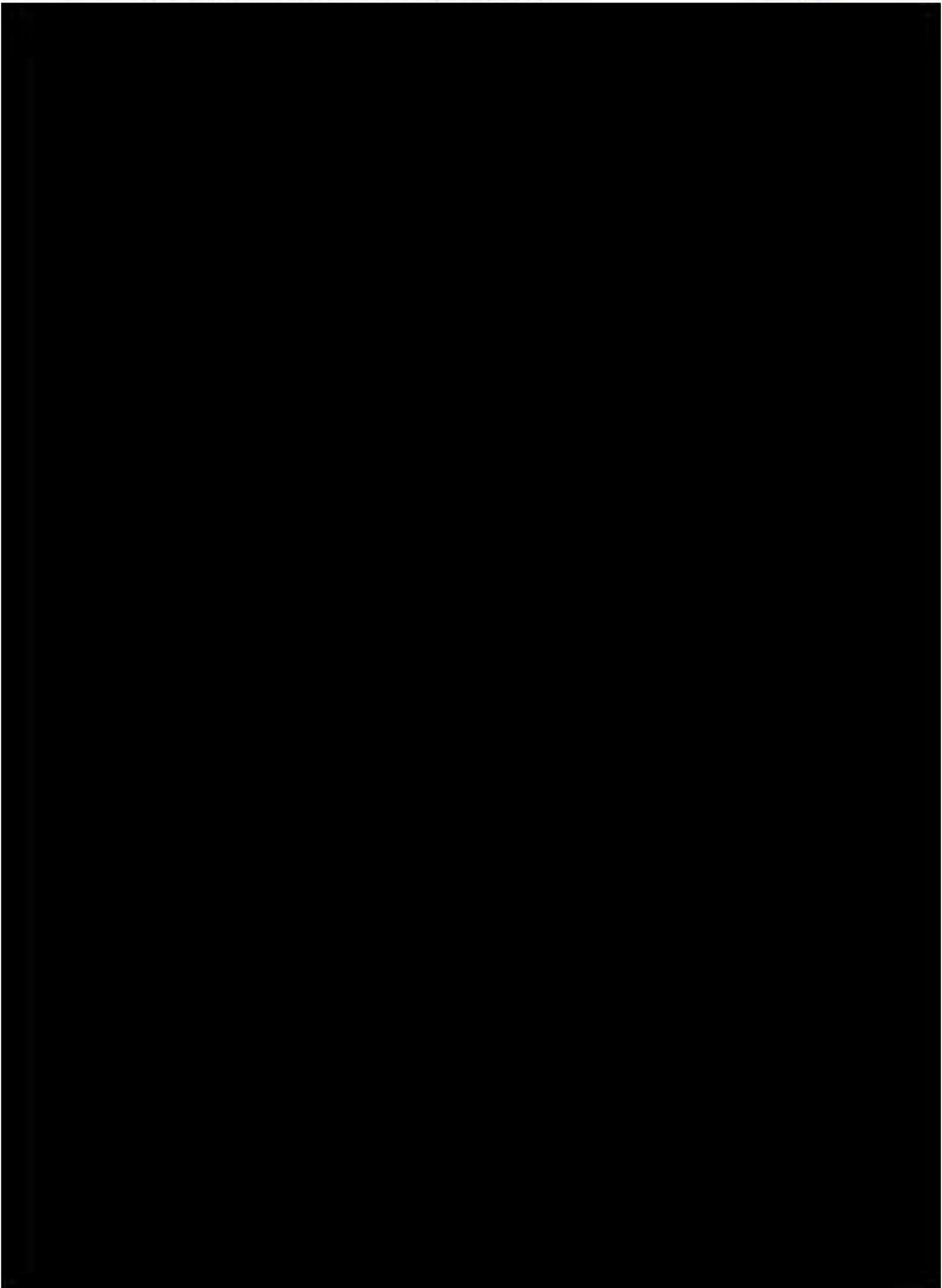
Daily Prestart and Site Attendance Record





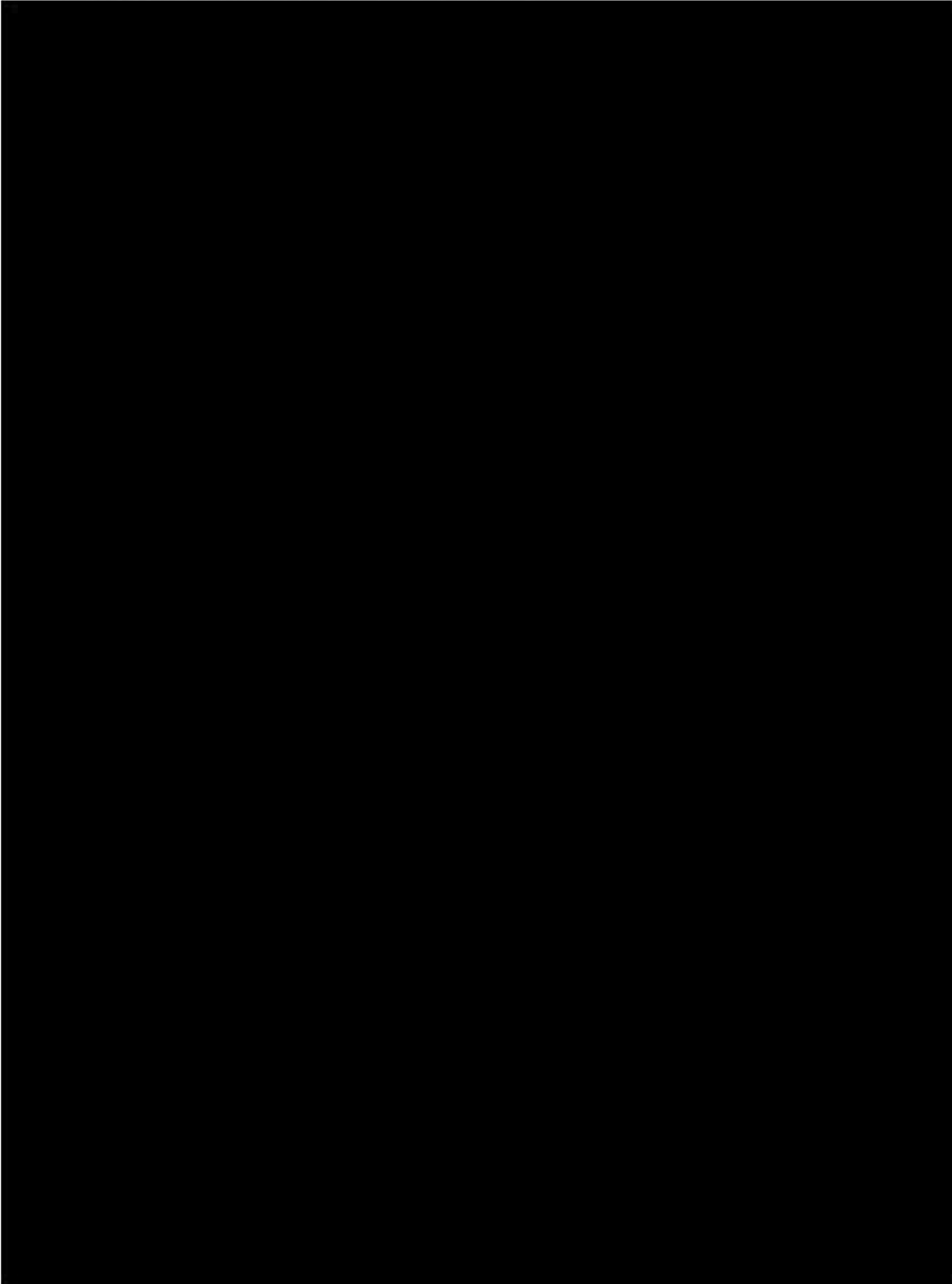


Prestart Talk and Site Attendance Record



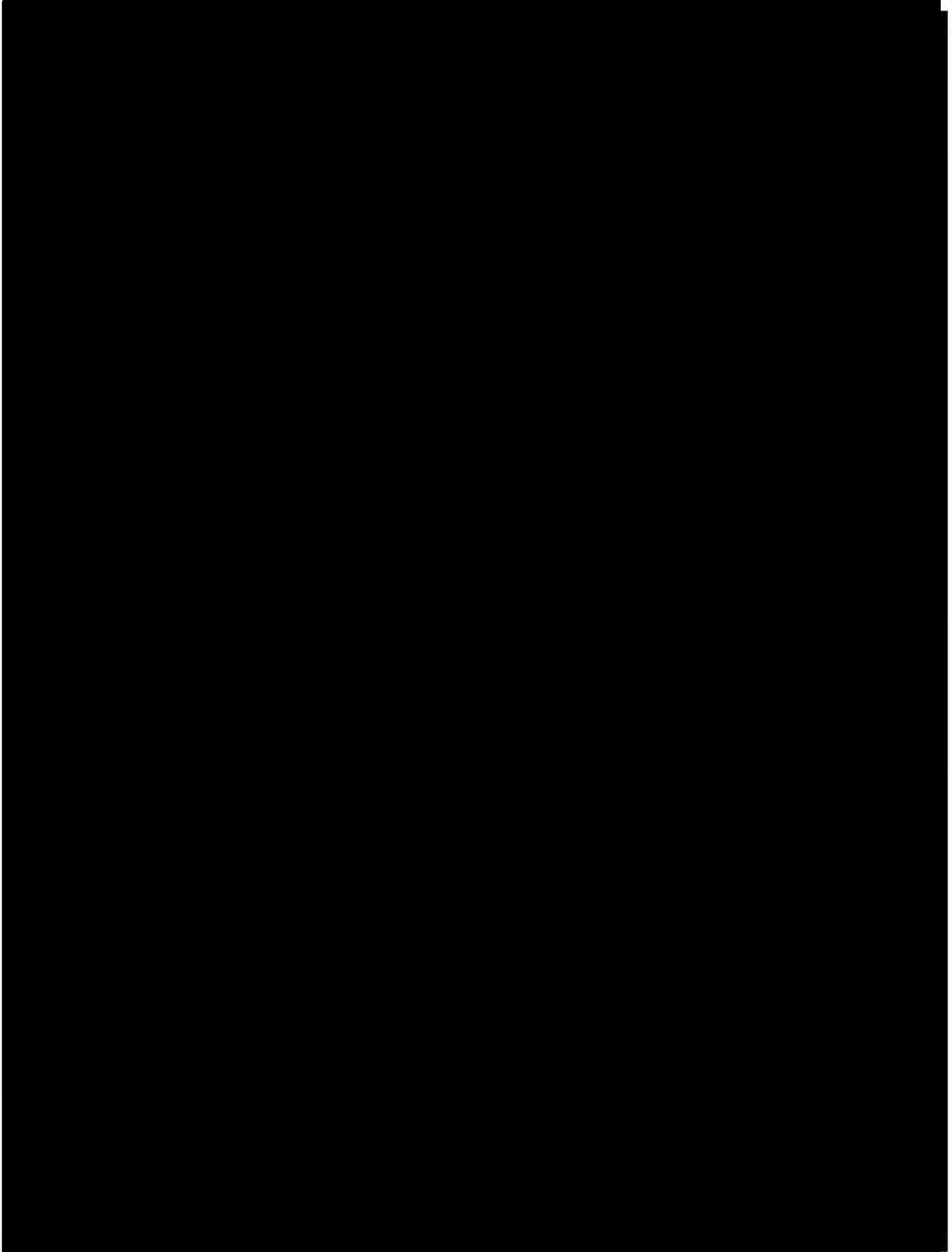


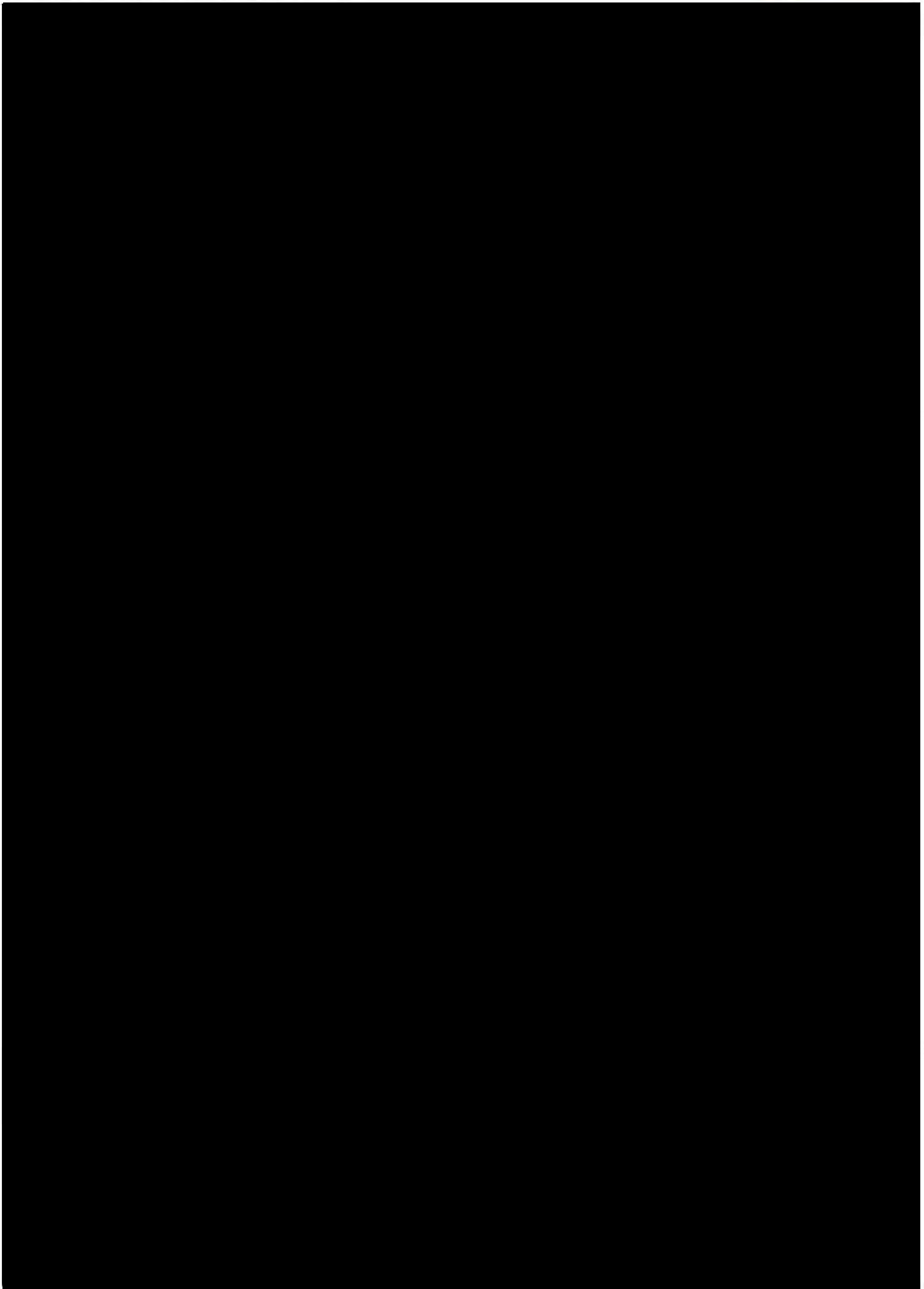
Daily Prestart and Site Attendance Record



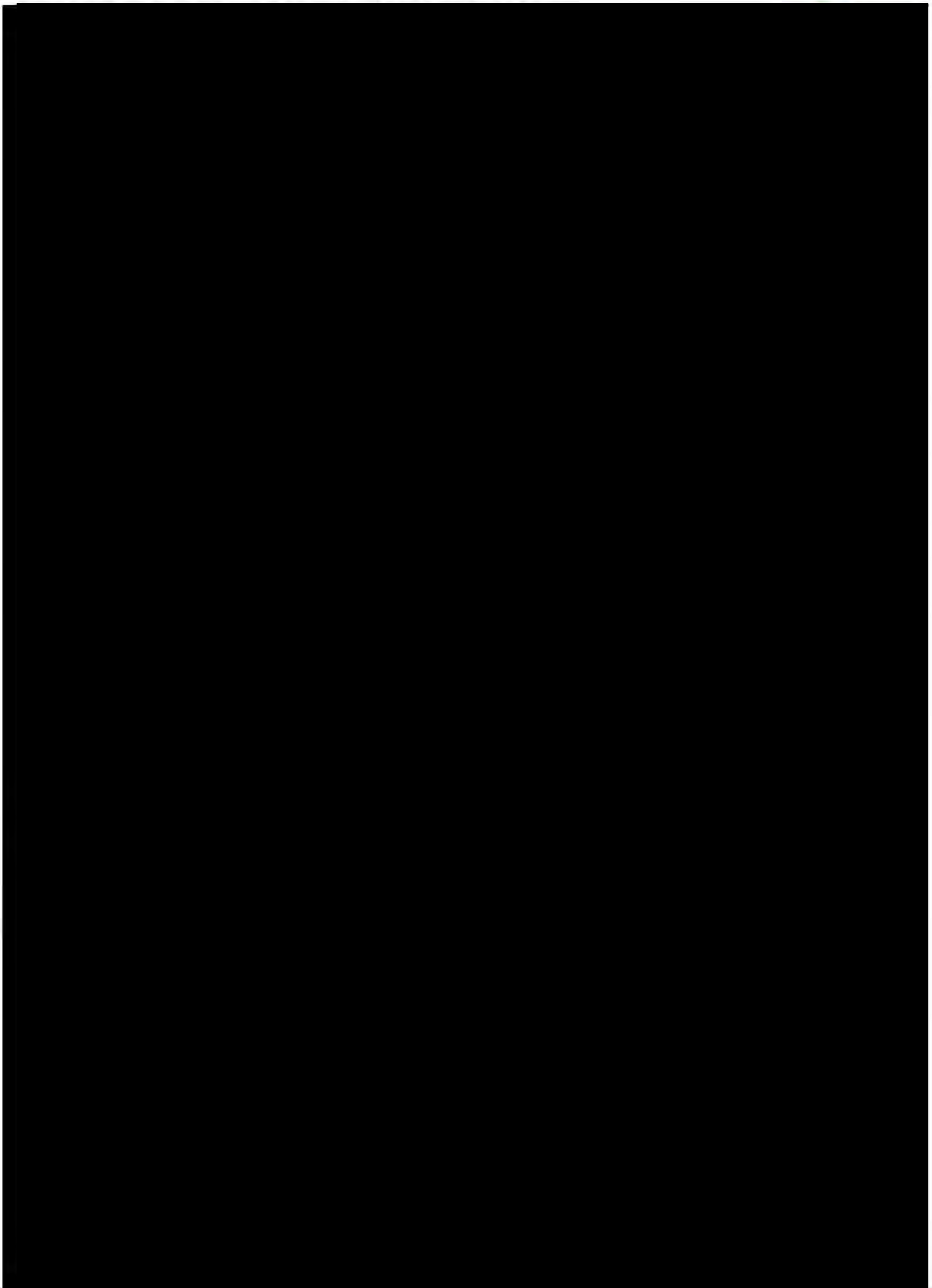


Daily Prestart and Site Attendance Record



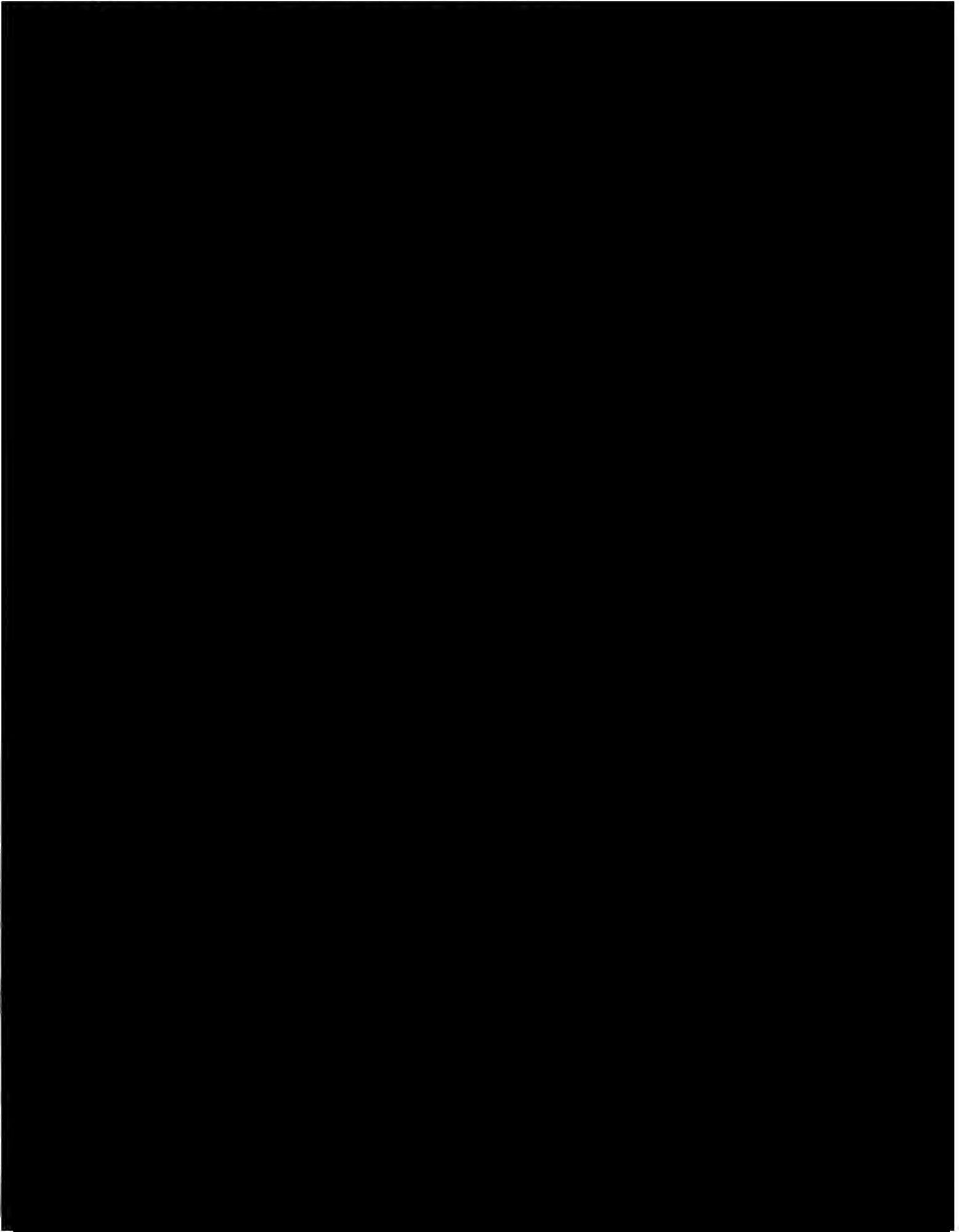


Prestart Talk and Site Attendance Record





Daily Prestart and Site Attendance Record

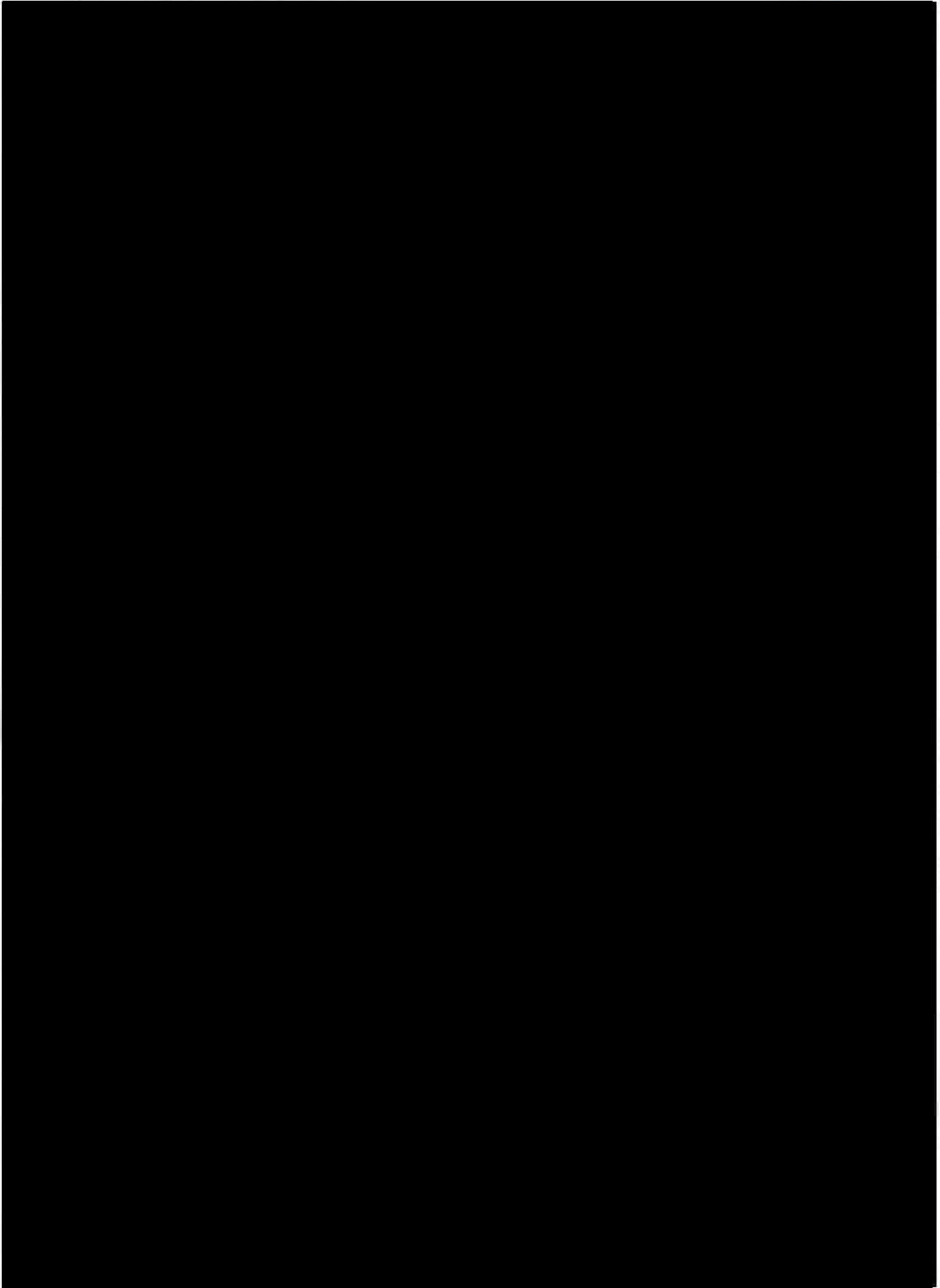


Visitor Daily Attendance Record

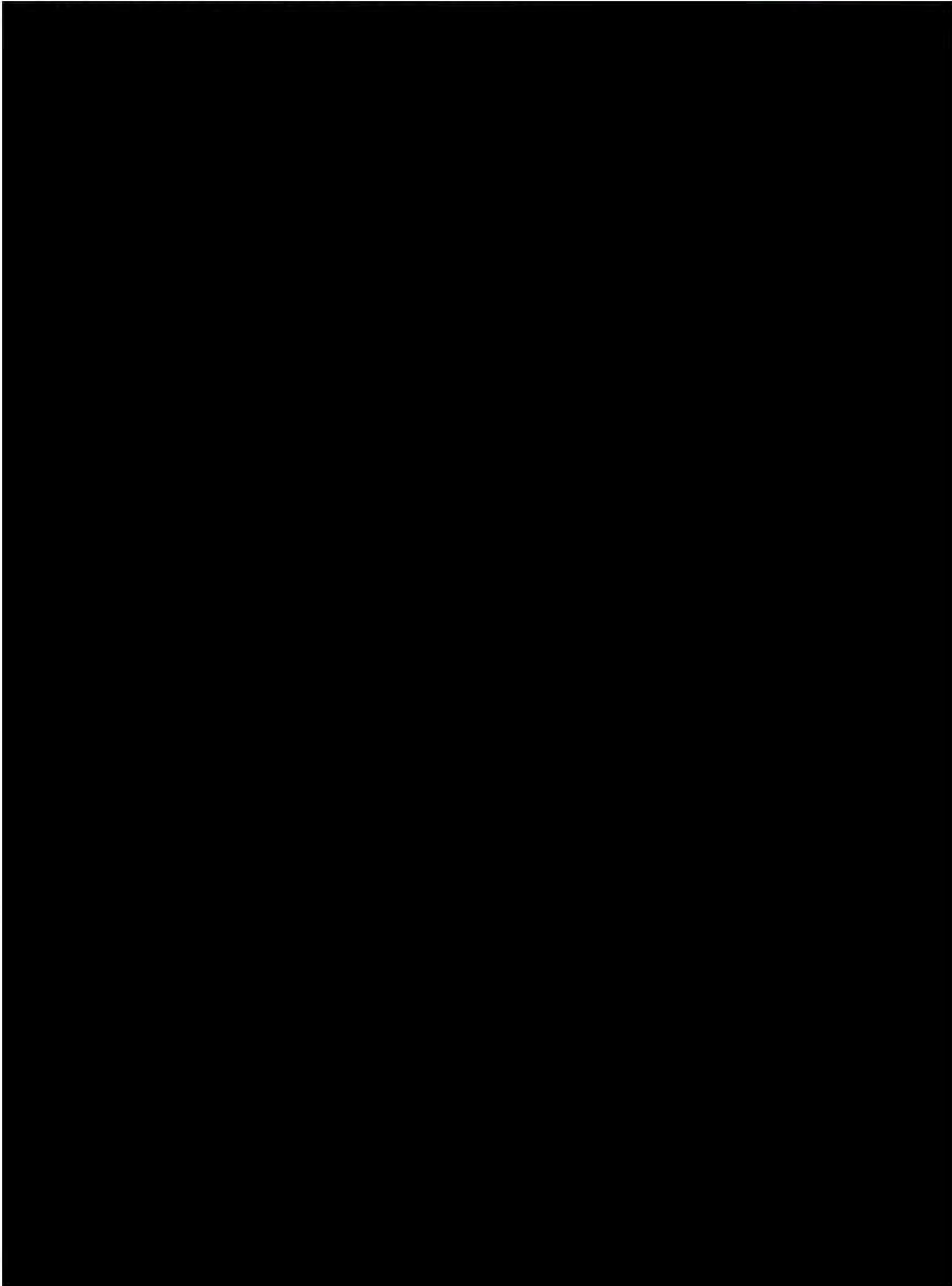


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Daily Prestart – Key Points



Prestart Talk and Site Attendance Record



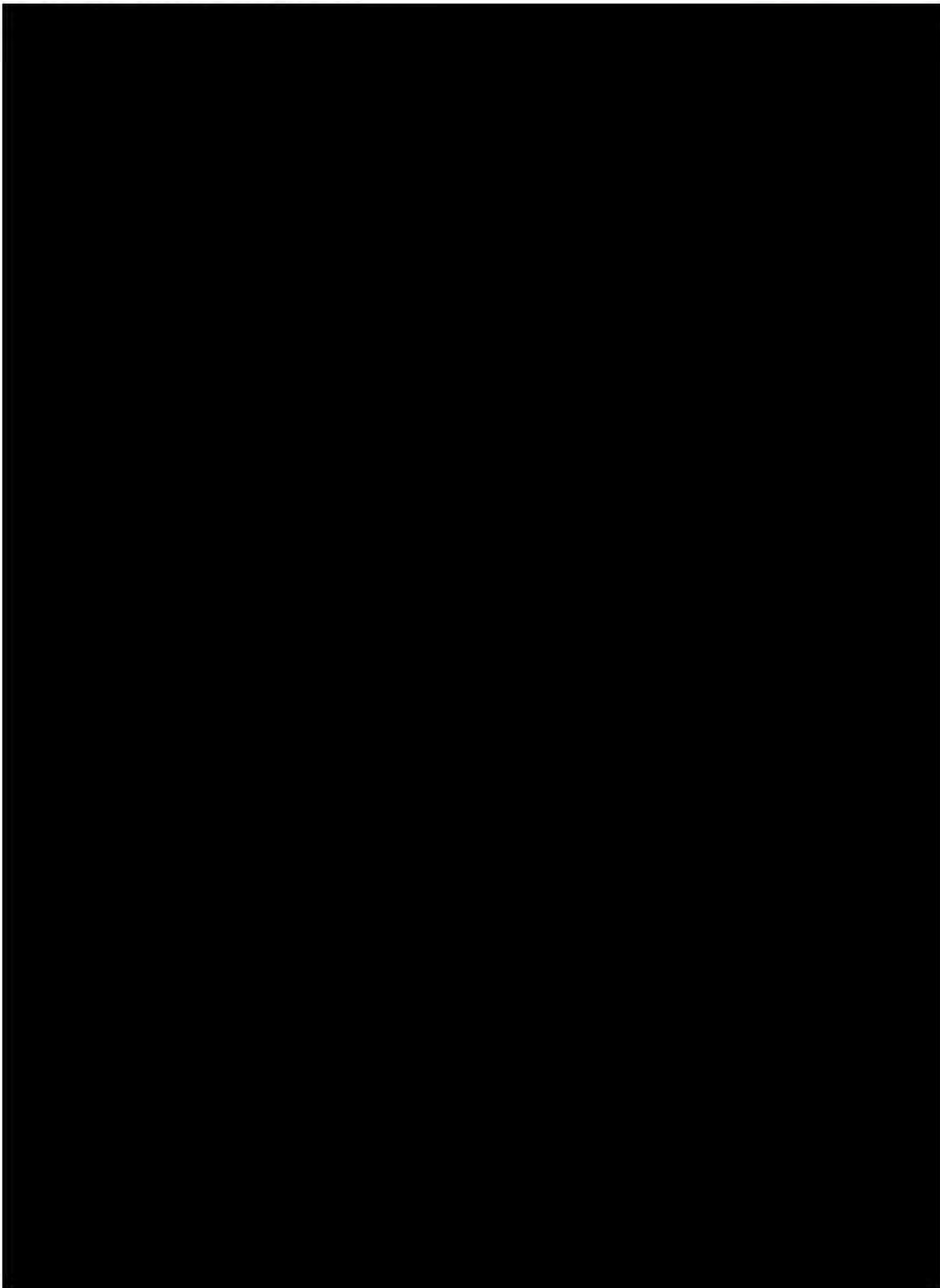


Daily Prestart and Site Attendance Record

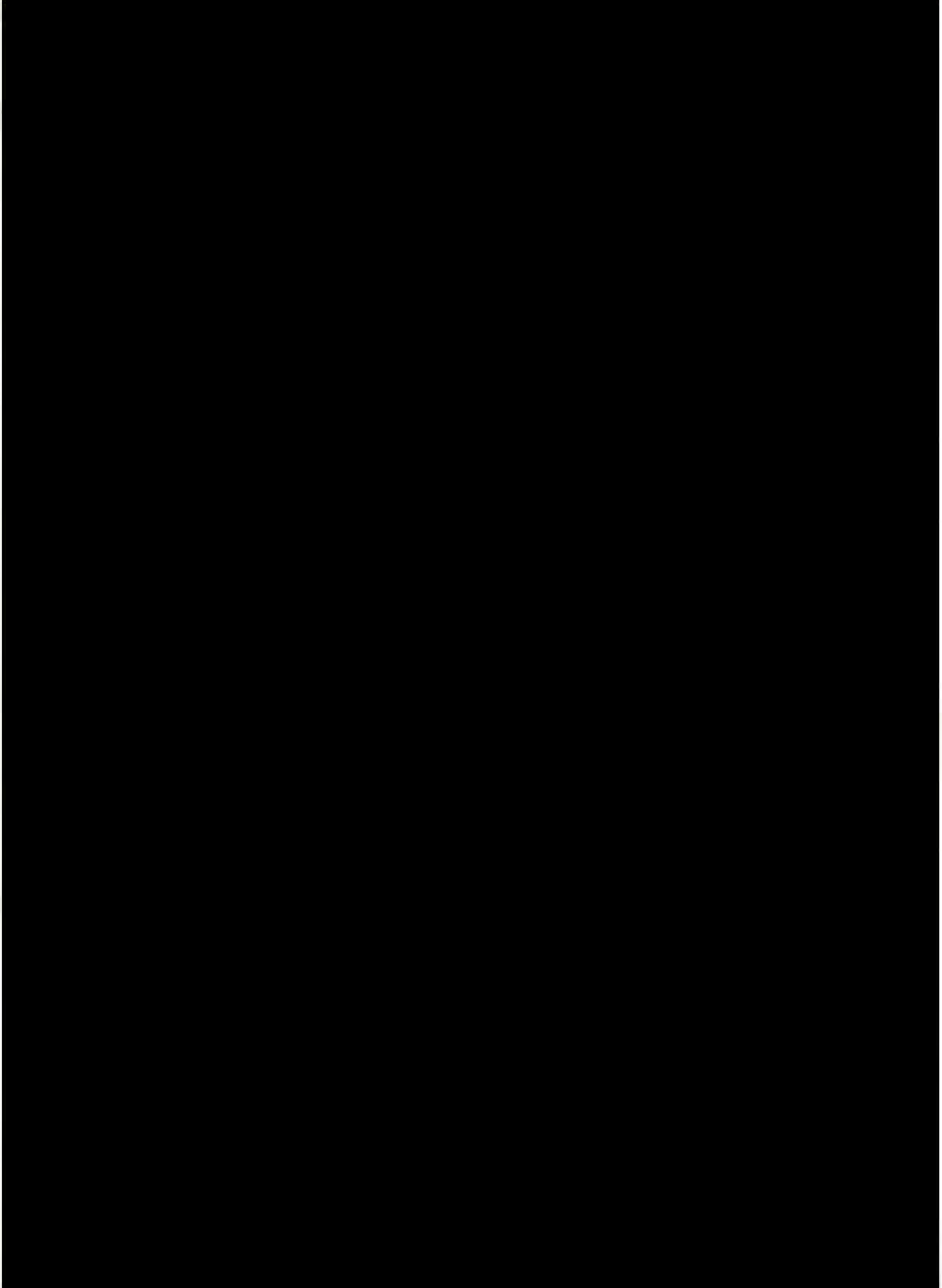
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Visitor Daily Attendance Record

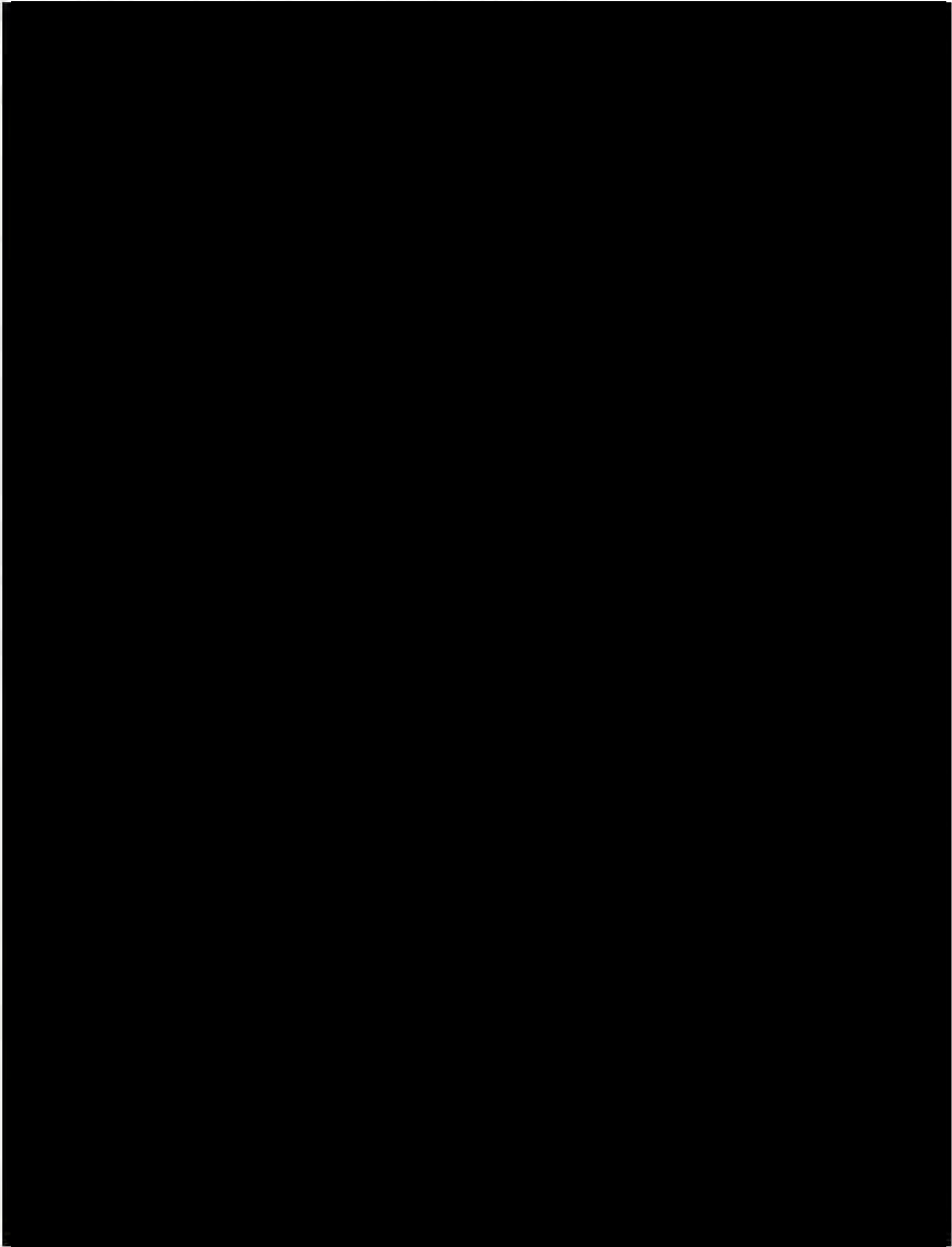
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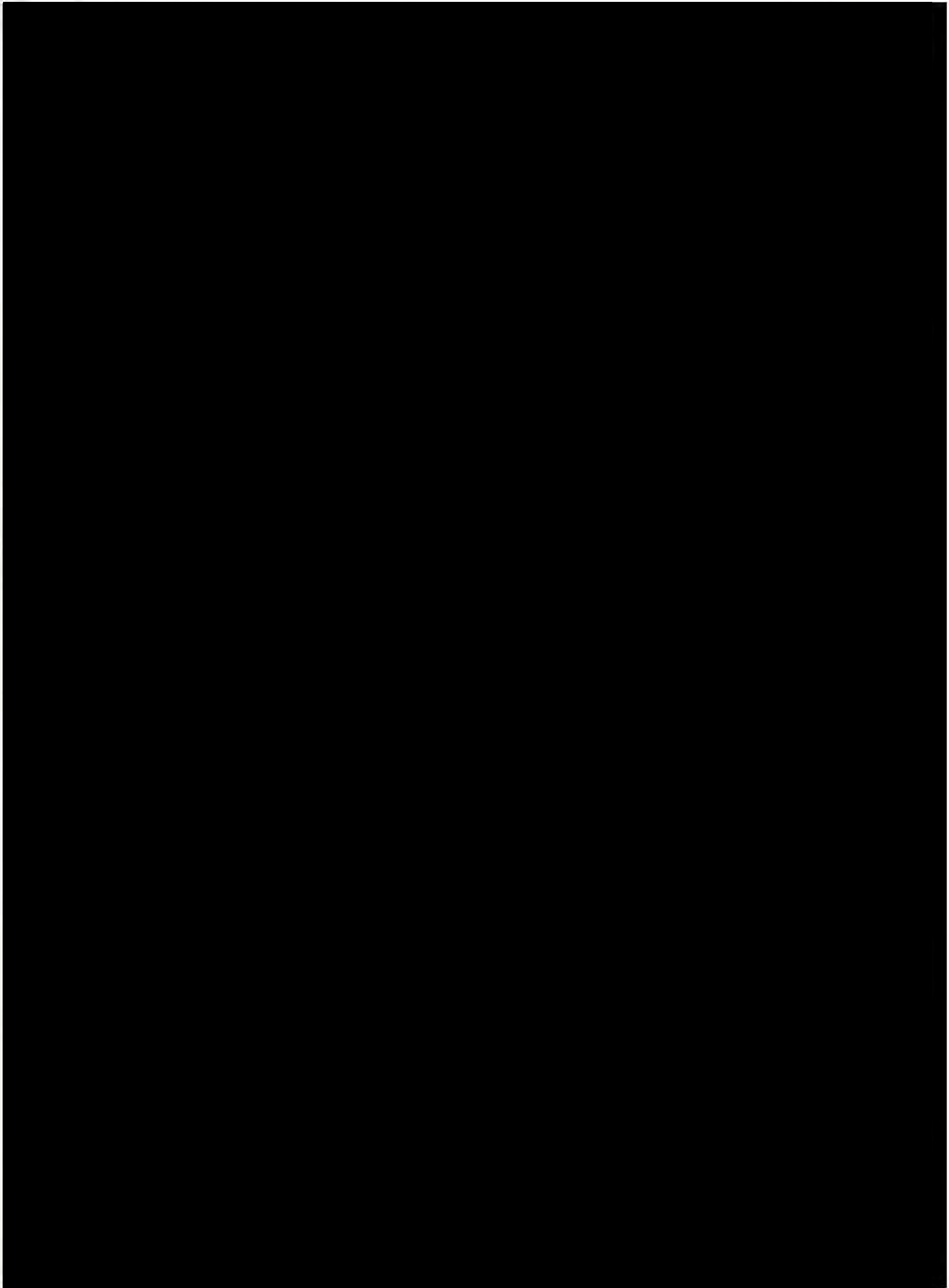
Prestart Talk and Site Attendance Record



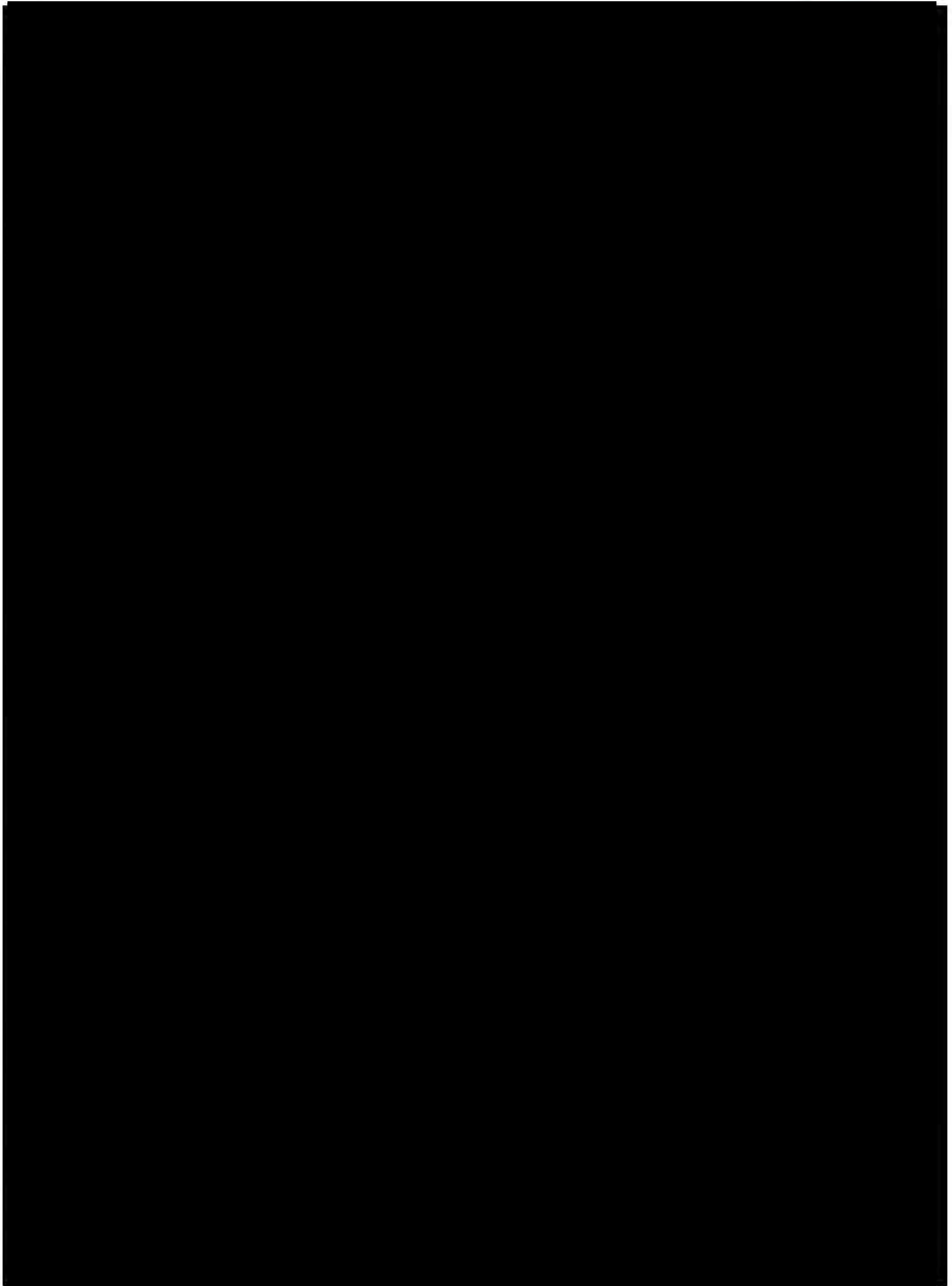
Daily Prestart and Site Attendance Record



Visitor Daily Attendance Record

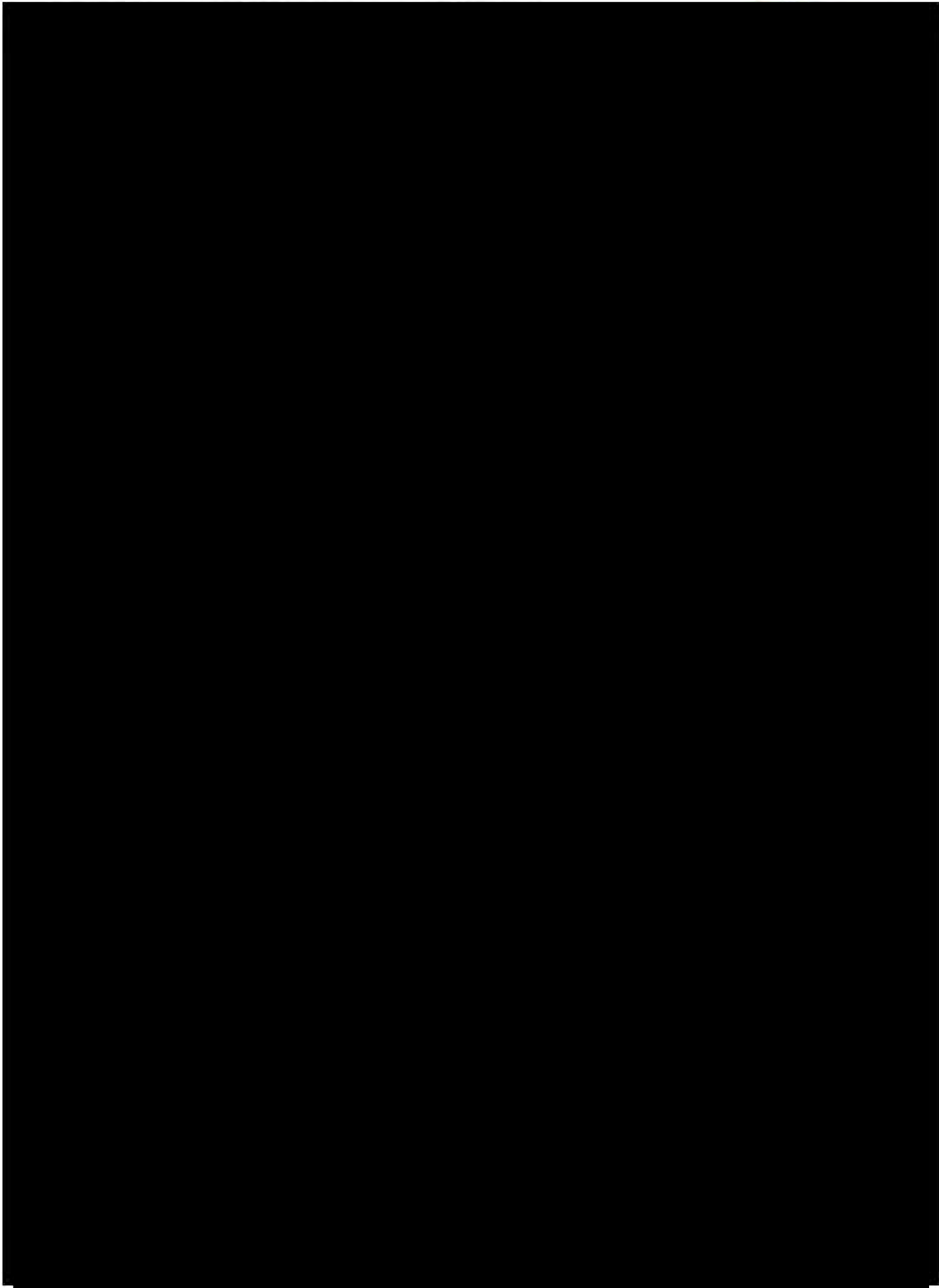
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Daily Prestart – Key Points

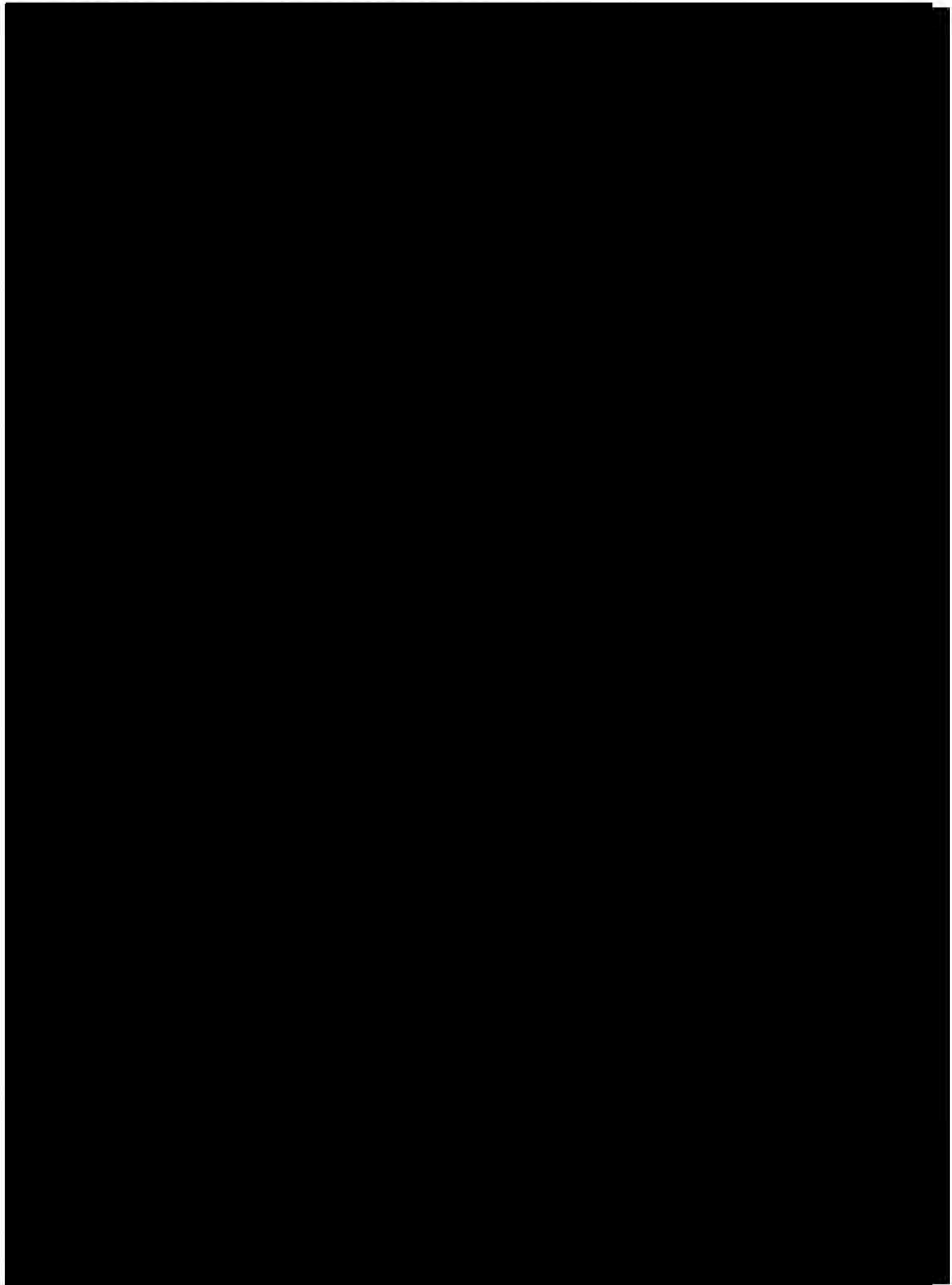




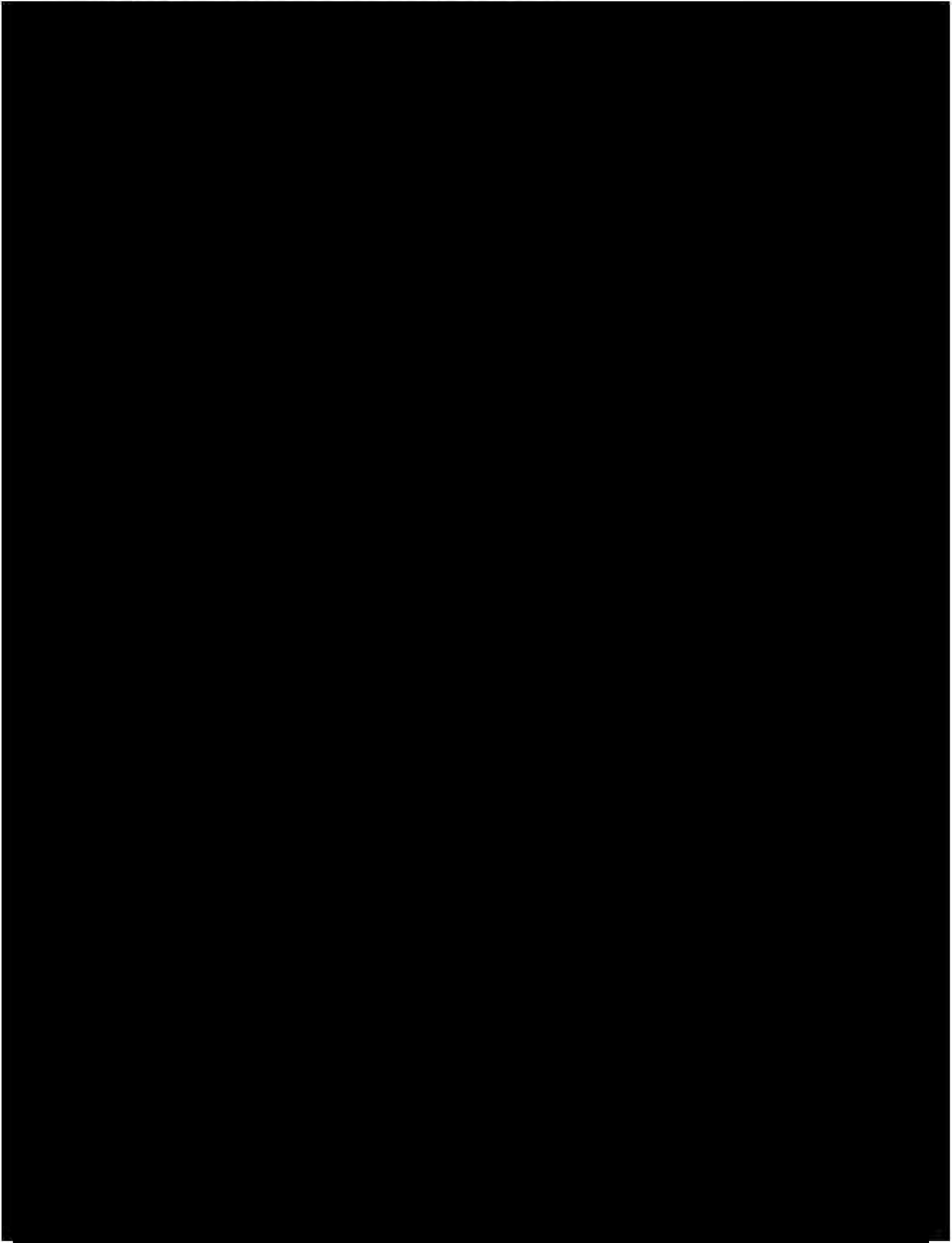
Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record

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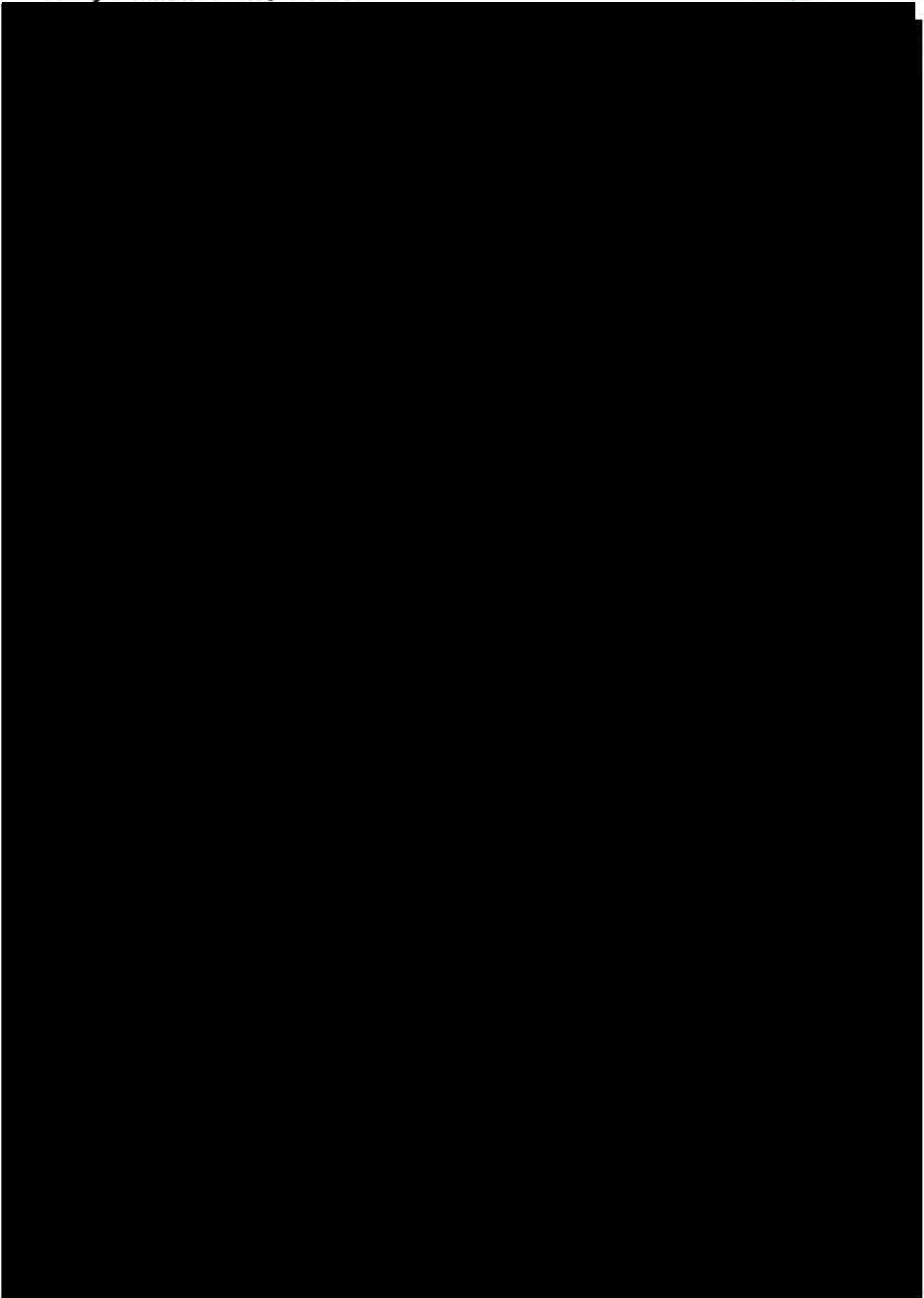
Daily Prestart and Site Attendance Record



Visitor Daily Attendance Record



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WC1 Industrial Relations and regional contribution

No.	Weighted Assessment Criteria	Weighting
WC1	<p>1. Industrial Relations and Regional contribution</p> <p>A. Local Industry Participation</p> <p>The Territory will assess the extent to which the Tenderers has demonstrated that it will ensure capable local businesses are given full, fair and reasonable opportunity to participate in the provision of the Services during the term of the proposed contract.</p> <p>Tenderers must complete and submit a Local Industry Participation Plan by completing the template plan available at</p> <p>https://www.procurement.act.gov.au/canberra-region-lipp</p> <p>B. Secure Local Jobs Code</p> <p>The Territory will assess the extent to which the Tenderer has demonstrated that it has systems and processes in place to comply with the Secure Local Jobs Code in the provision of the Services amend as required during the term of the proposed contract.</p> <p>Tenderers must complete and submit a Labour Relations, Training and Workplace Equity Plan by completing the template plan available at</p> <p>https://www.procurement.act.gov.au/securelocaljobs</p>	10%

Please refer:

Attachment 2 – Local Industry Participation

Attachment 3 – Completed Labour Relations, Training and Workplace Equity Plan



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY

LOCAL INDUSTRY PARTICIPATION PLAN for the Building & Construction sector for contracts with a value of \$5 million or more

January 2017

The purpose of this Local Industry Participation Plan is to assess the potential economic benefit for the Canberra Region if your organisation is successful.

Documents including the Canberra Region Local Industry Participation Policy, Guidelines, definitions and templates for the Economic Contribution Test and Local Industry Participation Plan are available at www.procurement.act.gov.au.

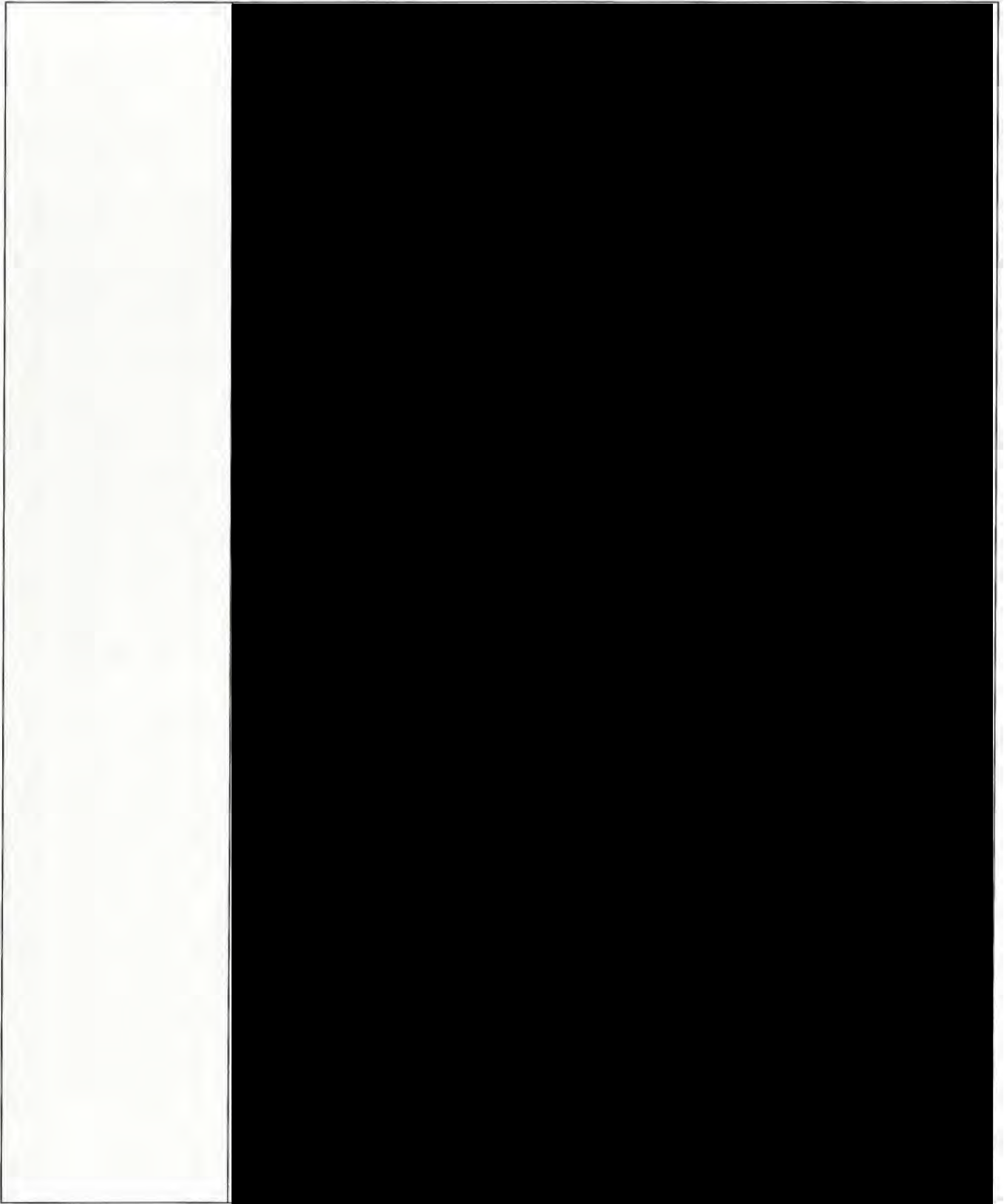
The Local Industry Advocate is available to assist with requests for information on Canberra Region LIPP requirements. Please phone (02) 207 5785 or email: LIA@act.gov.au.

Please complete the tables below. You will need to ensure you can verify the information you submit and where possible should quantify items in your statement.

Tender* Title	Taylor 3 Stage 1A Residential Estate
Tender Number	SL170496
Responsible Territory Entity/Directorate	Darren [REDACTED]
Tender value (\$AUD) <i>This is the total value of your tender, including GST.</i>	\$4,845,082.02

* Tender refers to Tender, Quotation, or any other form of bid/response to a request issued by the Territory for the supply of goods, services and/or works, intended to result in a contract

Legal Entity Name	BMD CONSTRUCTIONS PTY LTD			
ABN	59 010 126 100			
Trading Name	N/A			
Business Project Manager/Contact Person	Darren [REDACTED]			
Telephone	[REDACTED]	Email	[REDACTED]	
What is your physical presence in the Canberra Region? <i>(you can tick more than one)</i>	Head Office <input type="checkbox"/>	Branch Office <input checked="" type="checkbox"/>	Warehouse/Depot <input type="checkbox"/>	Other <input type="checkbox"/> Please specify
When was this presence established?		2006		
How many full time employees (FTE) do you currently employ in the Canberra Region?	[REDACTED]			
Describe existing relationships with other businesses in the Canberra Region?	[REDACTED]			



A: REGIONAL EMPLOYMENT

The purpose of this section is to measure the potential economic benefit to the Canberra Region through the use of Canberra Region sourced labour throughout the contract term.

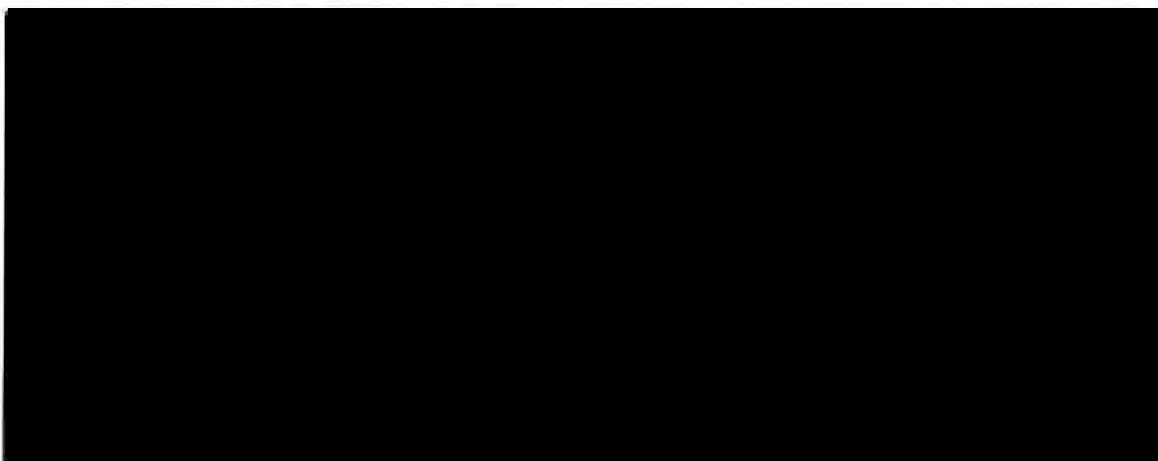
	Labour hours from the Canberra Region <i>See Guidance Note 1</i>
Head Contract	
A1: Estimated Full Time Equivalent/s (FTE) of labour required to deliver the contract from within your entity's staffing See Guidance Note 1	
Subcontract/s or outsourced labour arrangements	
A2: Will you need to engage one or more Canberra Region based subcontractors to deliver this contract?	
A3: Estimated FTE of subcontracted labour intended to be used to perform the contract See Guidance Note 2	

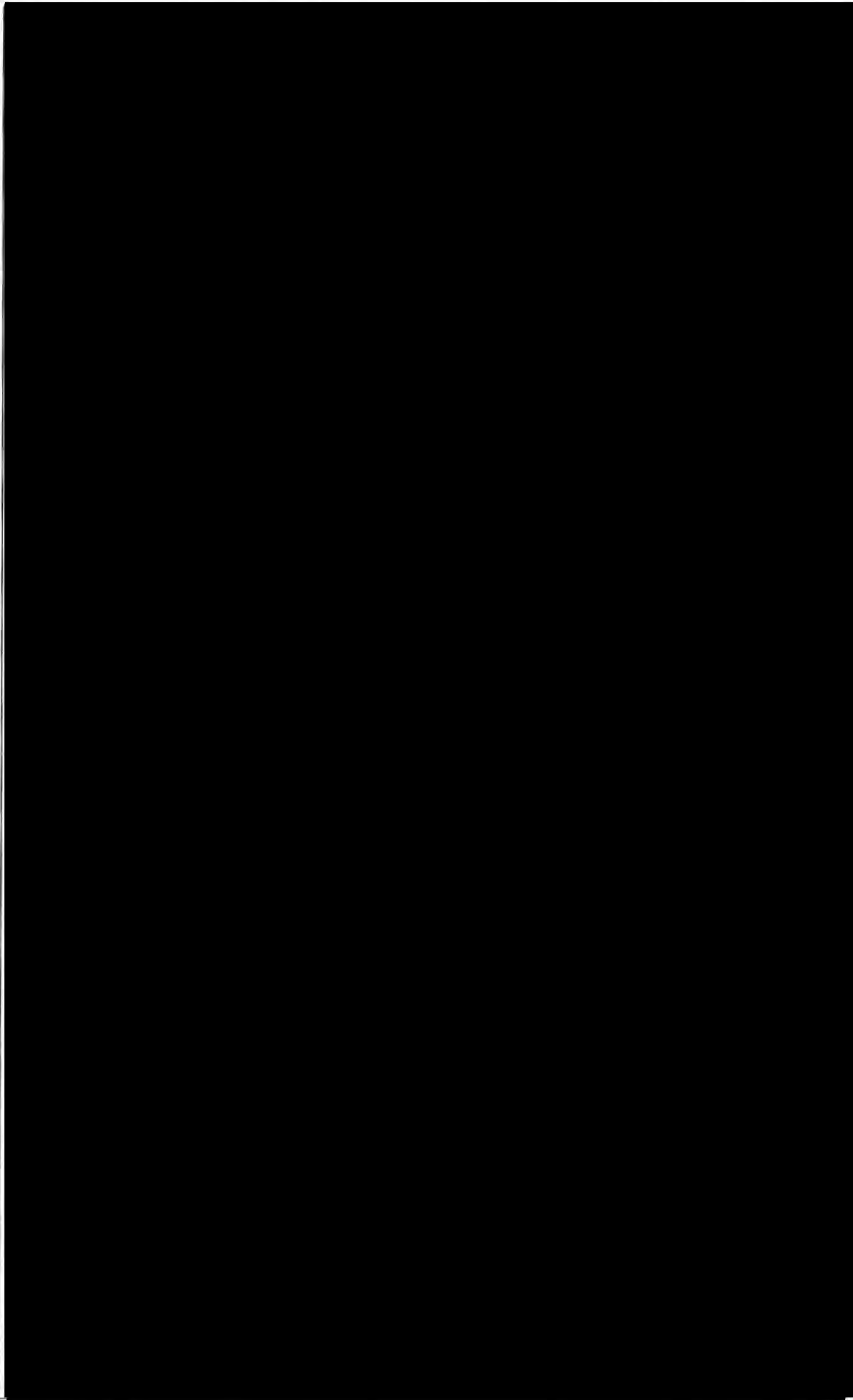
Guidance Notes:

1. We are seeking the labour **your business will employ directly** to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work in this question. Outsourced and subcontracted work should be included in A3.
2. We are seeking an estimation of the labour from any **outsourced and subcontracted Canberra Region** work to deliver the contract.

Provide further details of employment to be created and retained. Your response could include:

- The type/s of positions that may be created and/or retained as a result of this contract.
- How you will inform local industry about particular opportunities (eg a communication strategy).
- How you intend to identify and engage with subcontractors in relation to delivery of the contract including your supply chain.





B: LOCAL SUPPLIERS

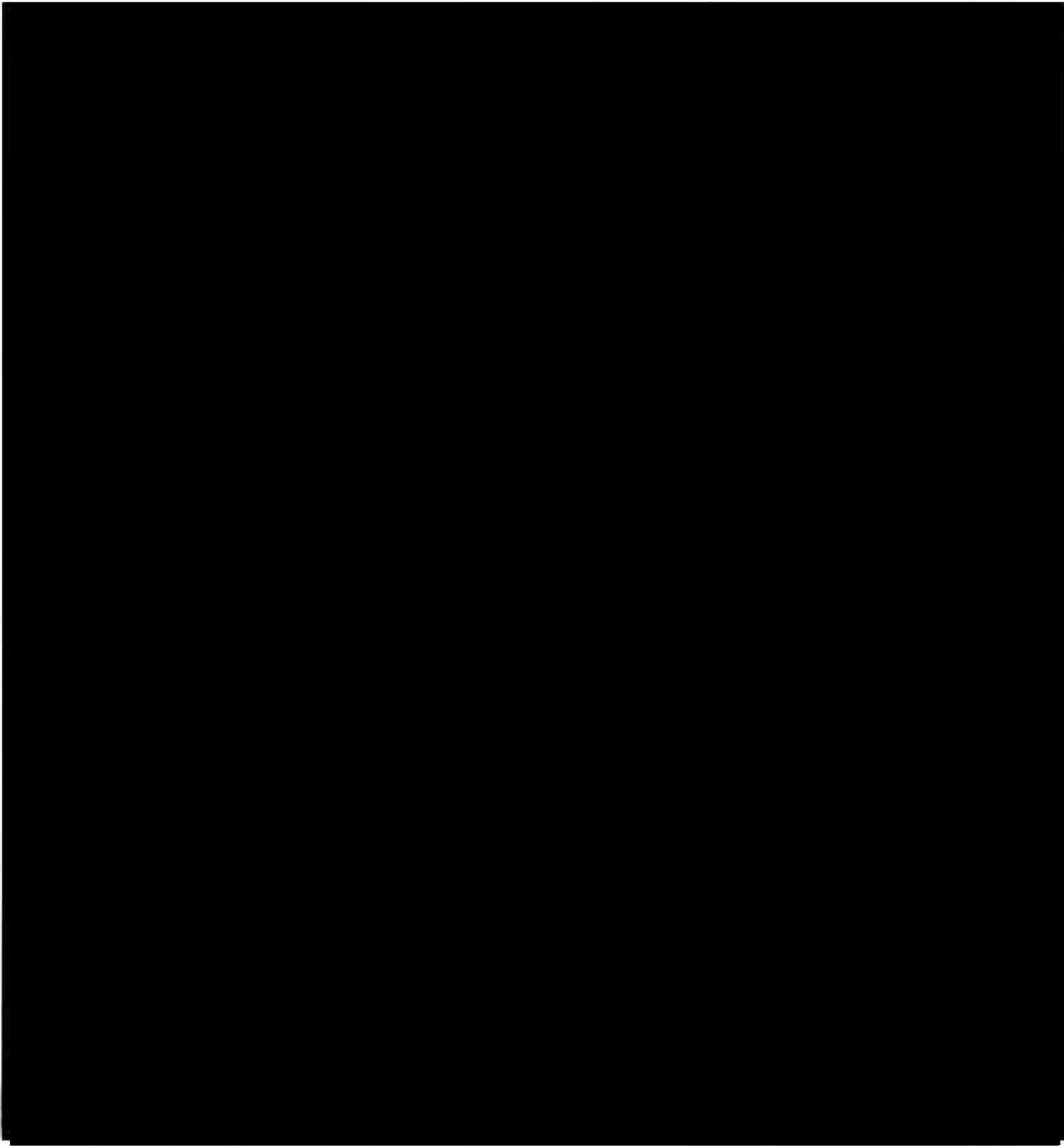
The purpose of this section is to measure the potential economic benefit to the Canberra Region through the use of Canberra Region sourced goods and/or services and any other non-labour inputs that are required to deliver the contract.

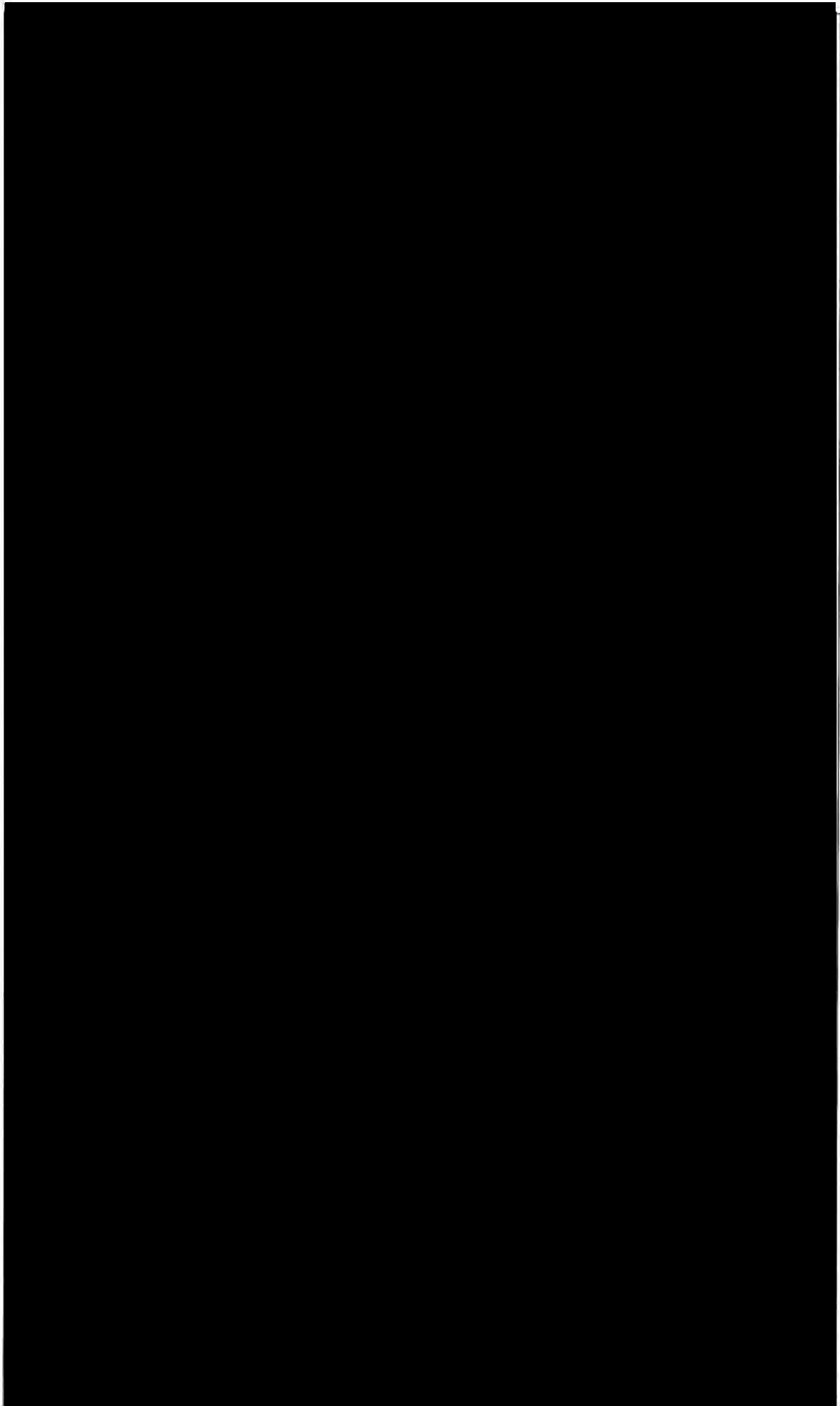


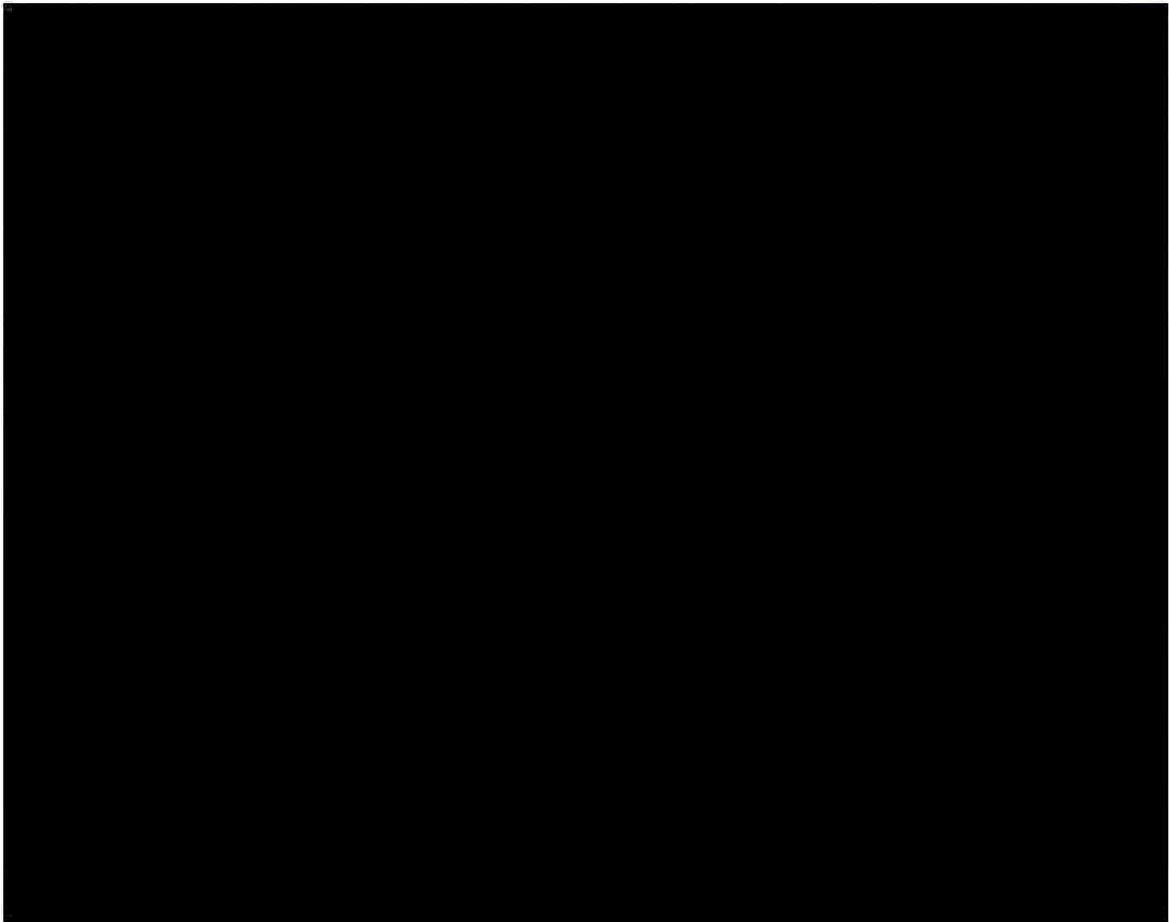

Guidance Note:

3. *Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of items of merchandise; finished products; food and beverages; supplies and raw material and accommodation etc.*

Describe how you will identify local products and capabilities that meet contract requirements. Your response could include:

- How you will inform local industry about particular opportunities (eg a communication strategy).
 - How you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain.
 - A commitment to liaising with Canberra Region business advocacy groups to identify the availability of local goods and services.
 - Establishing procedures or policies that encourage local industry participation.
- 



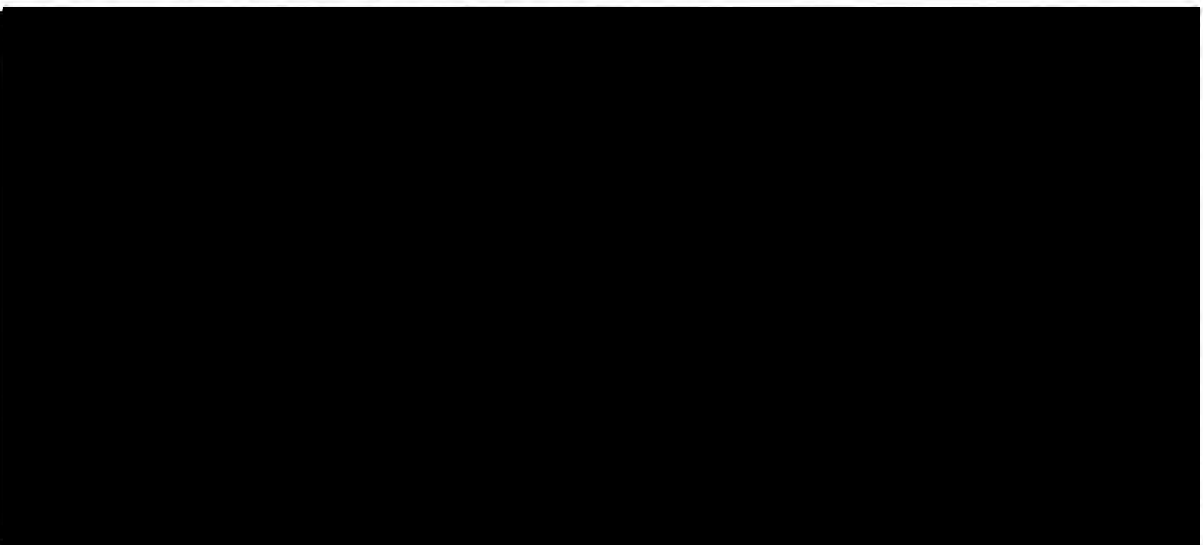


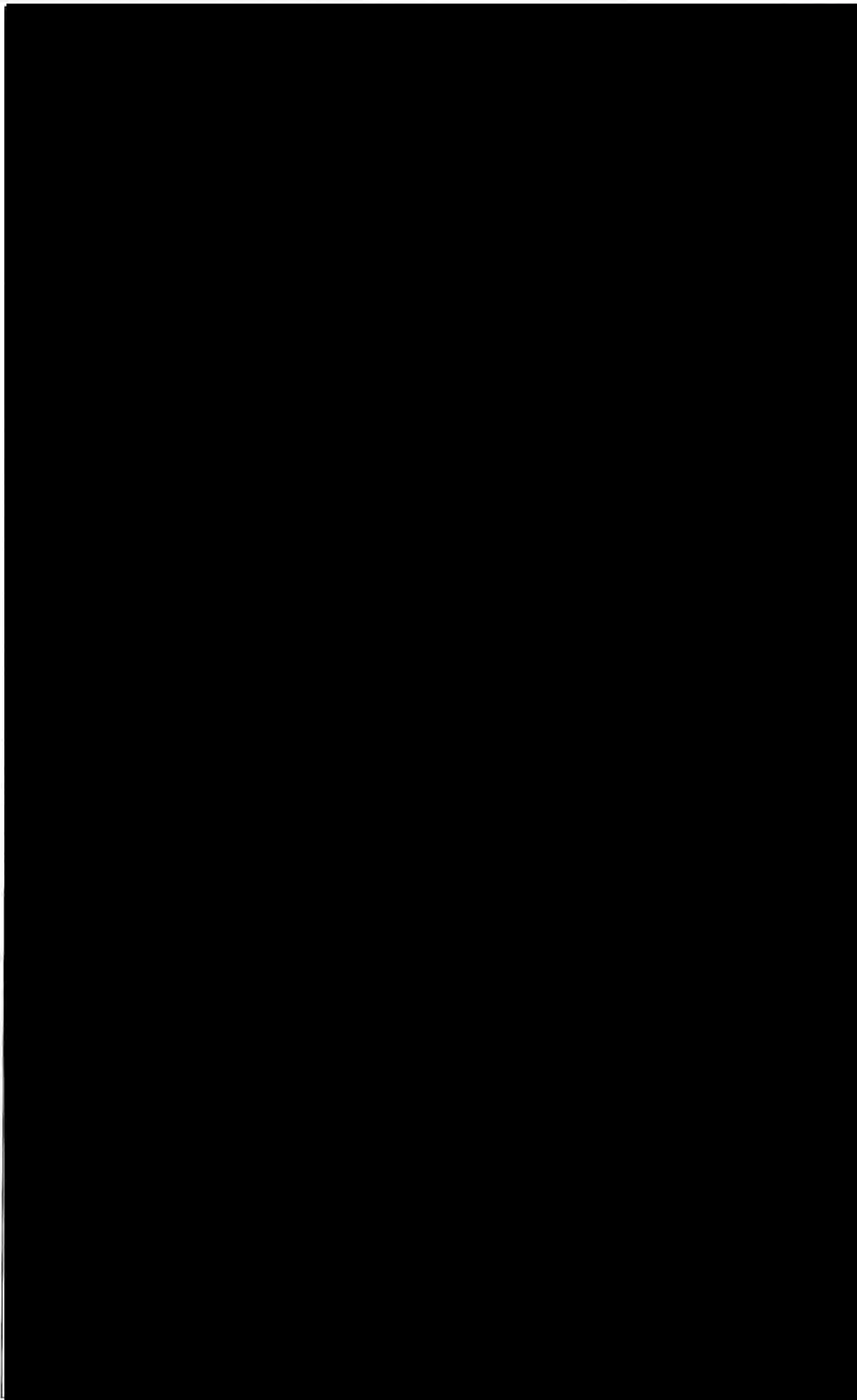
C: REGIONAL SKILLS DEVELOPMENT

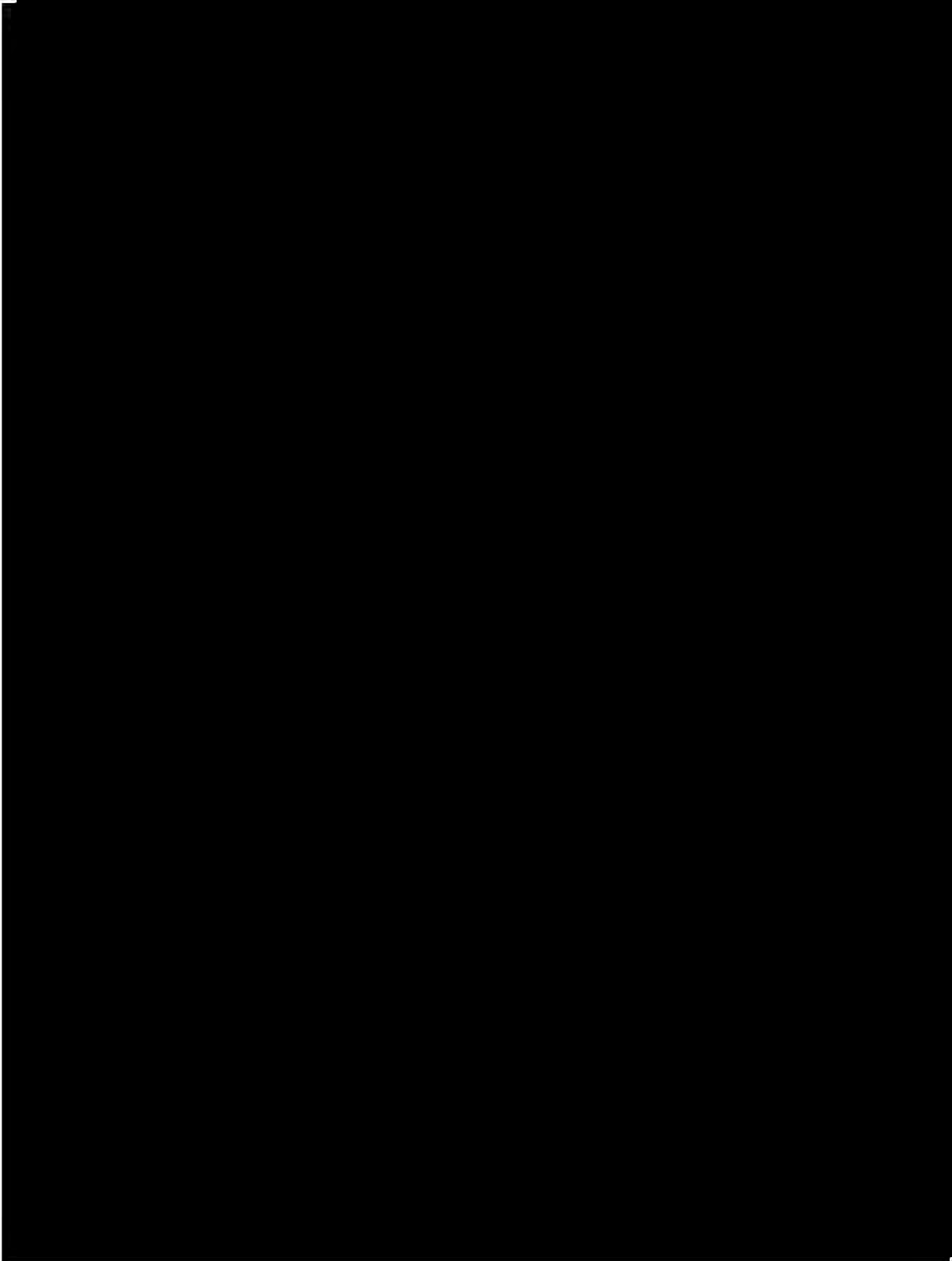
Provide details of any training and skills development that will be provided to Canberra Region labour in relation to this contract.

Your response could include:

- Any opportunities for the engagement and training of apprentices.
- Number of local apprenticeships and trainees created and the existing positions to be utilised on the contract.
- Identifying and describing opportunities for increasing the skills of Canberra Region employees.
- Any training programs designed for this contract.



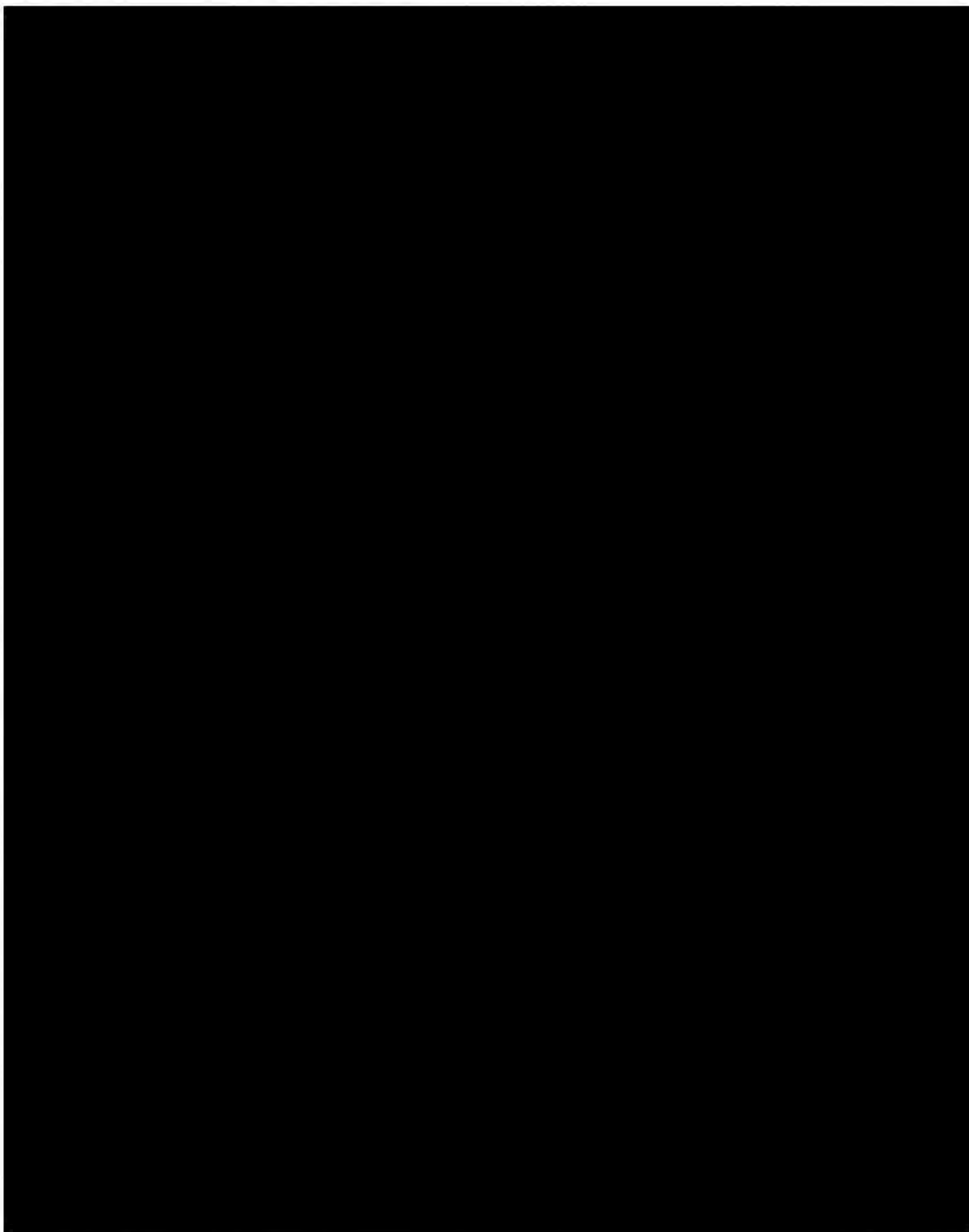


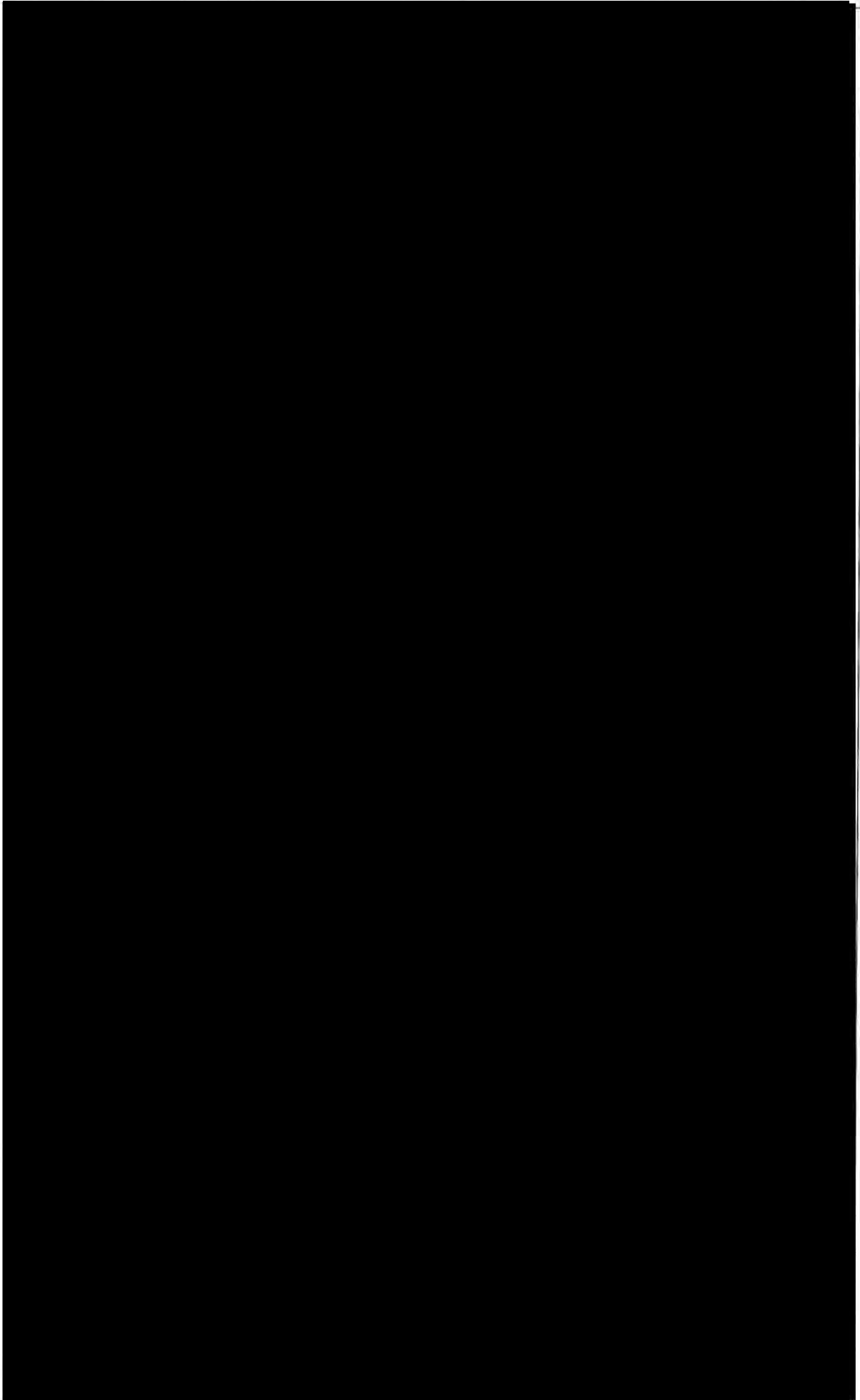


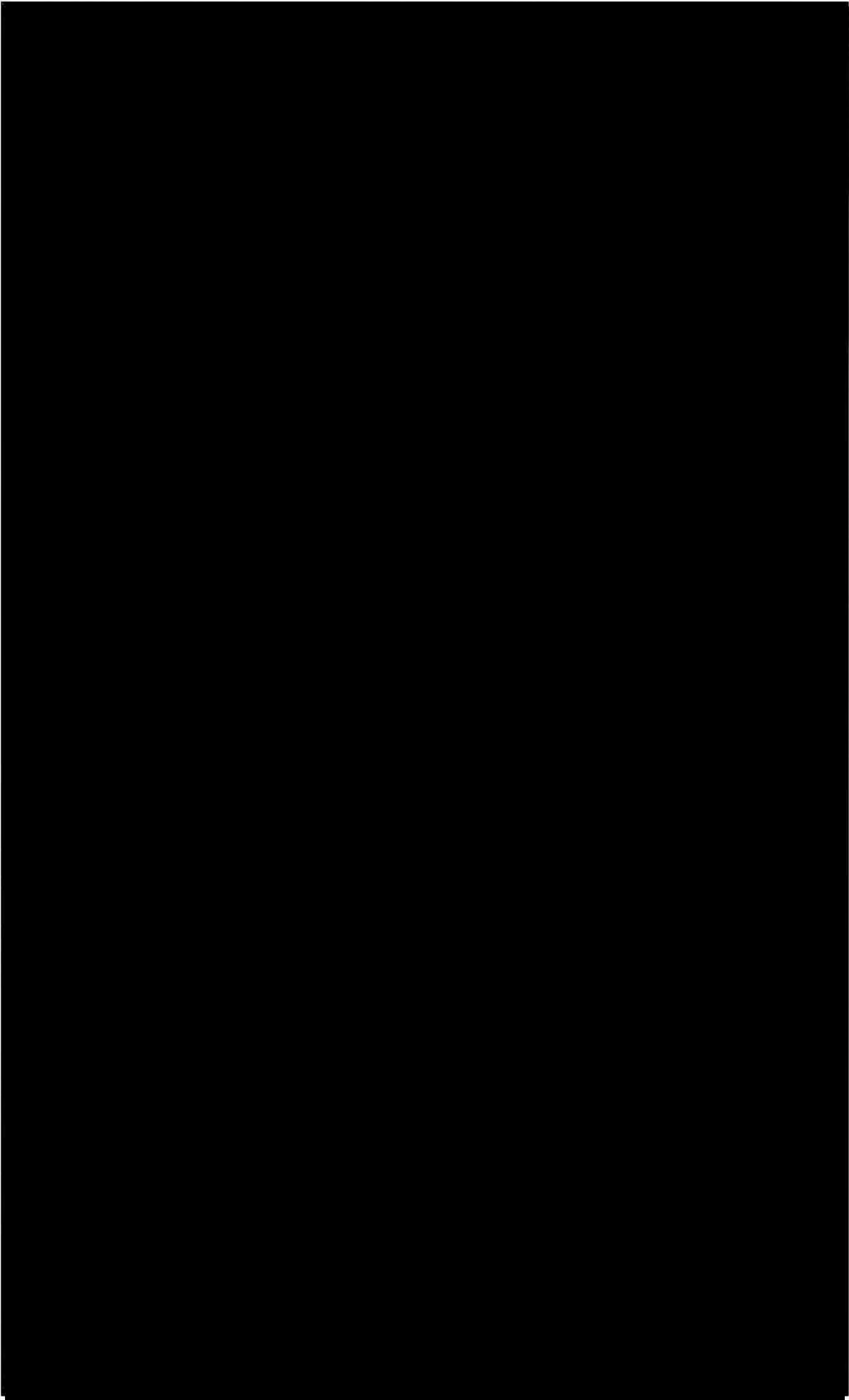
D: REGIONAL INVESTMENT


Please provide details about your business presence in the Canberra Region and the value of any existing and proposed capital investment in the Canberra Region directly linked to the contract. Your response could include:

- Year your business was established in the Canberra Region.
- Details of current business presence in the Canberra Region (e.g. turnover, FTE).
- Plans to grow your existing local corporate footprint.
- Existing and proposed capital investment within the Canberra Region that would directly relate to this contract.
- Engagement with other local businesses.



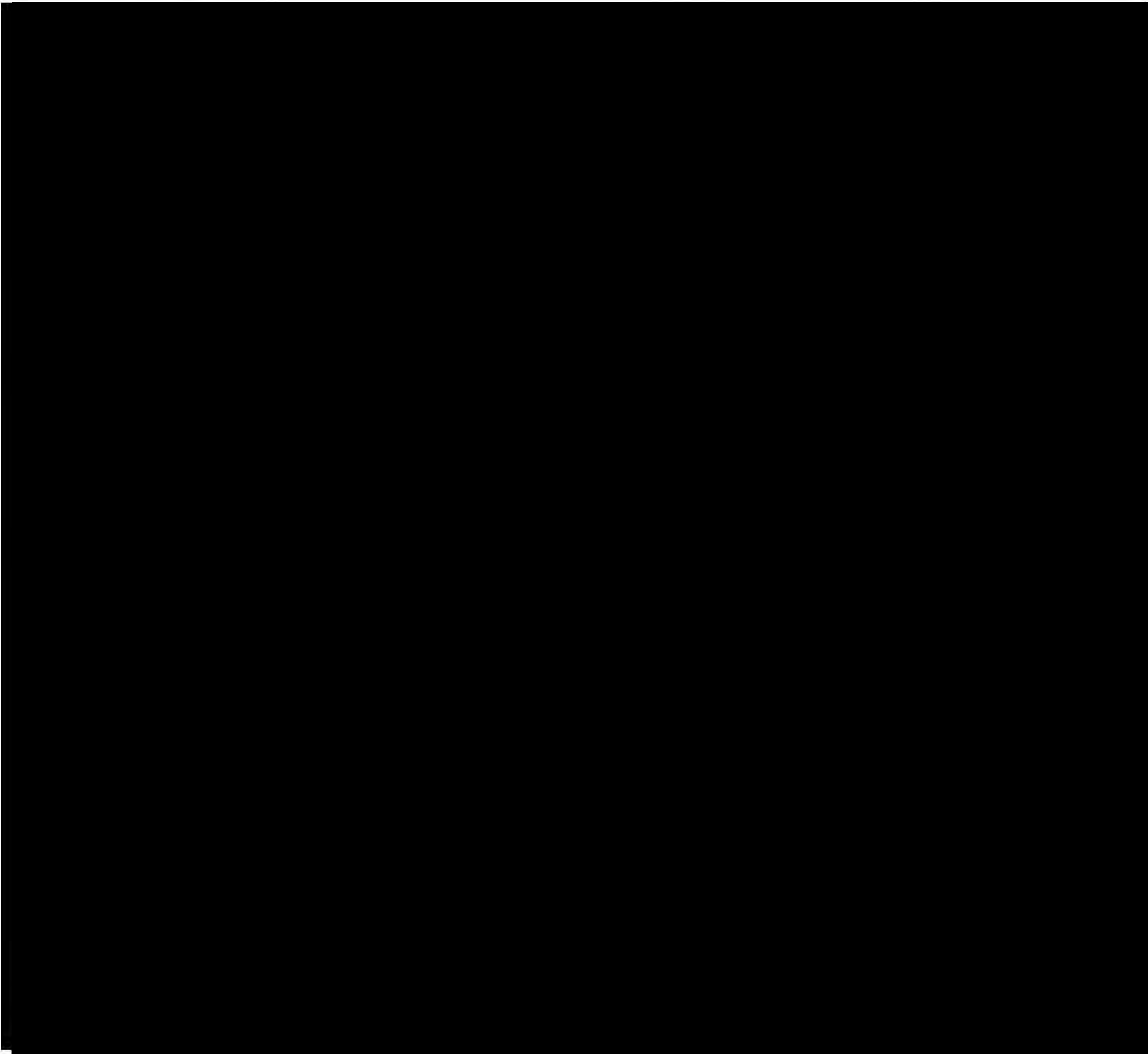


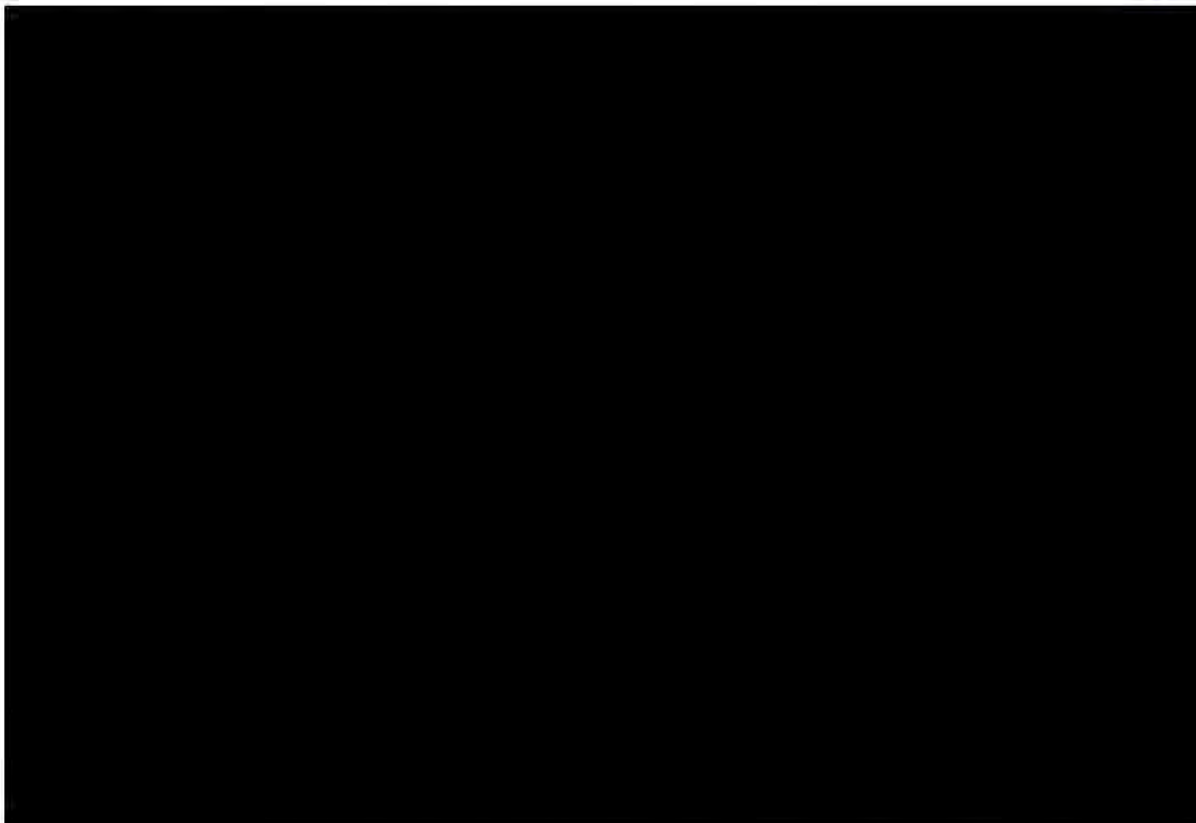




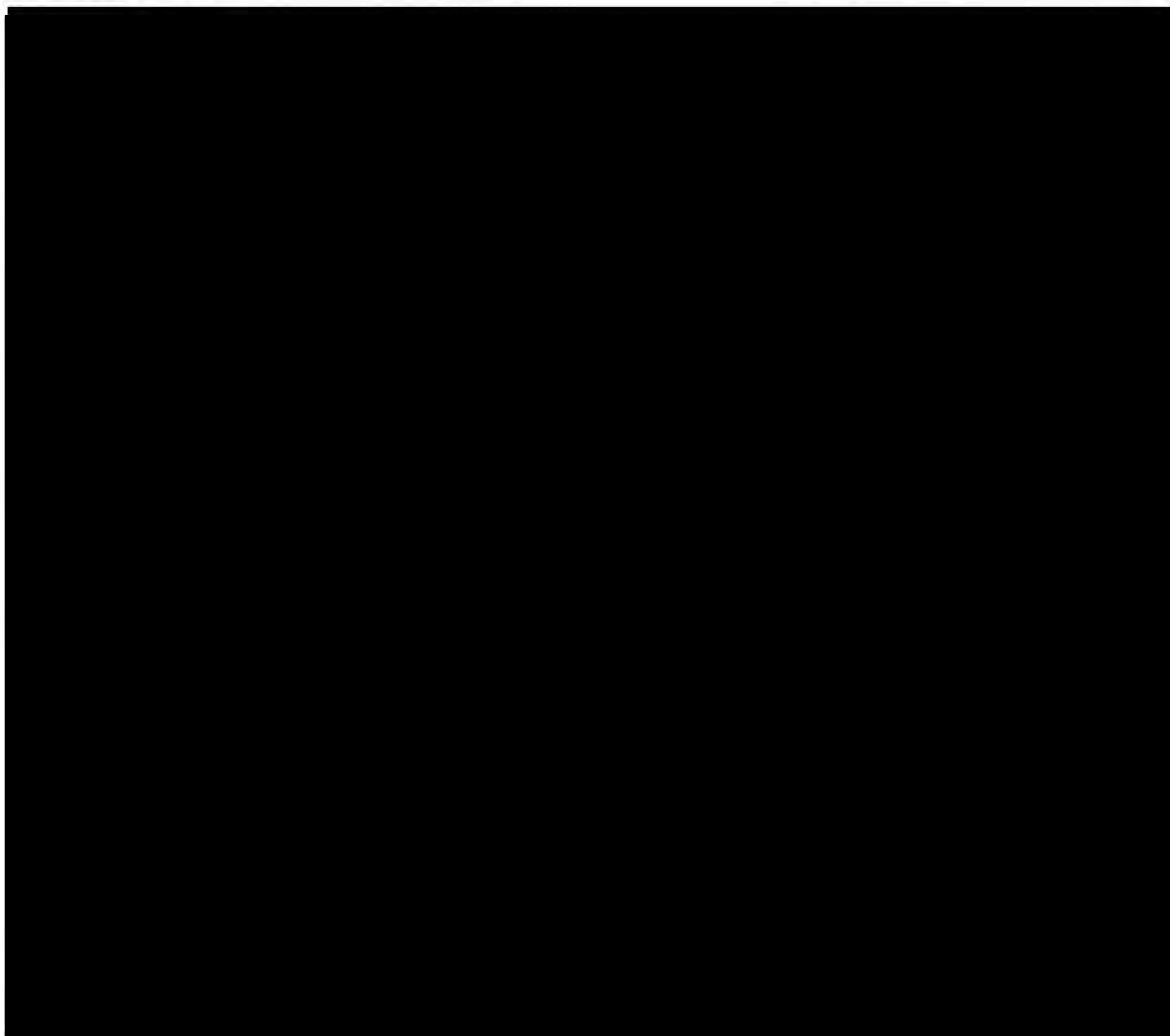
Describe how you will identify any additional business undertakings that promote economic growth in the Canberra Region resulting from this contract.

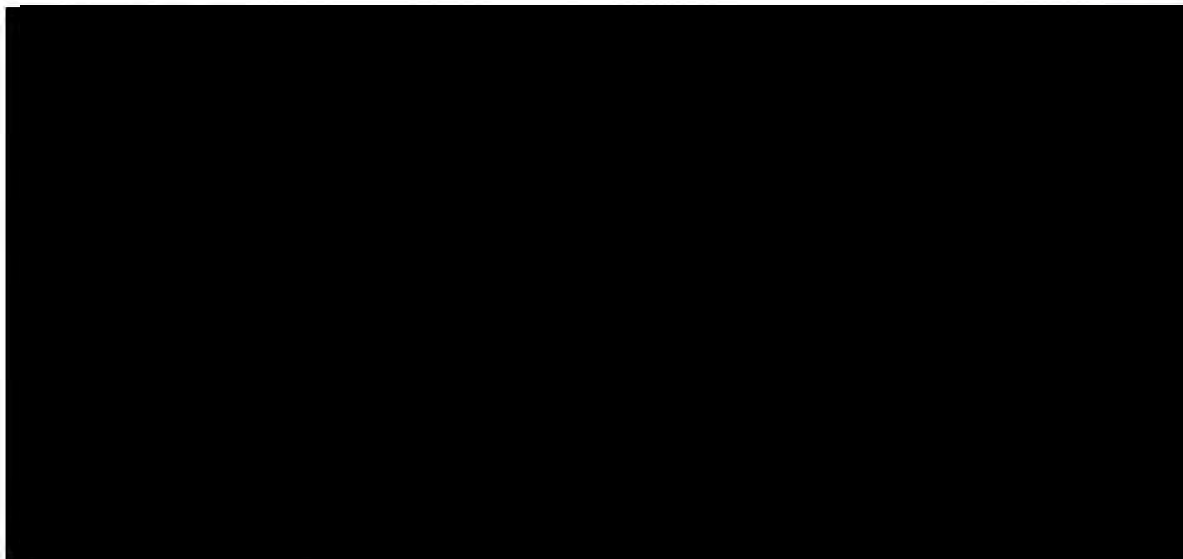
Your response could include:

- Value-added research, partnerships with universities/CIT.
 - Potential to undertake further innovation and/or research and development of contract-related technology.
 - Use of emerging technologies and materials.
 - Collaboration with international organisations to increase opportunities for Canberra Region businesses.
- 



In relation to the categories below, describe how benefits to the Canberra Region will continue once the contract has ended.





Declaration			
<p>I am a duly authorised officer of the Business, BMD CONSTRUCTIONS PTY LTD I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and the Business's responsibilities under this policy</p> <p>If awarded the contract the Business will:</p> <ul style="list-style-type: none"> • Note that the Territory reserves the right to negotiate and/or clarify commitments in this plan prior to finalisation of the contract. • Meet the commitments given in this or an amended Industry Participation Plan (as agreed by the Territory). • Report to the Territory on Canberra Region industry participation achieved during the project annually on the anniversary of the contract award and at completion of the contract using the IP Plan Report template available at [website] (or in an alternative format and timetable as agreed by the Territory). 			
Signature:		Date:	28/02/2019
Name (print):	Darren 	Position:	Construction Manager

2018

WORLD OF MAGIC

THANK YOU

On behalf of the special needs children in our community,
we thank you so much for your very generous support.



CANBERRA CITY LIONS CLUB



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

January 2019

This template includes the Canberra Region Local Industry Participation (LIP) Plan and the Labour Relations, Training and Workplace Equity Plan. These plans are an assessment criteria in the ACT Government's procurement process.

If your business is successful in winning this procurement, your compliance with these plans is evaluated as part of the final contract performance evaluation. The evaluation can be considered as part of your future procurement submissions.

More information on the Canberra Region Local Industry Participation Policy and Secure Local Jobs is available at procurement.act.gov.au.



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

Tender and business information

Information you enter into the tables below must be able to be verified. Where possible quantify items in your statements.

Tender* title	TAYLOR 3 STAGE 1A RESIDENTIAL ESTATE
Tender number	SL170496
Responsible Territory Entity / Directorate	SUBURBAN LAND AGENCY
Total tender value (\$AUD) incl. GST	\$4,845,082.02

* Tender refers to tender, quotation or any other form of bid/response to a procurement for territory funded work issued by the territory for the supply of goods, services and/or works, intended to result in a contract.

Legal entity name	BMD CONSTRUCTIONS PTY LTD	
ABN	59 010 126 100	
Trading name	BMD CONSTRUCTIONS PTY LTD	
Business project manager/contact person	DARREN [REDACTED]	
Telephone	[REDACTED]	Email [REDACTED]

What is your physical presence in the Canberra region?
(Select all that apply)

Head office	Branch office	Warehouse/ Depot	Home office	Null	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specify:

When was this presence established? 2006

How many full time employees (FTE) do you currently employ in the Canberra region?

Describe your existing relationships with other businesses in the Canberra region?

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

A: Regional employment

This section measures the potential economic benefit to the Canberra region through the use of Canberra region sourced labour throughout the contract term.

Labour hours from the Canberra region

See Guidance Note 1

Head contract

A1: Estimated internal FTE required to deliver the contract.

of FTE:

[Redacted]

% from the Canberra region

See Guidance Note 1

A2: Estimated head count of internal labour required to deliver the contract.

of FTE:

[Redacted]

% from the Canberra region

See Guidance Note 1

Subcontract/s or outsourced labour arrangements

A3: Will you need to engage Canberra region based subcontractors to deliver this contract?

Yes

Complete A4

No

Go to Section B

A4: Estimated FTE of subcontracted labour intended to be used to perform the contract.

of FTE:

[Redacted]

% from the Canberra region

See Guidance Note 2

Guidance Note:

- 1) The labour your business will employ directly to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work.
- 2) An estimate of the labour from any outsourced and subcontracted Canberra region work to deliver the contract.

Provide details of employment to be created and retained, including:

- ▶ the types of positions that may be created and/or retained as a result of this contract
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage subcontractors, including your supply chain.

Insert or attach your response here:

Refer Attachment A:

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

B: Regional suppliers

This section measures the potential economic benefit to the Canberra region by using Canberra region sourced goods and services, and any other non-labour inputs required.

Excluding labour	Total	Sourced from the Canberra Region
B1: Estimated value of goods and services required to deliver the contract?		

B2: Will you engage Canberra region based suppliers to deliver goods and services for this contract?

Yes No
Complete B3 Go to Section C

B3: List the supply inputs (including bundled work packages) to be sourced from Canberra region suppliers.	Name and location of regional supplier	Estimated value of input
<i>See Guidance Note 3</i>		
Please Refer Attachment B	Please Refer Attachment B	Please Refer Attachment B

Guidance Note:

- 3) Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of merchandise; finished products; food and beverages; supplies and raw material; and accommodation.

Describe how you will identify local products and capabilities that meet contract requirements, including:

- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain
- ▶ a commitment to liaising with Canberra region business advocacy groups to identify the availability of local goods and services
- ▶ establishing procedures or policies that encourage local industry participation.

Insert or attach your response here:

Refer Attachment B

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan ⁹⁹

Procurements with a value of \$5 million or more

C: Regional skills development

Provide details of any training and skills development that will be provided to Canberra region labour in relation to this contract, including:

- ▶ opportunities for engaging and training apprentices
- ▶ the number of existing positions, local apprenticeships and traineeships to deliver this contract
- ▶ opportunities for increasing the skills of Canberra region employees
- ▶ training programs designed to support employee career development
- ▶ training programs designed for this contract.

Insert or attach your response here:

Refer Attachment C

Outline evidence and the value of your business' contributions to skills and training development

Evidence of contribution	Estimated value (\$AUD) incl. GST
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

D: Regional investment

Provide details about your business presence in the Canberra region and the value of any existing and proposed capital investment in the Canberra region directly linked to the contract. This could include:

- ▶ the year your business was established in the Canberra region
- ▶ details of your current presence in the Canberra region (for example, turnover or FTE)
- ▶ plans to grow your Canberra region footprint
- ▶ existing and proposed capital investment in the Canberra region that directly relates to this contract
- ▶ engagement with local businesses.

Insert or attach your response here:

Refer Attachment D

Describe how you will identify additional business undertakings that promote economic growth in the Canberra region resulting from this contract. This could include:

- ▶ value-added research or partnerships with universities/CIT
- ▶ potential to undertake further innovation and research, or the development of technology related to this contract
- ▶ use of emerging technologies and materials
- ▶ collaboration with international organisations to increase opportunities for Canberra region businesses.

Insert or attach your response here:

Refer Attachment E

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Identify and describe any ongoing benefits to the Canberra region listed once the contract has ended.

Category	Ongoing benefit Y/N	Description
Canberra region employment		
Local suppliers		
Canberra region skills development		
Canberra region investment		

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

E: Compliance with the Secure Local Jobs Code

Describe how your business will comply with its obligations under the Secure Local Jobs Code for the duration of the contract, including:

- ▶ getting and maintaining a Secure Local Jobs Code Certificate
- ▶ adhering to relevant laws, including industrial relations, employment and workplace safety
- ▶ promoting opportunity for job security and reducing the incidence of insecure work
- ▶ ensuring subcontractors and sub-subcontractors comply with the Code
- ▶ maintaining communication with the workforce throughout the project.

E1: Internal operations

Refer Attachment F.

E2: For subcontractors (if applicable)

See Guidance Note 4

Refer Attachment F.

Guidance note:

- 4) Provide supporting evidence to demonstrate you have systems in place to only engage Code compliant subcontractors. For example, subcontractors engaged at any tier of the supply chain in connection with the territory-funded work must hold a valid Secure Local Jobs Code Certificate and comply with Code requirements.

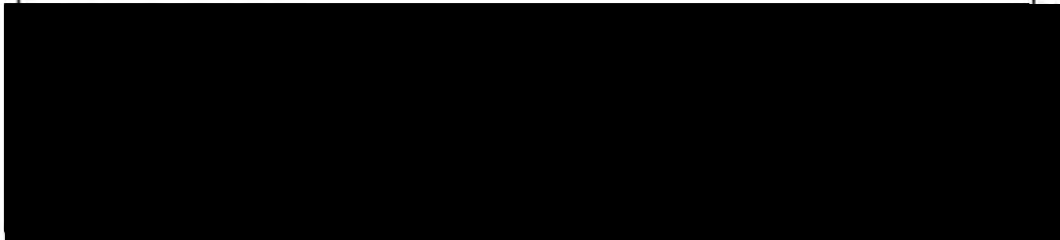
F: Systems of work

Describe how your business will incorporate compliance with the Secure Local Jobs Code into policies and systems of work.

F1: Internal operations

See Guidance Note 5

Refer Attachment G



Guidance note:

- 5) This could include a policy or procedure covering obligations under the Code.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

G: Understanding Secure Local Jobs Code obligations

Describe how your business will ensure directors, executive managers and employees understand obligations under the Secure Local Jobs Code.

G1: Internal operations

See Guidance Note 6

Refer Attachment H

Guidance note:

- 6) This could include training plans, minuted meetings, or a policy or procedure covering directors, executive managers and employee obligations under the Secure Local Jobs Code.

H: Security of employment

Describe how your business seeks to minimise insecure work arrangements. This includes:

- ▶ whether and how you will support transitioning employees from an existing contractor to your business if successful in this contract
- ▶ how you will minimise insecure work arrangements by your subcontractors.

H1: Internal operations

Refer Attachment I

H2: Subcontractors or labour hire arrangements (if applicable)

Guidance Note:

- 7) Examples of insecure work arrangements includes:
 - ▶ temporary employment arrangements
 - ▶ casual employment arrangements.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

I: Employees' health and wellbeing

Describe and provide evidence of how your business actively supports the physical and mental health of your employees, including activities that reduce the impact and incidence of impairment in the workplace.

I1: Internal operations

See Guidance Note 8

Attachment J

Guidance Note:

- 8) This could include: providing employees with access to an Employee Assistance Provider (EAP), workplace policy or procedure, drug and alcohol training, domestic violence training, access to rehabilitation and support services, safety and impairment awareness training, and other measures to support employee health and wellbeing.

J: Diversity in the workplace

Describe how your business strategies and processes to:

- ▶ support employment participation of Aboriginal and Torres Strait Islander people, women, people with disability and people from culturally and linguistically diverse backgrounds
- ▶ address barriers to employment or career development for people from these groups.

J1: Internal operations

Attachment K

Guidance Note:

- 9) Evidence could include: workplace policy or procedures, targeted traineeships/apprenticeships, designated positions or roles, training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave), and other action you have taken to remove barriers to employment and support career development.

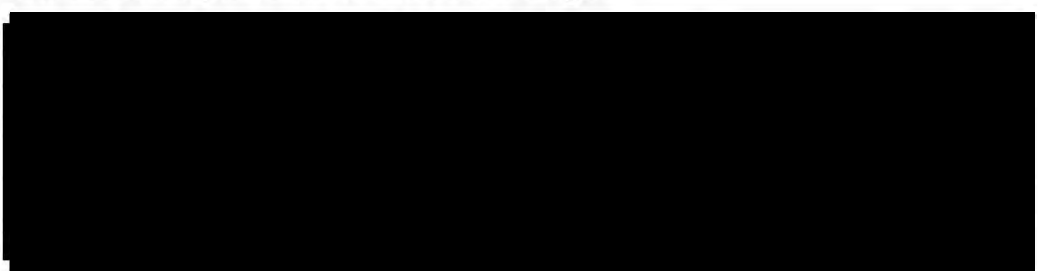
Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

K: Local employment first

Describe your business' strategies and processes to provide opportunities for people in the Canberra region to apply for and be offered employment for this contract before you recruit workers outside the region.

K1: Internal operations



Describe what training opportunities you provide employees for career development and if this training is a recognised qualification. Outline whether your business provides, or will provide if successful in this contract, internships, traineeships, cadetships or apprenticeships.

K2: Internal operations

Refer Attachment C

L: Consultation with staff and their representatives

L1: Have you consulted with your staff in developing this Plan?

Yes Complete L2

No Go to Declaration

L2: Describe and provide evidence of how this consultation was done. This could include consultation with eligible unions or relevant staff representatives.



Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Declaration

I am a duly authorised officer of

(Business Name)

I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and Secure Local Jobs Code and the responsibilities under these.

If awarded the contract the business will:

- ▶ note that the Territory reserves the right to negotiate and/or clarify commitments in this Plan before finalising the contract
- ▶ meet the commitments in this or an amended LIPP and LRTWE Plan (as agreed by the Territory)
- ▶ attend any meeting scheduled by the Territory to review progress implementing commitments in this or an amended Labour Relations, Training and Workplace Equity Plan (as agreed by the Territory)
- ▶ report to the Territory on the Canberra region industry participation achieved during the project annually, on the anniversary of the contract award, and at completion of the contract using the LIPP Report template (or another format and timetable as agreed by the Territory).

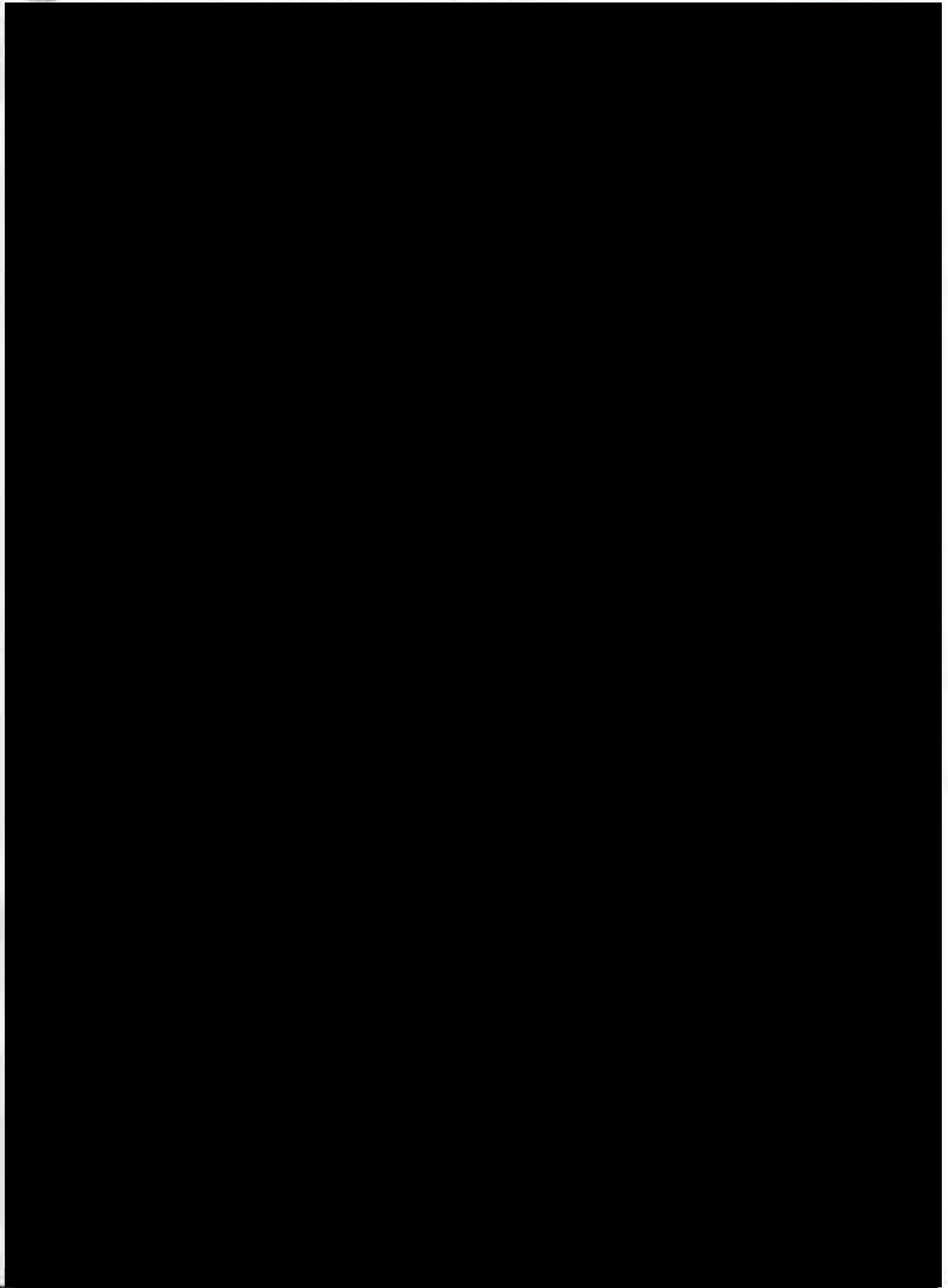
Signature

Date

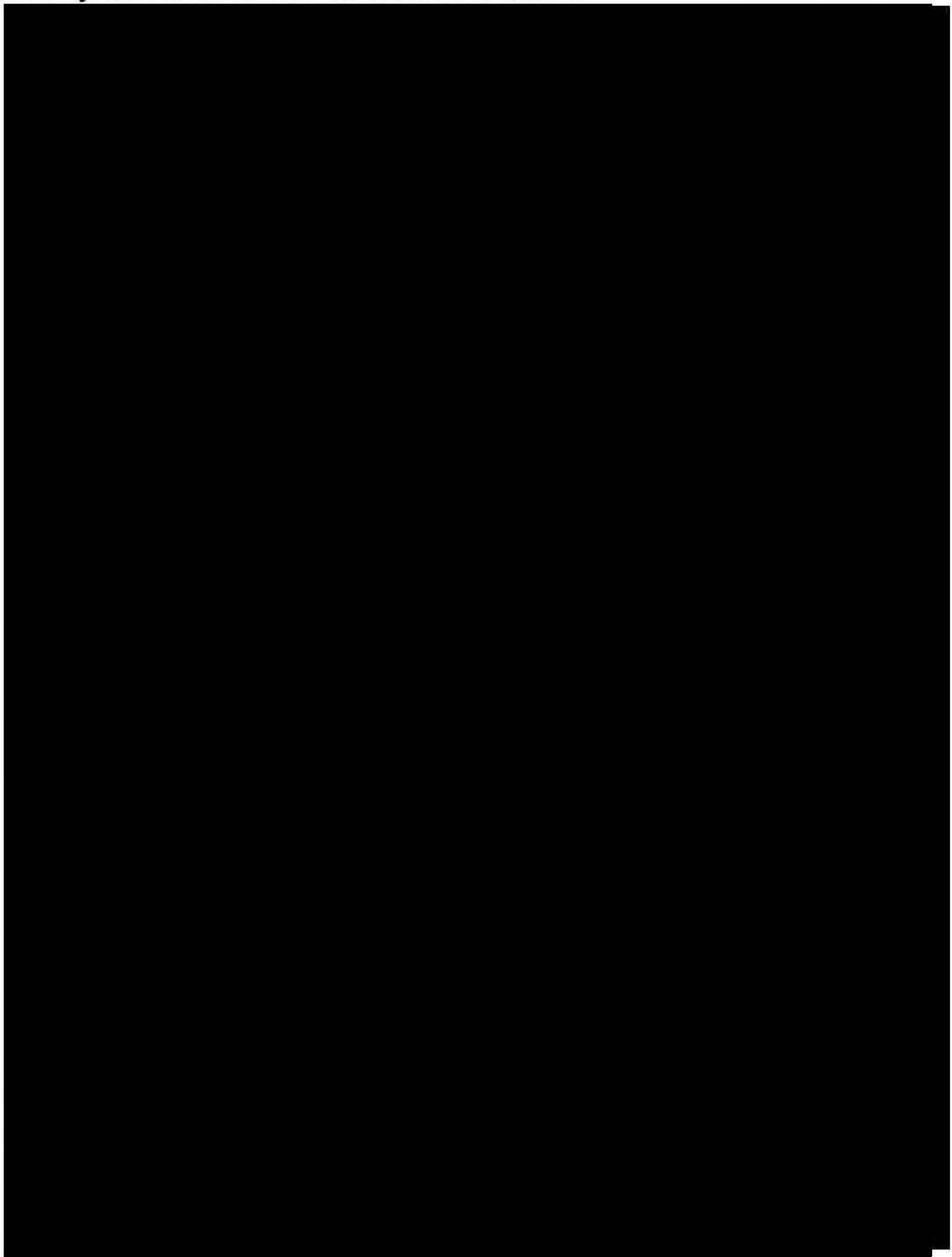
Name

Position

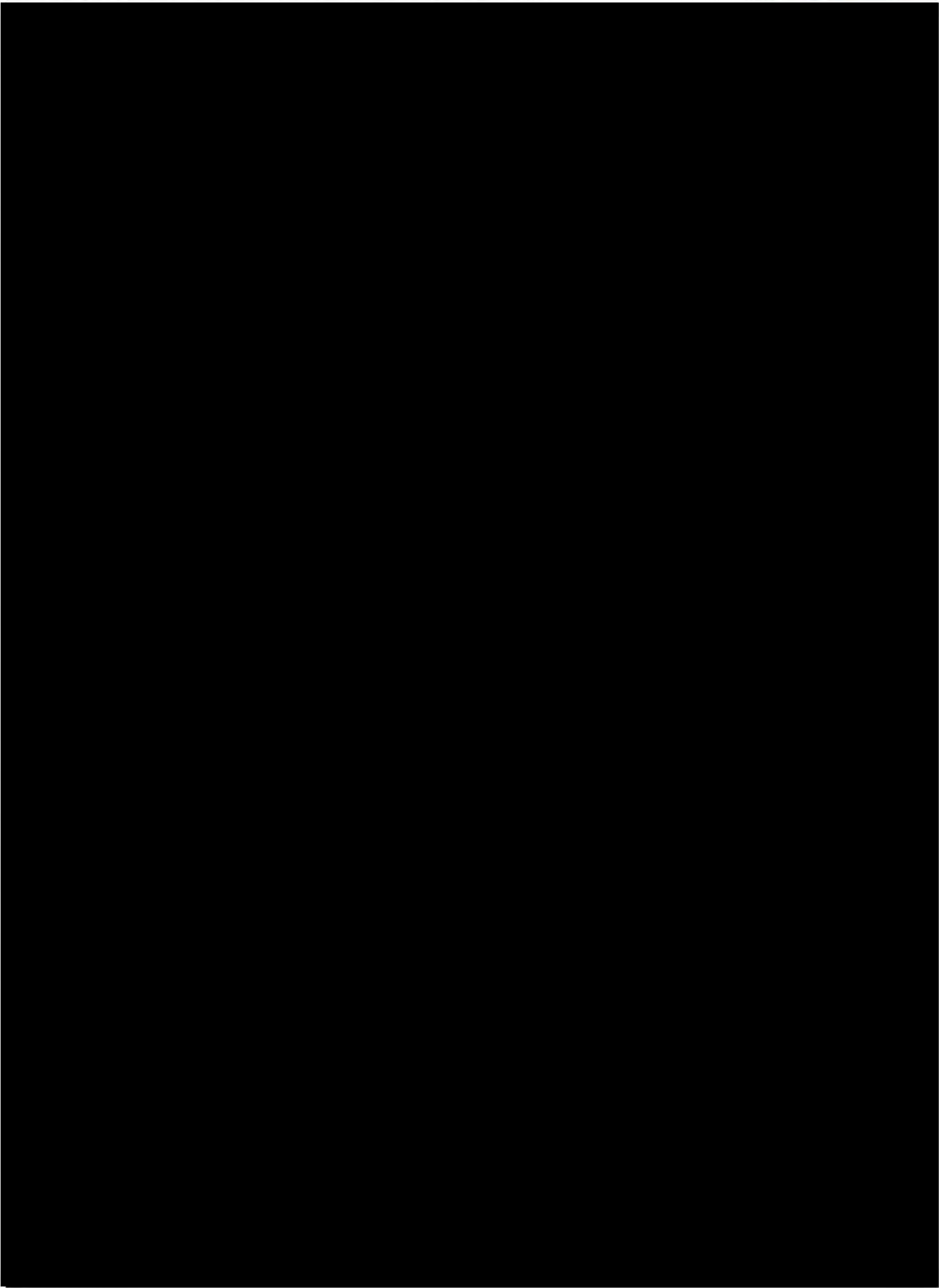
Start Talk and Site Attendance Record



Daily Prestart and Site Attendance Record

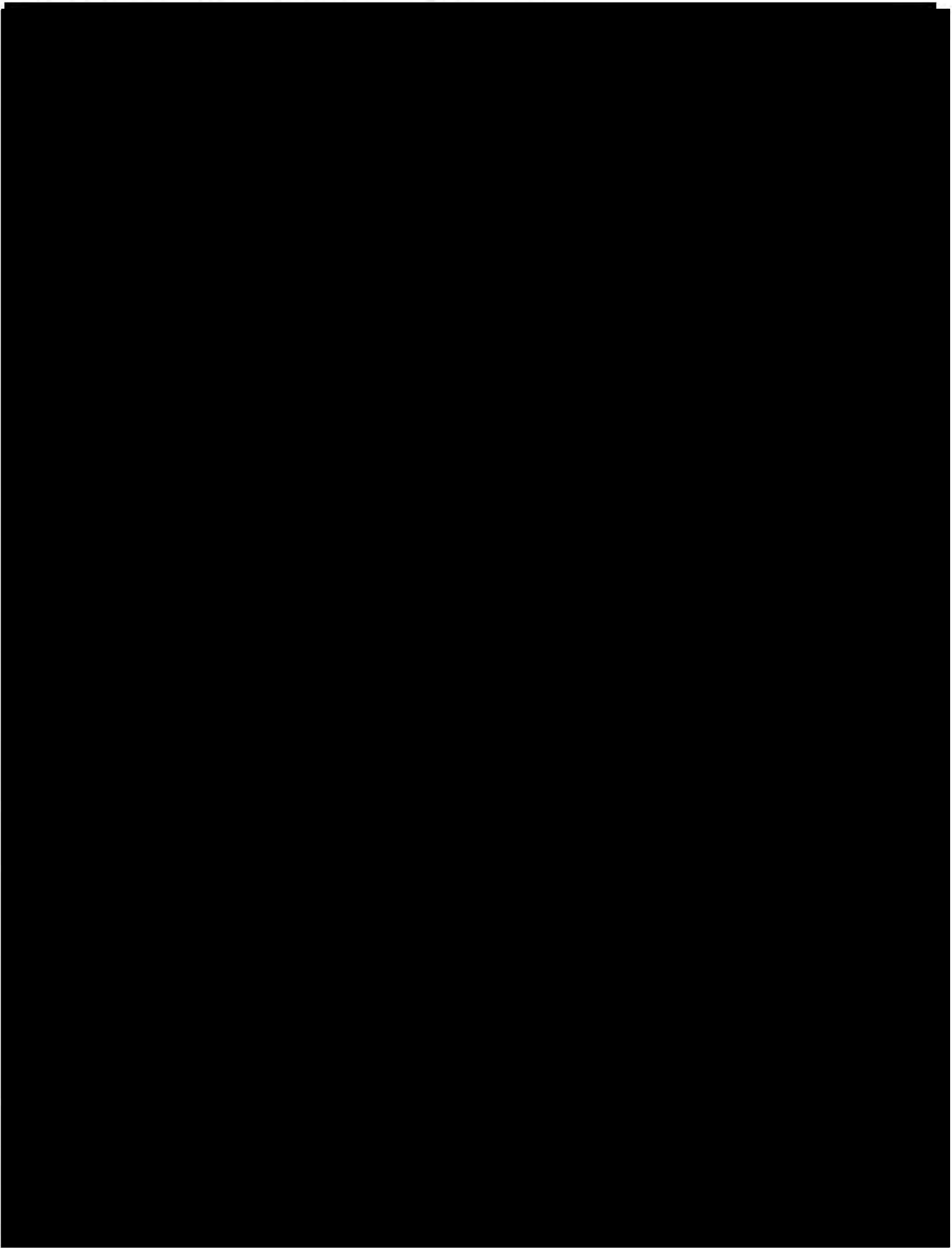


Prestart Talk and Site Attendance Record

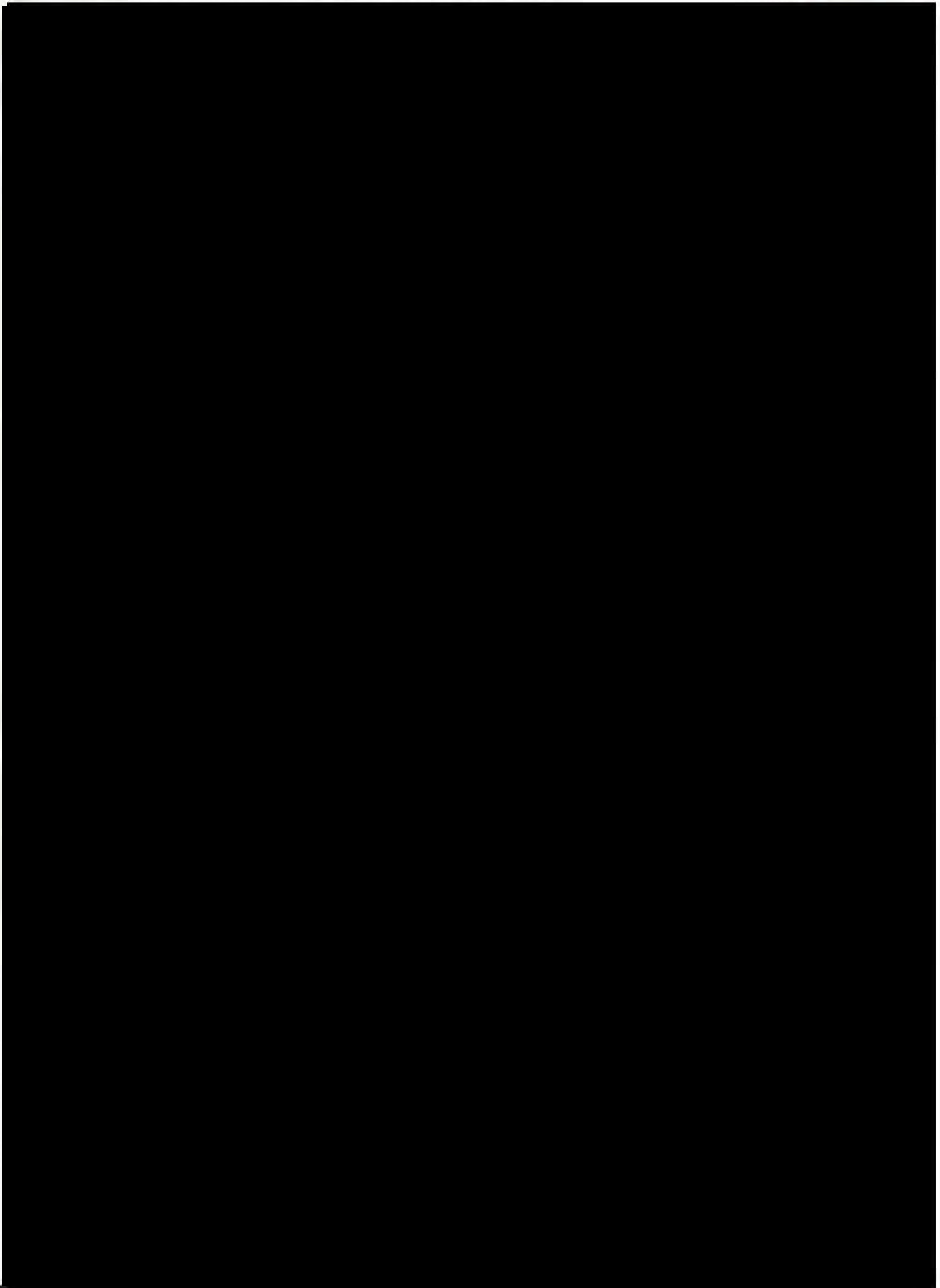




Daily Prestart and Site Attendance Record



Restart Talk and Site Attendance Record

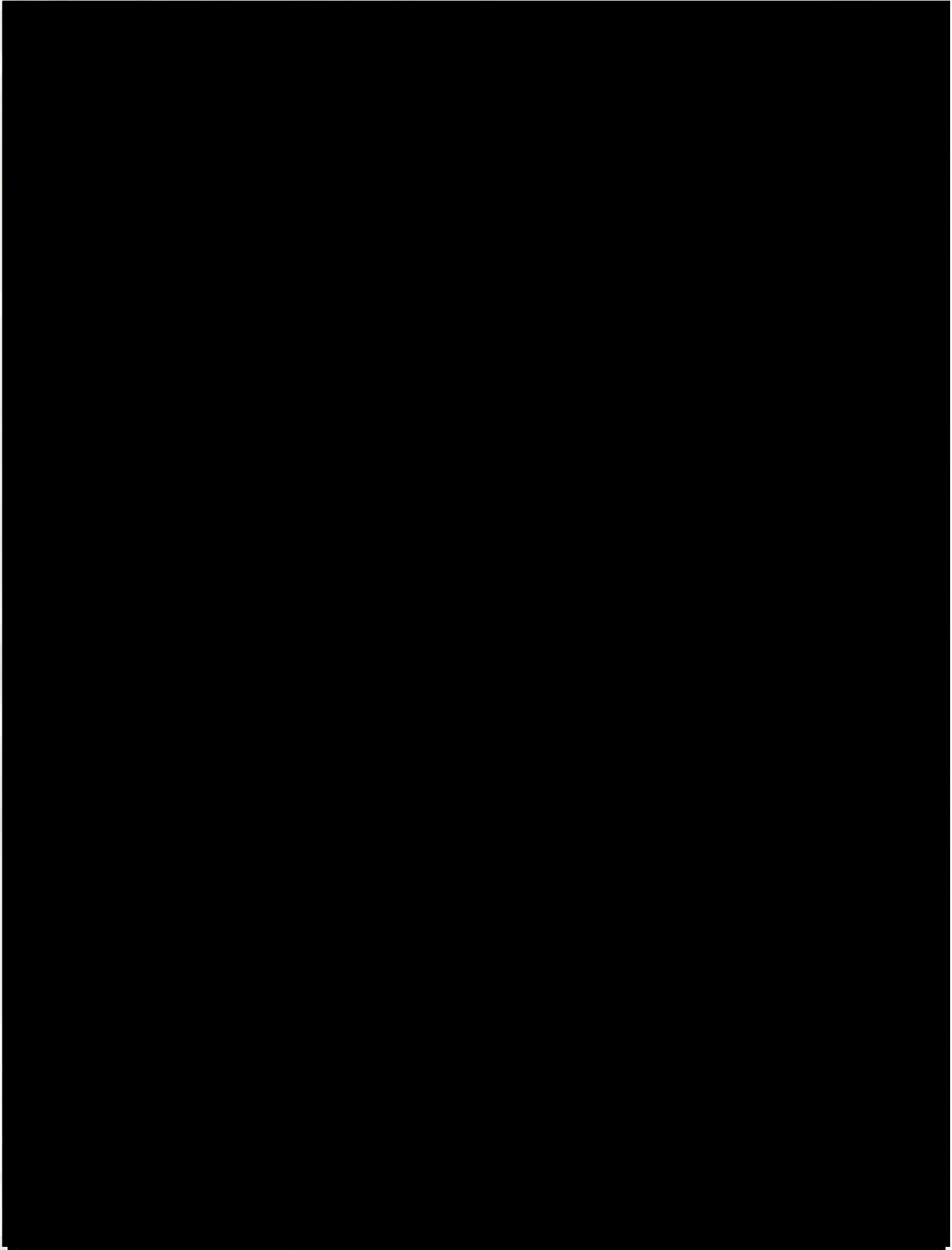




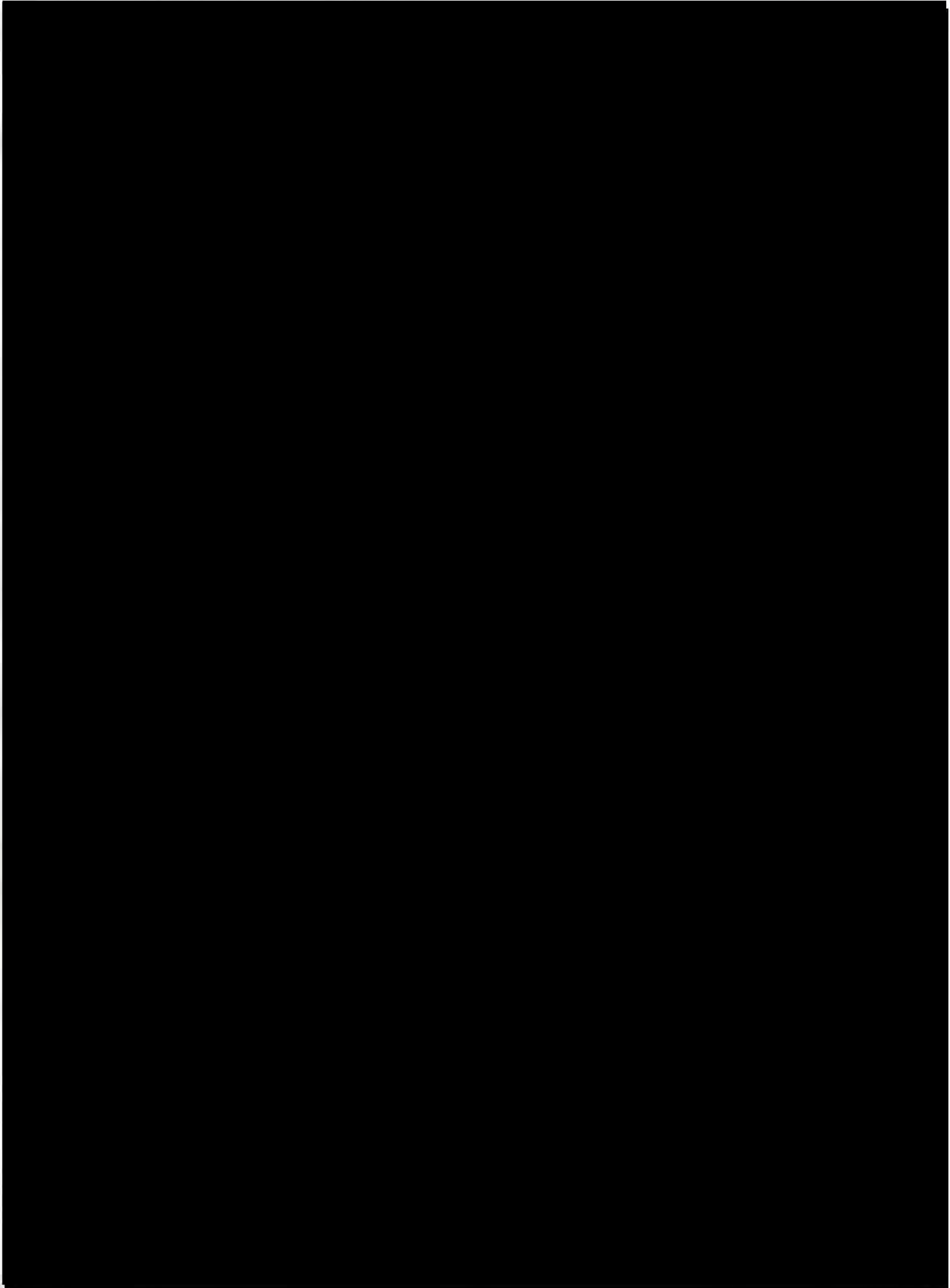
Daily Prestart and Site Attendance Record

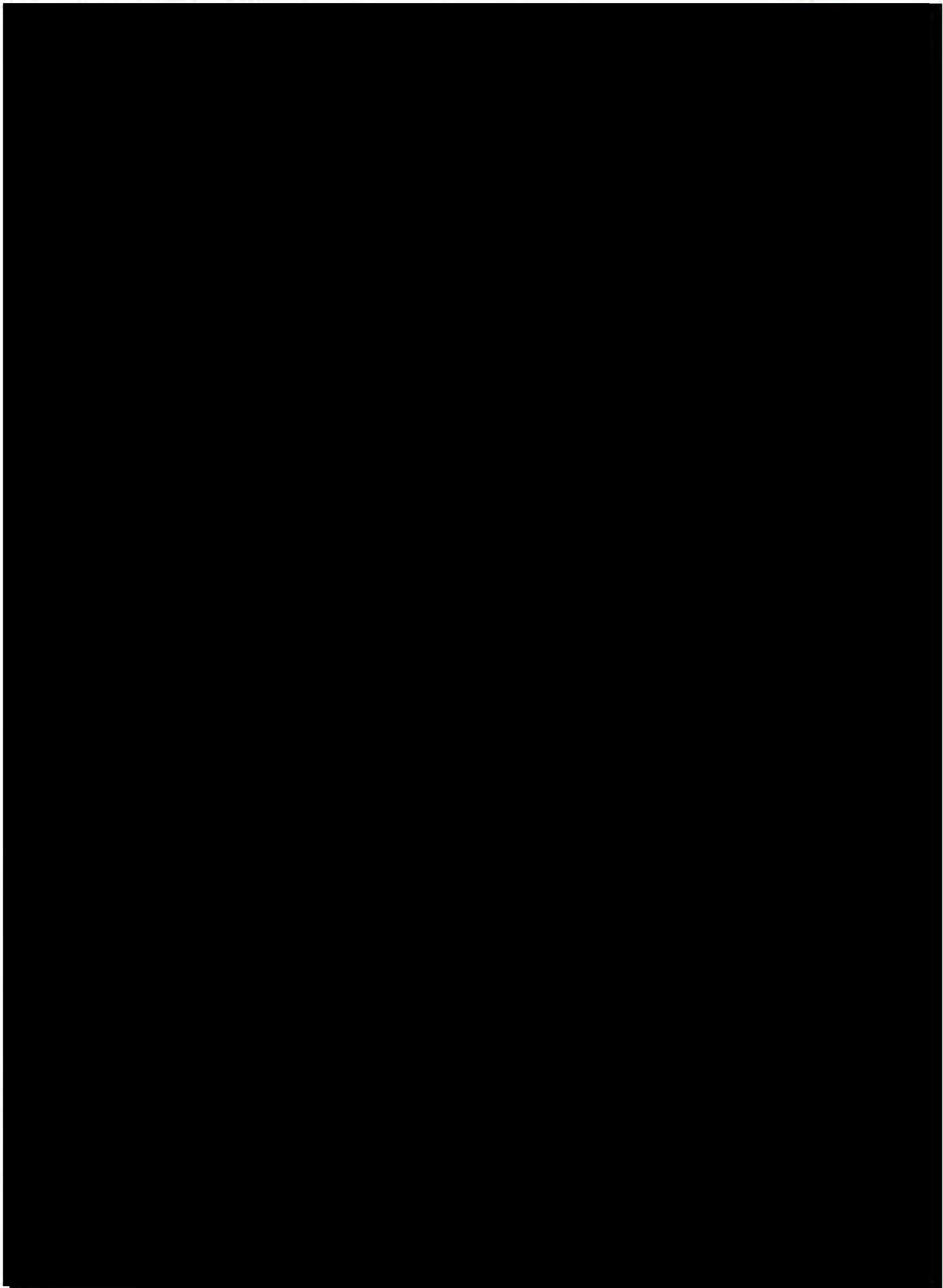
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Daily Prestart and Site Attendance Record

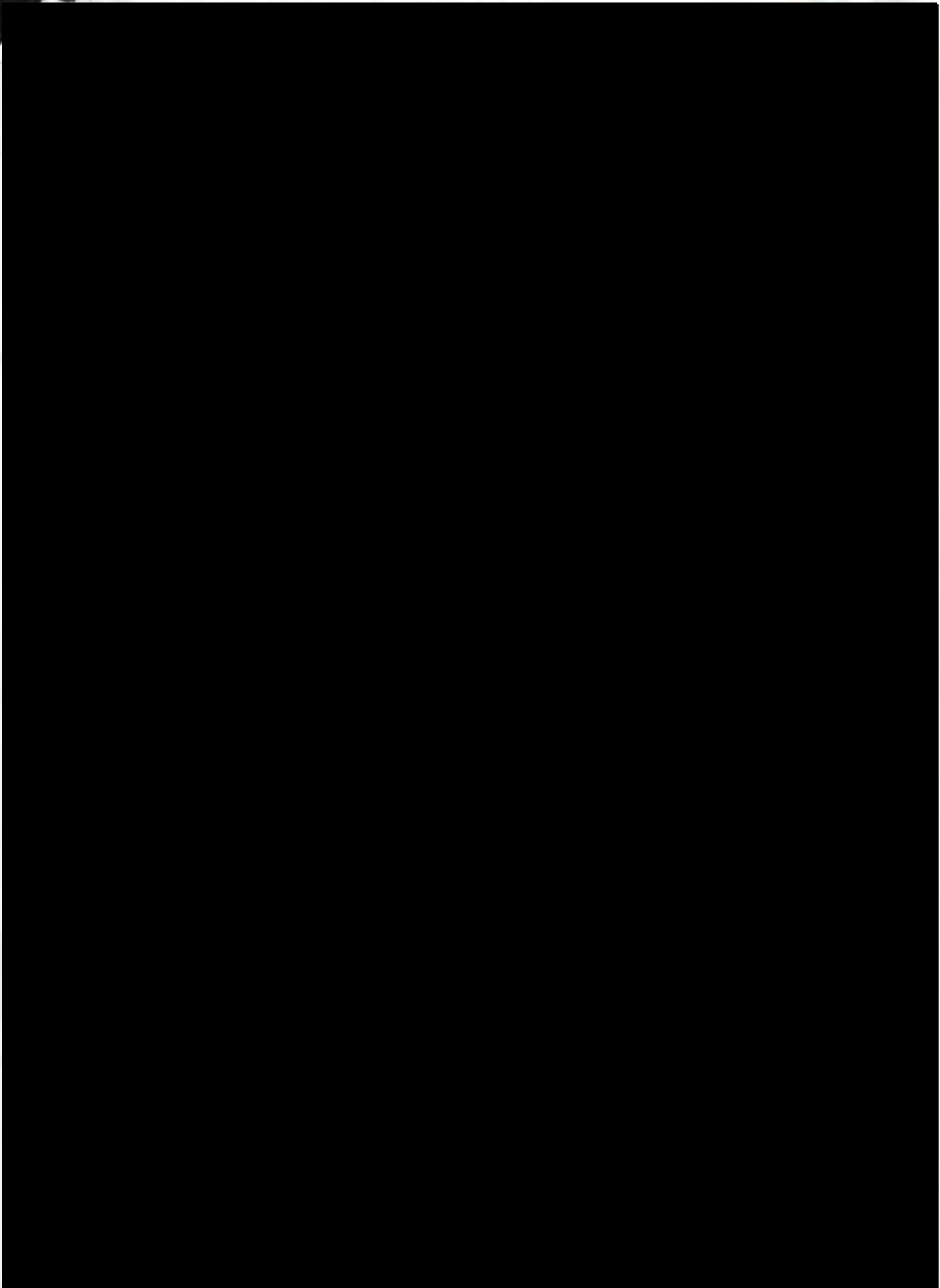


Visitor Daily Attendance Record



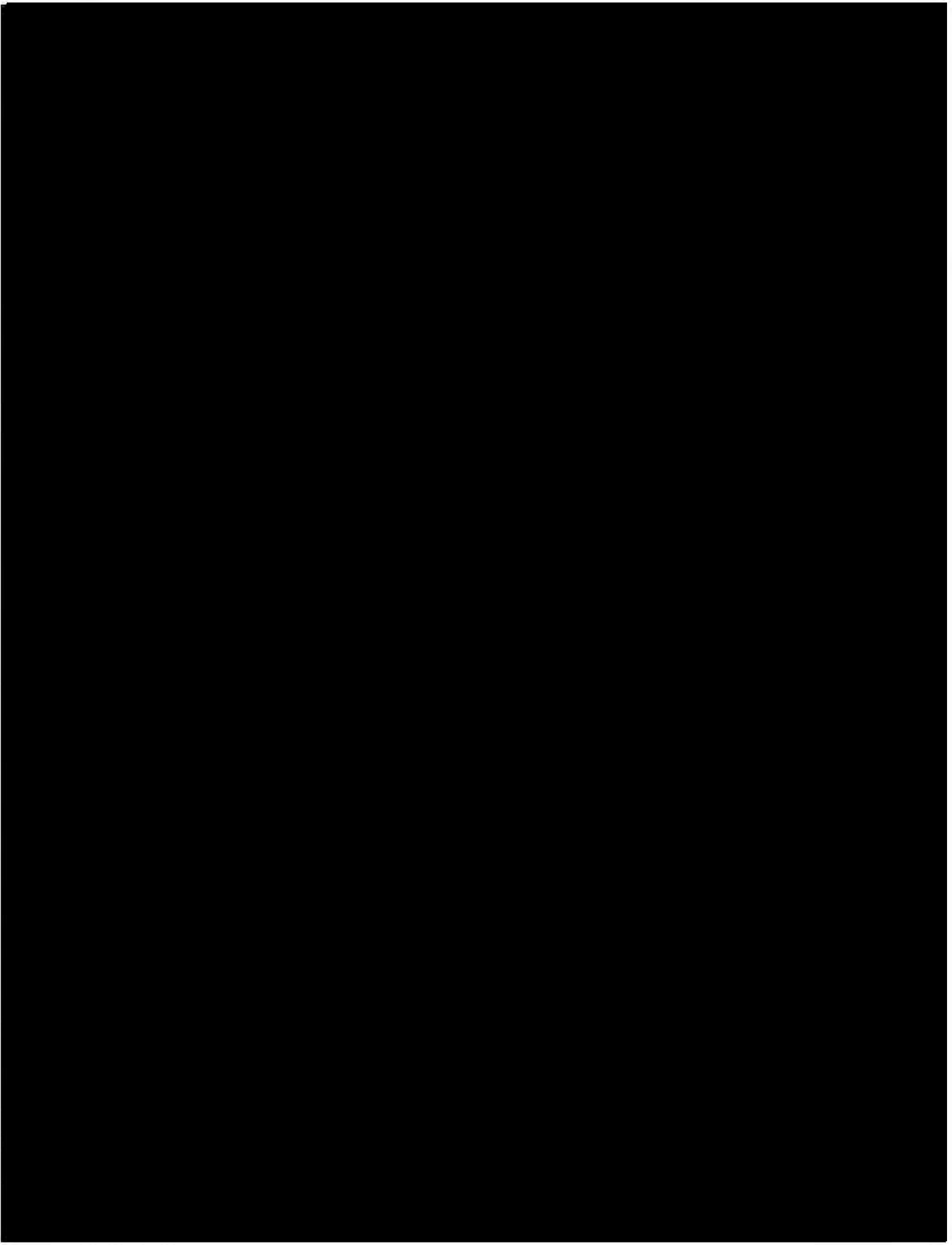


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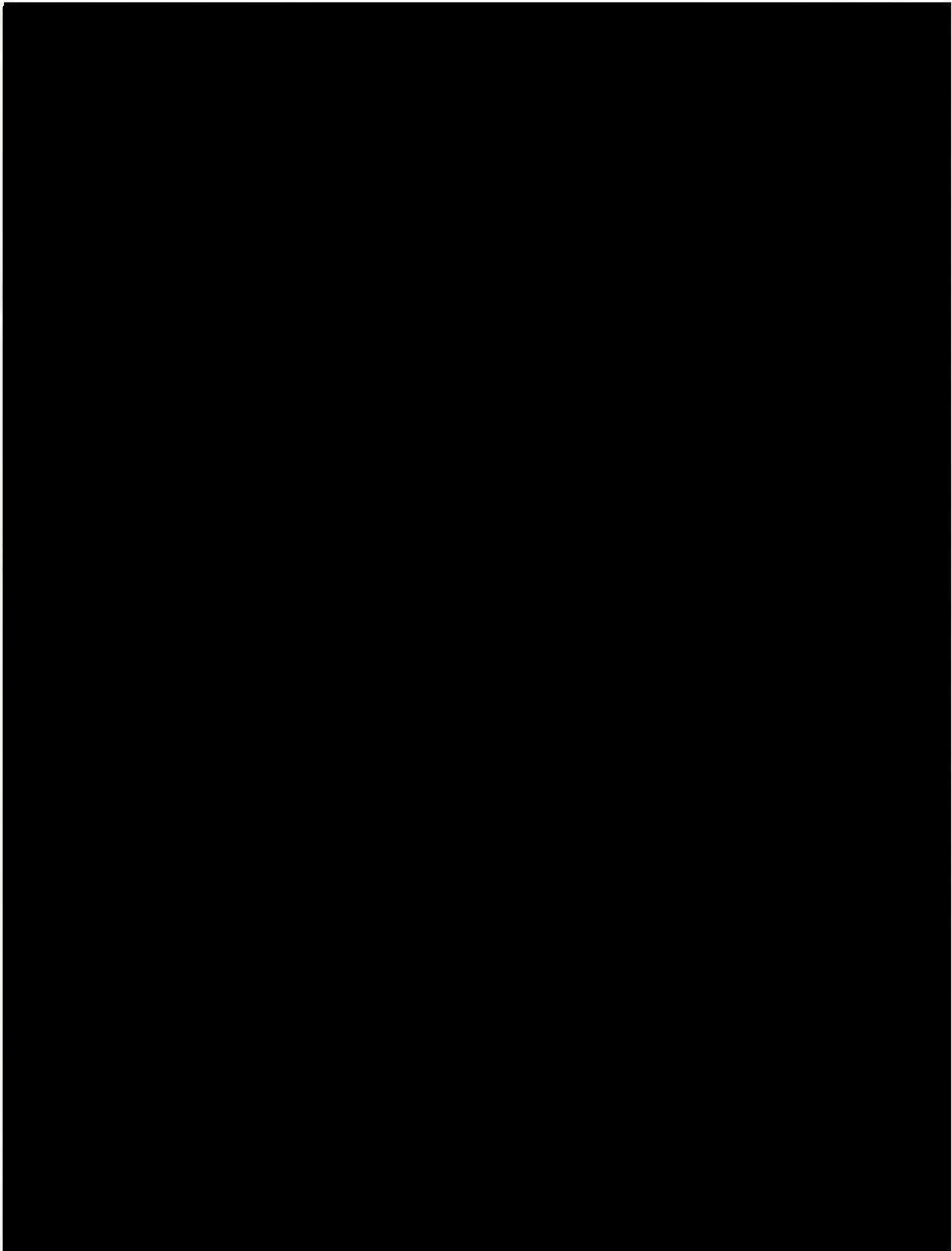




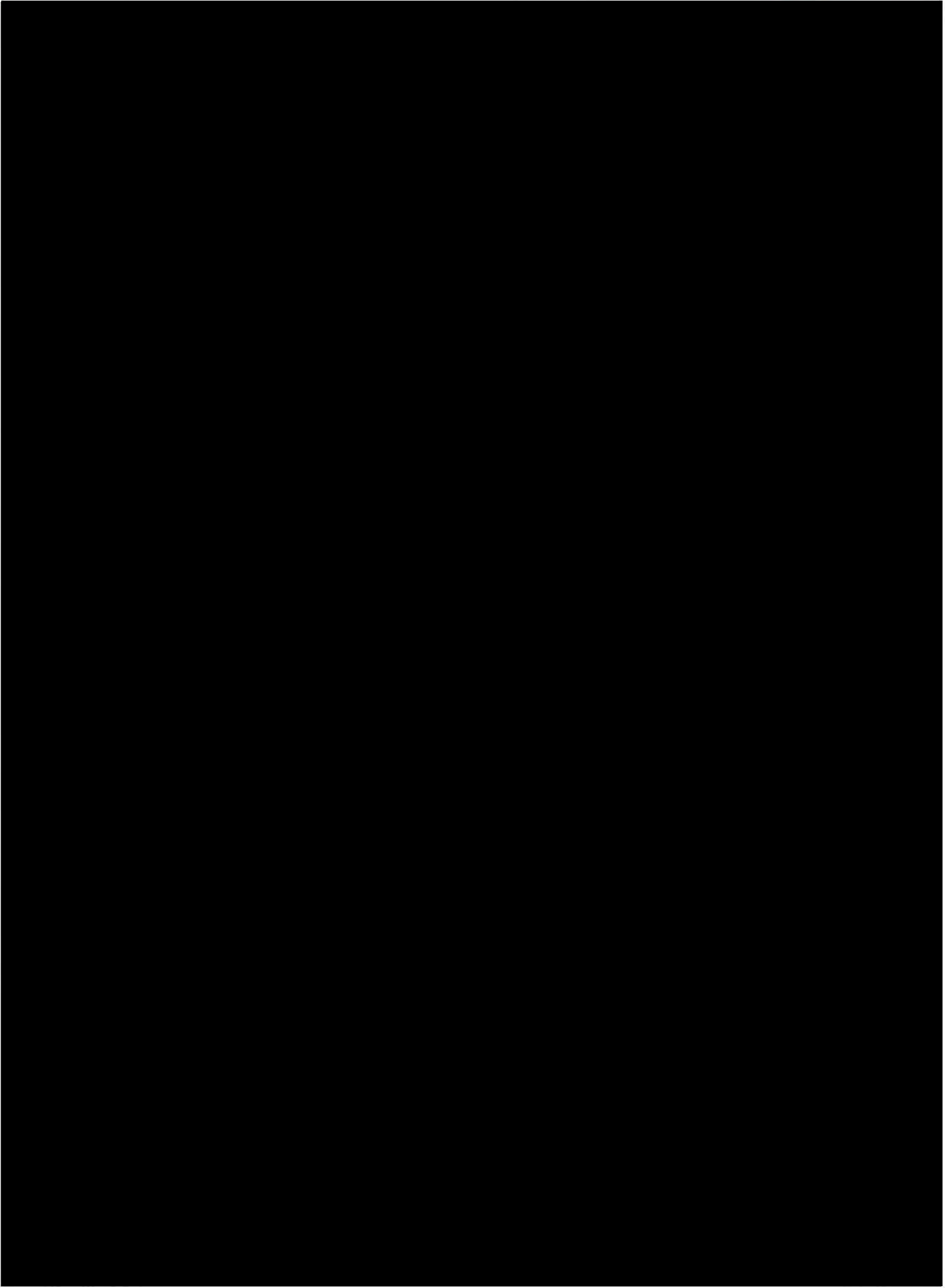
Daily Prestart and Site Attendance Record



Daily Prestart and Site Attendance Record

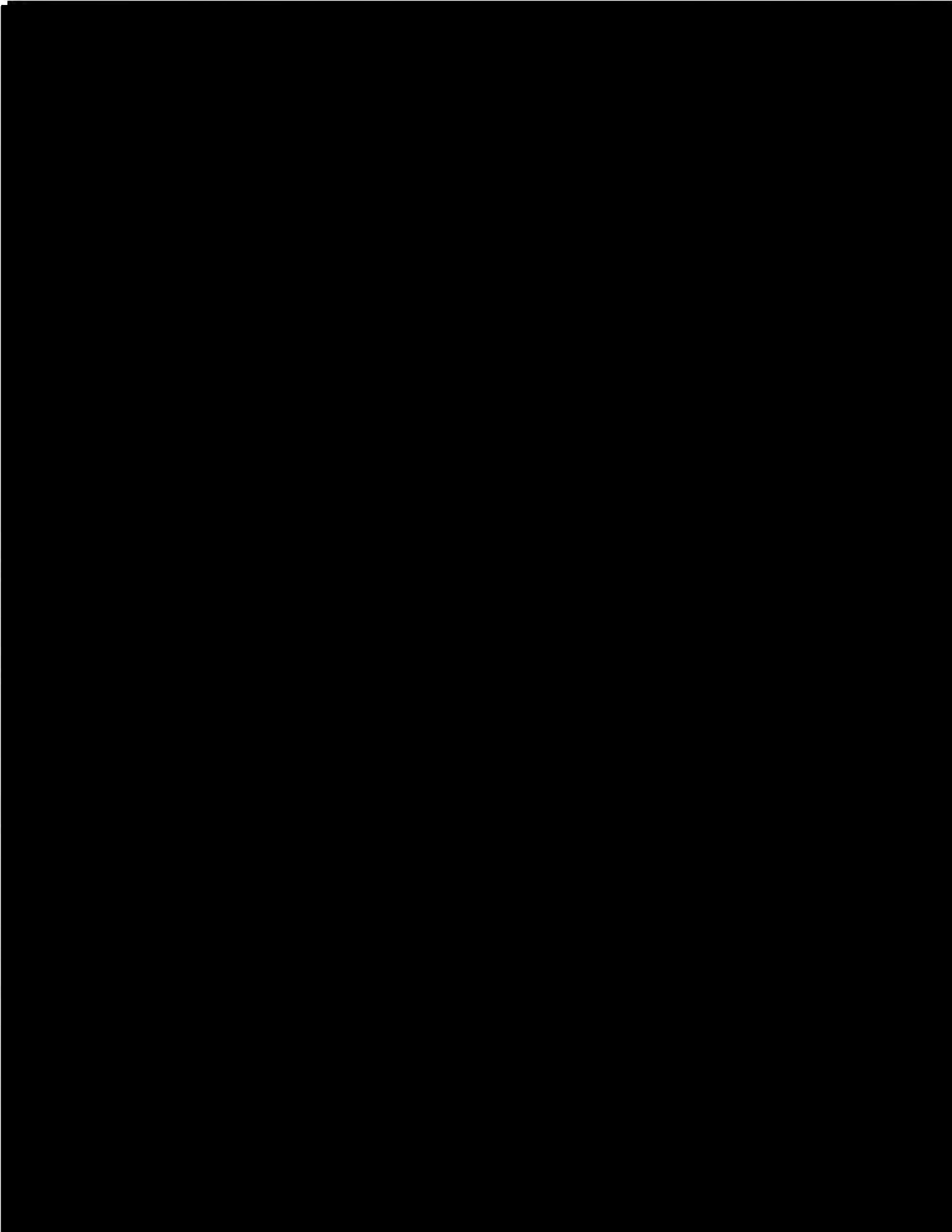


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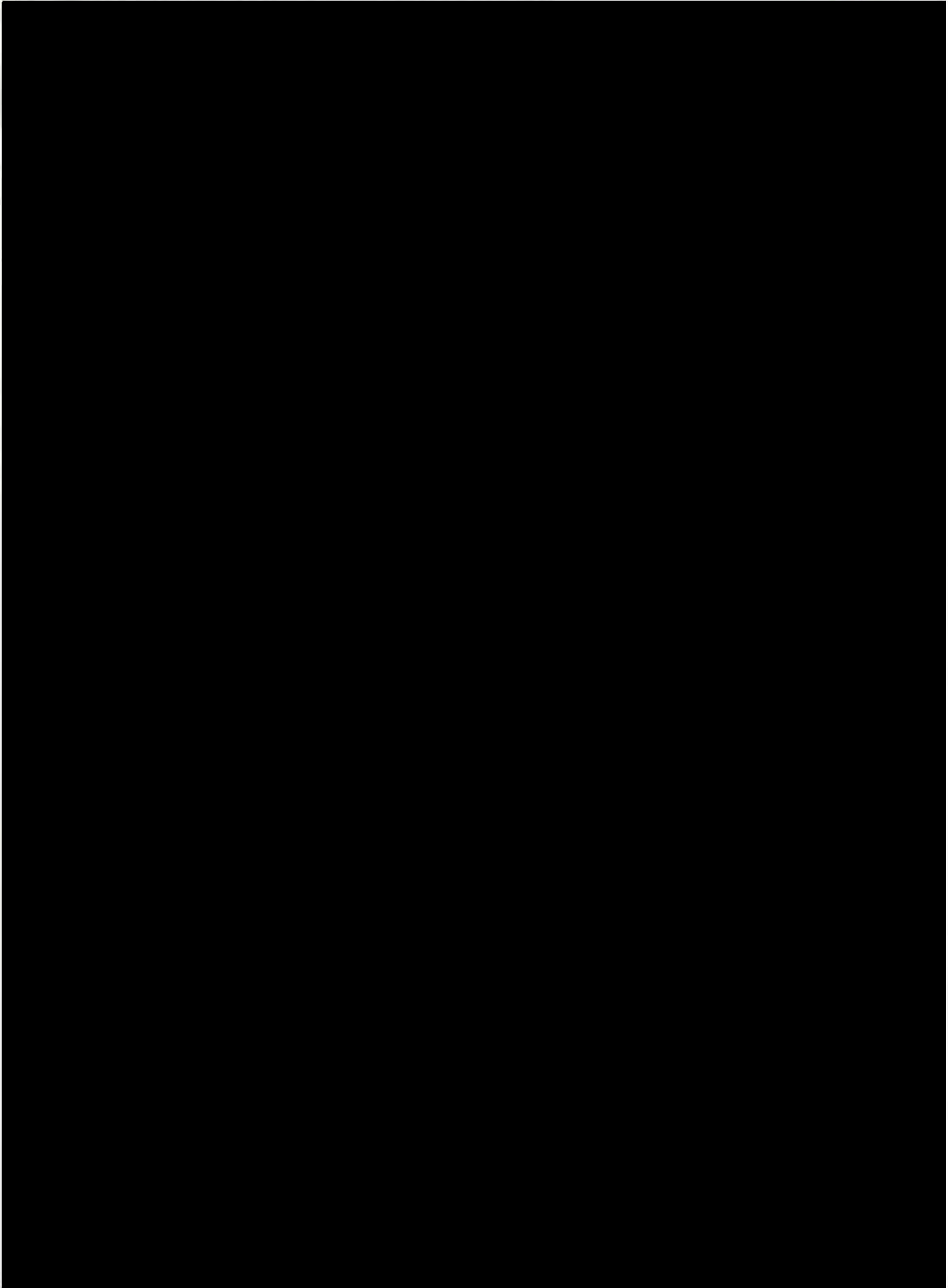




Daily Prestart and Site Attendance Record



Restart Talk and Site Attendance Record

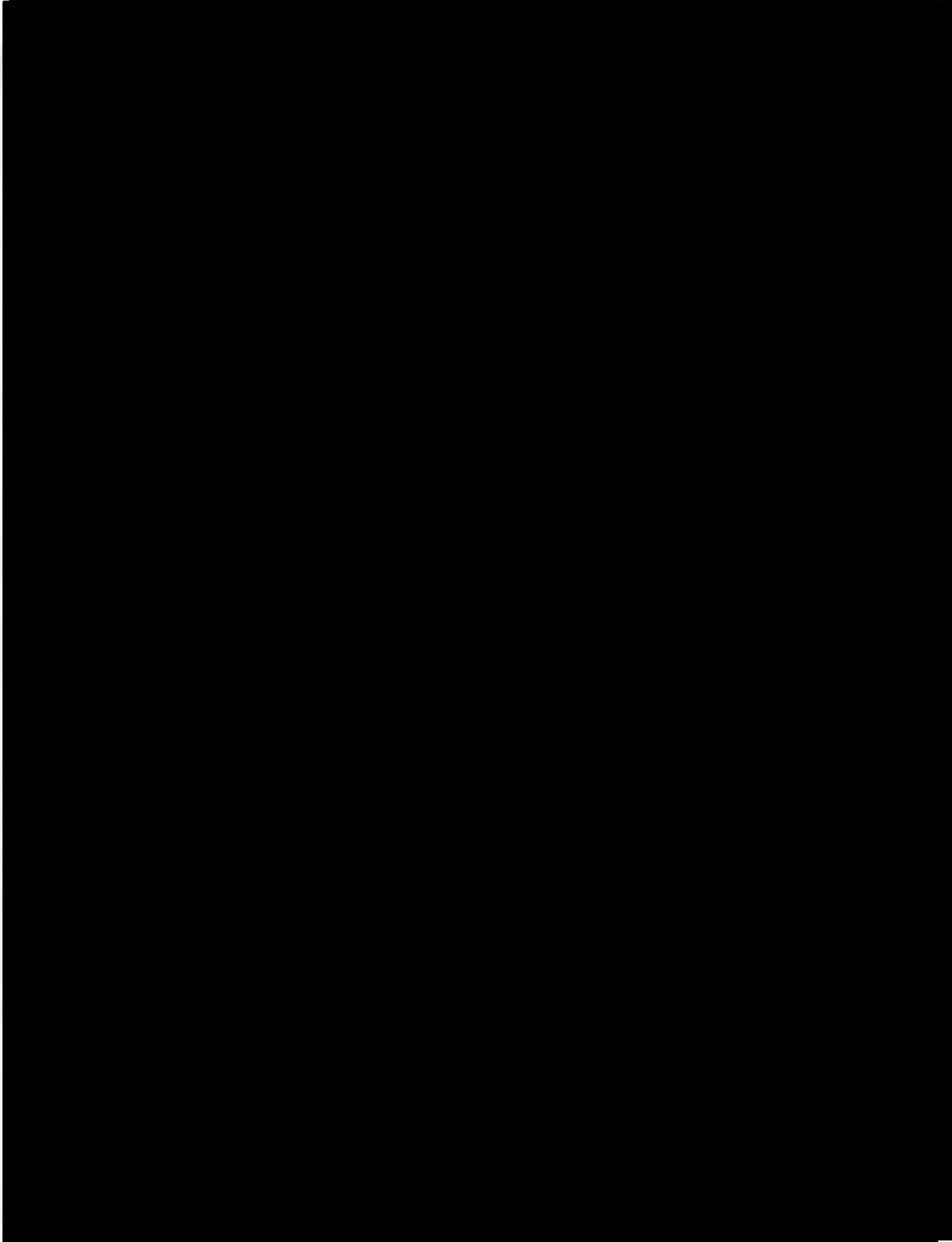


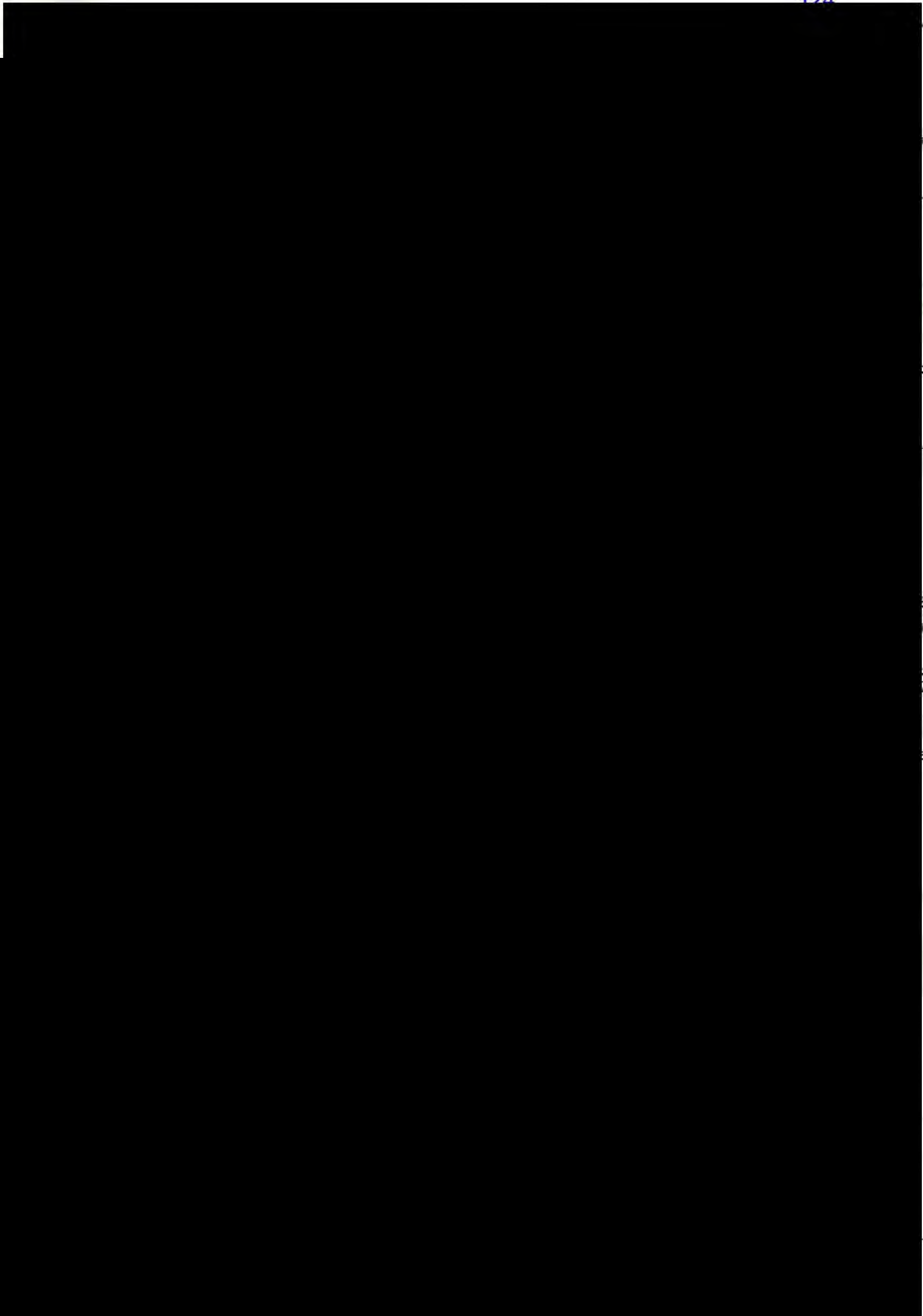


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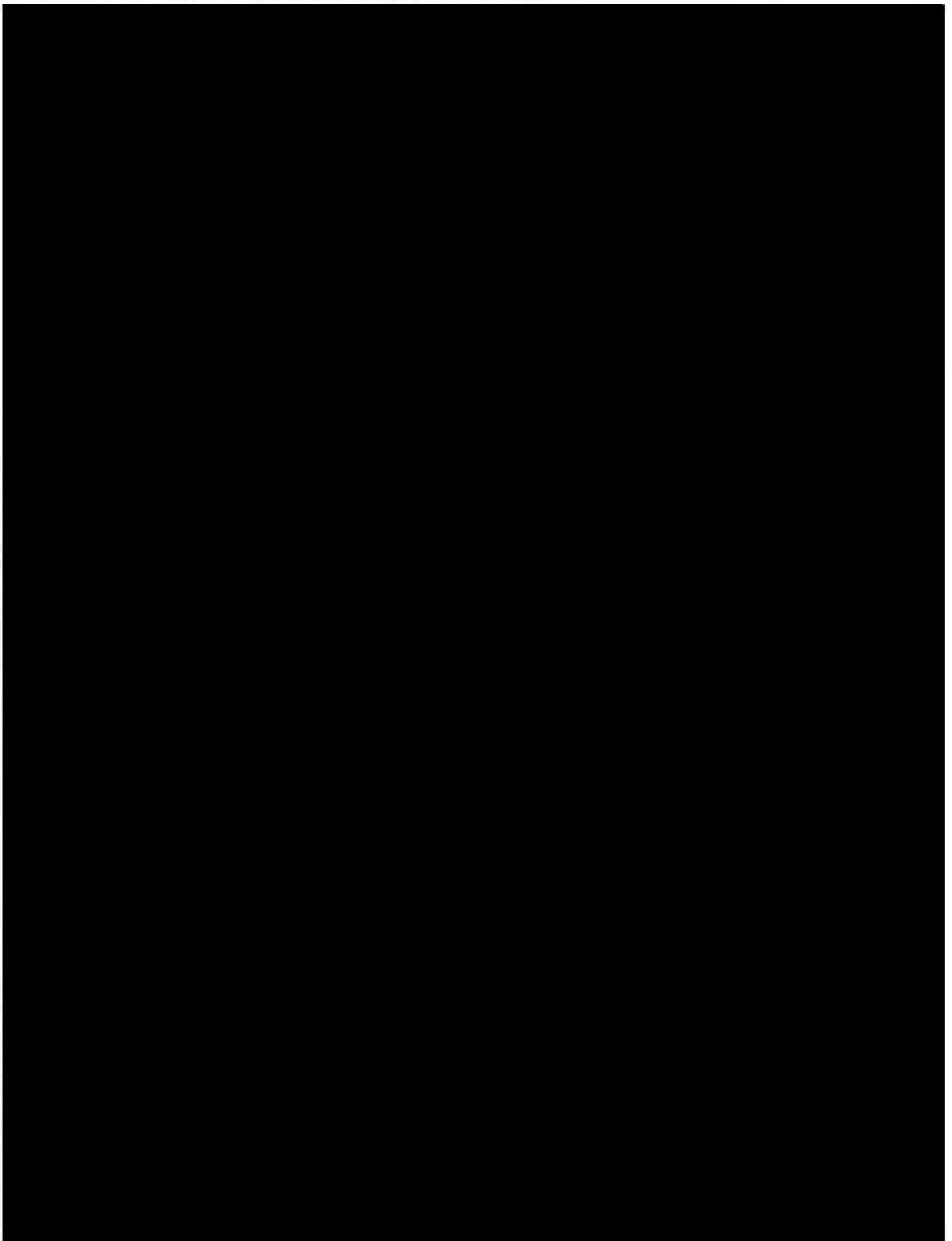
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Daily Prestart and Site Attendance Record



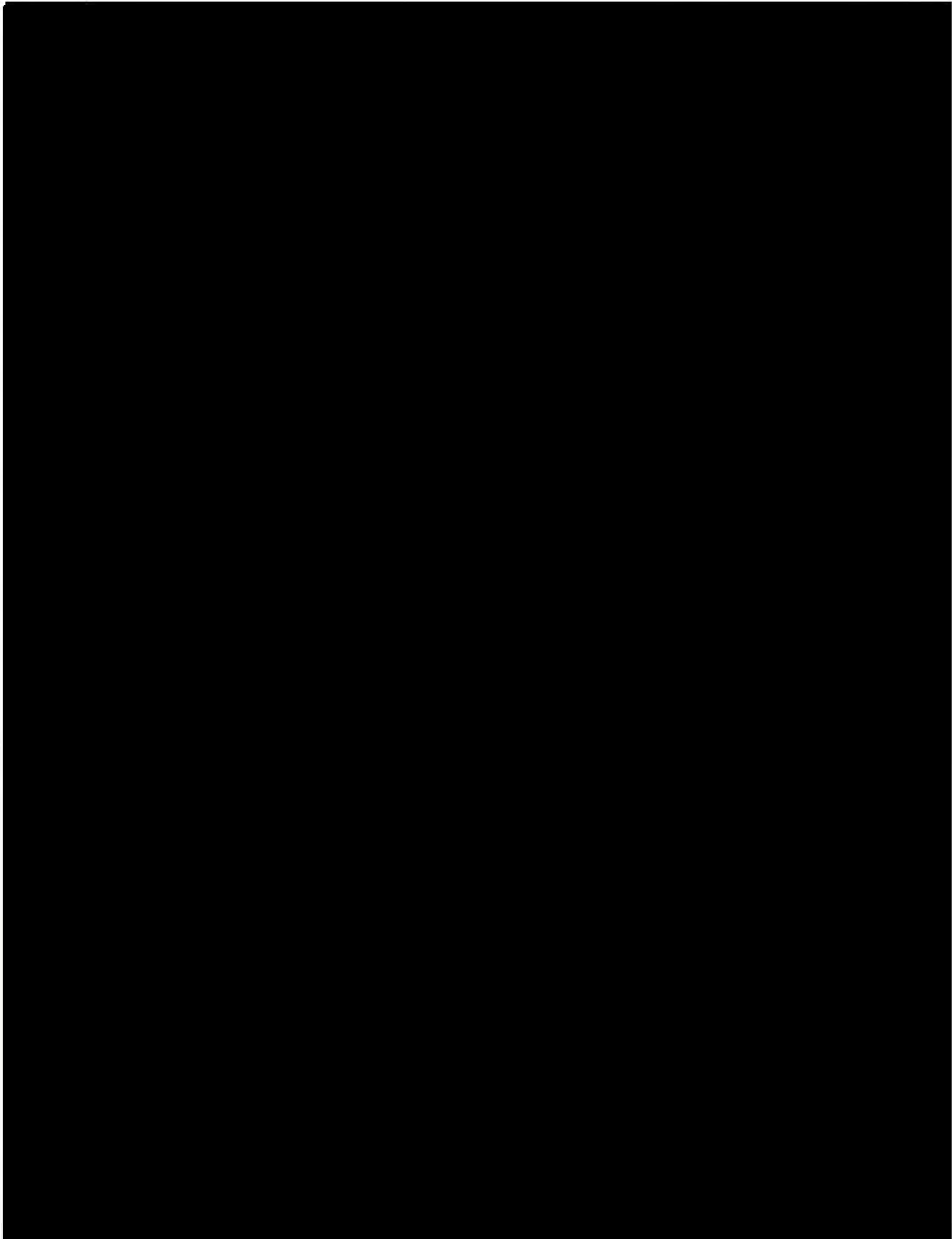


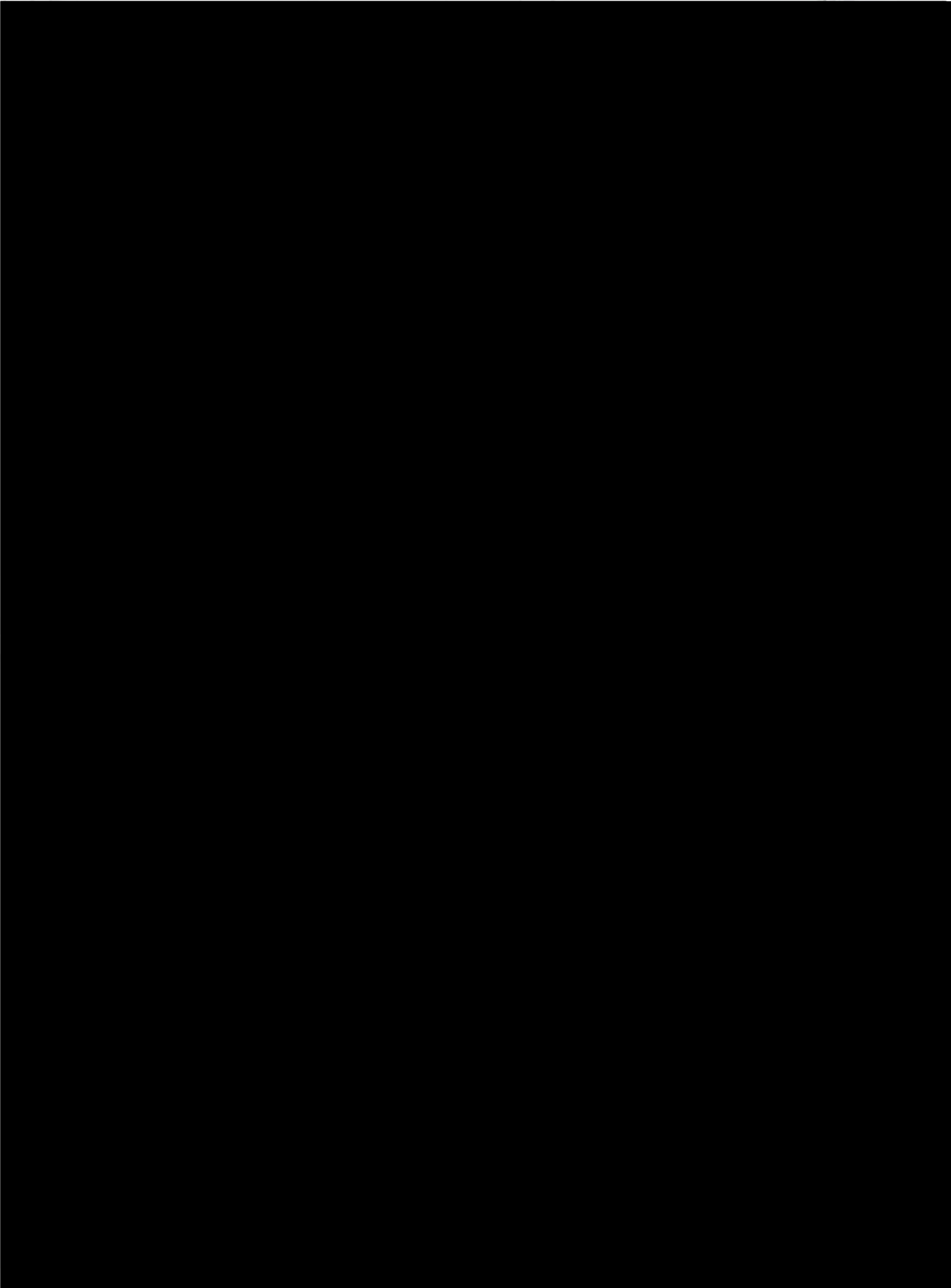
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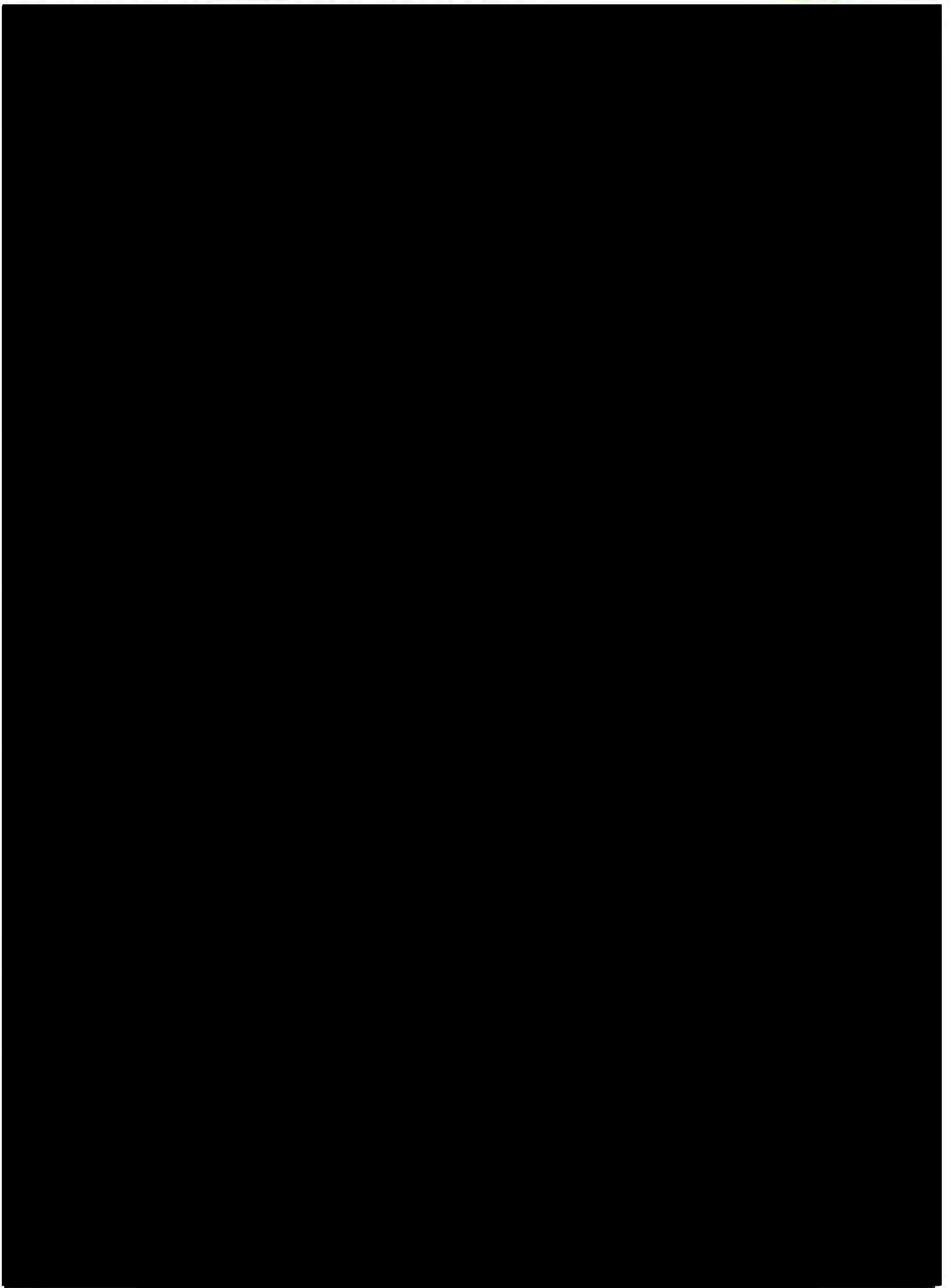


Daily Prestart and Site Attendance Record





Prestart Talk and Site Attendance Record

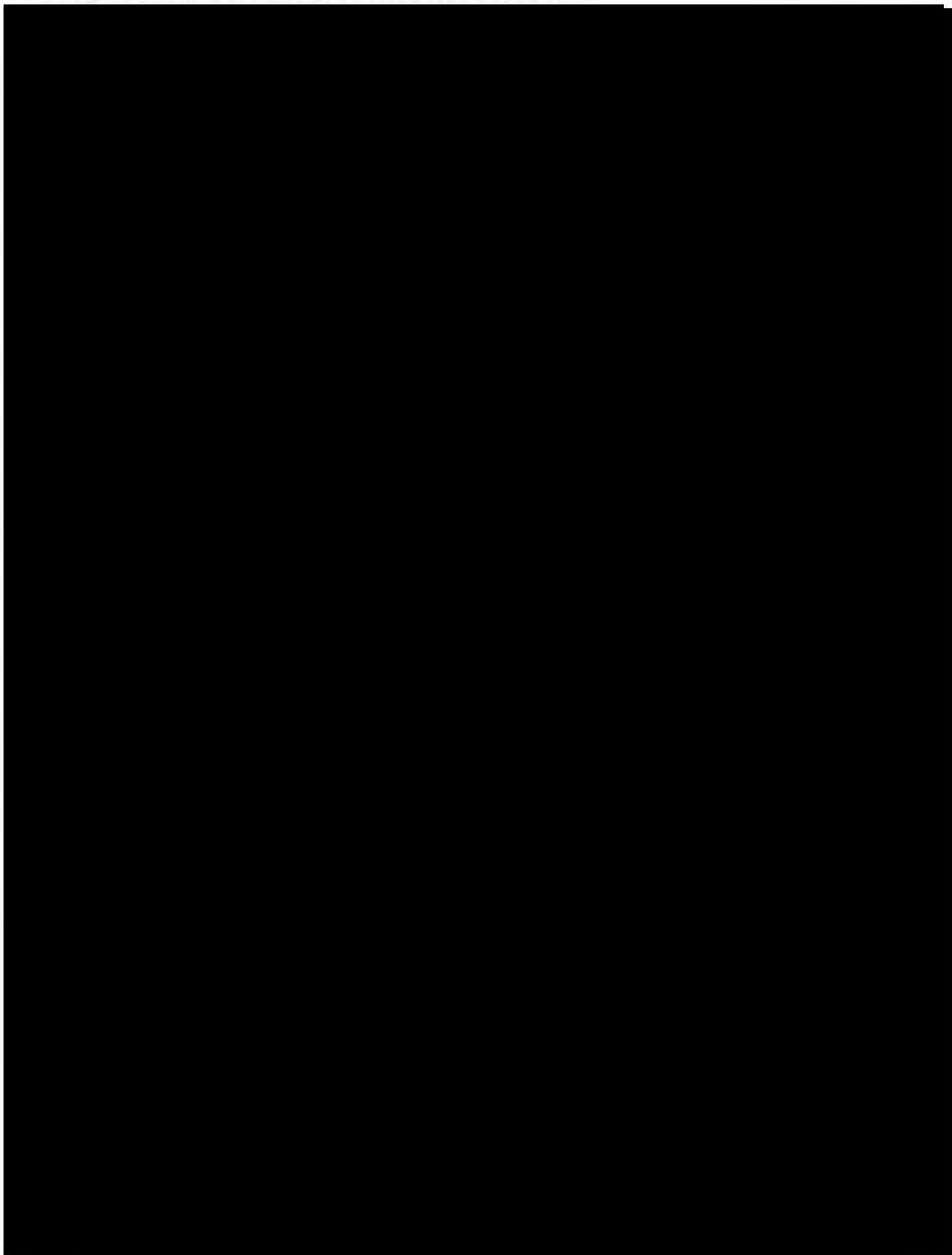


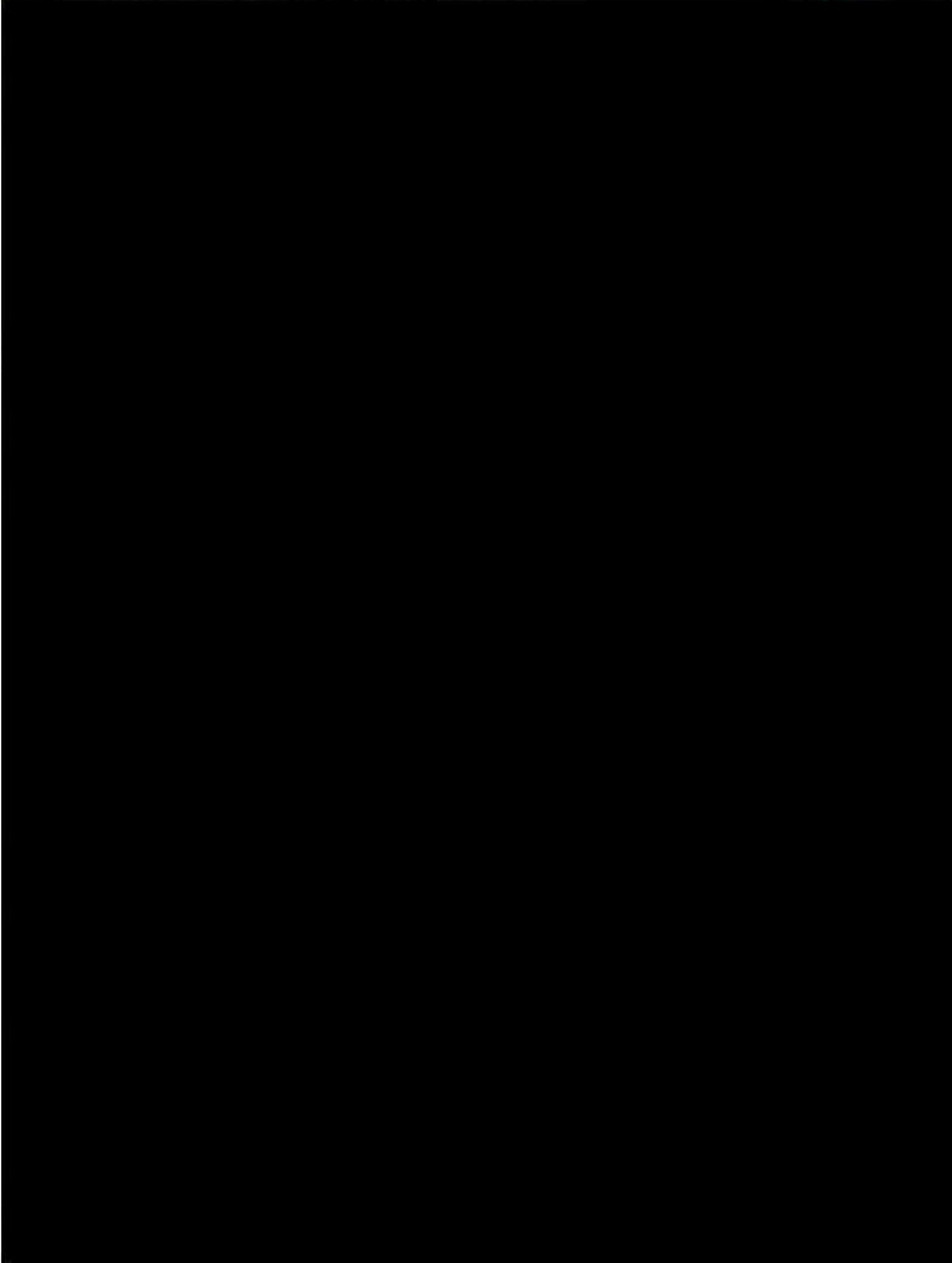


Daily Prestart and Site Attendance Record

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Daily Prestart and Site Attendance Record



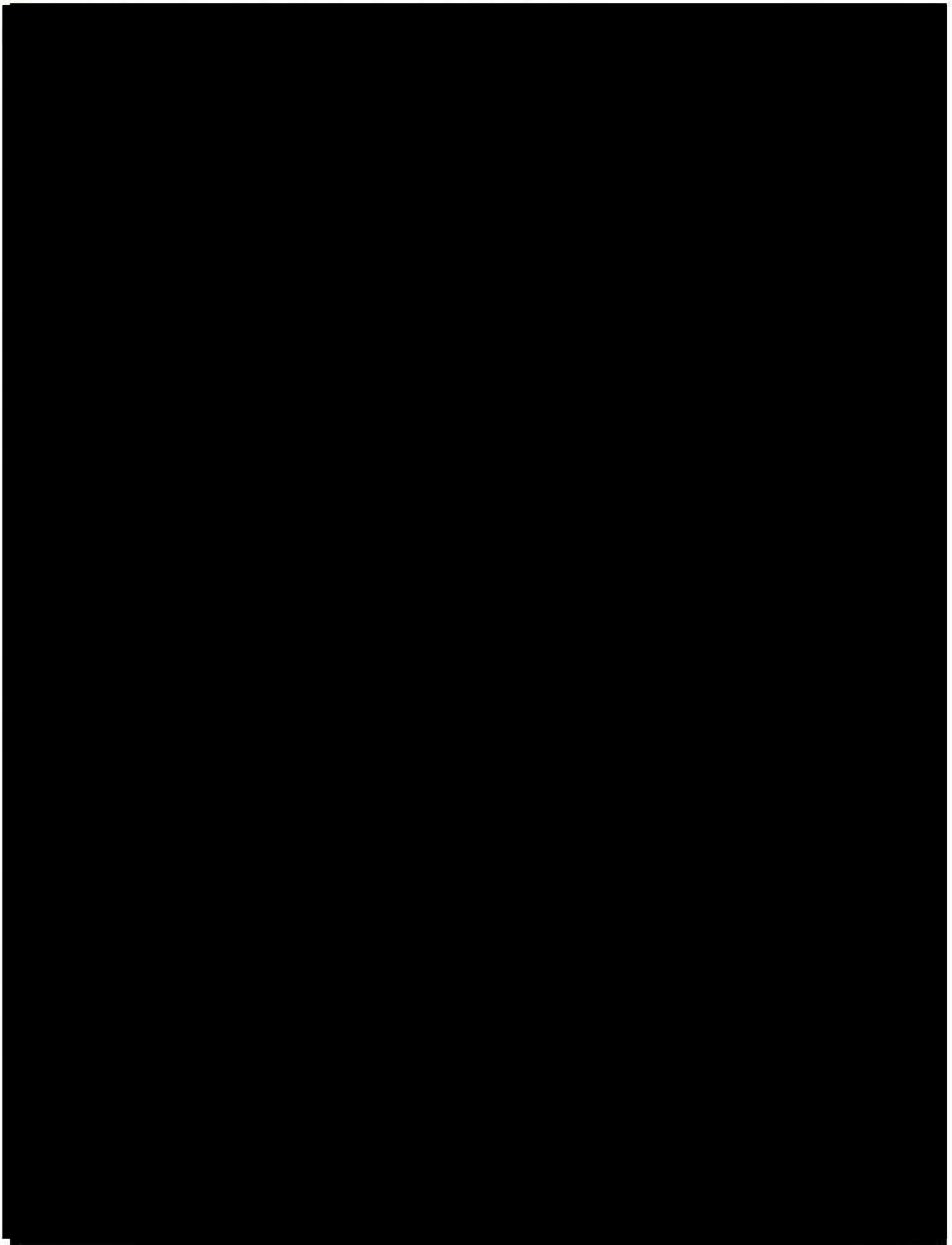




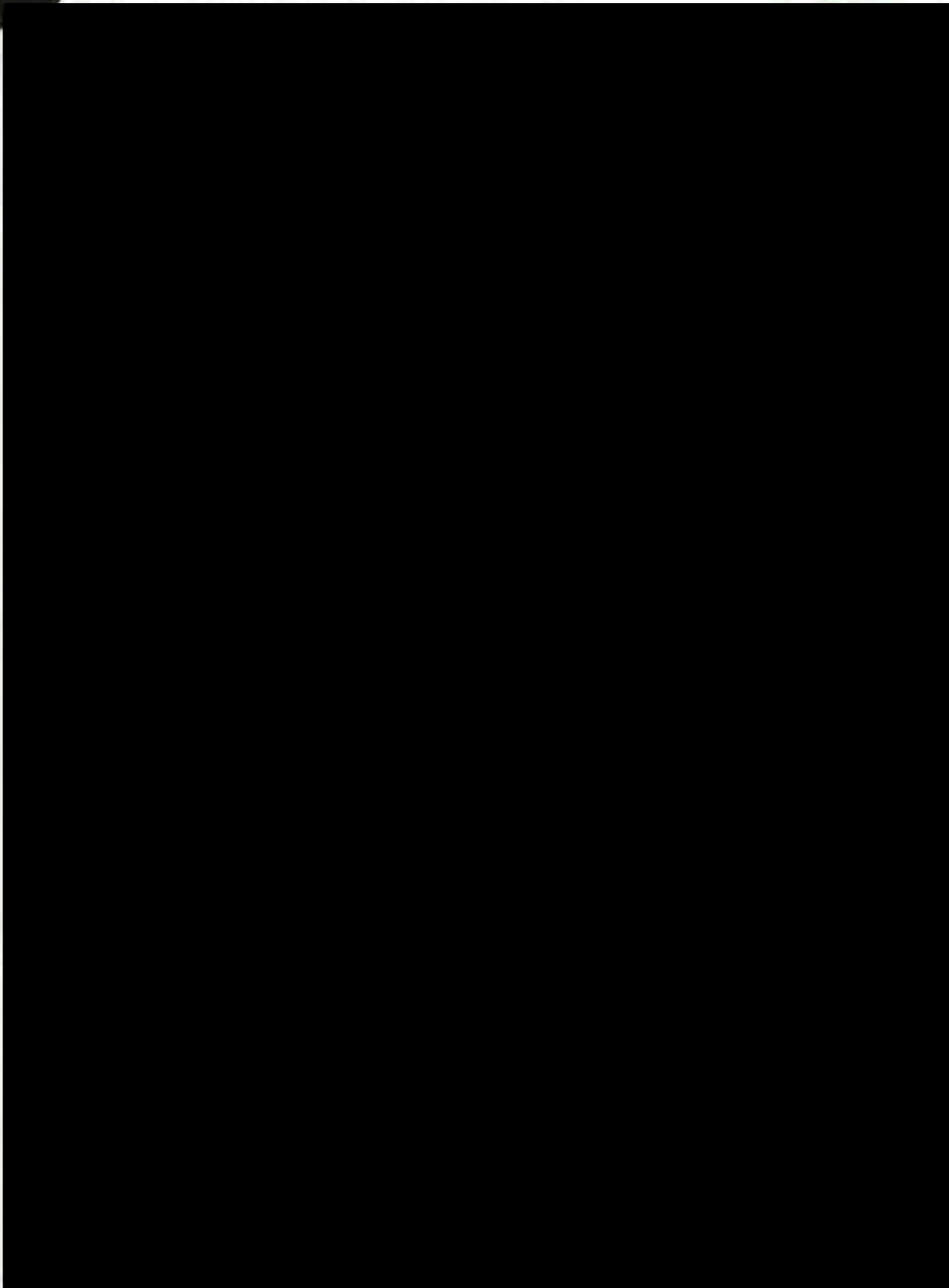
Daily Prestart and Site Attendance Record

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Daily Prestart and Site Attendance Record

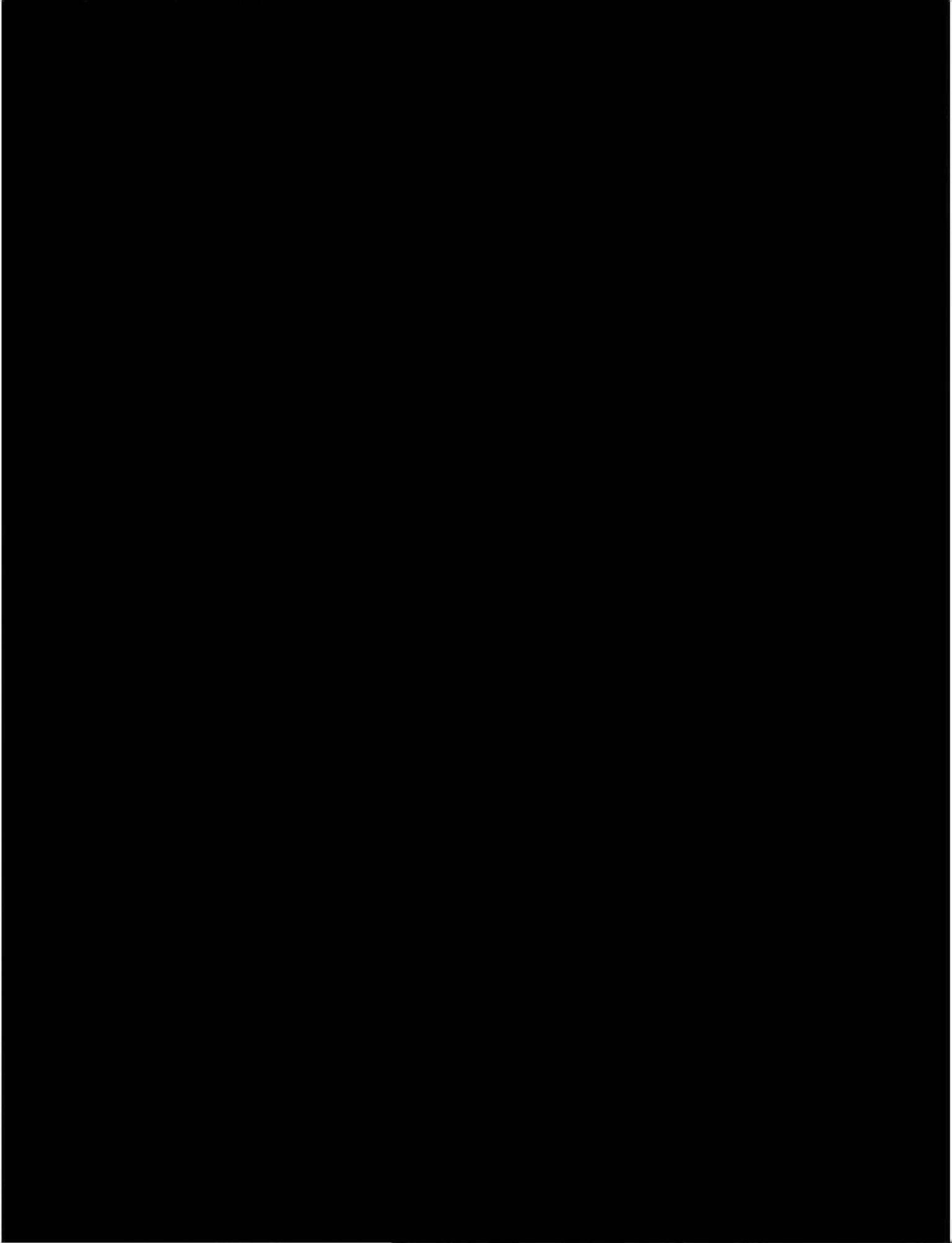


Start Talk and Site Attendance Record

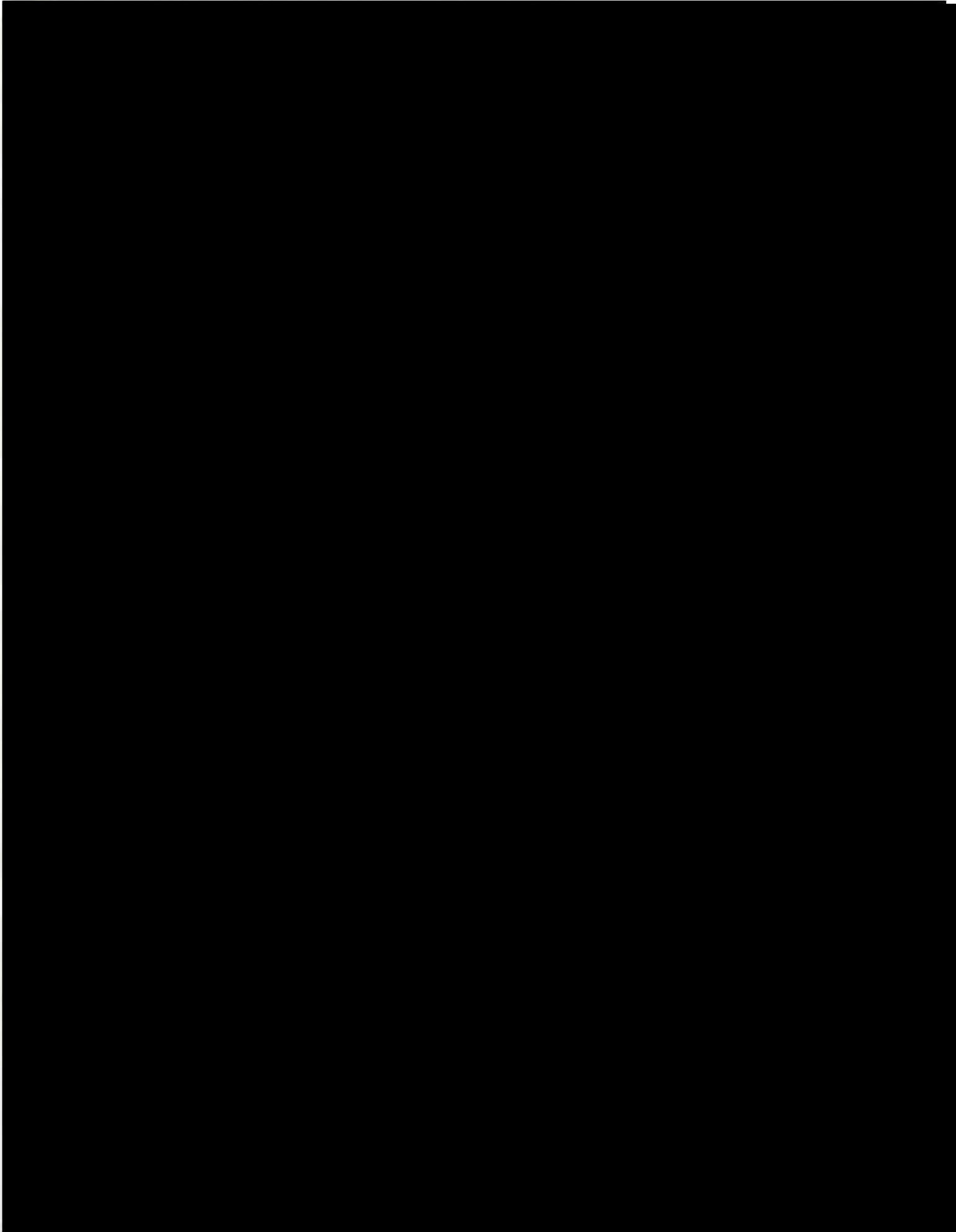


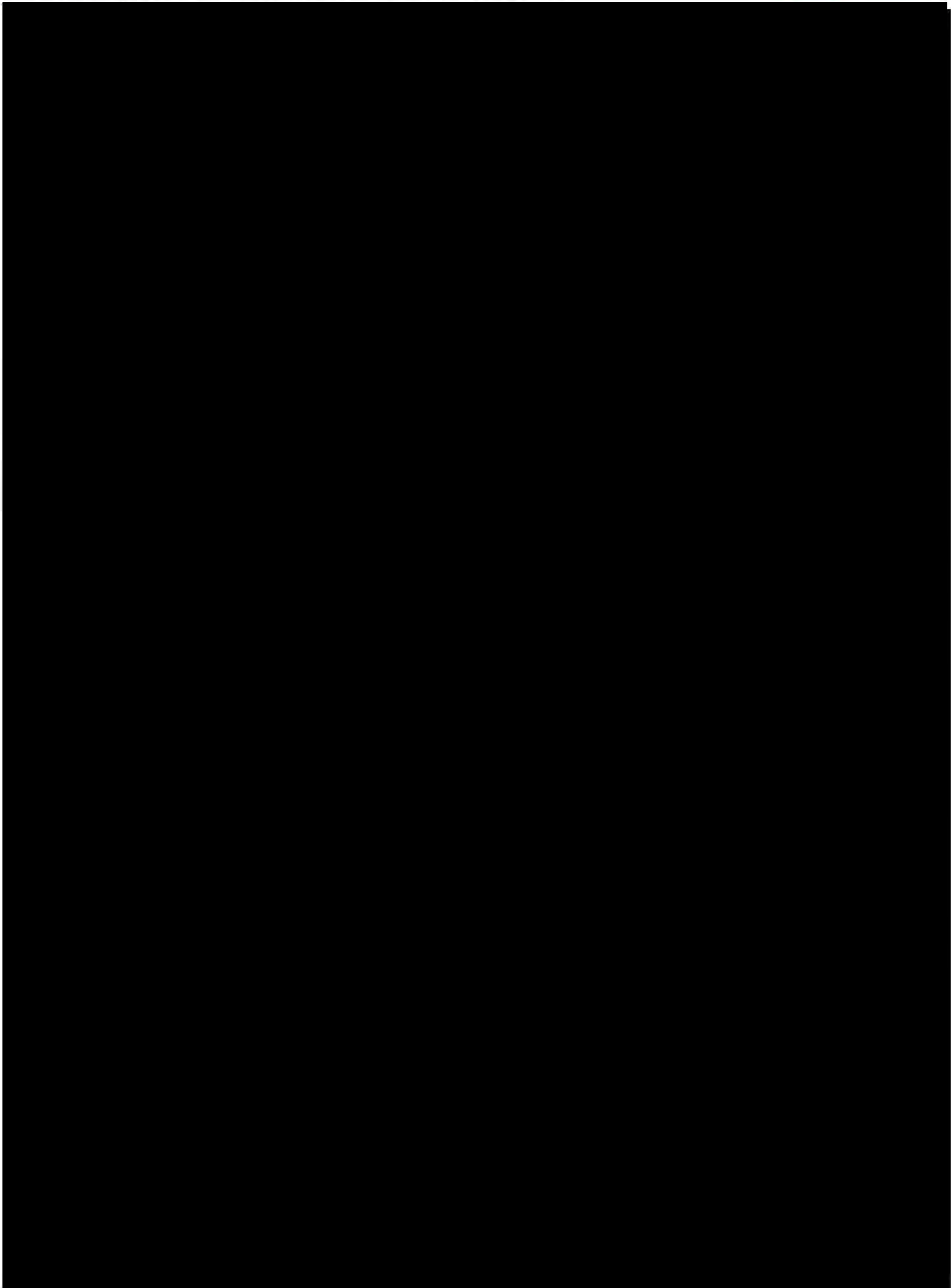


Daily Prestart and Site Attendance Record



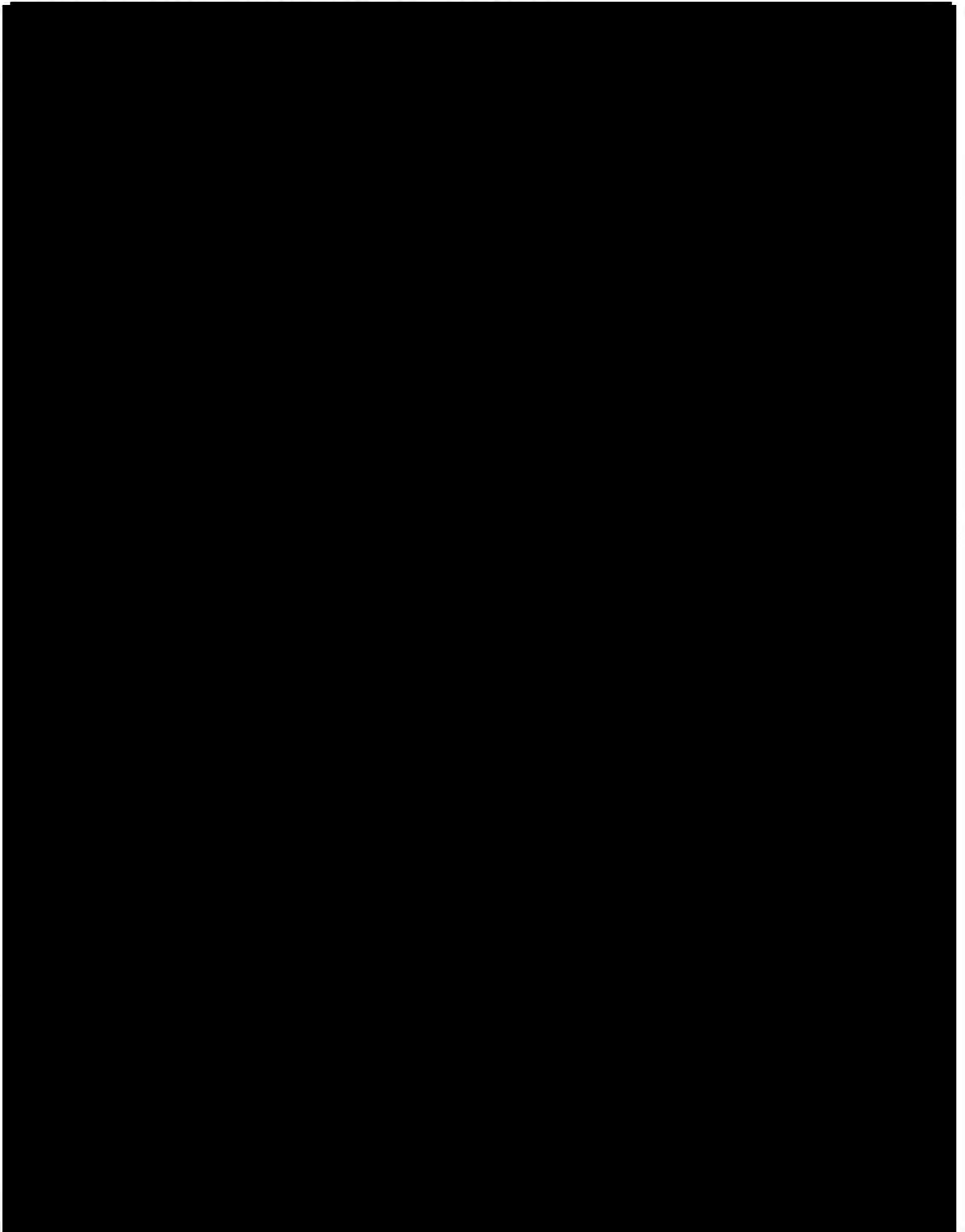
Daily Prestart and Site Attendance Record



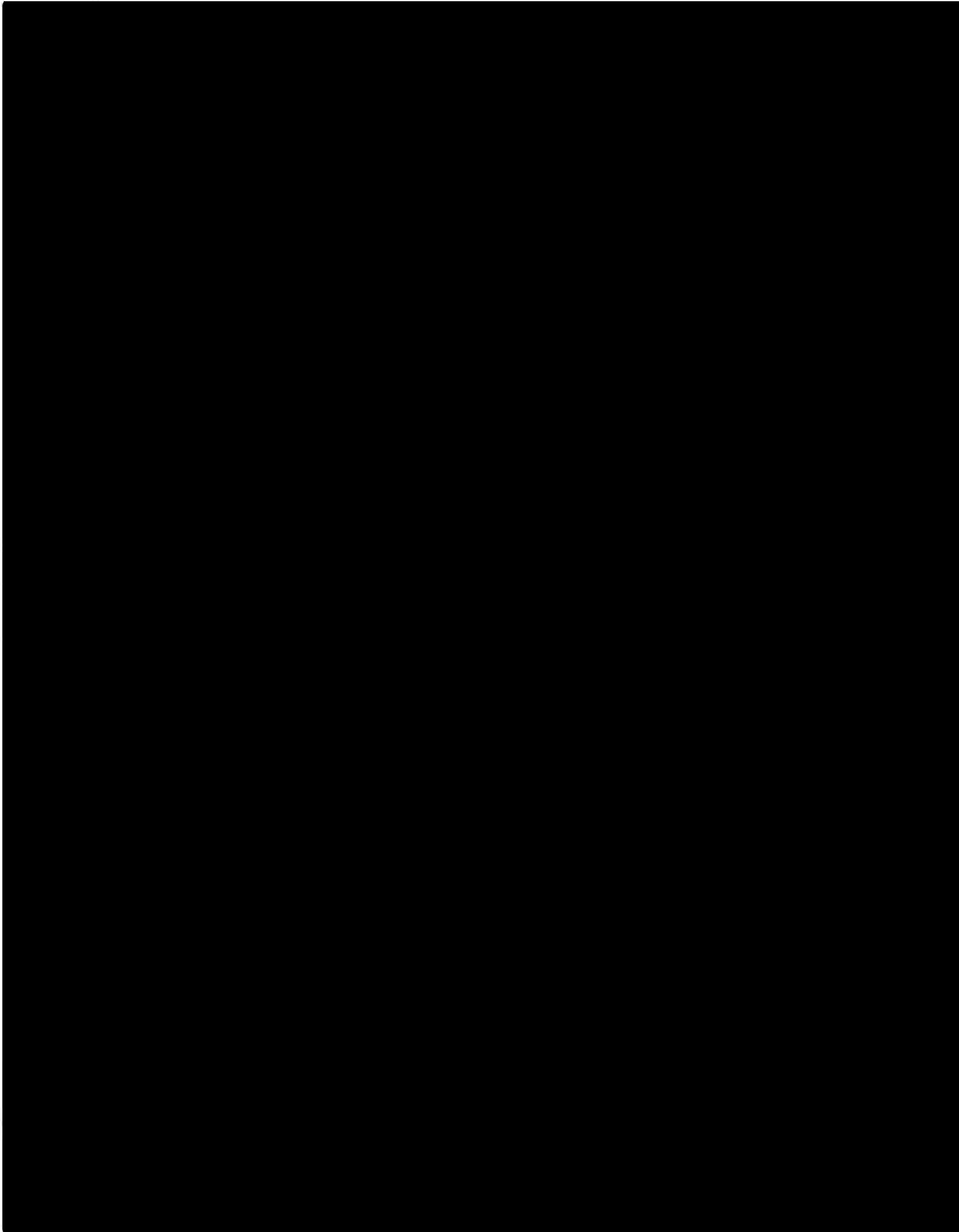




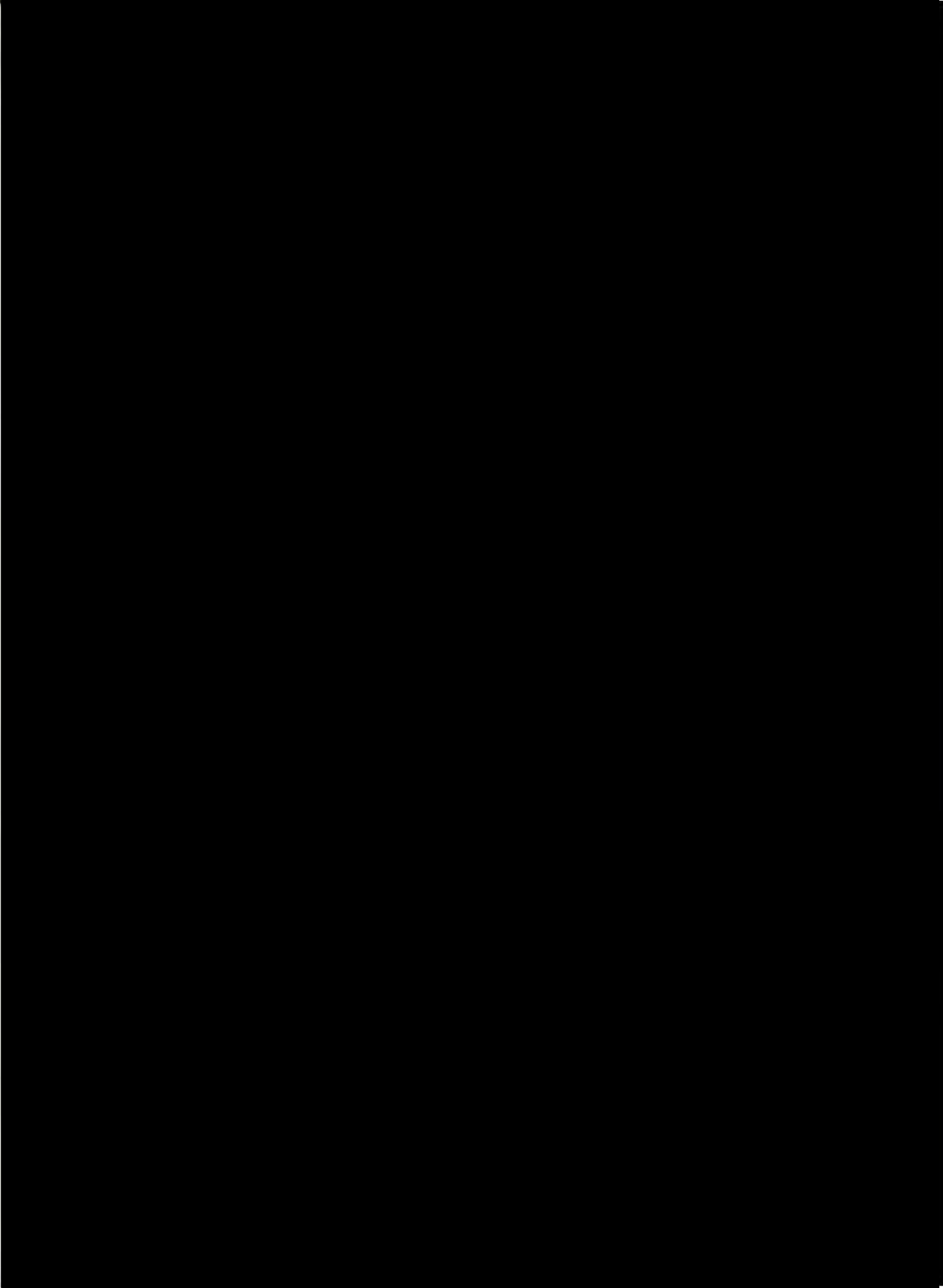
Daily Prestart and Site Attendance Record



Daily Prestart and Site Attendance Record

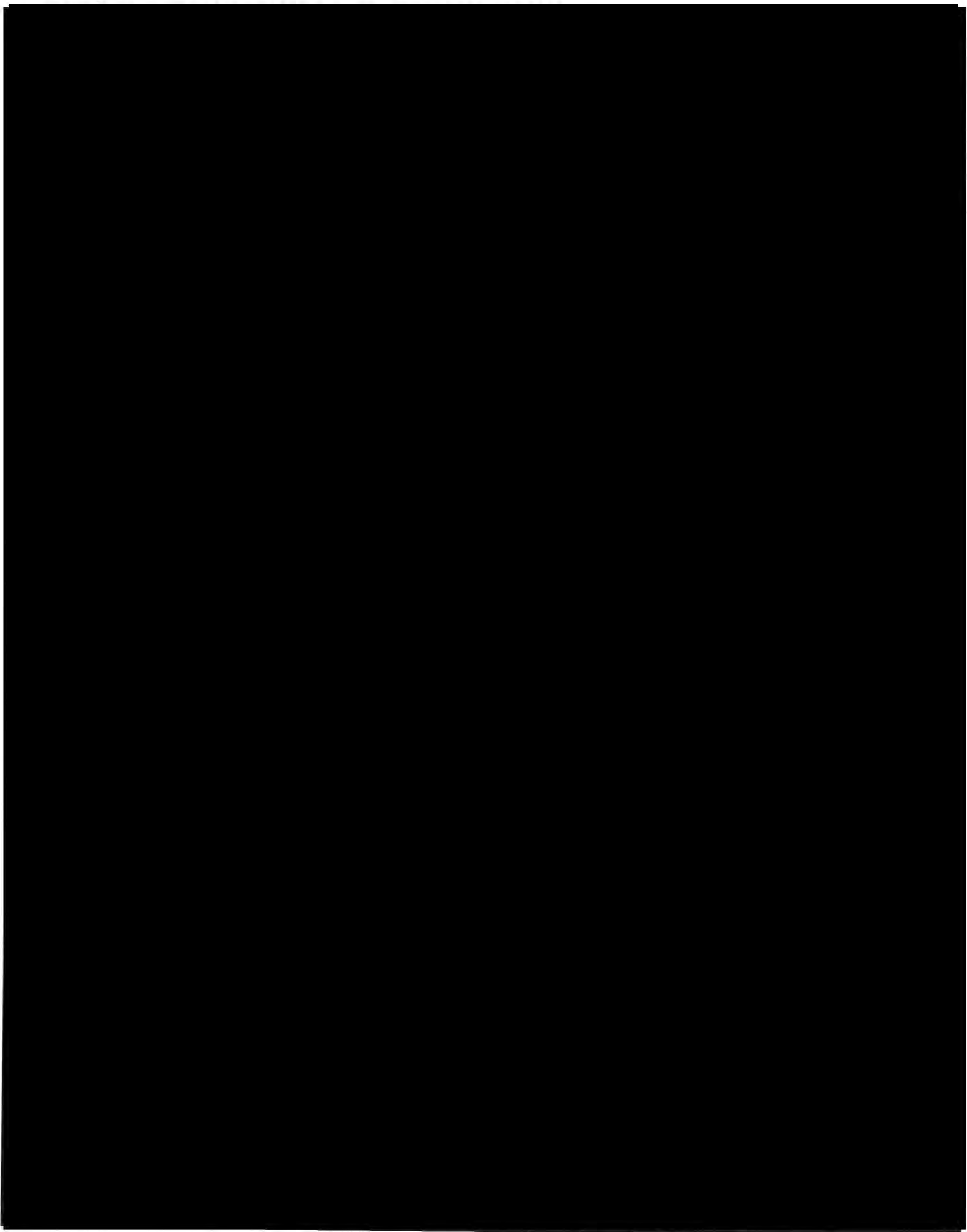


Restart Talk and Site Attendance Record

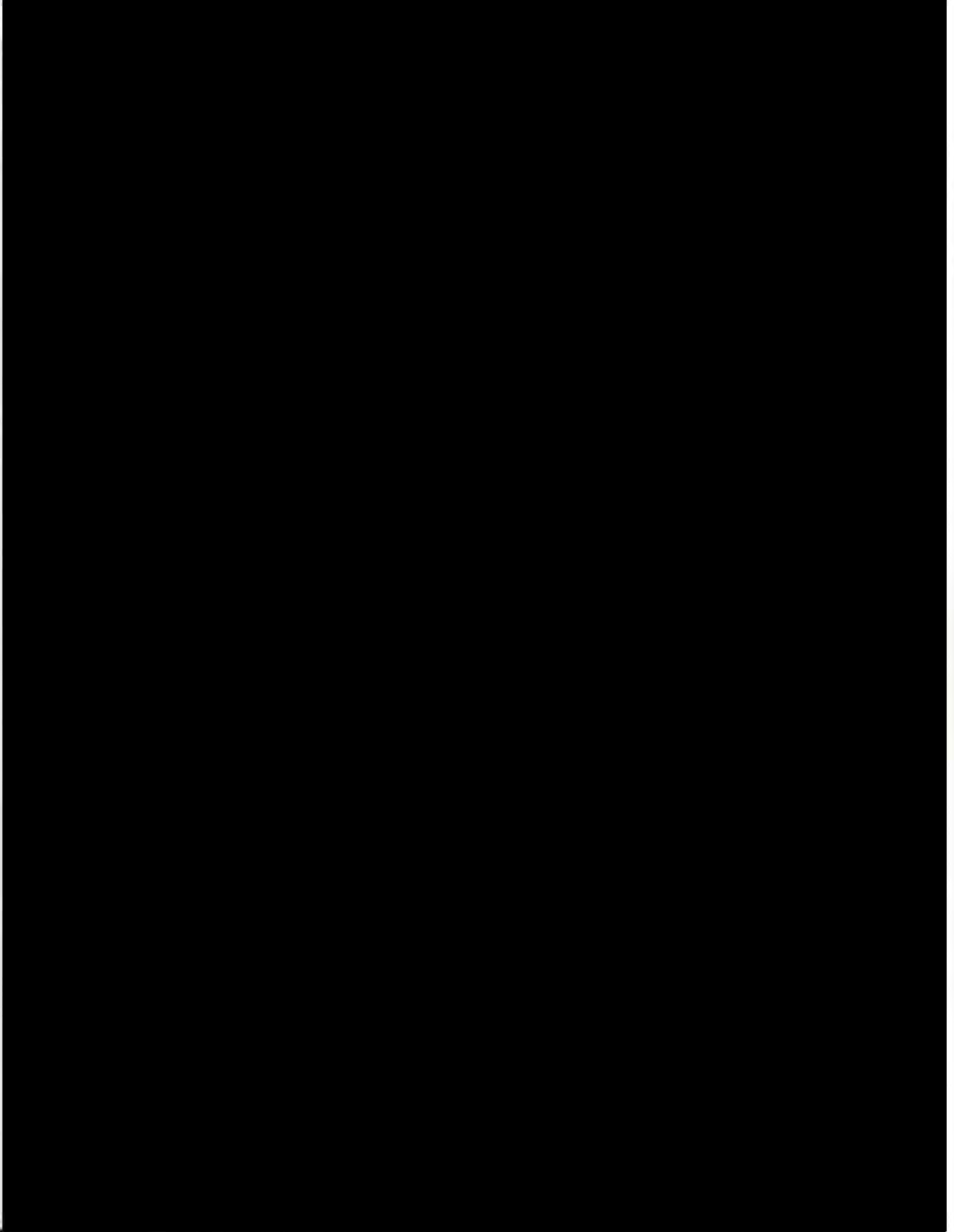




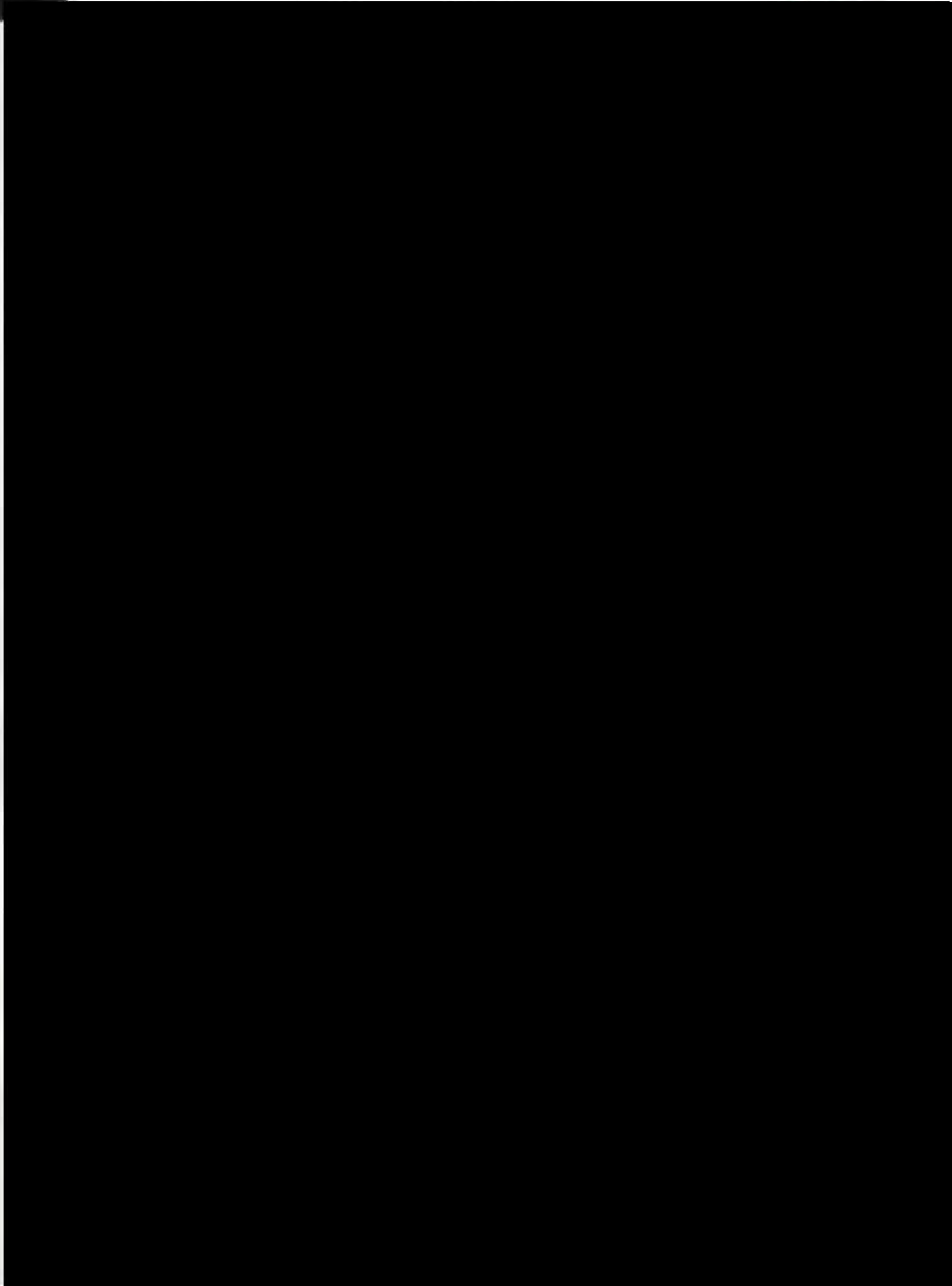
Daily Prestart and Site Attendance Record



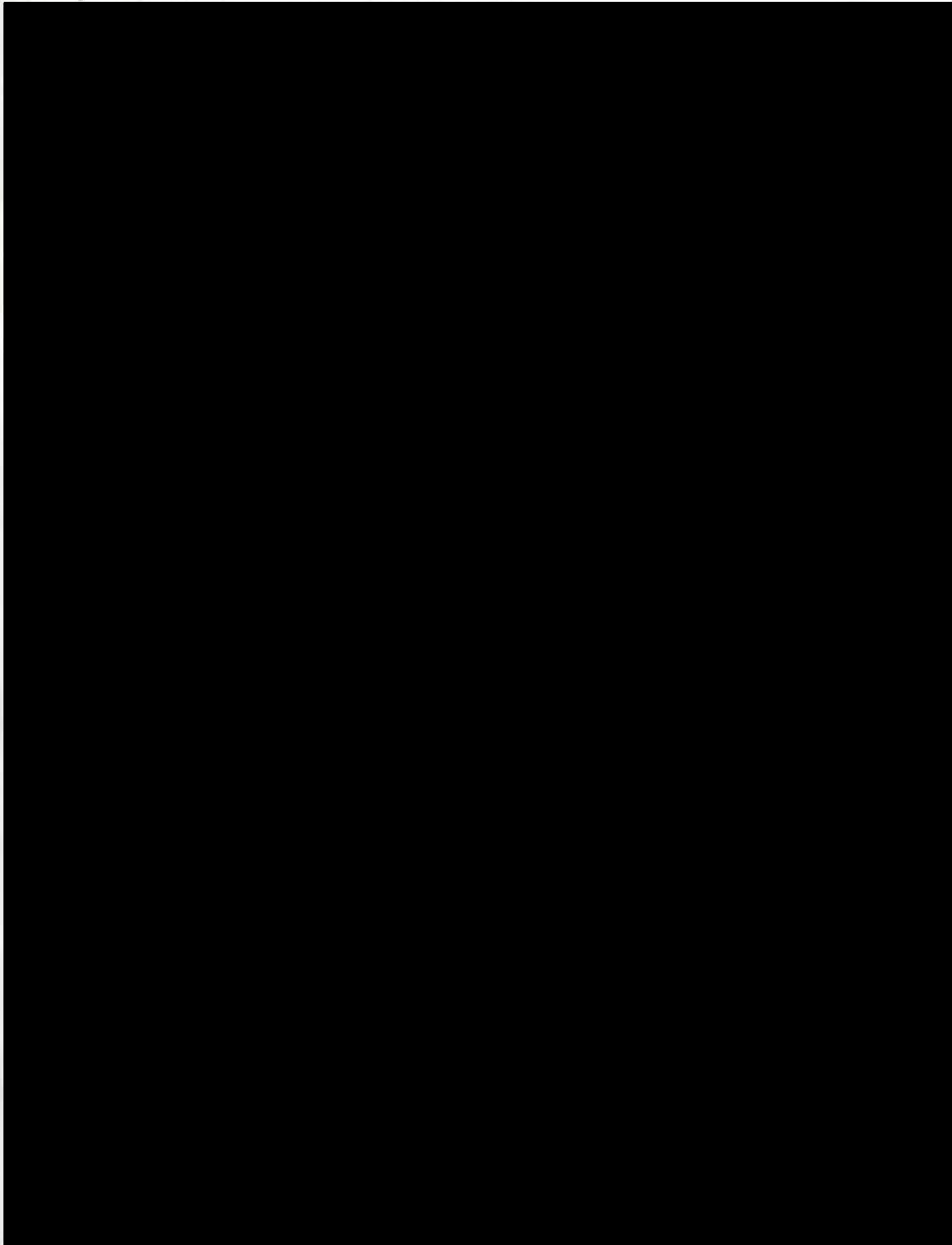
Daily Prestart and Site Attendance Record



Start Talk and Site Attendance Record

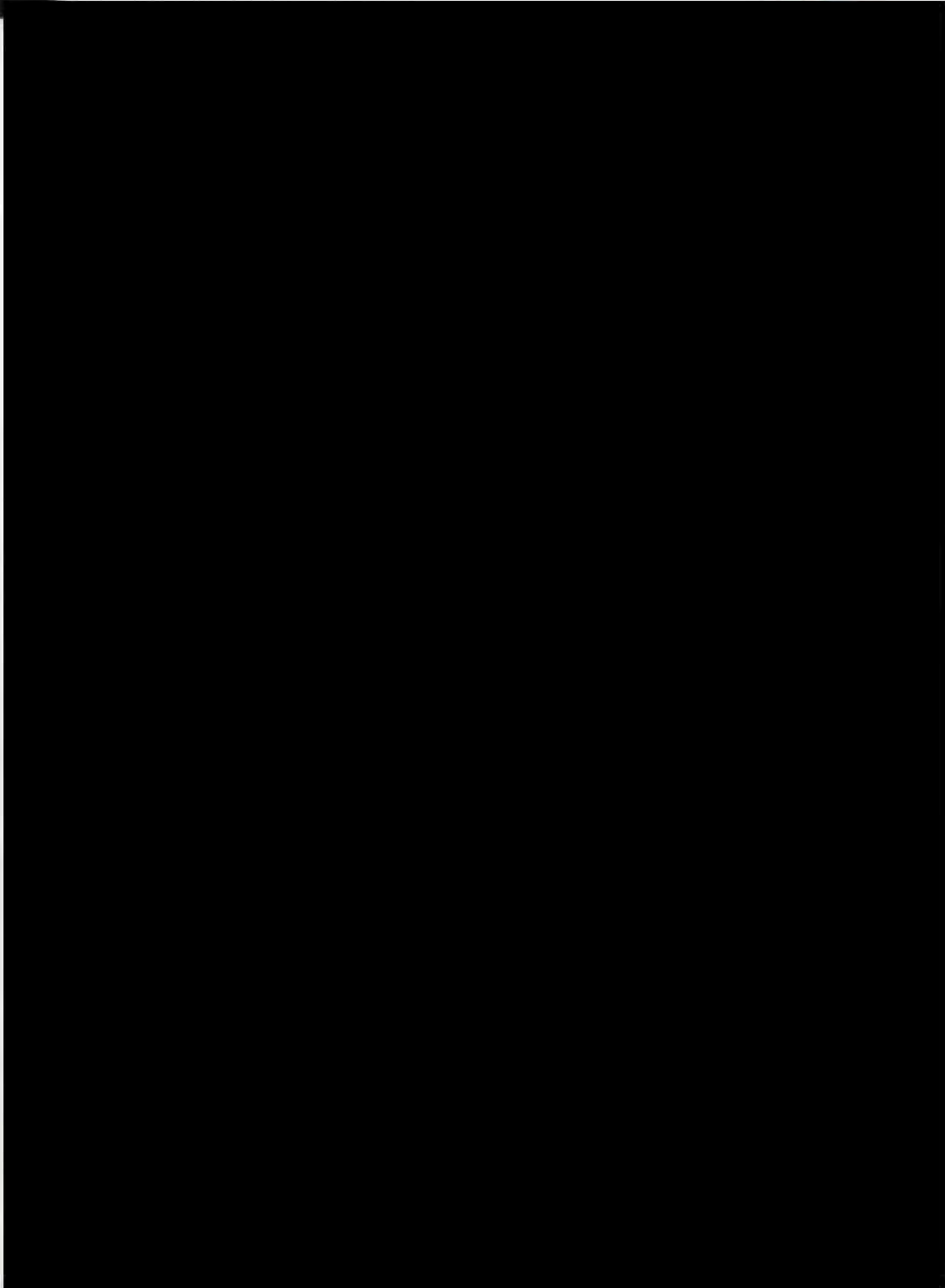


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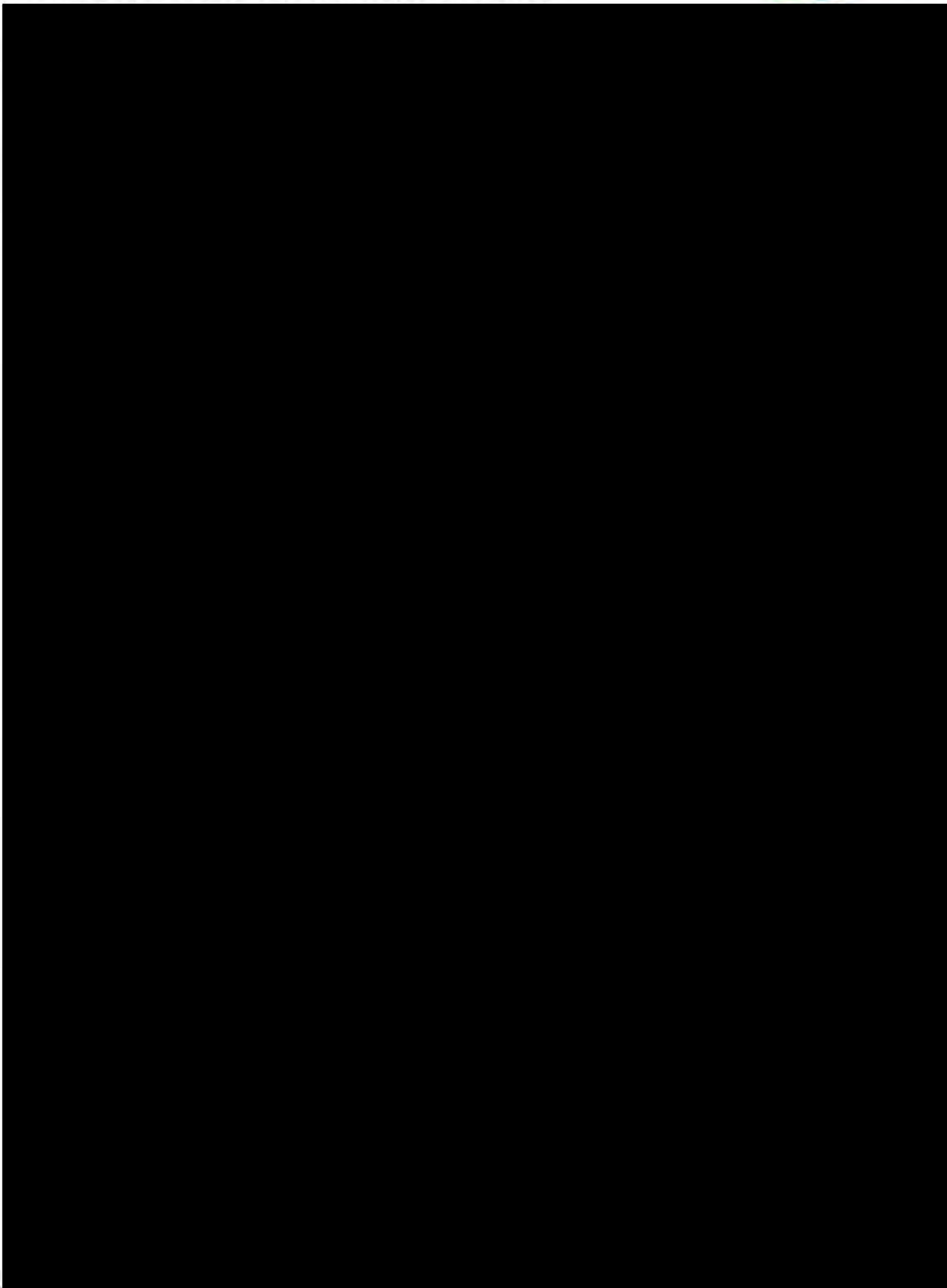




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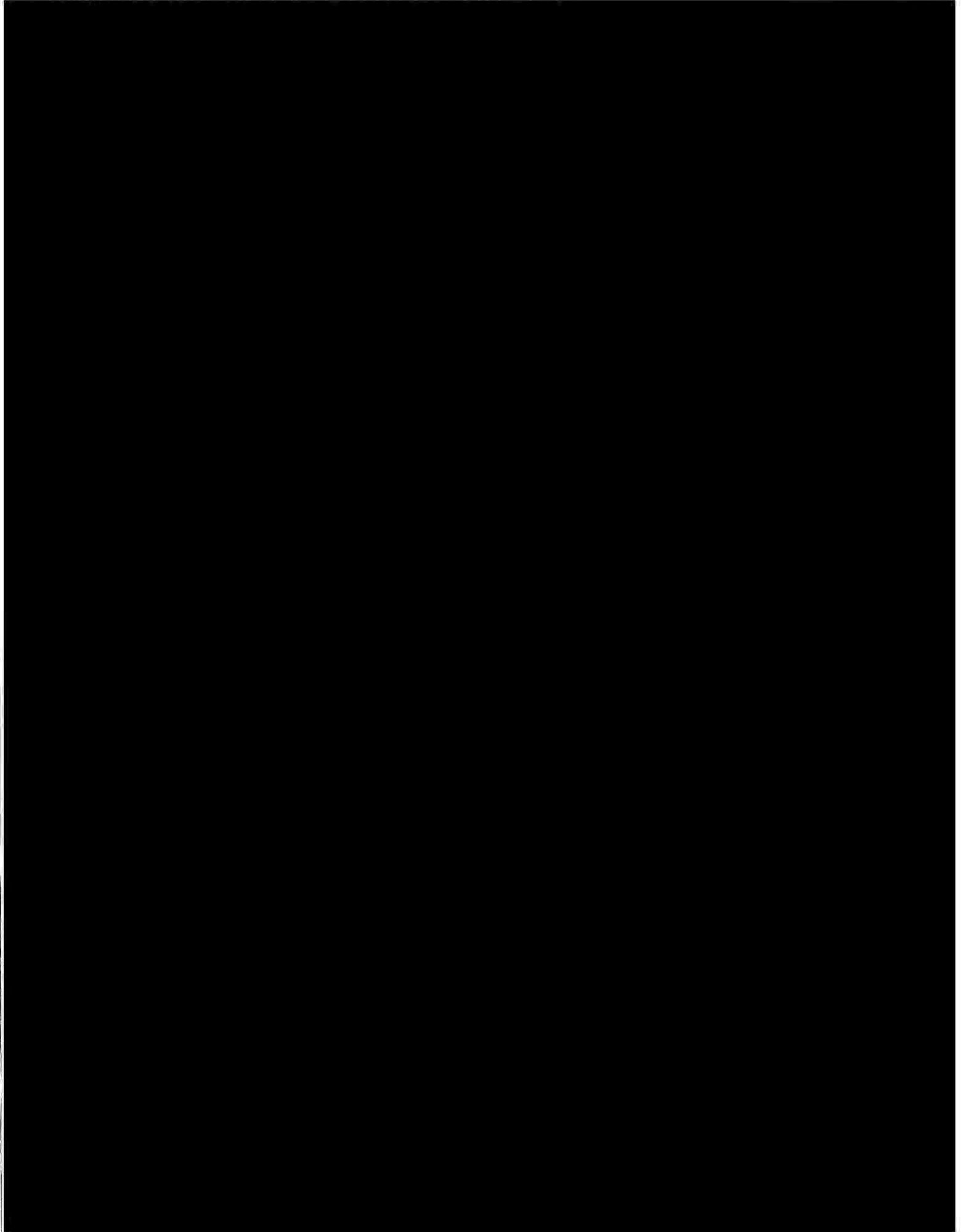


Prestart Talk and Site Attendance Record





Daily Prestart and Site Attendance Record

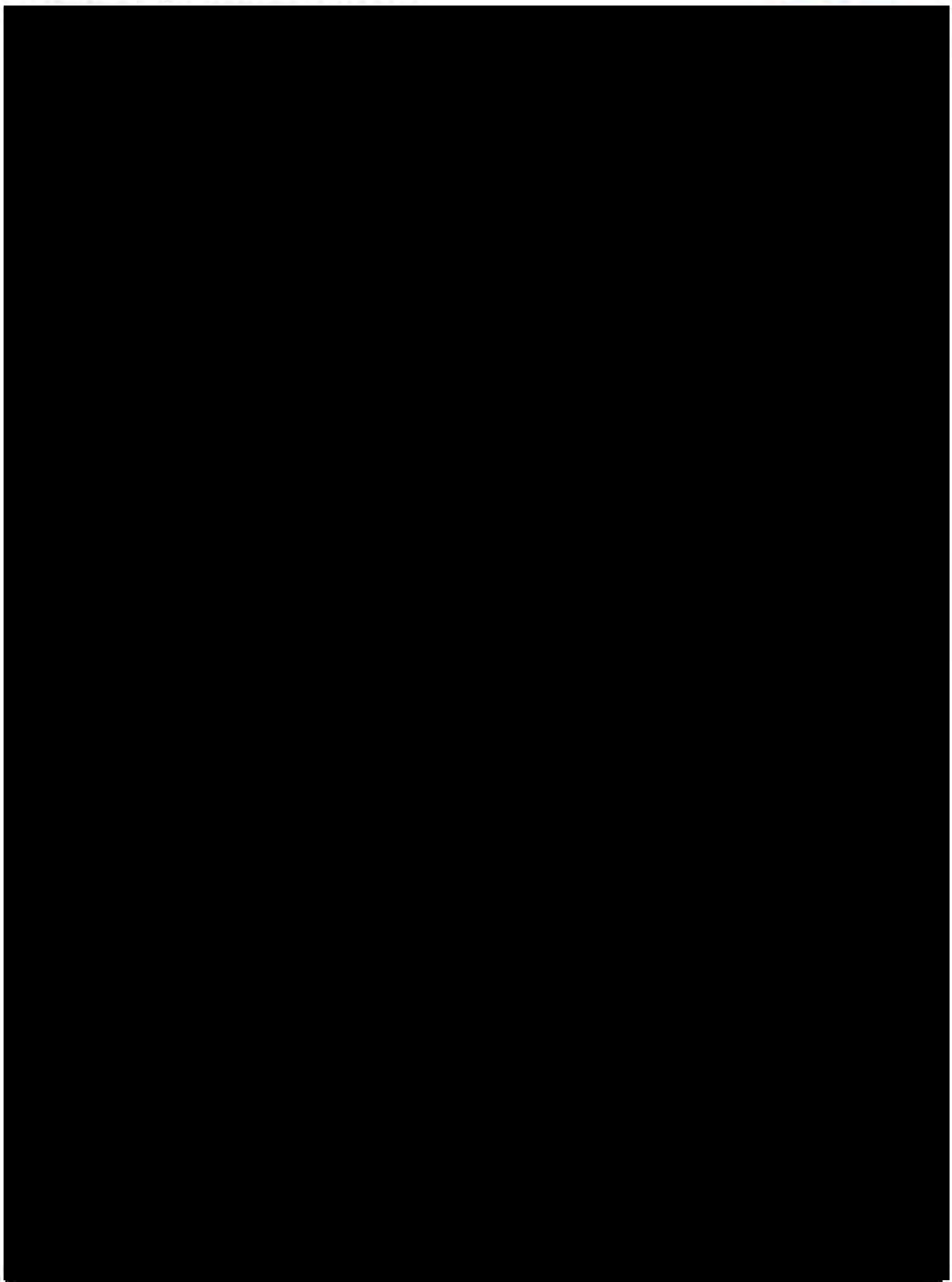


The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry, no matter how small, should be recorded to ensure the integrity of the financial statements. The second part details the various methods used to collect and analyze data, including interviews, surveys, and focus groups. The third part presents the findings of the study, highlighting the key trends and patterns observed. Finally, the document concludes with a series of recommendations for future research and practical applications of the findings.

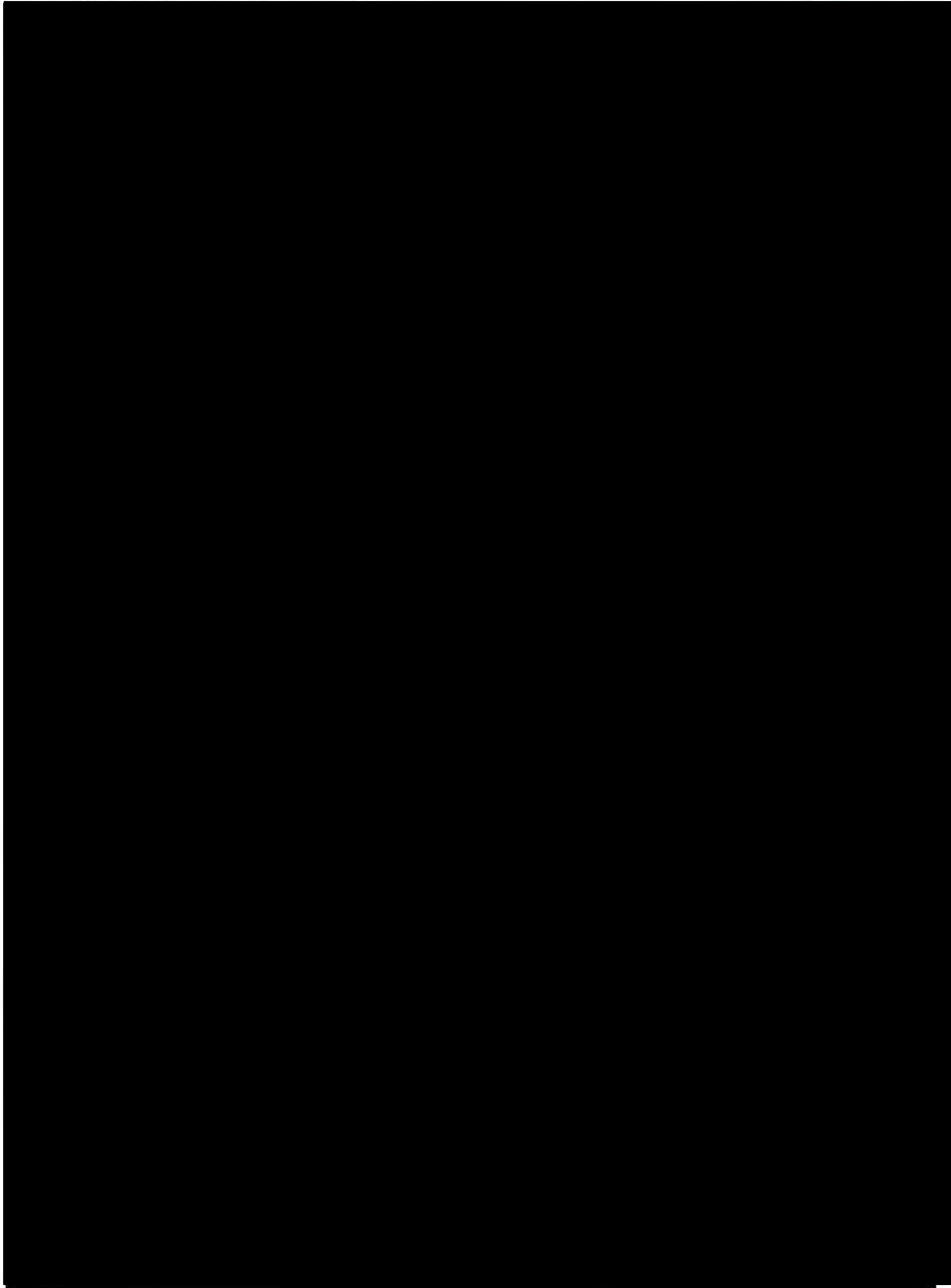
The study was conducted over a period of six months, during which time a total of 150 participants were interviewed. The data collected was analyzed using a combination of qualitative and quantitative methods. The results of the study indicate that there is a significant correlation between the variables studied, and that the findings have important implications for the field of research.

In conclusion, the study has provided valuable insights into the complex relationships between the variables under investigation. The findings suggest that further research is needed to explore these relationships in greater depth and to identify the underlying mechanisms that drive the observed patterns. The recommendations provided in the document offer a clear path forward for future research and for the practical application of the study's findings.

Visitor Daily Attendance Record



Daily Prestart – Key Points





CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

January 2019

This template includes the Canberra Region Local Industry Participation (LIP) Plan and the Labour Relations, Training and Workplace Equity Plan. These plans are an assessment criteria in the ACT Government's procurement process.

If your business is successful in winning this procurement, your compliance with these plans is evaluated as part of the final contract performance evaluation. The evaluation can be considered as part of your future procurement submissions.

More information on the Canberra Region Local Industry Participation Policy and Secure Local Jobs is available at procurement.act.gov.au.

CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

153



Procurements with a value of \$5 million or more

Tender and business information

Information you enter into the tables below must be able to be verified. Where possible quantify items in your statements.

Tender* title	TAYLOR 3 STAGE 3 RESIDENTIAL ESTATE
Tender number	SL170499
Responsible Territory Entity / Directorate	SUBURBAN LAND AGENCY
Total tender value (\$AUD) incl. GST	\$18,068,456.47

* Tender refers to tender, quotation or any other form of bid/response to a procurement for territory-funded work issued by the Territory for the supply of goods, services and/or works, intended to result in a contract.

Legal entity name	BMD CONSTRUCTIONS PTY LTD
ABN	59 010 126 100
Trading name	BMD CONSTRUCTIONS PTY LTD
Business project manager/contact person	DARREN [REDACTED]
Telephone	[REDACTED]
Email	[REDACTED]

What is your physical presence in the Canberra region?
(Select all that apply)

Head office	Branch office	Warehouse/ Depot	Home office	Null	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specify:

[REDACTED]

When was this presence established?

[REDACTED]	2006	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
------------	------	------------	------------	------------	------------

How many full time employees (FTE) do you currently employ in the Canberra region?

[REDACTED]

Describe your existing relationships with other businesses in the Canberra region?

[REDACTED]

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

A: Regional employment

This section measures the potential economic benefit to the Canberra region through the use of Canberra region sourced labour throughout the contract term.

Labour hours from the Canberra region

See Guidance Note 1

Head contract

A1: Estimated internal FTE required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

A2: Estimated head count of internal labour required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

Subcontract/s or outsourced labour arrangements

A3: Will you need to engage Canberra region based subcontractors to deliver this contract?

Yes

No

Complete A4

Go to Section B

A4: Estimated FTE of subcontracted labour intended to be used to perform the contract.

of FTE:

% from the Canberra region

See Guidance Note 2

Guidance Note:

- 1) The labour your business will employ directly to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work.
- 2) An estimate of the labour from any outsourced and subcontracted Canberra region work to deliver the contract.

Provide details of employment to be created and retained, including:

- ▶ the types of positions that may be created and/or retained as a result of this contract
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage subcontractors, including your supply chain.

Insert or attach your response here:

Refer Attachment A:

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

B: Regional suppliers

This section measures the potential economic benefit to the Canberra region by using Canberra region sourced goods and services, and any other non-labour inputs required.

Excluding labour	Total	Sourced from the Canberra Region
B1: Estimated value of goods and services required to deliver the contract?		

B2: Will you engage Canberra region based suppliers to deliver goods and services for this contract?	Yes	No
	Complete B3	Go to Section C

B3: List the supply inputs (including bundled work packages) to be sourced from Canberra region suppliers.		
	Name and location of regional supplier	Estimated value of input
<i>See Guidance Note 3</i>		
Please Refer Attachment B	Please Refer Attachment B	Please Refer Attachment B

Guidance Note:

3) Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of merchandise; finished products; food and beverages; supplies and raw material; and accommodation.

Describe how you will identify local products and capabilities that meet contract requirements, including:

- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain
- ▶ a commitment to liaising with Canberra region business advocacy groups to identify the availability of local goods and services
- ▶ establishing procedures or policies that encourage local industry participation.

Insert or attach your response here:

Refer Attachment B

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

C: Regional skills development

Provide details of any training and skills development that will be provided to Canberra region labour in relation to this contract, including:

- ▶ opportunities for engaging and training apprentices
- ▶ the number of existing positions, local apprenticeships and traineeships to deliver this contract
- ▶ opportunities for increasing the skills of Canberra region employees
- ▶ training programs designed to support employee career development
- ▶ training programs designed for this contract.

Insert or attach your response here:

Refer Attachment C

Outline evidence and the value of your business' contributions to skills and training development

Evidence of contribution	Estimated value (\$AUD) incl. GST
[Redacted]	[Redacted]

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

D: Regional investment

Provide details about your business presence in the Canberra region and the value of any existing and proposed capital investment in the Canberra region directly linked to the contract. This could include:

- ▶ the year your business was established in the Canberra region
- ▶ details of your current presence in the Canberra region (for example, turnover or FTE)
- ▶ plans to grow your Canberra region footprint
- ▶ existing and proposed capital investment in the Canberra region that directly relates to this contract
- ▶ engagement with local businesses.

Insert or attach your response here:

Refer Attachment D

Describe how you will identify additional business undertakings that promote economic growth in the Canberra region resulting from this contract. This could include:

- ▶ value-added research or partnerships with universities/CIT
- ▶ potential to undertake further innovation and research, or the development of technology related to this contract
- ▶ use of emerging technologies and materials
- ▶ collaboration with international organisations to increase opportunities for Canberra region businesses.

Insert or attach your response here:

Refer Attachment E

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Identify and describe any ongoing benefits to the Canberra region listed once the contract has ended.

Category	Ongoing benefit Y/N	Description
Canberra region employment		
Local suppliers		
Canberra region skills development		
Canberra region investment		

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

E: Compliance with the Secure Local Jobs Code

Describe how your business will comply with its obligations under the Secure Local Jobs Code for the duration of the contract, including:

- ▶ getting and maintaining a Secure Local Jobs Code Certificate
- ▶ adhering to relevant laws, including industrial relations, employment and workplace safety
- ▶ promoting opportunity for job security and reducing the incidence of insecure work
- ▶ ensuring subcontractors and sub-subcontractors comply with the Code
- ▶ maintaining communication with the workforce throughout the project.

E1: Internal operations

Refer Attachment F.

E2: For subcontractors (if applicable)

See Guidance Note 4

Refer Attachment F.

Guidance note:

- 4) Provide supporting evidence to demonstrate you have systems in place to only engage Code compliant subcontractors. For example, subcontractors engaged at any tier of the supply chain in connection with the territory-funded work must hold a valid Secure Local Jobs Code Certificate and comply with Code requirements.

F: Systems of work

Describe how your business will incorporate compliance with the Secure Local Jobs Code into policies and systems of work.

F1: Internal operations

See Guidance Note 5

Refer Attachment G

Guidance note:

- 5) This could include a policy or procedure covering obligations under the Code.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

G: Understanding Secure Local Jobs Code obligations

Describe how your business will ensure directors, executive managers and employees understand obligations under the Secure Local Jobs Code.

G1: Internal operations

See Guidance Note 6

Refer Attachment H

Guidance note:

- 6) This could include training plans, minuted meetings, or a policy or procedure covering directors, executive managers and employee obligations under the Secure Local Jobs Code.

H: Security of employment

Describe how your business seeks to minimise insecure work arrangements. This includes:

- ▶ whether and how you will support transitioning employees from an existing contractor to your business if successful in this contract
- ▶ how you will minimise insecure work arrangements by your subcontractors.

H1: Internal operations

Refer Attachment I

H2: Subcontractors or labour hire arrangements (if applicable)

Guidance Note:

- 7) Examples of insecure work arrangements includes:
- ▶ temporary employment arrangements
 - ▶ casual employment arrangements.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

I: Employees' health and wellbeing

Describe and provide evidence of how your business actively supports the physical and mental health of your employees, including activities that reduce the impact and incidence of impairment in the workplace.

I1: Internal operations

See Guidance Note 8

Attachment J

Guidance Note:

- 8) This could include: providing employees with access to an Employee Assistance Provider (EAP), workplace policy or procedure, drug and alcohol training, domestic violence training, access to rehabilitation and support services, safety and impairment awareness training, and other measures to support employee health and wellbeing.

J: Diversity in the workplace

Describe how your business strategies and processes to:

- ▶ support employment participation of Aboriginal and Torres Strait Islander people, women, people with disability and people from culturally and linguistically diverse backgrounds
- ▶ address barriers to employment or career development for people from these groups.

J1: Internal operations

Attachment K

Guidance Note:

- 9) Evidence could include: workplace policy or procedures, targeted traineeships/apprenticeships, designated positions or roles, training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave), and other action you have taken to remove barriers to employment and support career development.

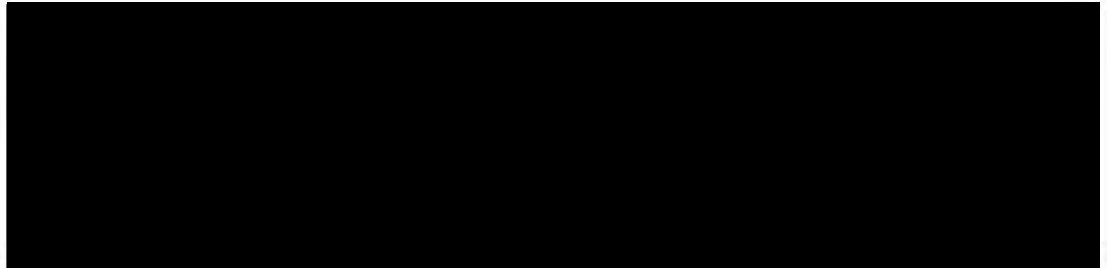
Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

K: Local employment first

Describe your business' strategies and processes to provide opportunities for people in the Canberra region to apply for and be offered employment for this contract before you recruit workers outside the region.

K1: Internal operations



Describe what training opportunities you provide employees for career development and if this training is a recognised qualification. Outline whether your business provides, or will provide if successful in this contract, internships, traineeships, cadetships or apprenticeships.

K2: Internal operations

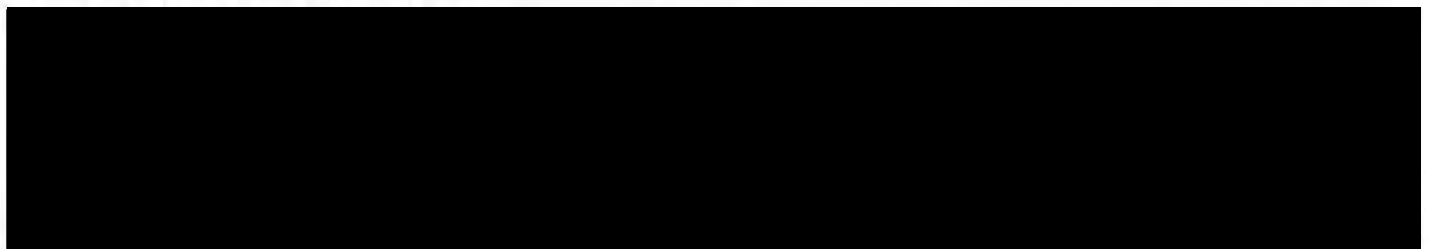
Refer Attachment C

L: Consultation with staff and their representatives

L1: Have you consulted with your staff in developing this Plan?

Yes *Complete L2* No *Go to Declaration*

L2: Describe and provide evidence of how this consultation was done. This could include consultation with eligible unions or relevant staff representatives.



Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Declaration

I am a duly authorised officer of

BMD Constructions Pty Ltd

(Business Name)

I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and Secure Local Jobs Code and the responsibilities under these.

If awarded the contract the business will:

- ▶ note that the Territory reserves the right to negotiate and/or clarify commitments in this Plan before finalising the contract
- ▶ meet the commitments in this or an amended LIPP and LRTWE Plan (as agreed by the Territory)
- ▶ attend any meeting scheduled by the Territory to review progress implementing commitments in this or an amended Labour Relations, Training and Workplace Equity Plan (as agreed by the Territory)
- ▶ report to the Territory on the Canberra region industry participation achieved during the project annually, on the anniversary of the contract award, and at completion of the contract using the LIPP Report template (or another format and timetable as agreed by the Territory).

Signature

[Redacted Signature]

Date

15/08/19

Name

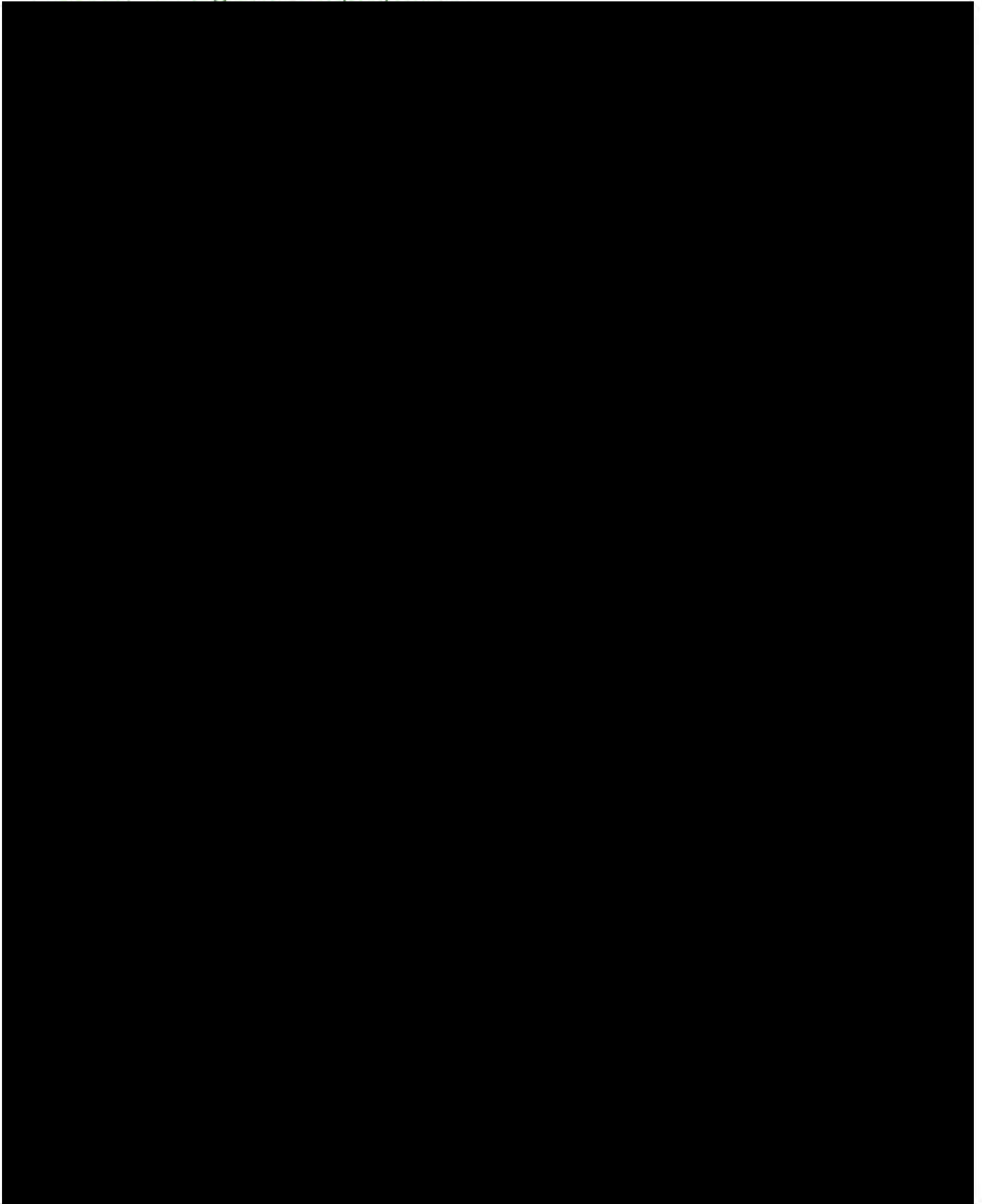
Darren [Redacted]

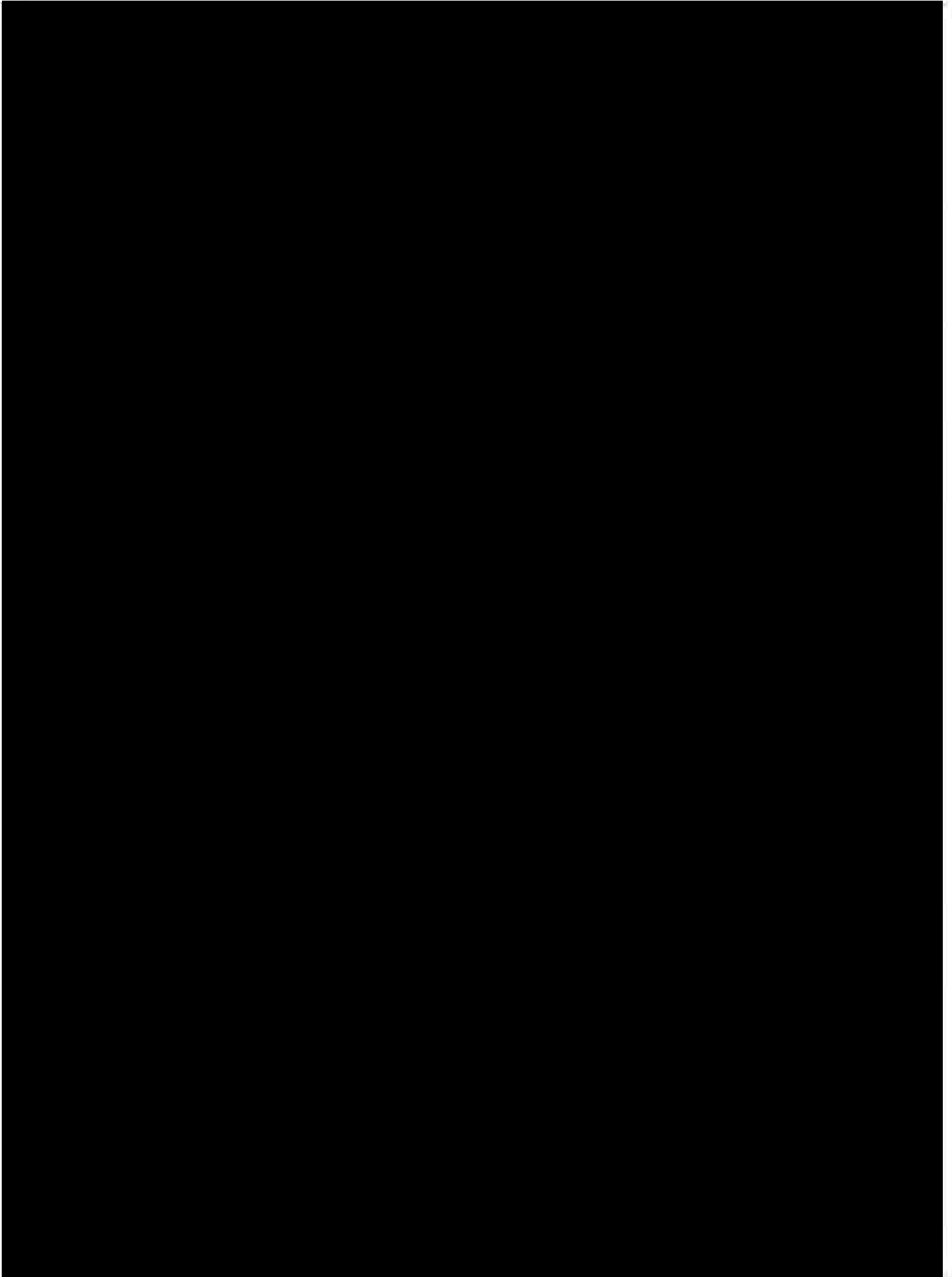
Position

Construction Manager

Attachment A

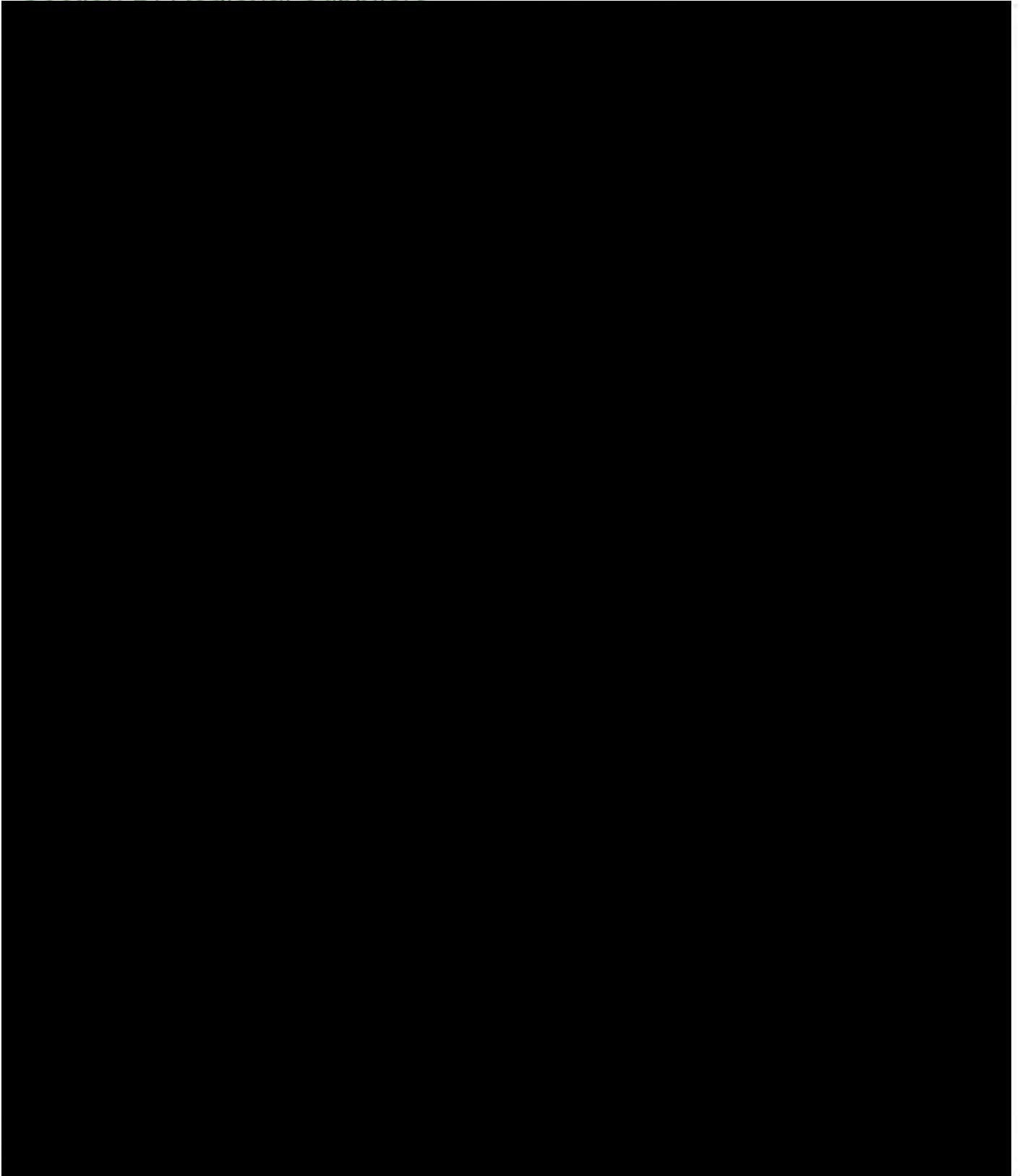
Section A: Regional Employment

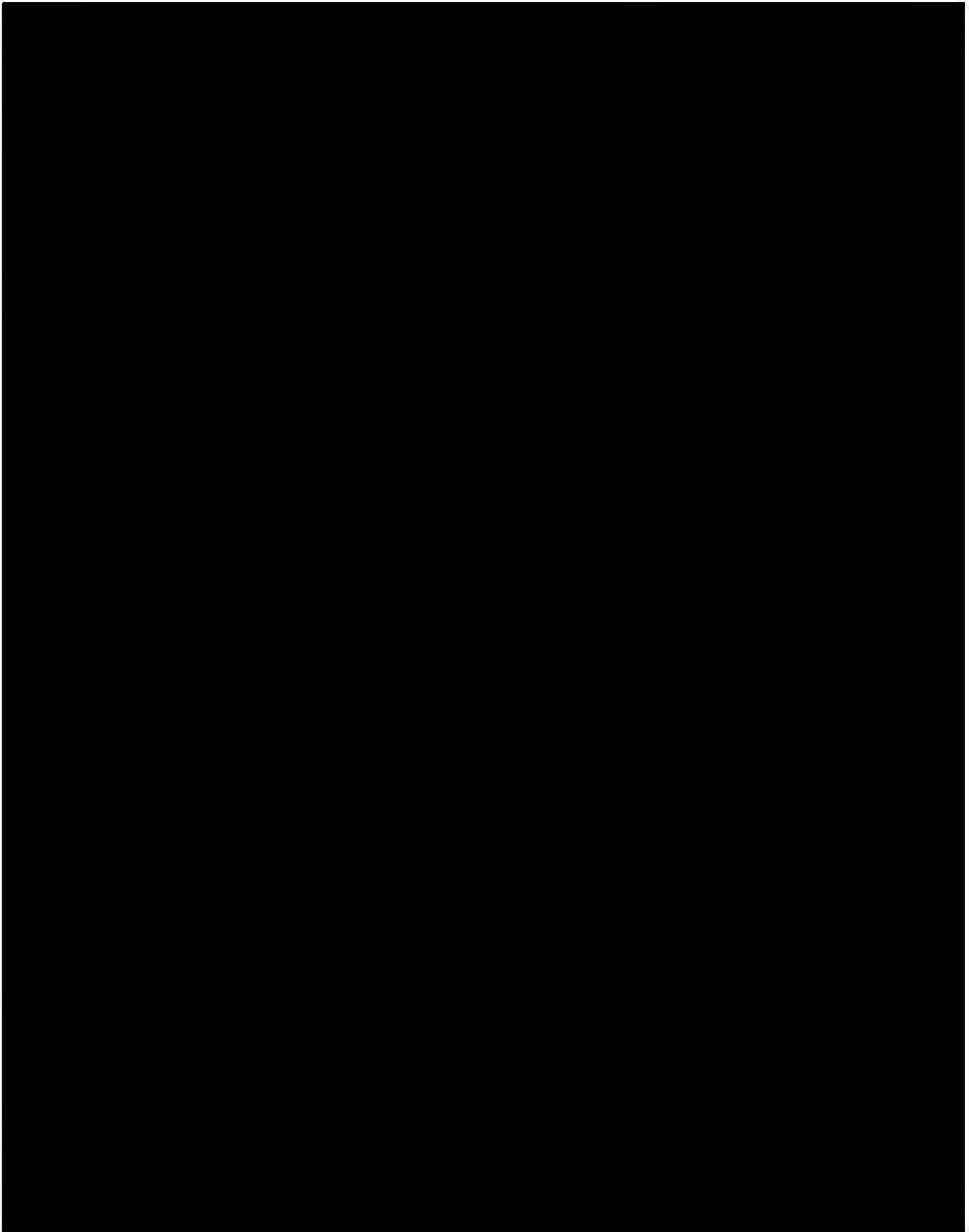


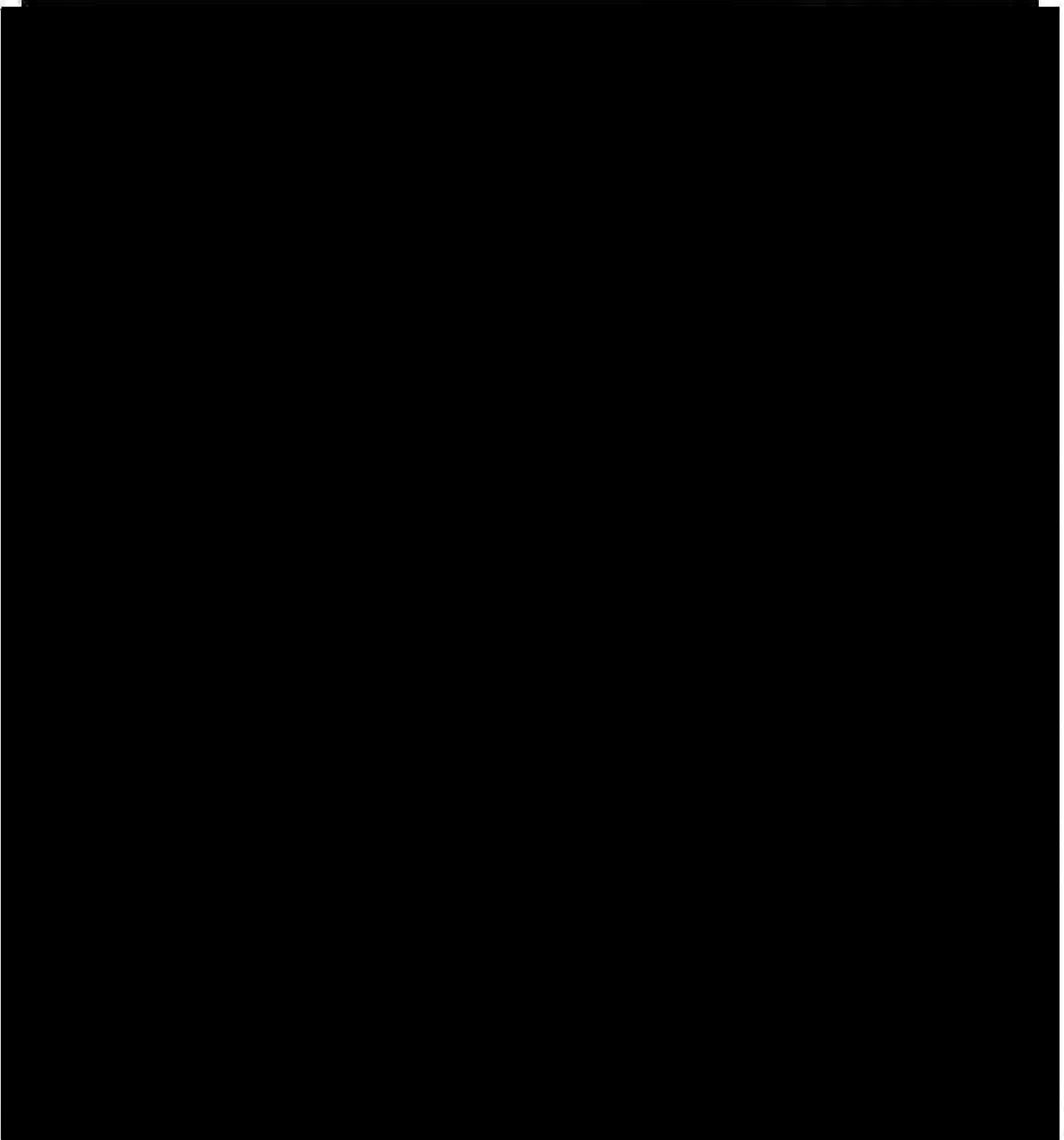


Attachment B

Section B: Regional Suppliers

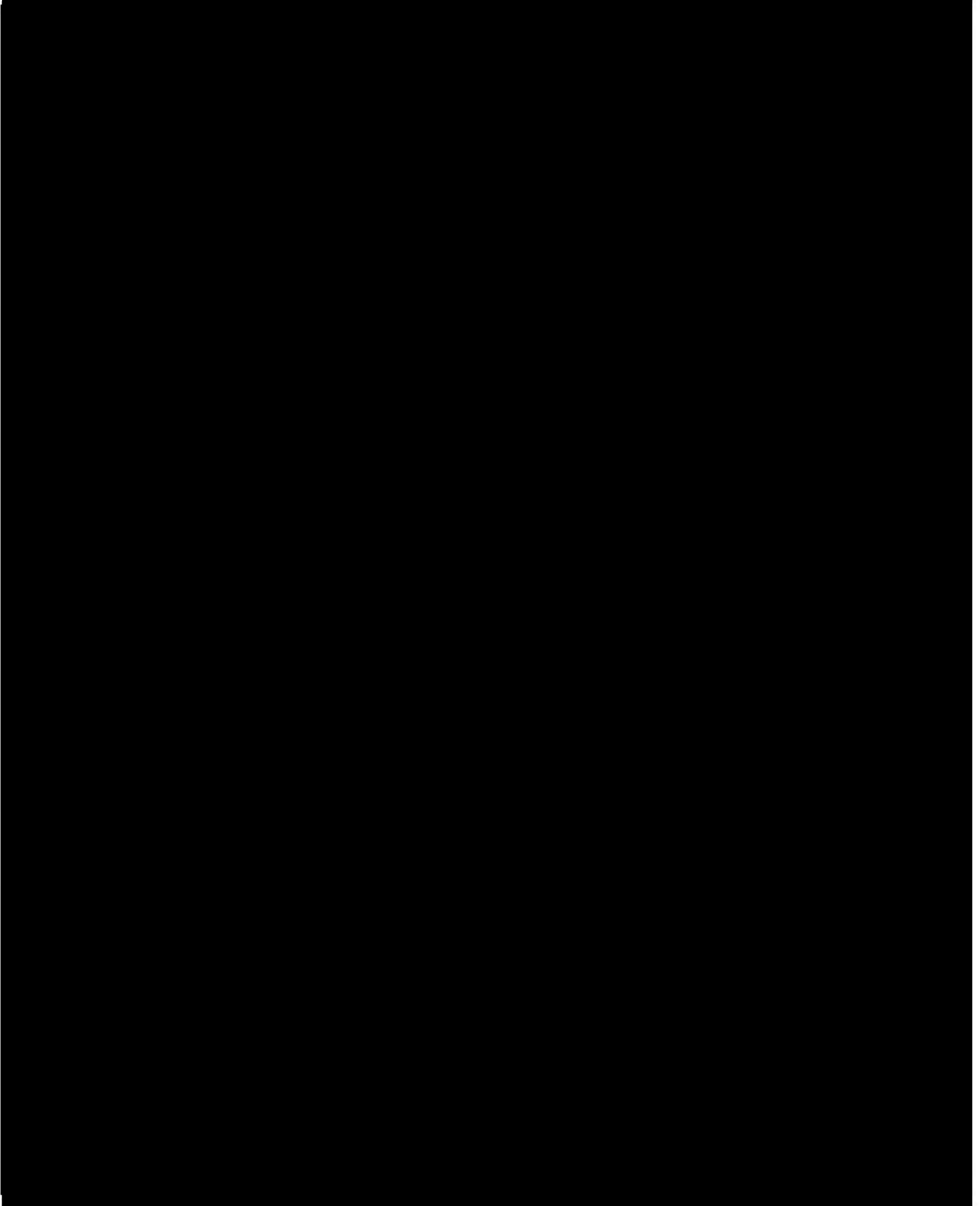


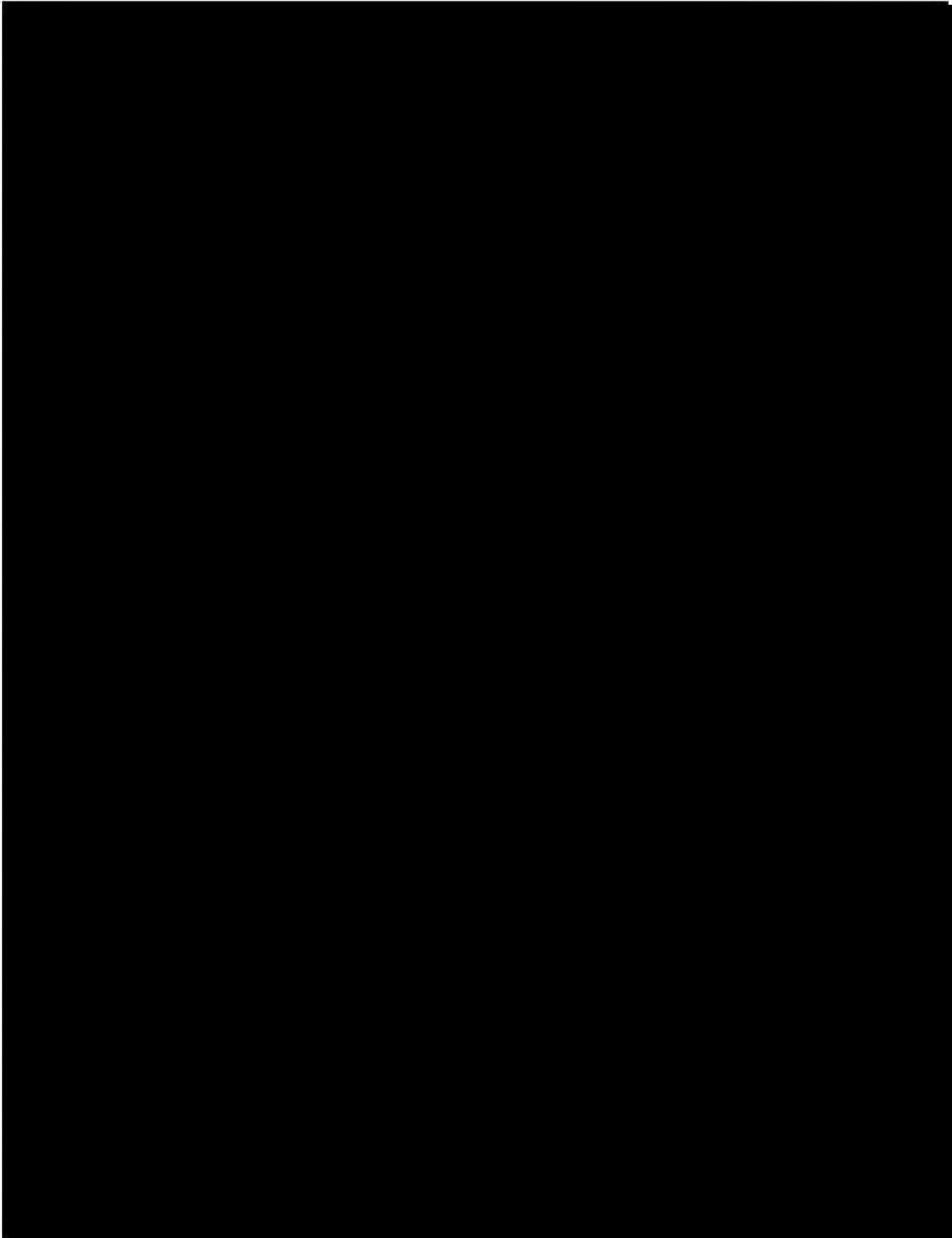




Attachment C

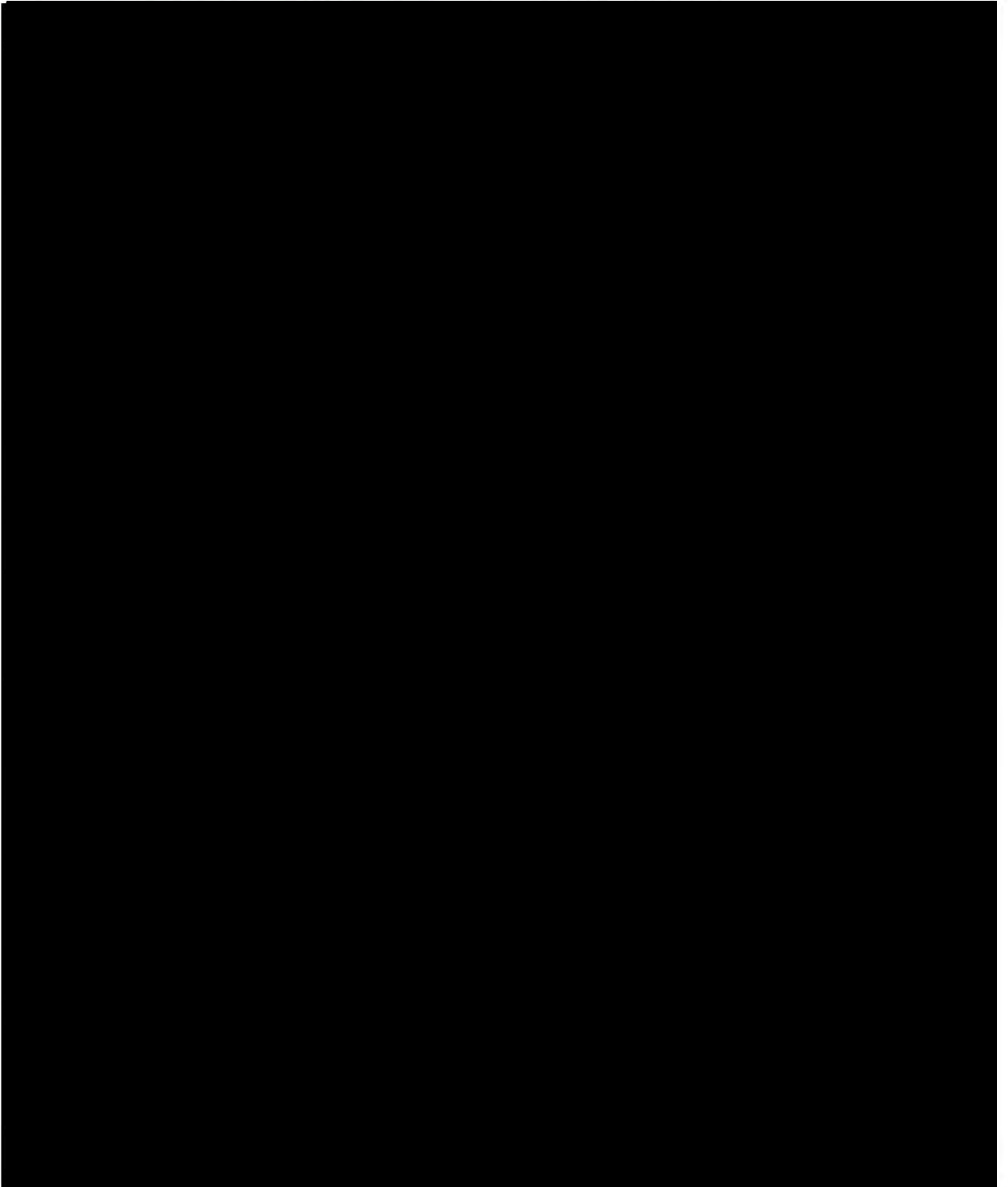
Section C: Regional Skills Development

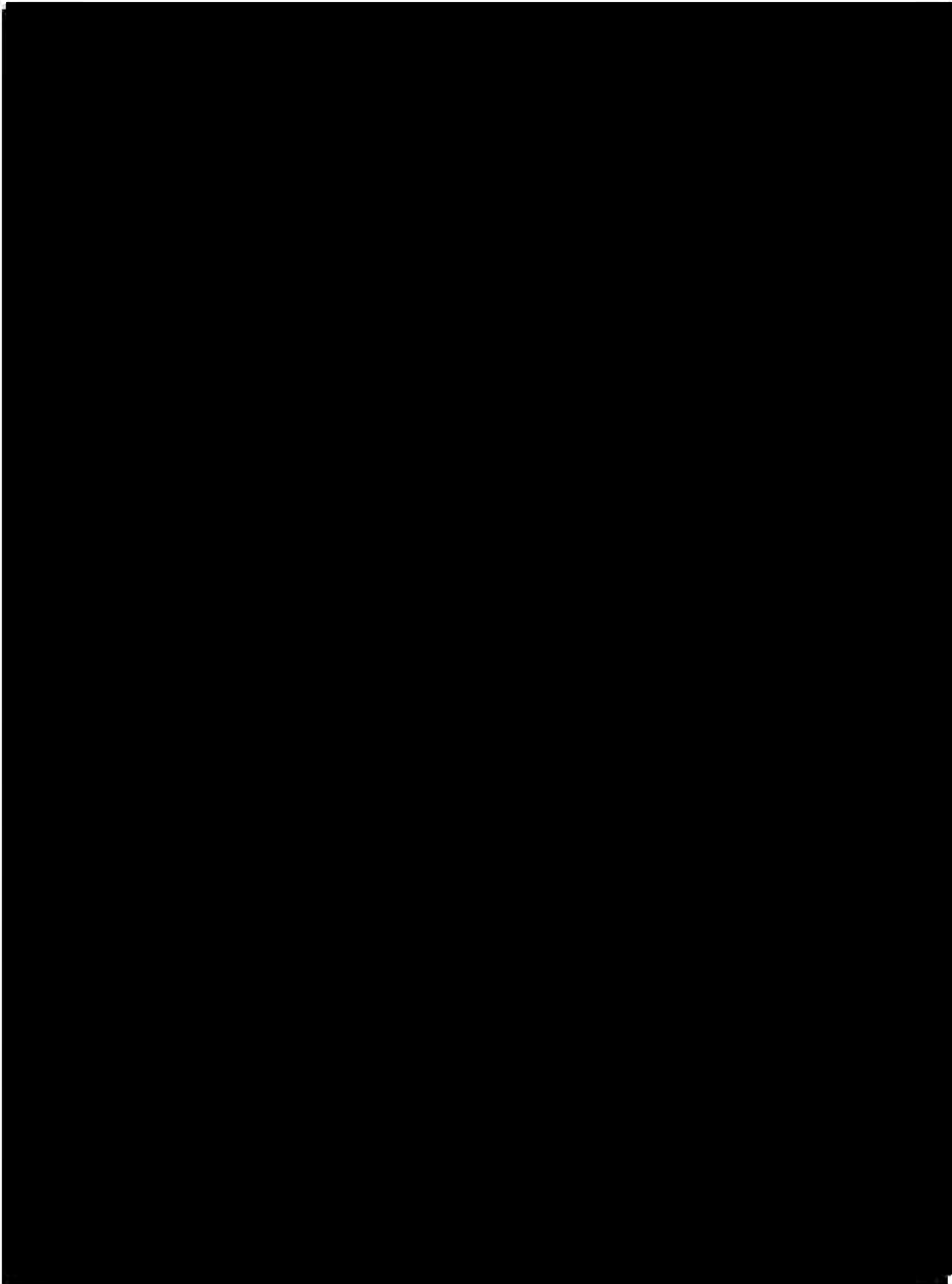


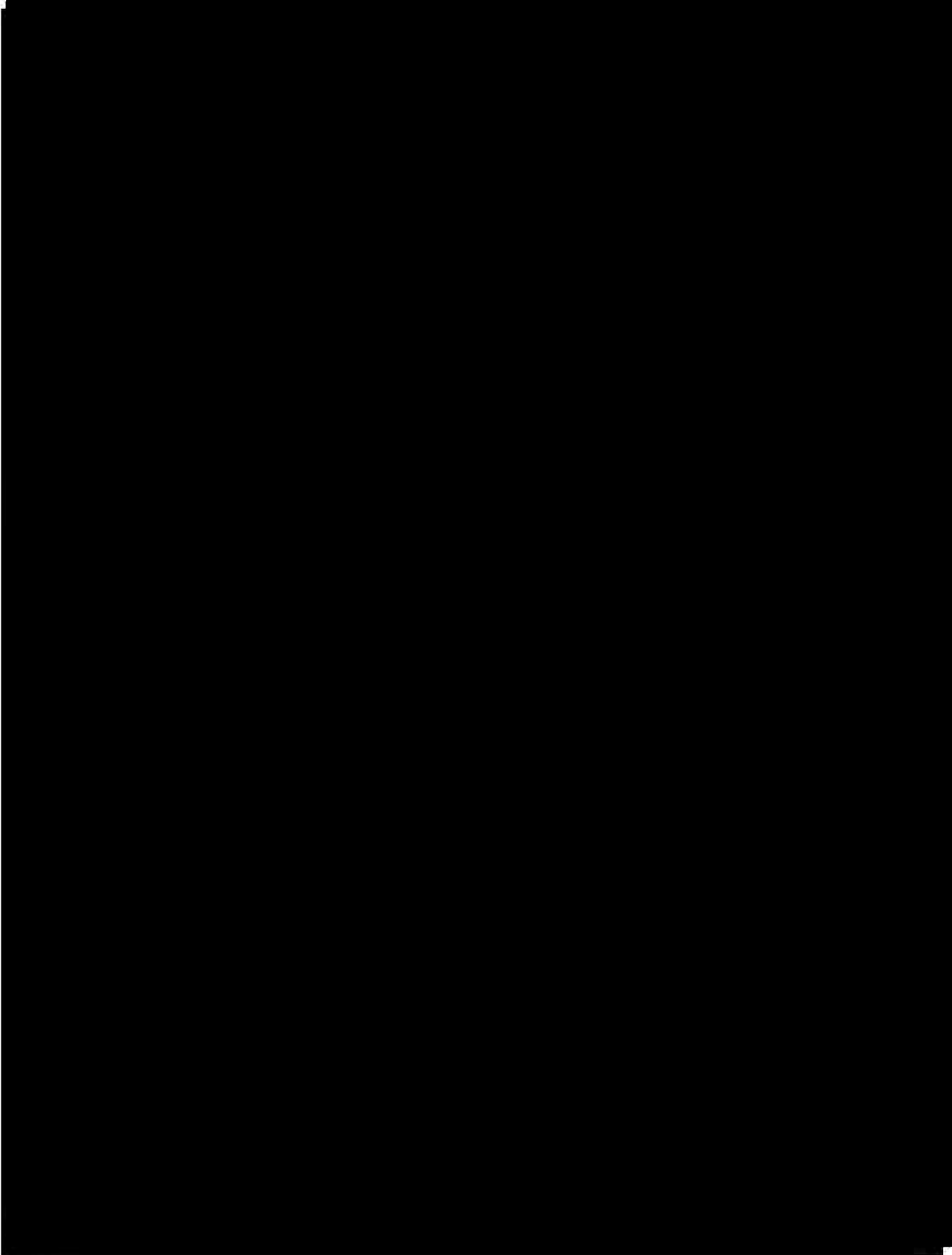


Attachment D

Section D: Regional Investment

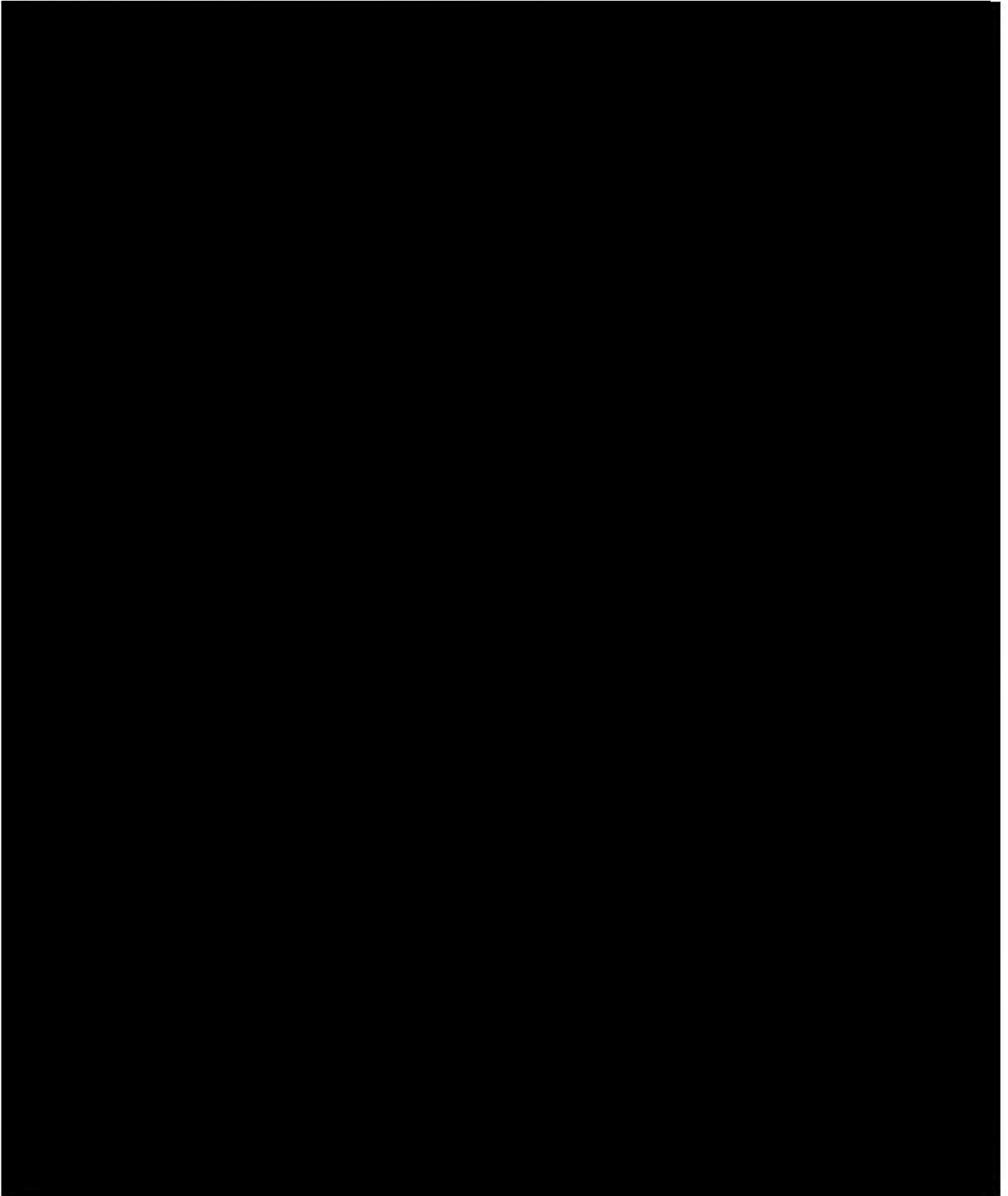






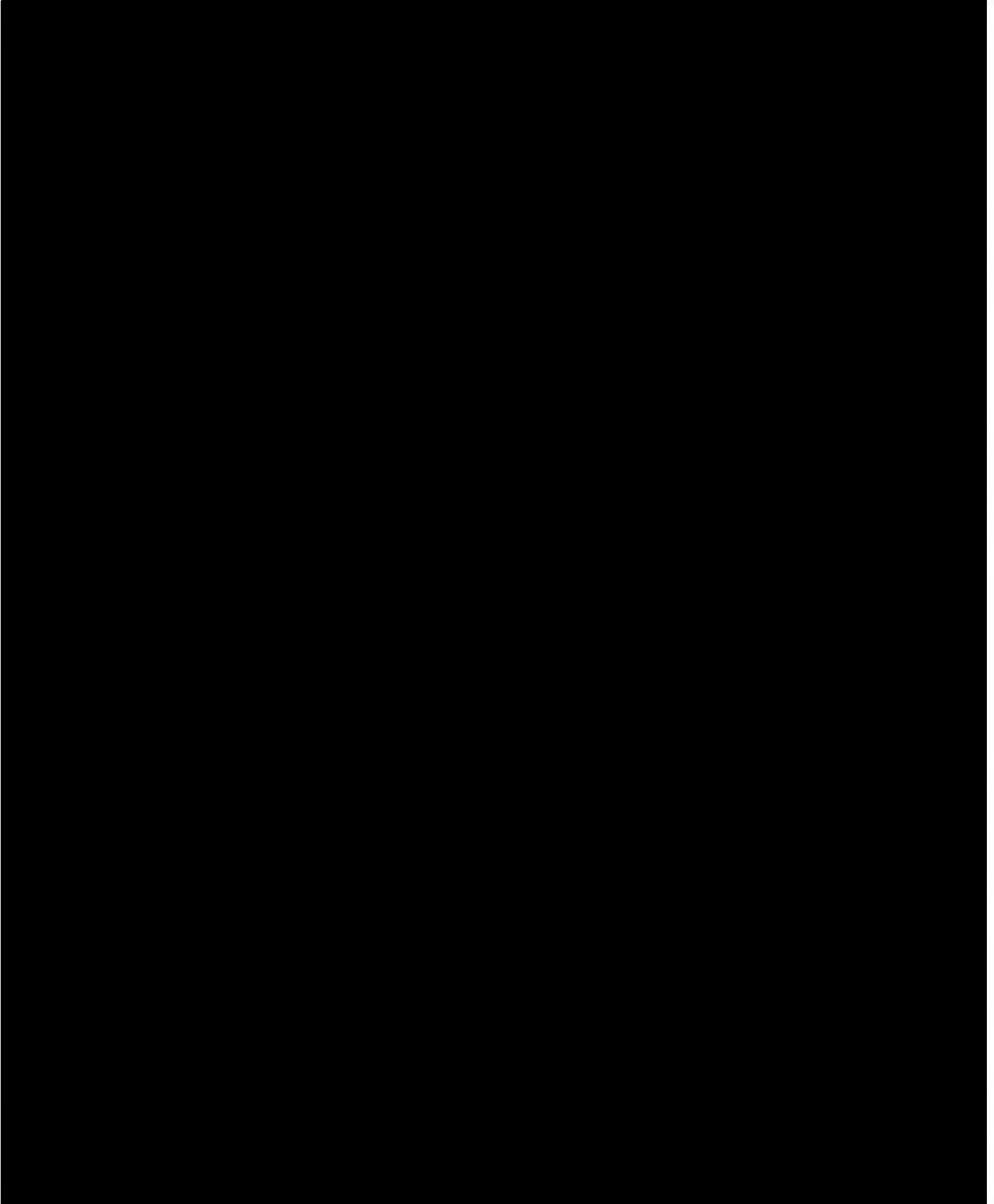
Attachment E

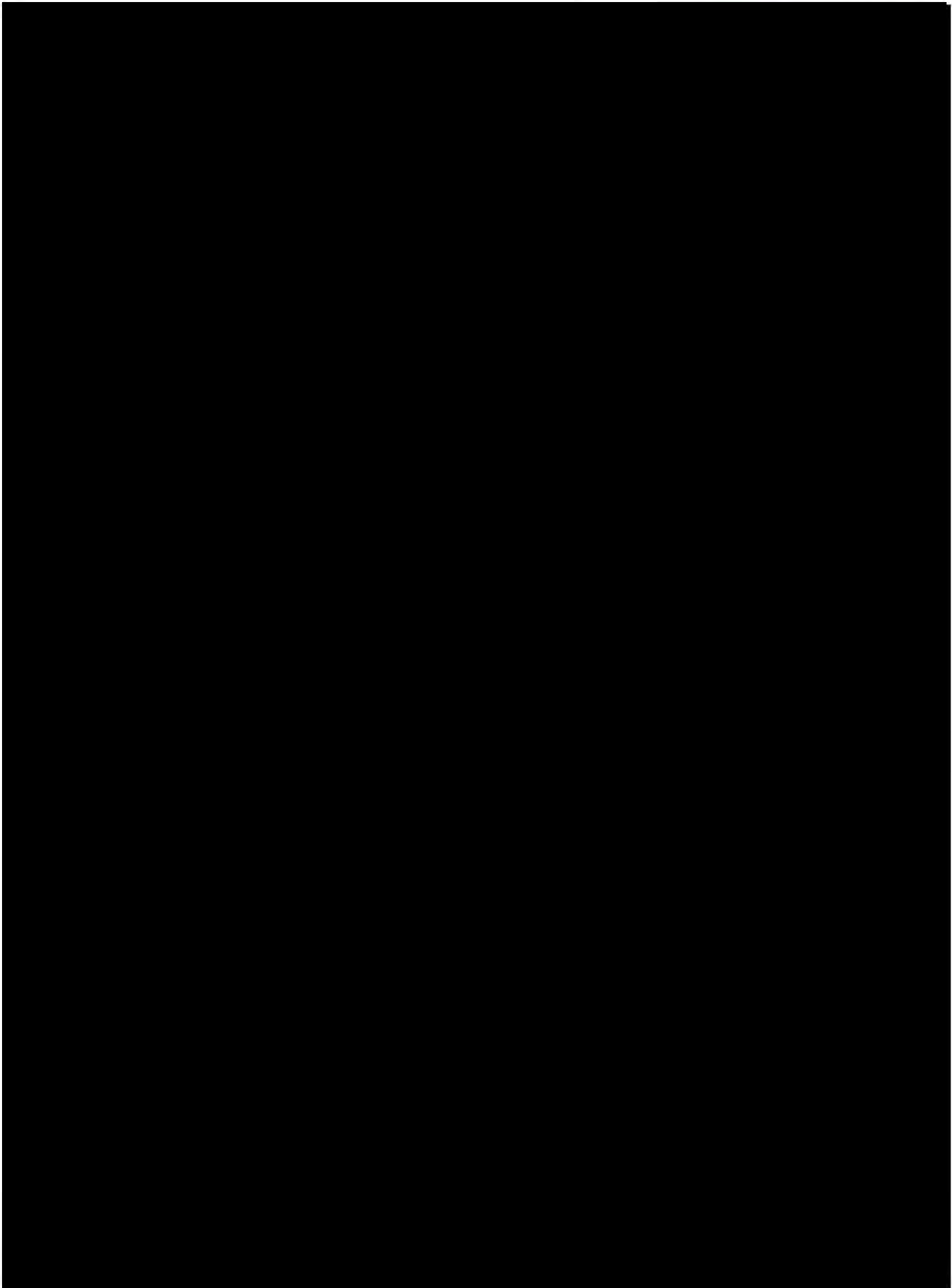
Section D: Regional Investment

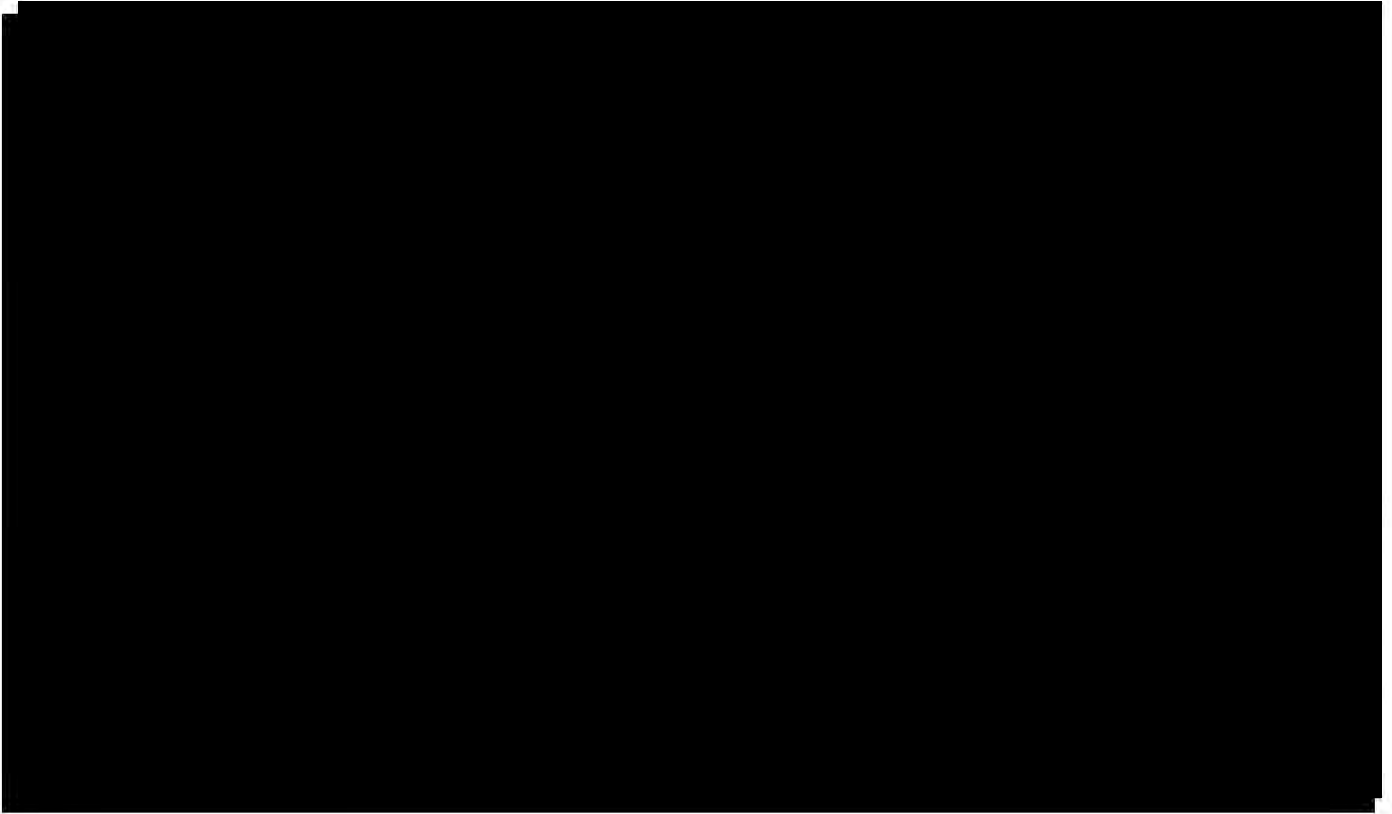


Attachment F

Section E: Compliance with the Secure Local Jobs Code





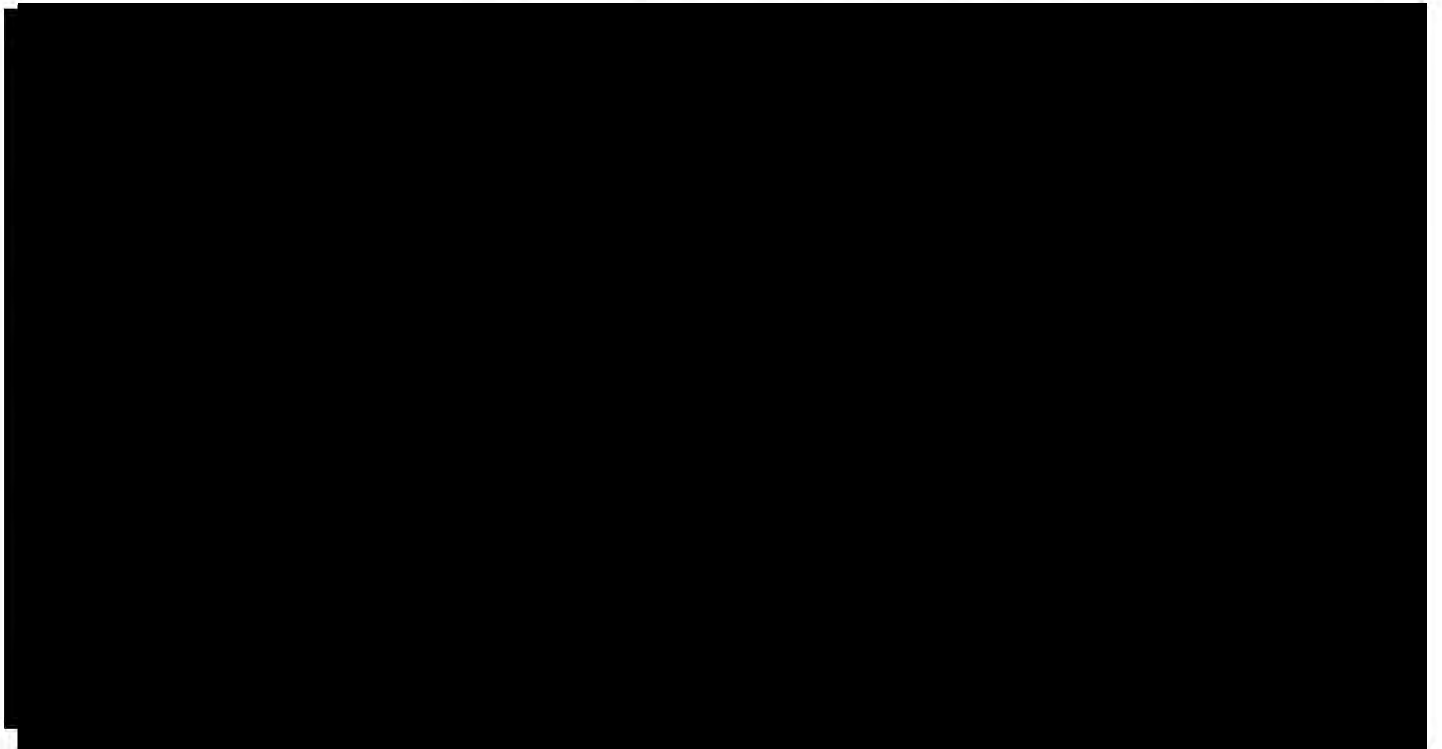


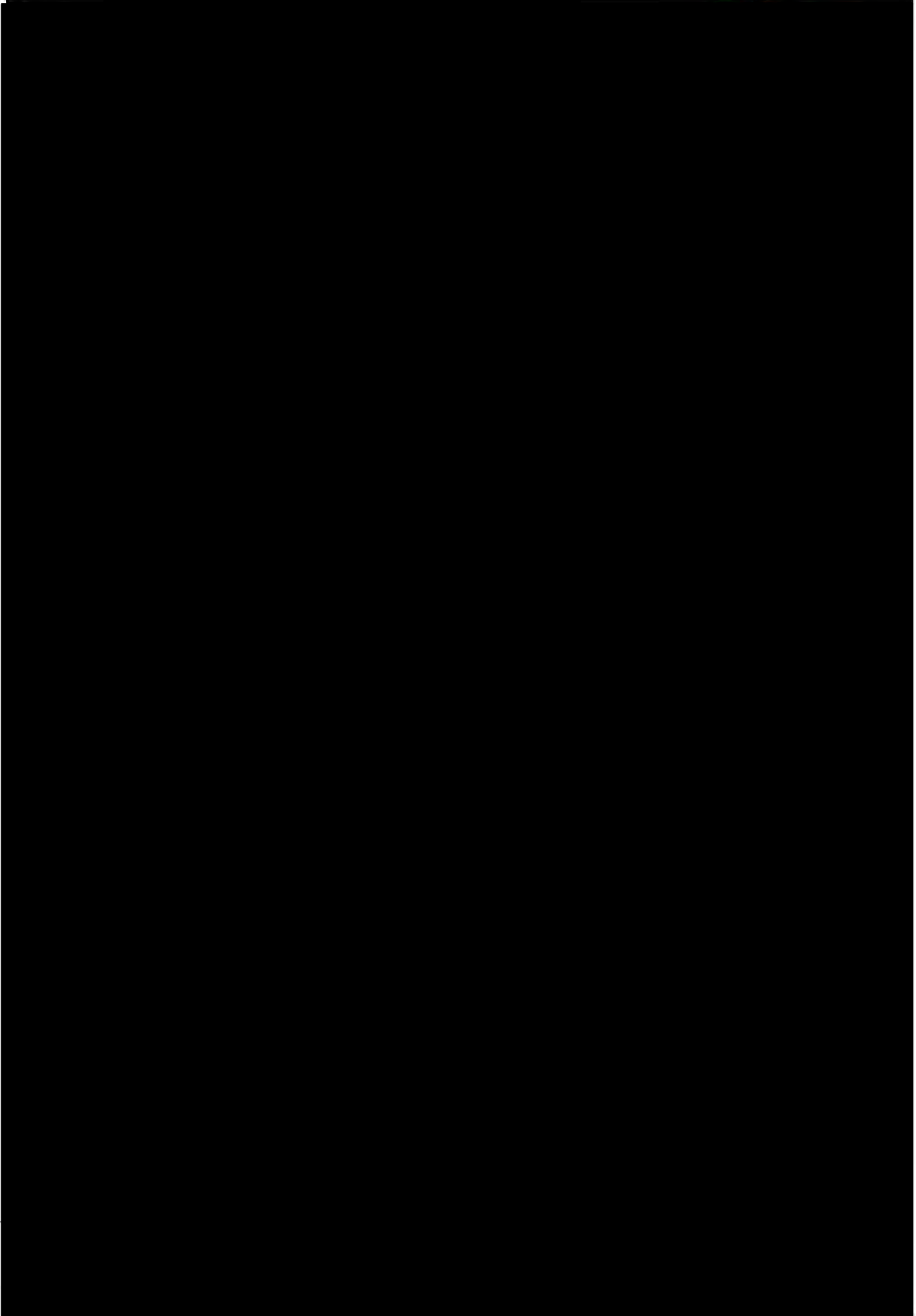


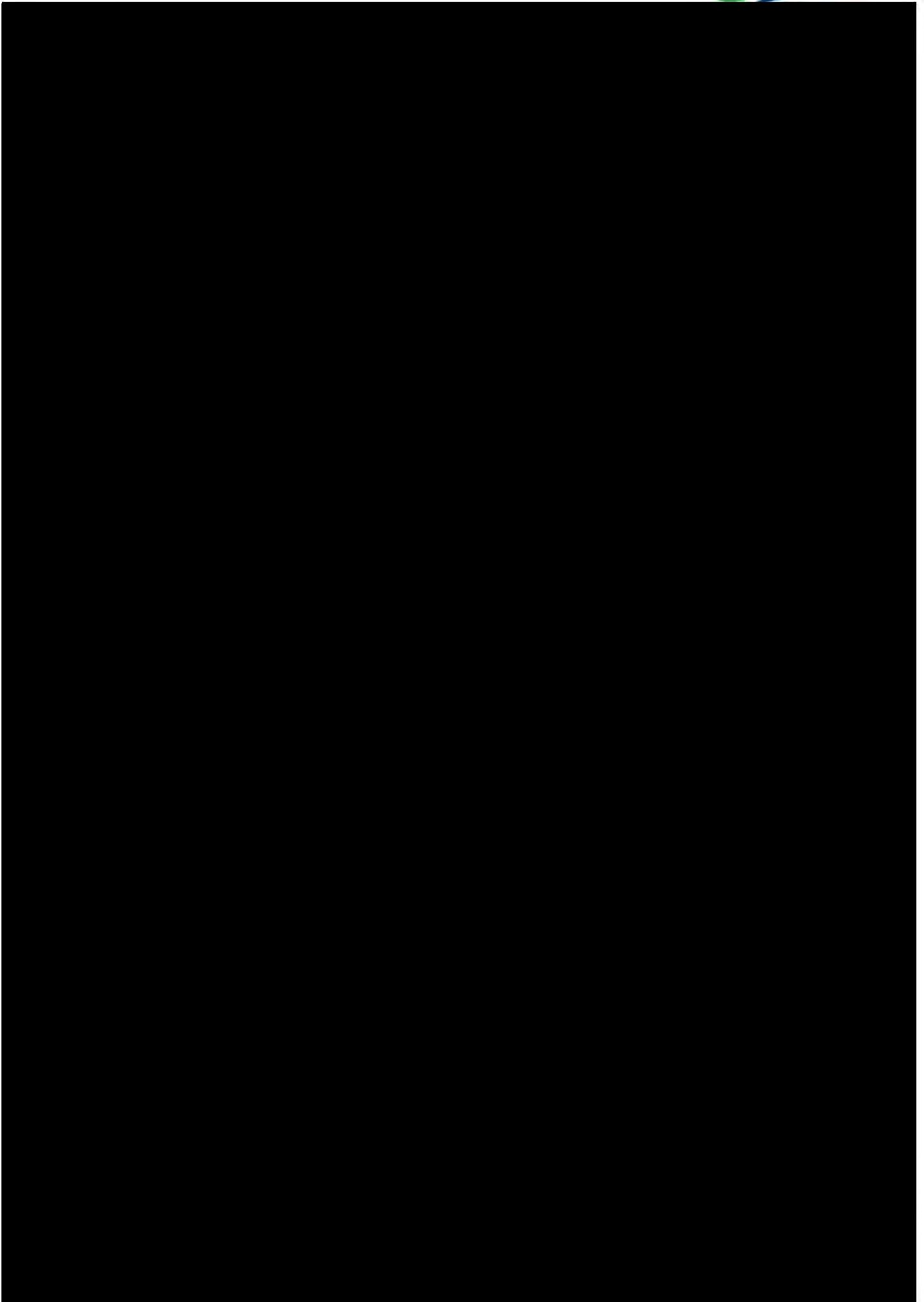
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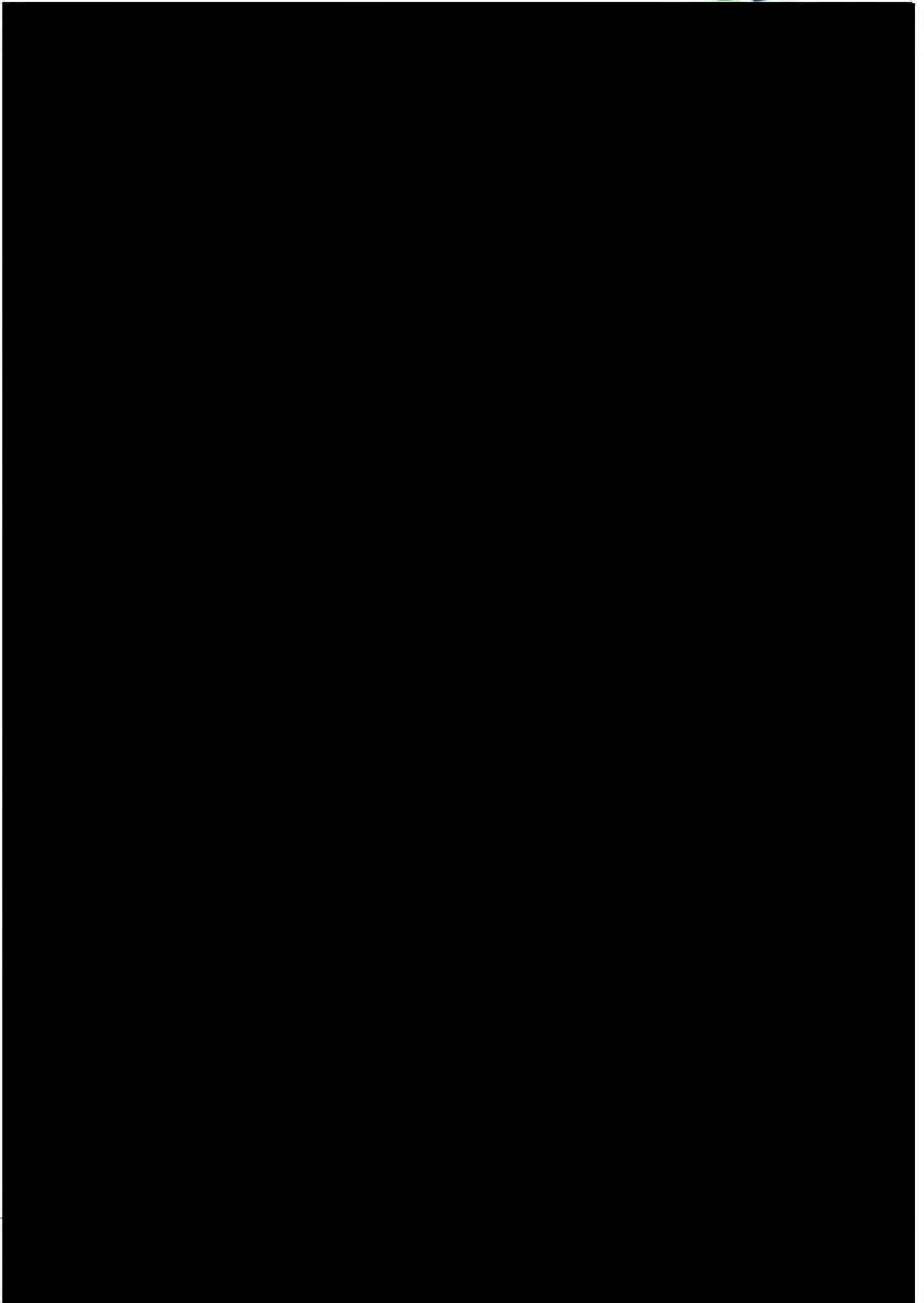


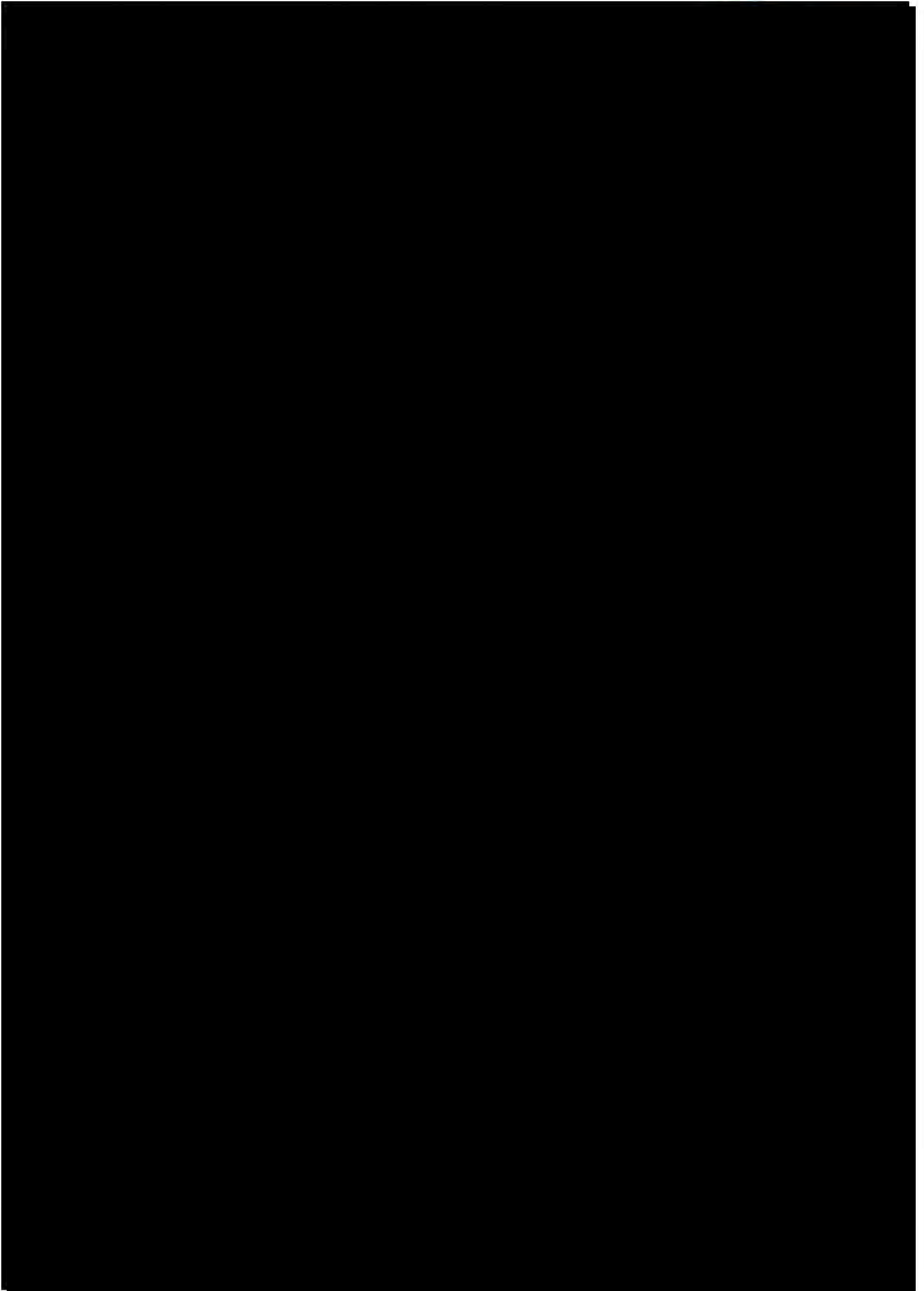
Secure Local Jobs Code Procedure

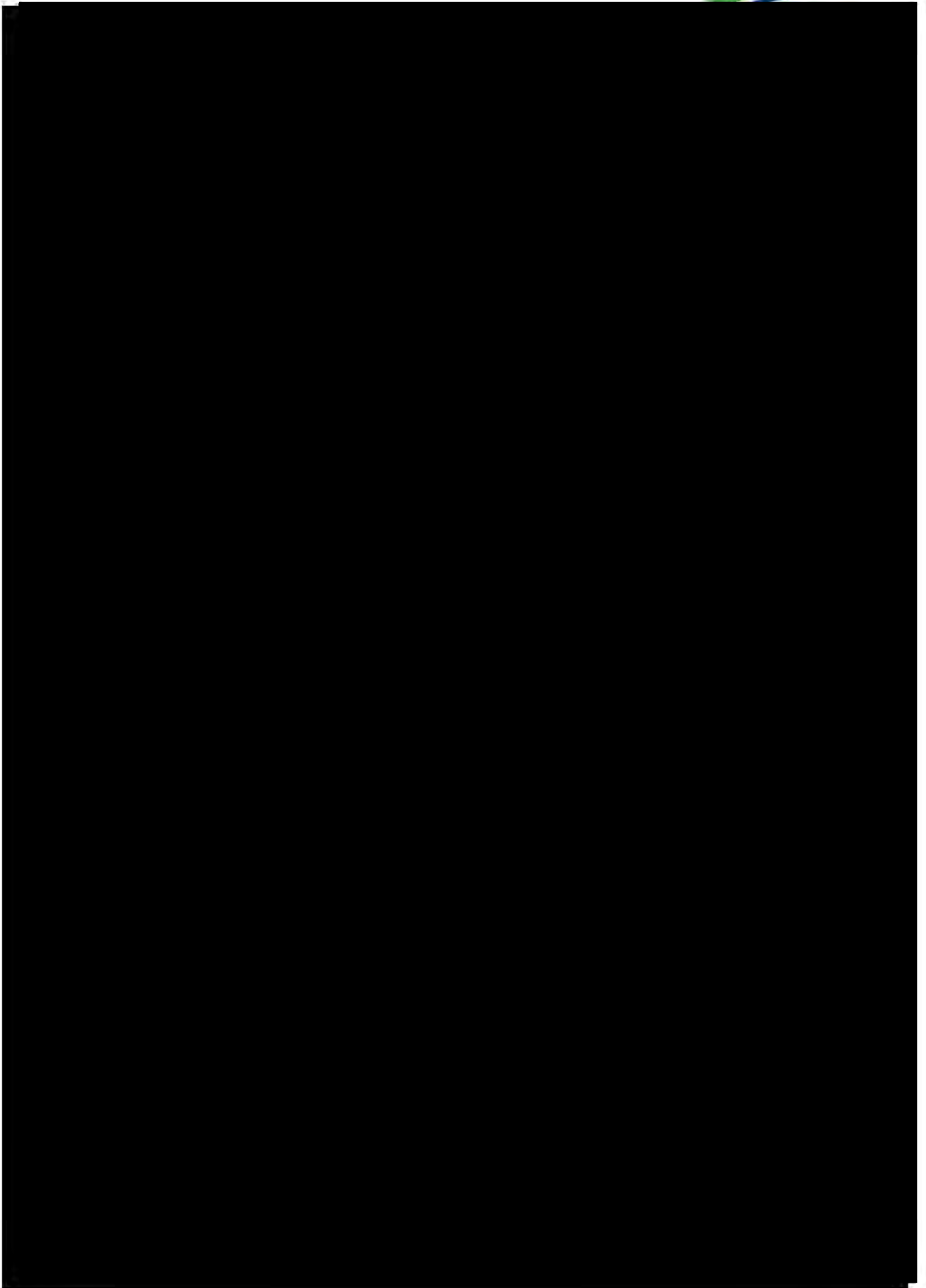




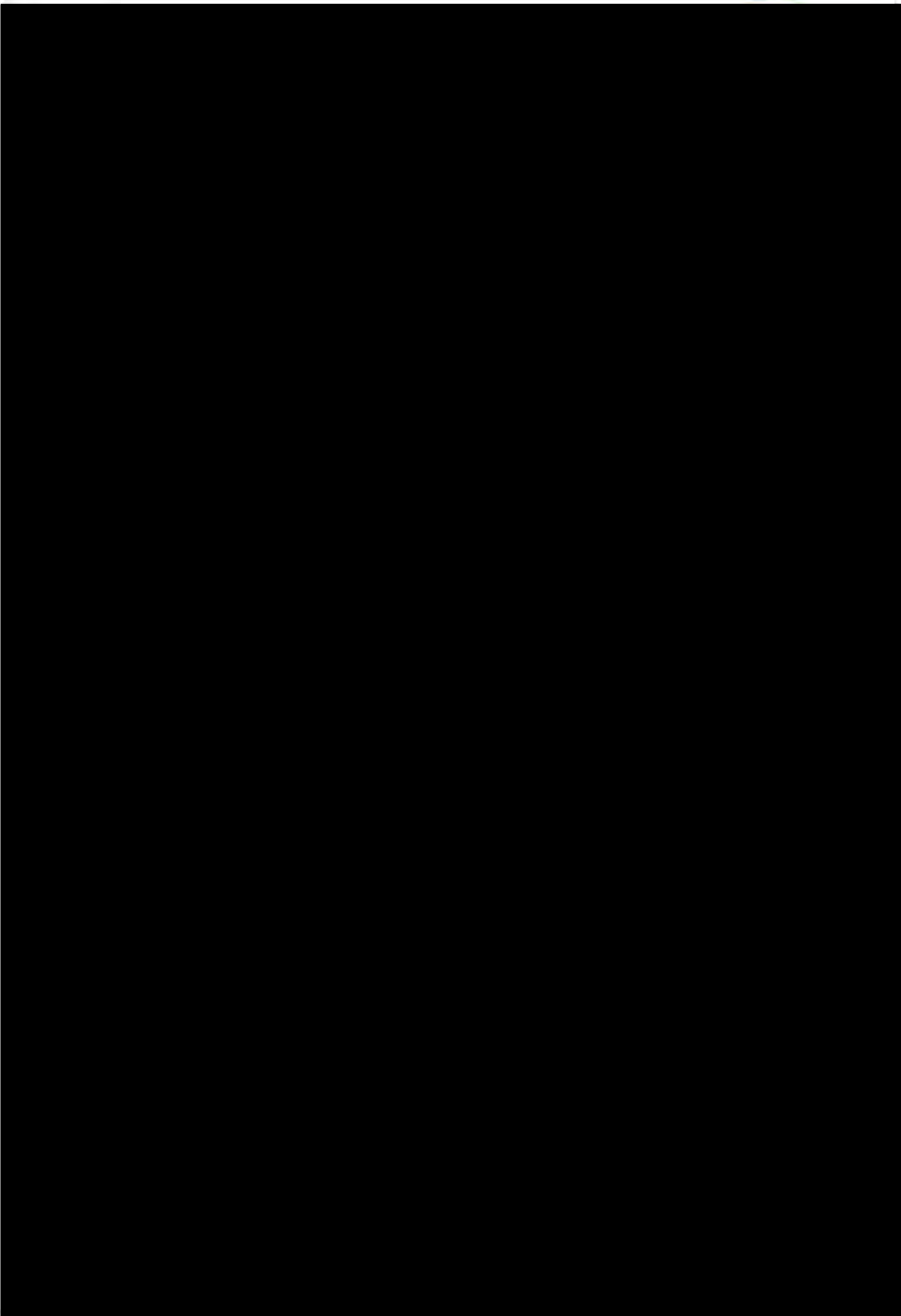


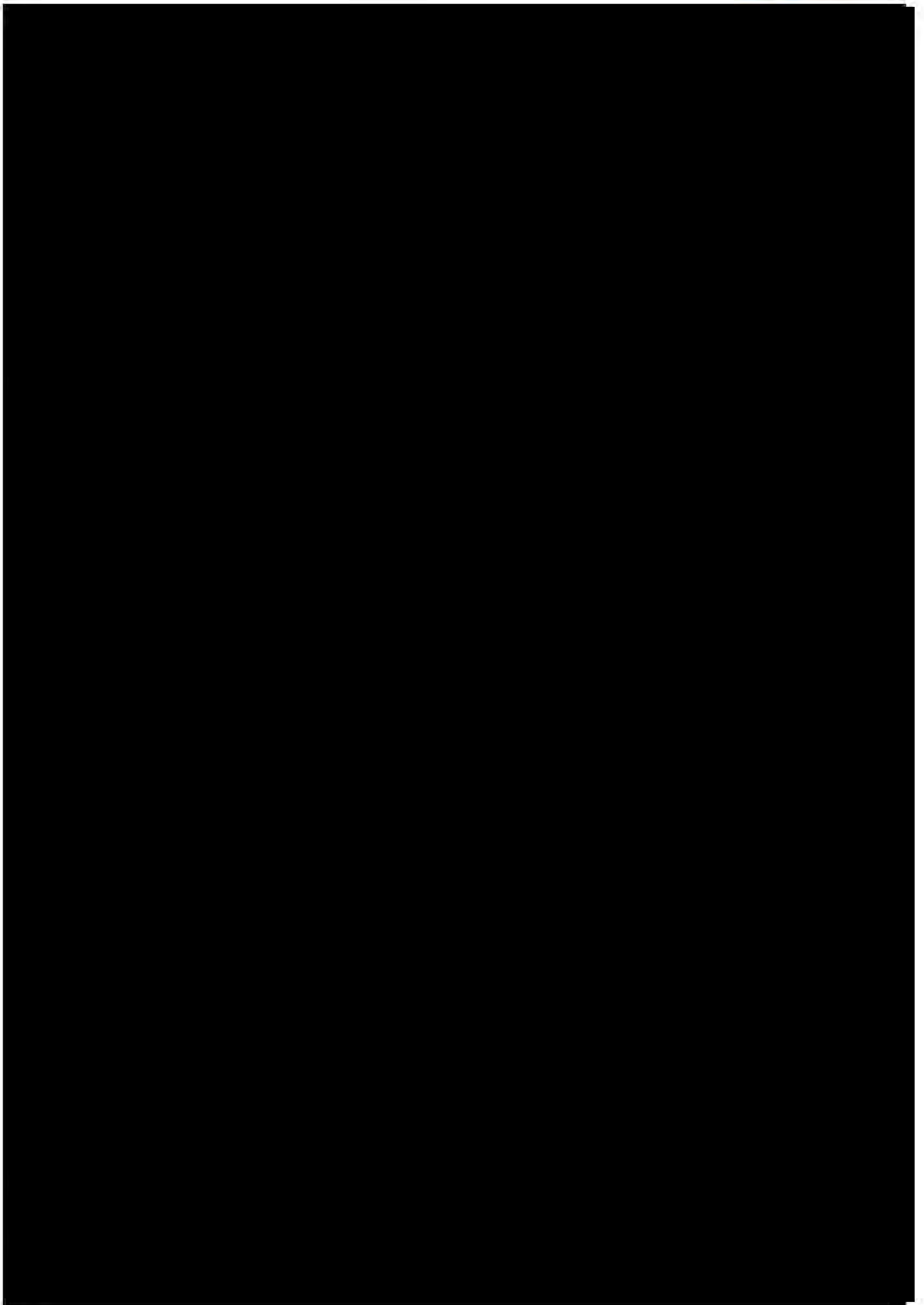


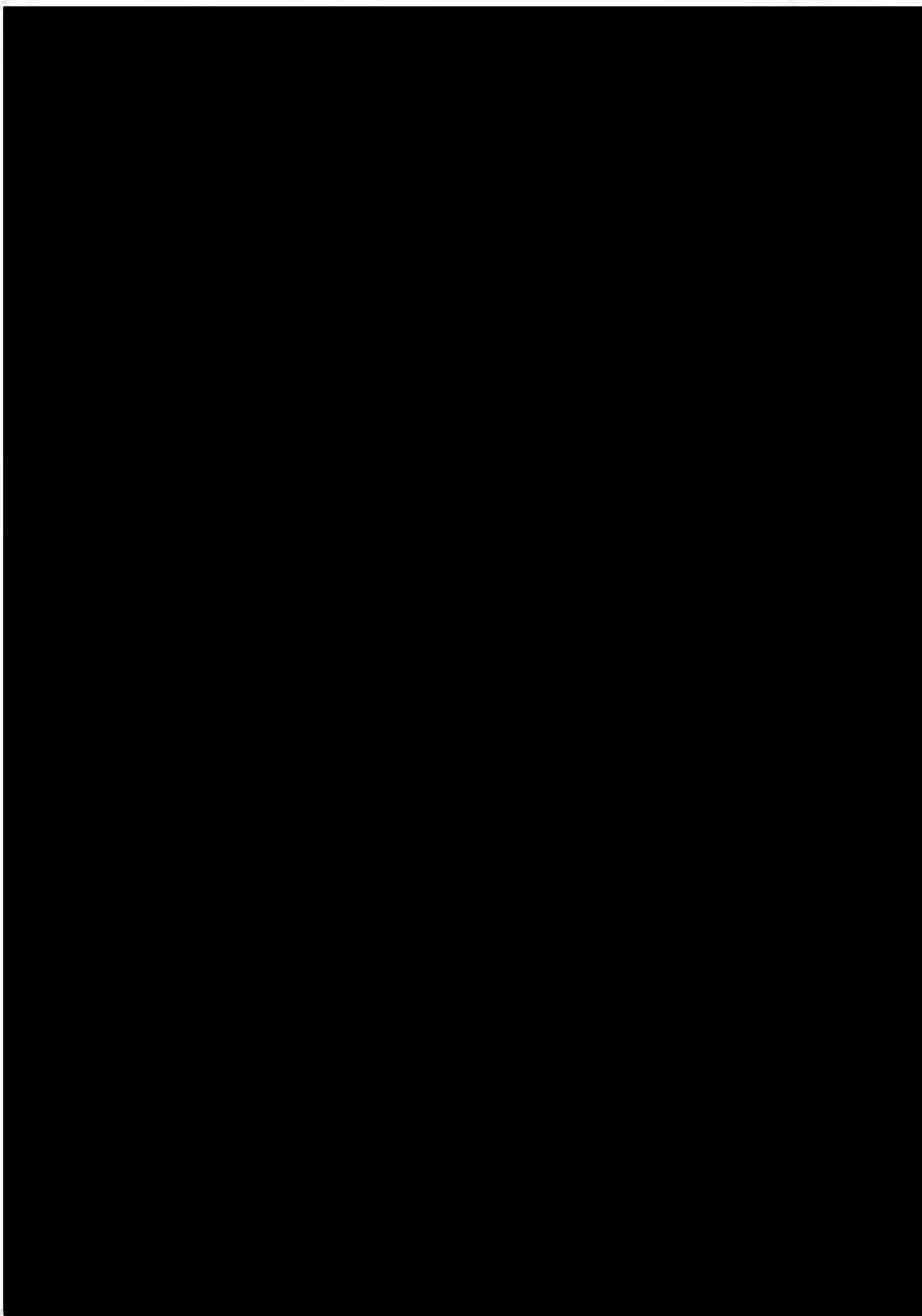




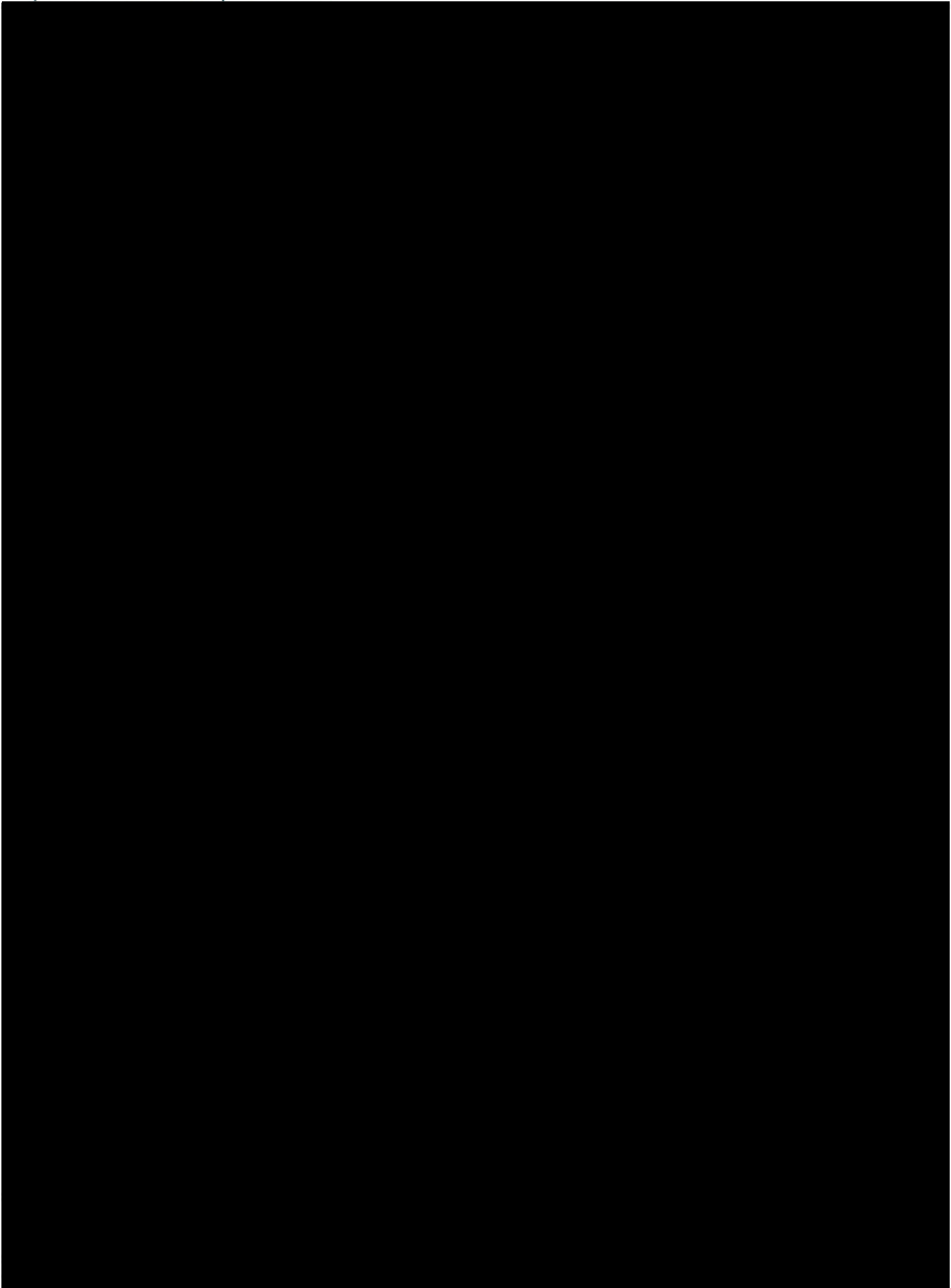


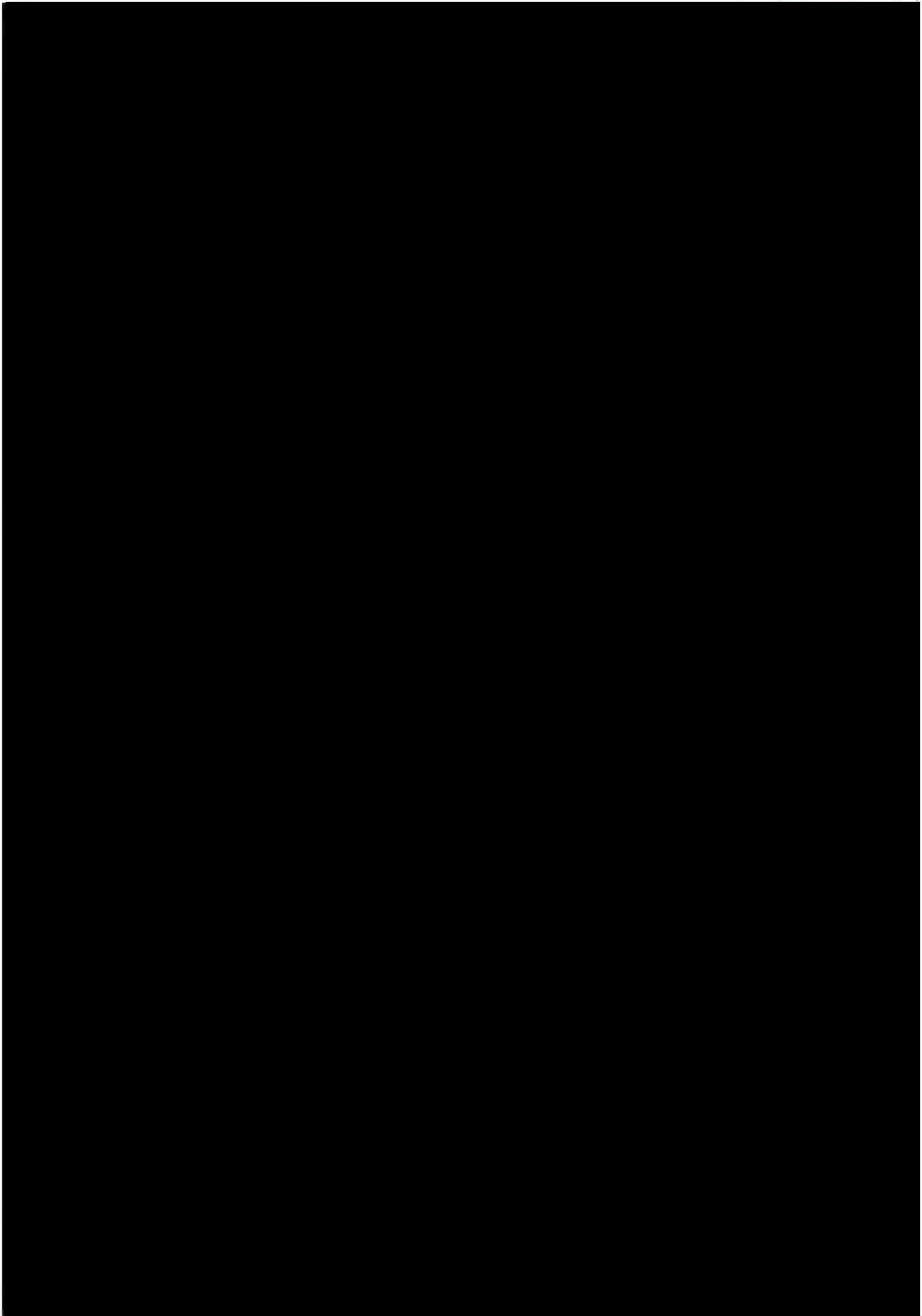


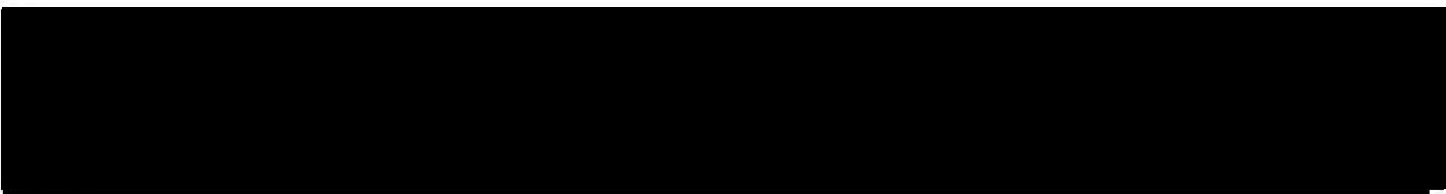




**Attachment A - Information regarding compliance with the Government Procurement
(Secure Local Jobs) Code 2018**

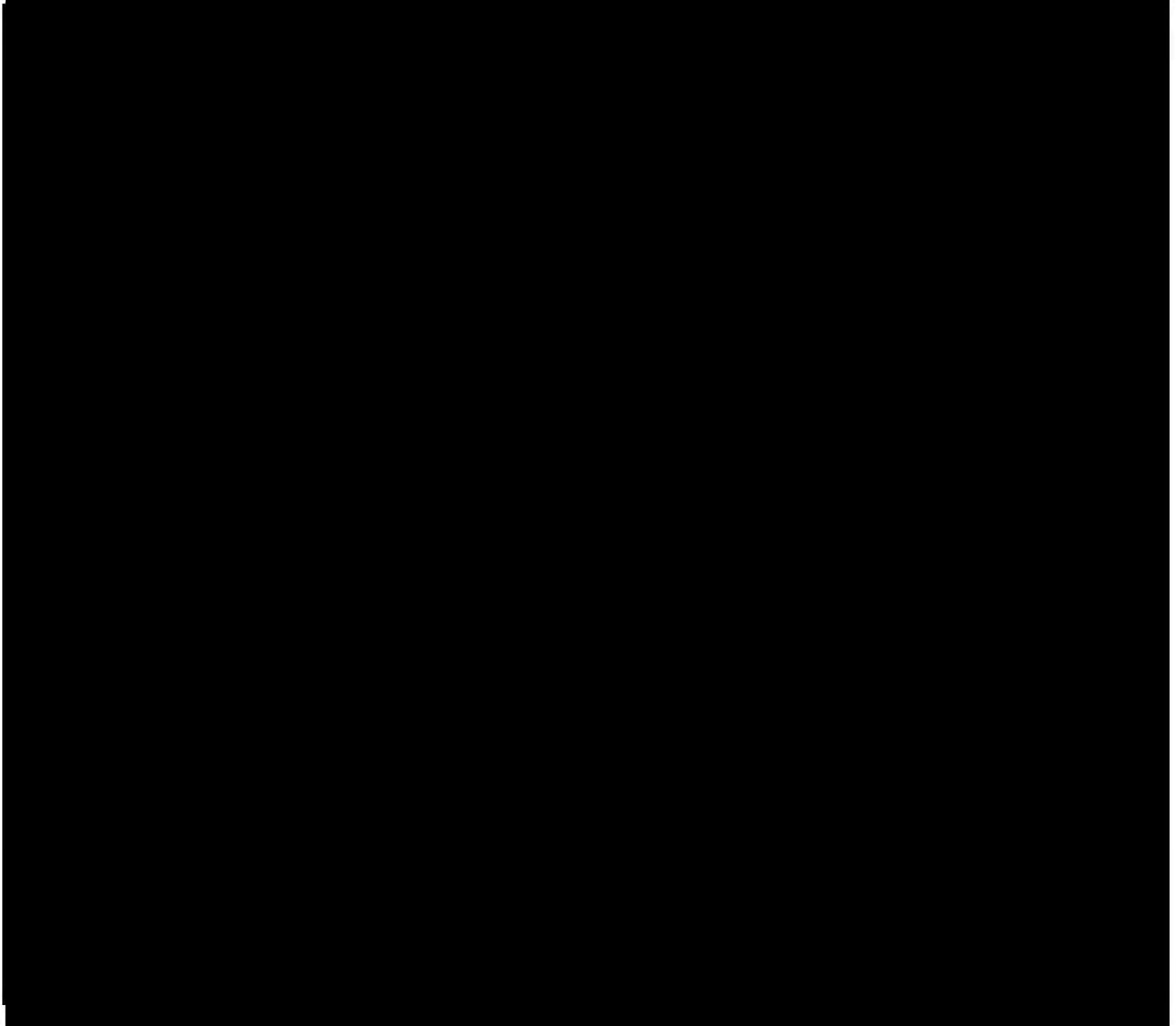




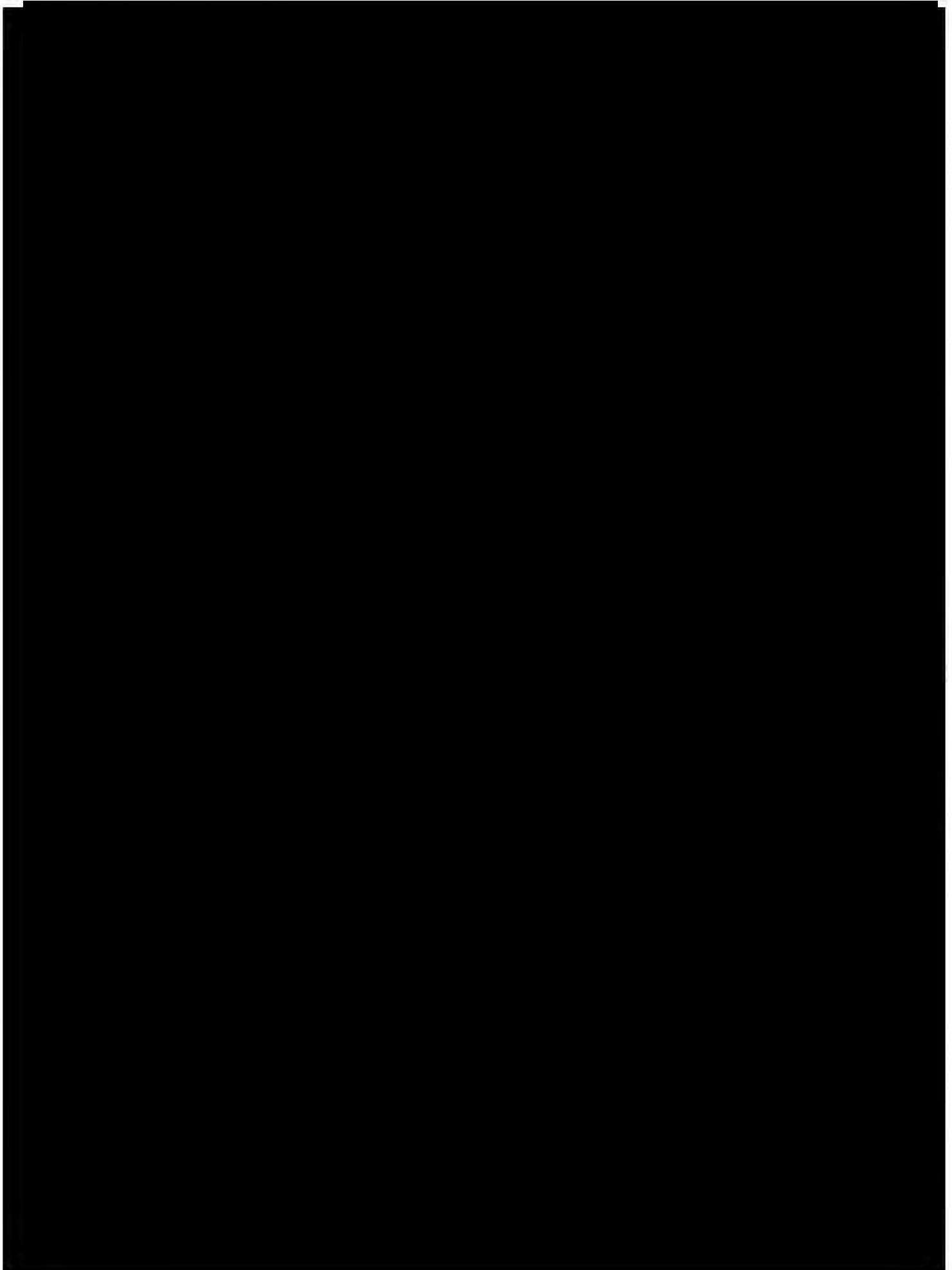


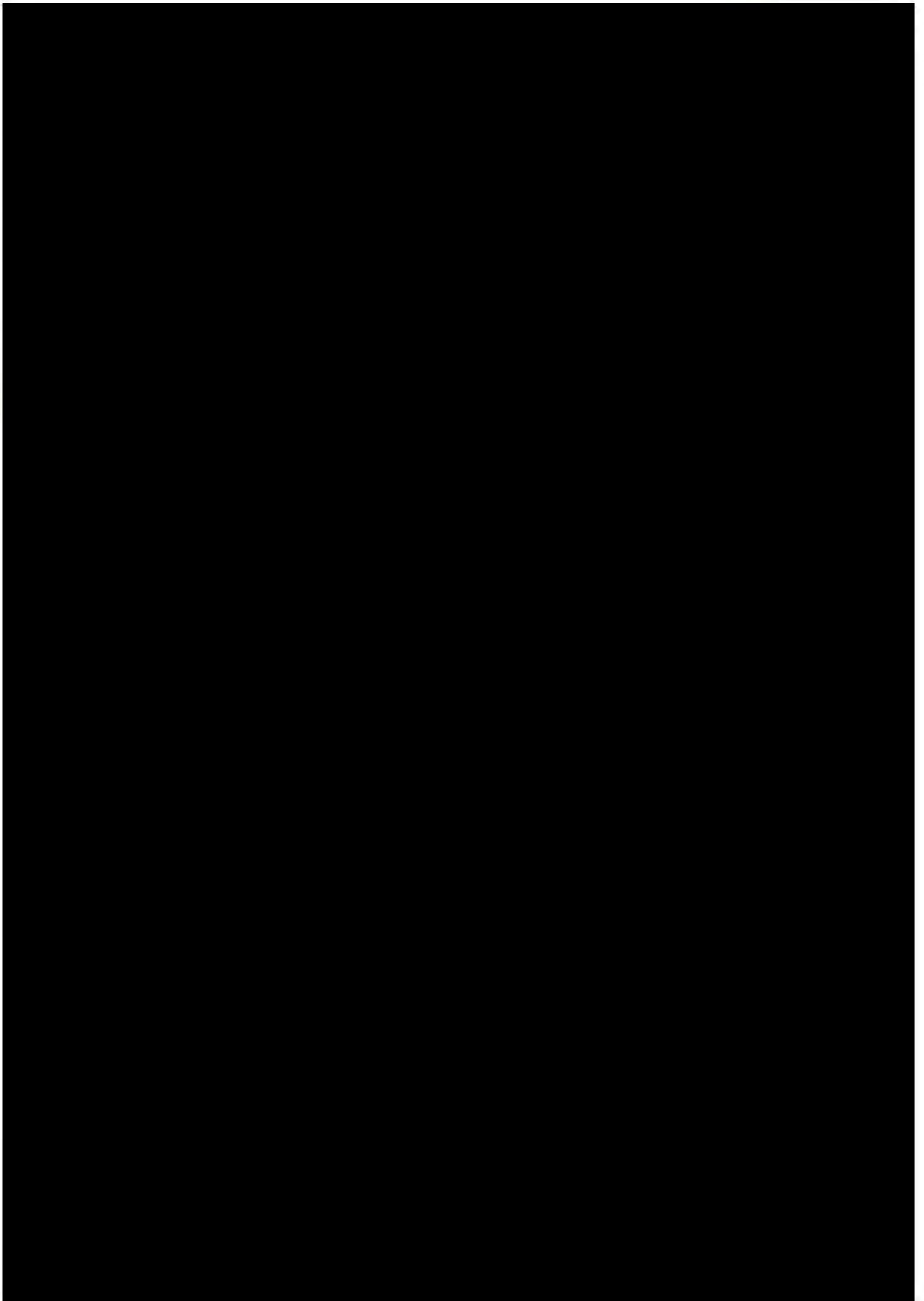
Attachment H

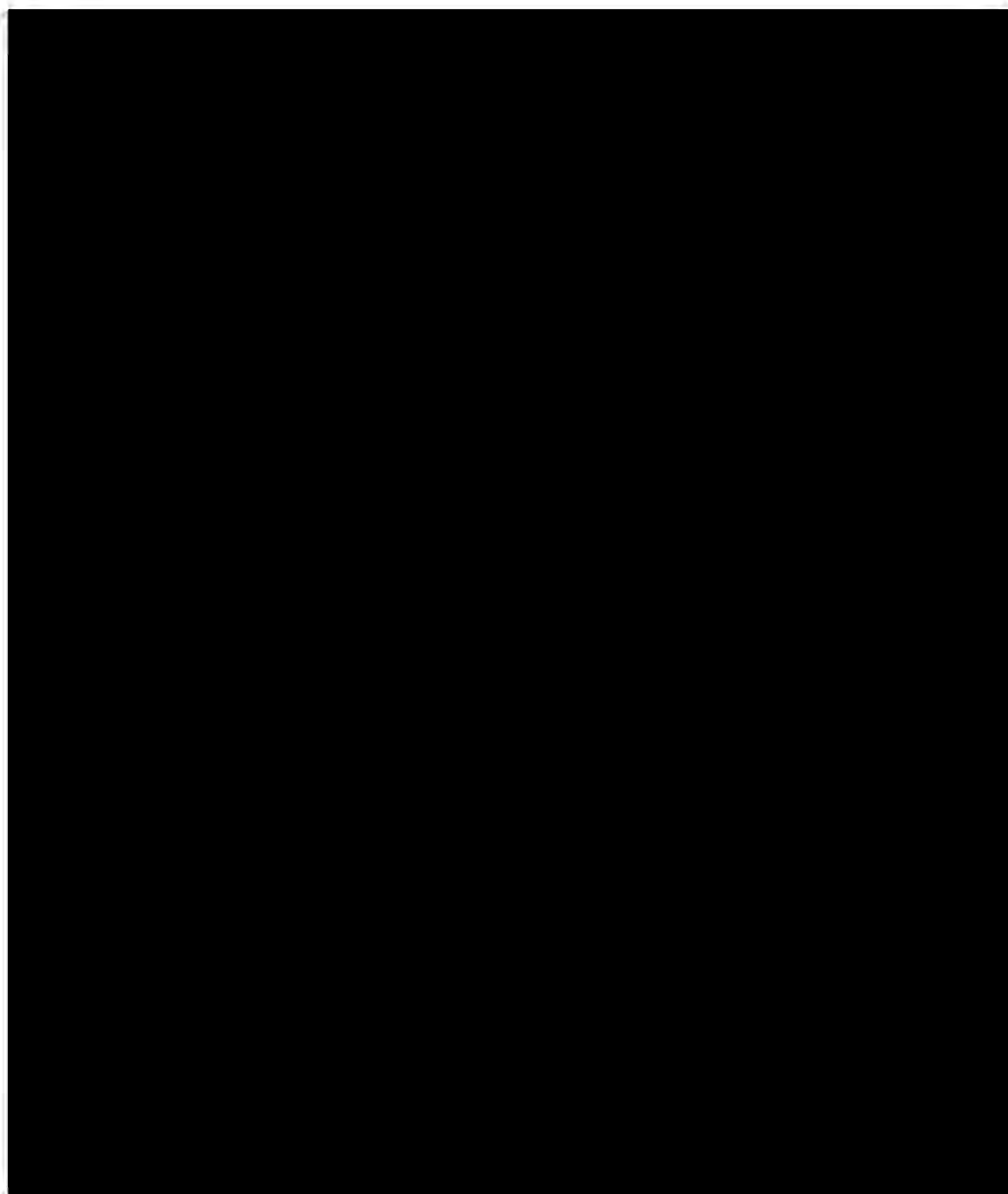
Section G: Understanding Secure Local Jobs Code obligations



Toolbox Talk Record



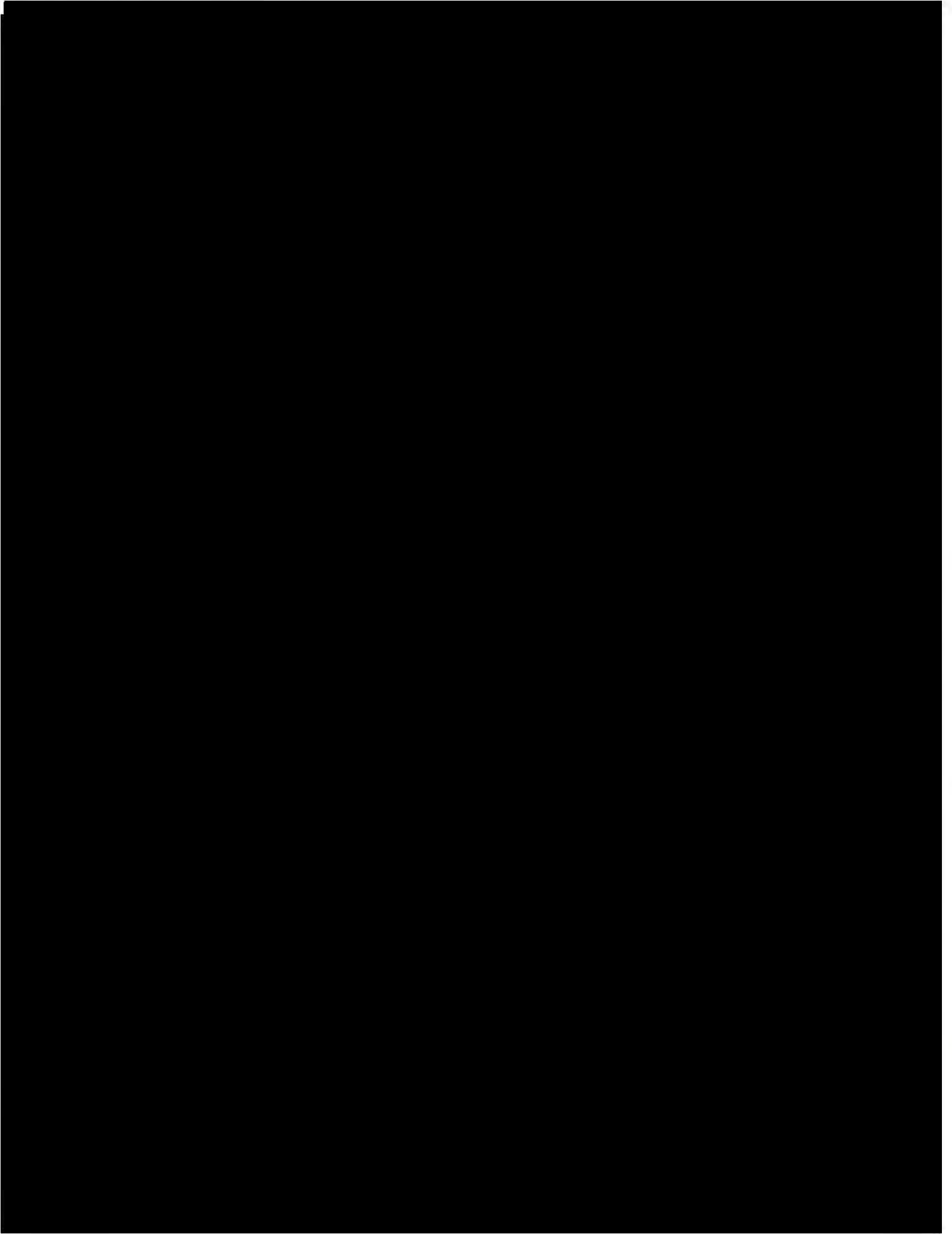






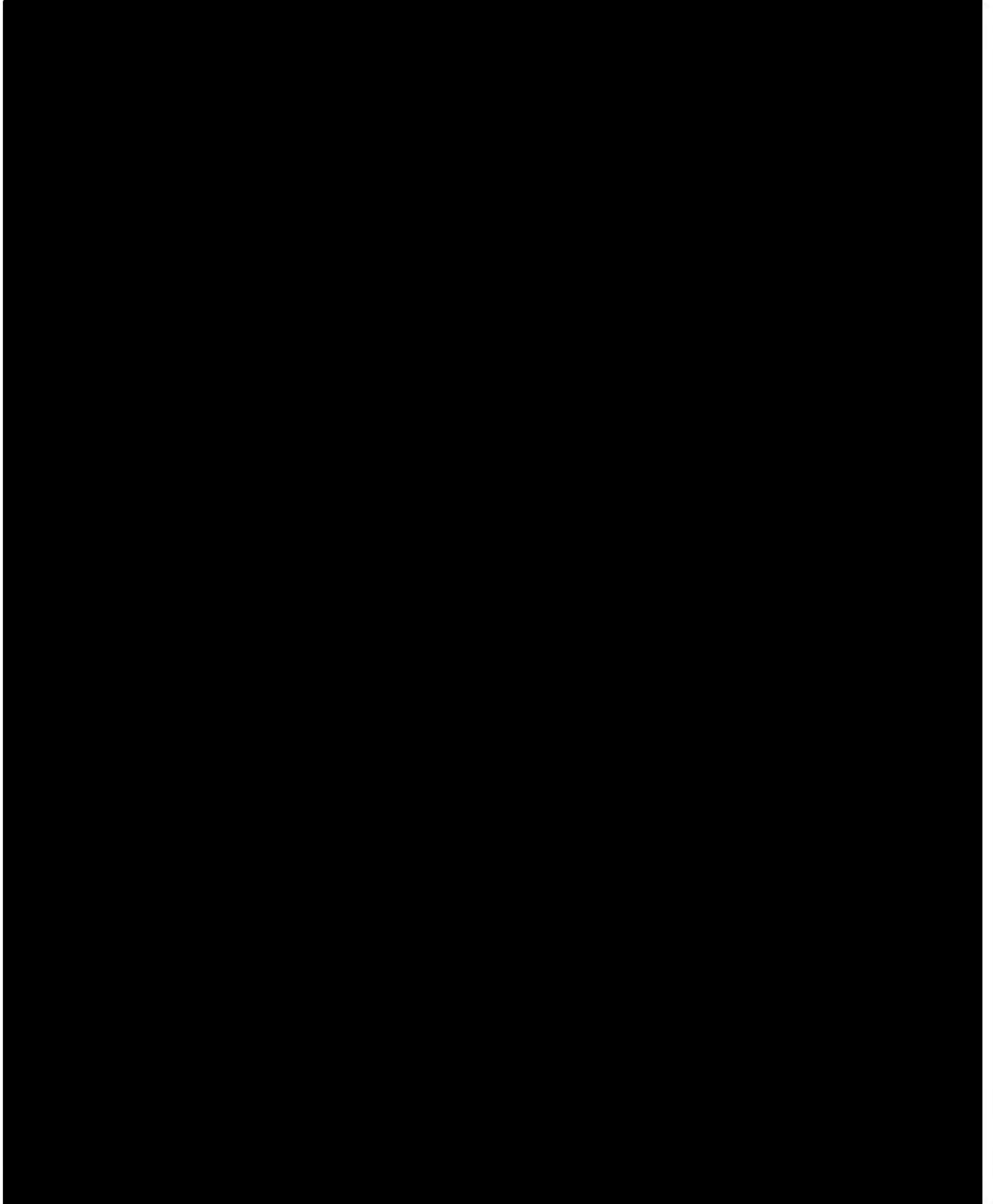


Toolbox Talk Record



Attachment I

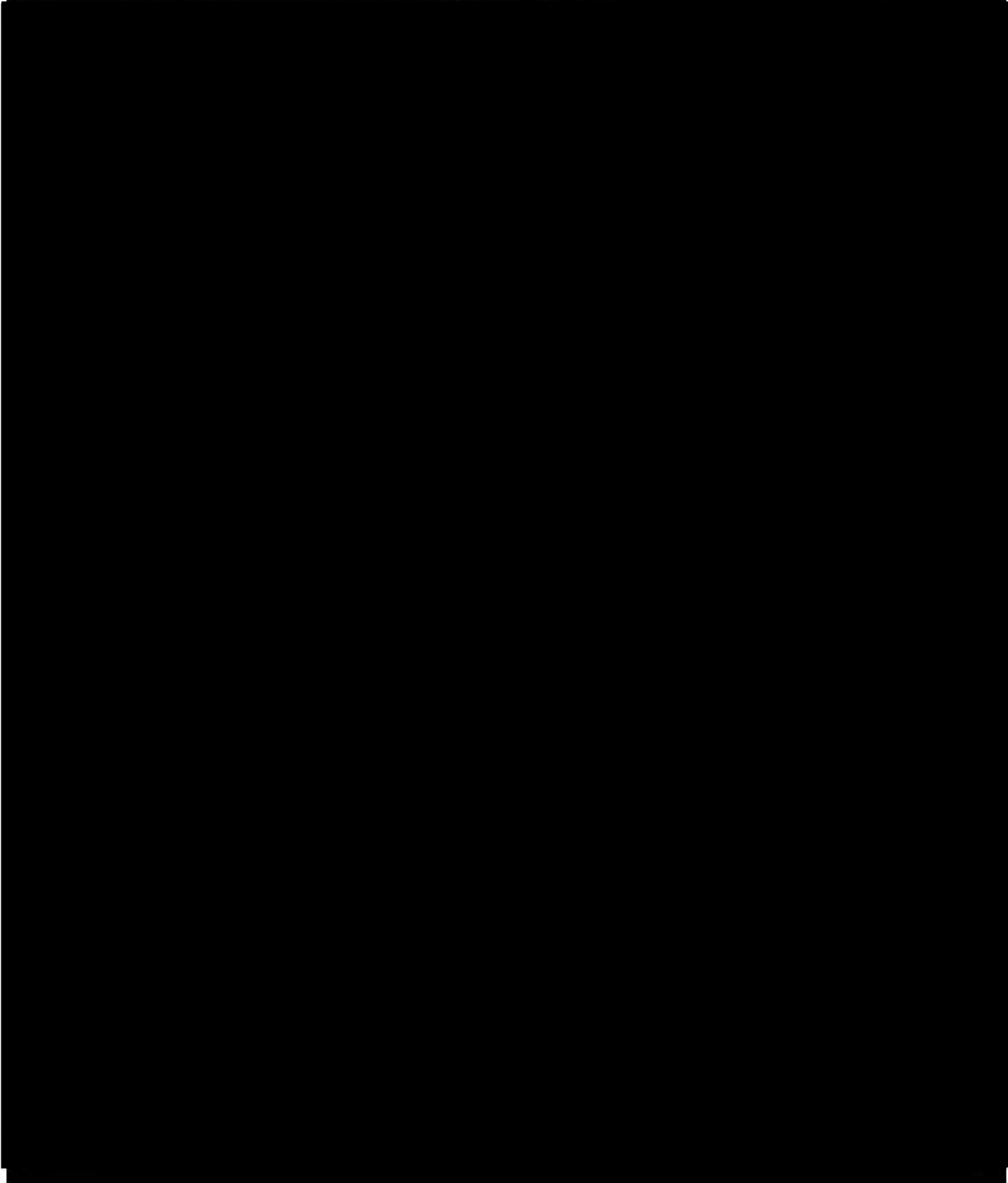
Section H: Security of employment

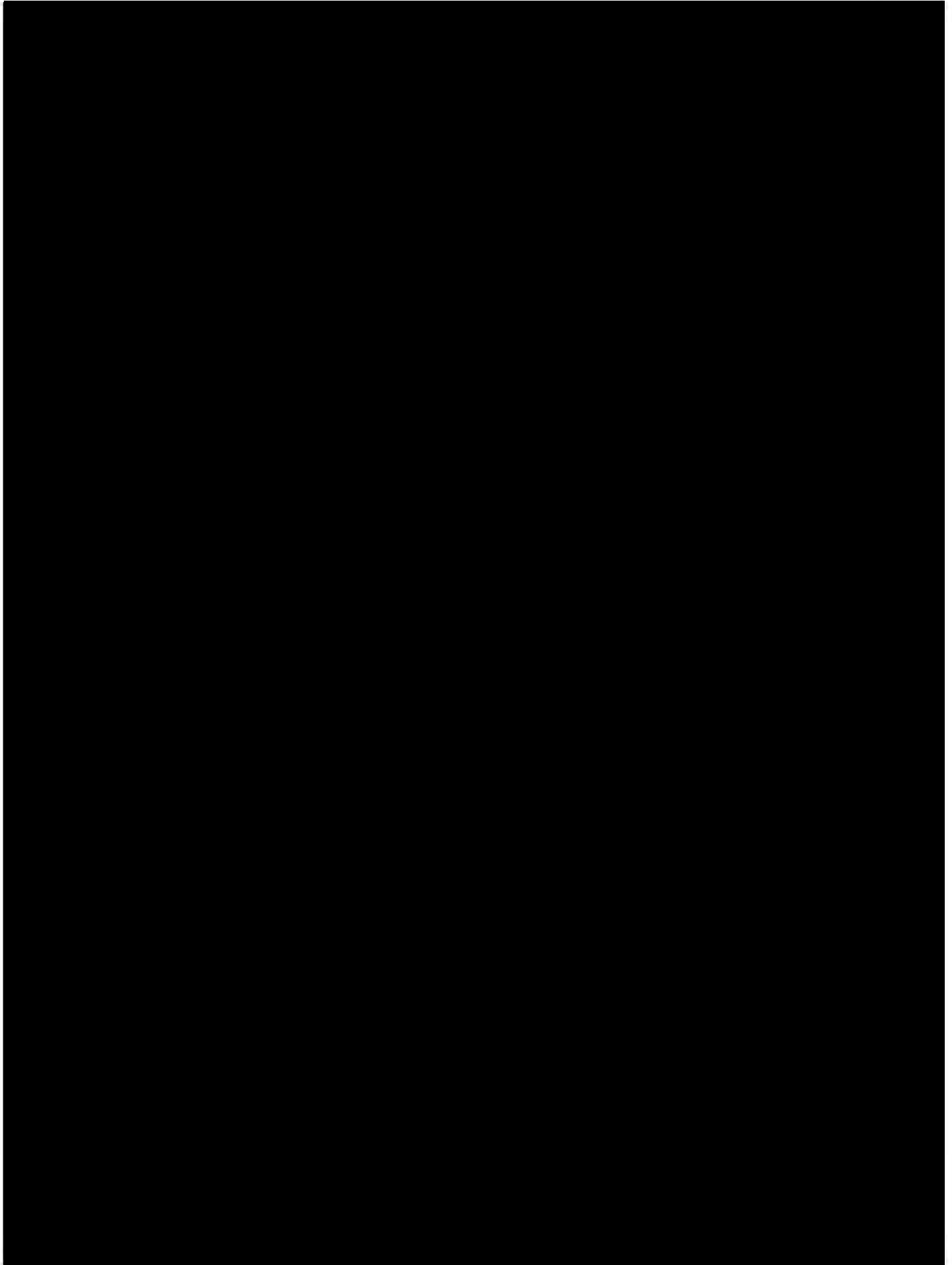


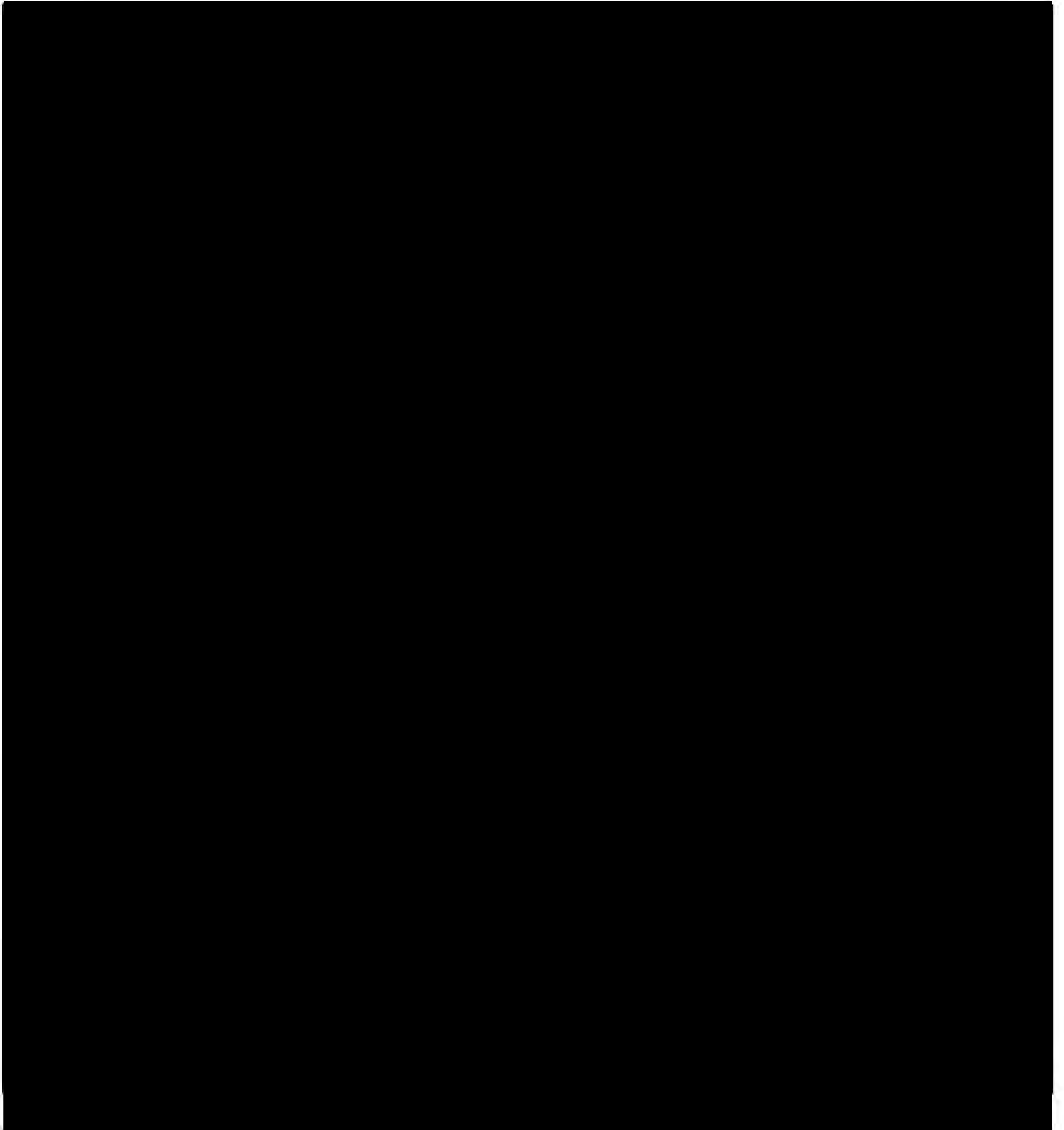


Attachment J

Section I: Employees' health and wellbeing

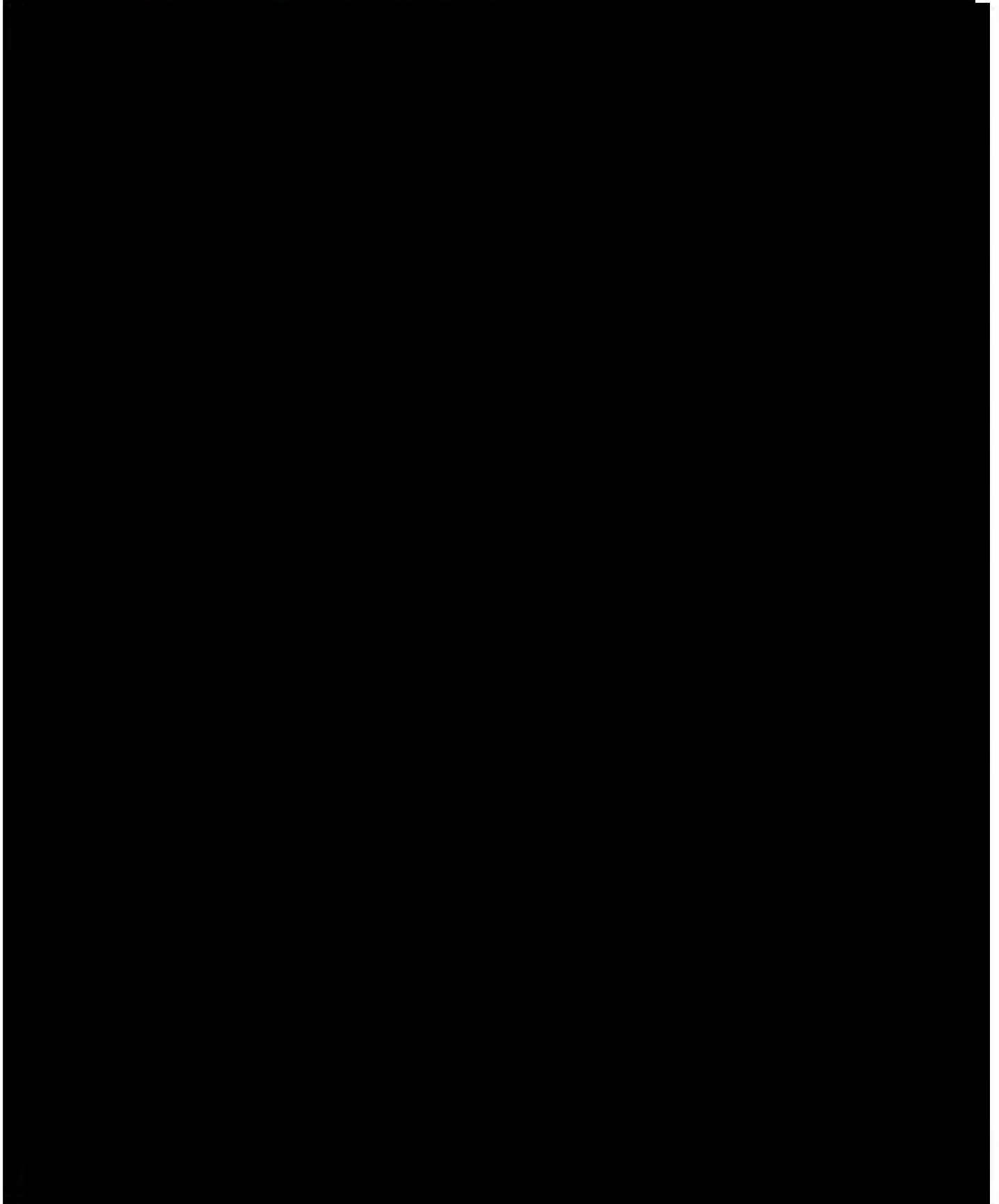


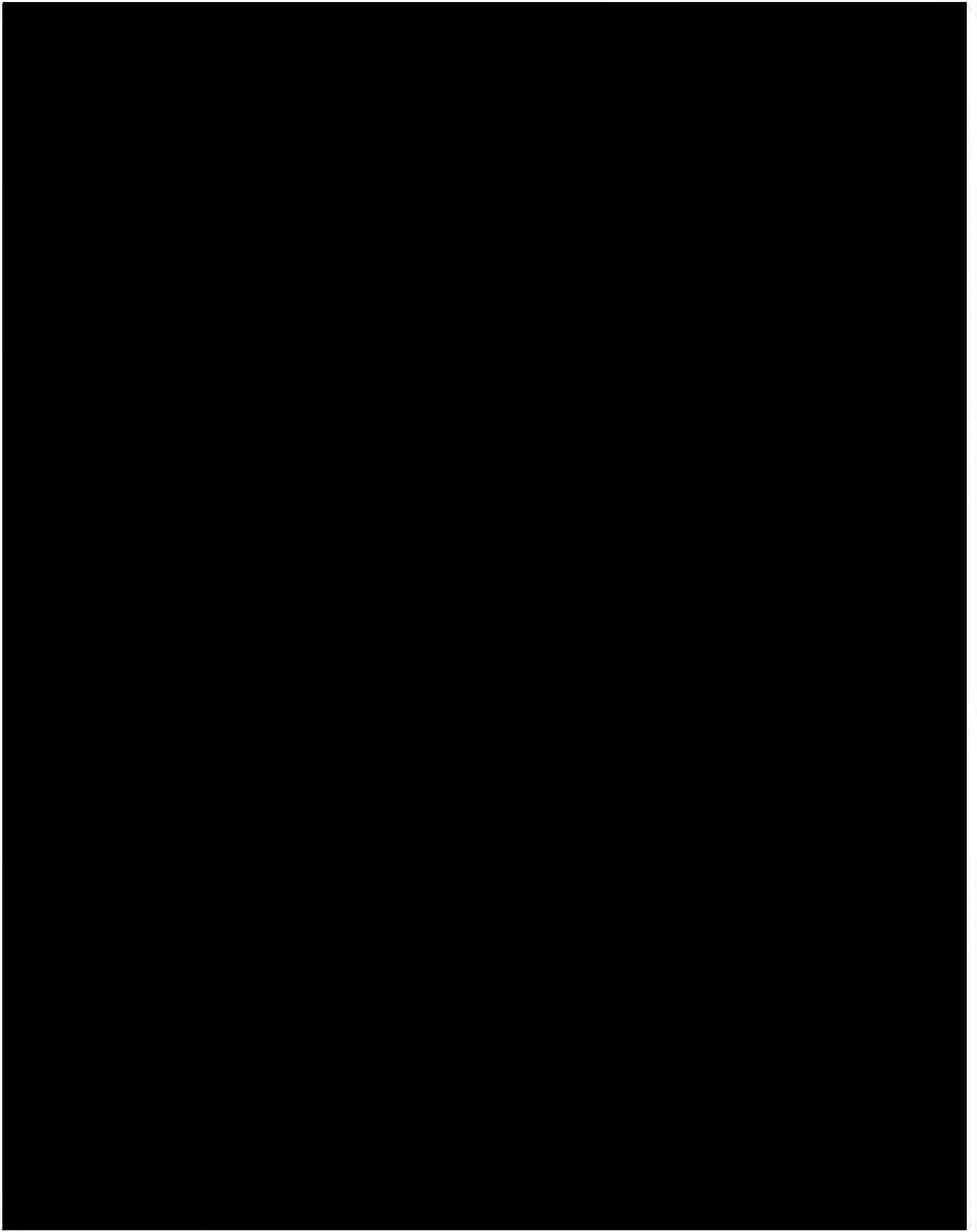


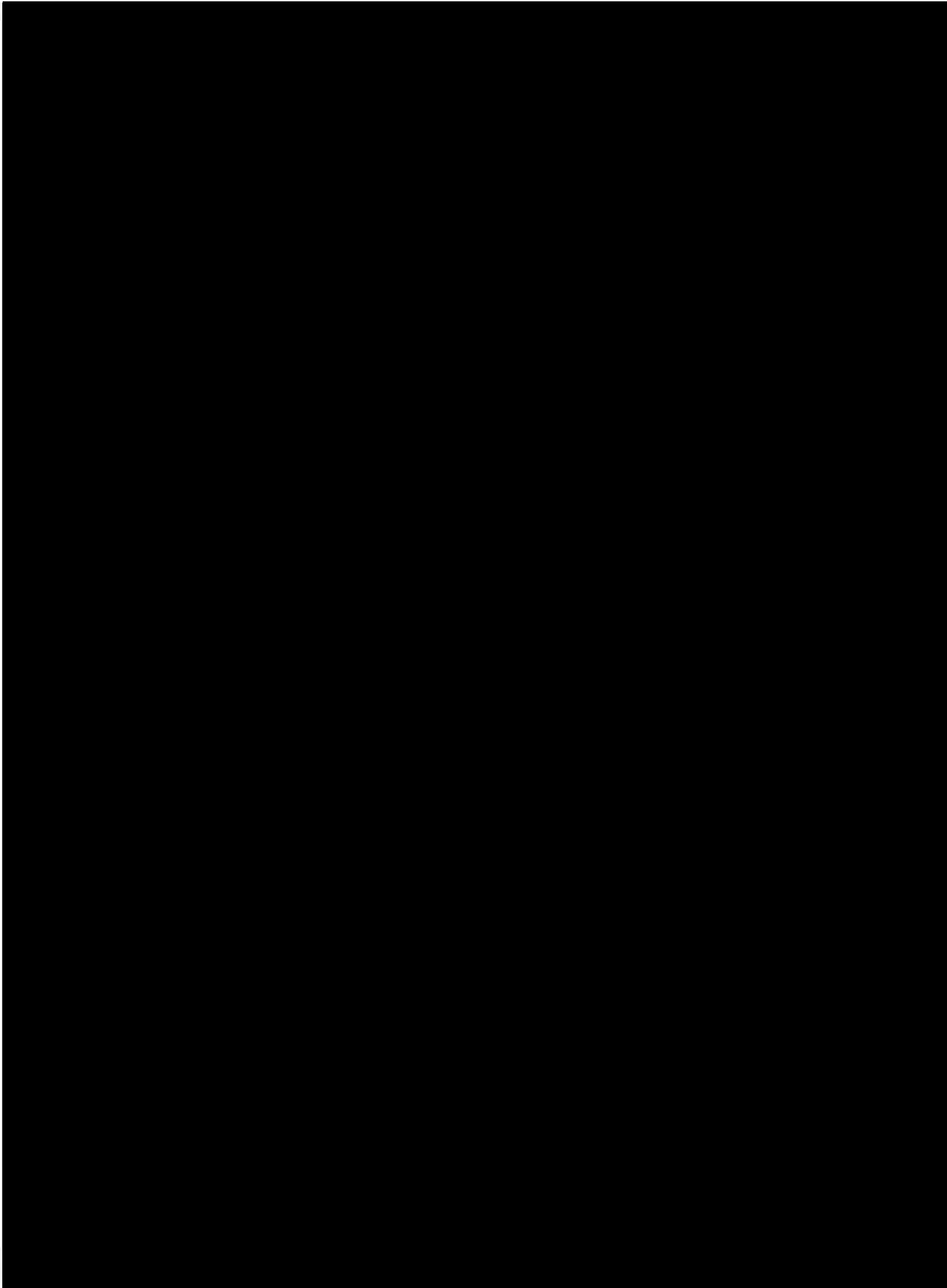


Attachment K

Section J: Diversity in the workplace









From: [Secure Local Jobs Code](#)
To: [REDACTED]
Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
Date: Tuesday, 3 December 2019 9:58:00 AM
Attachments: [INV00017_BMD Constructions Pty Ltd_Show Reason Notice.pdf](#)

UNOFFICIAL

Good morning Darren
 Thank you for your response of 25 November 2019. Please see the attached Show Reasons Notice.

Please contact me should you have any questions.

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate
 ACT Government

[REDACTED]
 Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

From: [REDACTED]
Sent: Monday, 25 November 2019 3:54 PM
To: Secure Local Jobs Code <securelocaljobs@act.gov.au>
Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
 Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by Darren [REDACTED]

You have been sent the above Transmittal Correspondence by Darren [REDACTED]

Regards,

Darren [REDACTED] Construction Manager
BMD URBAN PTY LTD

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]

Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf, 1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start Records 1-11-19 to 19-11-19.pdf,
Sent Date:	25-Nov-2019
Sub Types:	General Correspondence

Hi Jess,

Please see the attached response to the Notice of Investigation issued for contracts SL 170496 and SL 170499.

Attached documents included:

1. SL170496_SL170499 Secure Local Jobs Code Compliance BMD Letter
2. Taylor 3 Stage 1A & 3 - Secure Local Jobs Audit
3. Taylor 3 Stage 1a (1059) – Workplace Plan
4. Taylor 3 Stage 3 (1060) – Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards

Darren [REDACTED]
Construction Manager
BMD Urban

[REDACTED]
www.bmd.com.au
Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

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Reference: INV00017/00247
Case Officer: J Pupulkovski
Contact: [REDACTED]

Dear Mr [REDACTED]
BMD Constructions Pty Ltd

Via email: [REDACTED]

SHOW REASONS NOTICE

Under to Section 8 of the Government Procurement (Secure Local Jobs Complaints and Noncompliance) Investigation Guidelines Code Certified Entity BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to the ongoing investigation in relation to BMD Constructions Pty Ltd's (the Entity) noncompliance with its obligations under the Secure Local Jobs Code (the Code).

Investigation findings have found the Entity to be noncompliant with its obligations under section 8 of the Code, as it engaged non-certified subcontractors on a territory-funded worksite during the period 1-19 November 2019.

As a result, the Secure Local Jobs Code Registrar (the registrar) proposes to impose **10 infringement points** against Secure Local Jobs Code Certificate 00247. The infringement points are to be applied in accordance with section 7 of the Secure Local Jobs Noncompliance Investigation Guidelines (the Guidelines) and will be published on the Secure Local Jobs Code website.

Under section 8 of the Guidelines, you are provided with the opportunity to respond to this Notice, outlining reasons why the infringement points should not be applied.

Submissions received in writing within **10 business days** from the date of this notice will be considered by the registrar. If no response is received, **10 infringement points** will be applied without further consultation.

If you have any further questions, please do not hesitate to contact the case officer, Ms Jess Pupulkovski on [REDACTED]

Regards

[REDACTED]
Andrew Parkinson
Secure Local Jobs Code Registrar
3 December 2019

From: [REDACTED]
To: [Secure Local Jobs Code](#)
Cc: [Pupulkovski, Jessica](#)
Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
Date: Friday, 13 December 2019 9:29:04 AM
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.jpg](#)
[image004.jpg](#)
[image005.png](#)
[Code Compliance Toolbox 1 .pdf](#)
[Code Compliance Letter 1.pdf](#)

Hi Jess,

Please find attached and below response to your show reasons notice. Our internal investigation has uncovered a lack of training and understanding and a corrective action raised to rectify. All staff and subbies are now very aware of our obligations under the code and the systems upgrade to Audit subcontractors will ensure compliance in the future. It was an error from BMD thinking jobs below \$5M didn't need to be Code Compliant.

Please don't hesitate to call me to discuss.

Have a great day

cid:image001.png@01D5B18E.62943490



Darren [REDACTED]
 Construction Manager
 BMD Urban
 [REDACTED] www.bmd.com.au
 Unit 7, 189 Flemington Road, Mitchell, ACT 2911
 PO Box 717 Mitchell ACT 2911

The BMD Group acknowledges the Traditional Owners of the lands in which we operate and pay respect to Elders past, present and emerging.

Learn more about our [Reconciliation Action Plan](#).

Please consider the environment before printing this e-mail.

From: Secure Local Jobs Code <securelocaljobs@act.gov.au>

Sent: Tuesday, 3 December 2019 9:58 AM

To: Darren [REDACTED]

Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

UNOFFICIAL

Good morning Darren

Thank you for your response of 25 November 2019. Please see the attached Show Reasons Notice.

Please contact me should you have any questions.

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate

ACT Government

Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

From: [REDACTED]

Sent: Monday, 25 November 2019 3:54 PM
To: Secure Local Jobs Code <securelocaljobs@act.gov.au>
Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by Darren [REDACTED]

You have been sent the above Transmittal Correspondence by Darren [REDACTED]

Regards,

Darren [REDACTED] Construction Manager
BMD URBAN PTY LTD
 [REDACTED]

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]
Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf, 1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start Records 1-11-19 to 19-11-19.pdf,
Sent Date:	25-Nov-2019
Sub Types:	General Correspondence

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1. SL170496_SL170499 Secure Local Jobs Code Compliance BMD Letter
2. Taylor 3 Stage 1A & 3 - Secure Local Jobs Audit
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4. Taylor 3 Stage 3 (1060) - Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards
Darren [REDACTED]
 Construction Manager
 BMD Urban

[REDACTED] www.bmd.com.au
 Unit 7, 189 Flemington Road, Mitchell, ACT 2911
 PO Box 717 Mitchell ACT 2911

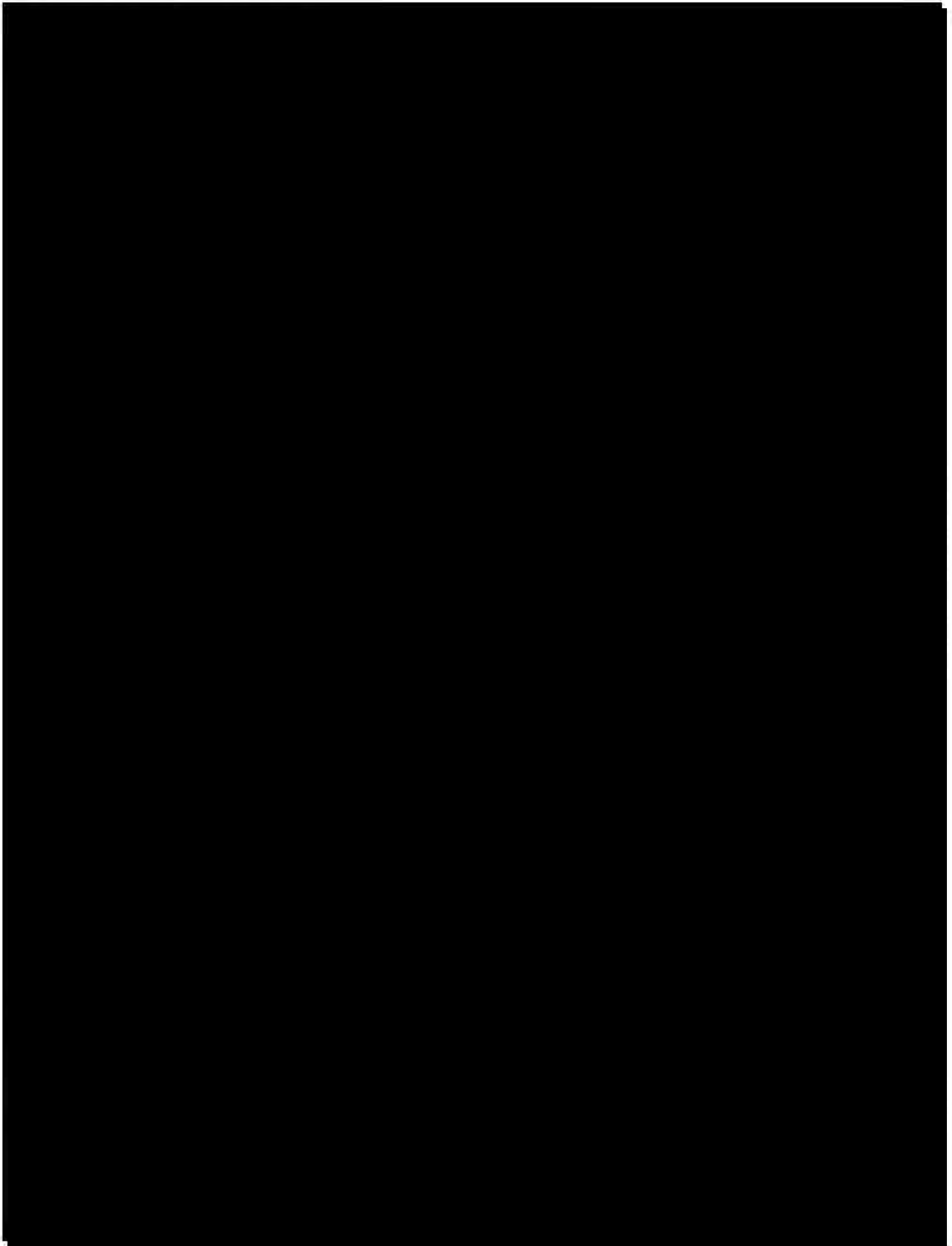
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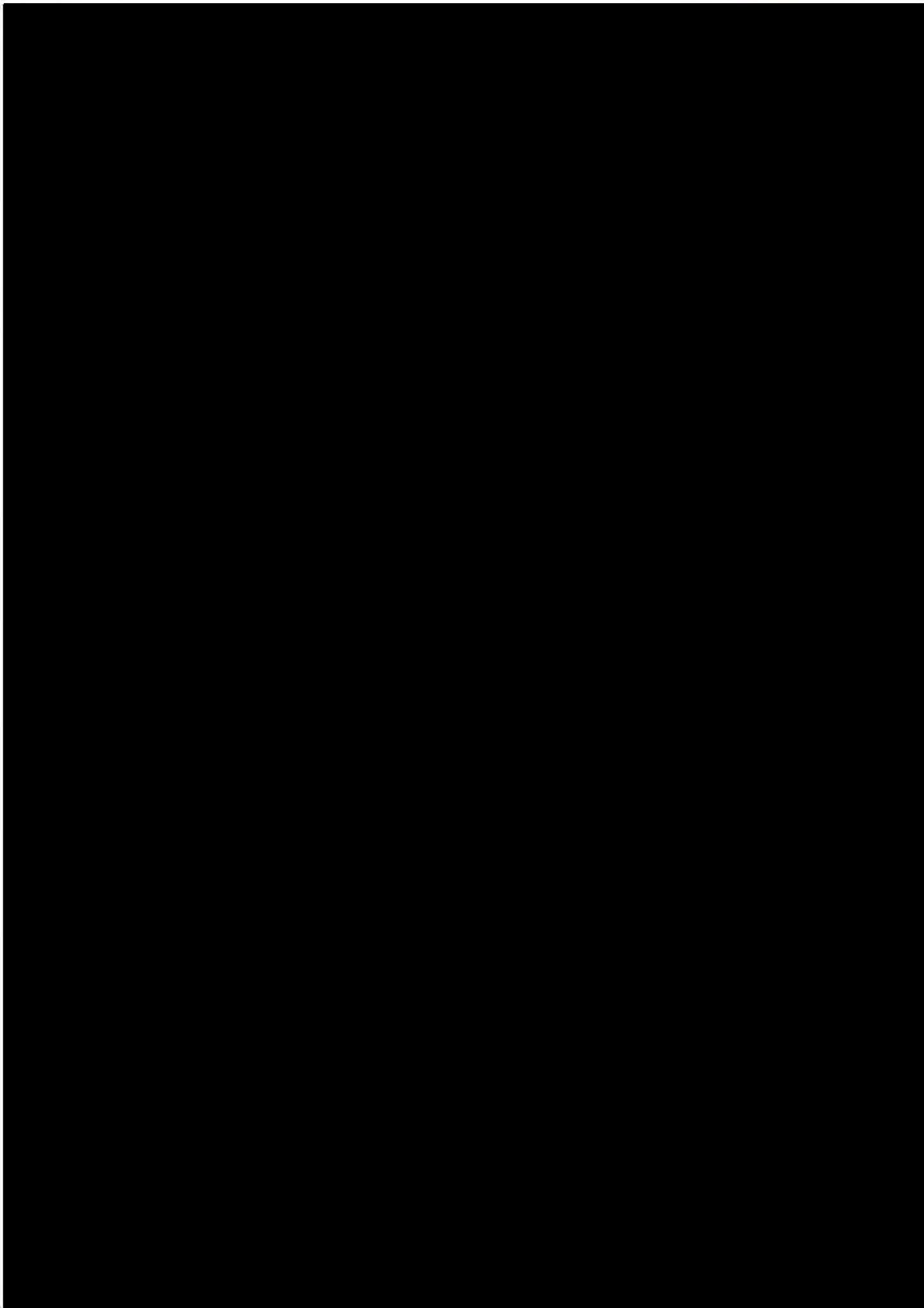
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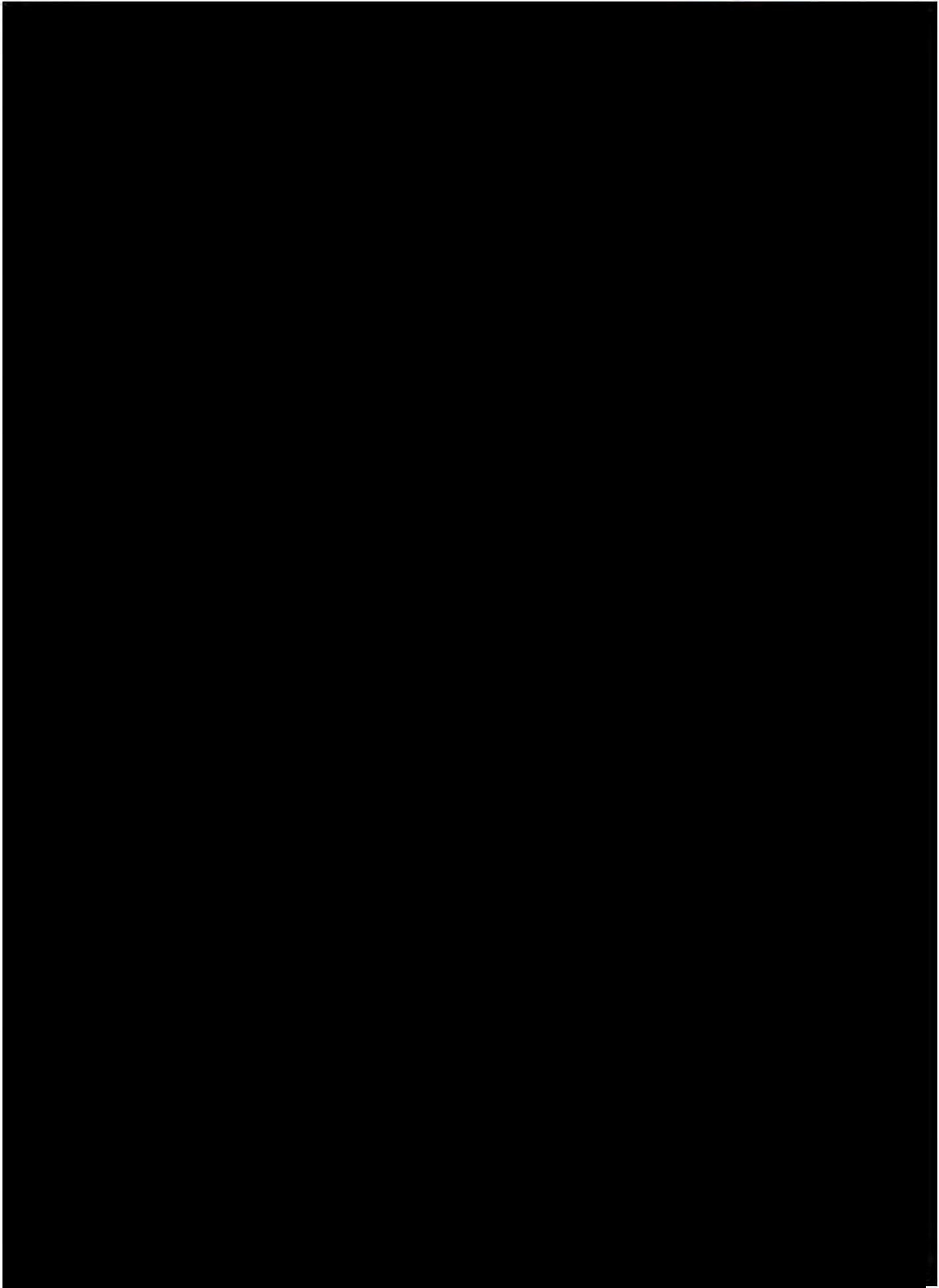
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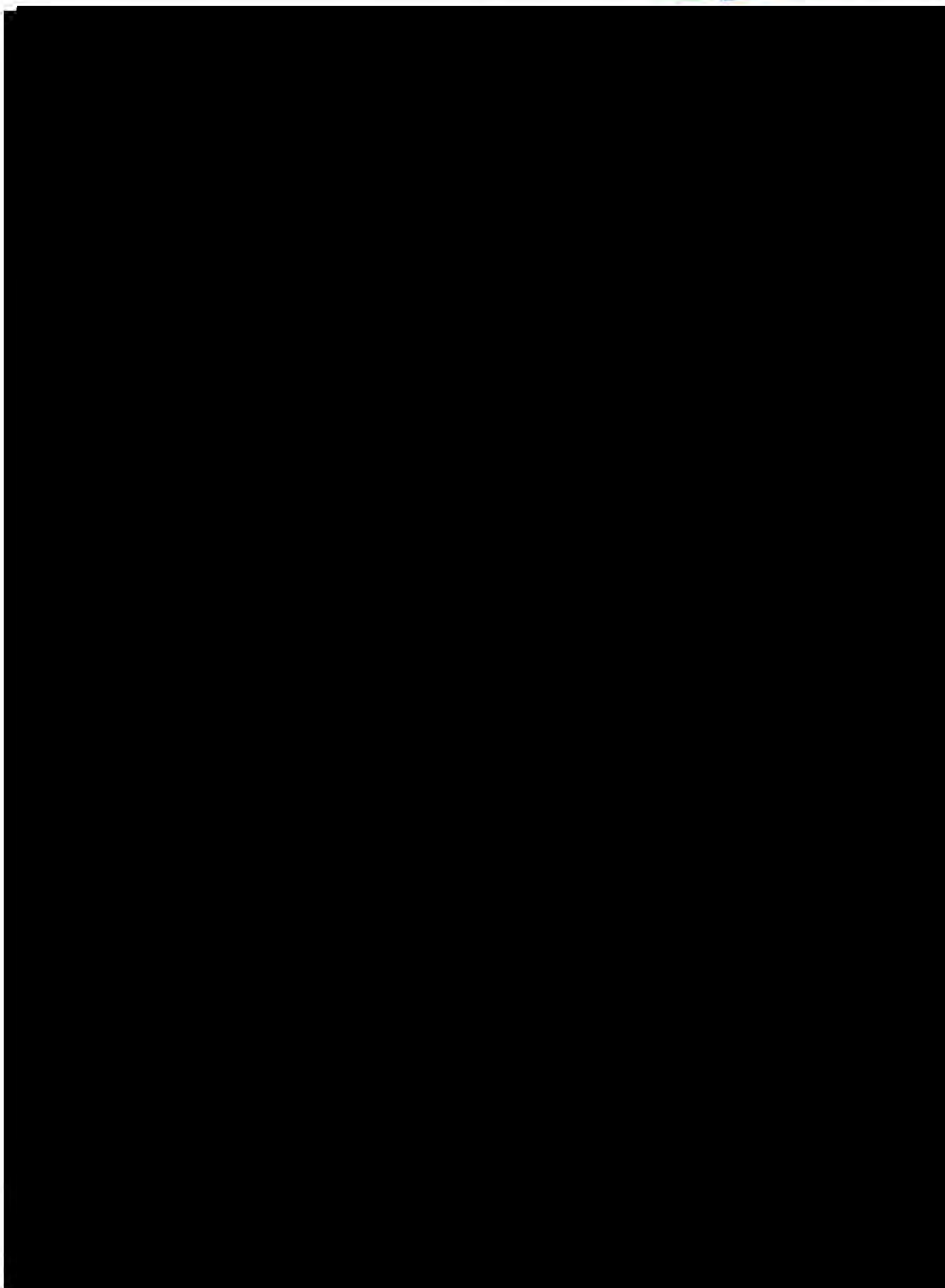


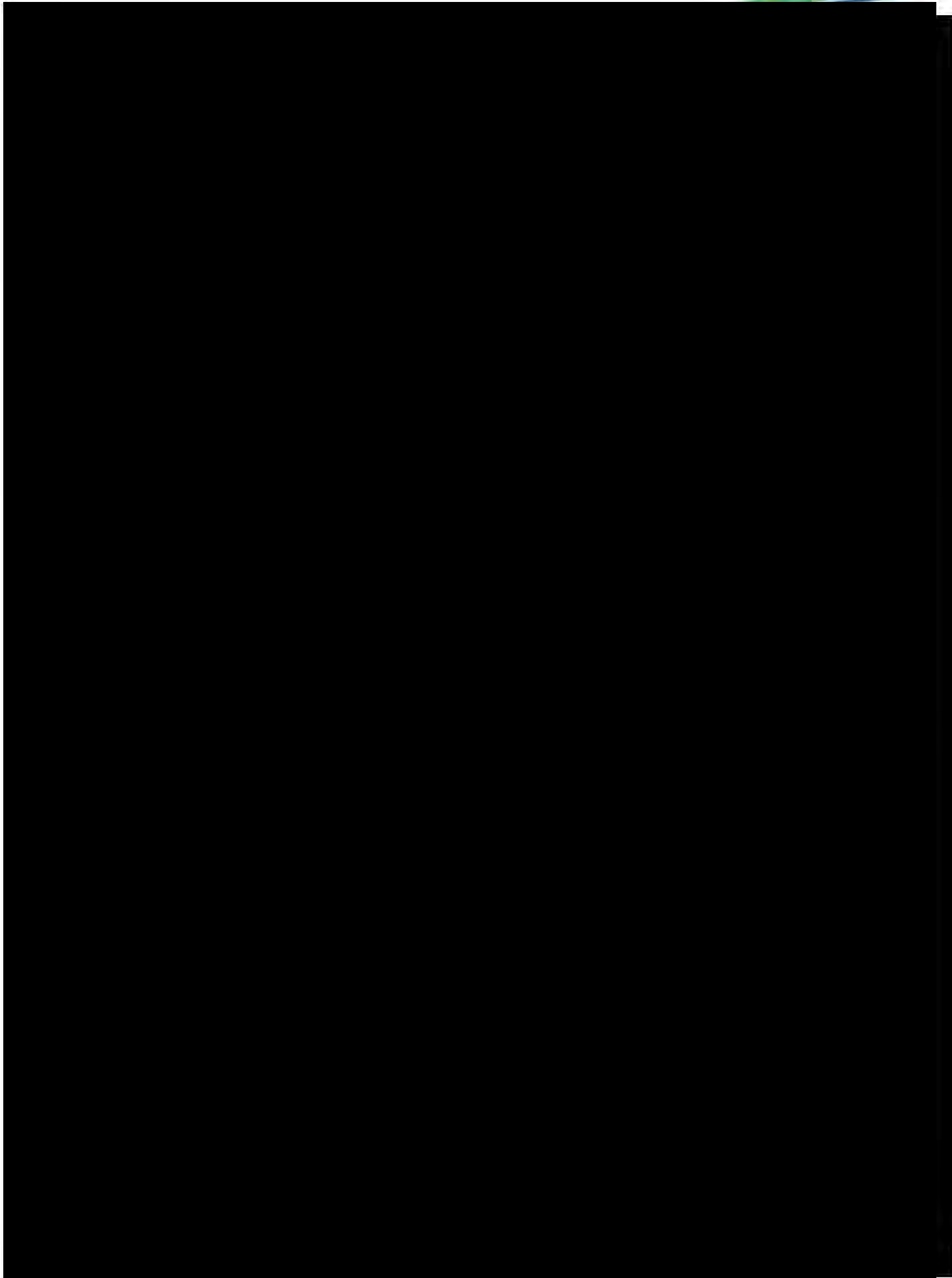
Toolbox Talk Record

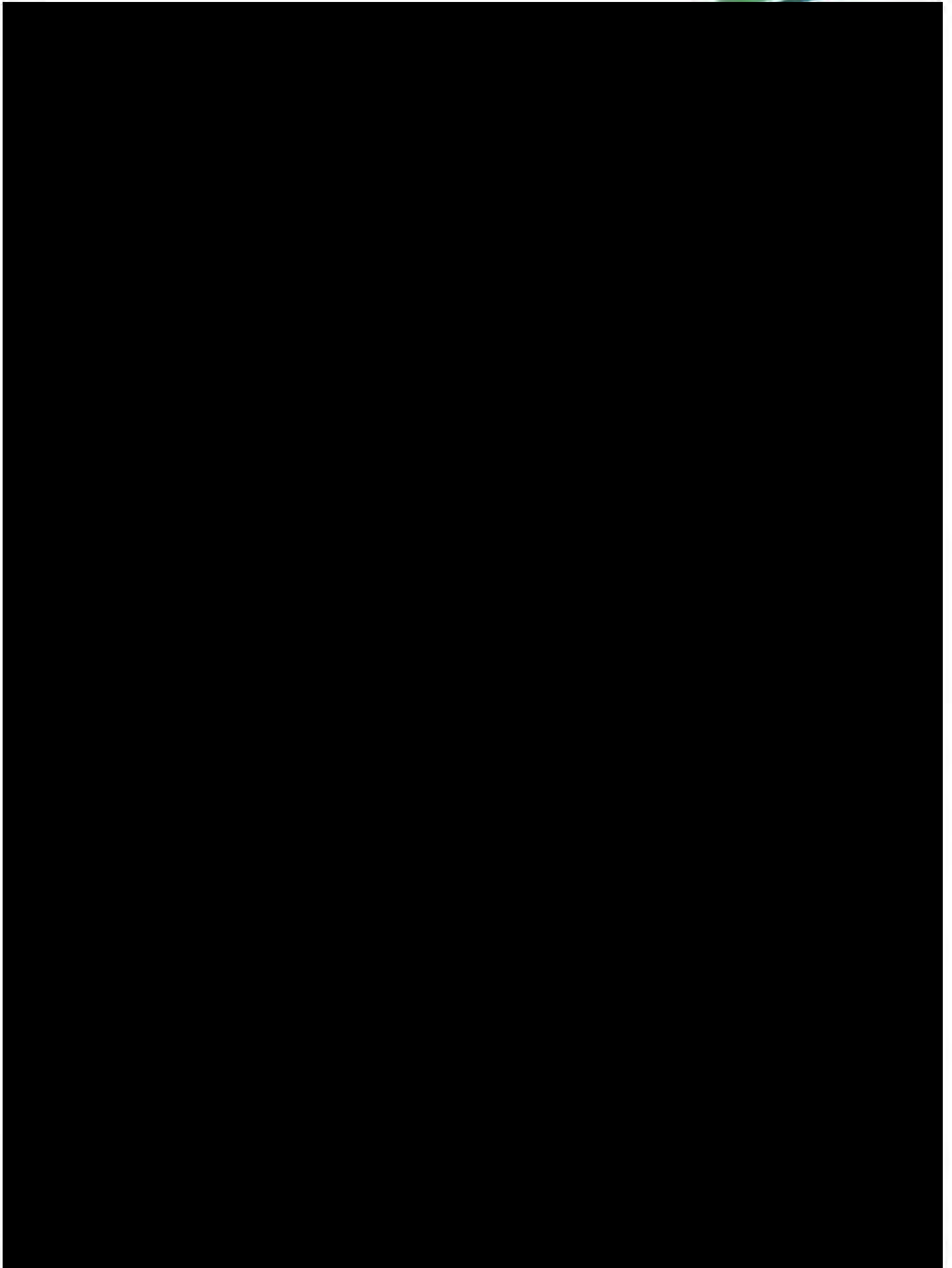












12 December 2019

Mr. Andrew Parkinson
Secure Local Jobs Code Registrar
ACT Government
GPO Box 158 Canberra
ACT 2601

Dear Sir,

Show Reasons Notice – Code Certified Entity BMD Constructions

We refer to the above mentioned notice issued on 3 December and wish to advise of the remedial action we have taken as a result of the engagement to two noncompliant subcontractors.

Our investigation into the cause of the non compliance revealed it was necessary to provide more comprehensive training to our project staff in the requirements of the Code. A copy of the Corrective Action Request raised within our Quality Management System is attached for your reference. The investigation revealed staff were acting under the belief that Code compliance only applied to projects with a contract value greater than \$5 million. Our other projects all have a contract value greater than \$5 million and are fully compliant.

The formal training delivered on 11/12/19 was based on extracts from two core Standards of our Business Management System, namely the Estimating Management Standard and the Code Compliance Standard. We have attached relevant extracts from these Standards which were used as training material and are happy to provide full copies of these documents on request.

The training was attended by all members of our staff who are in any way involved in the engagement of subcontractors on our projects in the ACT. We can confirm all our relevant staff were in attendance and have provided a copy of the attendance register.

As an entity engaged in the delivery of infrastructure projects to Government clients around Australia, BMD Constructions takes all its obligations including those relating to Code compliance very seriously and wish to assure the Registrar, this incidence was a genuine oversight. We are confident the steps that we have taken will address this issue of non compliance.

If you require any further information or have any questions in relation to our response, please don't hesitate to contact the undersigned on [REDACTED]

Yours faithfully,

BMD Constructions Pty Ltd
[REDACTED]

Darren [REDACTED]

Construction Manager ACT/NSW



ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00017/00247
Case Officer: J Pupulkovski
Contact: [REDACTED]

Dear Mr [REDACTED]
BMD Constructions Pty Ltd
Via email: [REDACTED]

NOTICE OF DECISION

Under Section 22T of the Government Procurement Act 2001

Code Certified Entity: BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to the investigation in relation to noncompliance with the Secure Local Jobs Code (the Code) by BMD Constructions Pty Ltd.

Investigation Findings

The investigation found that the Entity was noncompliant with Section 8 of the Code, as it engaged subcontractors in connection with territory-funded work who did not hold valid Secure Local Jobs Code Certificates.

The Secure Local Jobs Code Registrar (the Registrar) has reviewed the information obtained during this investigation and considered proportionality to the breach. The Registrar has noted that the Entity has exhibited contrition and has since taken corrective action to ensure future compliance.

Decision

As a result of the above findings, the Registrar has imposed the following conditions:

Code Certificate 00247

Conditions 10 infringement points

Period 24 months

Please refer to the attached amended Code Certificate 00247 displaying these conditions. This decision has been made under section 22T(1)(e) of the *Government Procurement Act 2001* and in accordance with the *Government Procurement (Secure Local Jobs Complaints and Noncompliance Investigation) Guidelines*. Infringement points remain in place for the specified timeframe and are published against the Code Certified Entity on the Secure Local Jobs website.

Reviewable Decisions

Please refer to the attached Reviewable Decision Notice, outlining your additional rights to review.

Regards



Kirsty Bourke
Delegate of the Secure Local Jobs Code Registrar
13 January 2020



Reviewable Decision Notice

Government Procurement Act 2001

The Secure Local Jobs Registrar decided the attached matter on **13 January 2020**. If you are dissatisfied for any reason, this notice provides you with your rights to review.

Reviewable decisions are those mentioned in the below schedule:

Schedule 2 Reviewable decisions

column 1 item	column 2 section	column 3 decision	column 4 entity
1	22J	decision not to grant secure local jobs code certificate	applicant
2	22K (1) (b) and (2)	decision to impose, amend or remove condition on secure local jobs code certificate	entity that holds certificate
3	22T (1) (b)	decision to cancel secure local jobs code certificate	entity that holds certificate
4	22T (1) (c)	decision to suspend secure local jobs code certificate	entity that holds certificate
5	22T (1) (d)	decision to prohibit application for secure local jobs code certificate	entity that is prohibited from making application
6	22T (1) (e)	decision to impose or amend conditions on secure local jobs code certificate	entity that holds certificate

Your rights to seek merits review of the determination of your objection—ACT Civil and Administrative Tribunal Act 2008

If you wish to seek a review of the determination, you must apply in writing to the ACT Civil and Administrative Tribunal (the ACAT) within 28 days of the date of the determination. The application must state clearly your reasons for seeking a review. For further information, contact the ACAT Registry. There may be a fee associated with lodging an application to the ACAT. For current fee schedules, and for information on fee waivers, contact the ACAT Registry.

Other rights

Your rights to a review of the decision do not preclude the exercise of any other rights you may have under the laws of the Australian Capital Territory. You may also have rights under the Ombudsman Act, Administrative Decisions (Judicial Review) Act and the Freedom of Information Act. If you have any further questions concerning your rights to a review of a decision, or you require assistance, contact the ACAT Registry.



Investigation Details

Entity Name: BMD
ABN: 59 010 126 100
Certificate Number: 00247
Start Date: 22 April 2020 End Date: 9 June 2020

Background

This investigation commenced as the result of a compliance check initiated by the Secure Local Jobs Code Registrar.

On 22 April 2020, an email was sent to [REDACTED] (the Entity) requesting they complete the following:

1. Update Contact Details for Territory-Funded Work, Secure Local Jobs - Code Certified Entity Site Contact Information form; and
2. provide a list of all subcontractors used on the identified contracts for Territory-funded work the CCE was engaged on, pursuant to section 12 of the *Government Procurement (Secure Local Jobs) Code 2019* and Section 22S of the *Government Procurement Act 2001*.

A response to the email was due by close of business 1 May 2020 (folios 1-2).

On 4 May 2020, as no response had been received, a reminder Notice was sent to the Entity. A response was due 8 May 2020 (folio 3-4).

On 7 May 2020, the Entity sent the completed "Contact Details for Territory Funded Work" form, relating to ACT Government Contract number SL170499. (folio 5).

On 8 May 2020, the Entity provided the requested information via email. The entity provided an evidence list of subcontractors used for project(s) undertaken in pdf. Format. A check of the Secure Local Jobs master spreadsheet confirmed that all listed Subcontractors held Secure Local Jobs Code certification (folios 11-13, 30-31, 49-50).

Findings

The investigation found that the Entity was compliant with its obligations in relation to Section 8 and Section 12 of the Secure Local Jobs Code. The Entity provided all requested documentation and engaged only Code Certified Subcontractors.

Recommendation

As the Entity has met all its obligation under the Code, the investigation found no evidence of noncompliance with the Code. Therefore, I recommend the investigation be finalised and no further action take place.

Investigation Officer: M. Dickson

Date: June 2020

Supervisor: K. Bourke

Date: 10 June 2020

21st November 2019

K Bourke
Secure Local Jobs Code Registrar
Chief Minister, Treasury and Economic Development
GPO Box 158
Canberra
ACT 2601

Registration no. 00247

Dear Sir,

Re: SL 170496 & SL 170499 - Secure Local Jobs Code Compliance

The Contractor, BMD Construction Pty Ltd, refers to the correspondence received 19th November 2019 regarding the above stated reference. The Contractor acknowledges the significance of the matter raised and hereby confirms that the matter has been investigated and the required information assembled and appended to this letter.

The following information is provided;

1. List of subcontractors engaged on the Taylor 3 Stage 1A - SL 170496) and Stage 3 – SL 170499 projects,
2. Copies of Labour Relation, Training records and Workplace Equity Plan as submitted at tender time.
 - a) Taylor 3 Stage 3 - SL170499 – Canberra Region Local Industry Participation Policy and Secure Local Jobs, Labour Relations, Training and Workplace Equity Plan (Procurements with a value of \$5m or more) January 2019.
 - b) Taylor 3 Stage 1A – SL170496 – Canberra Region Local Industry Participation Policy and Secure Local Jobs, Labour Relations, Training and Workplace Equity Plan (Procurements with a value of \$5m or more) January 2019
3. Copies of site daily sign-on sheets identifying all contractors and companies attending site for the period nominated in the request for the period 01/11/2019 to 19/11/2019.

We trust the appended details are satisfactory and meet the requirement standards. Should clarity and/ or further information be required, please do contact the undersigned.

Yours Faithfully,

BMD Constructions



Darren

Contractor's Representative



Contract - SL170496

Contract Details

Original Contracting Directorate/Entity	Suburban Land Agency
Current Contracting Directorate Agency	Suburban Land Agency
Contract Number	SL170496
Contract Name	Construction of Taylor 3 Stage 1A Residential Estate on behalf of the Suburban Land Agency
Type of Contract	Contract
Goods & Services / Infrastructure	Infrastructure
Subject Type	Works
Status	Current
Original Amount	\$4,845,082.02
Comment on Original Amount	
Current Amount	\$4,845,082.02
GST included	Yes
Start Date	12 Jun, 2019
Execution Date	12 Jun, 2019
Expiry Date	11 May, 2020
Defects Liability Period Included	No
UNSPSC	Building and Construction and Maintenance Services
Associated with Tender	Construction of Taylor 3 Stage 1A Residential Estate on behalf of the Suburban Land Agency (SL170496)
Procurement Methodology	Public
Whole of Government Contract	No
Exemption from Quotation & Tender Threshold requirements	No
Social Procurement	No
Confidential Text	No
SME	No
Prequalification requested	Yes
Prequalification Code	R3, LS, F10
Active Certification	Yes
IRE Obligations	No
Secure Local Jobs Code covered	Yes

Description

Construction of Taylor 3 Stage 1A Residential Estate

Supplier Information

Supplier Name	BMD Constructions Pty Ltd
Legal Name	BMD Constructions Pty Ltd

ABN	59010126100
ACN	010126100

Contract Documents

Description	File
	SL170496 LoA.pdf
	SL170496 GC21 Head Contract Final.pdf





Contract - SL170499

Contract Details

Original Contracting Directorate/Entity	Environment, Planning and Sustainable Development Directorate
Current Contracting Directorate Agency	Environment, Planning and Sustainable Development Directorate
Contract Number	SL170499
Contract Name	Construction of Taylor 3 Stage 3 Residential Estate on behalf of the Suburban Land Agency
Type of Contract	Contract
Goods & Services / Infrastructure	Infrastructure
Subject Type	Works
Status	Current
Original Amount	\$18,068,456.47
Comment on Original Amount	
Current Amount	\$18,068,456.47
GST included	Yes
Start Date	30 Sep, 2019
Execution Date	30 Sep, 2019
Expiry Date	25 Jan, 2021
Defects Liability Period Included	No
UNSPSC	Building and Construction and Maintenance Services
Associated with Tender	Construction of Taylor 3 Stage 3 Residential Estate on behalf of the Suburban Land Agency_(SL170499)
Procurement Methodology	Public
Whole of Government Contract	No
Exemption from Quotation & Tender Threshold requirements	No
Social Procurement	No
Confidential Text	No
SME	No
Prequalification requested	Yes
Prequalification Code	R3, LS, F15
Active Certification	Yes
IRE Obligations	No
Secure Local Jobs Code covered	Yes

Description

Construction of Taylor 3 Stage 3 Residential Estate

Supplier Information

Supplier Name

BMD

Legal Name

BMD Constructions Pty Ltd

ABN

59010126100

Contract Documents

Description File

[LoA.pdf](#)





Contract - SL180391

Contract Details

Original Contracting Directorate/Entity	Suburban Land Agency
Current Contracting Directorate Agency	Suburban Land Agency
Contract Number	SL180391
Contract Name	Whitlam Estate Stage 1A Civil Engineering and Landscape Construction
Type of Contract	Contract
Goods & Services / Infrastructure	Infrastructure
Subject Type	Works
Status	Current
Original Amount	\$29,917,264.58
Comment on Original Amount	
Current Amount	\$29,917,264.58
GST included	Yes
Start Date	8 May, 2019
Execution Date	8 May, 2019
Expiry Date	31 May, 2021
Defects Liability Period Included	No
UNSPSC	Building and Construction and Maintenance Services
Associated with Tender	Whitlam Estate Stage 1A Civil Engineering and Landscape Construction (SL180391)
Procurement Methodology	Public
Whole of Government Contract	No
Exemption from Quotation & Tender Threshold requirements	No
Social Procurement	No
Confidential Text	No
SME	No
Prequalification requested	Yes
Prequalification Code	R3, F20 and LS
Active Certification	Yes
IRE Obligations	Yes
Secure Local Jobs Code covered	No

Description

Construction of Whitlam Stage 1A Residential Estate

Supplier Information

Supplier Name	BMD
Legal Name	BMD Constructions Pty Ltd
ABN	59010126100

Contract Documents

Description	File
	SL180391 LoA.pdf
	SL180391 GC21.pdf



Pupulkovski, Jessica

From: [REDACTED]
Sent: Tuesday, 12 November 2019 10:52 AM
To: Secure Local Jobs Code
Subject: Bmd

Hi Team,

I've been hearing some rumours that BMD are using sub contractors that don't have their secure local jobs certs. Mostly on their Whitman and Taylor sites.

Be good if this can remain an anonymous tip...

Cheers

File Note - Record of Conversation

Contact:

[REDACTED]

[REDACTED]

Subject:

BMD Construction
[REDACTED]

Date: 08-Nov-2019

Time:

[REDACTED]

Phone:

[REDACTED]

I received a phone-call from [REDACTED] in relation to the Code. [REDACTED] asked about the requirements for subcontractors to hold a Certificate. I explained that if the job was covered by the Code, that all subcontractors engaging in work in the four categories would be required to hold a valid SLJC Certificate.

[REDACTED] stated that he had been advised that BMD had been using non compliant subcontractors on their sites at Whitlam and Taylor.

I asked [REDACTED] if he could put his complaint in writing. He stated that he would put it in writing and send it through to the SLJC email address.

The conversation ended

Officer Name:

[REDACTED]

Signature:

Date:

[REDACTED]

File Note - Record of Meeting

Location:	Taylor		
Subject:	BMD Constructions Tip Off	Date:	11/11/2019
Attendees:	Jessica Pupulkovski Kirsty Bourke	Time:	10:00am

Following a tip off, which alleged that BMD Construction may be using non compliant subcontractors, Ms Pupulkovski and myself did a drive by inspection of BMD's work site at Taylor.

On inspection, vehicles observed showed the names BMD Constructions, [REDACTED]

Ms Pupulkovski and I decided that we would take the information back to the Office for further investigation and to determine whether the tip off would progress to an investigation.

Officer Name: Kirsty Bourke

Signature: [REDACTED]

Date: 11/11/2019



ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00017/00247
Case Officer: J Pupulkovski
Contact: [REDACTED]

Dear Sir/Madam

Via email: [REDACTED]

NOTICE OF INVESTIGATION

Request for information under Section 22S of the Government Procurement Act 2001 (the Act)

Code Certified Entity BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to BMD Constructions Pty Ltd's (the Entity) Secure Local Jobs Code Certificate (Code Certificate) 00247. An investigation has commenced into the Entity's potential noncompliance with its obligations under the Secure Local Jobs Code (the Code).

Subcontractors

Under section 8 of the Code, a Code Certified Entity contracted to territory-funded work is required to provide details of any proposed subcontractors to the territory prior to engaging them and ensure that any subcontractors engaged hold a valid Code Certificate.

What you need to provide

To establish the Entity's compliance with this section of the Code, you are required to provide the following information in relation to ACT Government contracts SL 170496 and SL 170499 for construction of Taylor 3 Stage 1A & 3:

- Names of all subcontractors engaged on these projects,
- A copy of your Labour Relation, Training and Workplace Equity Plan, submitted at the time of tender, and;
- Copies of site sign-on sheets identifying workers and companies attending site for the period 1 November to date.

Section 12 of the Code states a Code Certified Entity must comply with any reasonable request for information, access to records and directions given by the registrar for the purposes of investigating Code compliance. Failure to comply with this request could result in the imposition of conditions to your Code Certificate under section 22T of the Act.

Your response and the requested information is required by **26 November 2019**.

Please note, you may be contacted by this Office and asked to provide further evidence or information in relation to this investigation. If you have any further questions, please do not hesitate to contact Ms Jess Pupulkovski on [REDACTED]

Regards

[REDACTED]
K Bourke

Delegate of the
Secure Local Jobs Code Registrar
19 November 2019

From: [Secure Local Jobs Code](#)
To: [REDACTED]
Subject: Notice of Investigation Request for Information
Date: Tuesday, 19 November 2019 1:57:00 PM
Attachments: [2_INV00017_BMD_Constructions_Pty_Ltd_Notice_of_Inv.pdf](#)

UNCLASSIFIED

Good afternoon Scott,

Please see the attached Notice of Investigation in relation to BMD Constructions Pty Ltd's potential noncompliance with its obligations under the Secure Local Jobs Code.

Please note, **your response is required by 26 November 2019.**

Kind regards

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate

ACT Government

[REDACTED]
Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

File Note - Record of Conversation

Contact: Darren [redacted]
Subject: BMD Constructions Investigation [redacted] Date: 20-Nov-2019 [redacted]
Time: 10:34 [redacted]
Phone: [redacted] [redacted]

Darren called today regarding the notice of investigation and request for information he had received. He stated that he is new and uneducated with the Code requirements and stated that he thought they were not required to be Code compliant on the 2 sites in question as the contracts were over \$5M. I confirmed this is incorrect and that both sites in question territory-funded sites.
He confirmed he would respond to the notice hopefully today.

Officer Name: J Pupulkovski [redacted]

Signature: [redacted]

Date: 20-Nov-2019 [redacted]

File Note - Record of Meeting

Location:	L4 Nara Building		
Subject:	BMD Constructions Pty Ltd	Date:	11/25/2019
Attendees:	Andrew Parkinson Jess Pupulkovski Darren [REDACTED]	Time:	13:00

The Registrar and I met with 2 representatives of BMD Constructions today in regard to the investigation. The representatives had a list of questions regarding the investigation and the Code requirements. There seemed to be some confusion between Work Health and Safety forms and Secure Local Jobs forms. The registrar clarified this confusion.

A question was asked regarding Labour Relation Training and Workplace Equity Plans (LRTWE), particularly the 3 different versions and the recent update. The registrar briefly ran through LRTWE plans. The subject then changed to subcontractors and the representatives confirmed they have now completed an internal audit of their subcontractor engagement processes. They confirmed that out of their list of 30 subcontractors, there are a couple that don't have a Code Certificate and they have immediately been stood down from work.

A question was asked if SLJ replaces IRE. The registrar clarified the similarities and differences between the 2 schemes. The guests stated that they have encountered some of their subcontractors applying to renew IRE Certificates. They confirmed they have seen one of the subcontractors IRE certificates. The guests confirmed that all they want to do is correct their processes to show diligence in their future jobs. Some general questions were asked about the application process and the meeting ended.

Officer Name:	J Pupulkovski	Date:	11/25/2019
Signature:	[REDACTED]		

From: [Secure Local Jobs Code](#)
To: [Pupulkovski, Jessica](#)
Subject: FW: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
Date: Monday, 25 November 2019 3:55:52 PM

UNOFFICIAL

FYI

From: [REDACTED]
Sent: Monday, 25 November 2019 3:54 PM
To: Secure Local Jobs Code <securelocaljobs@act.gov.au>
Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by Darren [REDACTED]

You have been sent the above Transmittal Correspondence by Darren [REDACTED]

Regards,

Darren [REDACTED] Construction Manager
BMD URBAN PTY LTD
 [REDACTED]

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]
Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf, 1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start Records 1-11-19 to 19-11-19.pdf,
Sent Date:	25-Nov-2019

Sub Types:

General Correspondence

Hi Jess,

Please see the attached response to the Notice of Investigation issued for contracts SL 170496 and SL 170499.

Attached documents included:

1. SL170496_SL170499 Secure Local Jobs Code Compliance BMD Letter
2. Taylor 3 Stage 1A & 3 - Secure Local Jobs Audit
3. Taylor 3 Stage 1a (1059) – Workplace Plan
4. Taylor 3 Stage 3 (1060) – Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards

Darren [REDACTED]
Construction Manager
BMD Urban

[REDACTED]
[REDACTED] www.bmd.com.au
Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

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21st November 2019

K Bourke
Secure Local Jobs Code Registrar
Chief Minister, Treasury and Economic Development
GPO Box 158
Canberra
ACT 2601

Registration no. 00247

Dear Sir,

Re: SL 170496 & SL 170499 - Secure Local Jobs Code Compliance

The Contractor, BMD Construction Pty Ltd, refers to the correspondence received 19th November 2019 regarding the above stated reference. The Contractor acknowledges the significance of the matter raised and hereby confirms that the matter has been investigated and the required information assembled and appended to this letter.

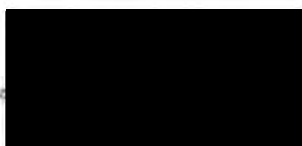
The following information is provided;

1. List of subcontractors engaged on the Taylor 3 Stage 1A - SL 170496) and Stage 3 – SL 170499 projects,
2. Copies of Labour Relation, Training records and Workplace Equity Plan as submitted at tender time.
 - a) Taylor 3 Stage 3 - SL170499 – Canberra Region Local Industry Participation Policy and Secure Local Jobs, Labour Relations, Training and Workplace Equity Plan (Procurements with a value of \$5m or more) January 2019.
 - b) Taylor 3 Stage 1A – SL170496 – Canberra Region Local Industry Participation Policy and Secure Local Jobs, Labour Relations, Training and Workplace Equity Plan (Procurements with a value of \$5m or more) January 2019
3. Copies of site daily sign-on sheets identifying all contractors and companies attending site for the period nominated in the request for the period 01/11/2019 to 19/11/2019.

We trust the appended details are satisfactory and meet the requirement standards. Should clarity and/ or further information be required, please do contact the undersigned.

Yours Faithfully,

BMD Constructions



Darren

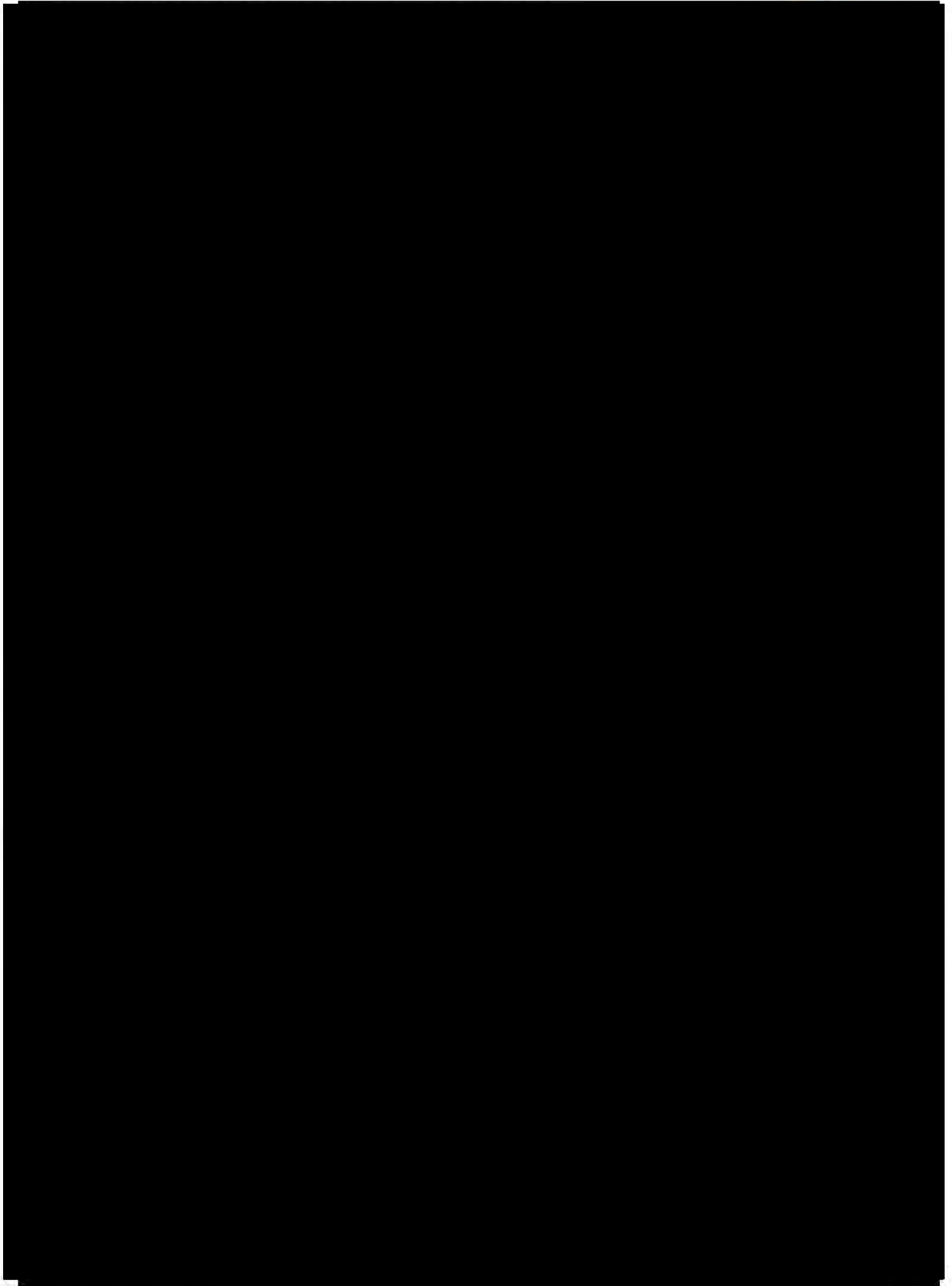
Contractor's Representative

BMD Constructions Pty Ltd | ABN: 59 010 126 100

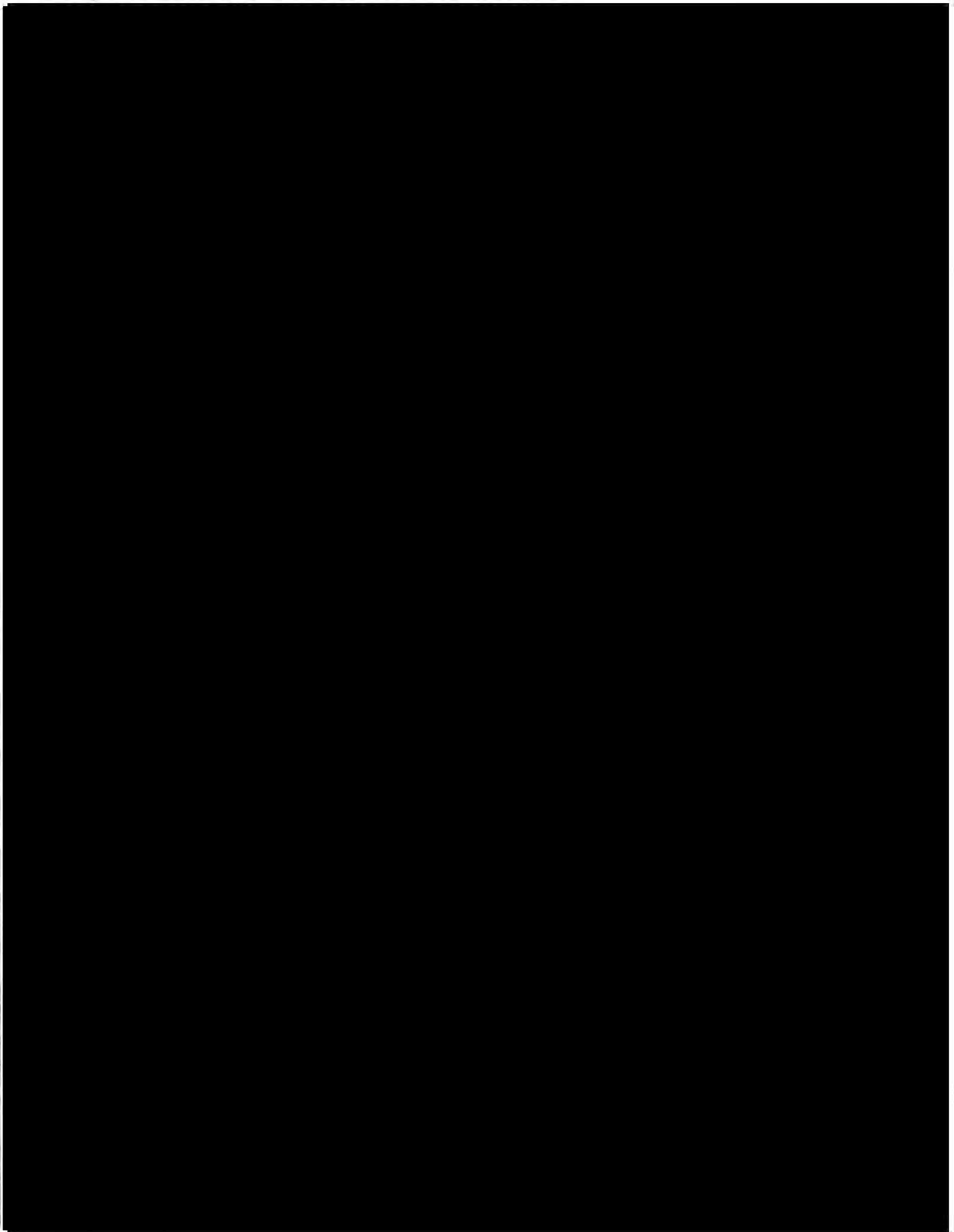
Unit 7, 189 Flemington Road Mitchell ACT 2911



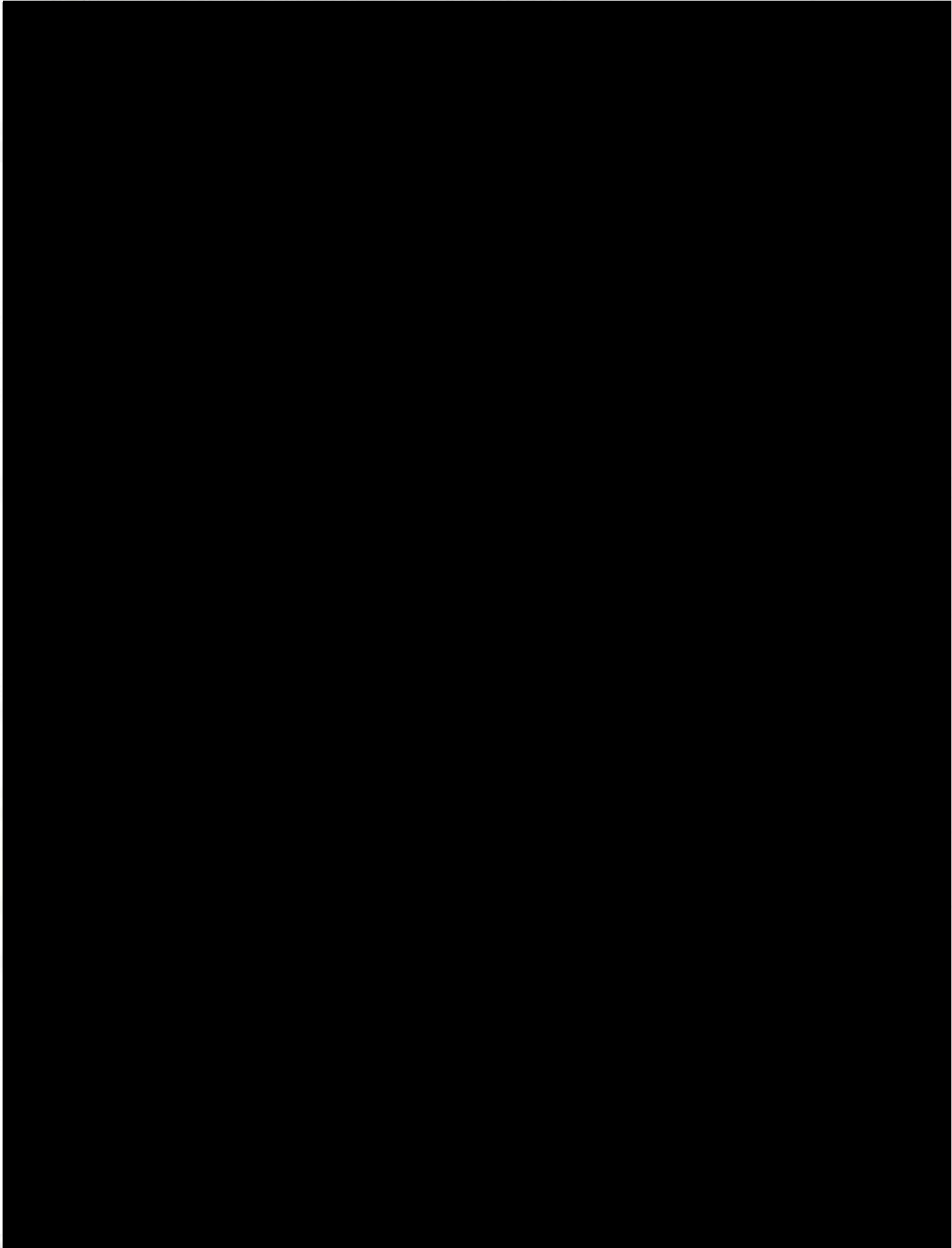
Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record



Daily Prestart and Site Attendance Record

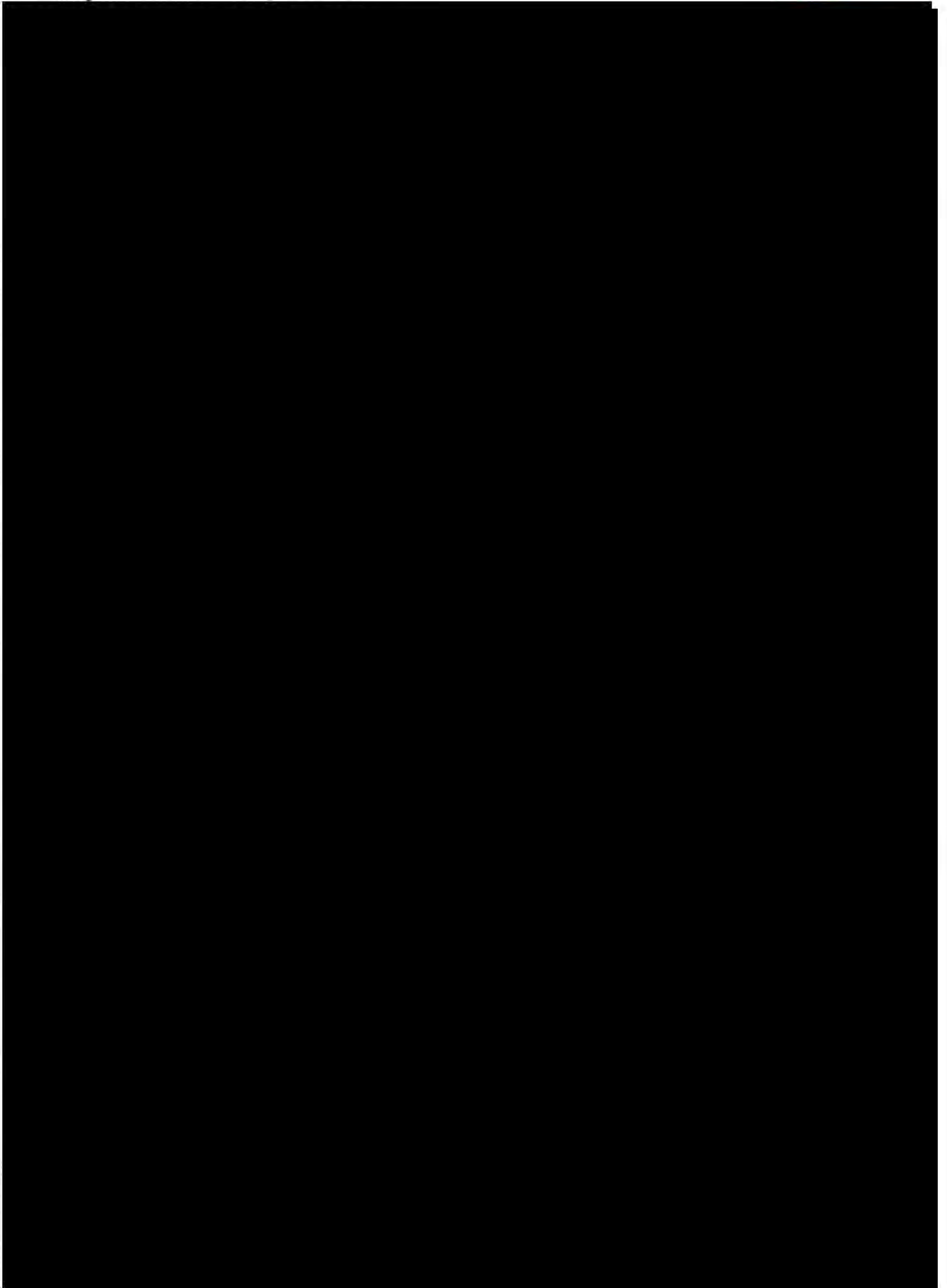


Visitor Daily Attendance Record

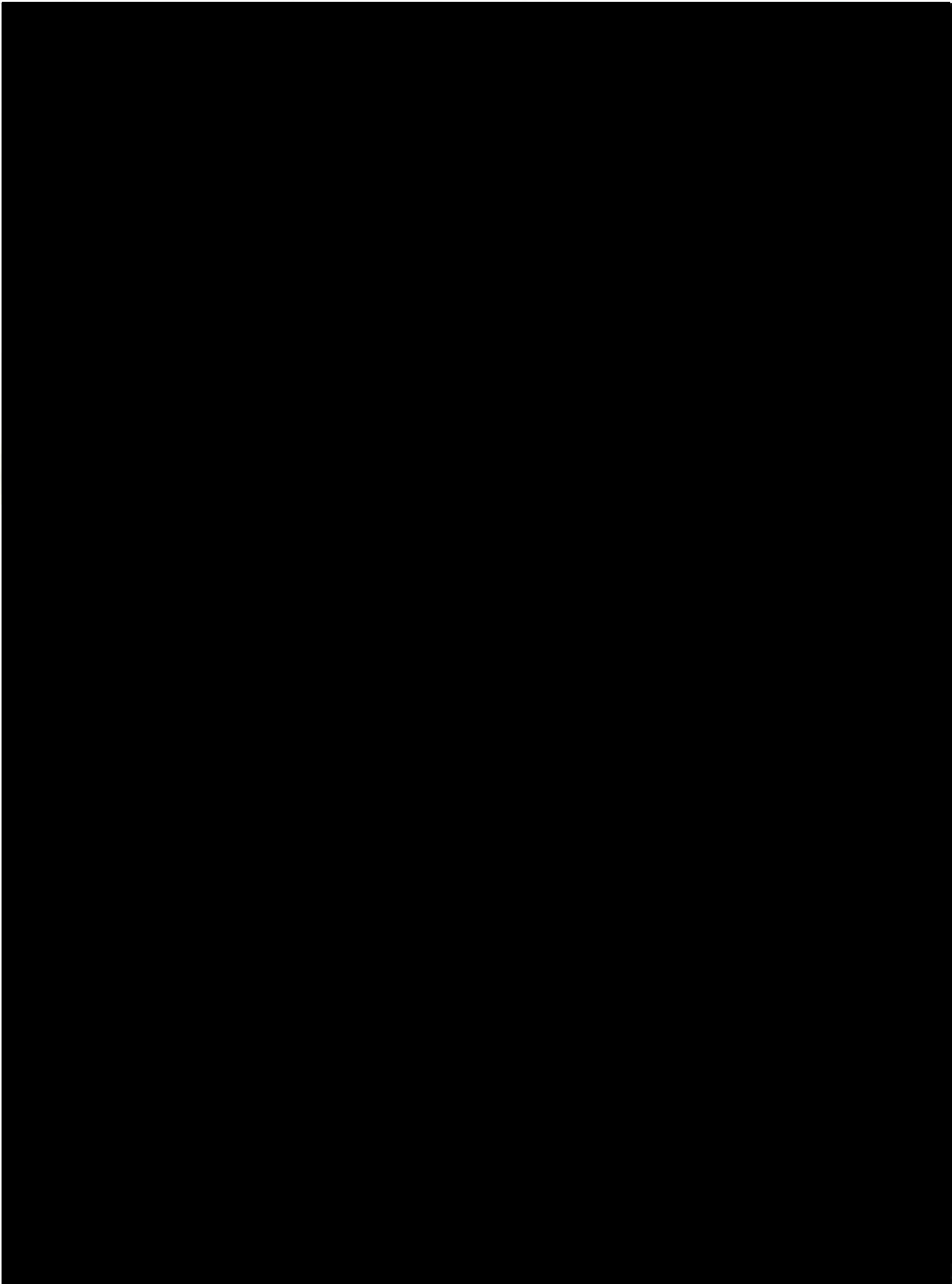


[Redacted content]

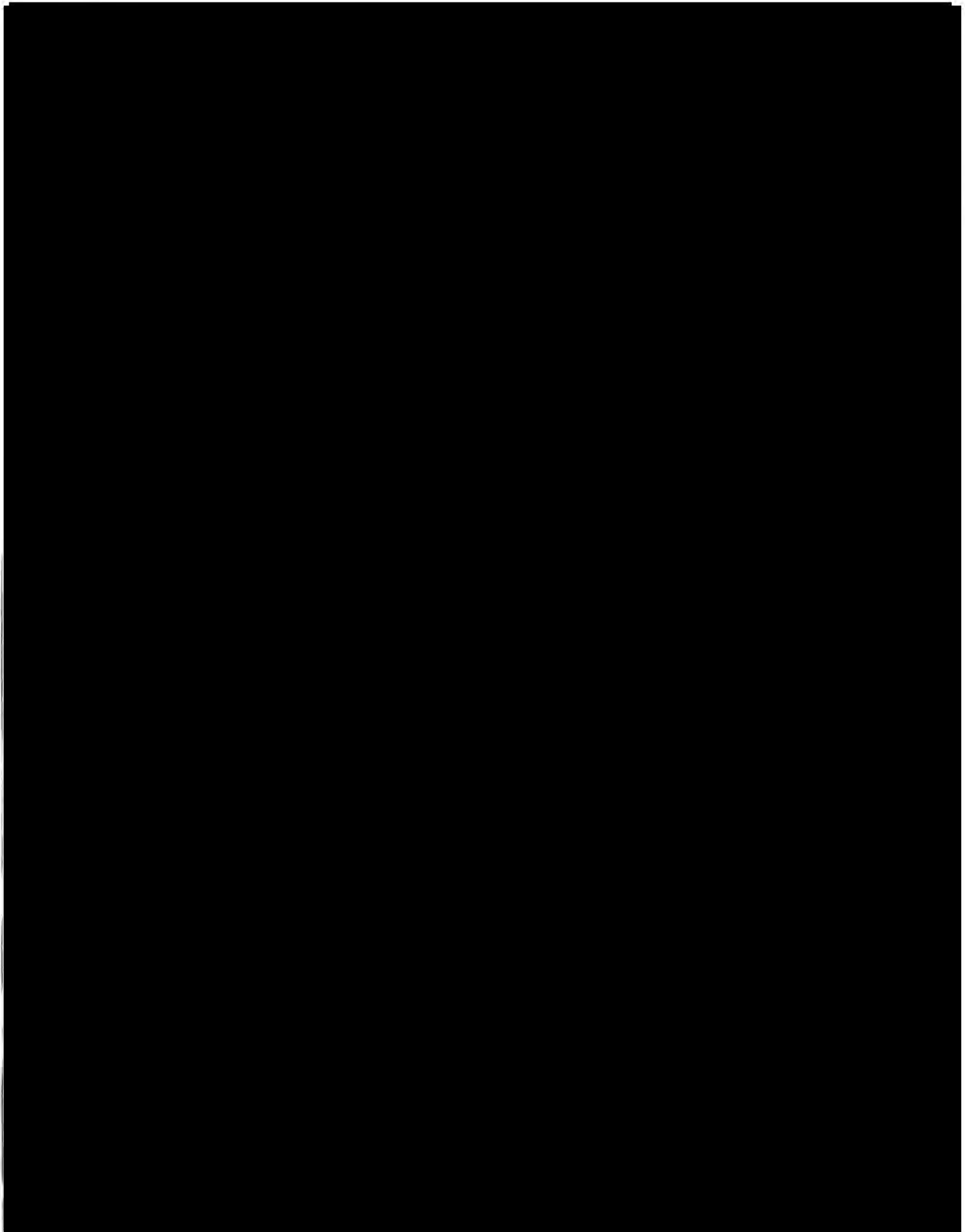
Daily Prestart – Key Points



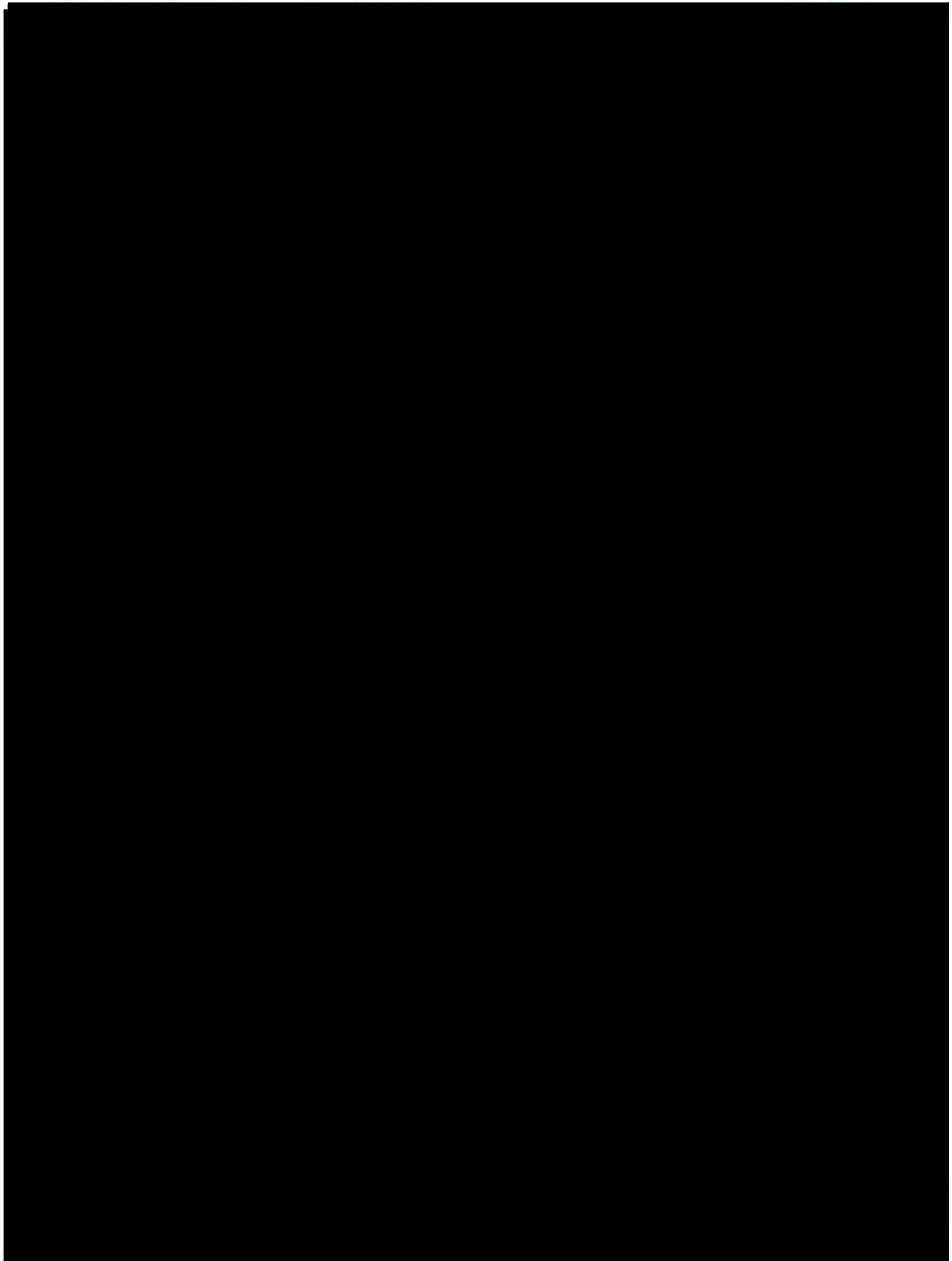
Prestart Talk and Site Attendance Record



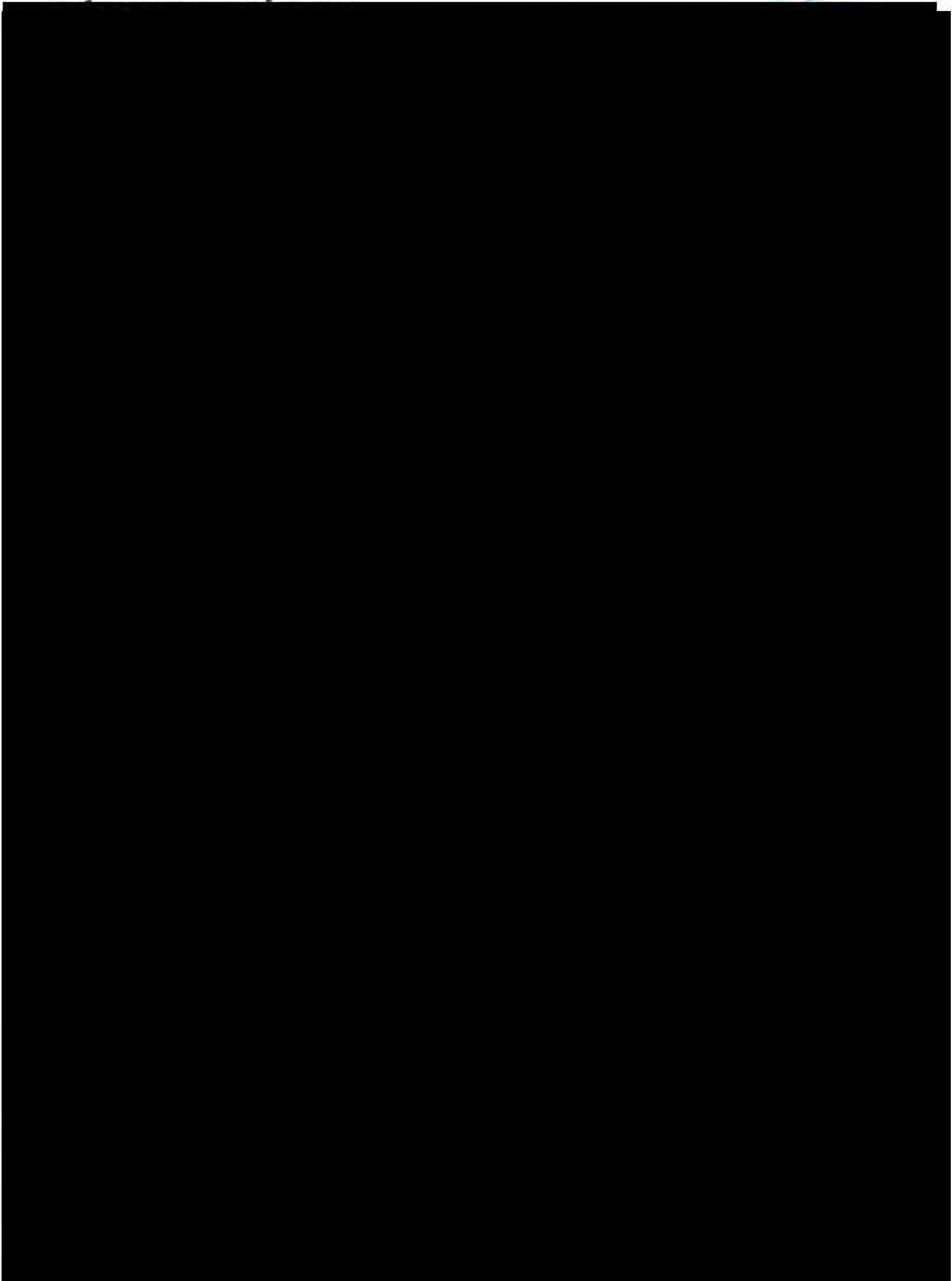
Daily Prestart and Site Attendance Record

A large, solid black rectangular redaction box covers the entire central portion of the page, from just below the title to just above the bottom edge. This redaction completely obscures any text or data that would otherwise be present in the "Daily Prestart and Site Attendance Record" table.

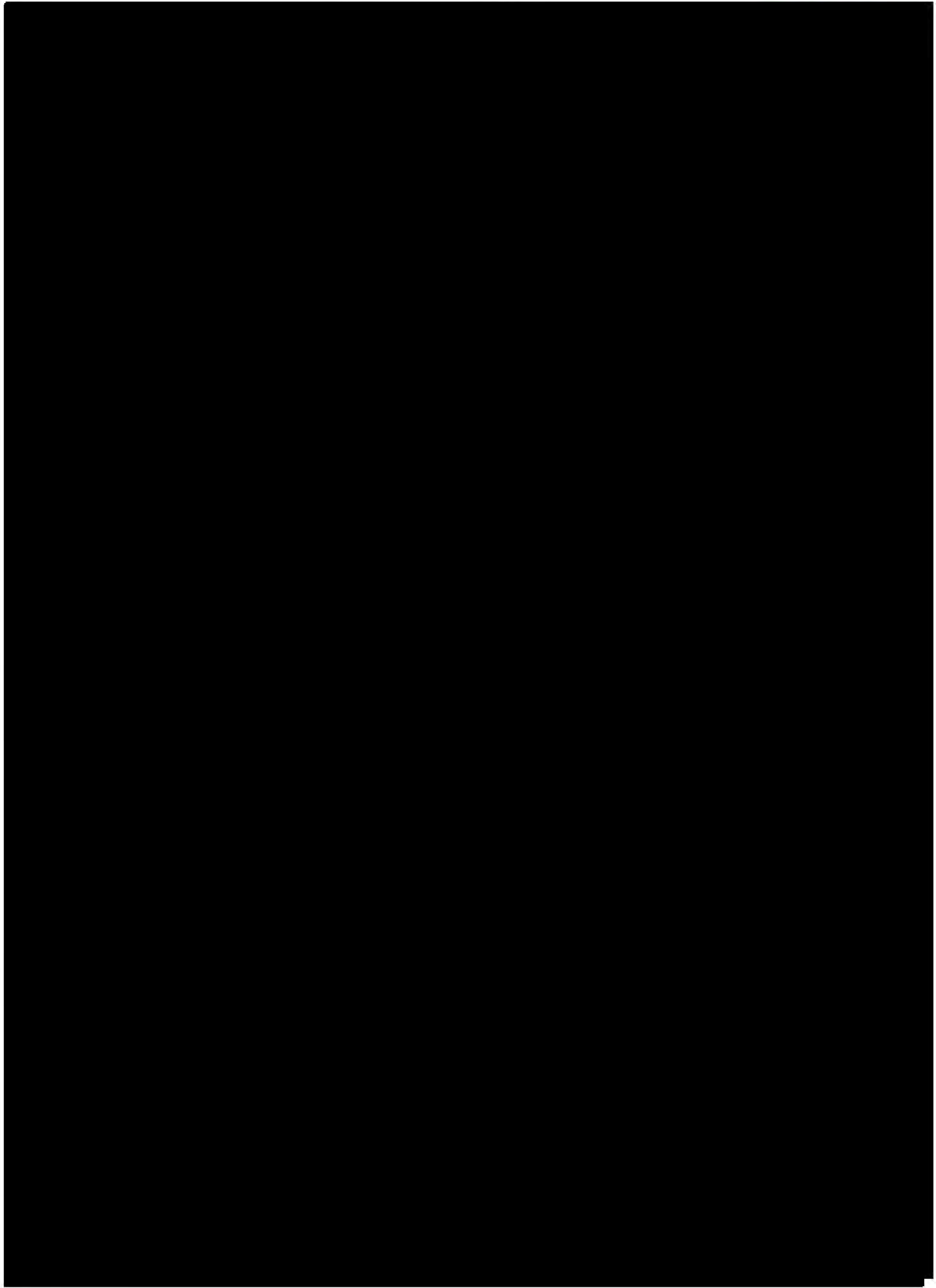
Visitor Daily Attendance Record



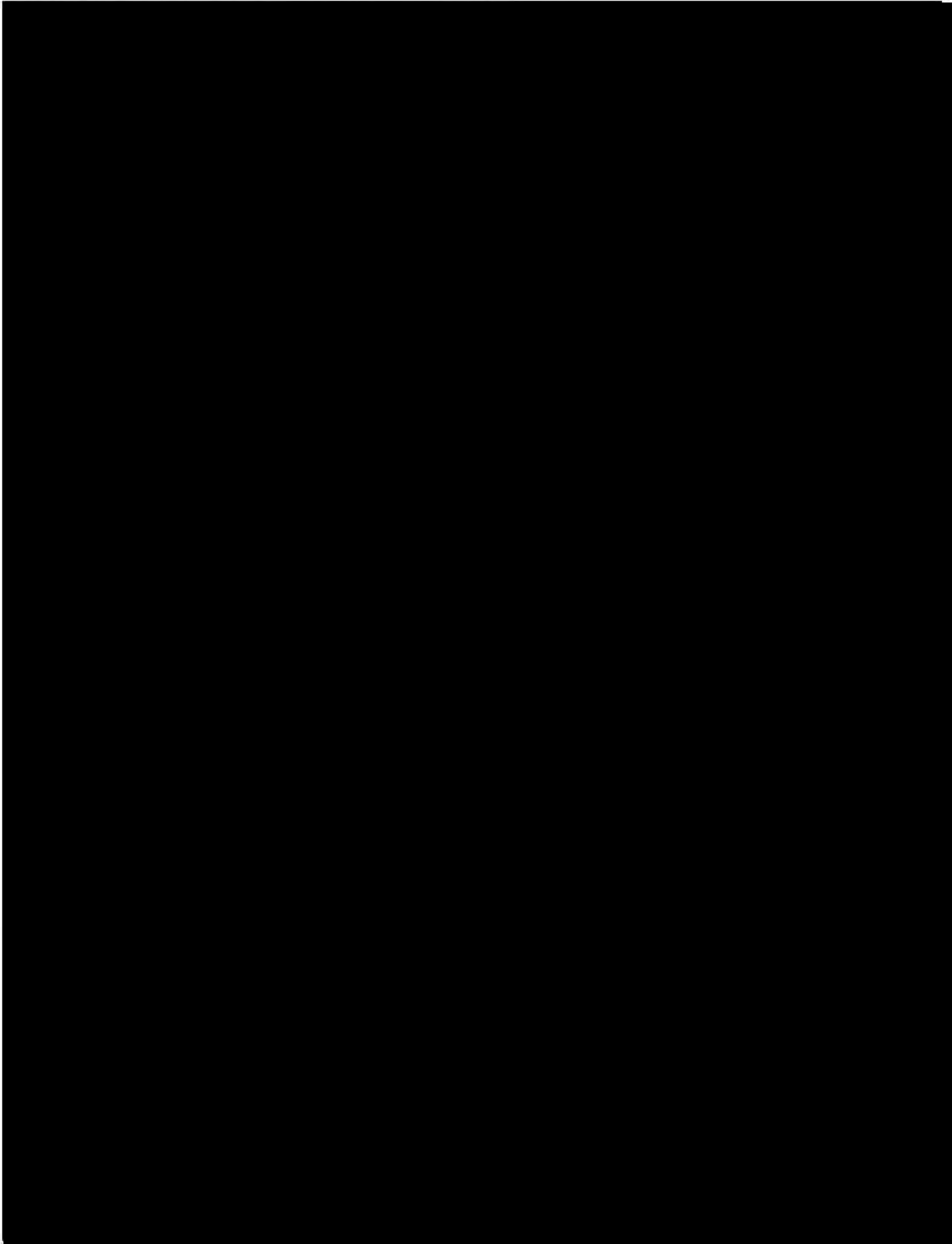
Daily Prestart – Key Points



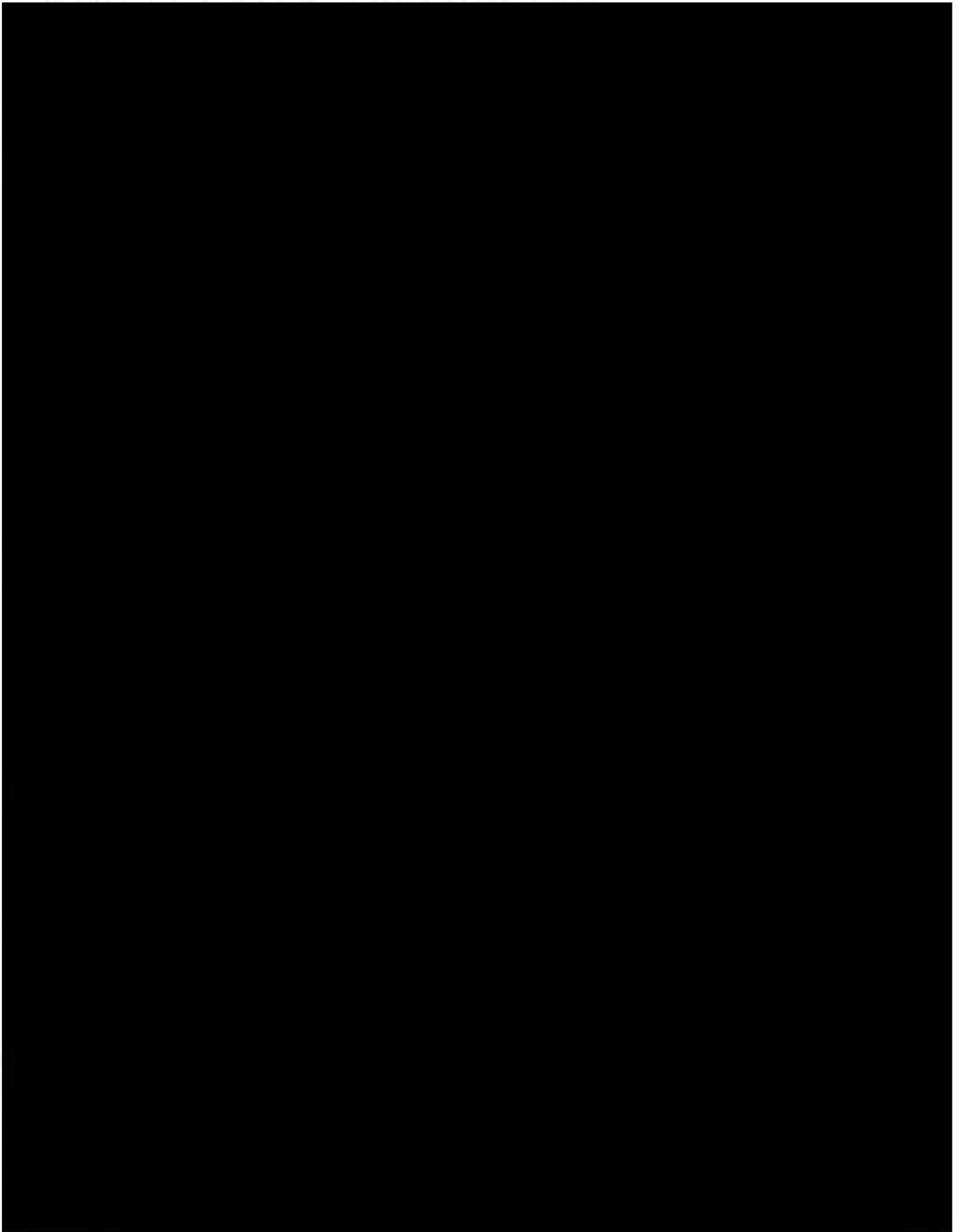
Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record



Daily Prestart and Site Attendance Record

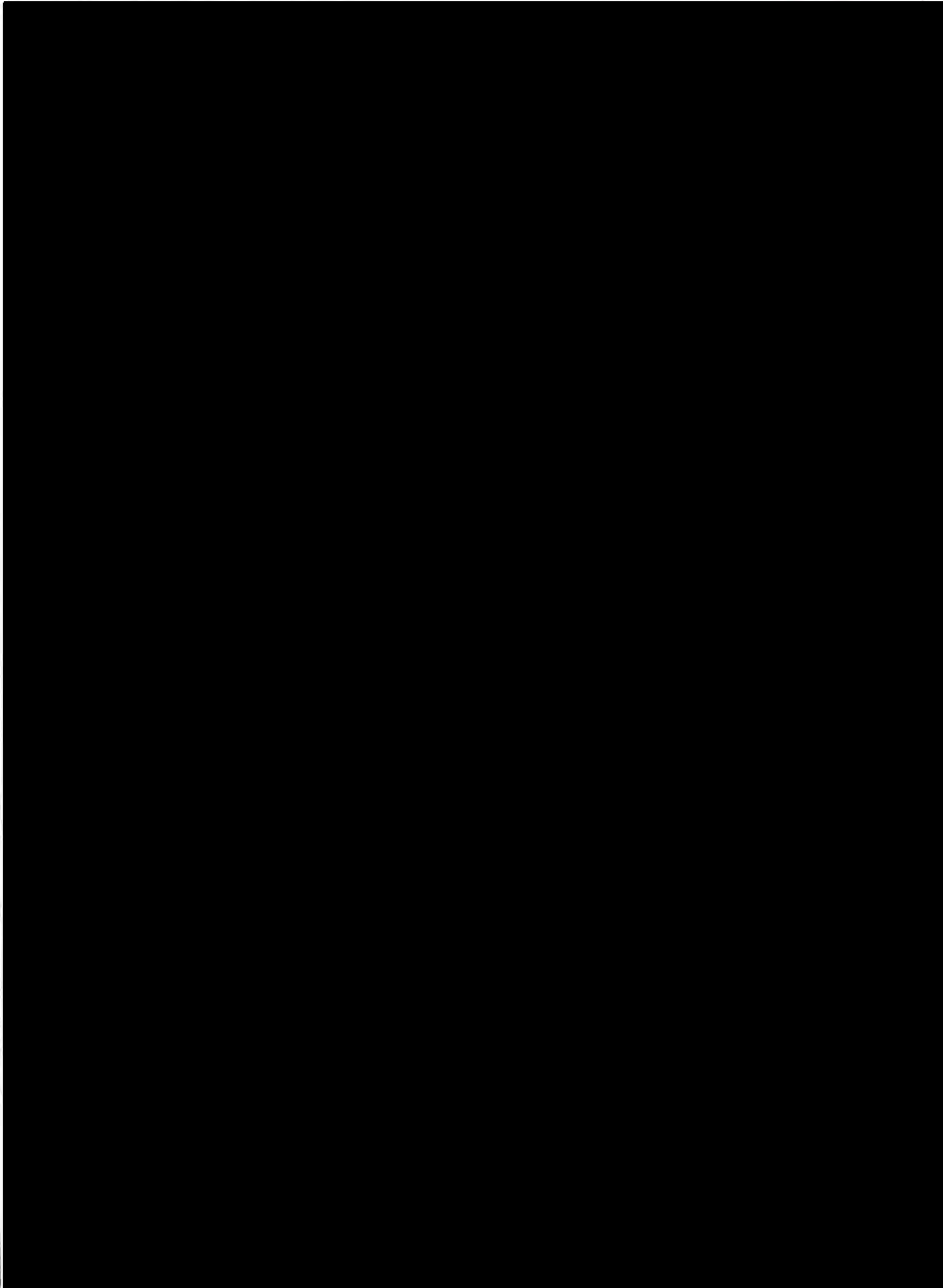


Visitor Daily Attendance Record

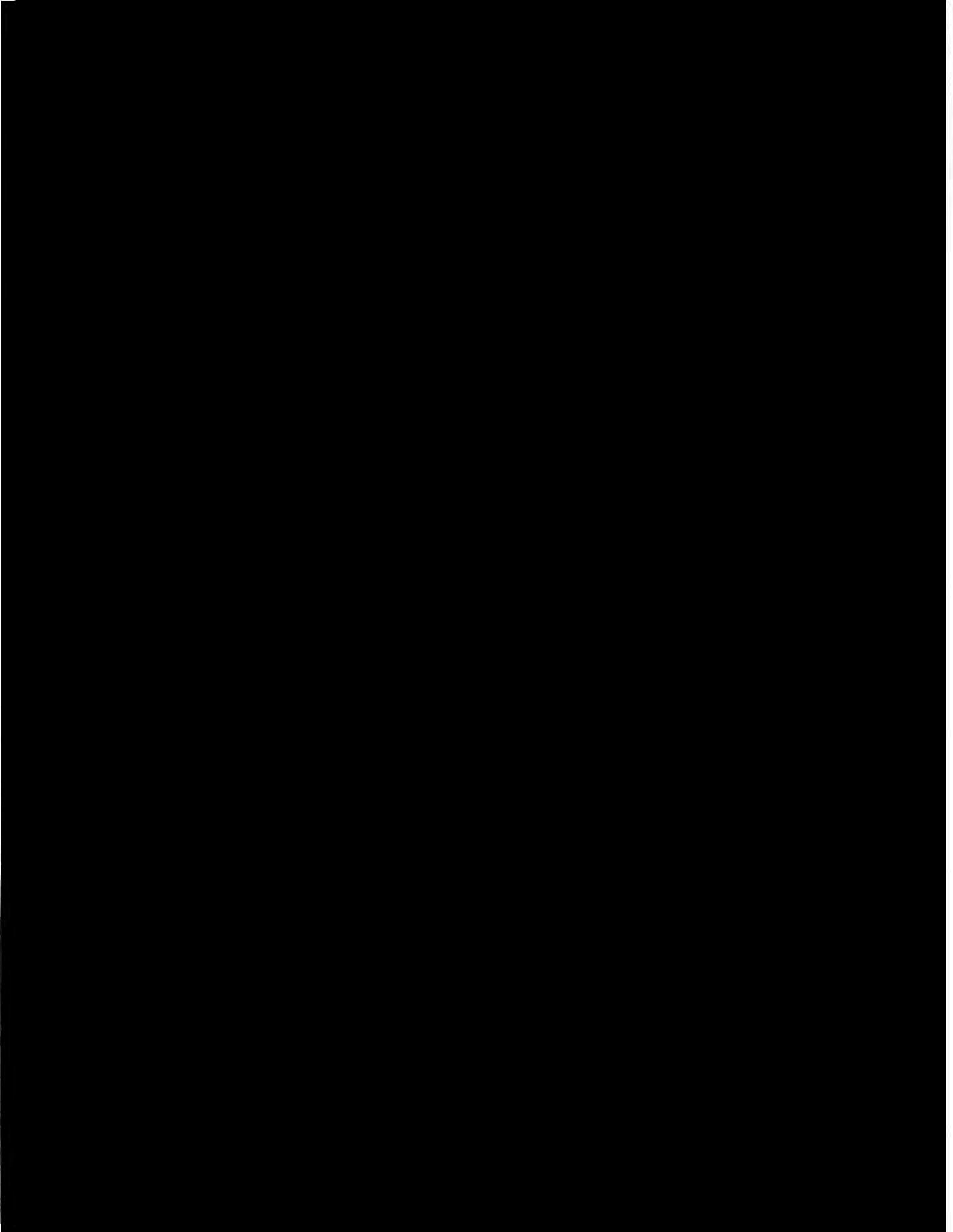


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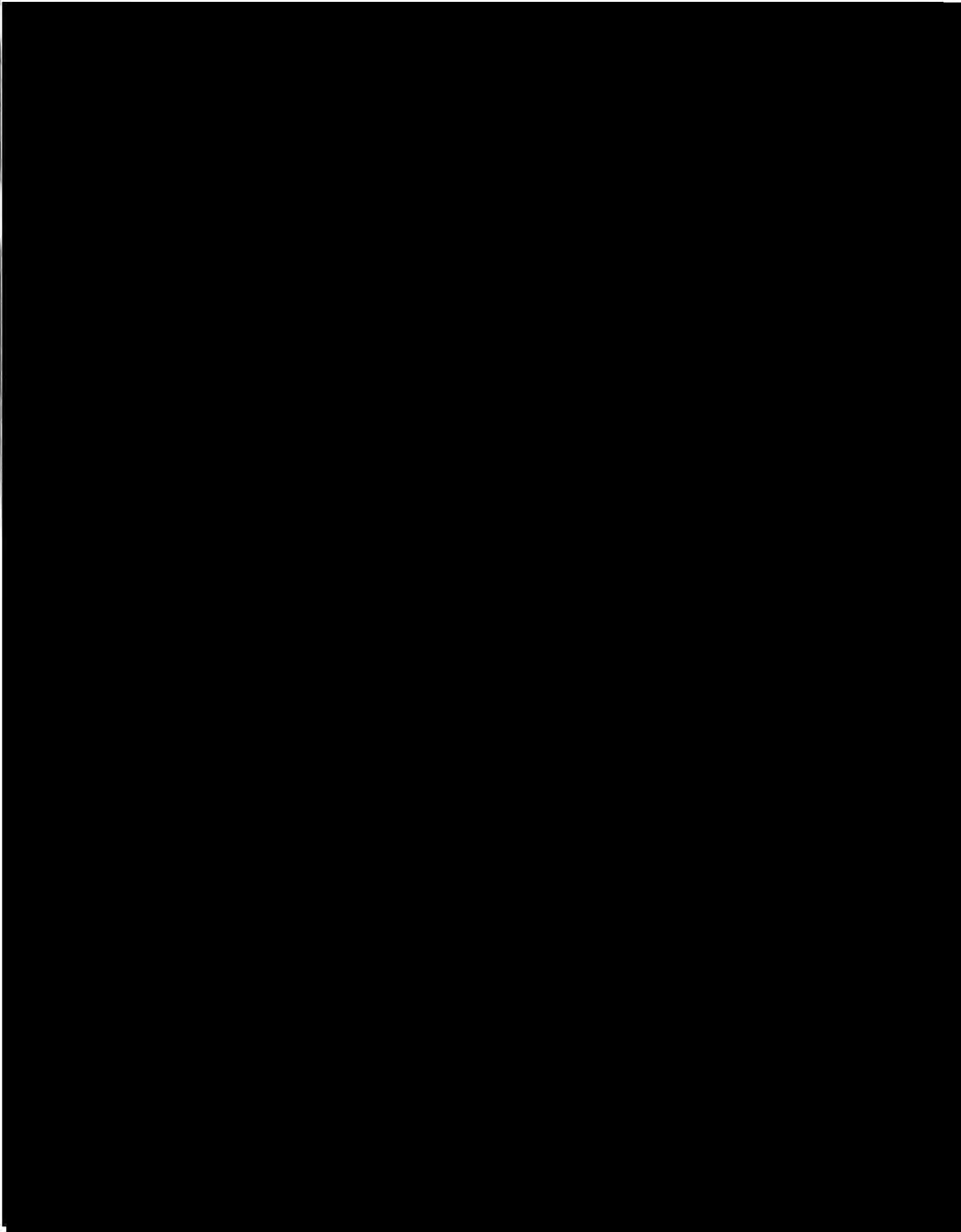
Daily Prestart – Key Points



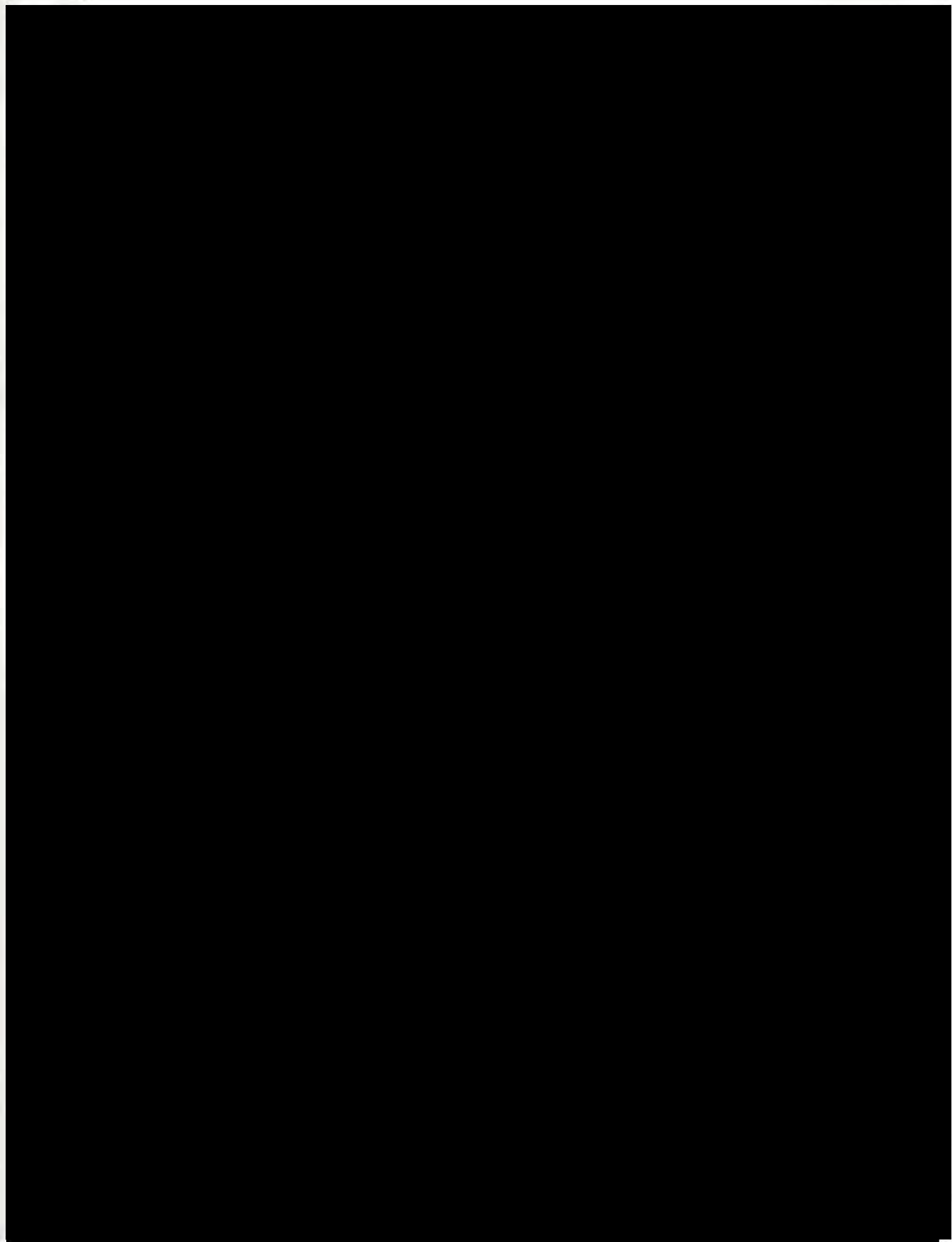
Prestart Talk and Site Attendance Record



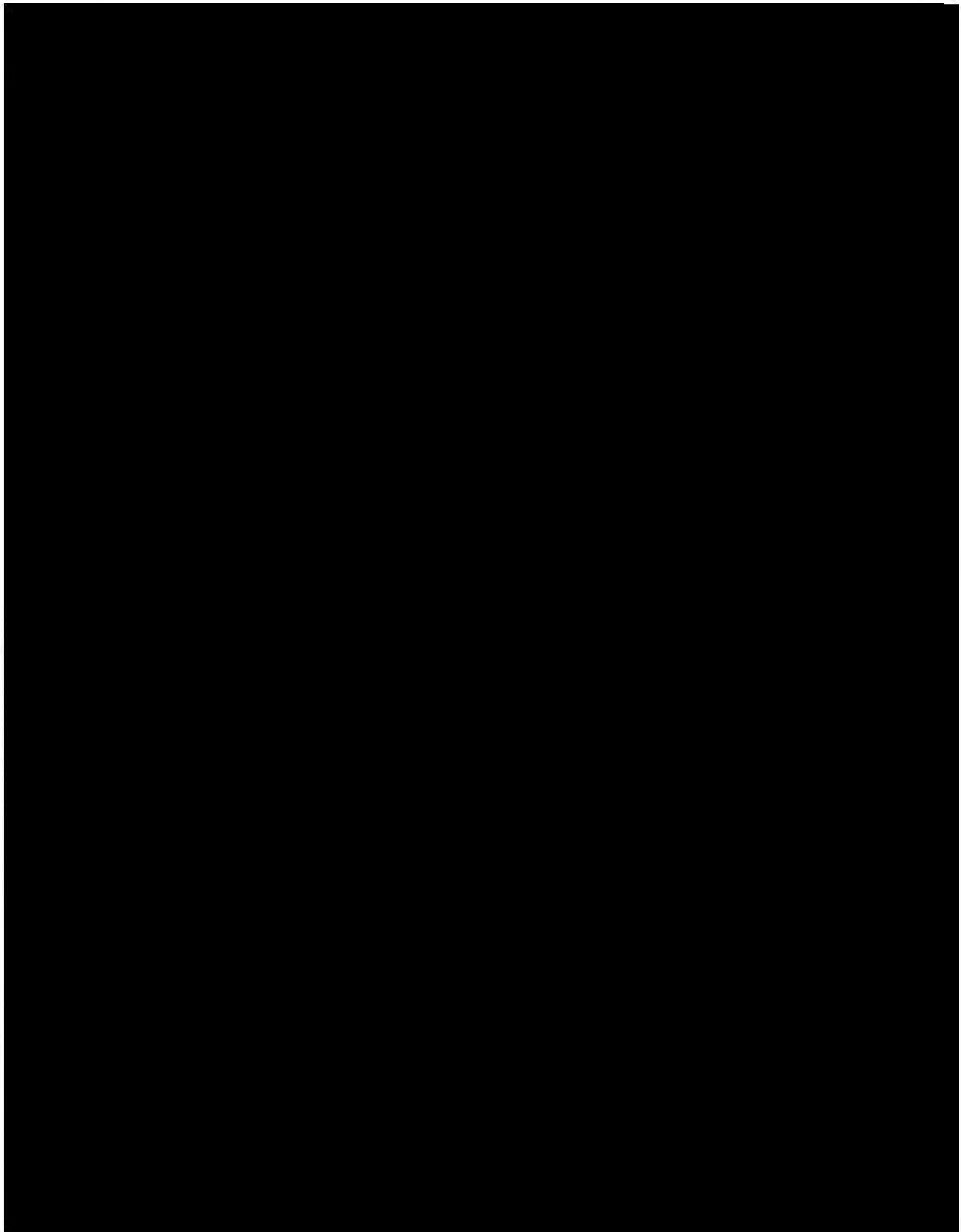
Daily Prestart and Site Attendance Record



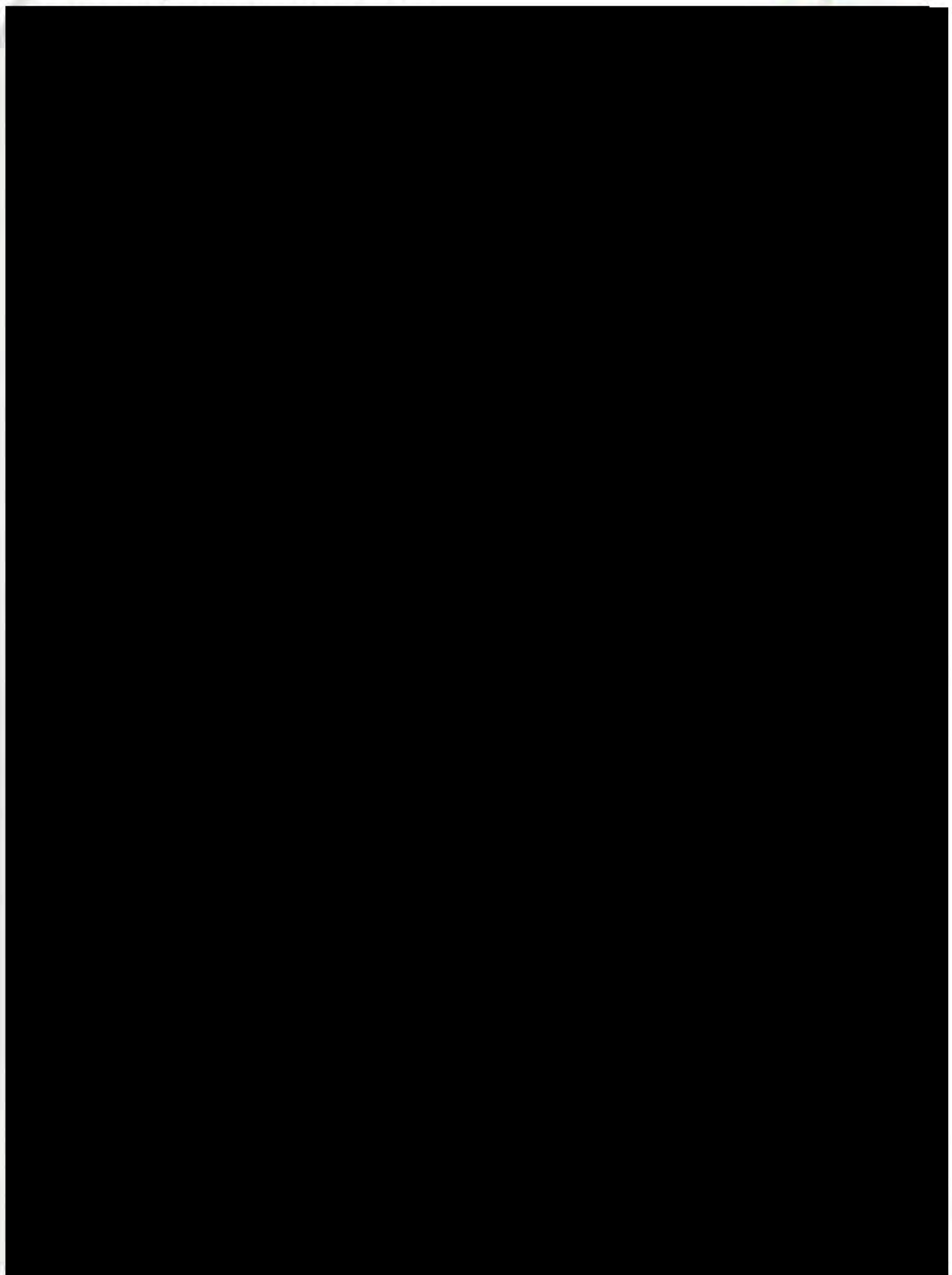
Daily Prestart and Site Attendance Record



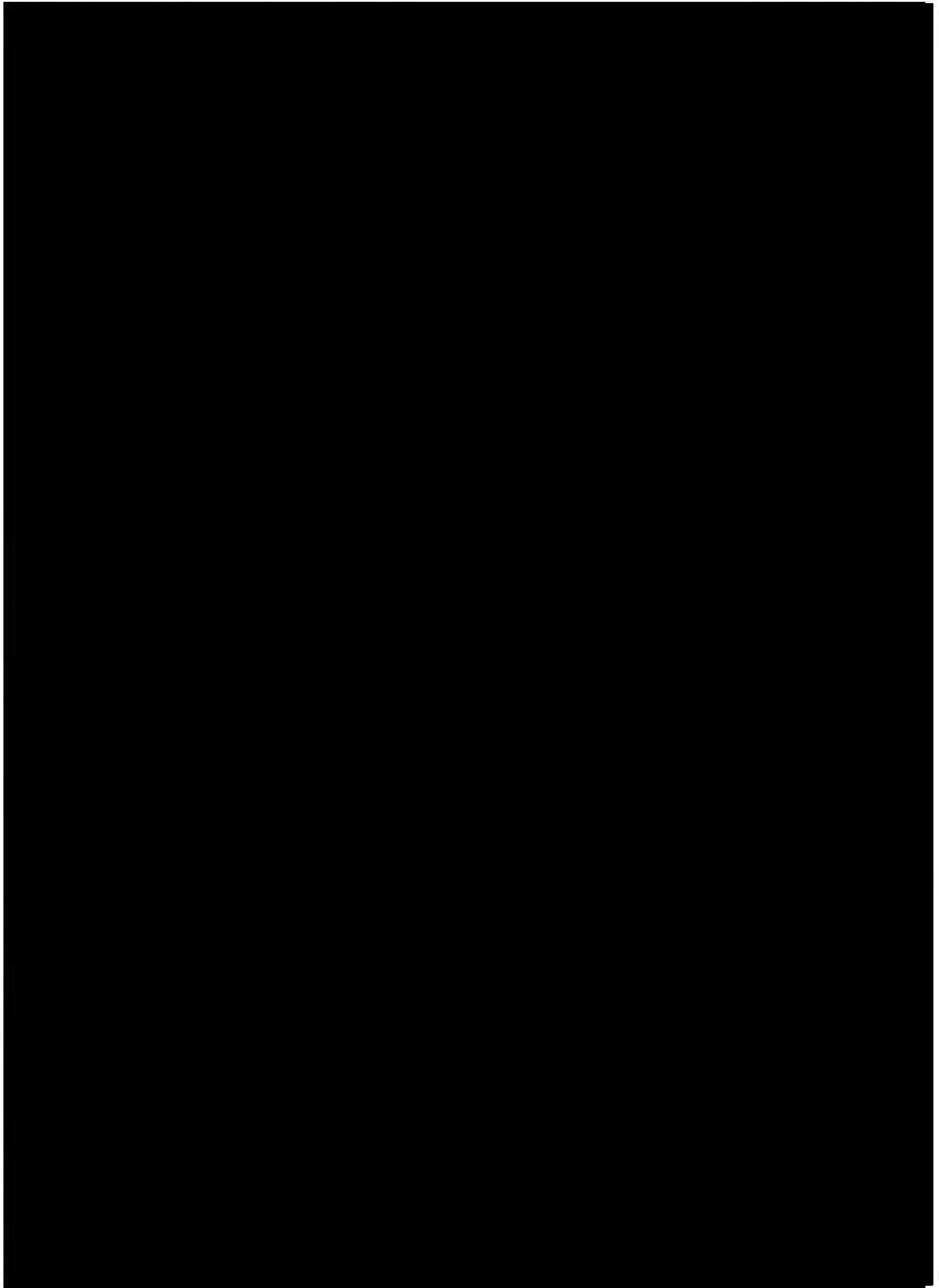
Daily Prestart and Site Attendance Record

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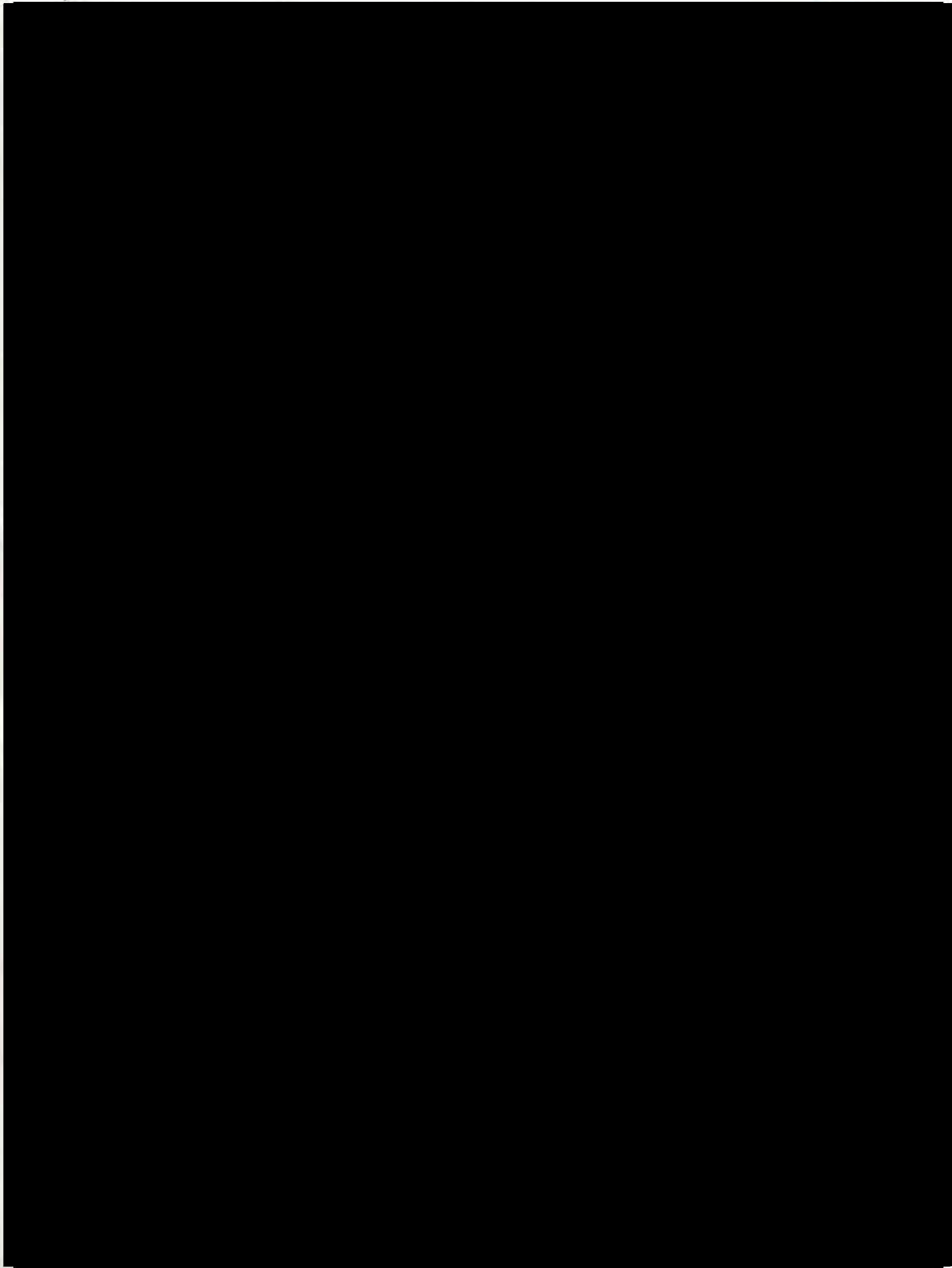
Visitor Daily Attendance Record



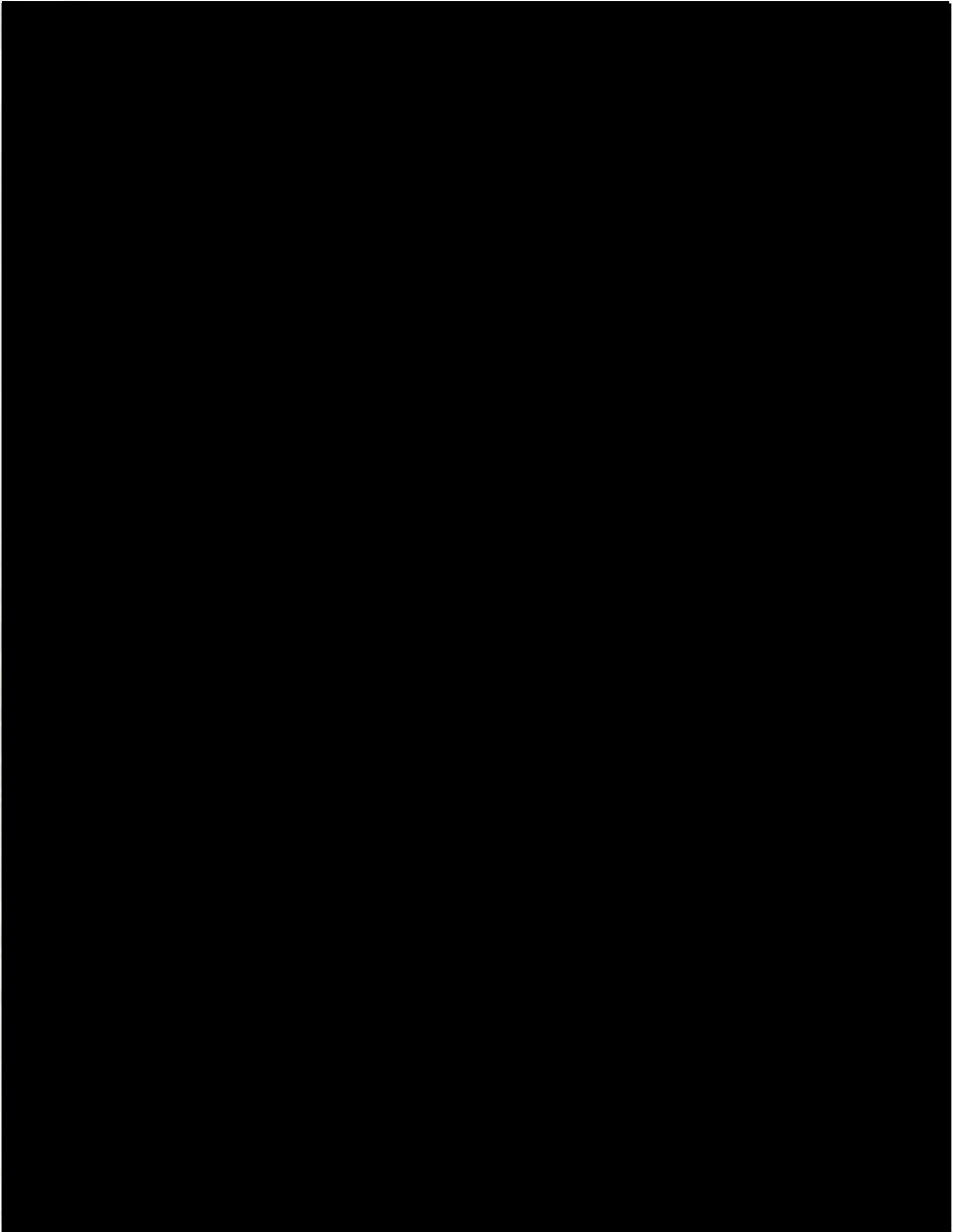
Daily Prestart – Key Points



Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record

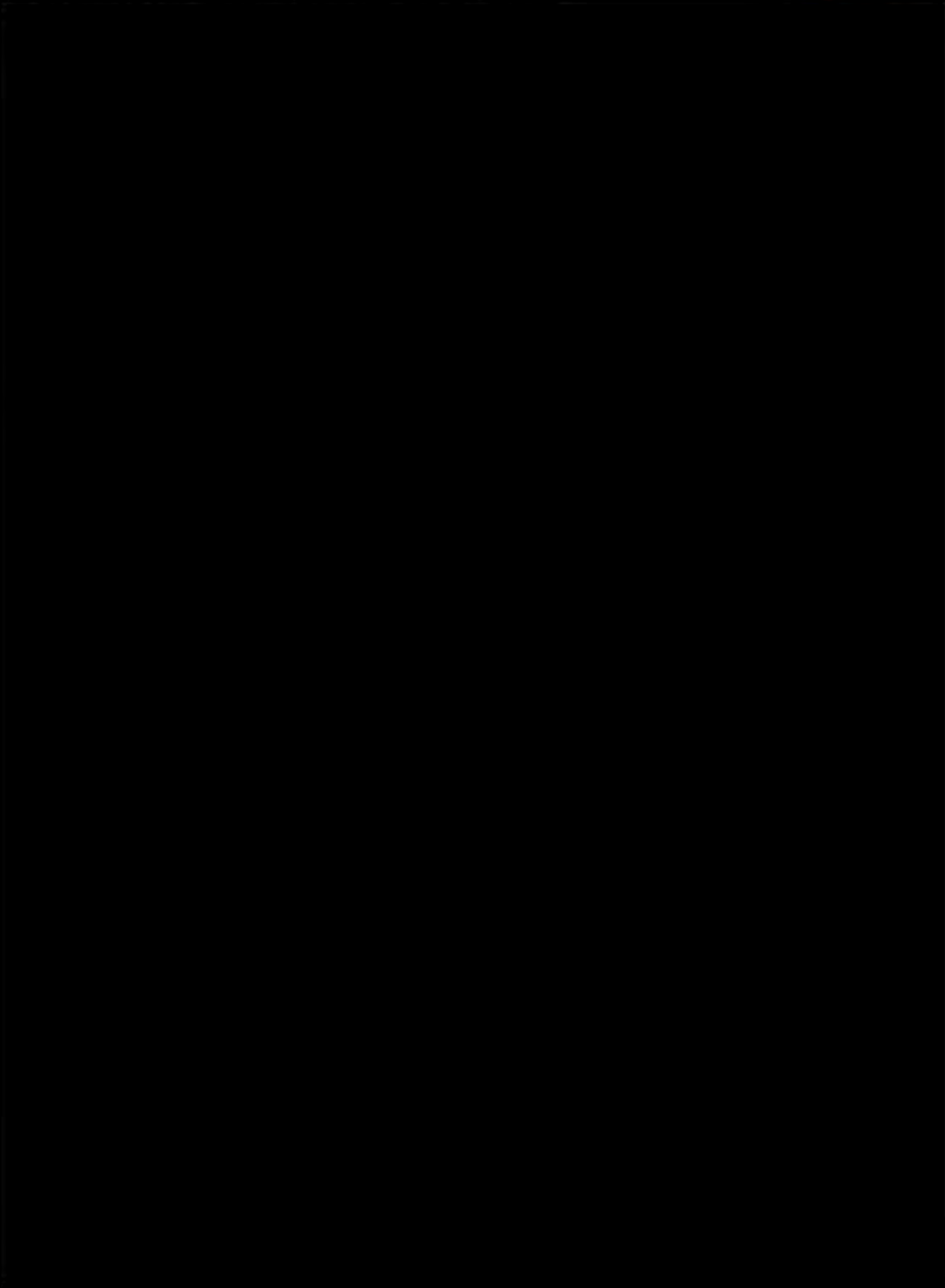


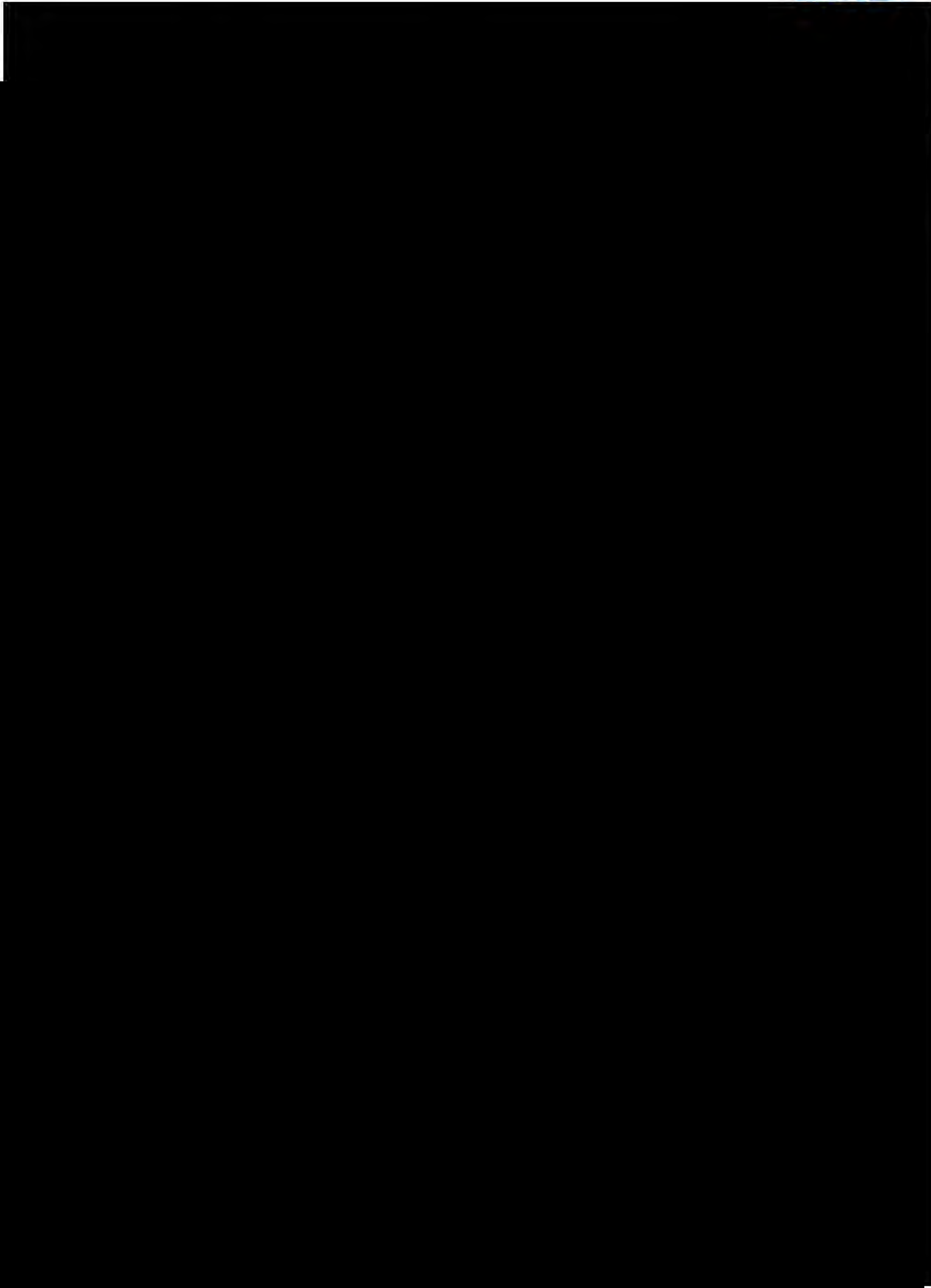
Visitor Daily Attendance Record



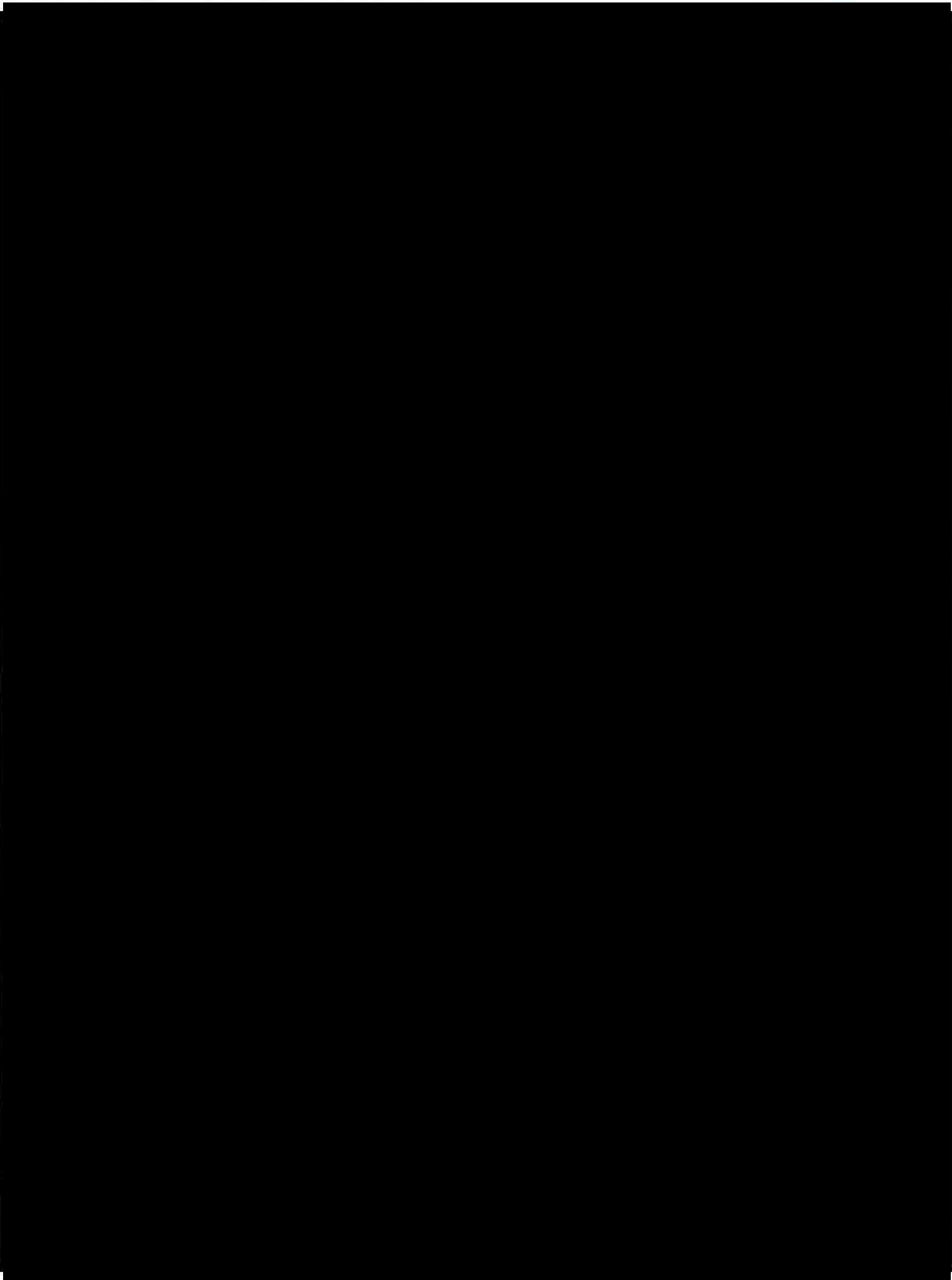
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Prestart Talk and Site Attendance Record

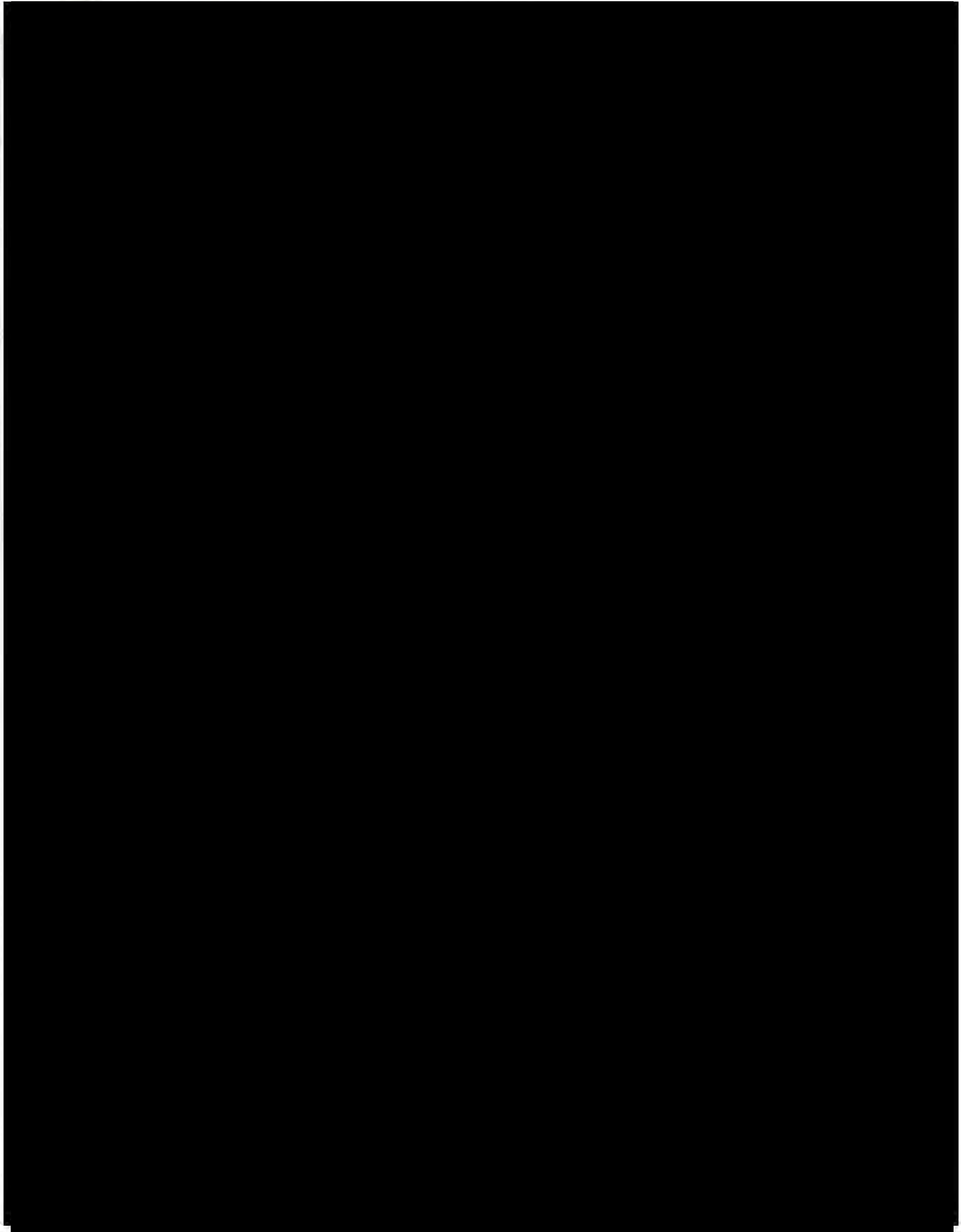




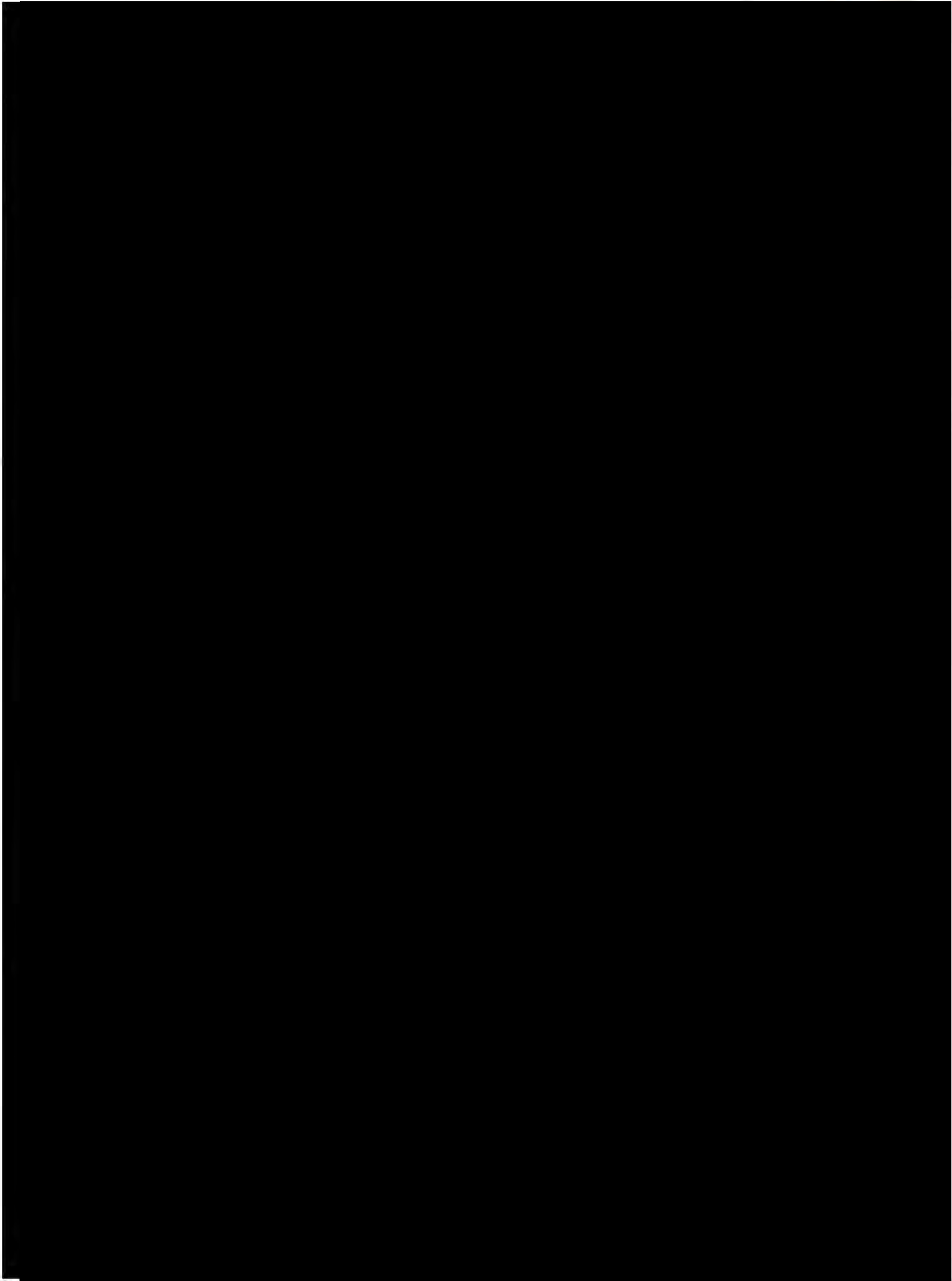
Visitor Daily Attendance Record



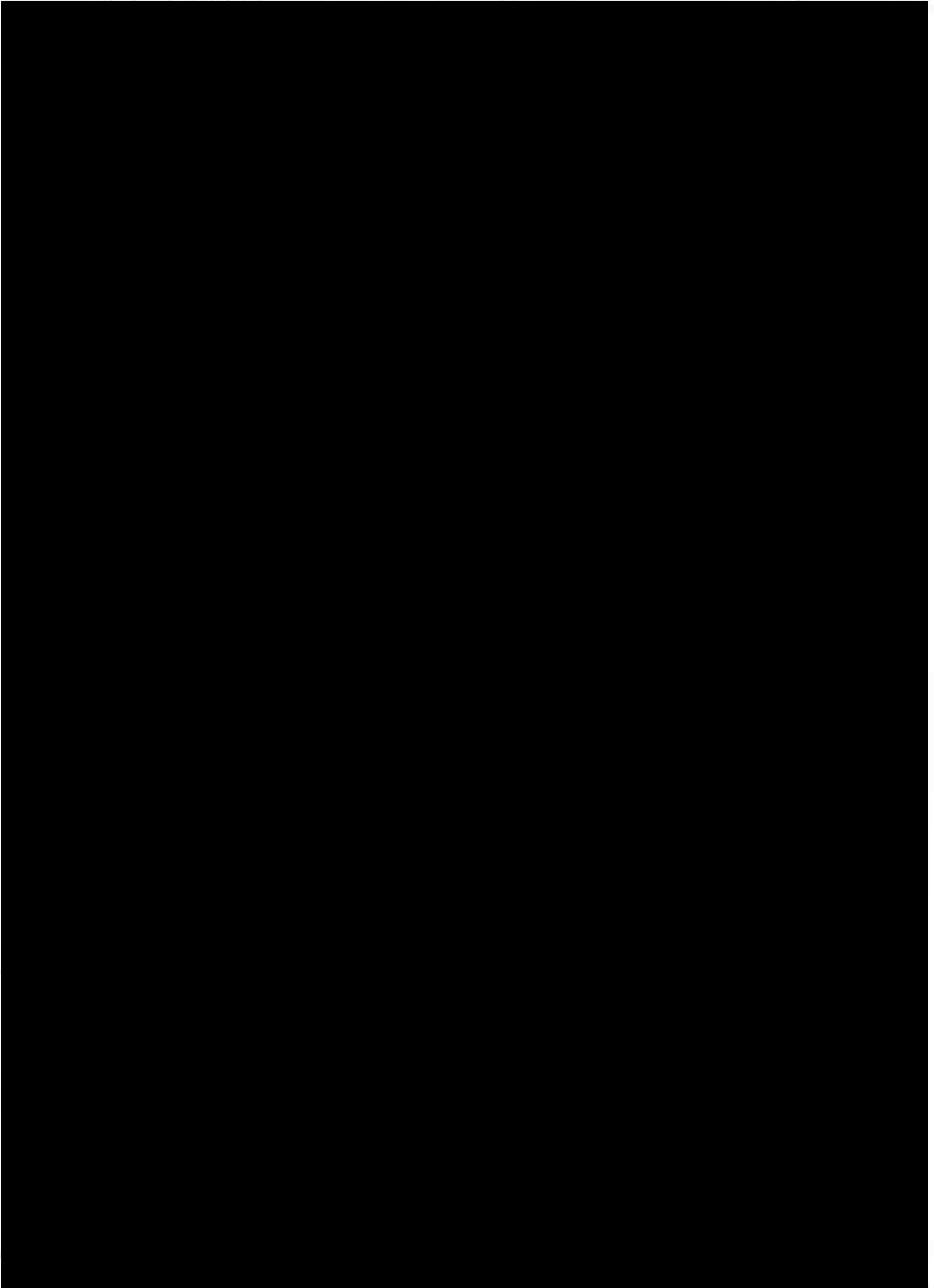
Daily Prestart and Site Attendance Record



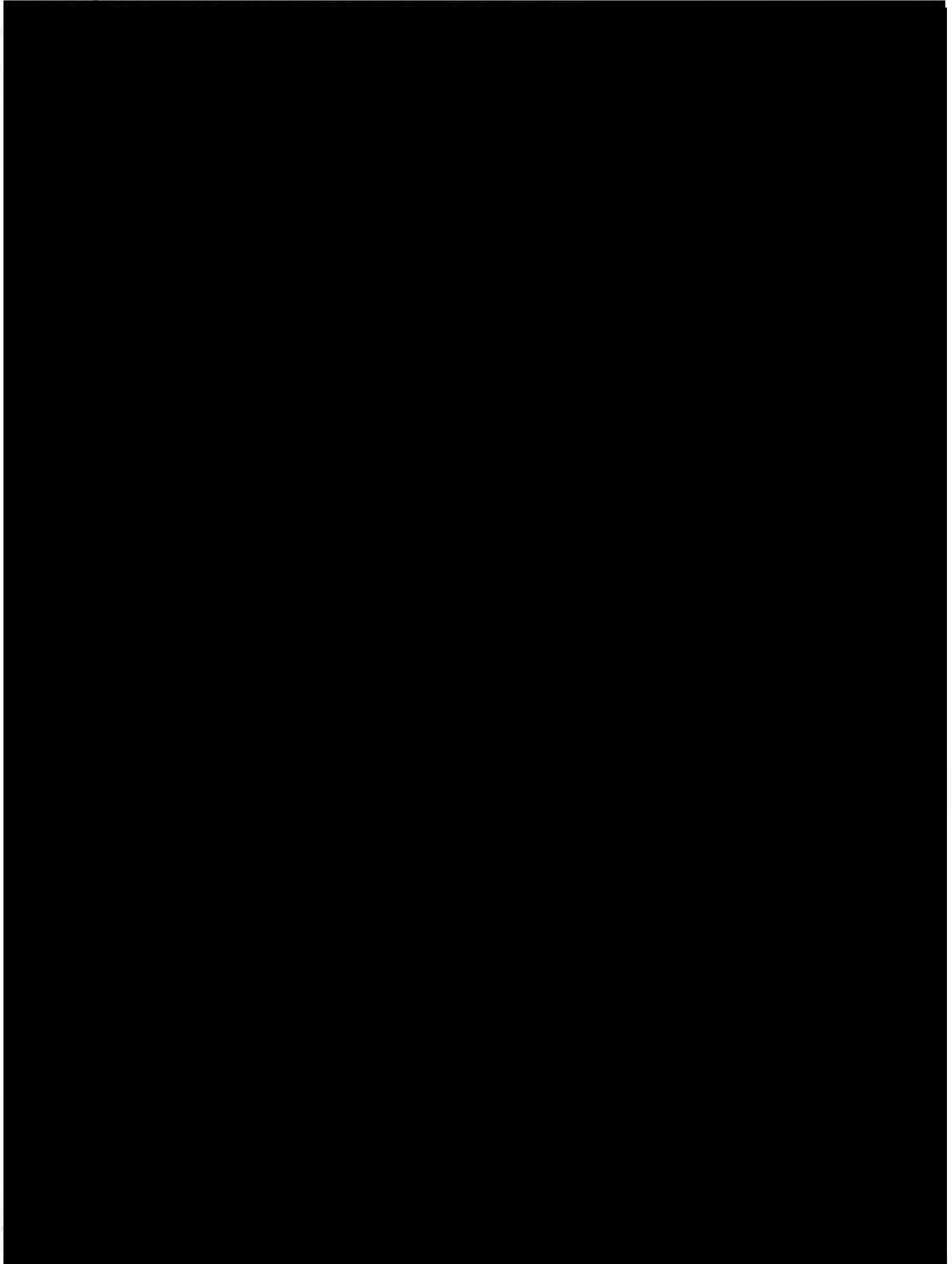
Daily Prestart – Key Points



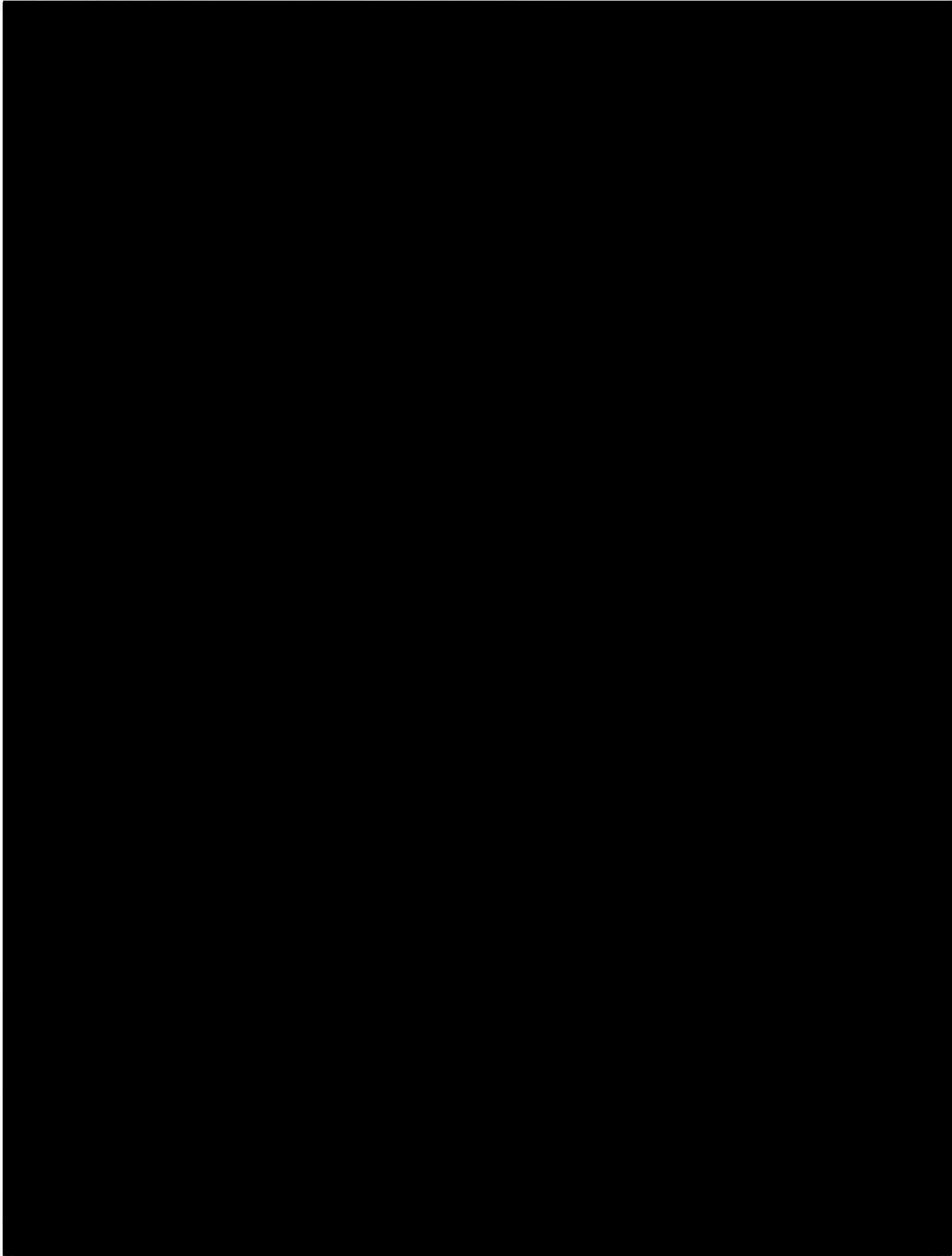
Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record

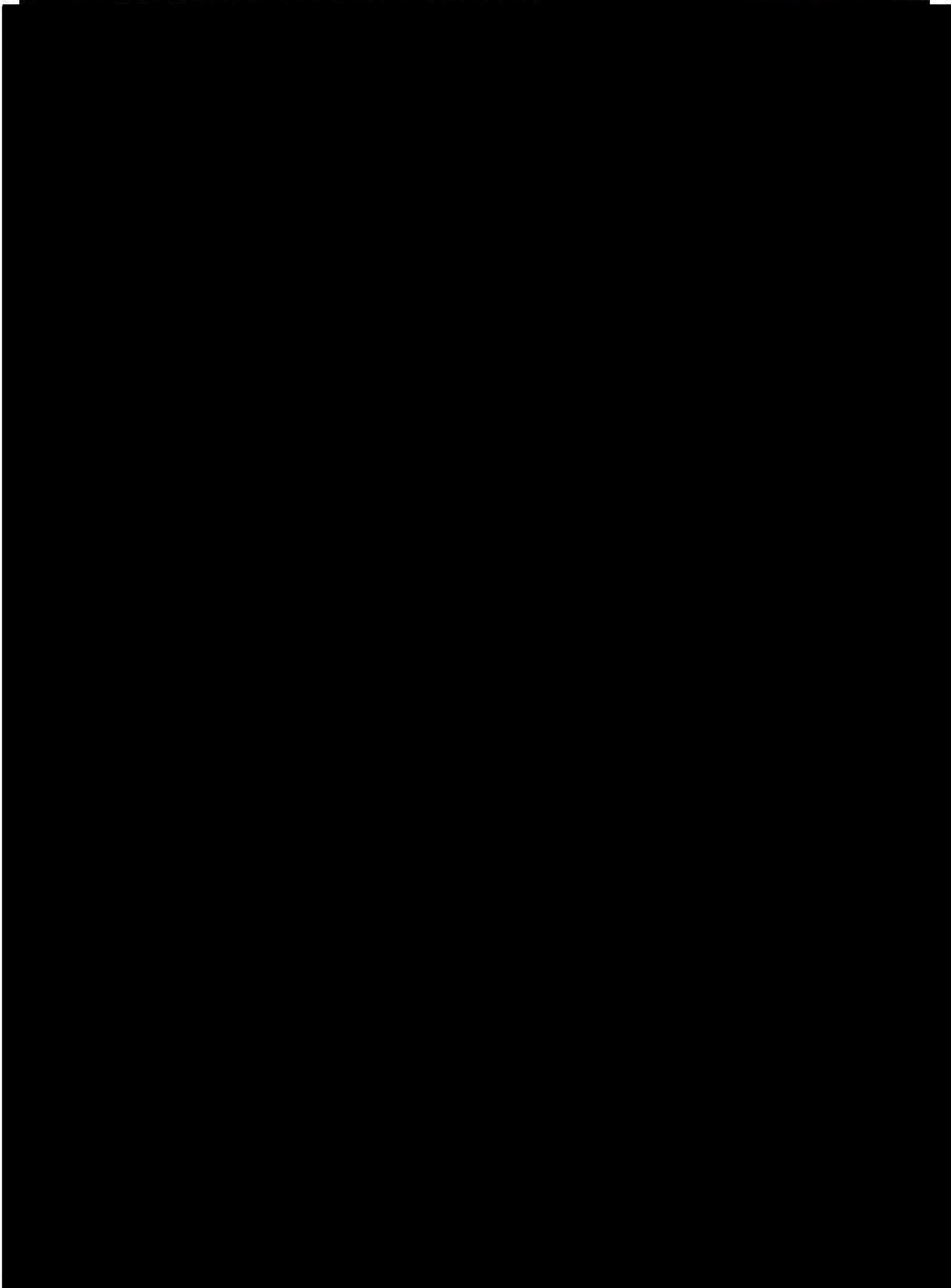


Daily Prestart and Site Attendance Record

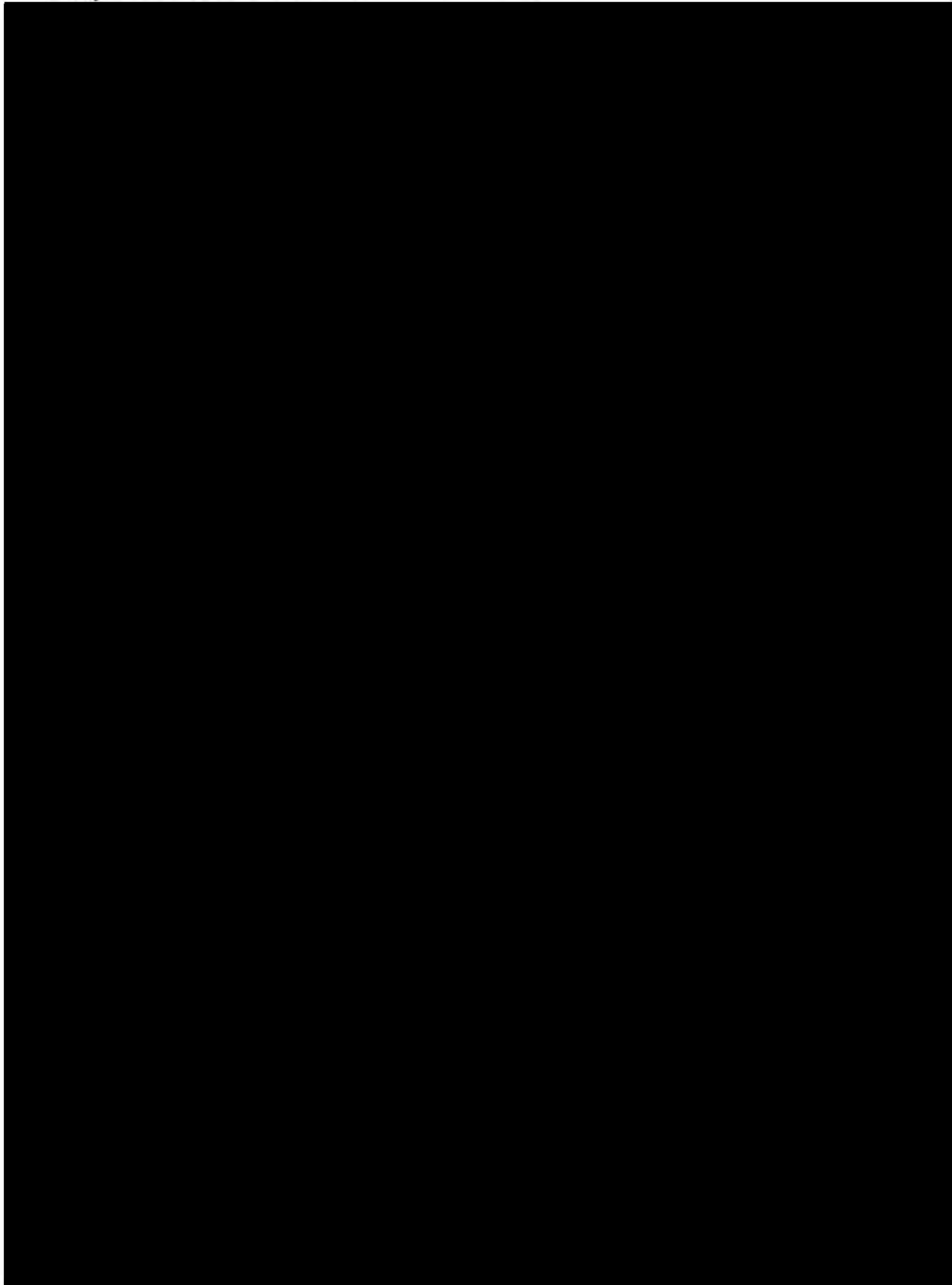




Prestart Talk and Site Attendance Record

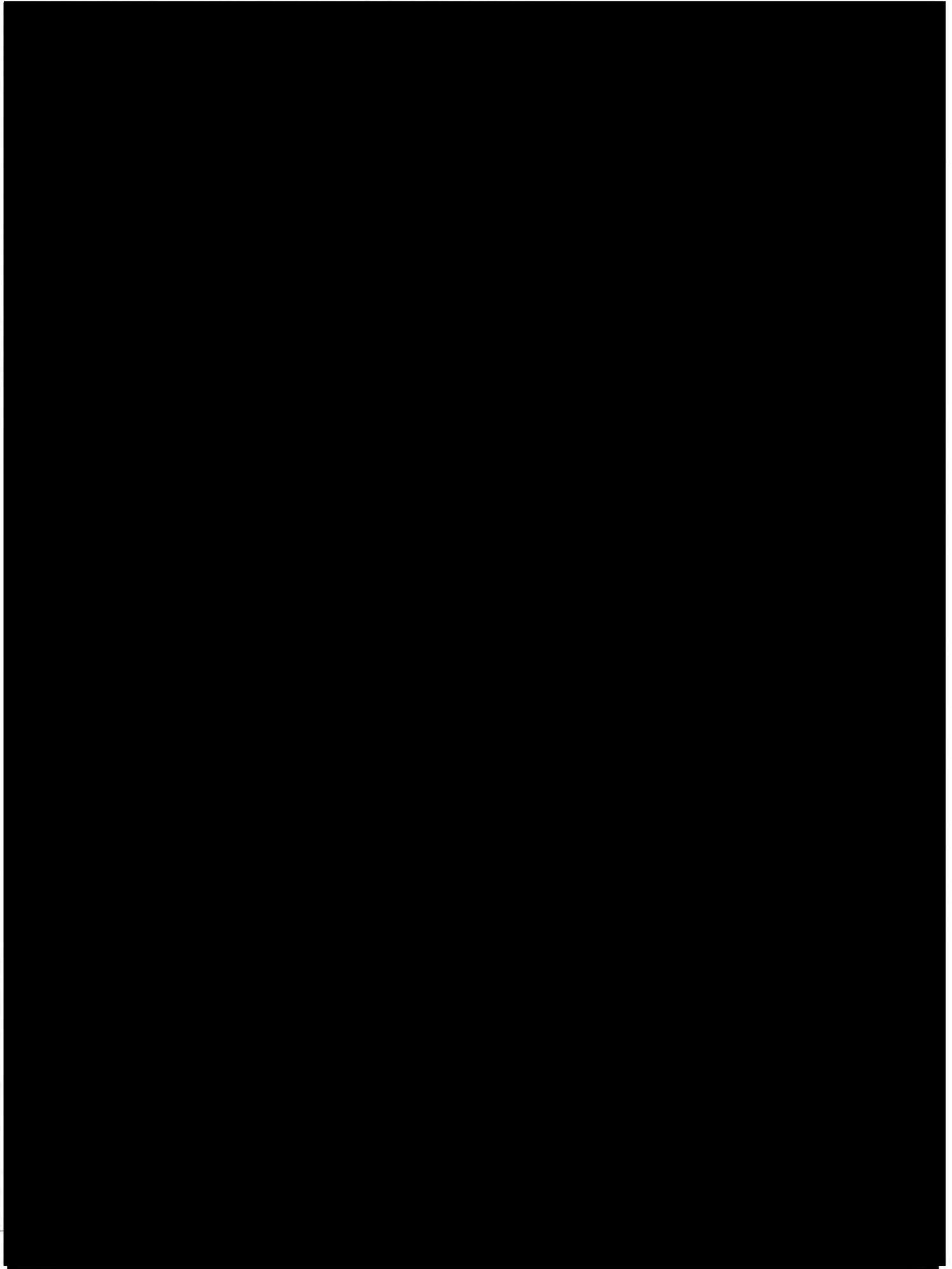


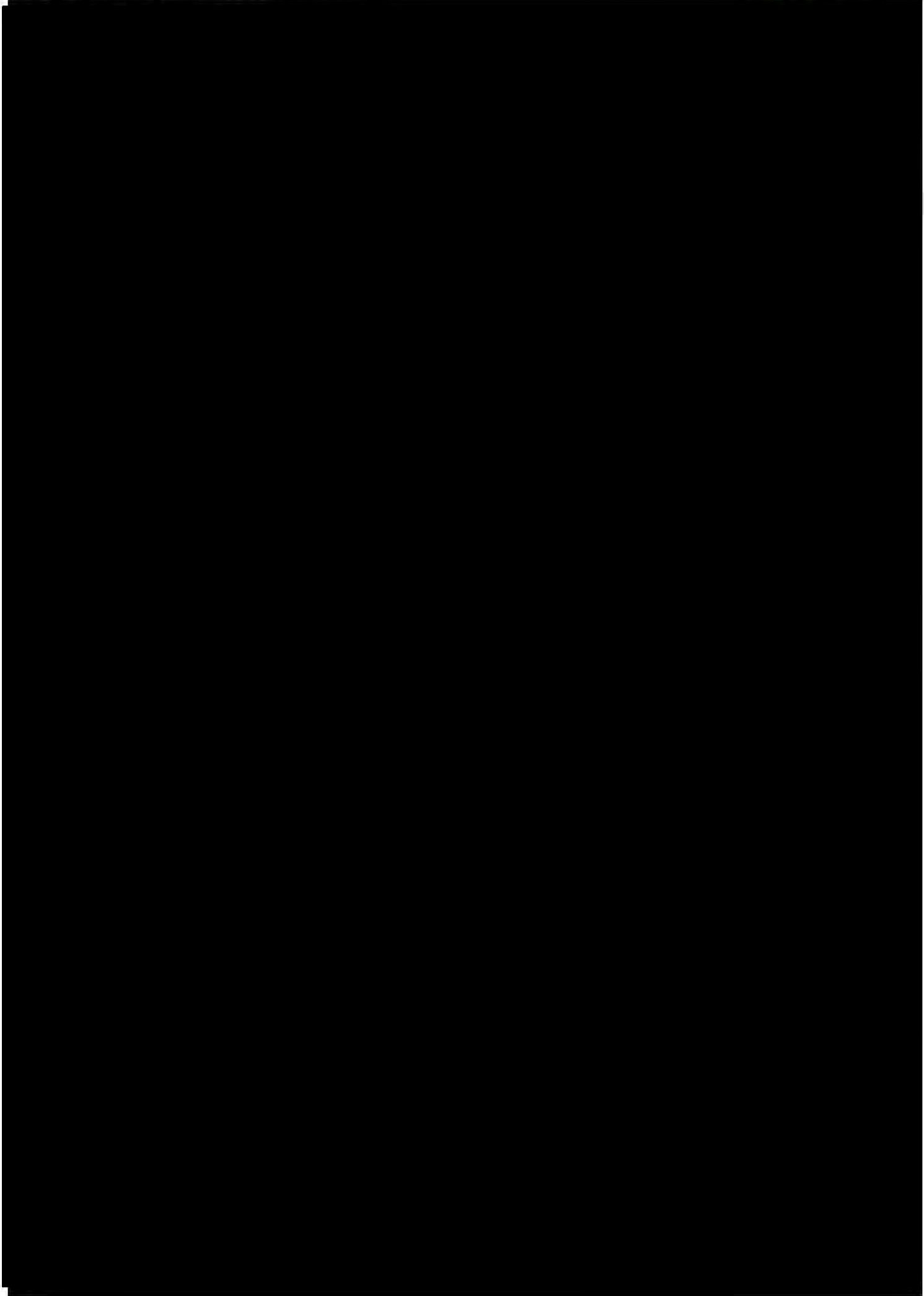
Daily Prestart and Site Attendance Record





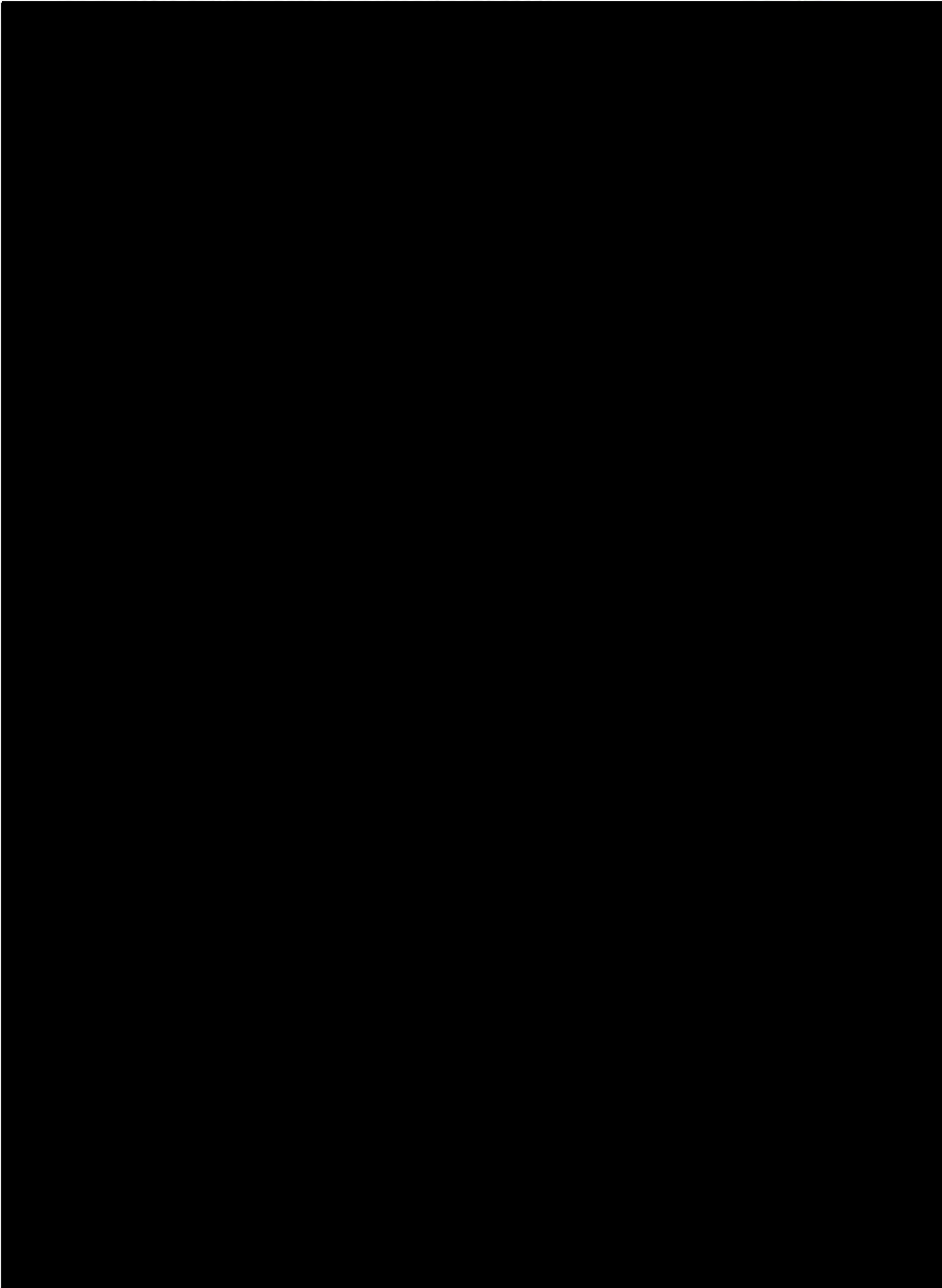
Daily Prestart and Site Attendance Record





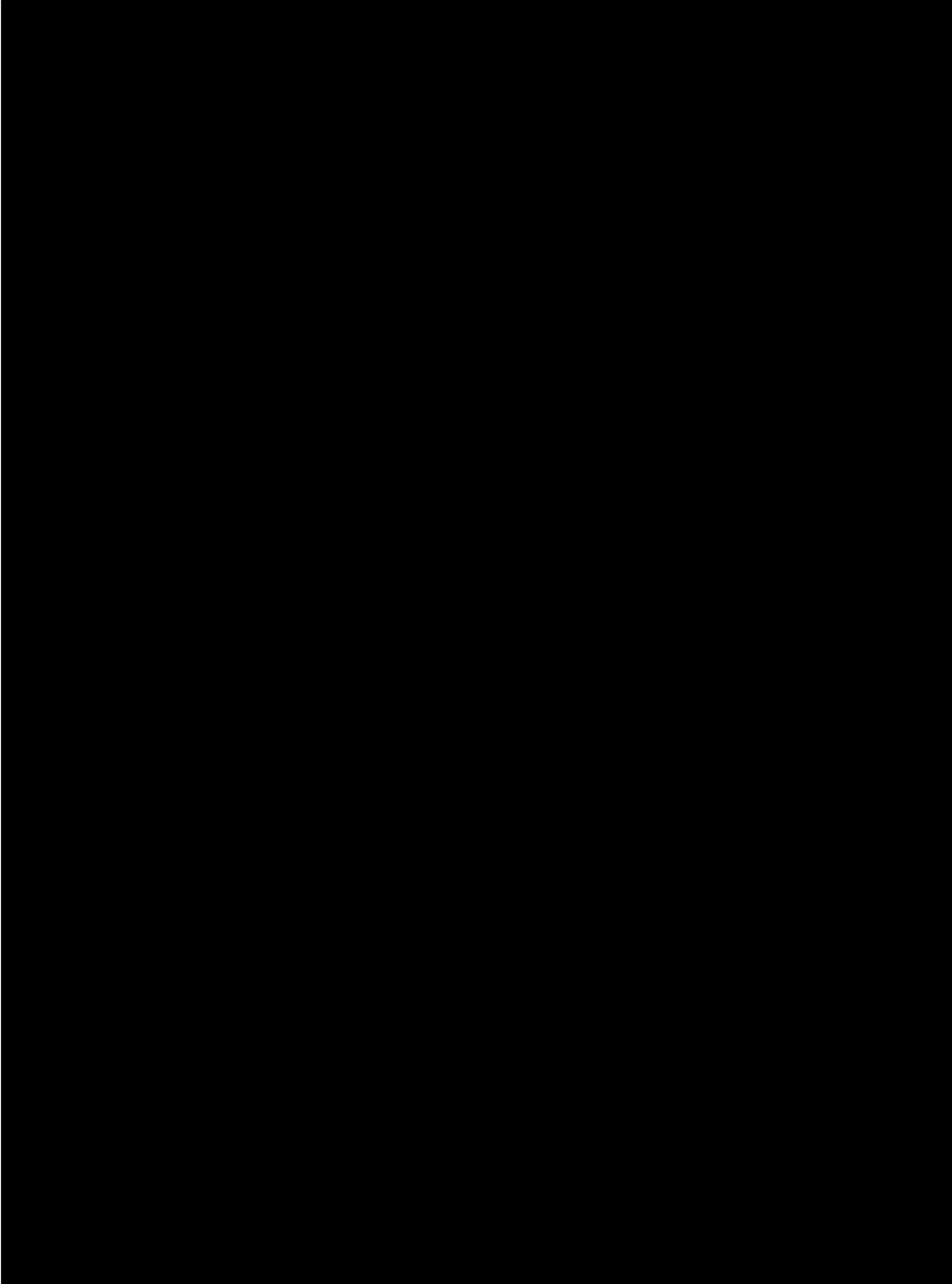


Prestart Talk and Site Attendance Record

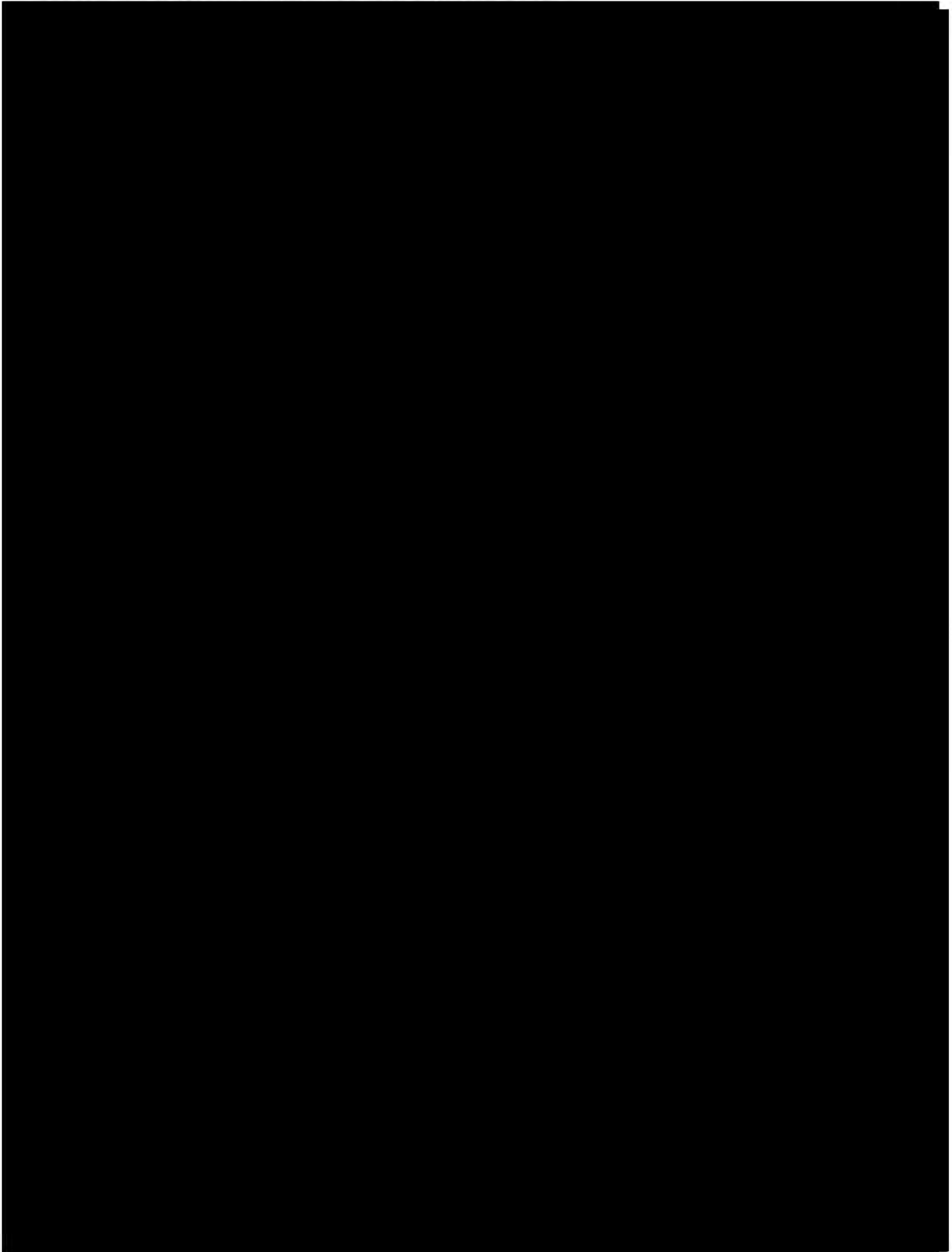


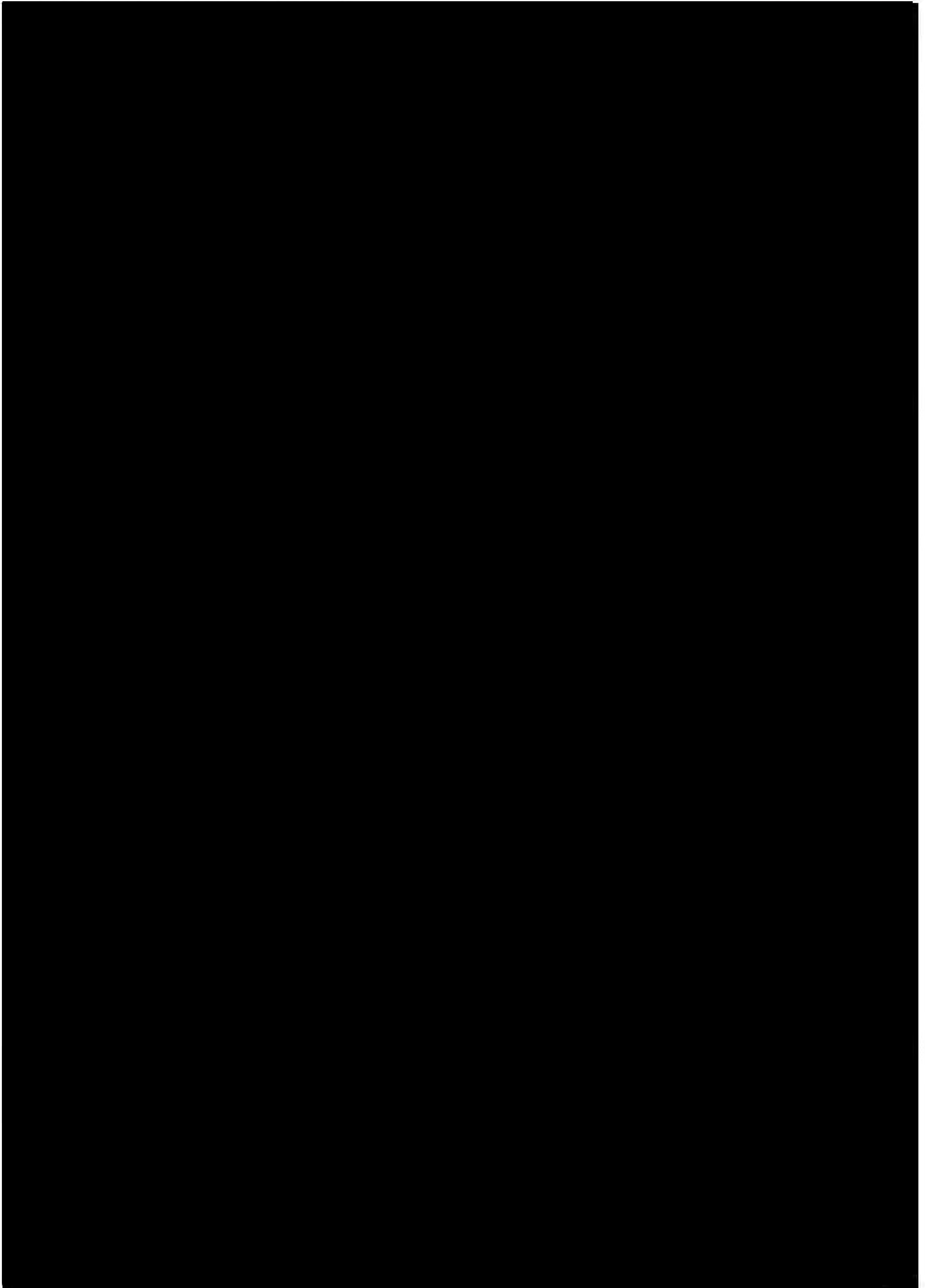


Daily Prestart and Site Attendance Record



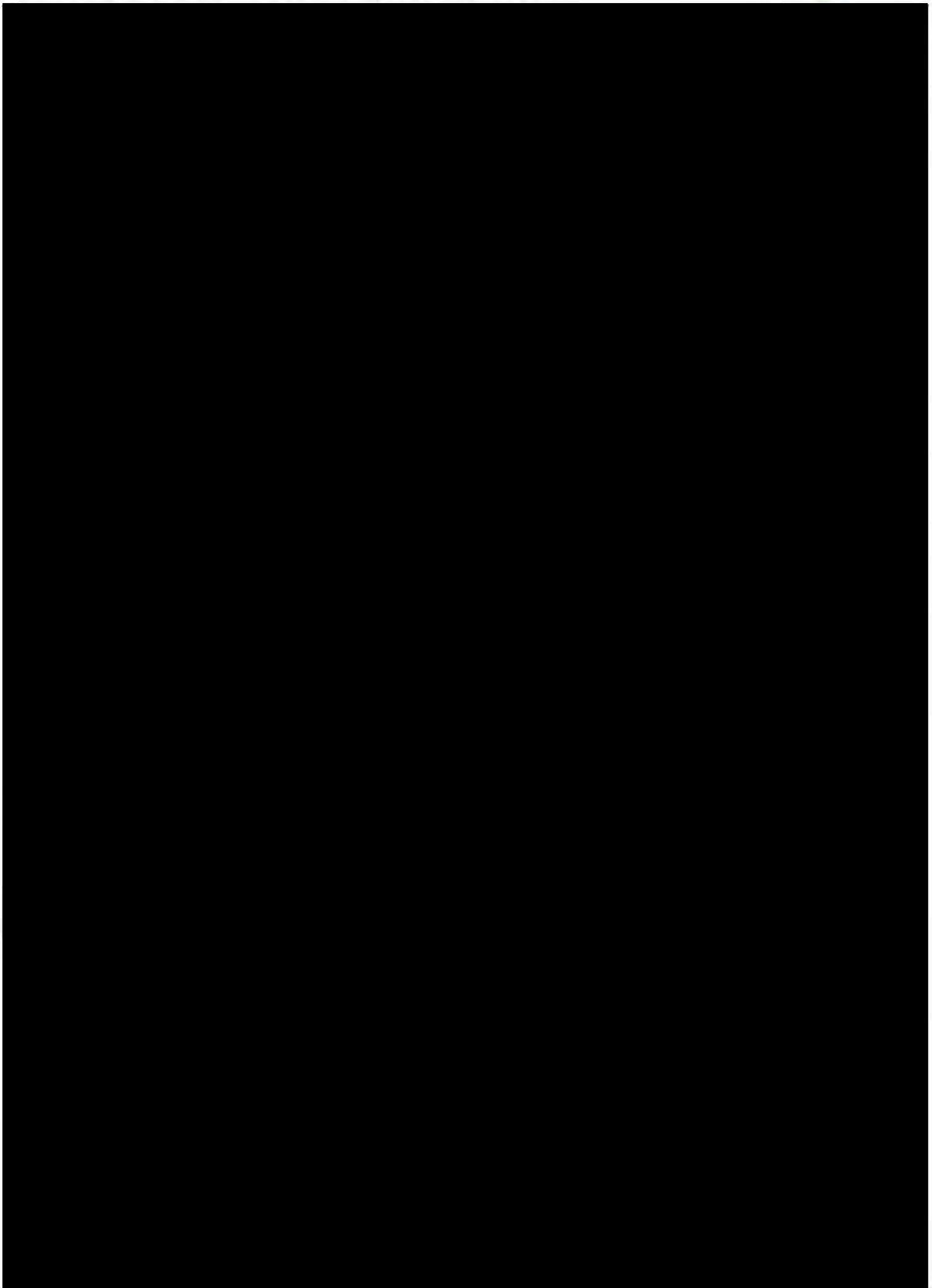
Daily Prestart and Site Attendance Record





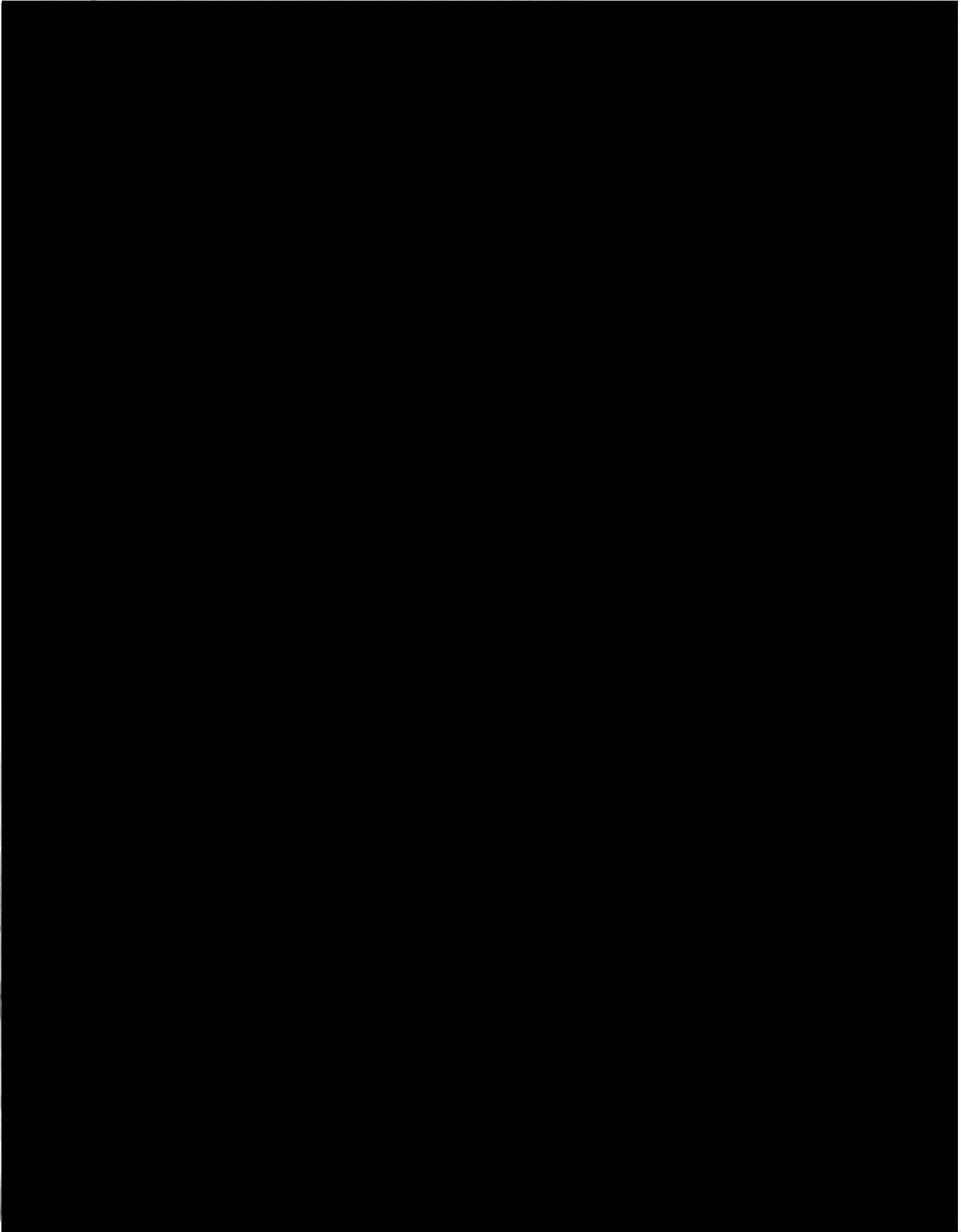


Prestart Talk and Site Attendance Record





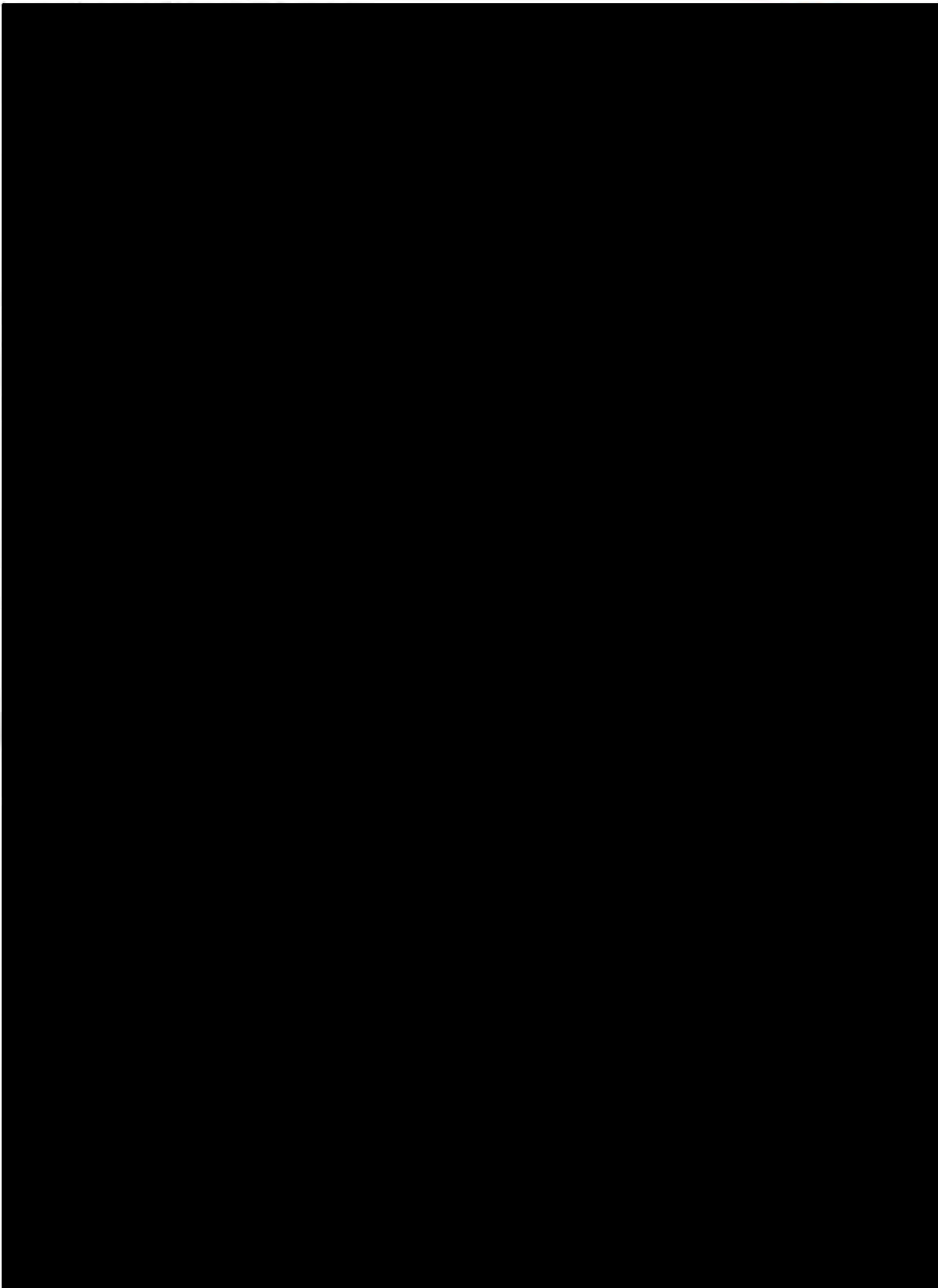
Daily Prestart and Site Attendance Record



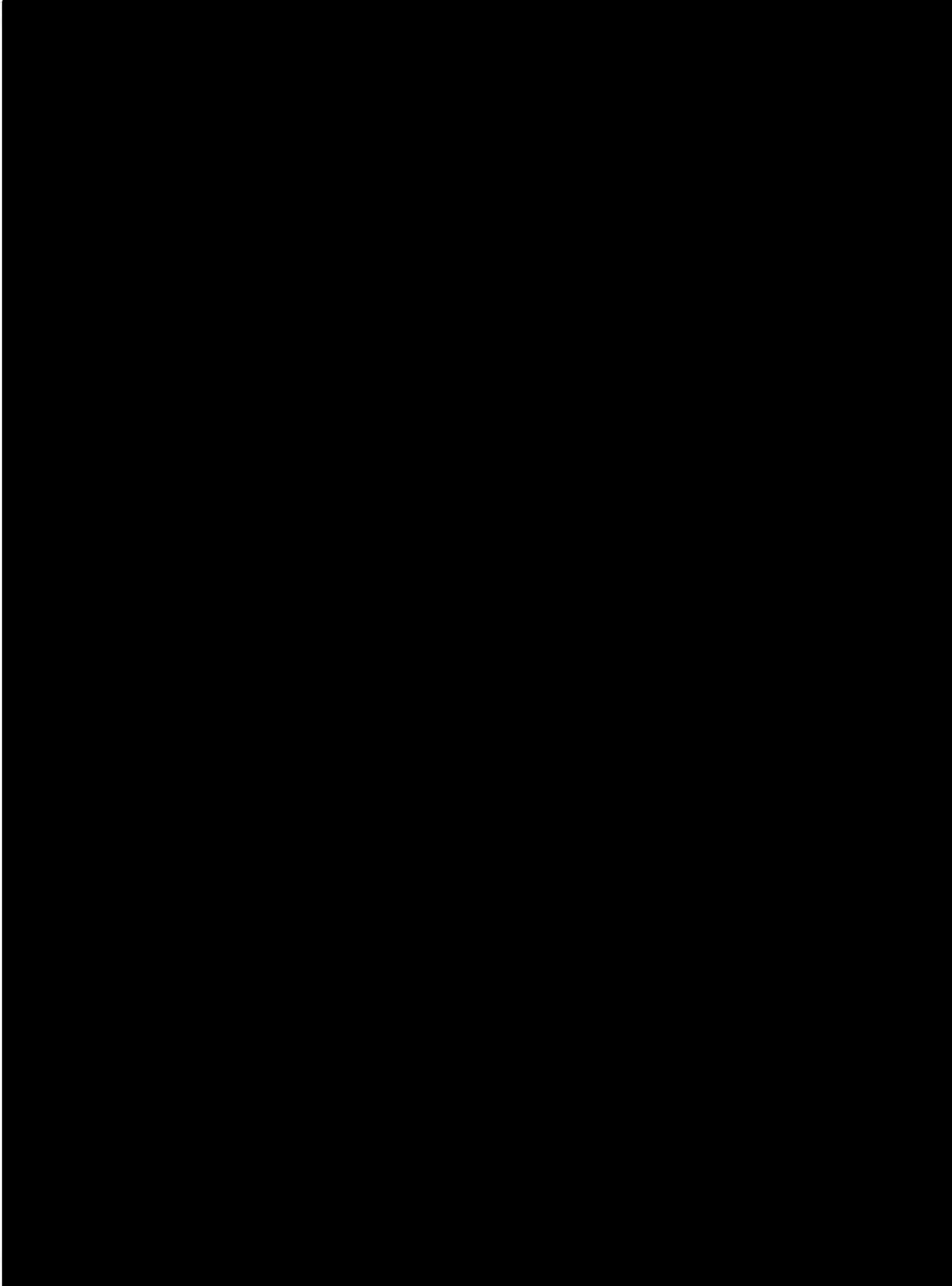
Visitor Daily Attendance Record



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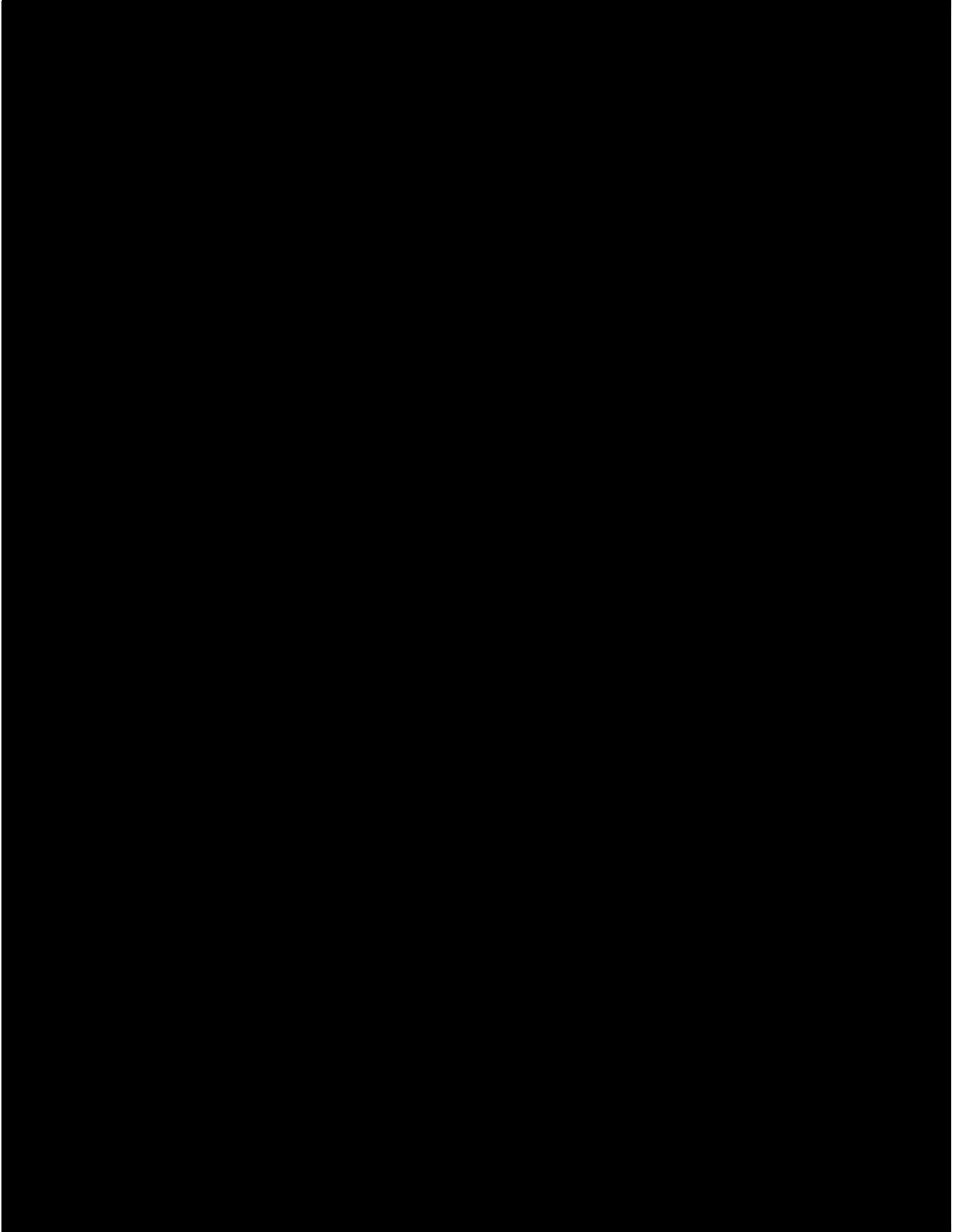


Prestart Talk and Site Attendance Record



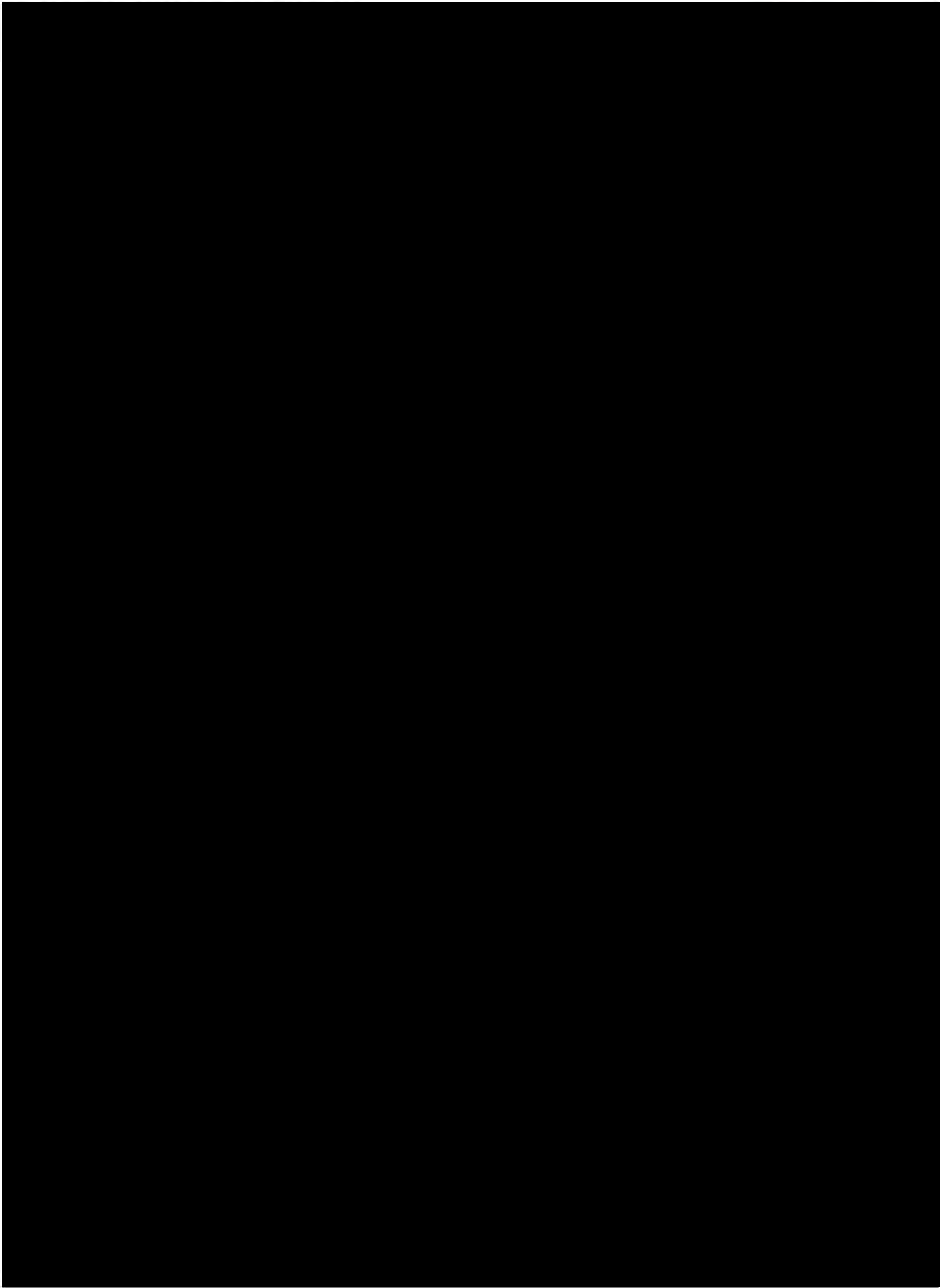


Daily Prestart and Site Attendance Record

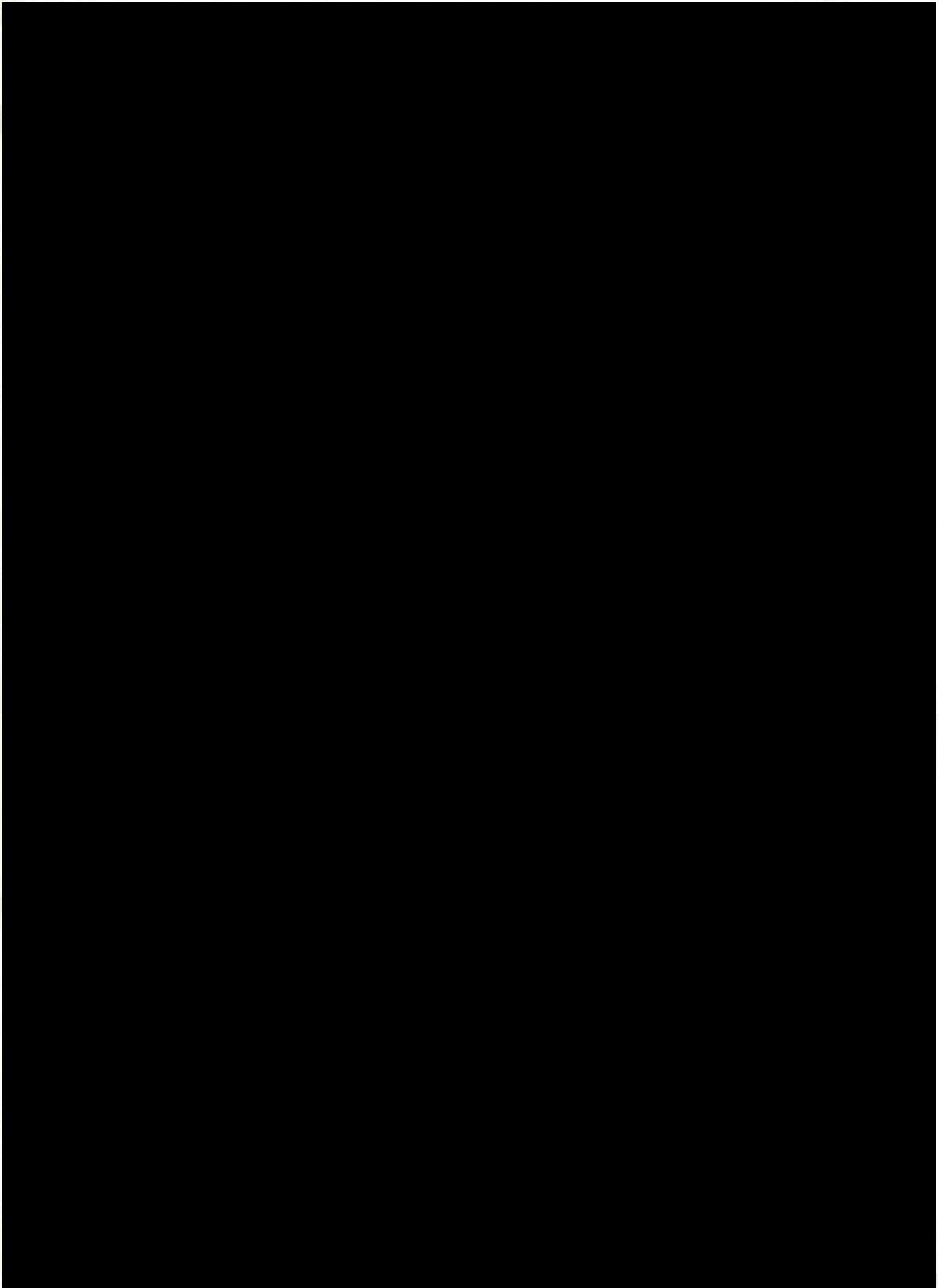


Visitor Daily Attendance Record

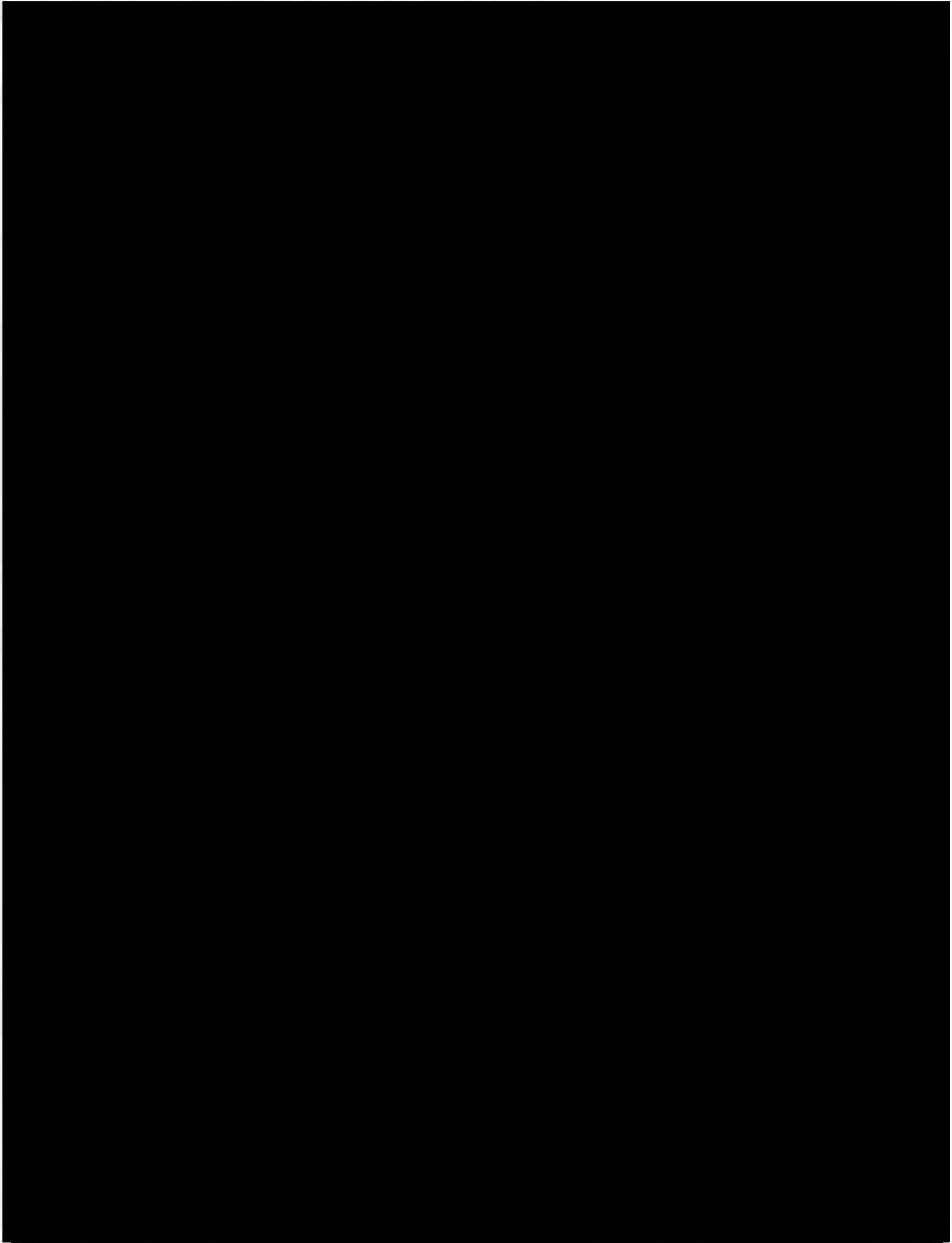
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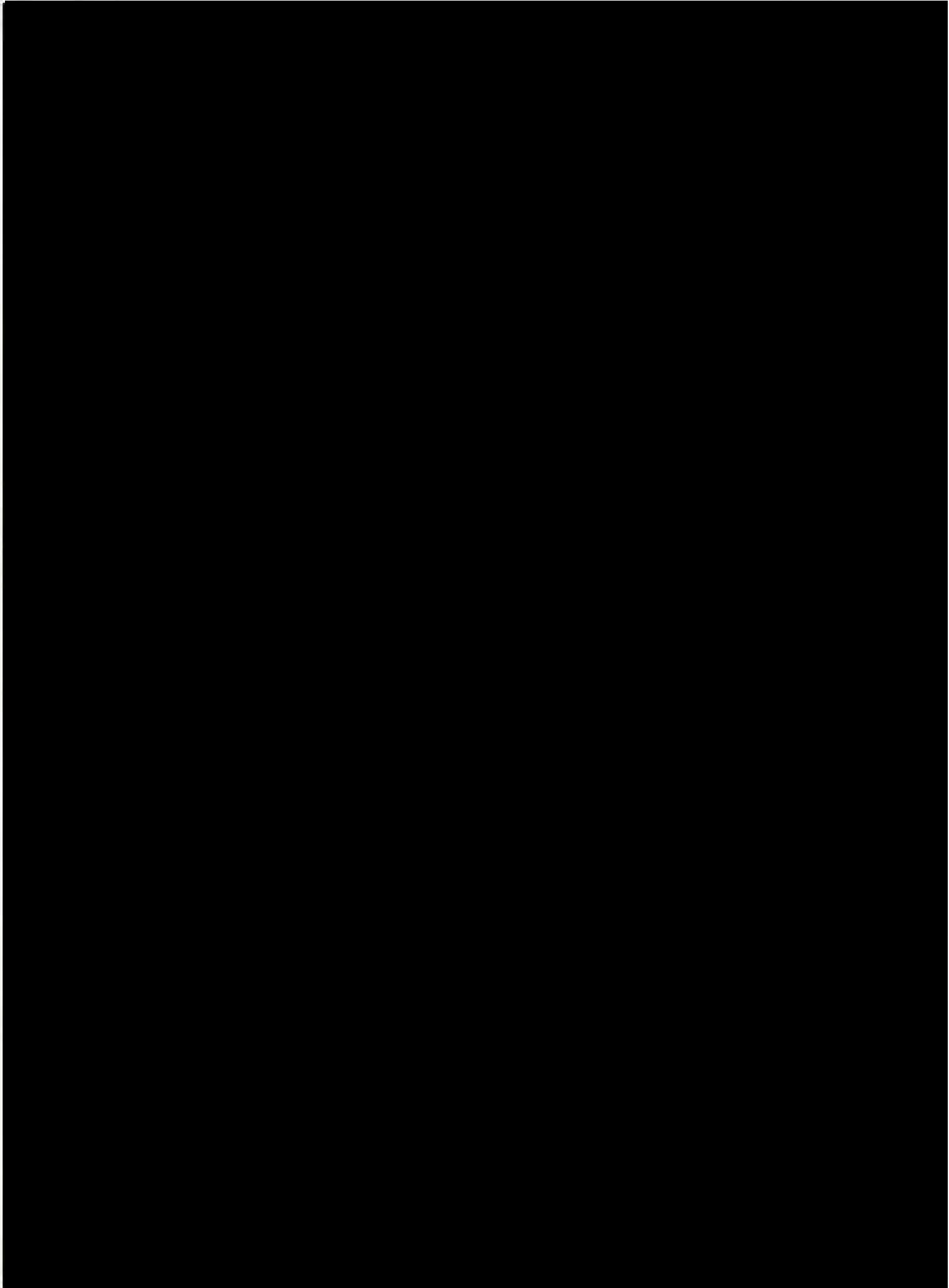
Prestart Talk and Site Attendance Record



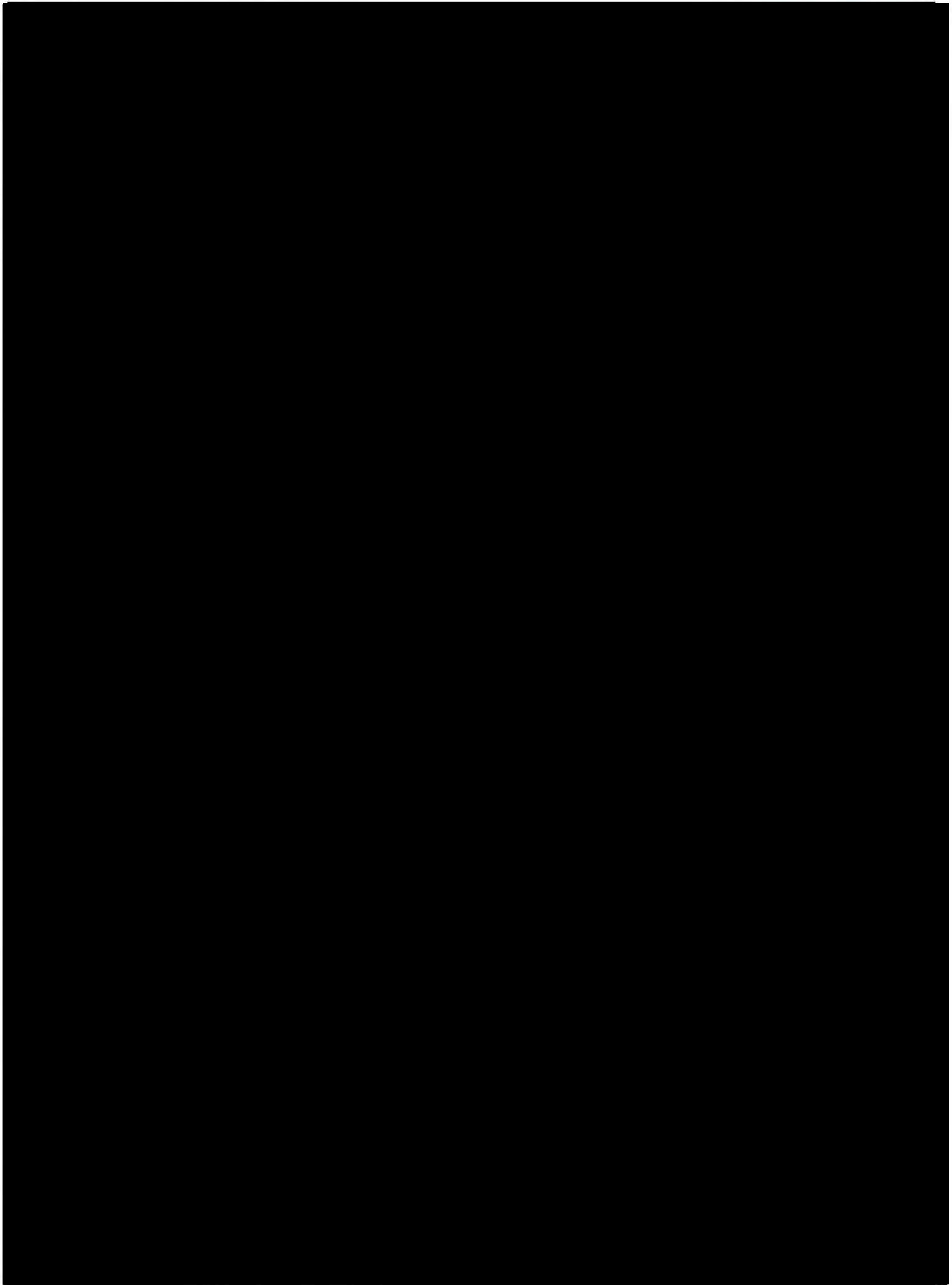
Daily Prestart and Site Attendance Record



Visitor Daily Attendance Record

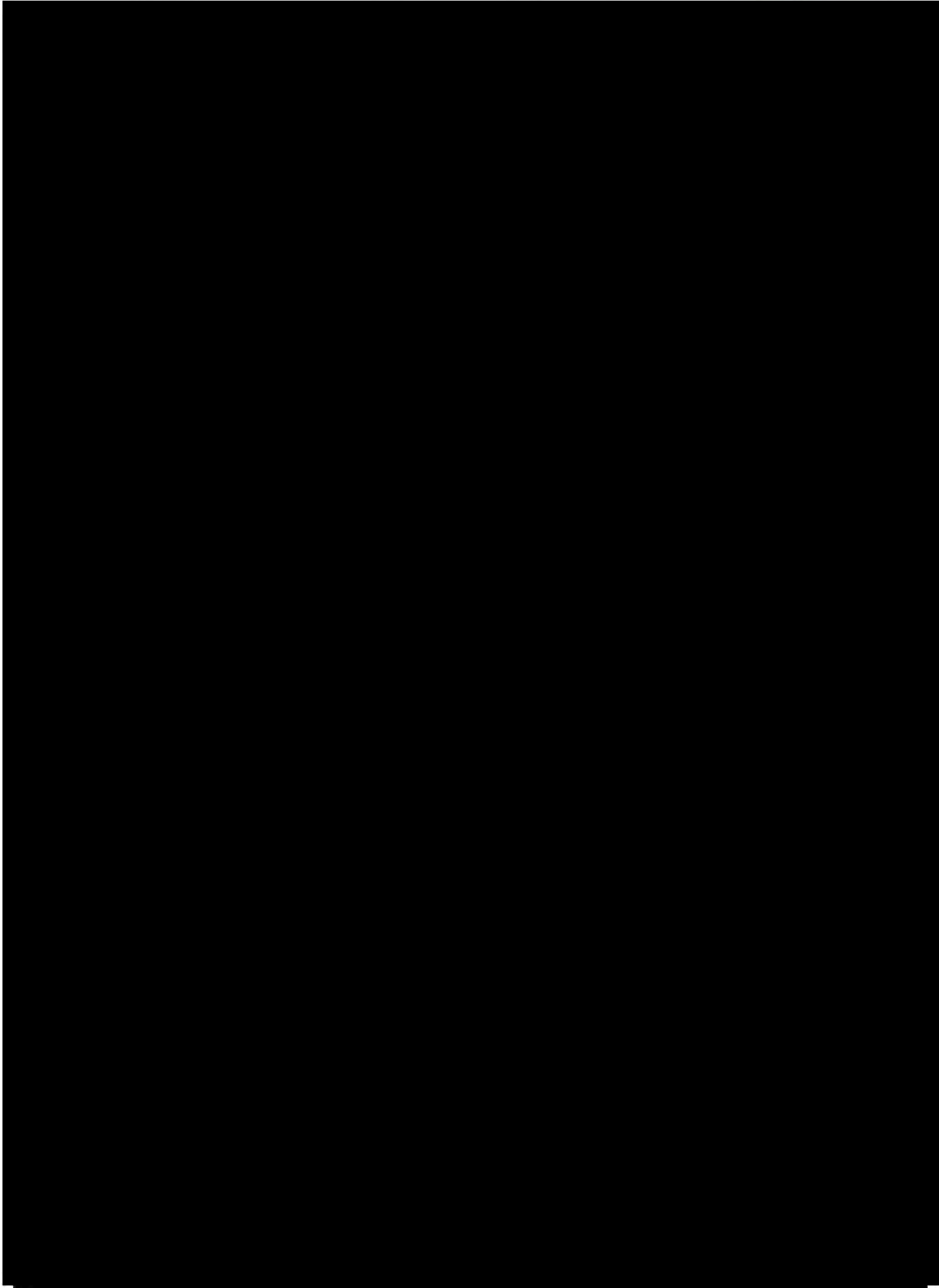
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Daily Prestart – Key Points

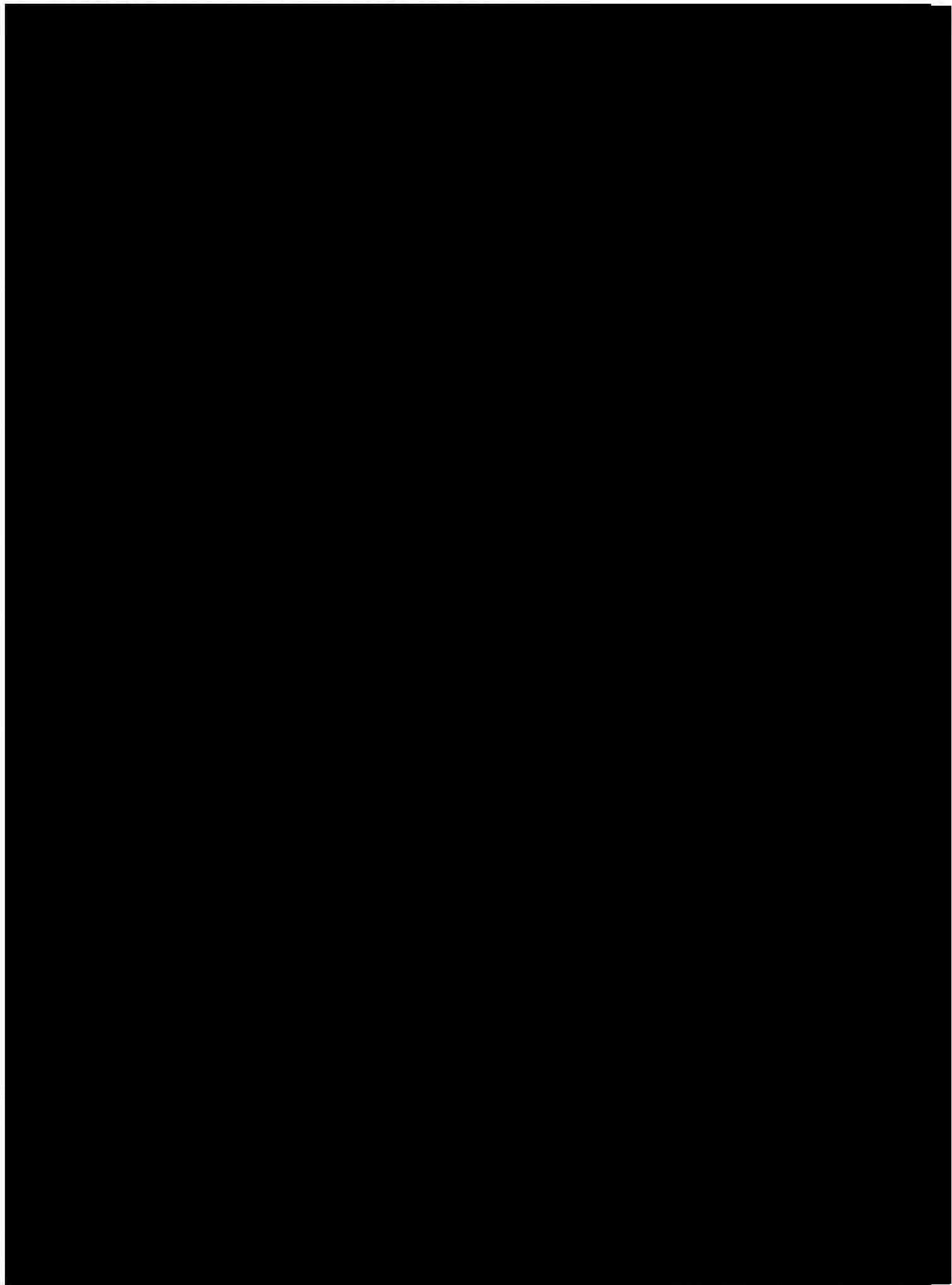




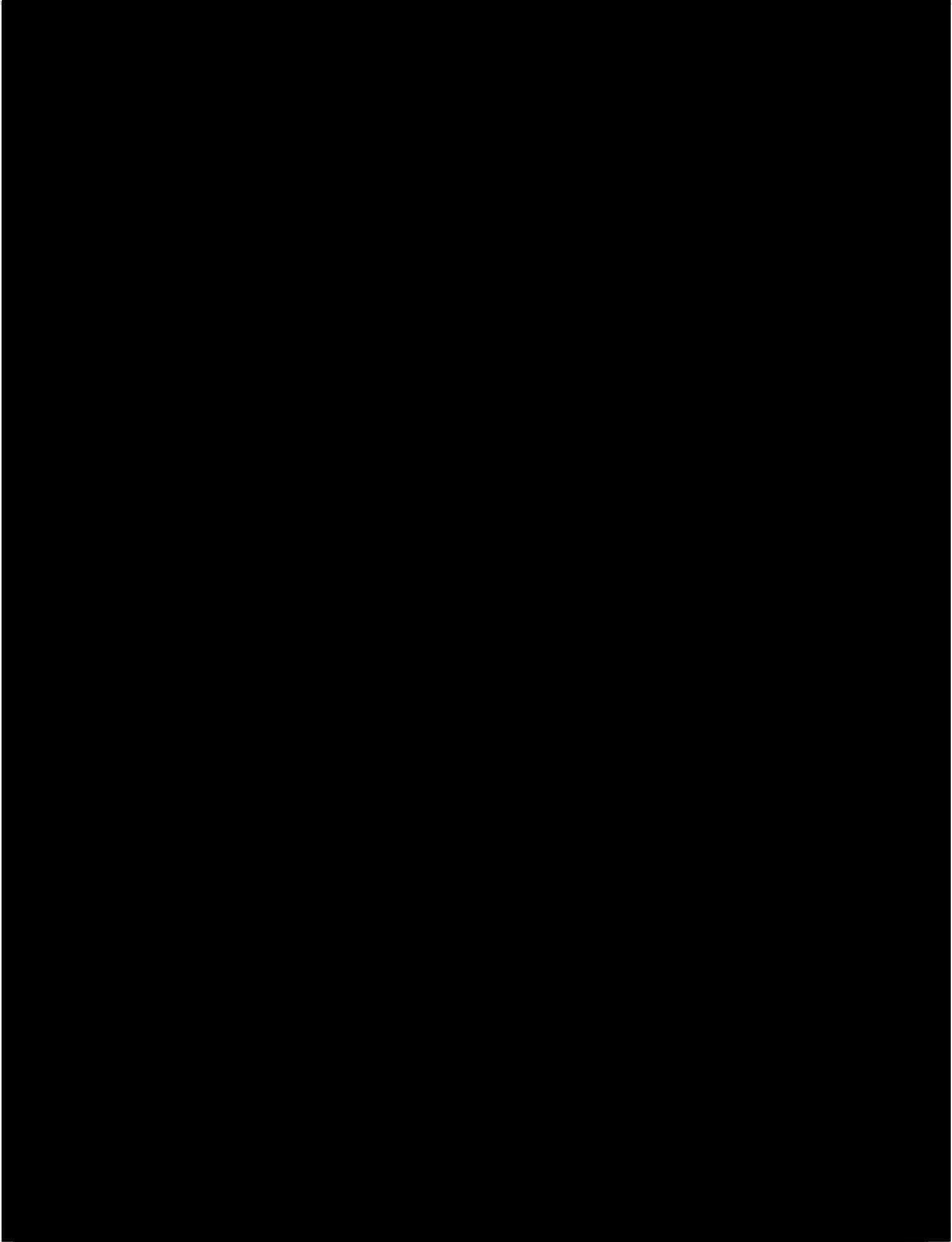
Prestart Talk and Site Attendance Record



Daily Prestart and Site Attendance Record

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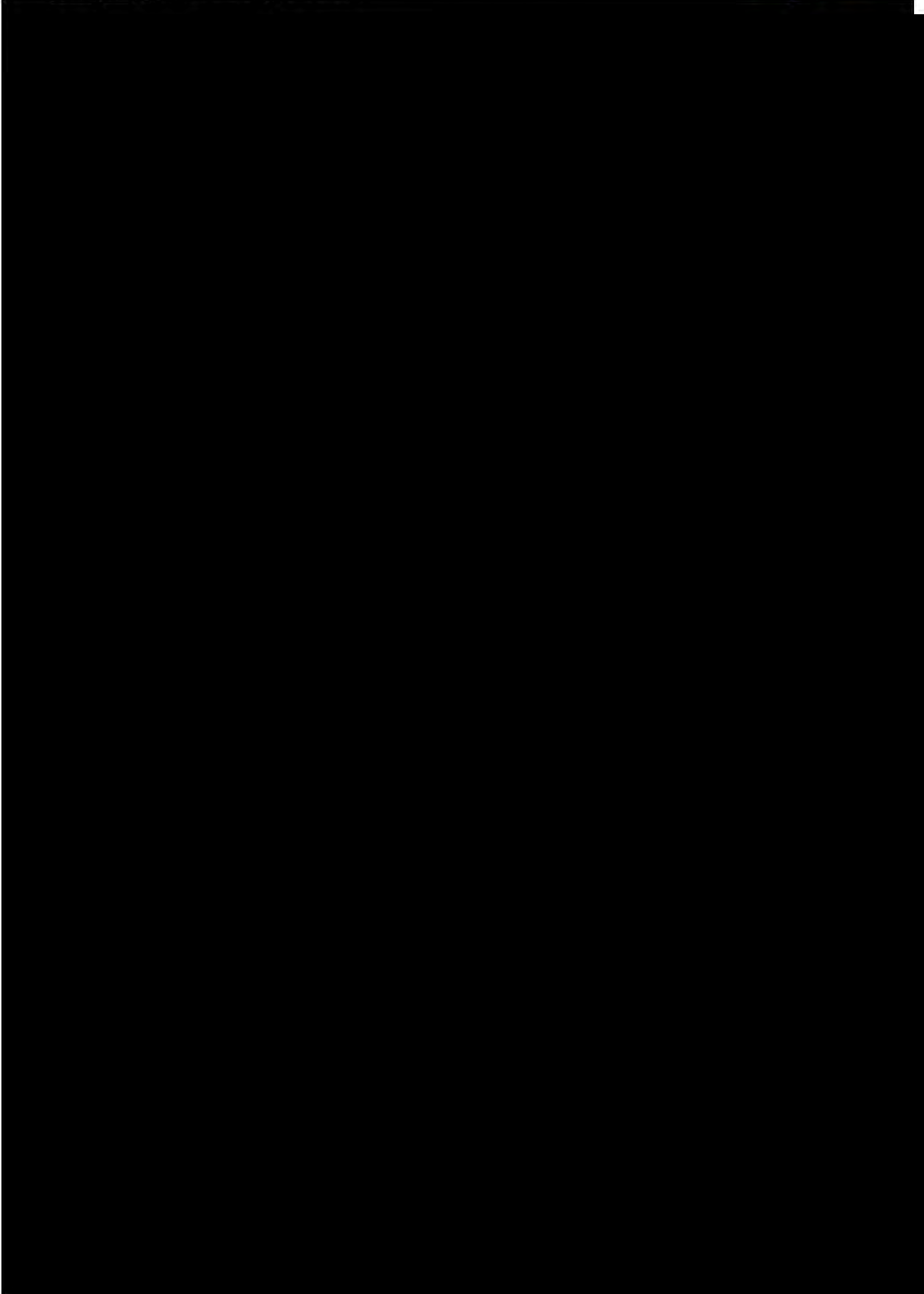
Daily Prestart and Site Attendance Record



Visitor Daily Attendance Record



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WC1 Industrial Relations and regional contribution

No.	Weighted Assessment Criteria	Weighting
WC1	<p>1. Industrial Relations and Regional contribution</p> <p>A. Local Industry Participation</p> <p>The Territory will assess the extent to which the Tenderers has demonstrated that it will ensure capable local businesses are given full, fair and reasonable opportunity to participate in the provision of the Services during the term of the proposed contract.</p> <p>Tenderers must complete and submit a Local Industry Participation Plan by completing the template plan available at</p> <p>https://www.procurement.act.gov.au/canberra-region-lipp</p> <p>B. Secure Local Jobs Code</p> <p>The Territory will assess the extent to which the Tenderer has demonstrated that it has systems and processes in place to comply with the Secure Local Jobs Code in the provision of the Services amend as required during the term of the proposed contract.</p> <p>Tenderers must complete and submit a Labour Relations, Training and Workplace Equity Plan by completing the template plan available at</p> <p>https://www.procurement.act.gov.au/securelocaljobs</p>	10%

Please refer:

Attachment 2 – Local Industry Participation

Attachment 3 – Completed Labour Relations, Training and Workplace Equity Plan



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY

LOCAL INDUSTRY PARTICIPATION PLAN for the Building & Construction sector for contracts with a value of \$5 million or more

January 2017

The purpose of this Local Industry Participation Plan is to assess the potential economic benefit for the Canberra Region if your organisation is successful.

Documents including the Canberra Region Local Industry Participation Policy, Guidelines, definitions and templates for the Economic Contribution Test and Local Industry Participation Plan are available at www.procurement.act.gov.au.

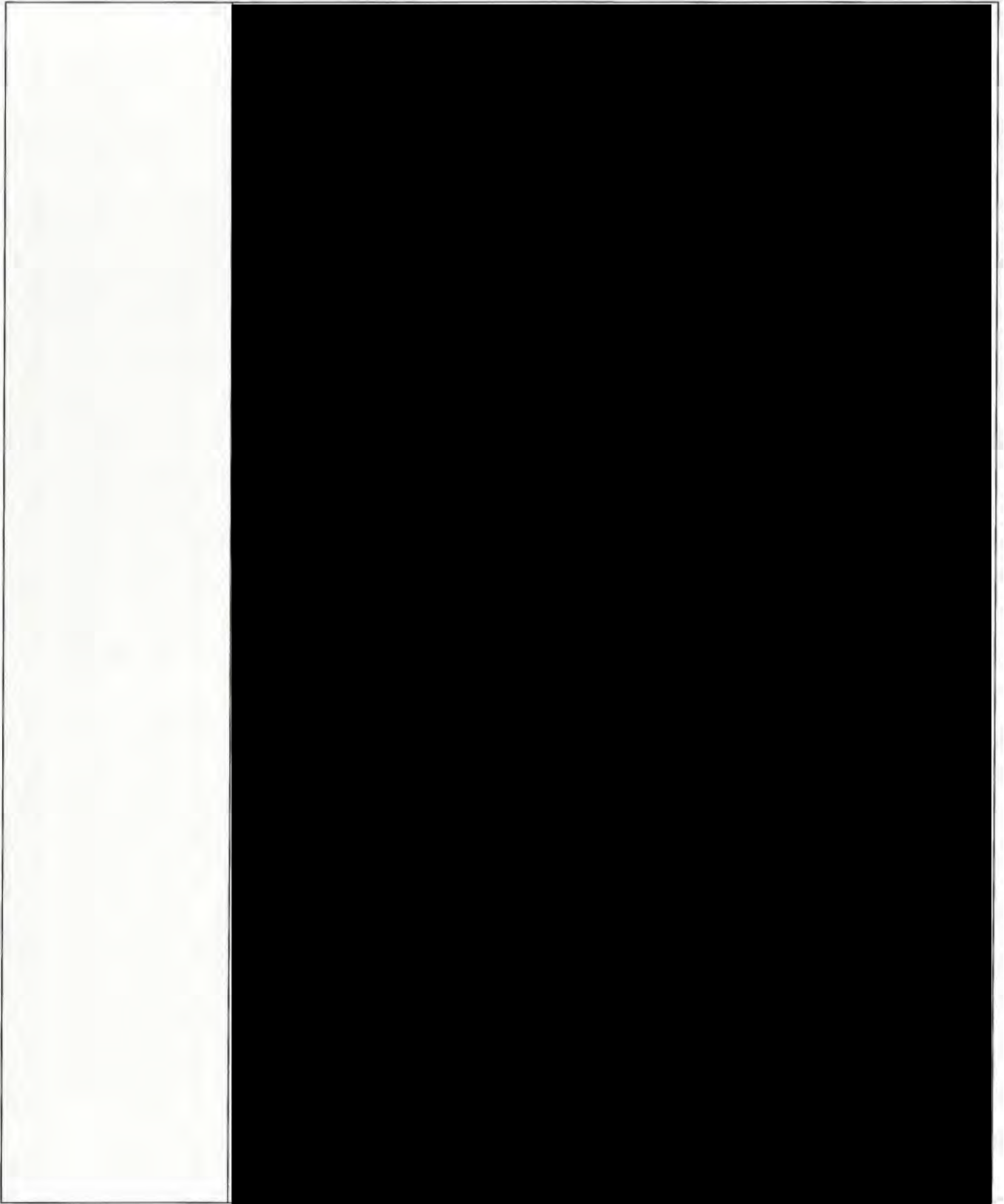
The Local Industry Advocate is available to assist with requests for information on Canberra Region LIPP requirements. Please phone (02) 207 5785 or email: LIA@act.gov.au.

Please complete the tables below. You will need to ensure you can verify the information you submit and where possible should quantify items in your statement.

Tender* Title	Taylor 3 Stage 1A Residential Estate
Tender Number	SL170496
Responsible Territory Entity/Directorate	Darren [REDACTED]
Tender value (\$AUD) <i>This is the total value of your tender, including GST.</i>	\$4,845,082.02

* Tender refers to Tender, Quotation, or any other form of bid/response to a request issued by the Territory for the supply of goods, services and/or works, intended to result in a contract

Legal Entity Name	BMD CONSTRUCTIONS PTY LTD			
ABN	59 010 126 100			
Trading Name	N/A			
Business Project Manager/Contact Person	Darren [REDACTED]			
Telephone	[REDACTED]	Email	[REDACTED]	
What is your physical presence in the Canberra Region? <i>(you can tick more than one)</i>	Head Office <input type="checkbox"/>	Branch Office <input checked="" type="checkbox"/>	Warehouse/Depot <input type="checkbox"/>	Other <input type="checkbox"/> Please specify
When was this presence established?		2006		
How many full time employees (FTE) do you currently employ in the Canberra Region?	[REDACTED]			
Describe existing relationships with other businesses in the Canberra Region?	[REDACTED]			



A: REGIONAL EMPLOYMENT

The purpose of this section is to measure the potential economic benefit to the Canberra Region through the use of Canberra Region sourced labour throughout the contract term.

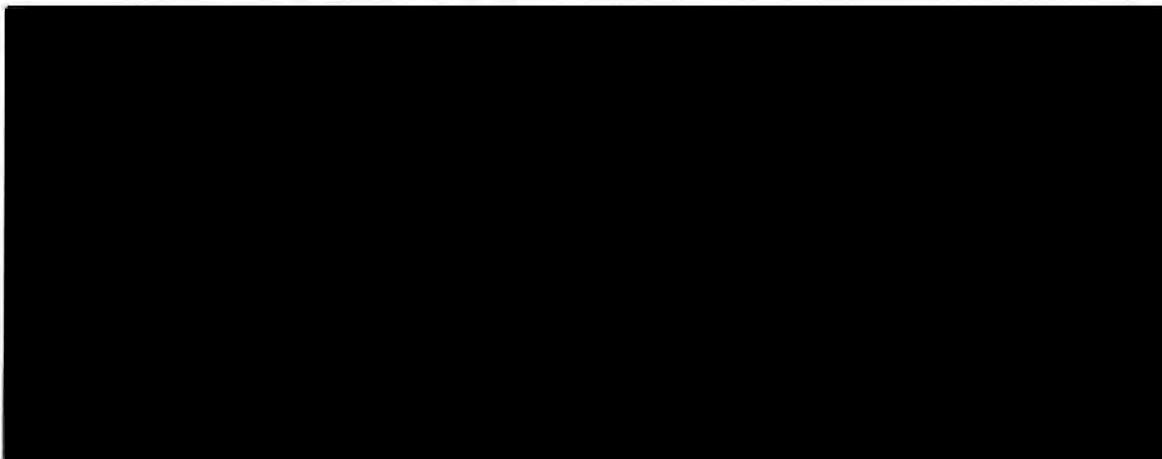
	Labour hours from the Canberra Region <i>See Guidance Note 1</i>
Head Contract	
A1: Estimated Full Time Equivalent/s (FTE) of labour required to deliver the contract from within your entity's staffing See Guidance Note 1	
Subcontract/s or outsourced labour arrangements	
A2: Will you need to engage one or more Canberra Region based subcontractors to deliver this contract?	
A3: Estimated FTE of subcontracted labour intended to be used to perform the contract See Guidance Note 2	

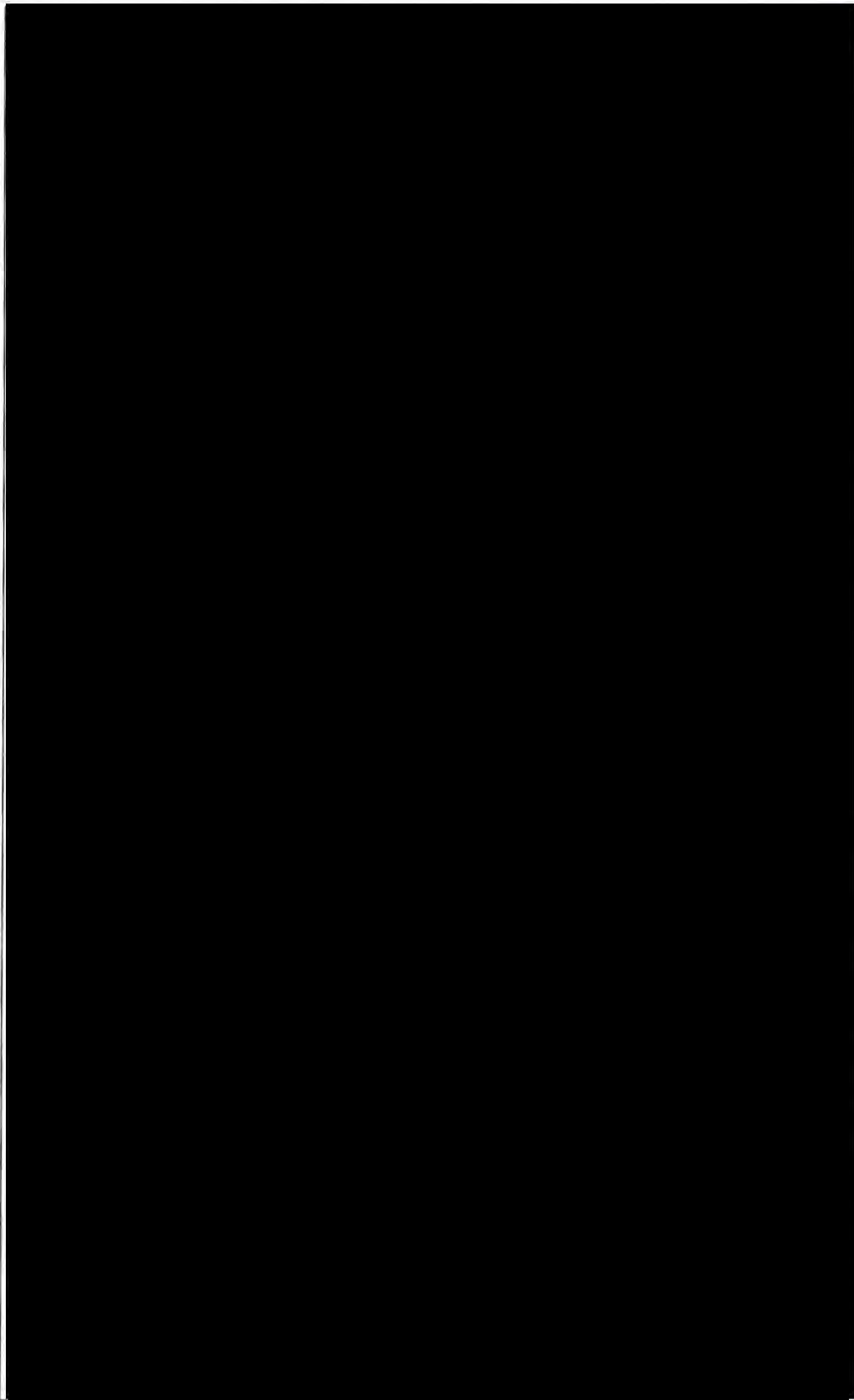
Guidance Notes:

1. We are seeking the labour **your business will employ directly** to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work in this question. Outsourced and subcontracted work should be included in A3.
2. We are seeking an estimation of the labour from any **outsourced and subcontracted Canberra Region** work to deliver the contract.

Provide further details of employment to be created and retained. Your response could include:

- The type/s of positions that may be created and/or retained as a result of this contract.
- How you will inform local industry about particular opportunities (eg a communication strategy).
- How you intend to identify and engage with subcontractors in relation to delivery of the contract including your supply chain.





B: LOCAL SUPPLIERS

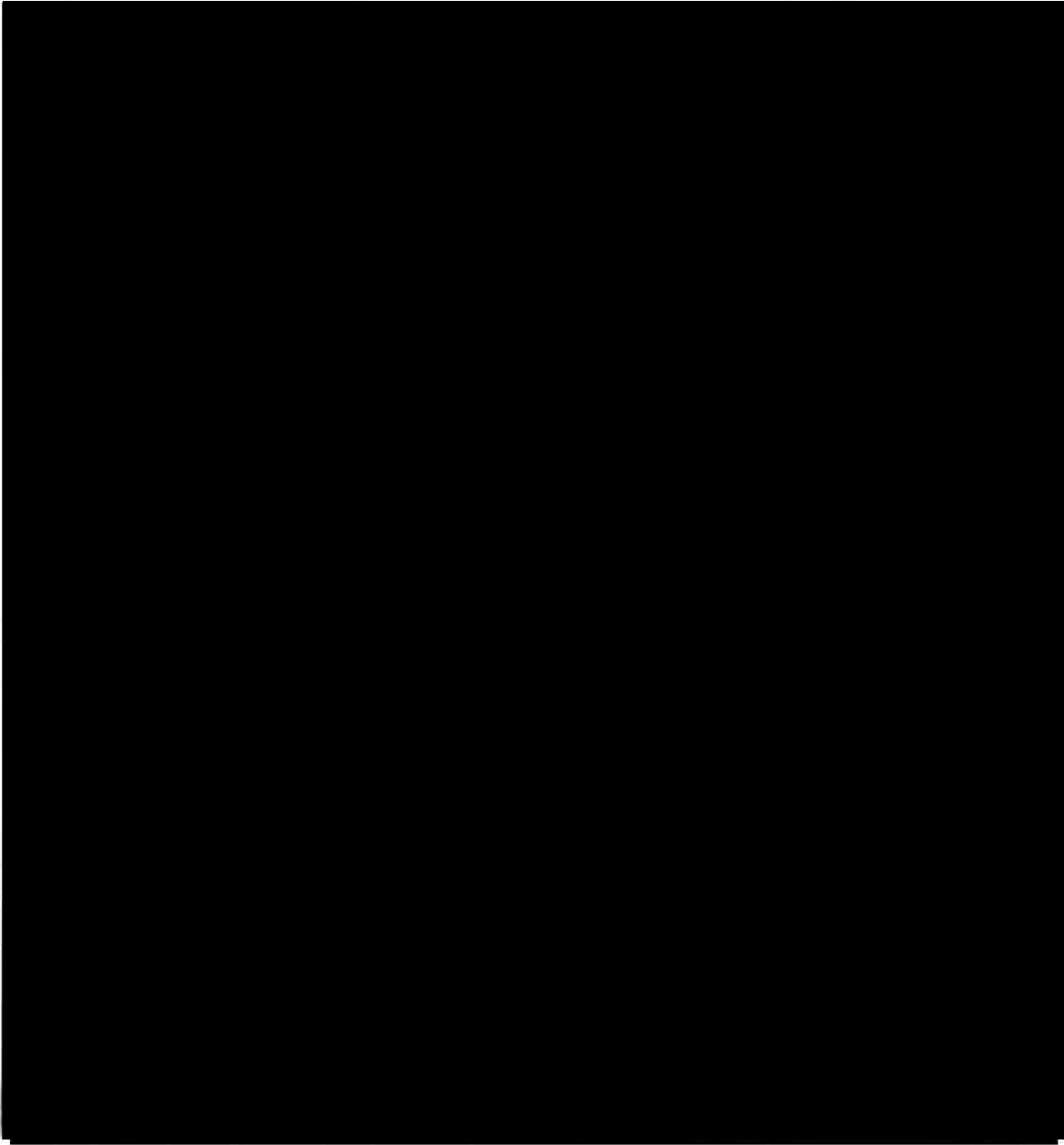
The purpose of this section is to measure the potential economic benefit to the Canberra Region through the use of Canberra Region sourced goods and/or services and any other non-labour inputs that are required to deliver the contract.

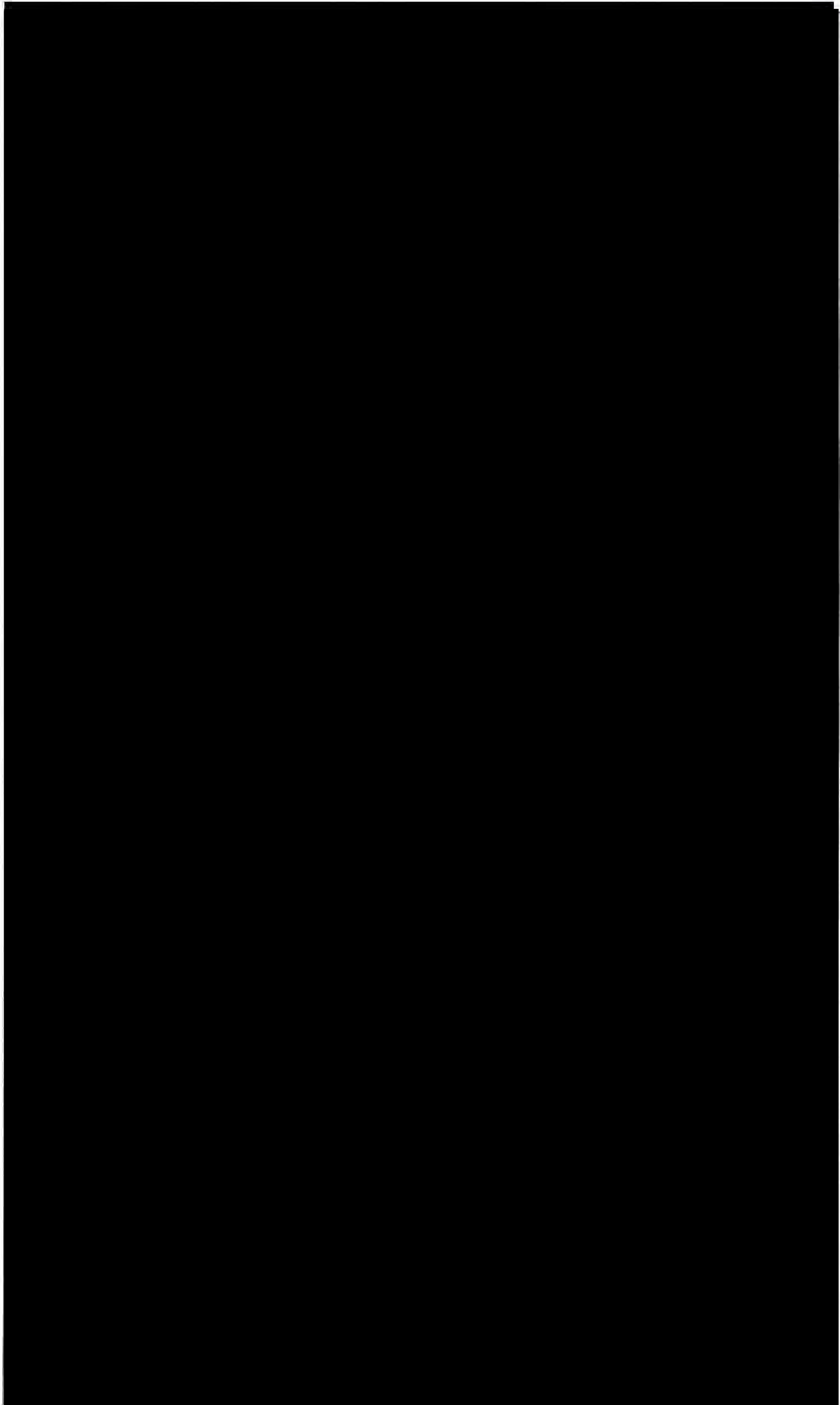


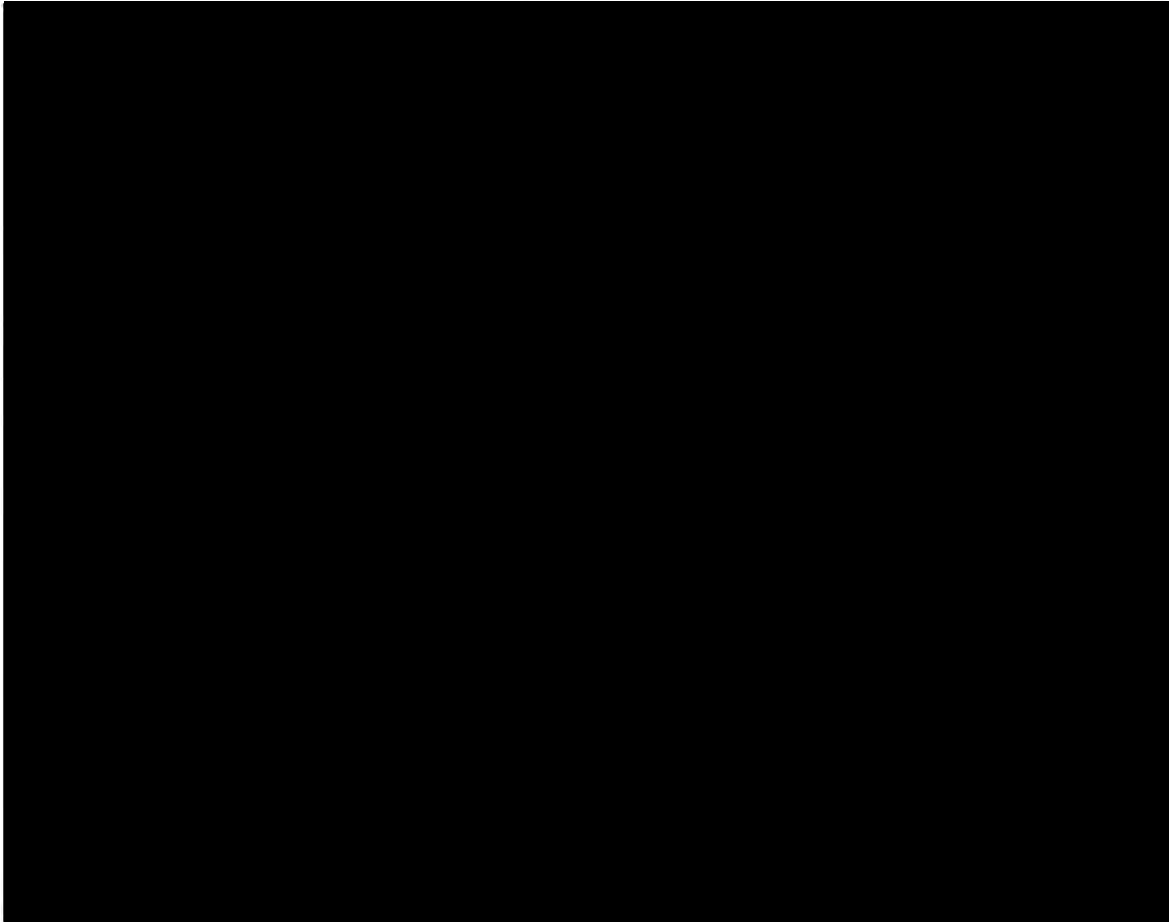

Guidance Note:

3. *Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of items of merchandise; finished products; food and beverages; supplies and raw material and accommodation etc.*

Describe how you will identify local products and capabilities that meet contract requirements. Your response could include:

- How you will inform local industry about particular opportunities (eg a communication strategy).
 - How you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain.
 - A commitment to liaising with Canberra Region business advocacy groups to identify the availability of local goods and services.
 - Establishing procedures or policies that encourage local industry participation.
- 



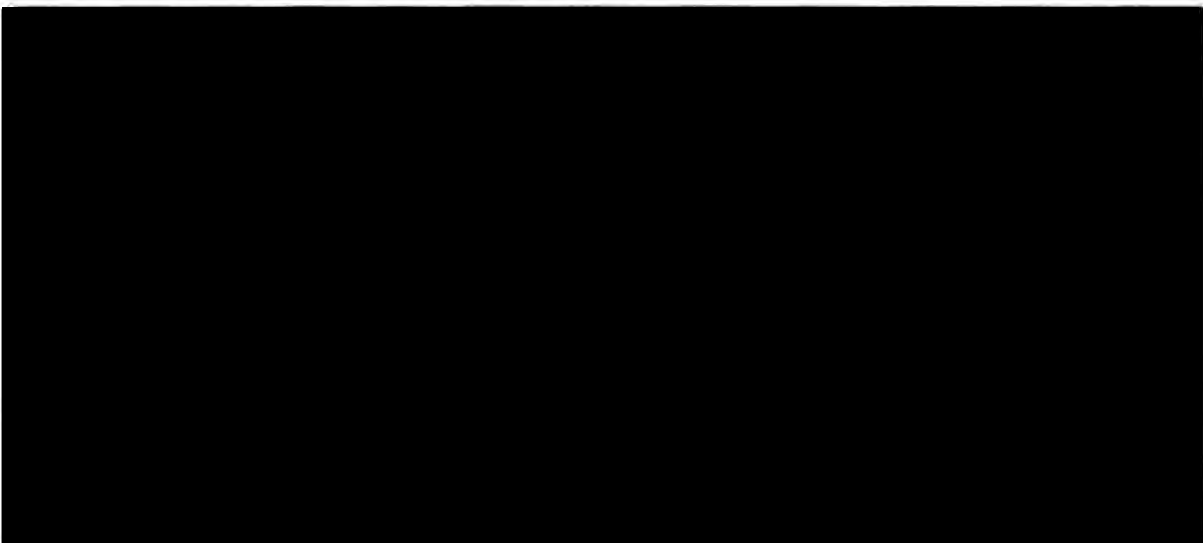


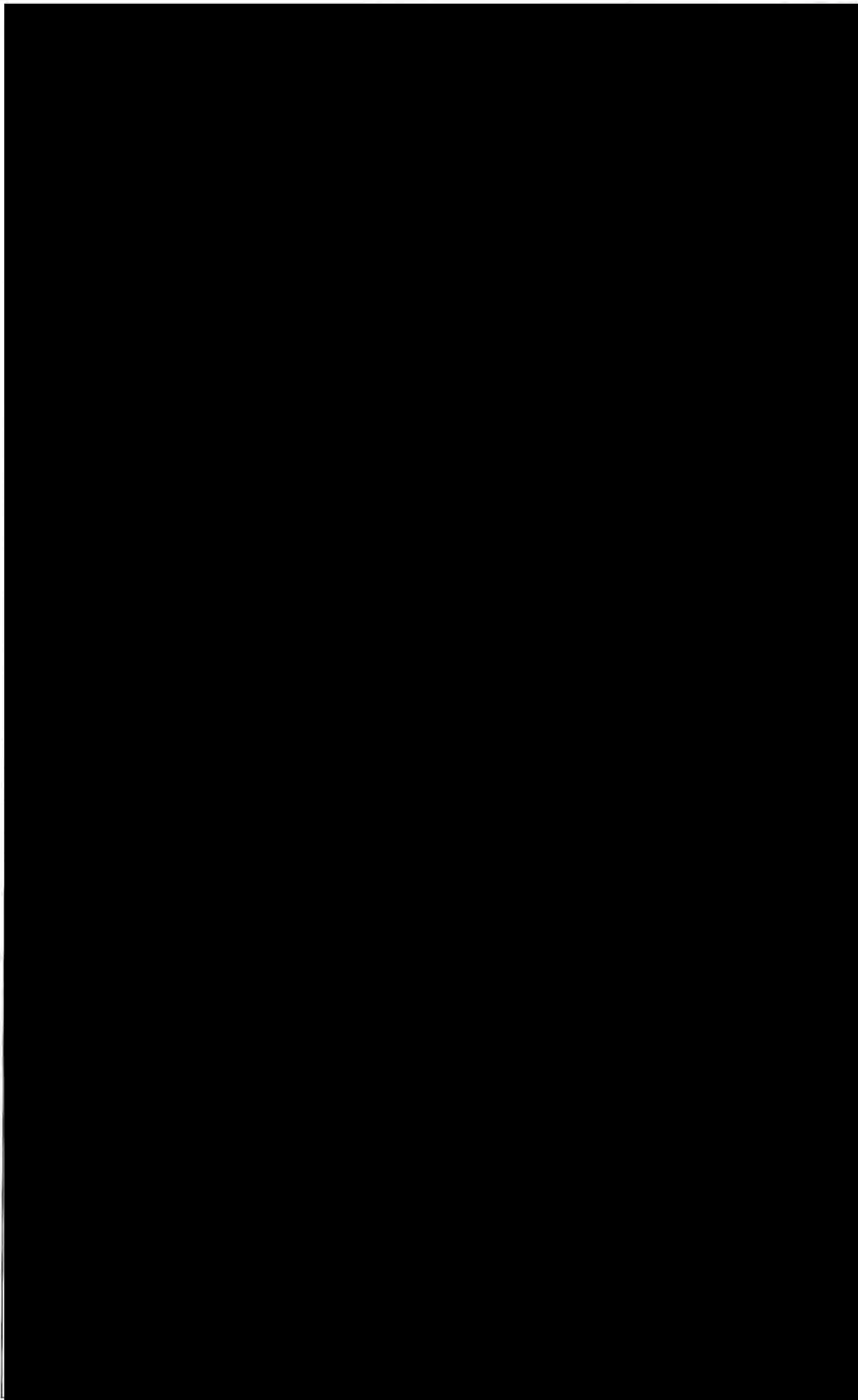
C: REGIONAL SKILLS DEVELOPMENT

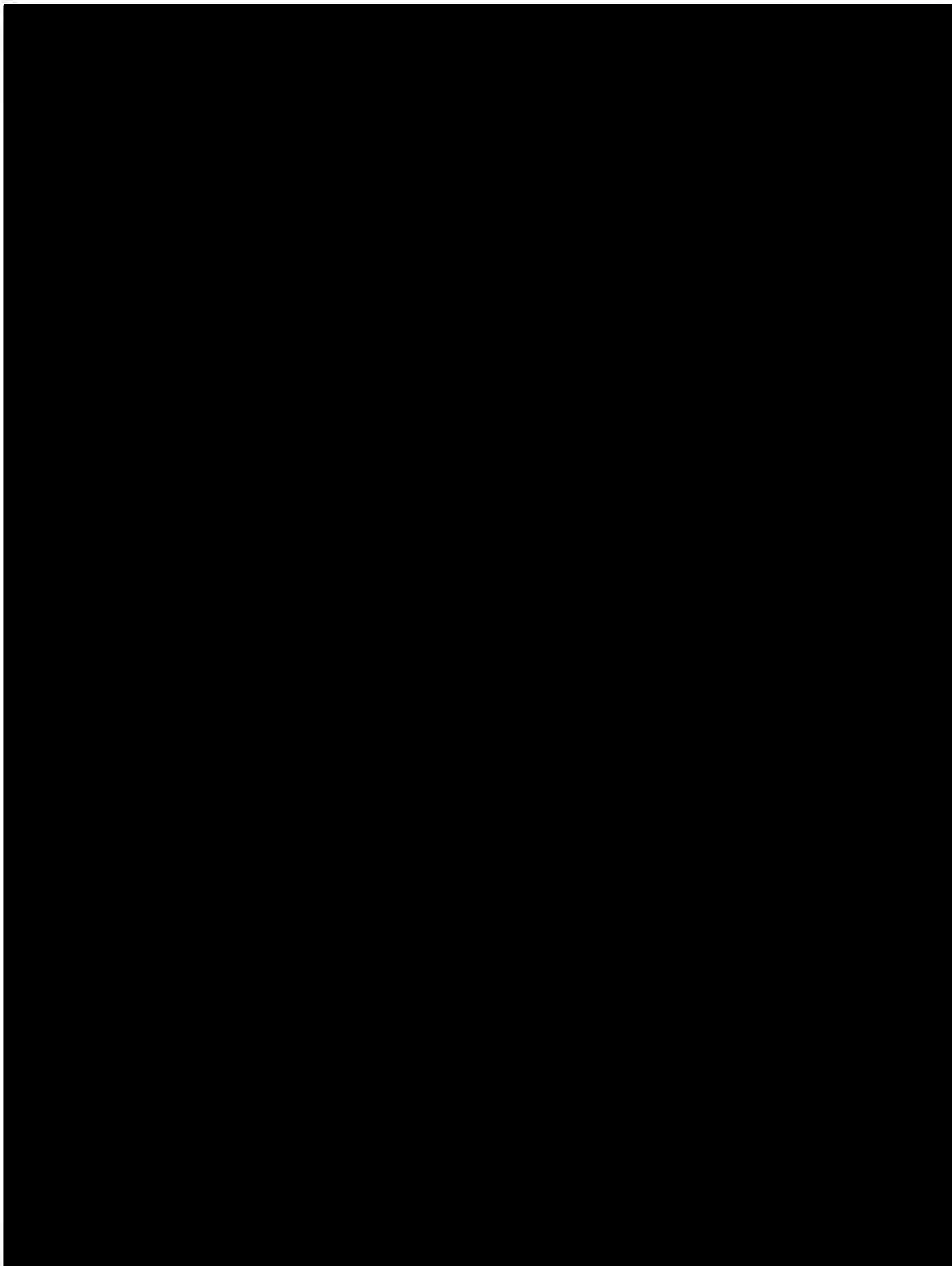
Provide details of any training and skills development that will be provided to Canberra Region labour in relation to this contract.

Your response could include:

- Any opportunities for the engagement and training of apprentices.
- Number of local apprenticeships and trainees created and the existing positions to be utilised on the contract.
- Identifying and describing opportunities for increasing the skills of Canberra Region employees.
- Any training programs designed for this contract.



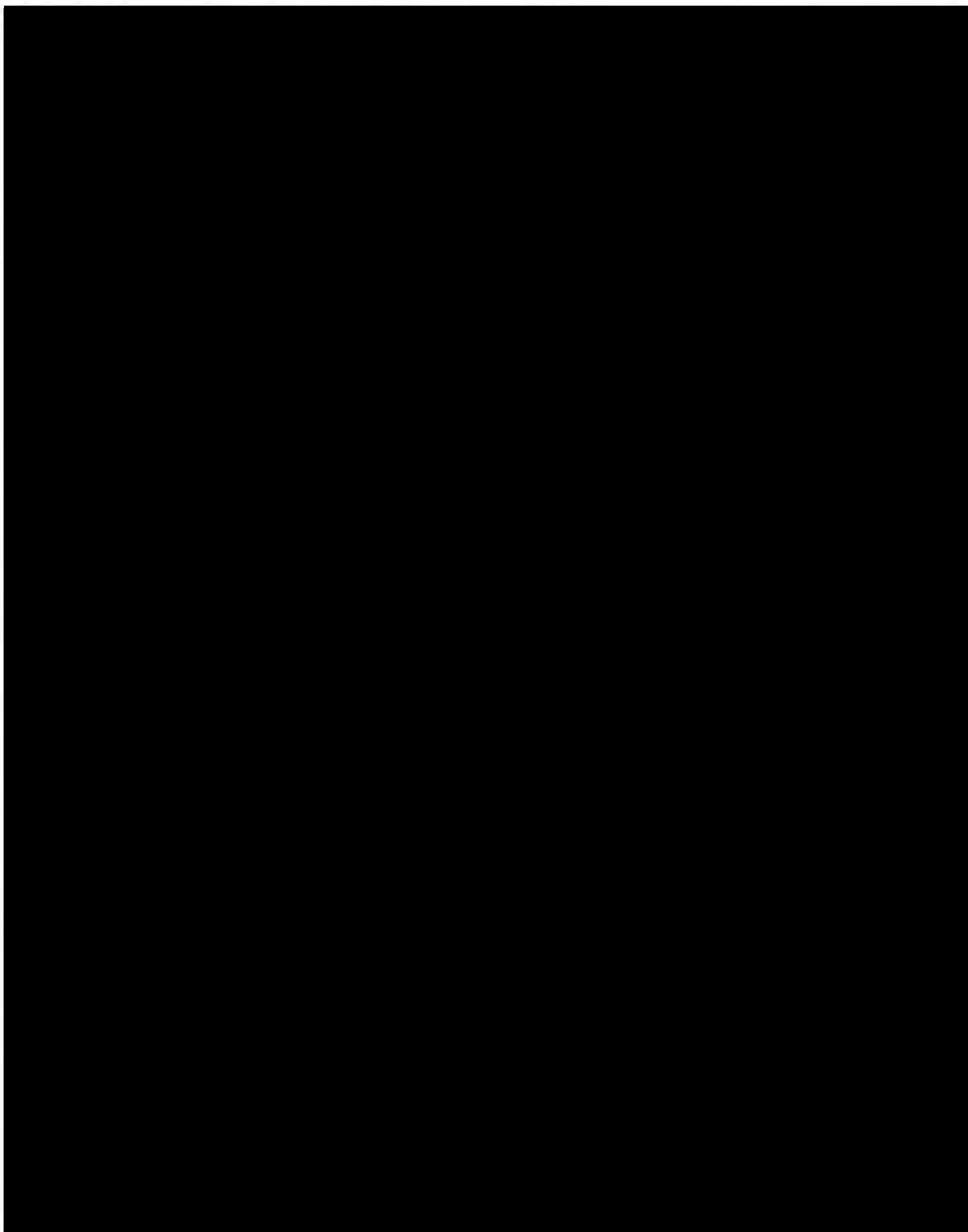


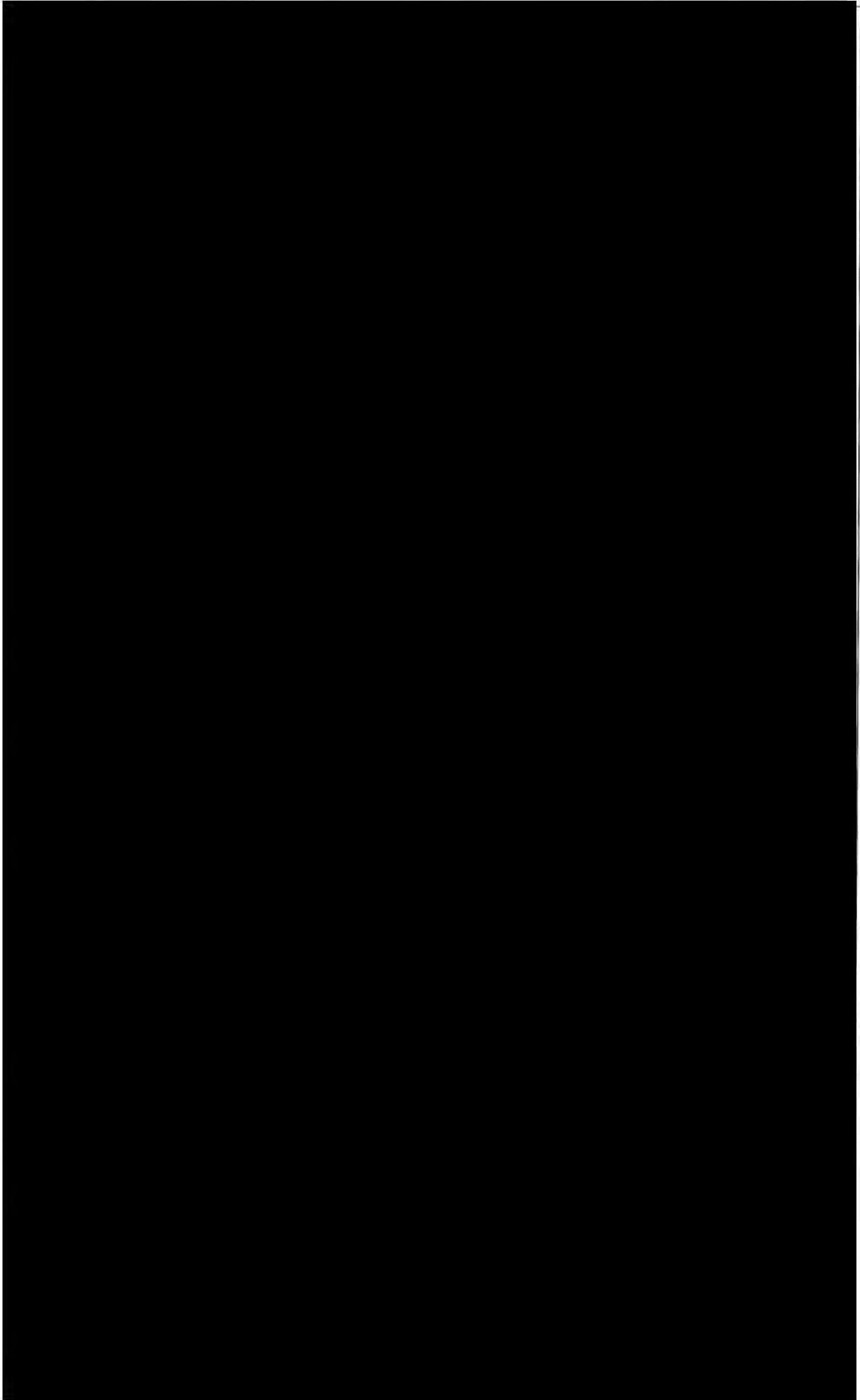


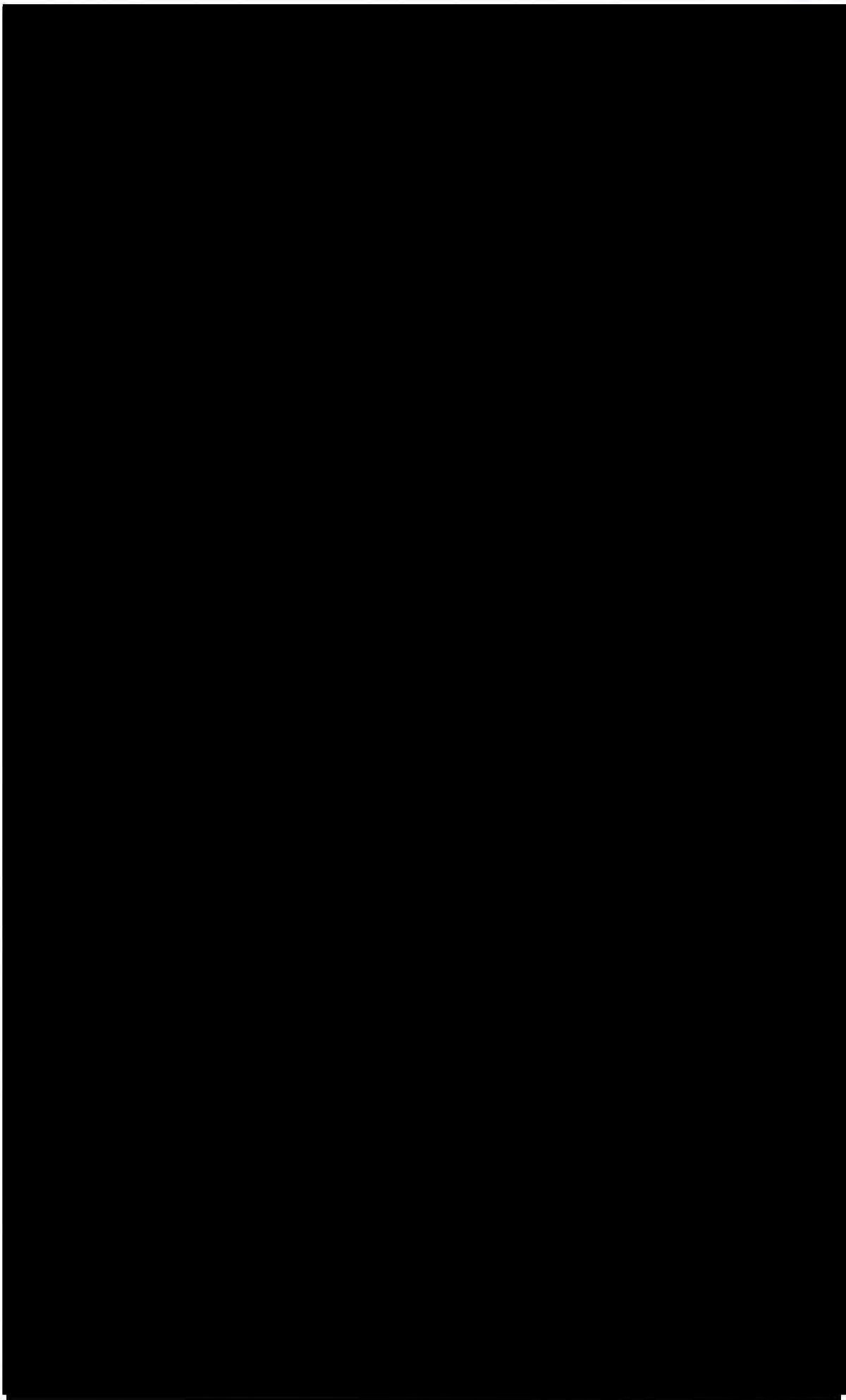
D: REGIONAL INVESTMENT


Please provide details about your business presence in the Canberra Region and the value of any existing and proposed capital investment in the Canberra Region directly linked to the contract. Your response could include:

- Year your business was established in the Canberra Region.
- Details of current business presence in the Canberra Region (e.g. turnover, FTE).
- Plans to grow your existing local corporate footprint.
- Existing and proposed capital investment within the Canberra Region that would directly relate to this contract.
- Engagement with other local businesses.



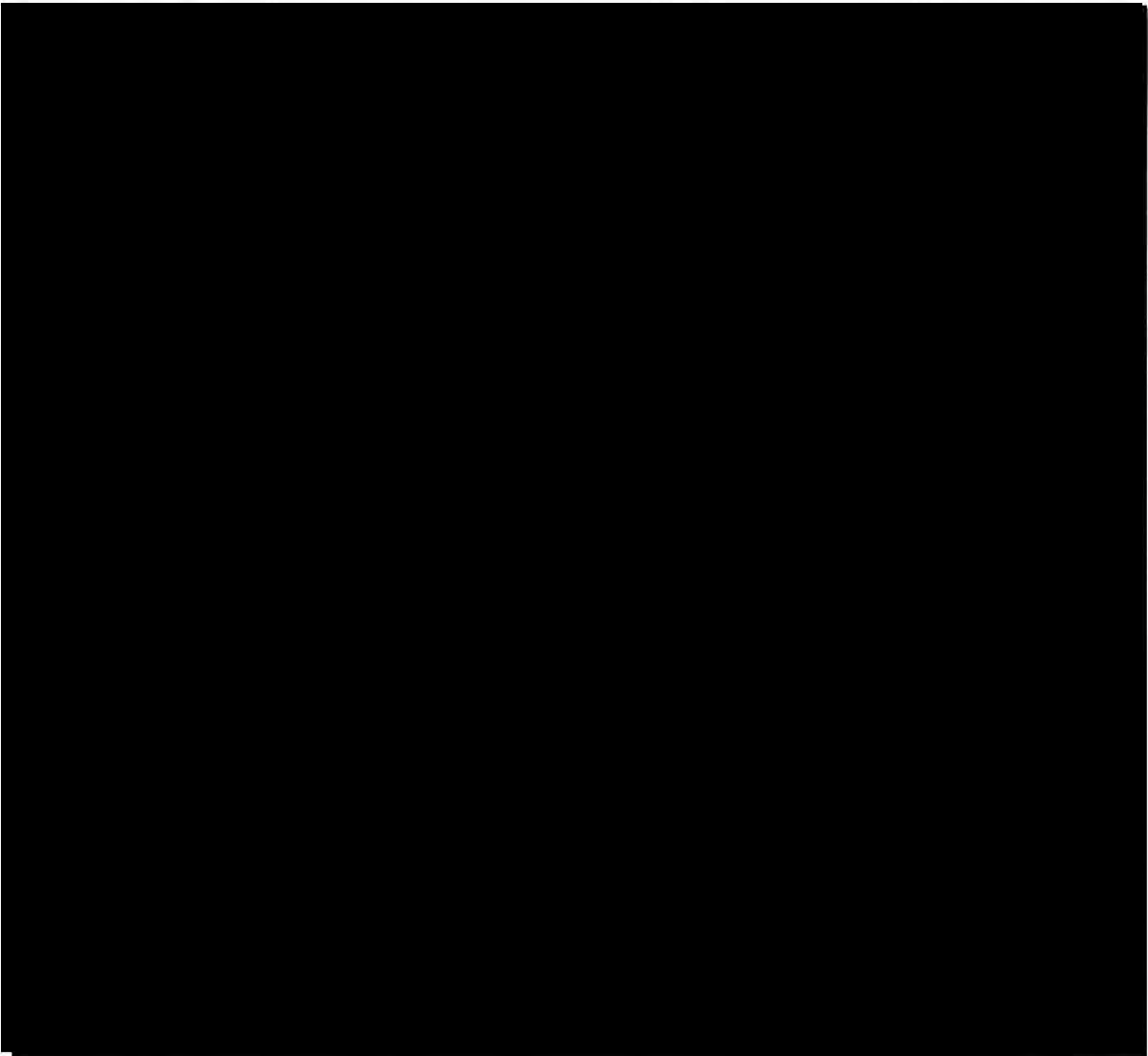


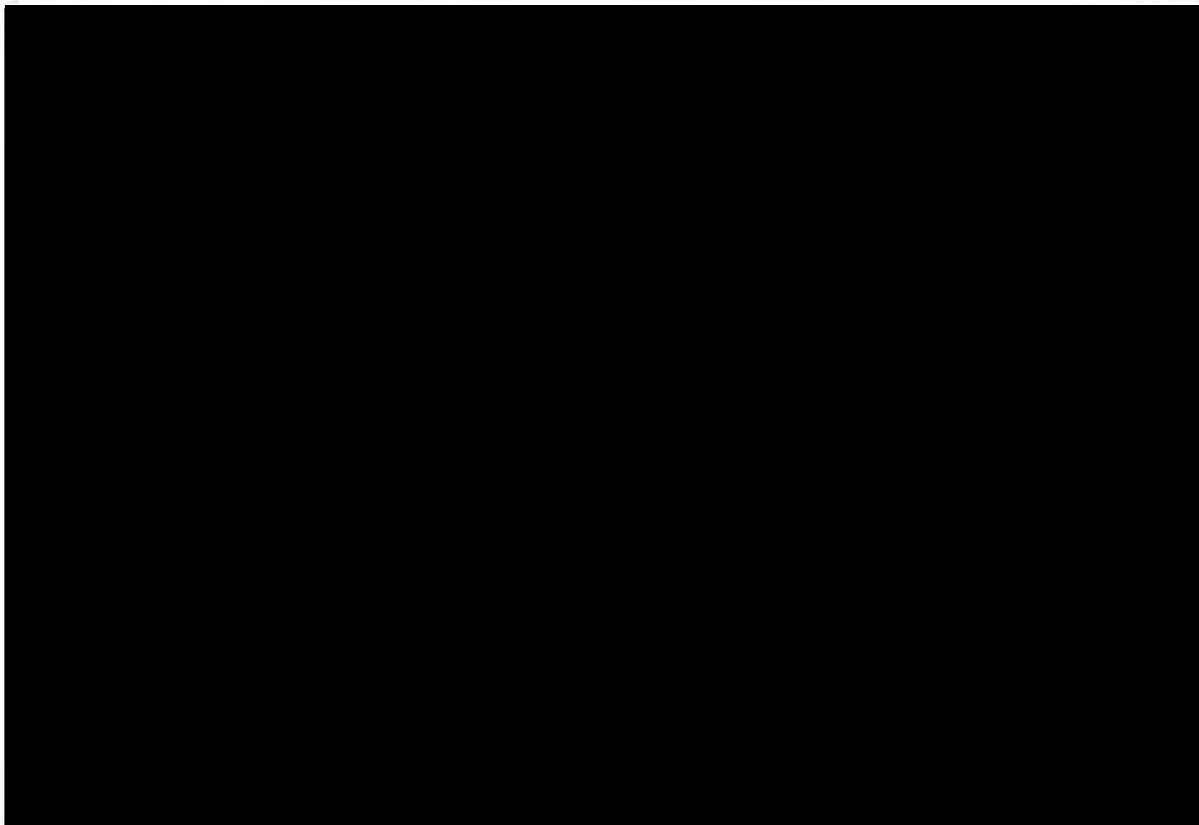




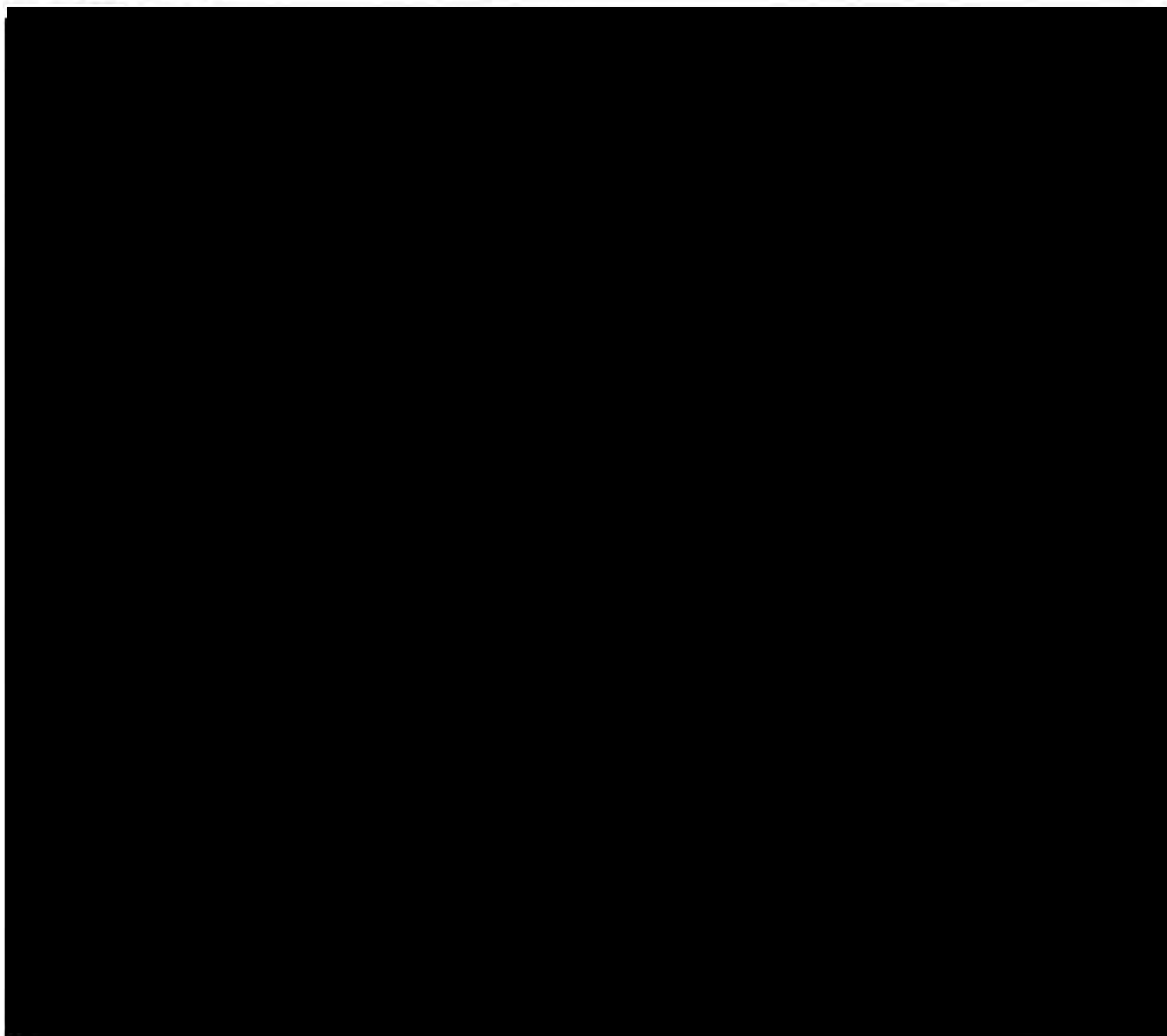
Describe how you will identify any additional business undertakings that promote economic growth in the Canberra Region resulting from this contract.

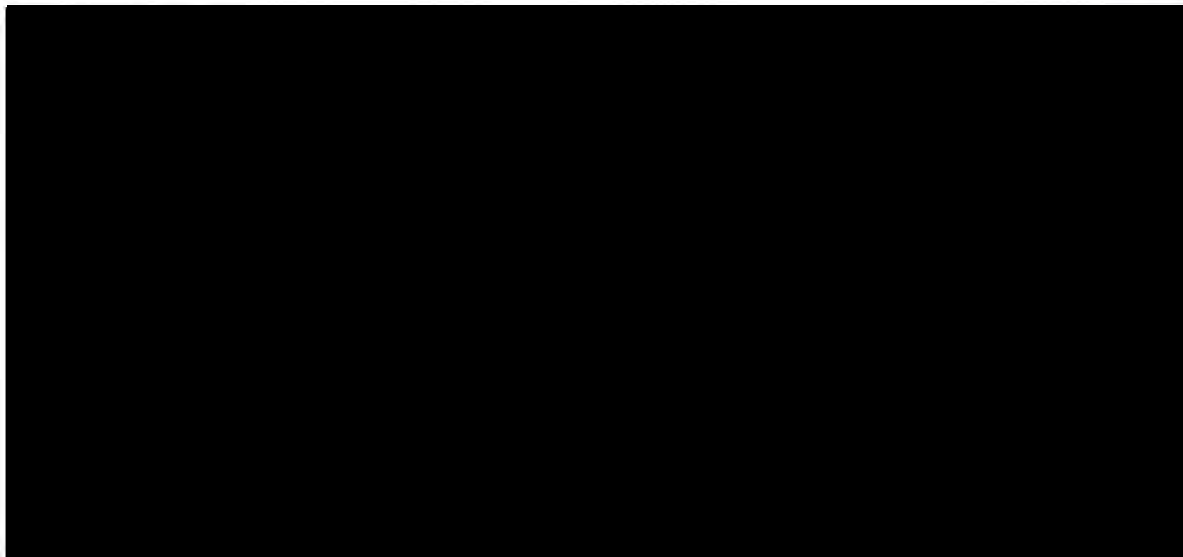
Your response could include:


- Value-added research, partnerships with universities/CIT.
 - Potential to undertake further innovation and/or research and development of contract-related technology.
 - Use of emerging technologies and materials.
 - Collaboration with international organisations to increase opportunities for Canberra Region businesses.
- 



In relation to the categories below, describe how benefits to the Canberra Region will continue once the contract has ended.





Declaration			
<p>I am a duly authorised officer of the Business, BMD CONSTRUCTIONS PTY LTD I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and the Business's responsibilities under this policy</p> <p>If awarded the contract the Business will:</p> <ul style="list-style-type: none"> • Note that the Territory reserves the right to negotiate and/or clarify commitments in this plan prior to finalisation of the contract. • Meet the commitments given in this or an amended Industry Participation Plan (as agreed by the Territory). • Report to the Territory on Canberra Region industry participation achieved during the project annually on the anniversary of the contract award and at completion of the contract using the IP Plan Report template available at [website] (or in an alternative format and timetable as agreed by the Territory). 			
Signature:		Date:	28/02/2019
Name (print):	Darren 	Position:	Construction Manager

2018

WORLD OF MAGIC

THANK YOU

On behalf of the special needs children in our community,
we thank you so much for your very generous support.



CANBERRA CITY LIONS CLUB



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

January 2019

This template includes the Canberra Region Local Industry Participation (LIP) Plan and the Labour Relations, Training and Workplace Equity Plan. These plans are an assessment criteria in the ACT Government's procurement process.

If your business is successful in winning this procurement, your compliance with these plans is evaluated as part of the final contract performance evaluation. The evaluation can be considered as part of your future procurement submissions.

More information on the Canberra Region Local Industry Participation Policy and Secure Local Jobs is available at procurement.act.gov.au.



CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

Tender and business information

Information you enter into the tables below must be able to be verified. Where possible quantify items in your statements.

Tender* title	TAYLOR 3 STAGE 1A RESIDENTIAL ESTATE
Tender number	SL170496
Responsible Territory Entity / Directorate	SUBURBAN LAND AGENCY
Total tender value (\$AUD) incl. GST	\$4,845,082.02

* Tender refers to tender, quotation or any other form of bid/response to a procurement for territory funded work issued by the territory for the supply of goods, services and/or works, intended to result in a contract.

Legal entity name	BMD CONSTRUCTIONS PTY LTD
ABN	59 010 126 100
Trading name	BMD CONSTRUCTIONS PTY LTD
Business project manager/contact person	DARREN [REDACTED]
Telephone	[REDACTED]
Email	[REDACTED]

What is your physical presence in the Canberra region?
(Select all that apply)

Head office	Branch office	Warehouse/ Depot	Home office	Null	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specify:

When was this presence established?

<input type="text"/>	2006	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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How many full time employees (FTE) do you currently employ in the Canberra region?

Describe your existing relationships with other businesses in the Canberra region?

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

A: Regional employment

This section measures the potential economic benefit to the Canberra region through the use of Canberra region sourced labour throughout the contract term.

Labour hours from the Canberra region

See Guidance Note 1

Head contract

A1: Estimated internal FTE required to deliver the contract.

of FTE:



% from the Canberra region

See Guidance Note 1

A2: Estimated head count of internal labour required to deliver the contract.

of FTE:



% from the Canberra region

See Guidance Note 1

Subcontract/s or outsourced labour arrangements

A3: Will you need to engage Canberra region based subcontractors to deliver this contract?

Yes



Complete A4

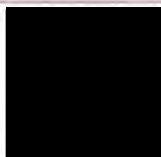
No



Go to Section B

A4: Estimated FTE of subcontracted labour intended to be used to perform the contract.

of FTE:



% from the Canberra region

See Guidance Note 2

Guidance Note:

- 1) The labour your business will employ directly to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work.
- 2) An estimate of the labour from any outsourced and subcontracted Canberra region work to deliver the contract.

Provide details of employment to be created and retained, including:

- ▶ the types of positions that may be created and/or retained as a result of this contract
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage subcontractors, including your supply chain.

Insert or attach your response here:

Refer Attachment A:

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

B: Regional suppliers

This section measures the potential economic benefit to the Canberra region by using Canberra region sourced goods and services, and any other non-labour inputs required.

Excluding labour	Total	Sourced from the Canberra Region
B1: Estimated value of goods and services required to deliver the contract?		

B2: Will you engage Canberra region based suppliers to deliver goods and services for this contract?

Yes No
Complete B3 Go to Section C

B3: List the supply inputs (including bundled work packages) to be sourced from Canberra region suppliers.	Name and location of regional supplier	Estimated value of input
<i>See Guidance Note 3</i>		
Please Refer Attachment B	Please Refer Attachment B	Please Refer Attachment B

Guidance Note:

- 3) Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of merchandise; finished products; food and beverages; supplies and raw material; and accommodation.

Describe how you will identify local products and capabilities that meet contract requirements, including:

- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain
- ▶ a commitment to liaising with Canberra region business advocacy groups to identify the availability of local goods and services
- ▶ establishing procedures or policies that encourage local industry participation.

Insert or attach your response here:

Refer Attachment B

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan ⁹⁹

Procurements with a value of \$5 million or more

C: Regional skills development

Provide details of any training and skills development that will be provided to Canberra region labour in relation to this contract, including:

- ▶ opportunities for engaging and training apprentices
- ▶ the number of existing positions, local apprenticeships and traineeships to deliver this contract
- ▶ opportunities for increasing the skills of Canberra region employees
- ▶ training programs designed to support employee career development
- ▶ training programs designed for this contract.

Insert or attach your response here:

Refer Attachment C

Outline evidence and the value of your business' contributions to skills and training development

Evidence of contribution	Estimated value (\$AUD) incl. GST
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

D: Regional investment

Provide details about your business presence in the Canberra region and the value of any existing and proposed capital investment in the Canberra region directly linked to the contract. This could include:

- ▶ the year your business was established in the Canberra region
- ▶ details of your current presence in the Canberra region (for example, turnover or FTE)
- ▶ plans to grow your Canberra region footprint
- ▶ existing and proposed capital investment in the Canberra region that directly relates to this contract
- ▶ engagement with local businesses.

Insert or attach your response here:

Refer Attachment D

Describe how you will identify additional business undertakings that promote economic growth in the Canberra region resulting from this contract. This could include:

- ▶ value-added research or partnerships with universities/CIT
- ▶ potential to undertake further innovation and research, or the development of technology related to this contract
- ▶ use of emerging technologies and materials
- ▶ collaboration with international organisations to increase opportunities for Canberra region businesses.

Insert or attach your response here:

Refer Attachment E

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Identify and describe any ongoing benefits to the Canberra region listed once the contract has ended.

Category	Ongoing benefit Y/N	Description
Canberra region employment		
Local suppliers		
Canberra region skills development		
Canberra region investment		

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

E: Compliance with the Secure Local Jobs Code

Describe how your business will comply with its obligations under the Secure Local Jobs Code for the duration of the contract, including:

- ▶ getting and maintaining a Secure Local Jobs Code Certificate
- ▶ adhering to relevant laws, including industrial relations, employment and workplace safety
- ▶ promoting opportunity for job security and reducing the incidence of insecure work
- ▶ ensuring subcontractors and sub-subcontractors comply with the Code
- ▶ maintaining communication with the workforce throughout the project.

E1: Internal operations

Refer Attachment F.

E2: For subcontractors (if applicable)

See Guidance Note 4

Refer Attachment F.

Guidance note:

- 4) Provide supporting evidence to demonstrate you have systems in place to only engage Code compliant subcontractors. For example, subcontractors engaged at any tier of the supply chain in connection with the territory-funded work must hold a valid Secure Local Jobs Code Certificate and comply with Code requirements.

F: Systems of work

Describe how your business will incorporate compliance with the Secure Local Jobs Code into policies and systems of work.

F1: Internal operations

See Guidance Note 5

Refer Attachment G

Guidance note:

- 5) This could include a policy or procedure covering obligations under the Code.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan ¹⁰³

Procurements with a value of \$5 million or more

G: Understanding Secure Local Jobs Code obligations

Describe how your business will ensure directors, executive managers and employees understand obligations under the Secure Local Jobs Code.

G1: Internal operations

See Guidance Note 6

Refer Attachment H

Guidance note:

- 6) This could include training plans, minuted meetings, or a policy or procedure covering directors, executive managers and employee obligations under the Secure Local Jobs Code.

H: Security of employment

Describe how your business seeks to minimise insecure work arrangements. This includes:

- ▶ whether and how you will support transitioning employees from an existing contractor to your business if successful in this contract
- ▶ how you will minimise insecure work arrangements by your subcontractors.

H1: Internal operations

Refer Attachment I

H2: Subcontractors or labour hire arrangements (if applicable)

Guidance Note:

- 7) Examples of insecure work arrangements includes:
- ▶ temporary employment arrangements
 - ▶ casual employment arrangements.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

I: Employees' health and wellbeing

Describe and provide evidence of how your business actively supports the physical and mental health of your employees, including activities that reduce the impact and incidence of impairment in the workplace.

I1: Internal operations

See Guidance Note 8

Attachment J

Guidance Note:

- 8) This could include: providing employees with access to an Employee Assistance Provider (EAP), workplace policy or procedure, drug and alcohol training, domestic violence training, access to rehabilitation and support services, safety and impairment awareness training, and other measures to support employee health and wellbeing.

J: Diversity in the workplace

Describe how your business strategies and processes to:

- ▶ support employment participation of Aboriginal and Torres Strait Islander people, women, people with disability and people from culturally and linguistically diverse backgrounds
- ▶ address barriers to employment or career development for people from these groups.

J1: Internal operations

Attachment K

Guidance Note:

- 9) Evidence could include: workplace policy or procedures, targeted traineeships/apprenticeships, designated positions or roles, training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave), and other action you have taken to remove barriers to employment and support career development.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

K: Local employment first

Describe your business' strategies and processes to provide opportunities for people in the Canberra region to apply for and be offered employment for this contract before you recruit workers outside the region.

K1: Internal operations



Describe what training opportunities you provide employees for career development and if this training is a recognised qualification. Outline whether your business provides, or will provide if successful in this contract, internships, traineeships, cadetships or apprenticeships.

K2: Internal operations

Refer Attachment C

L: Consultation with staff and their representatives

L1: Have you consulted with your staff in developing this Plan?

Yes Complete L2

No Go to Declaration

L2: Describe and provide evidence of how this consultation was done. This could include consultation with eligible unions or relevant staff representatives.



Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Declaration

I am a duly authorised officer of

(Business Name)

I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and Secure Local Jobs Code and the responsibilities under these.

If awarded the contract the business will:

- ▶ note that the Territory reserves the right to negotiate and/or clarify commitments in this Plan before finalising the contract
- ▶ meet the commitments in this or an amended LIPP and LRTWE Plan (as agreed by the Territory)
- ▶ attend any meeting scheduled by the Territory to review progress implementing commitments in this or an amended Labour Relations, Training and Workplace Equity Plan (as agreed by the Territory)
- ▶ report to the Territory on the Canberra region industry participation achieved during the project annually, on the anniversary of the contract award, and at completion of the contract using the LIPP Report template (or another format and timetable as agreed by the Territory).

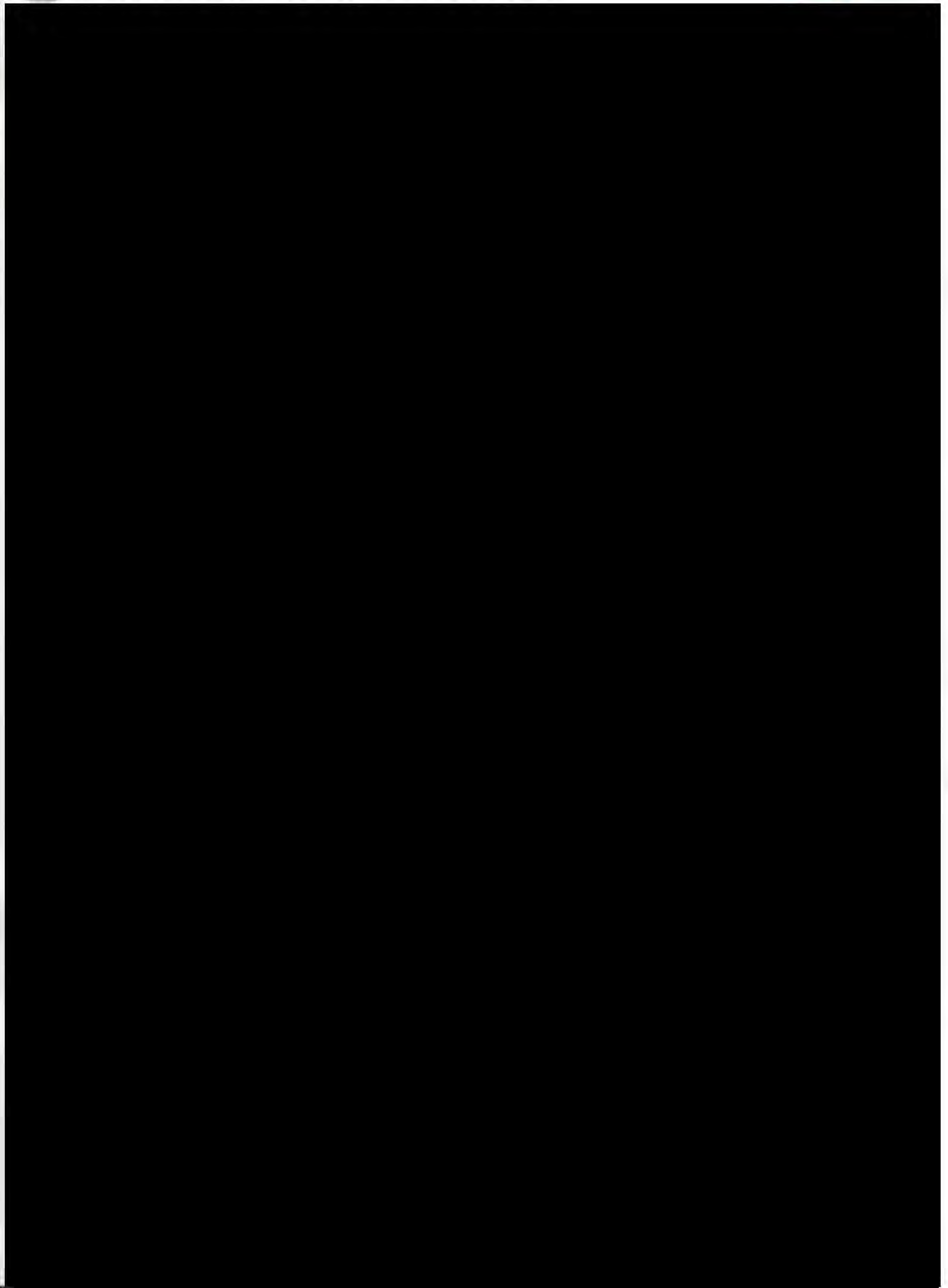
Signature

Date

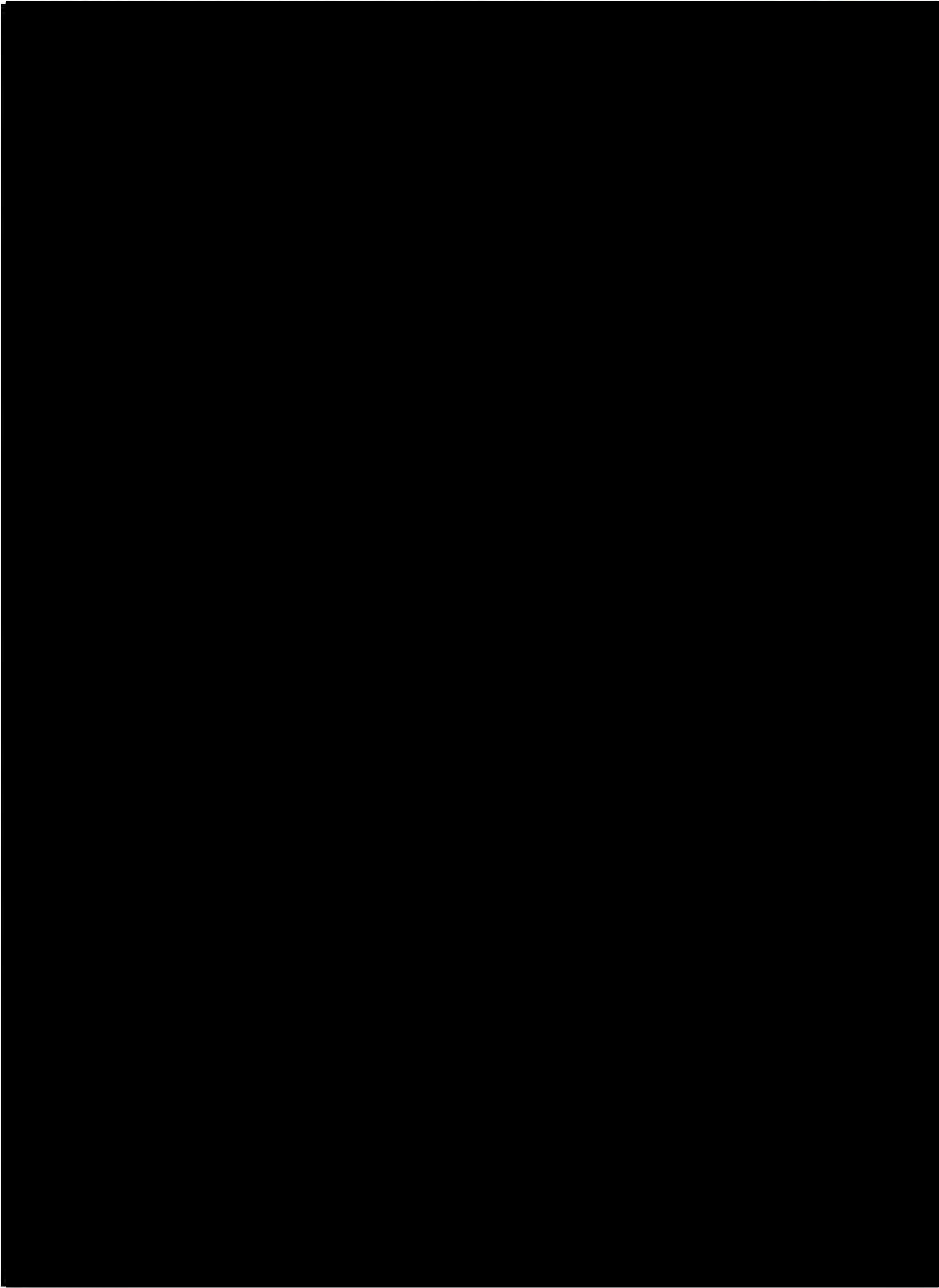
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Position

Start Talk and Site Attendance Record

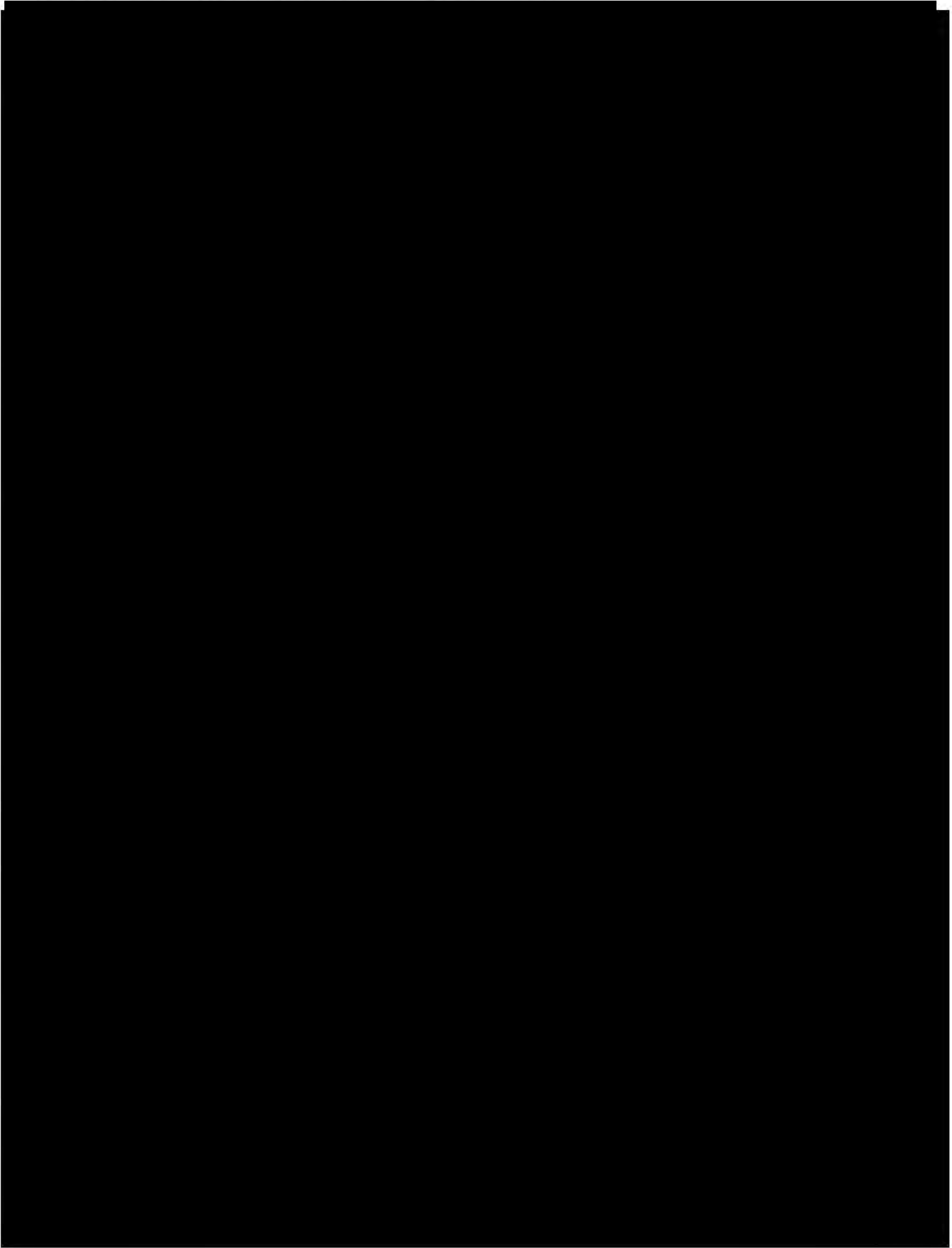


Prestart Talk and Site Attendance Record

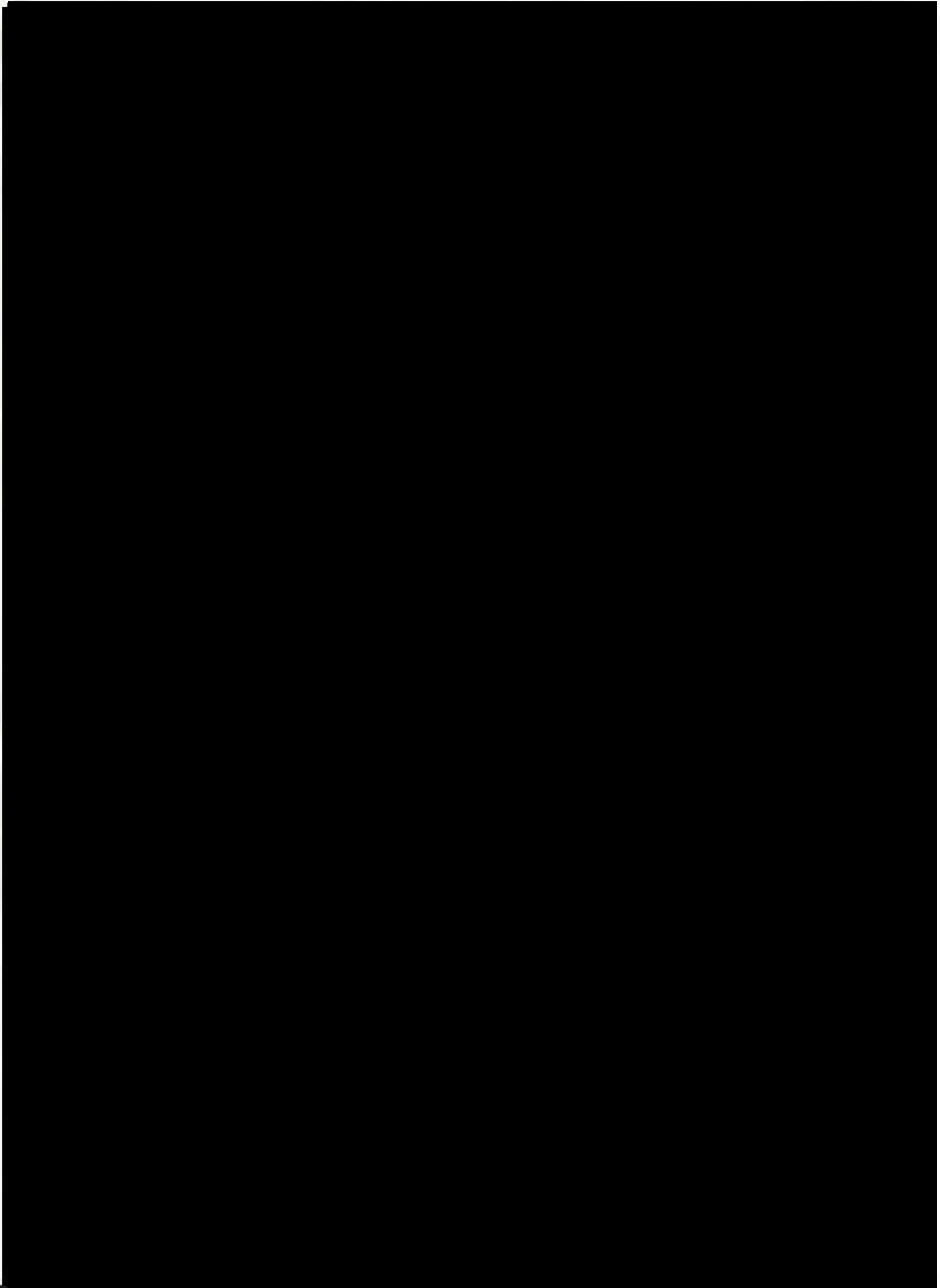




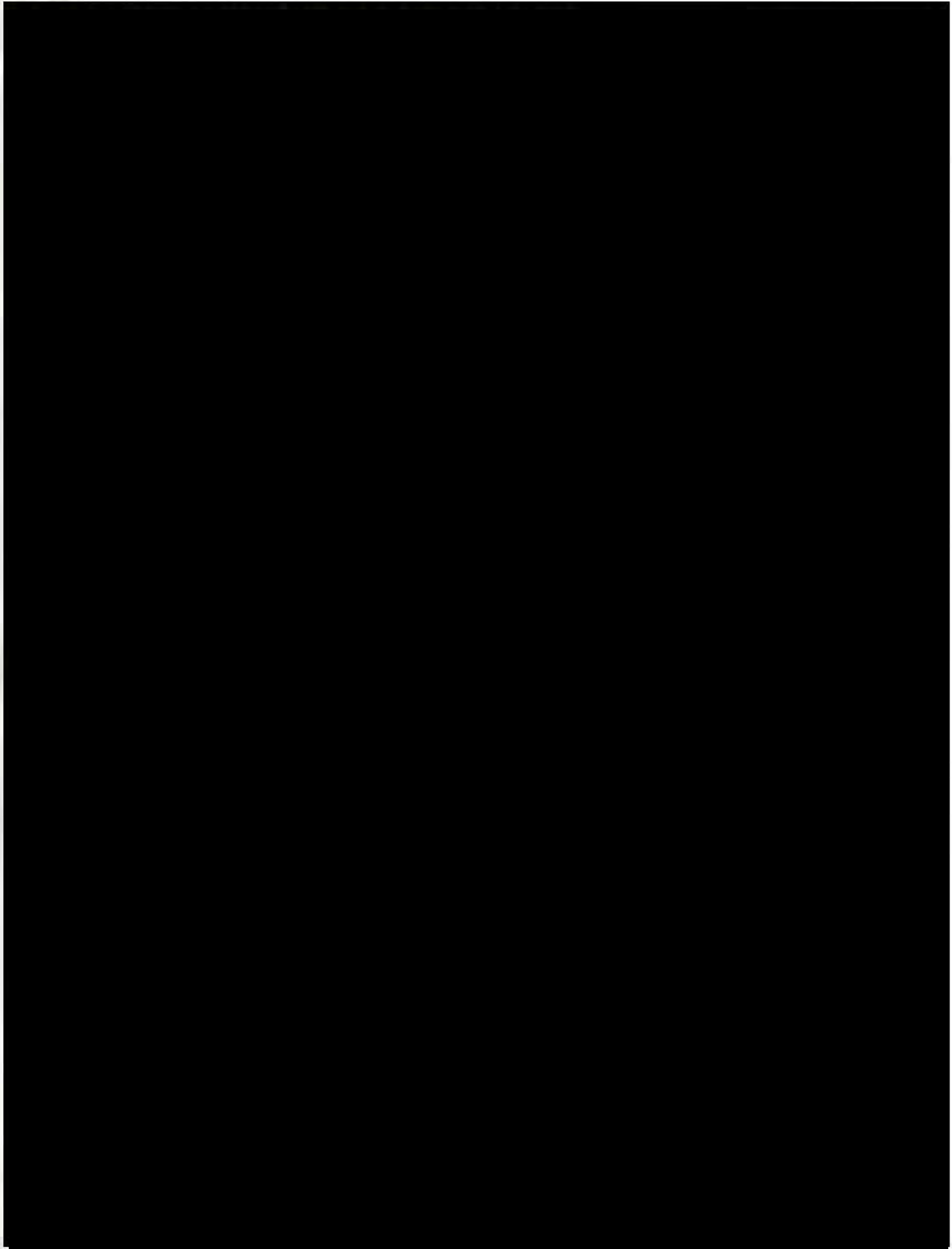
Daily Prestart and Site Attendance Record



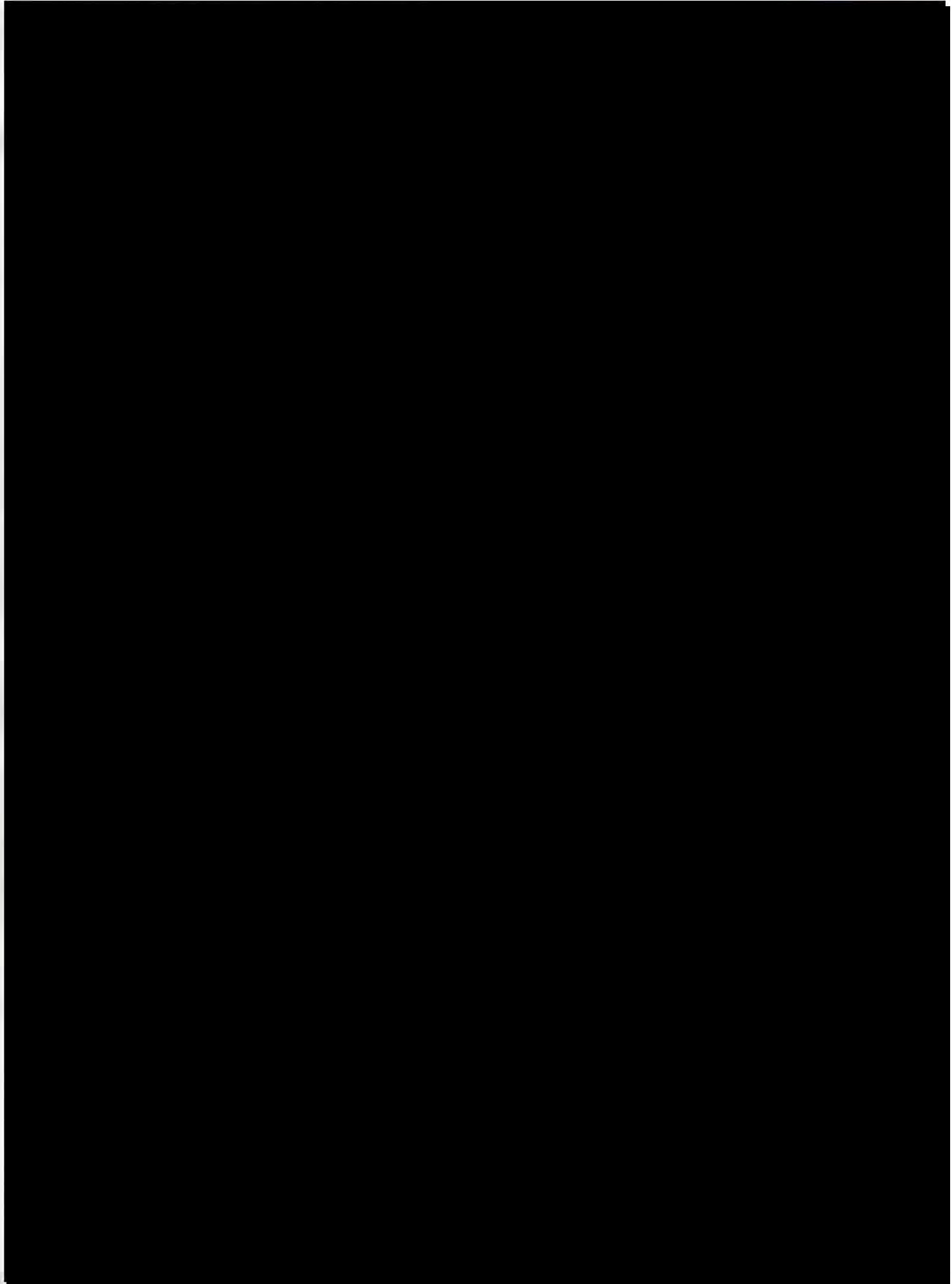
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Daily Prestart and Site Attendance Record

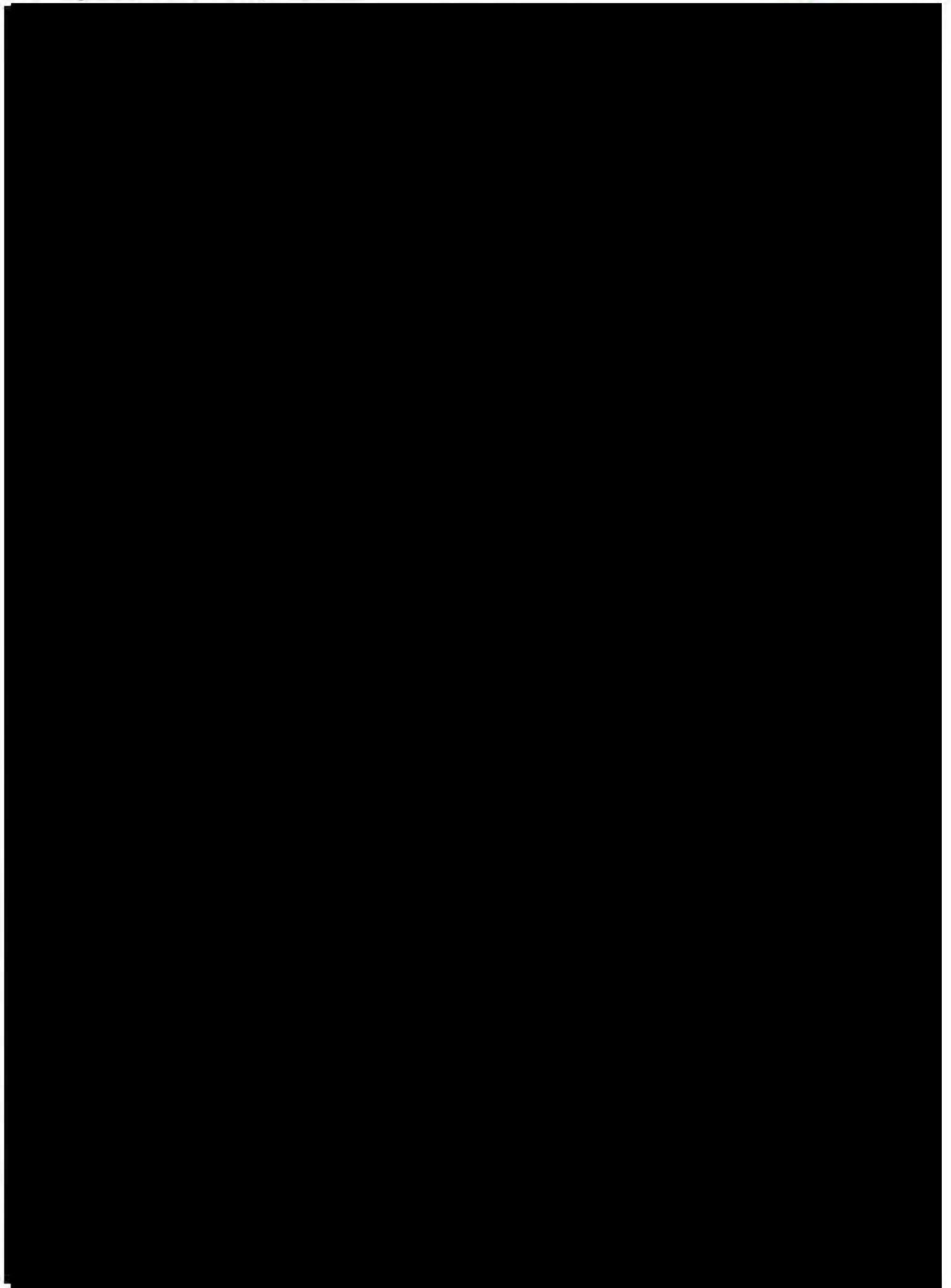


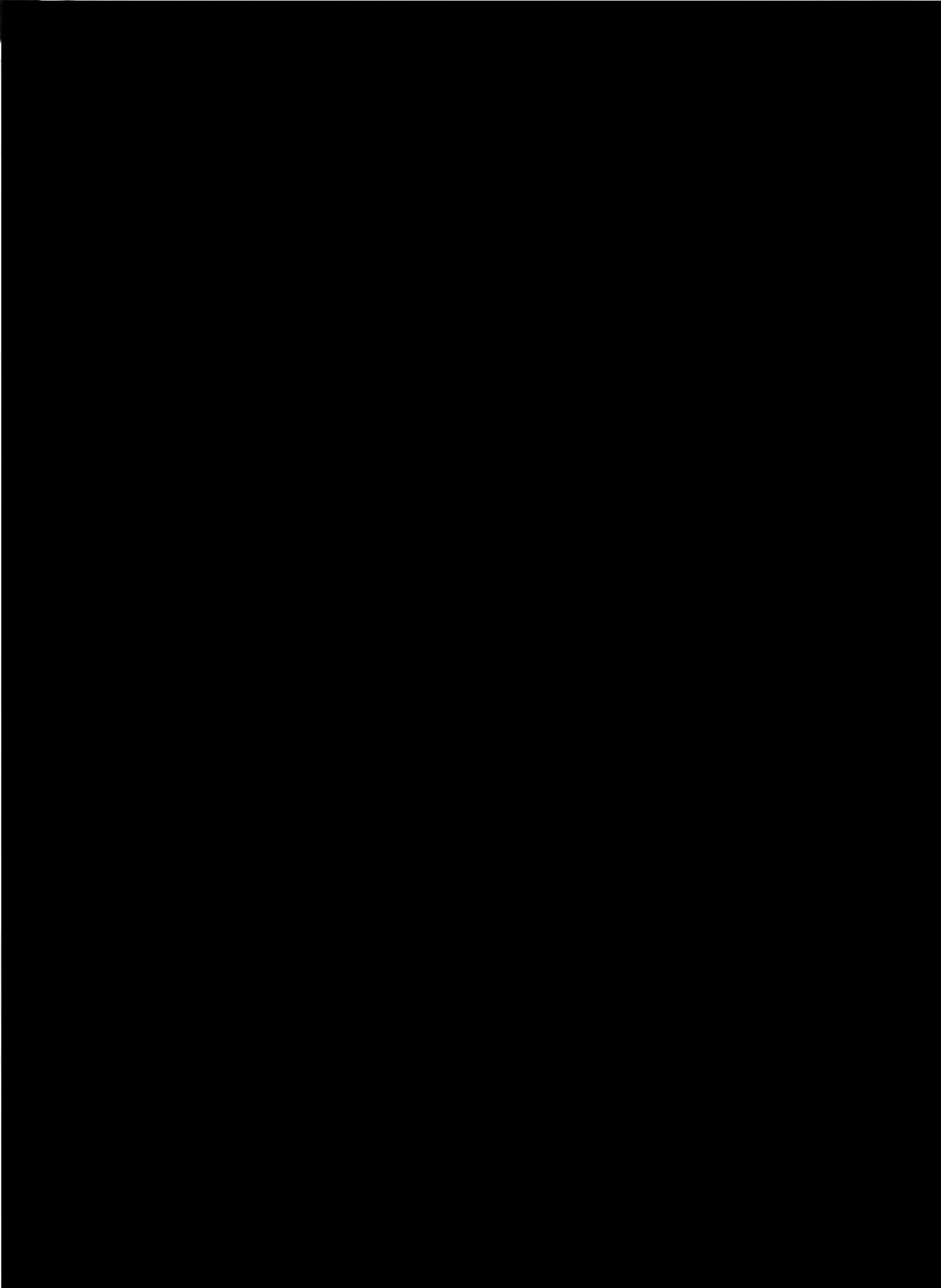
Visitor Daily Attendance Record





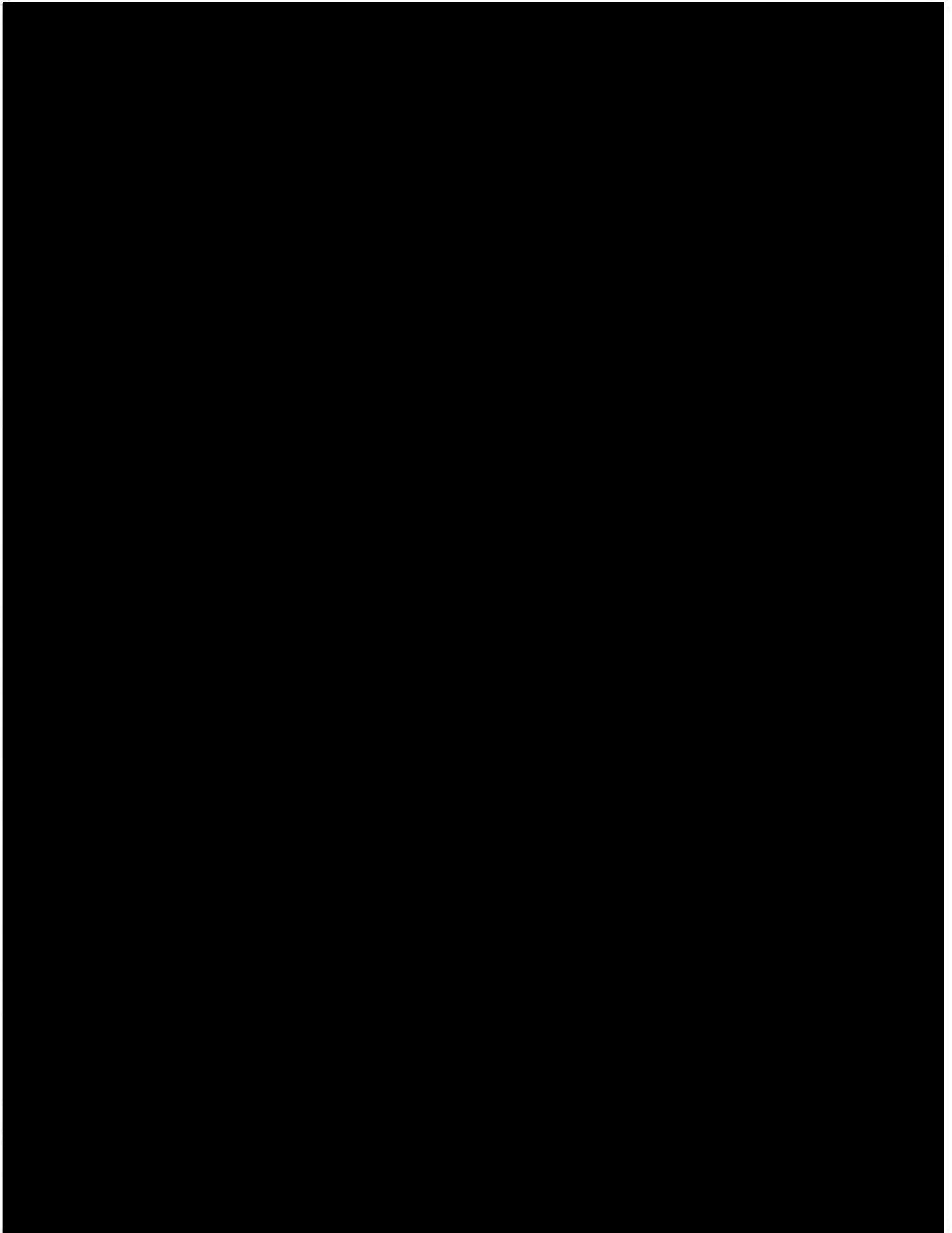
Daily Prestart – Key Points



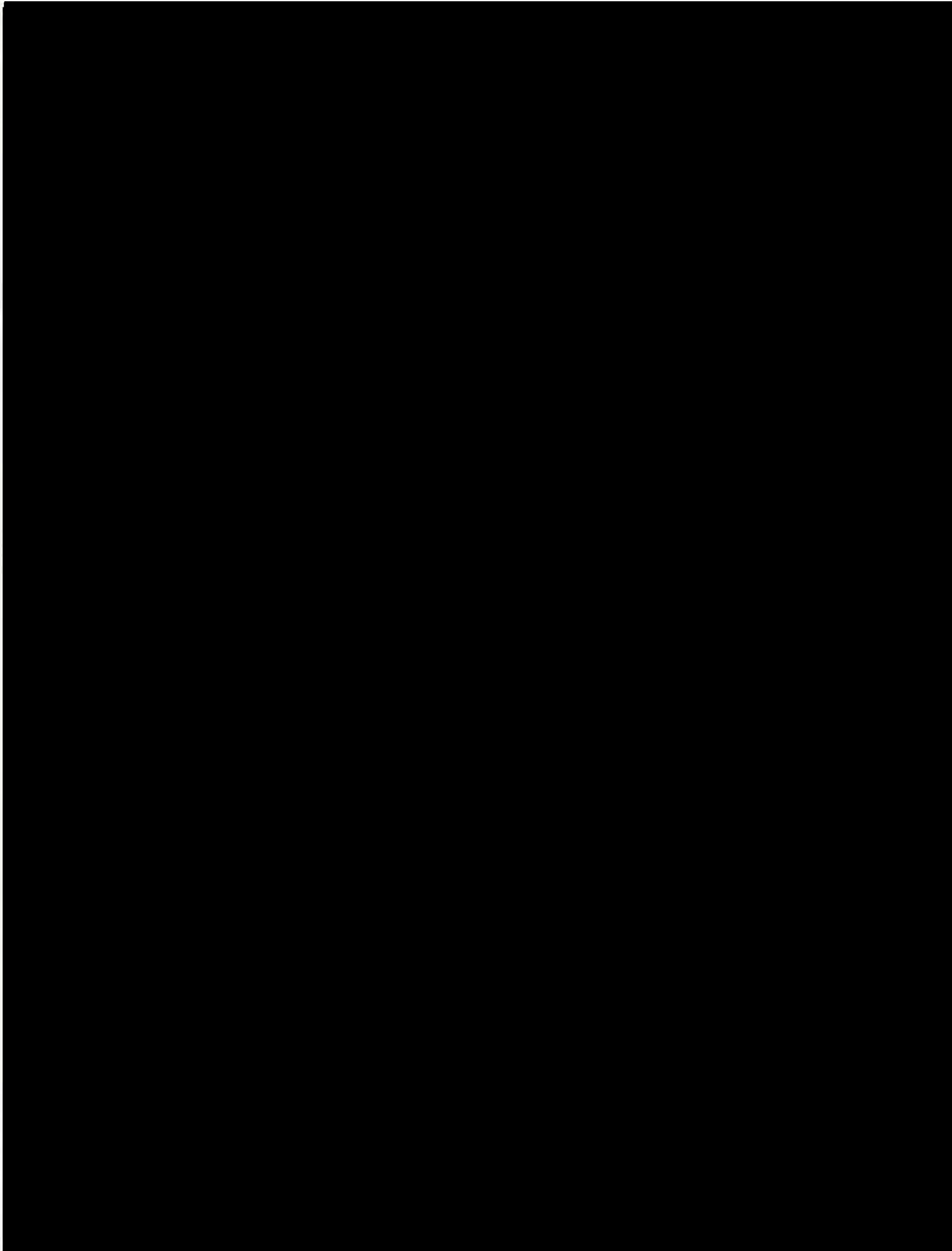




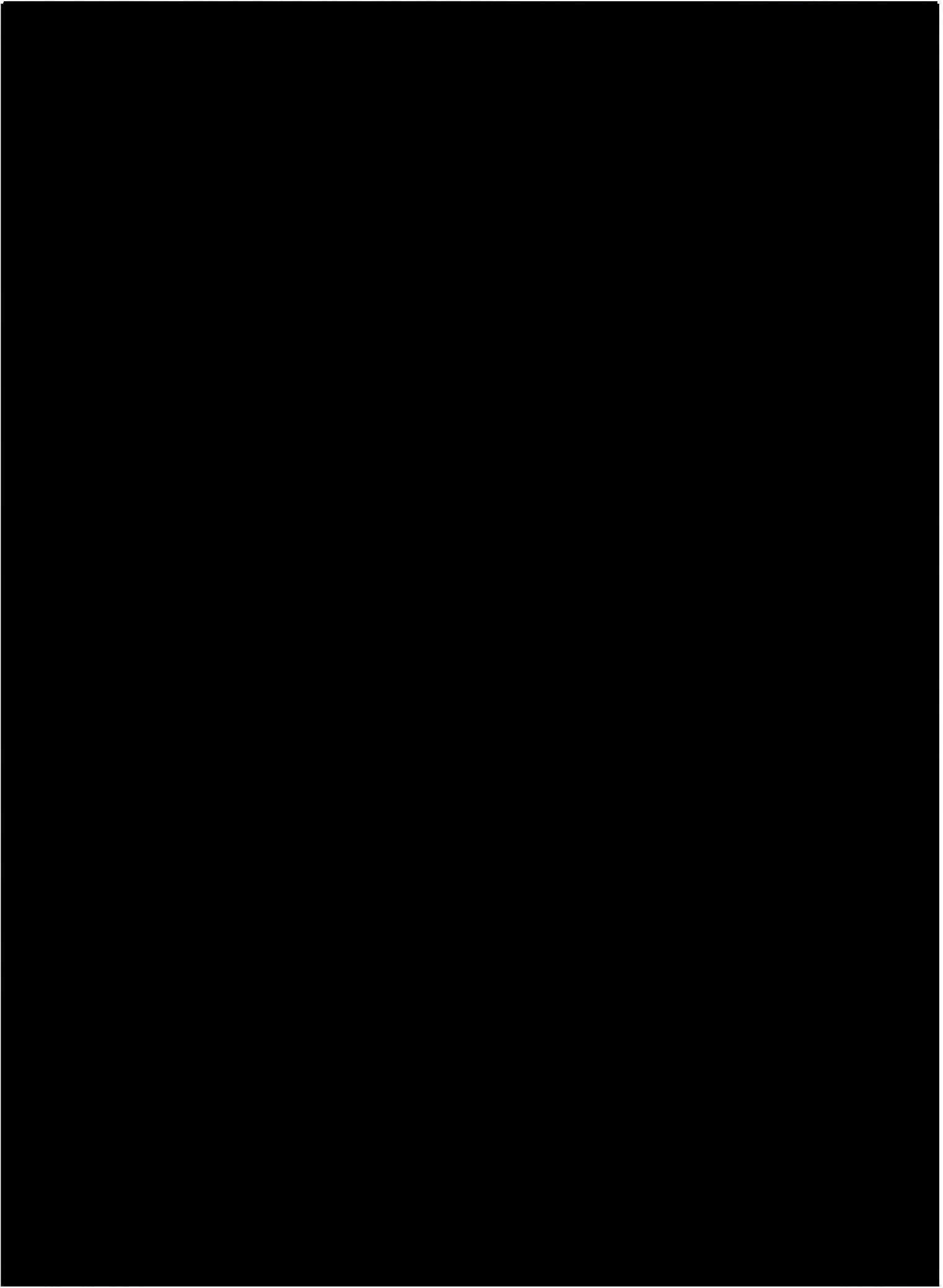
Daily Prestart and Site Attendance Record



Daily Prestart and Site Attendance Record

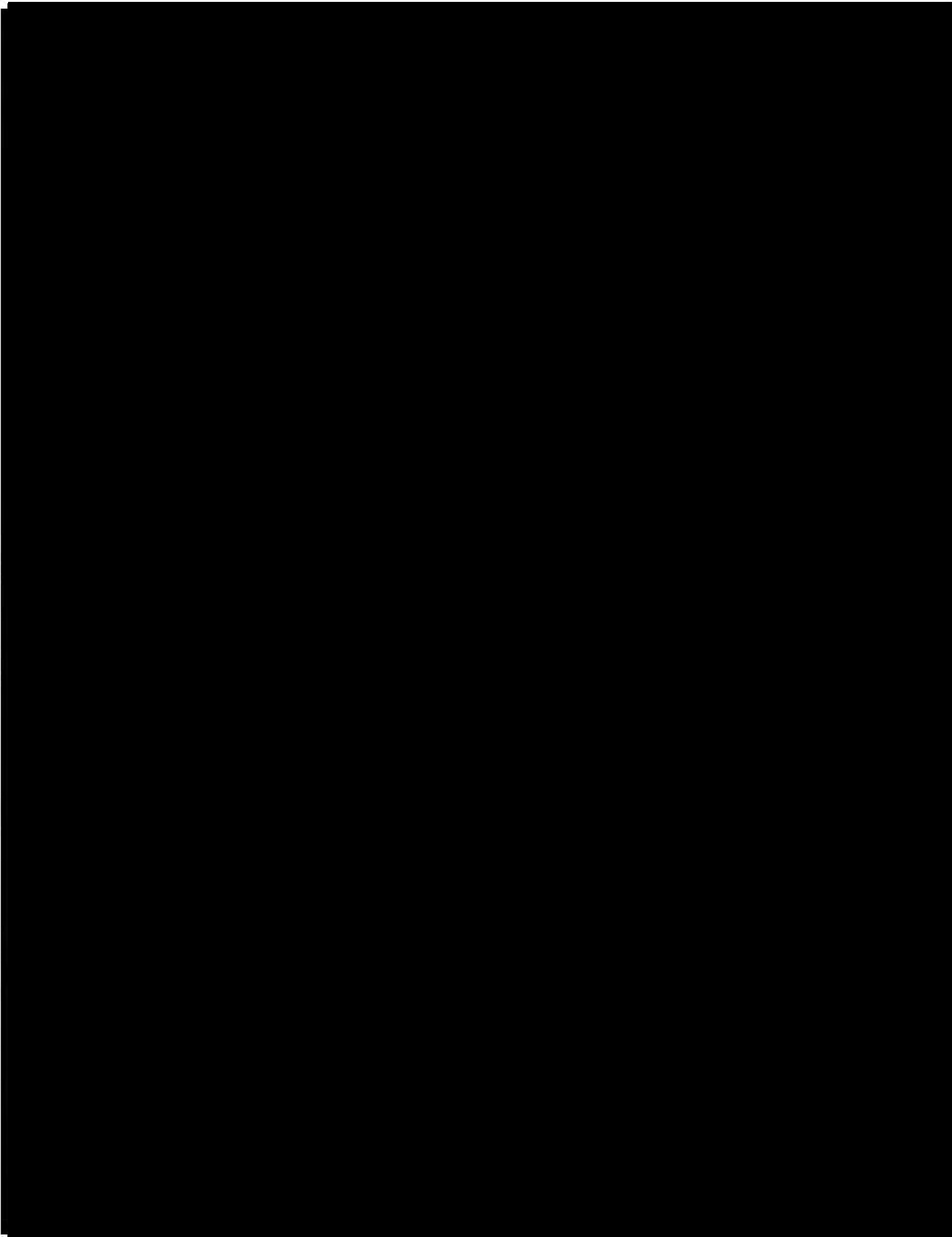


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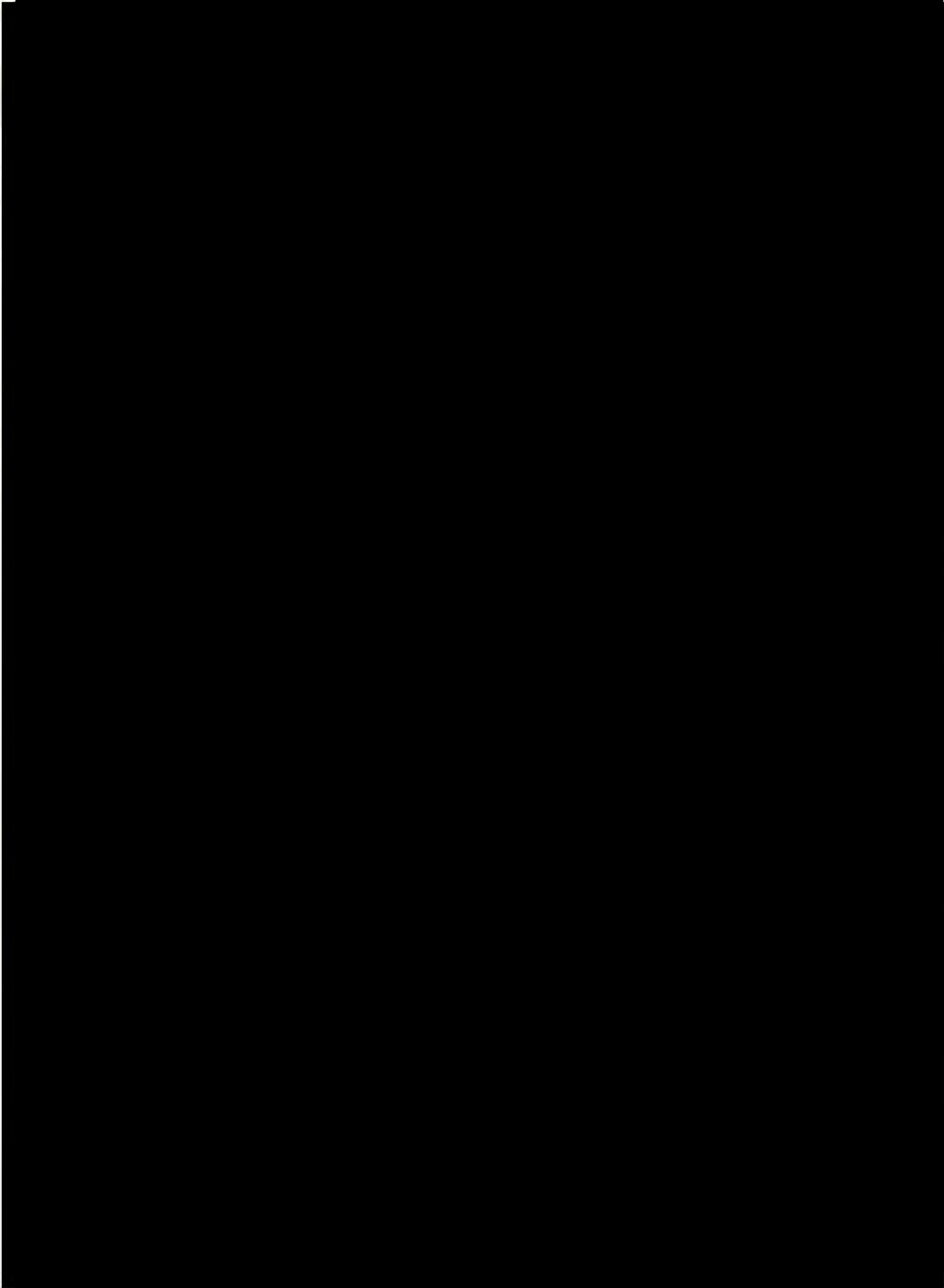




Daily Prestart and Site Attendance Record



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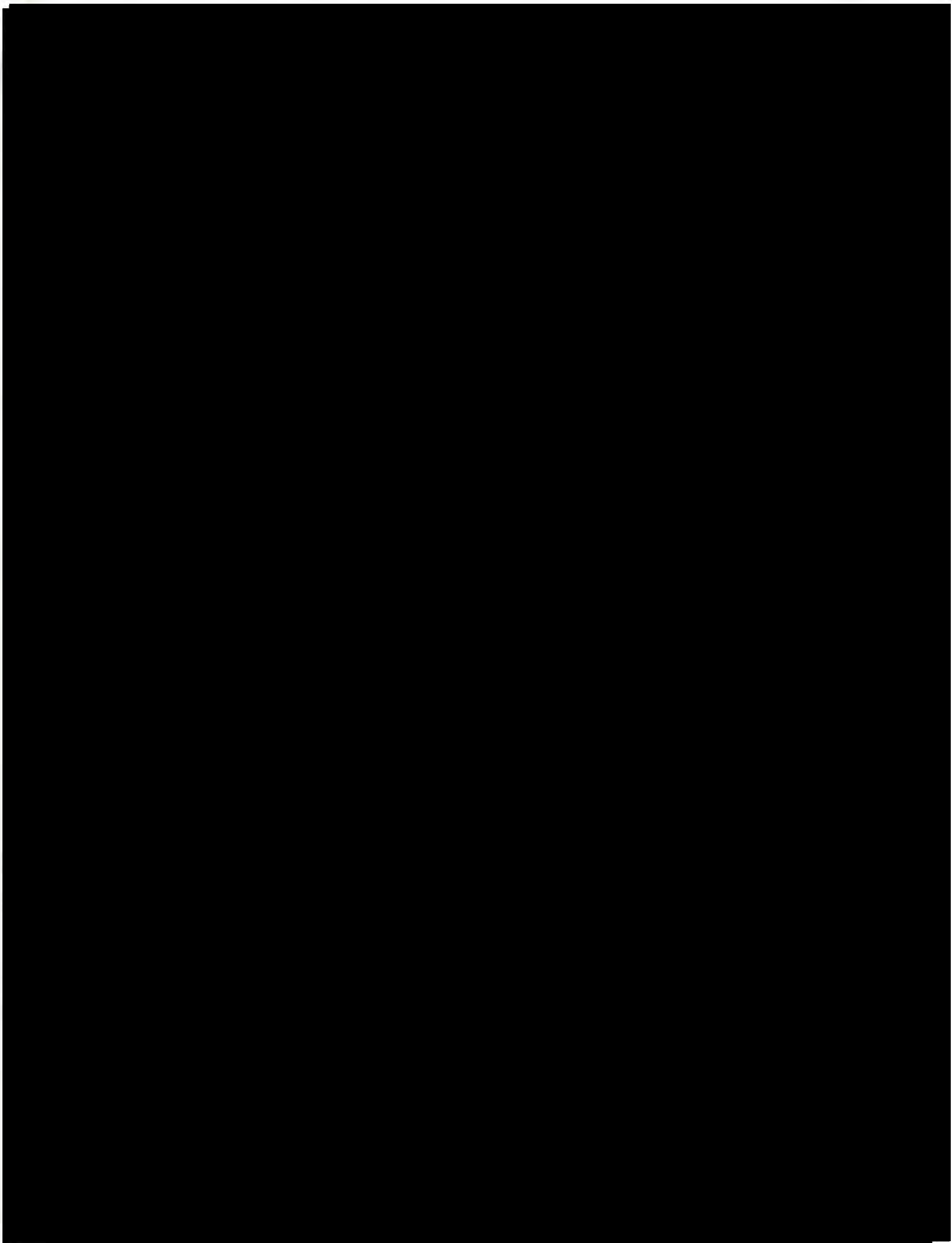


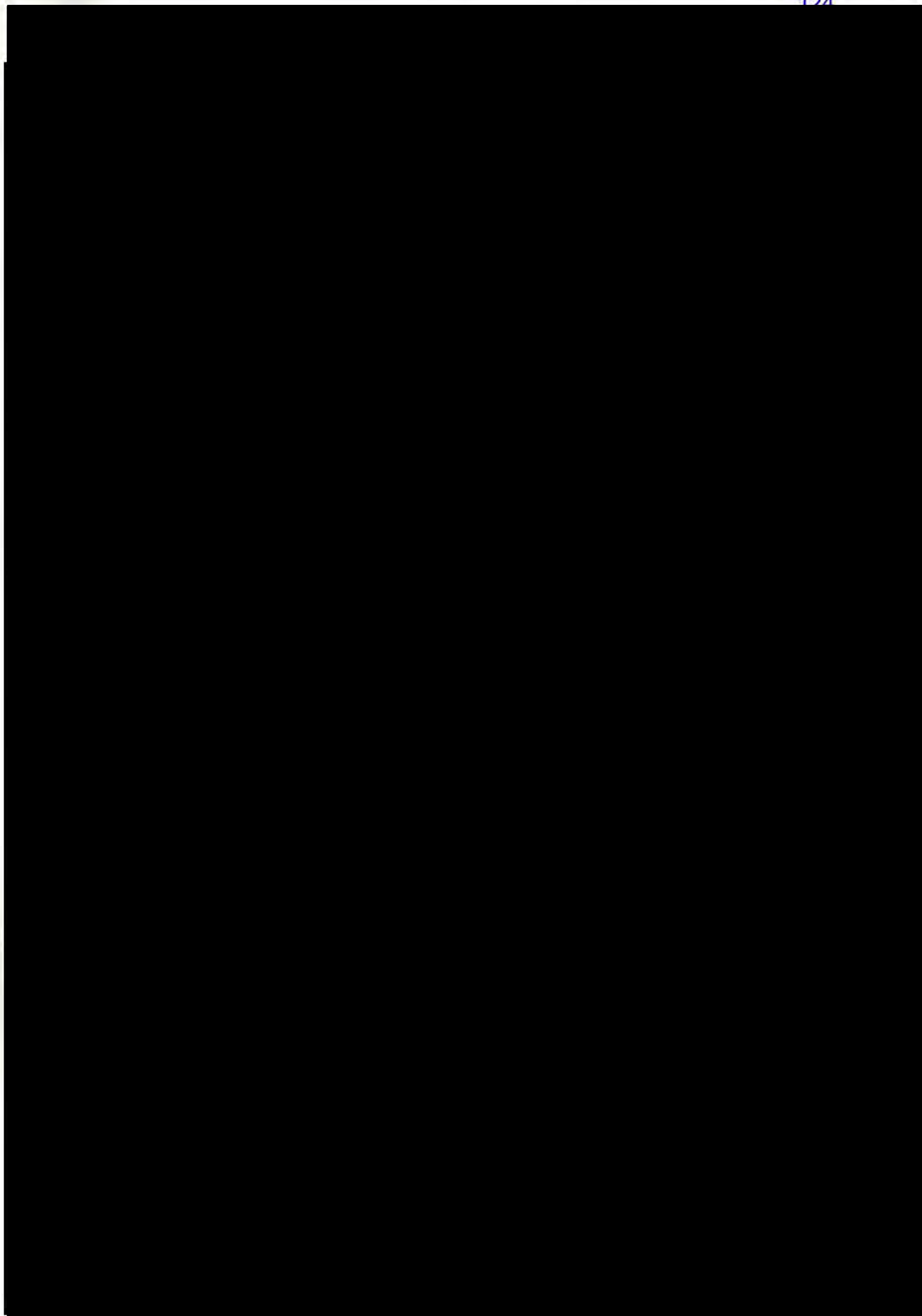


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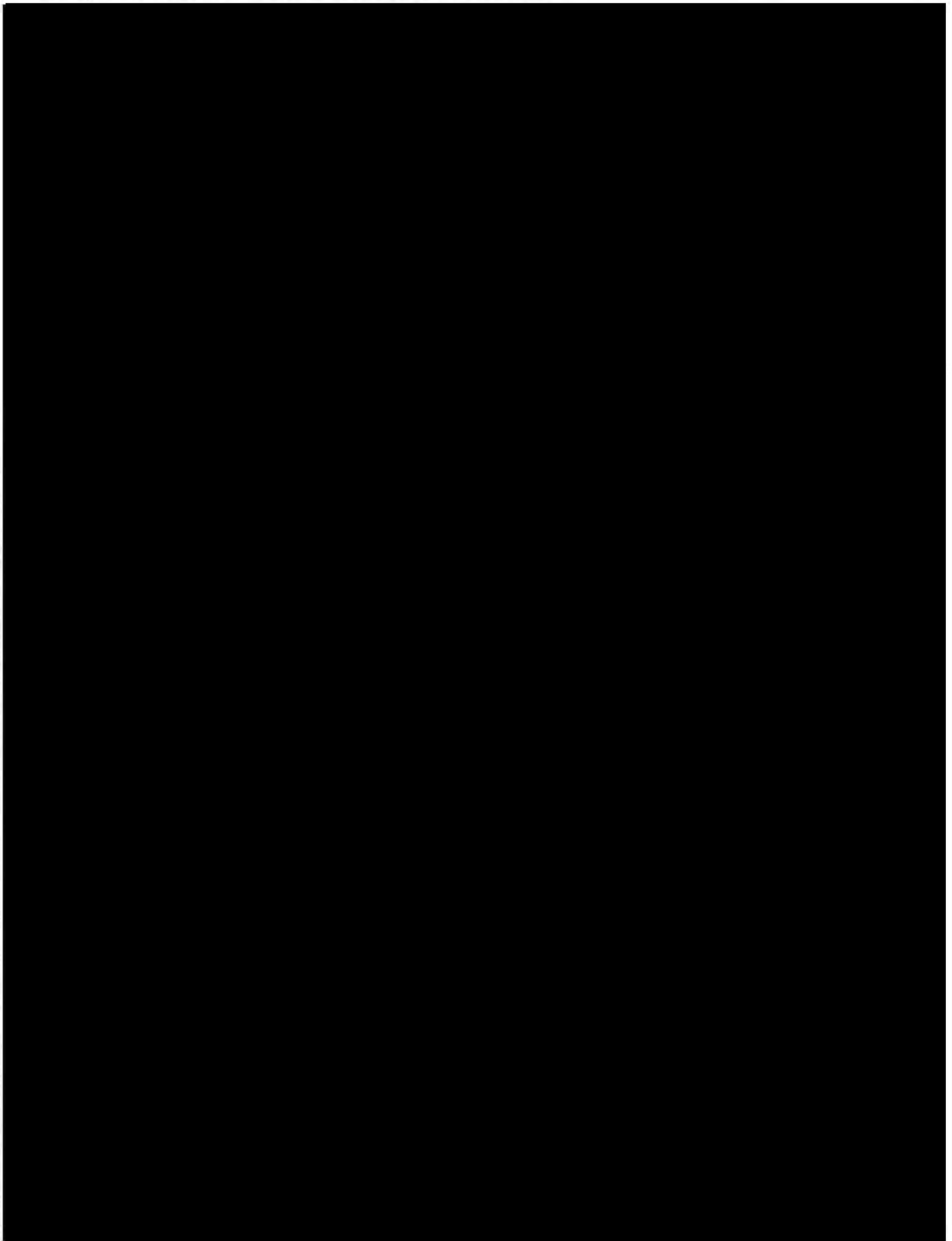
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Daily Prestart and Site Attendance Record





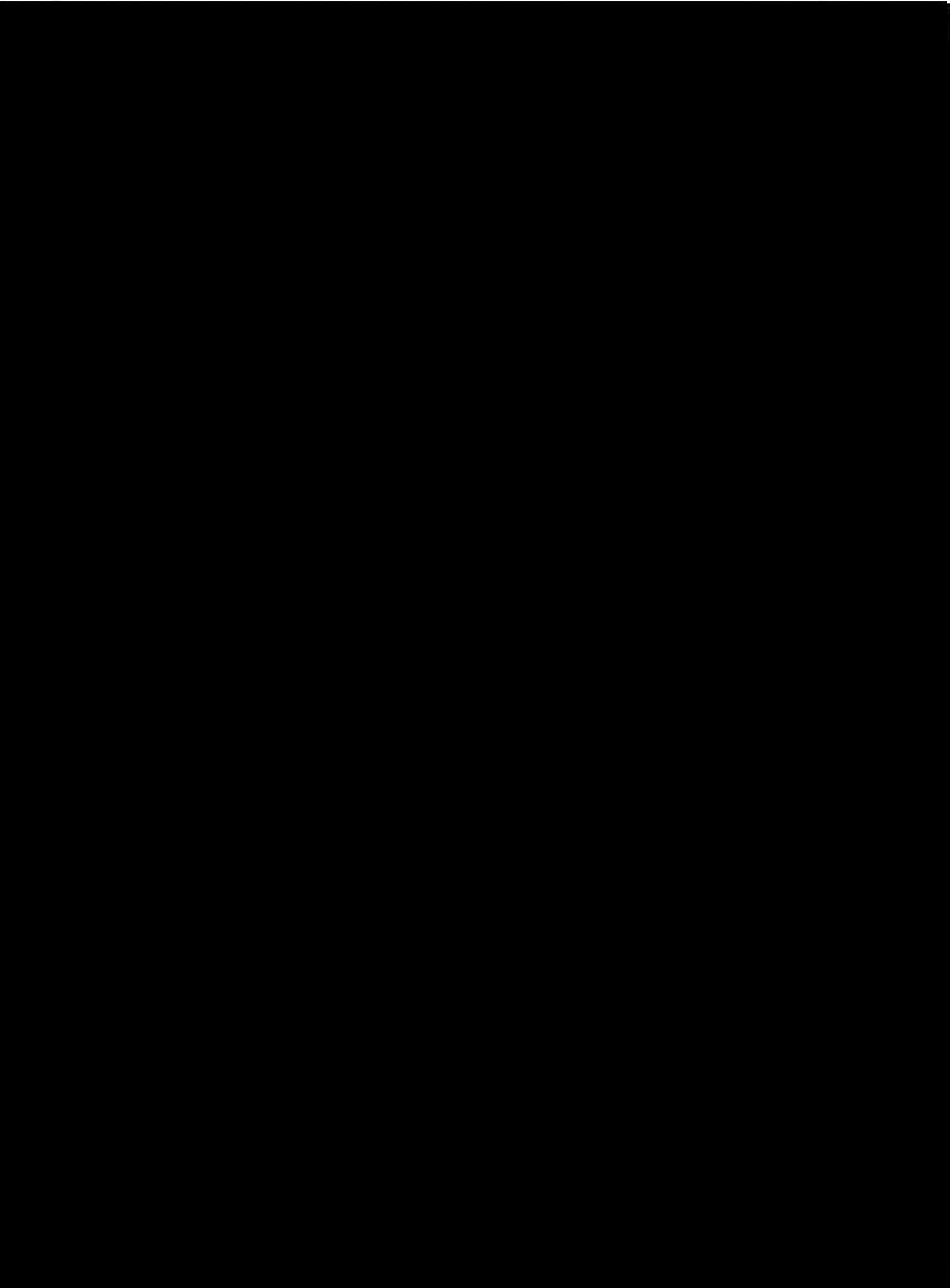
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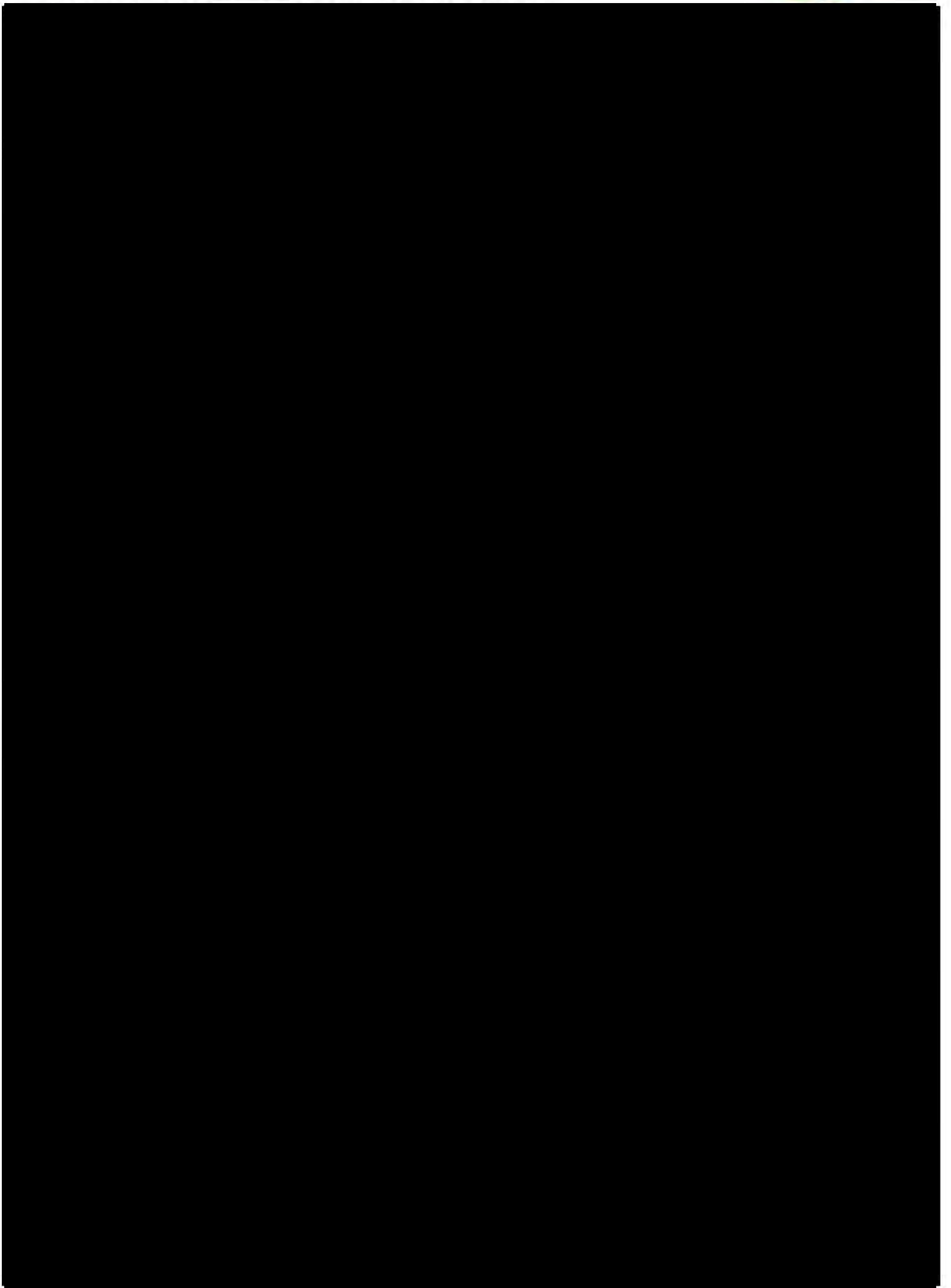


Daily Prestart and Site Attendance Record

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Prestart Talk and Site Attendance Record

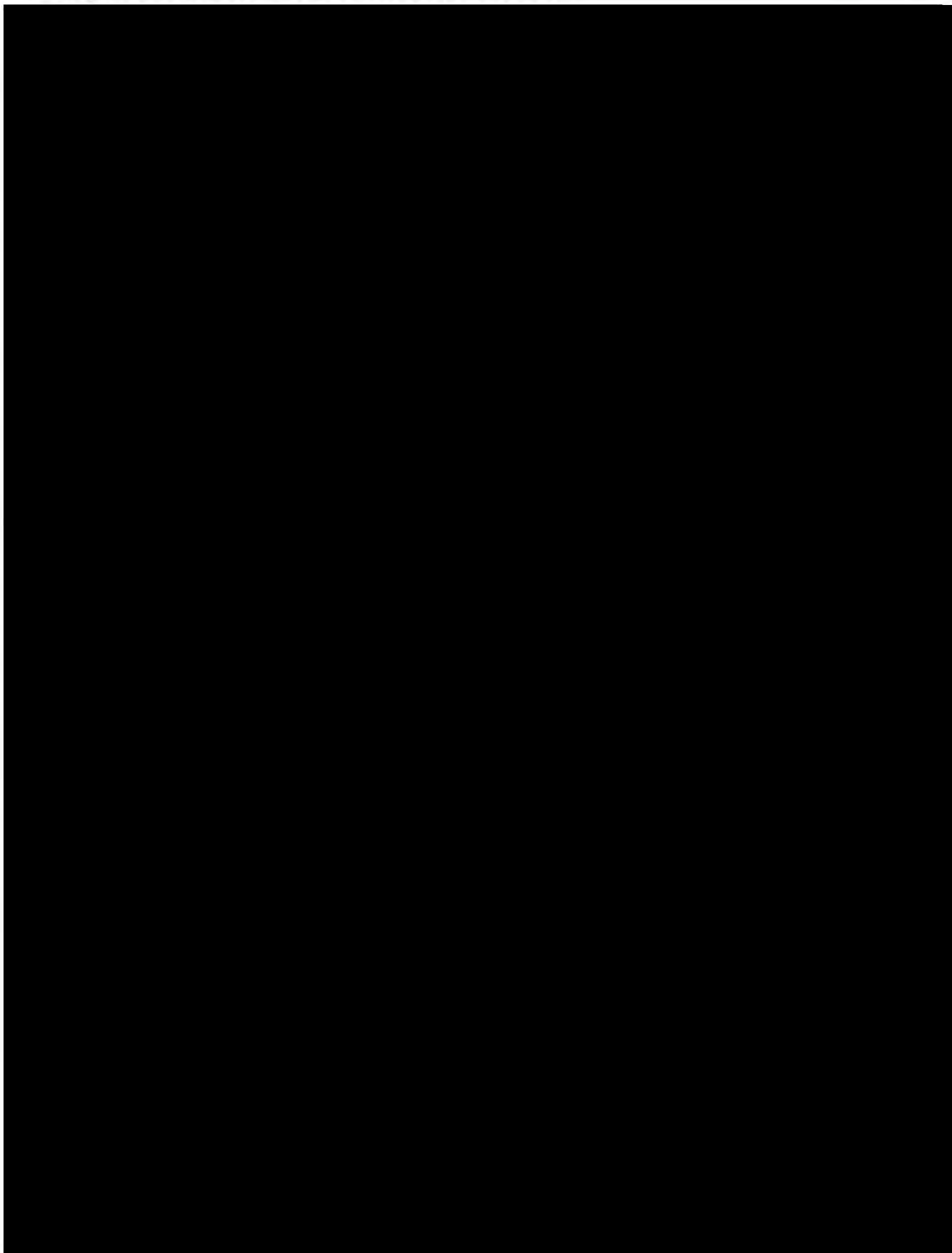


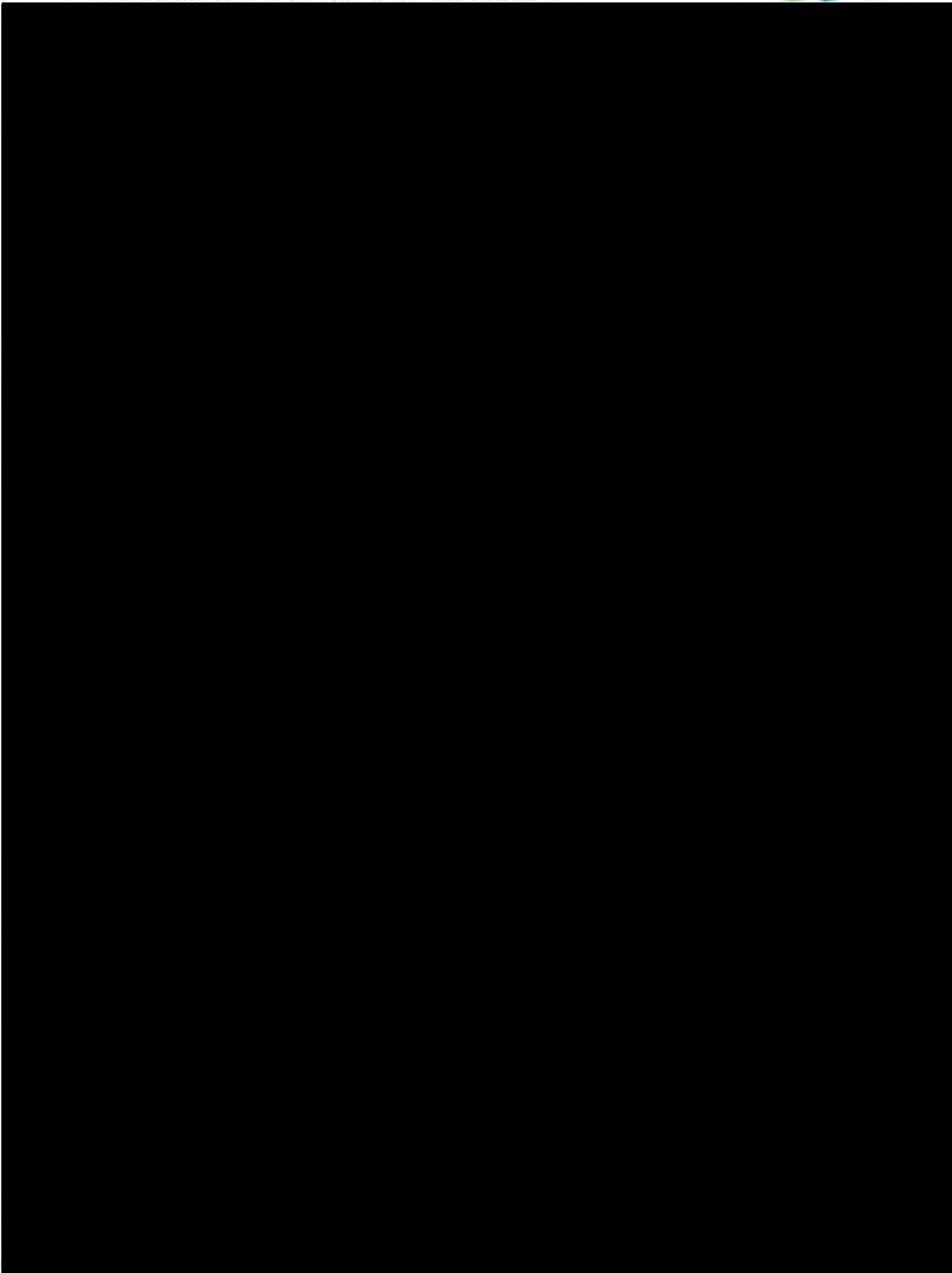


Daily Prestart and Site Attendance Record

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Daily Prestart and Site Attendance Record



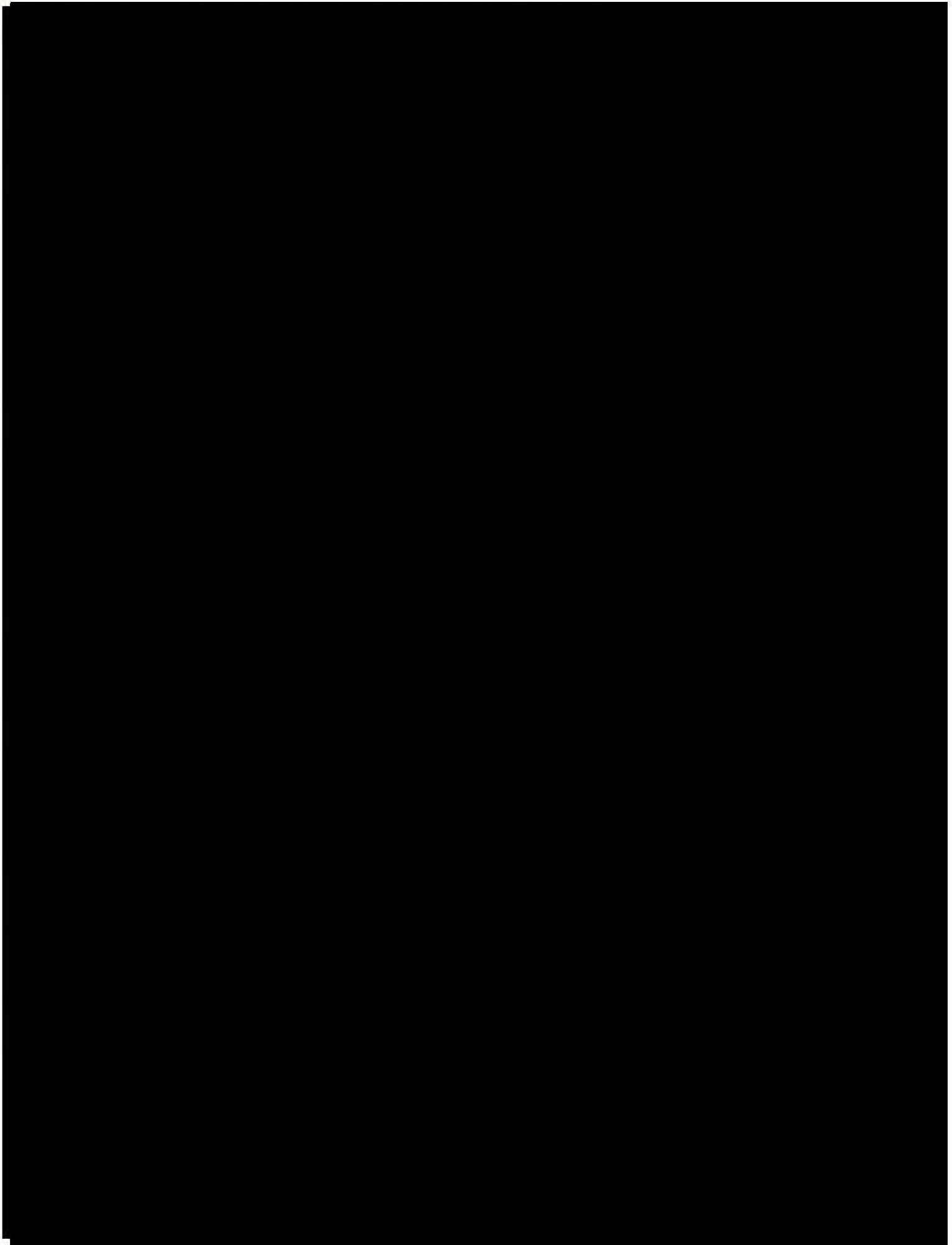




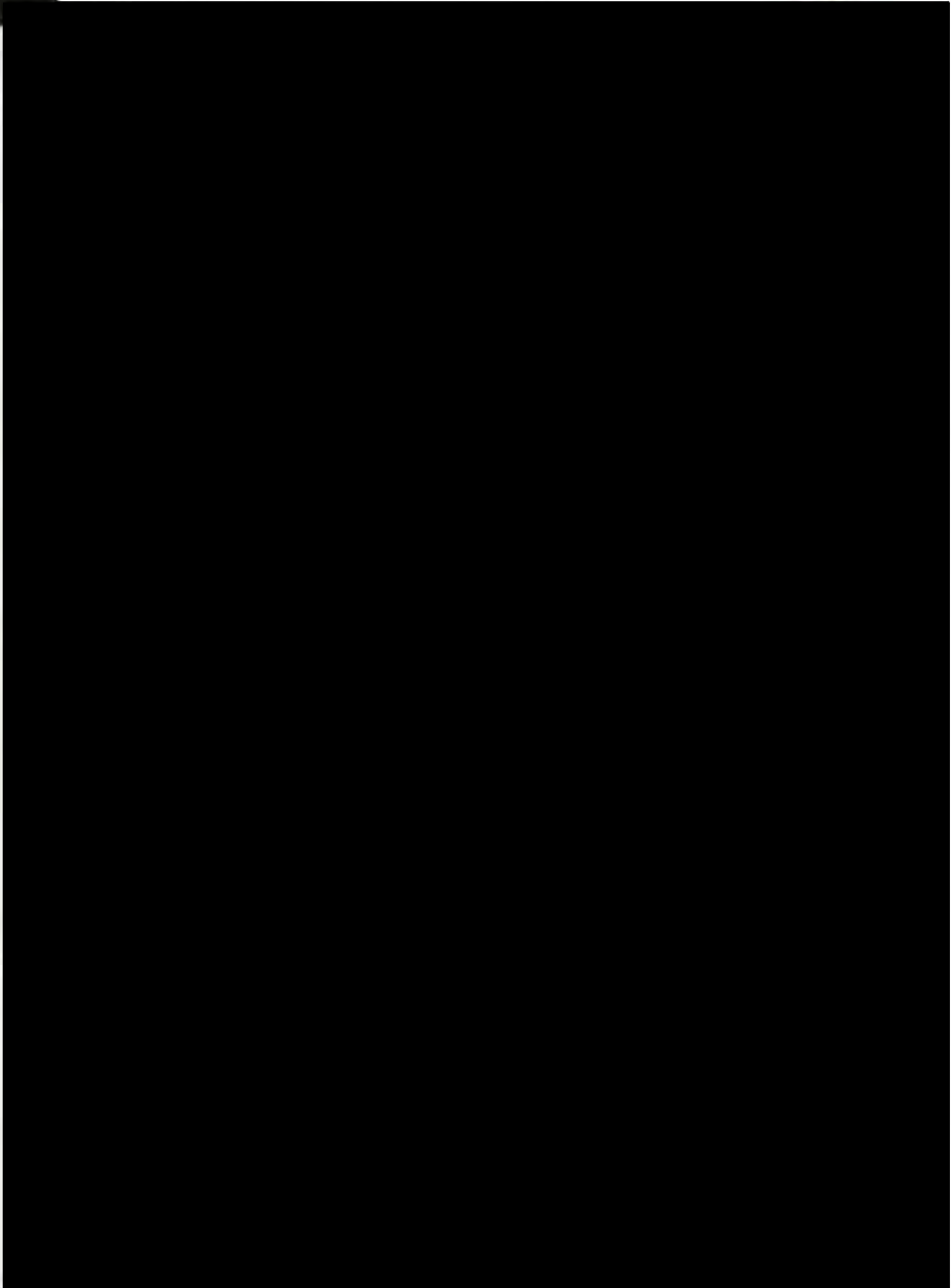
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Daily Prestart and Site Attendance Record



Start Talk and Site Attendance Record

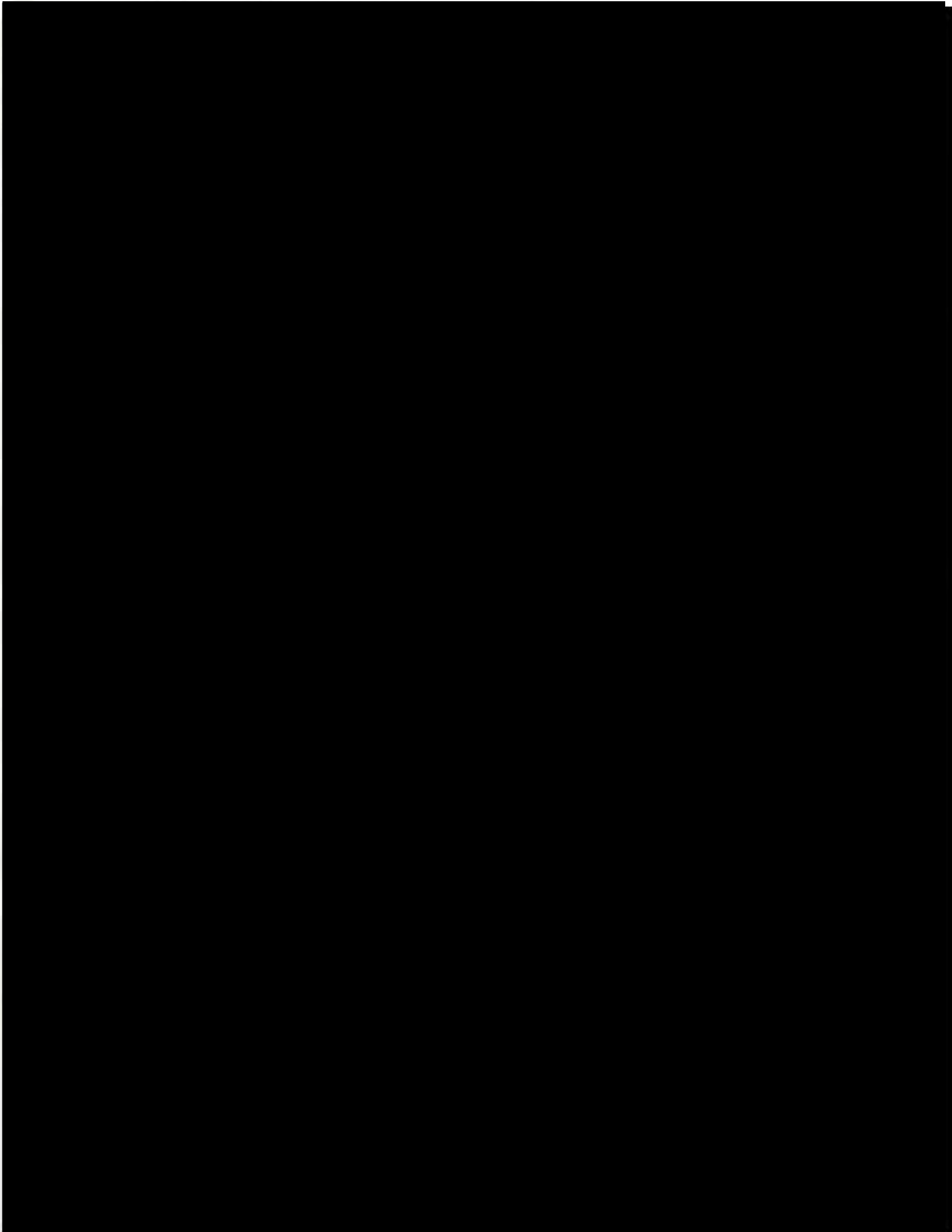


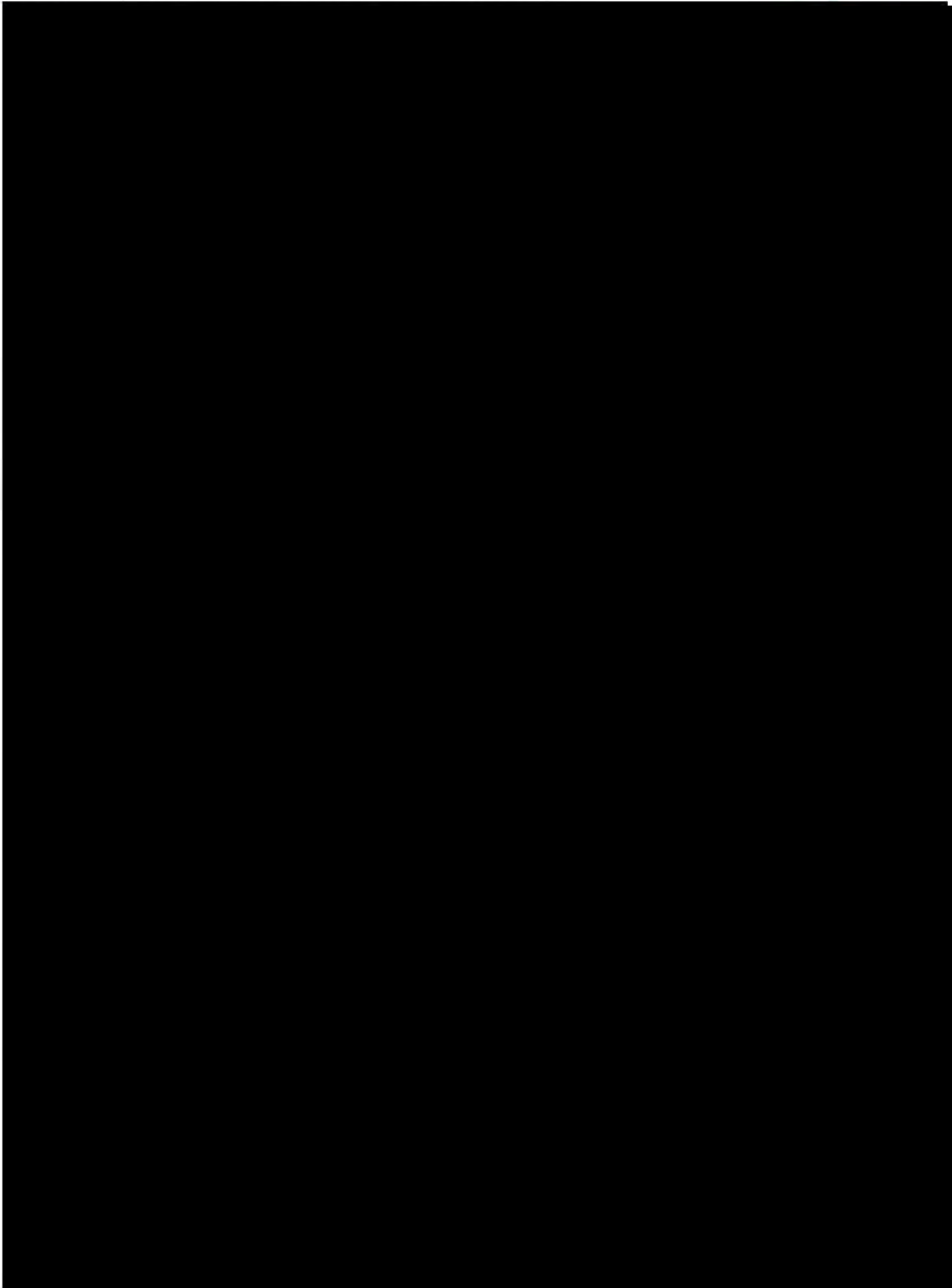


Daily Prestart and Site Attendance Record

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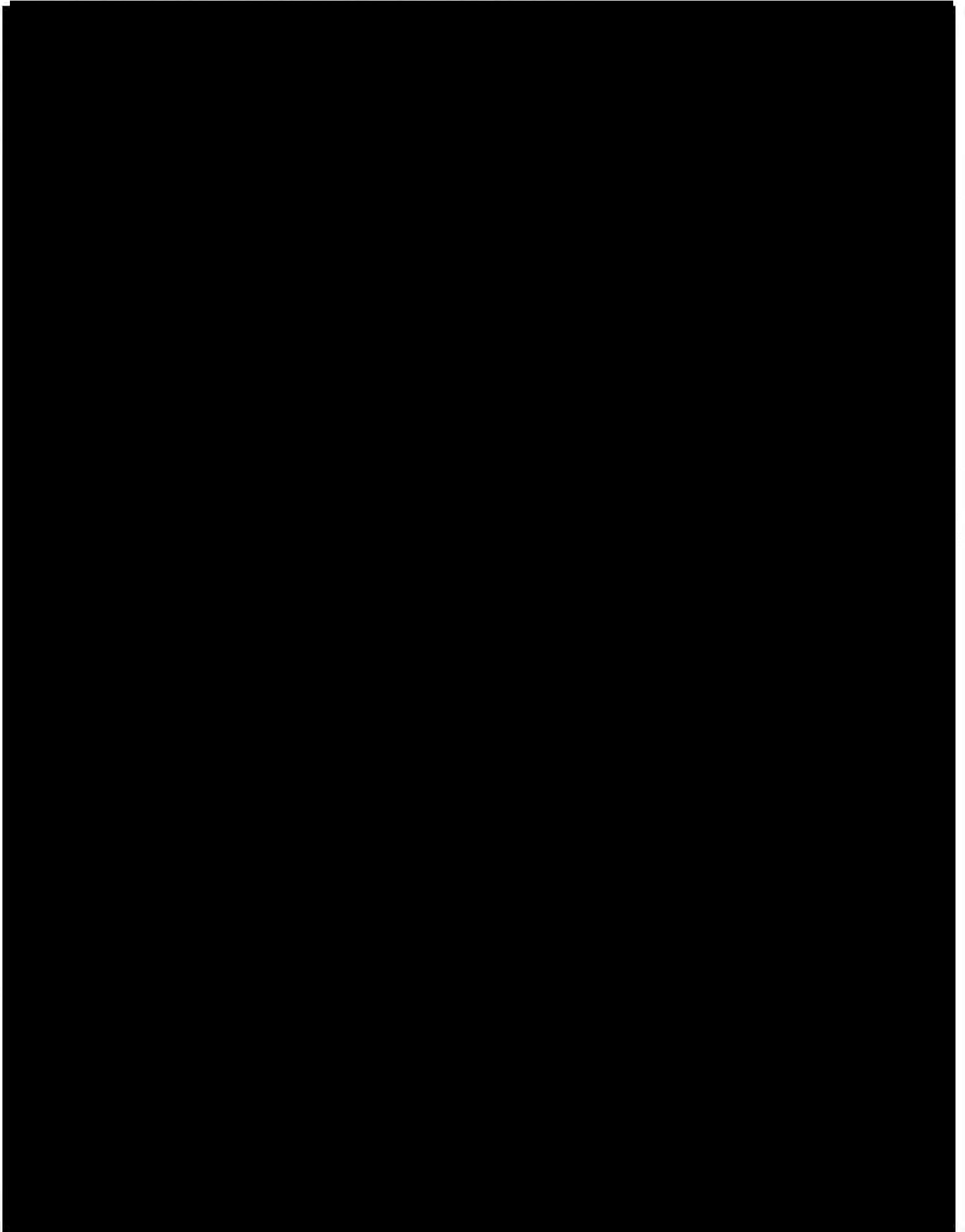
Daily Prestart and Site Attendance Record



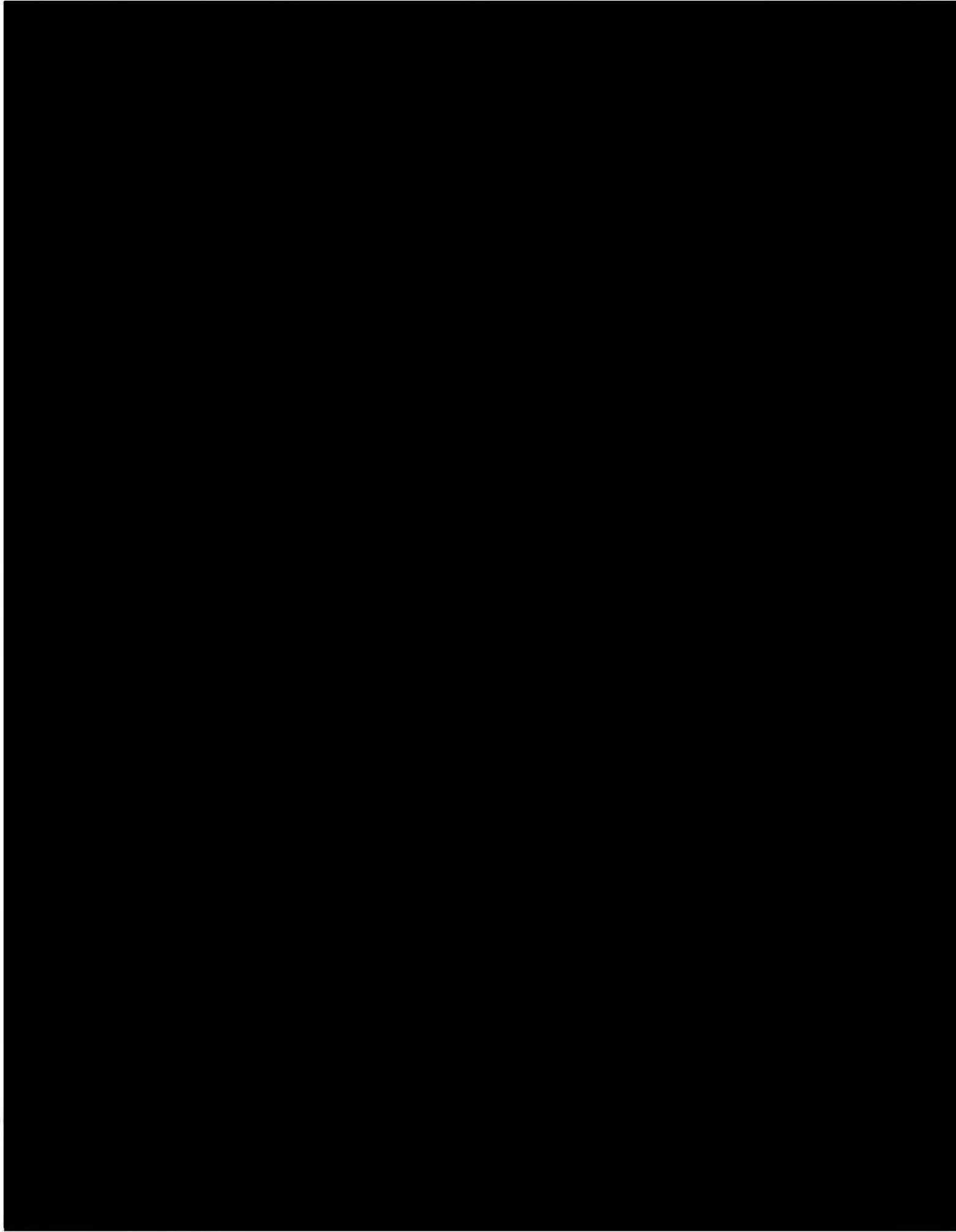




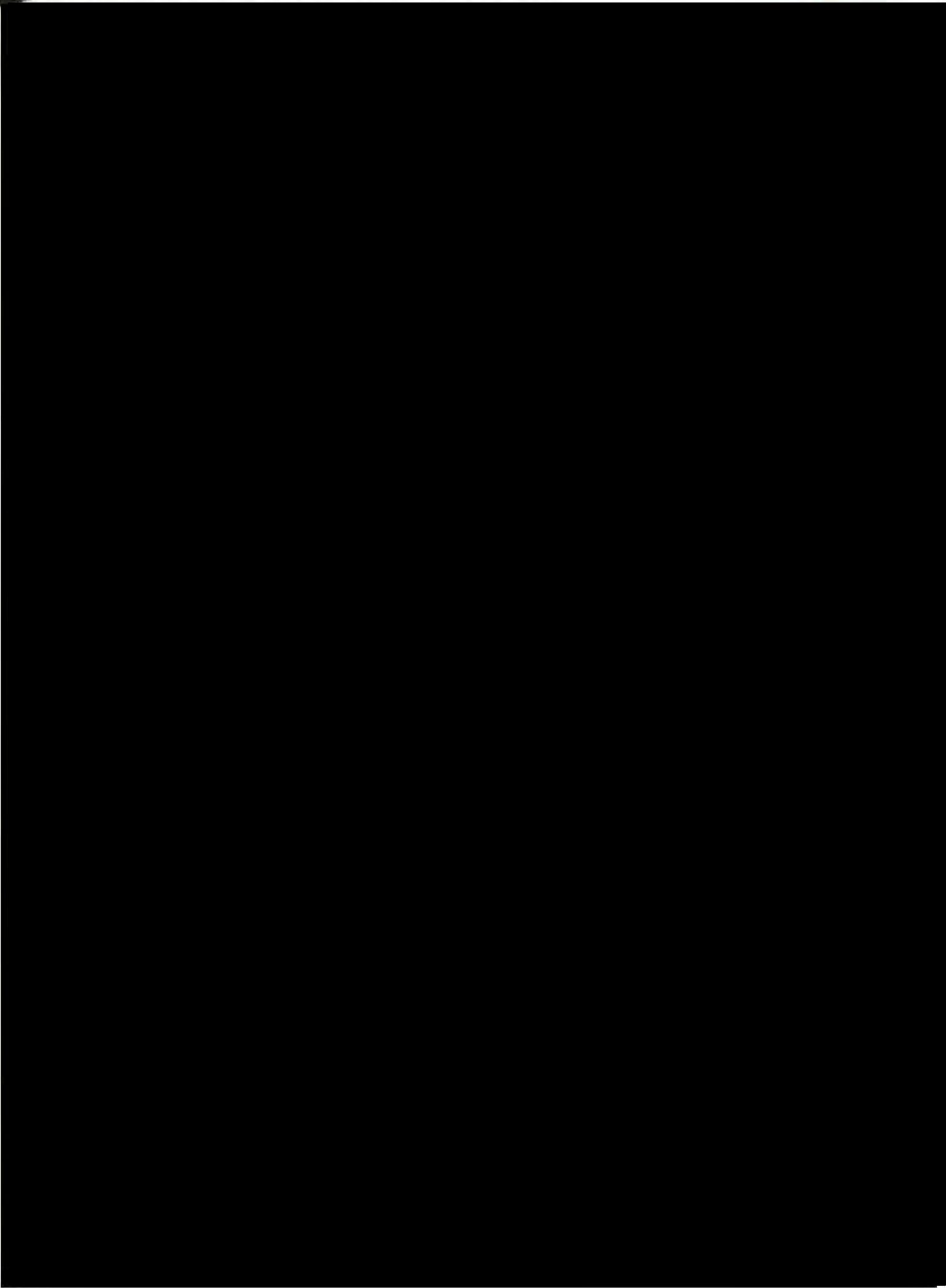
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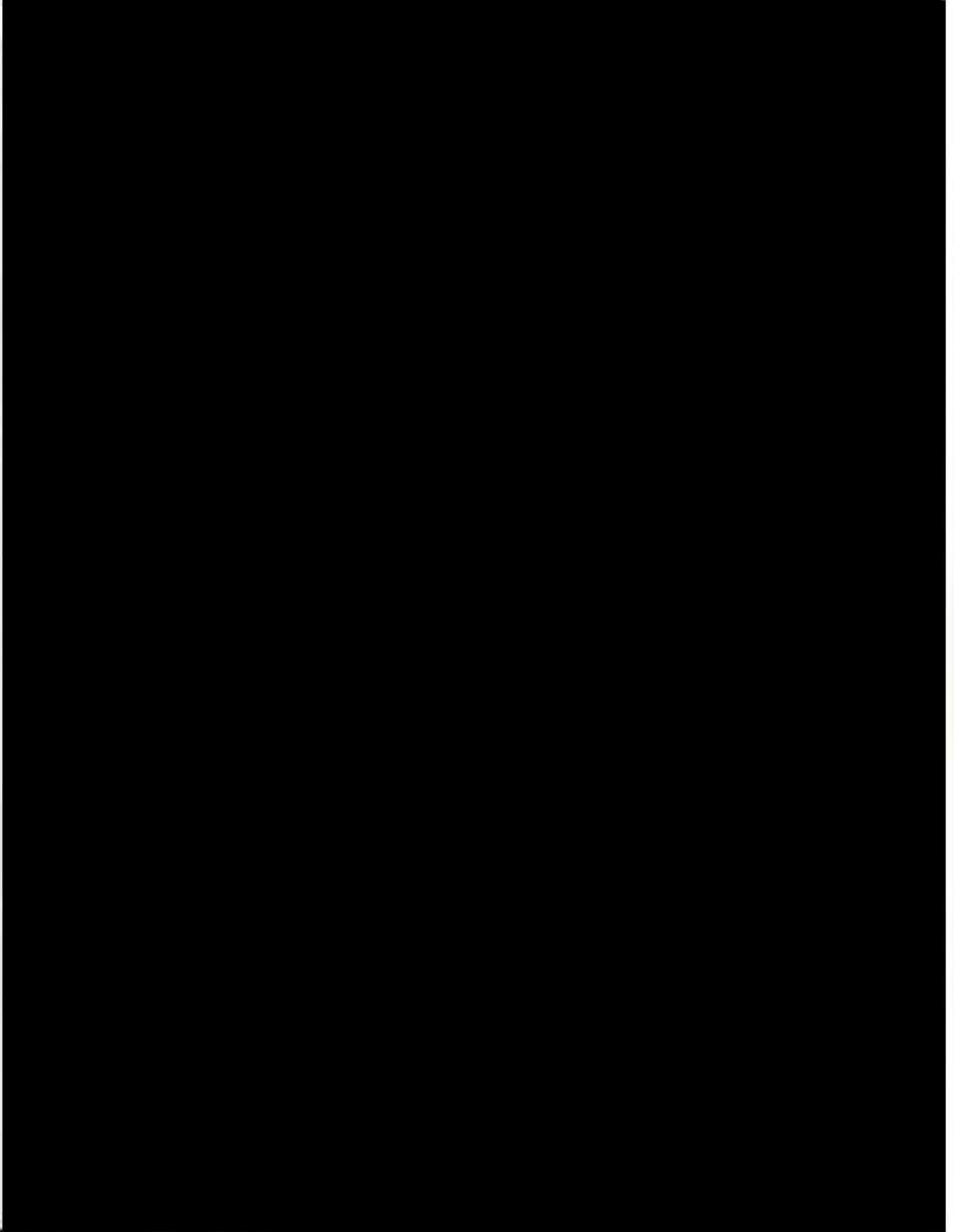
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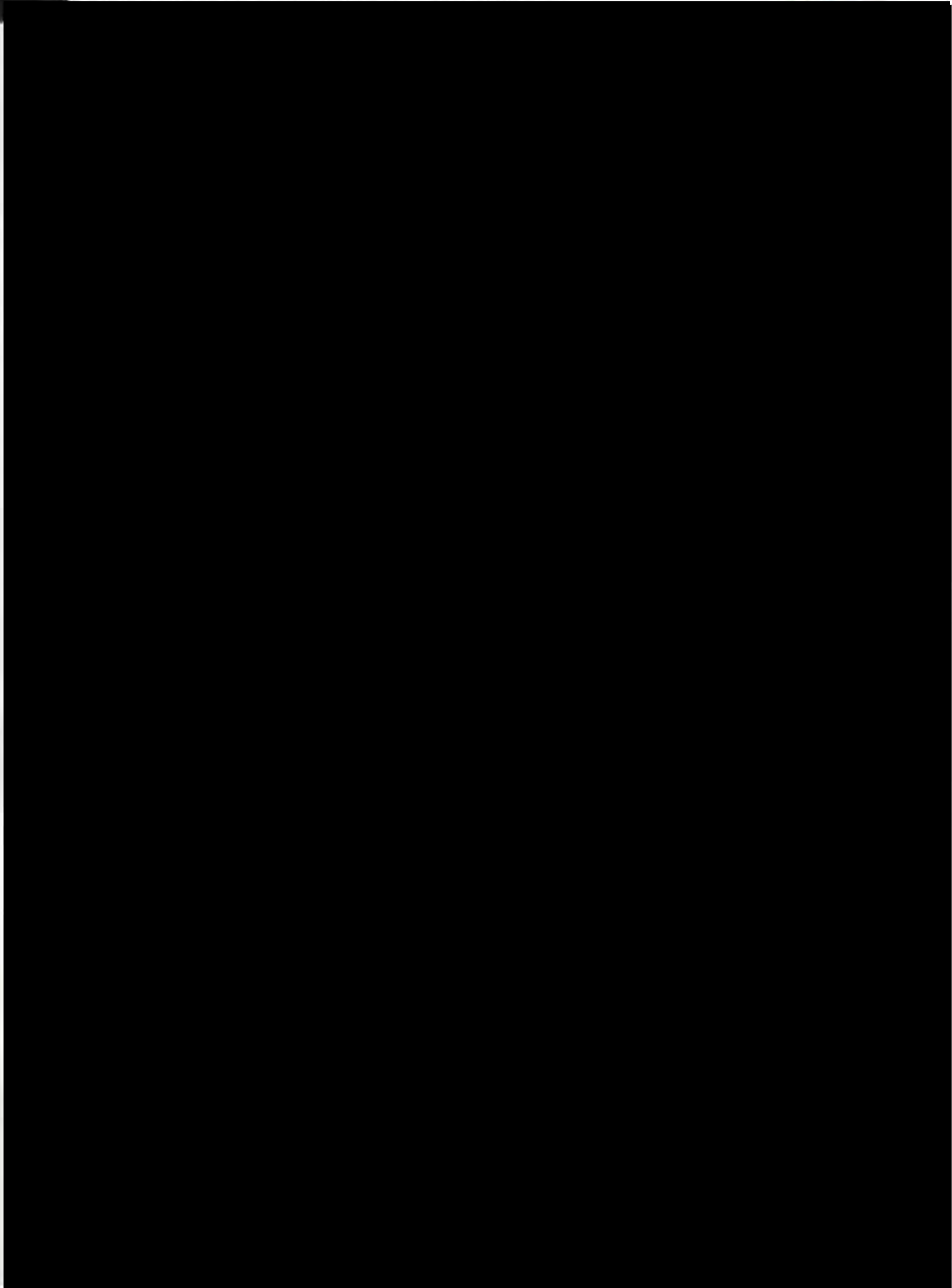
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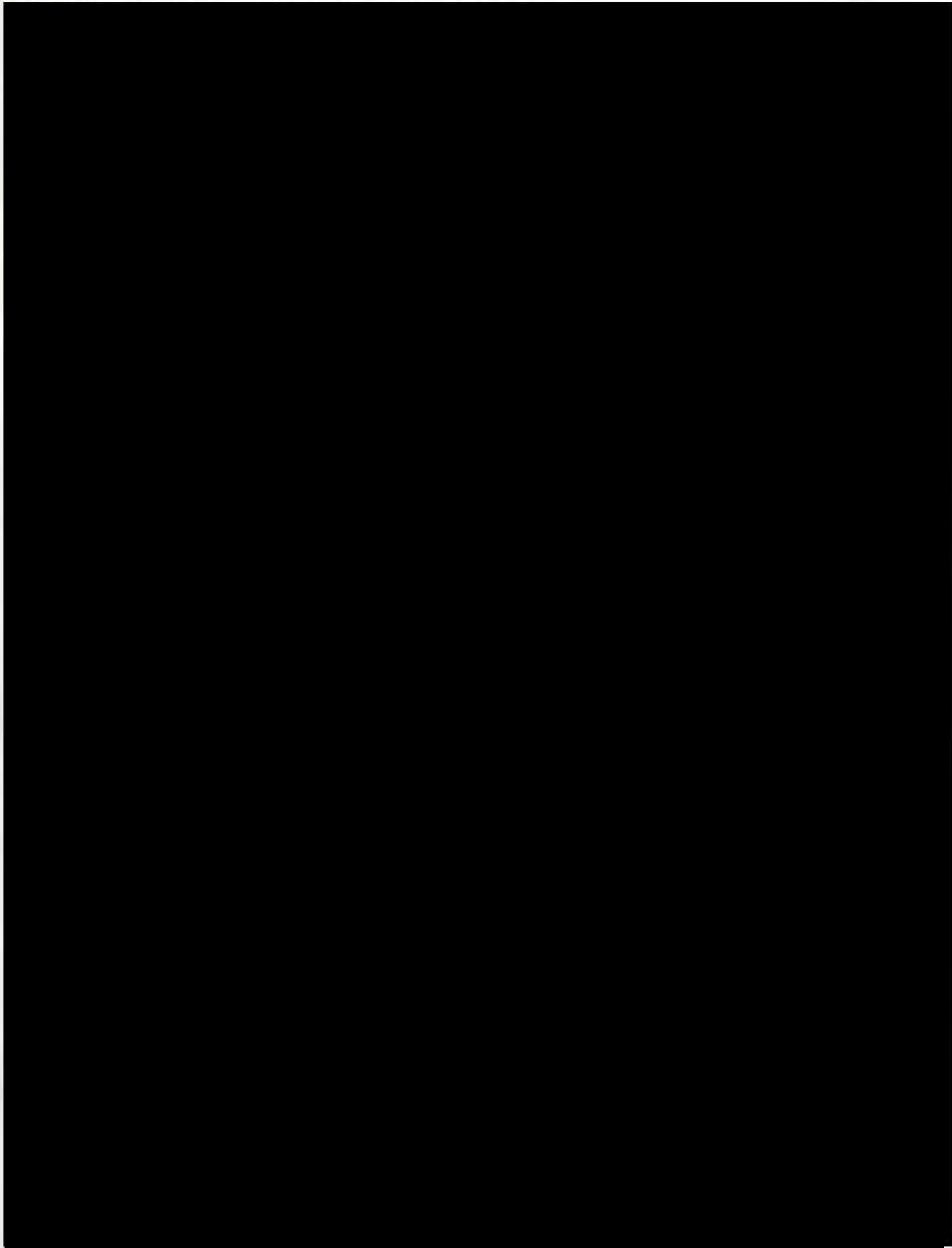
Daily Prestart and Site Attendance Record



Start Talk and Site Attendance Record



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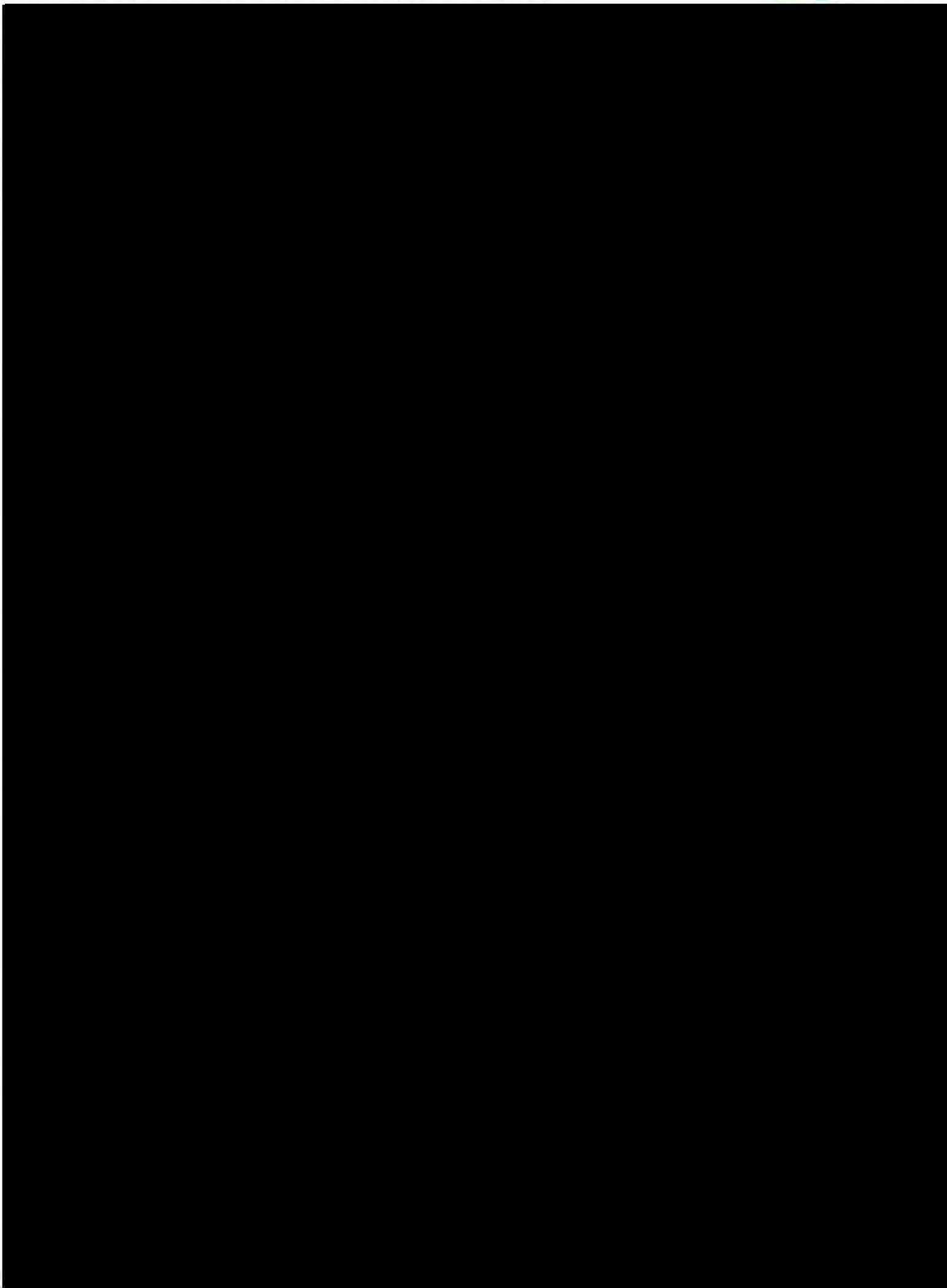




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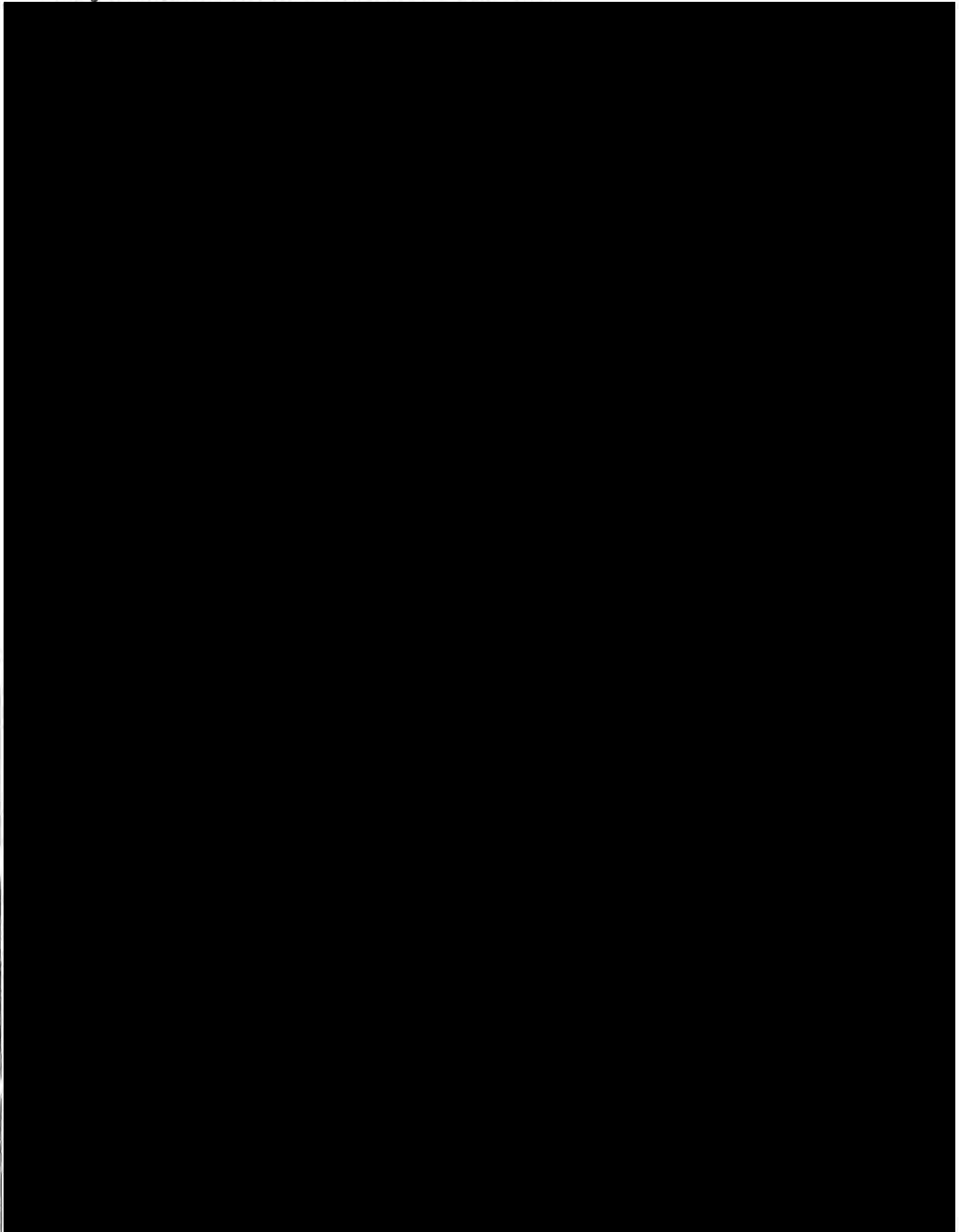
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Prestart Talk and Site Attendance Record





Daily Prestart and Site Attendance Record



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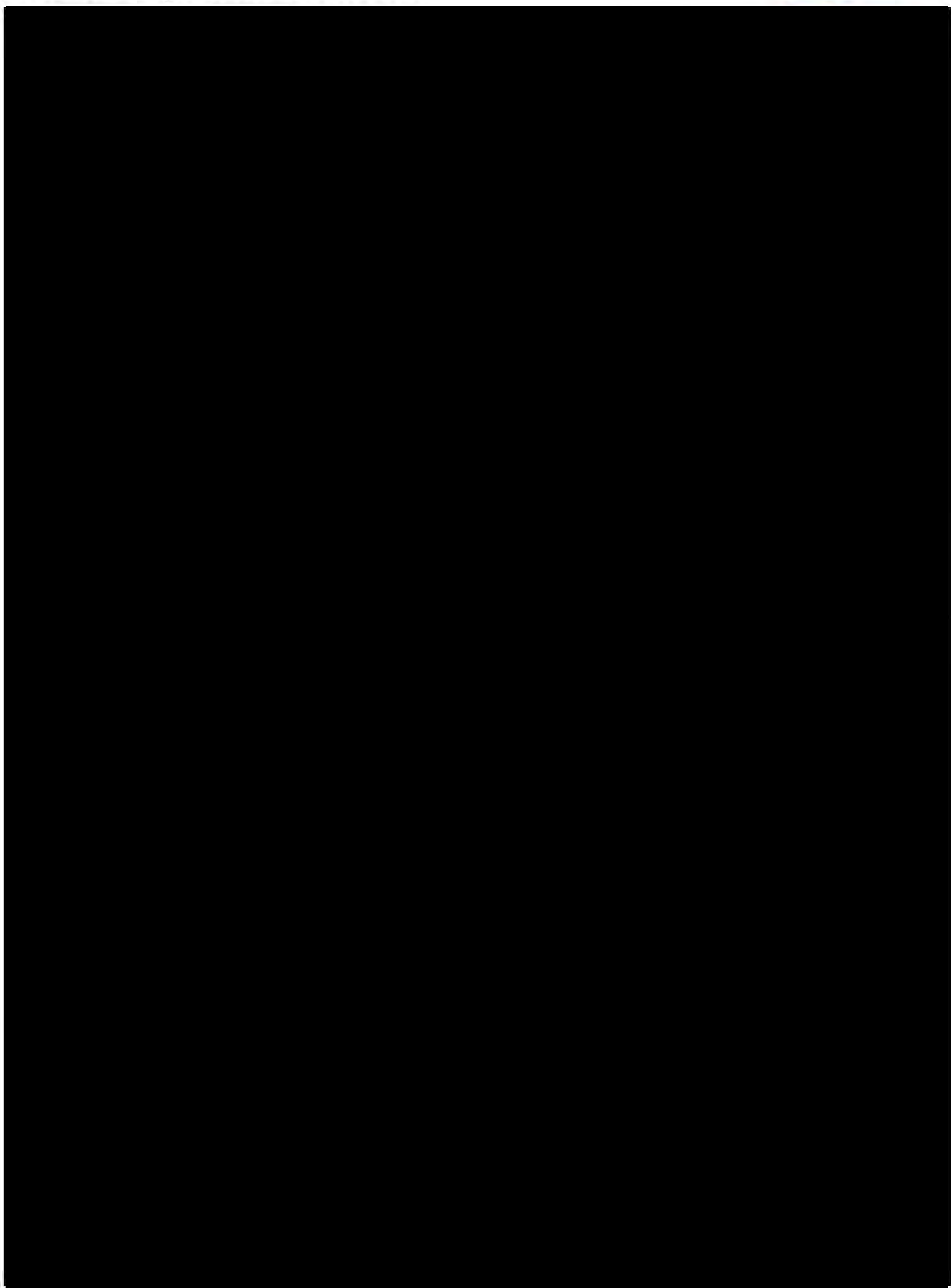
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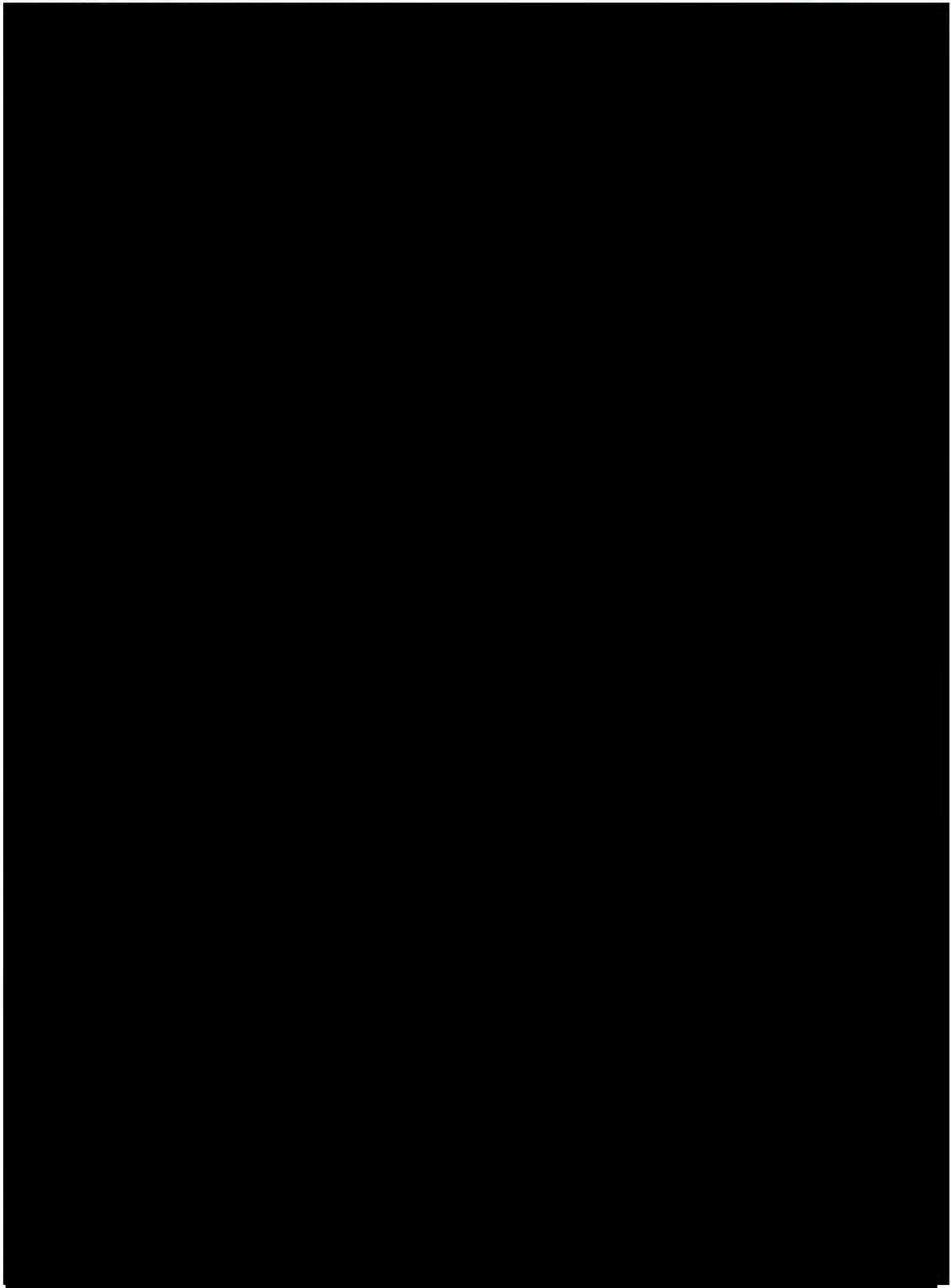
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Visitor Daily Attendance Record



Daily Prestart – Key Points





CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

Procurements with a value of \$5 million or more

January 2019

This template includes the Canberra Region Local Industry Participation (LIP) Plan and the Labour Relations, Training and Workplace Equity Plan. These plans are an assessment criteria in the ACT Government's procurement process.

If your business is successful in winning this procurement, your compliance with these plans is evaluated as part of the final contract performance evaluation. The evaluation can be considered as part of your future procurement submissions.

More information on the Canberra Region Local Industry Participation Policy and Secure Local Jobs is available at procurement.act.gov.au.

CANBERRA REGION LOCAL INDUSTRY PARTICIPATION POLICY AND SECURE LOCAL JOBS LABOUR RELATIONS, TRAINING AND WORKPLACE EQUITY PLAN

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Procurements with a value of \$5 million or more

Tender and business information

Information you enter into the tables below must be able to be verified. Where possible quantify items in your statements.

Tender* title	TAYLOR 3 STAGE 3 RESIDENTIAL ESTATE
Tender number	SL170499
Responsible Territory Entity / Directorate	SUBURBAN LAND AGENCY
Total tender value (\$AUD) incl. GST	\$18,068,456.47

* Tender refers to tender, quotation or any other form of bid/response to a procurement for territory-funded work issued by the Territory for the supply of goods, services and/or works, intended to result in a contract.

Legal entity name	BMD CONSTRUCTIONS PTY LTD		
ABN	59 010 126 100		
Trading name	BMD CONSTRUCTIONS PTY LTD		
Business project manager/contact person	DARREN [REDACTED]		
Telephone	[REDACTED]	Email	[REDACTED]

What is your physical presence in the Canberra region?
(Select all that apply)

Head office	Branch office	Warehouse/ Depot	Home office	Nil	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specify:

[REDACTED]

When was this presence established? [REDACTED] 2006 [REDACTED] [REDACTED] [REDACTED] [REDACTED]

How many full time employees (FTE) do you currently employ in the Canberra region?

[REDACTED]

Describe your existing relationships with other businesses in the Canberra region?

[REDACTED]

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

A: Regional employment

This section measures the potential economic benefit to the Canberra region through the use of Canberra region sourced labour throughout the contract term.

Labour hours from the Canberra region

See Guidance Note 1

Head contract

A1: Estimated internal FTE required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

A2: Estimated head count of internal labour required to deliver the contract.

of FTE:

% from the Canberra region

See Guidance Note 1

Subcontract/s or outsourced labour arrangements

A3: Will you need to engage Canberra region based subcontractors to deliver this contract?

Yes

Complete A4

No

Go to Section B

A4: Estimated FTE of subcontracted labour intended to be used to perform the contract.

of FTE:

% from the Canberra region

See Guidance Note 2

Guidance Note:

- 1) The labour your business will employ directly to deliver the contract should you be successful. Do not include labour related to outsourced or subcontracted work.
- 2) An estimate of the labour from any outsourced and subcontracted Canberra region work to deliver the contract.

Provide details of employment to be created and retained, including:

- ▶ the types of positions that may be created and/or retained as a result of this contract
- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage subcontractors, including your supply chain.

Insert or attach your response here:

Refer Attachment A:

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

B: Regional suppliers

This section measures the potential economic benefit to the Canberra region by using Canberra region sourced goods and services, and any other non-labour inputs required.

Excluding labour	Total	Sourced from the Canberra Region
B1: Estimated value of goods and services required to deliver the contract?		

B2: Will you engage Canberra region based suppliers to deliver goods and services for this contract?

Yes No
Complete B3 Go to Section C

B3: List the supply inputs (including bundled work packages) to be sourced from Canberra region suppliers.	Name and location of regional supplier	Estimated value of input
<i>See Guidance Note 3</i>		
Please Refer Attachment B	Please Refer Attachment B	Please Refer Attachment B

Guidance Note:

3) Supply inputs include but are not limited to: lease/hire of major equipment, heavy machinery or heavy vehicles; purchase of merchandise; finished products; food and beverages; supplies and raw material; and accommodation.

Describe how you will identify local products and capabilities that meet contract requirements, including:

- ▶ how you will inform local industry about particular opportunities (for example, a communication strategy)
- ▶ how you intend to identify and engage with suppliers in relation to delivery of the contract including your supply chain
- ▶ a commitment to liaising with Canberra region business advocacy groups to identify the availability of local goods and services
- ▶ establishing procedures or policies that encourage local industry participation.

Insert or attach your response here:

Refer Attachment B

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

C: Regional skills development

Provide details of any training and skills development that will be provided to Canberra region labour in relation to this contract, including:

- ▶ opportunities for engaging and training apprentices
- ▶ the number of existing positions, local apprenticeships and traineeships to deliver this contract
- ▶ opportunities for increasing the skills of Canberra region employees
- ▶ training programs designed to support employee career development
- ▶ training programs designed for this contract.

Insert or attach your response here:

Refer Attachment C

Outline evidence and the value of your business' contributions to skills and training development

Evidence of contribution	Estimated value (\$AUD) incl. GST

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

D: Regional investment

Provide details about your business presence in the Canberra region and the value of any existing and proposed capital investment in the Canberra region directly linked to the contract. This could include:

- ▶ the year your business was established in the Canberra region
- ▶ details of your current presence in the Canberra region (for example, turnover or FTE)
- ▶ plans to grow your Canberra region footprint
- ▶ existing and proposed capital investment in the Canberra region that directly relates to this contract
- ▶ engagement with local businesses.

Insert or attach your response here:

Refer Attachment D

Describe how you will identify additional business undertakings that promote economic growth in the Canberra region resulting from this contract. This could include:

- ▶ value-added research or partnerships with universities/CIT
- ▶ potential to undertake further innovation and research, or the development of technology related to this contract
- ▶ use of emerging technologies and materials
- ▶ collaboration with international organisations to increase opportunities for Canberra region businesses.

Insert or attach your response here:

Refer Attachment E

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Identify and describe any ongoing benefits to the Canberra region listed once the contract has ended.

Category	Ongoing benefit Y/N	Description
Canberra region employment		
Local suppliers		
Canberra region skills development		
Canberra region investment		

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

E: Compliance with the Secure Local Jobs Code

Describe how your business will comply with its obligations under the Secure Local Jobs Code for the duration of the contract, including:

- ▶ getting and maintaining a Secure Local Jobs Code Certificate
- ▶ adhering to relevant laws, including industrial relations, employment and workplace safety
- ▶ promoting opportunity for job security and reducing the incidence of insecure work
- ▶ ensuring subcontractors and sub-subcontractors comply with the Code
- ▶ maintaining communication with the workforce throughout the project.

E1: Internal operations

Refer Attachment F.

E2: For subcontractors (if applicable)

See Guidance Note 4

Refer Attachment F.

Guidance note:

- 4) Provide supporting evidence to demonstrate you have systems in place to only engage Code compliant subcontractors. For example, subcontractors engaged at any tier of the supply chain in connection with the territory-funded work must hold a valid Secure Local Jobs Code Certificate and comply with Code requirements.

F: Systems of work

Describe how your business will incorporate compliance with the Secure Local Jobs Code into policies and systems of work.

F1: Internal operations

See Guidance Note 5

Refer Attachment G

Guidance note:

- 5) This could include a policy or procedure covering obligations under the Code.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

G: Understanding Secure Local Jobs Code obligations

Describe how your business will ensure directors, executive managers and employees understand obligations under the Secure Local Jobs Code.

G1: Internal operations

See Guidance Note 6

Refer Attachment H

Guidance note:

- 6) This could include training plans, minuted meetings, or a policy or procedure covering directors, executive managers and employee obligations under the Secure Local Jobs Code.

H: Security of employment

Describe how your business seeks to minimise insecure work arrangements. This includes:

- ▶ whether and how you will support transitioning employees from an existing contractor to your business if successful in this contract
- ▶ how you will minimise insecure work arrangements by your subcontractors.

H1: Internal operations

Refer Attachment I

H2: Subcontractors or labour hire arrangements (if applicable)

Guidance Note:

- 7) Examples of insecure work arrangements includes:
- ▶ temporary employment arrangements
 - ▶ casual employment arrangements.

Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

I: Employees' health and wellbeing

Describe and provide evidence of how your business actively supports the physical and mental health of your employees, including activities that reduce the impact and incidence of impairment in the workplace.

I1: Internal operations

See Guidance Note 8

Attachment J

Guidance Note:

- 8) This could include: providing employees with access to an Employee Assistance Provider (EAP), workplace policy or procedure, drug and alcohol training, domestic violence training, access to rehabilitation and support services, safety and impairment awareness training, and other measures to support employee health and wellbeing.

J: Diversity in the workplace

Describe how your business strategies and processes to:

- ▶ support employment participation of Aboriginal and Torres Strait Islander people, women, people with disability and people from culturally and linguistically diverse backgrounds
- ▶ address barriers to employment or career development for people from these groups.

J1: Internal operations

Attachment K

Guidance Note:

- 9) Evidence could include: workplace policy or procedures, targeted traineeships/apprenticeships, designated positions or roles, training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave), and other action you have taken to remove barriers to employment and support career development.

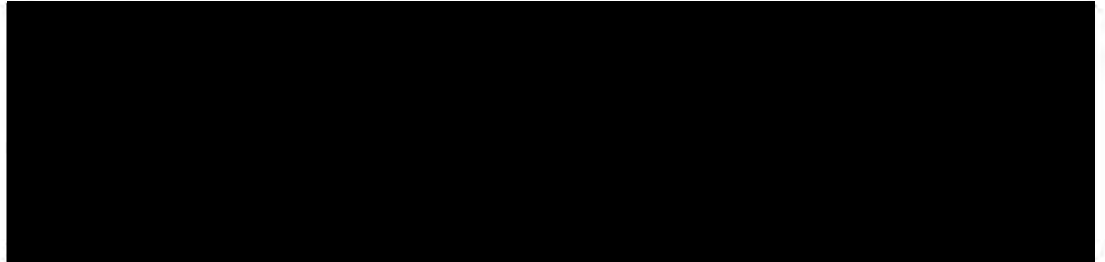
Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

K: Local employment first

Describe your business' strategies and processes to provide opportunities for people in the Canberra region to apply for and be offered employment for this contract before you recruit workers outside the region.

K1: Internal operations



Describe what training opportunities you provide employees for career development and if this training is a recognised qualification. Outline whether your business provides, or will provide if successful in this contract, internships, traineeships, cadetships or apprenticeships.

K2: Internal operations

Refer Attachment C

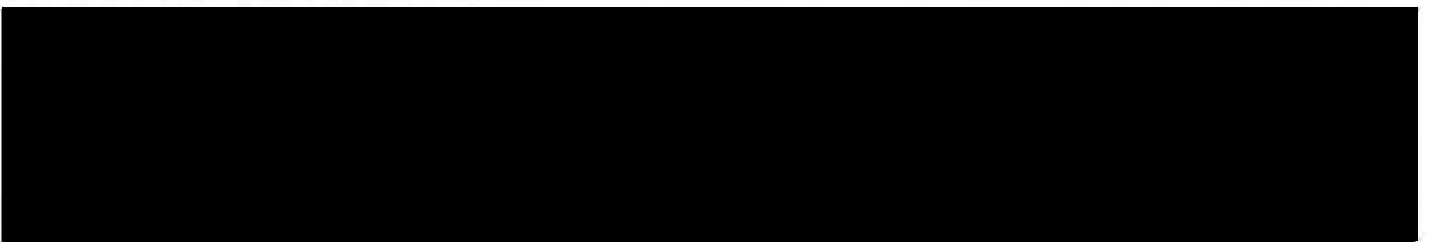
L: Consultation with staff and their representatives

L1: Have you consulted with your staff in developing this Plan?

Yes Complete L2

No Go to Declaration

L2: Describe and provide evidence of how this consultation was done. This could include consultation with eligible unions or relevant staff representatives.



Canberra Region Local Industry Participation Policy and Secure Local Jobs Labour Relations, Training and Workplace Equity Plan

Procurements with a value of \$5 million or more

Declaration

I am a duly authorised officer of

BMD Constructions Pty Ltd

(Business Name)

I am familiar with the principles and objectives of the Canberra Region Local Industry Participation Policy and Secure Local Jobs Code and the responsibilities under these.

If awarded the contract the business will:

- ▶ note that the Territory reserves the right to negotiate and/or clarify commitments in this Plan before finalising the contract
- ▶ meet the commitments in this or an amended LIPP and LRTWE Plan (as agreed by the Territory)
- ▶ attend any meeting scheduled by the Territory to review progress implementing commitments in this or an amended Labour Relations, Training and Workplace Equity Plan (as agreed by the Territory)
- ▶ report to the Territory on the Canberra region industry participation achieved during the project annually, on the anniversary of the contract award, and at completion of the contract using the LIPP Report template (or another format and timetable as agreed by the Territory).

Signature

[Redacted Signature]

Date

15/08/19

Name

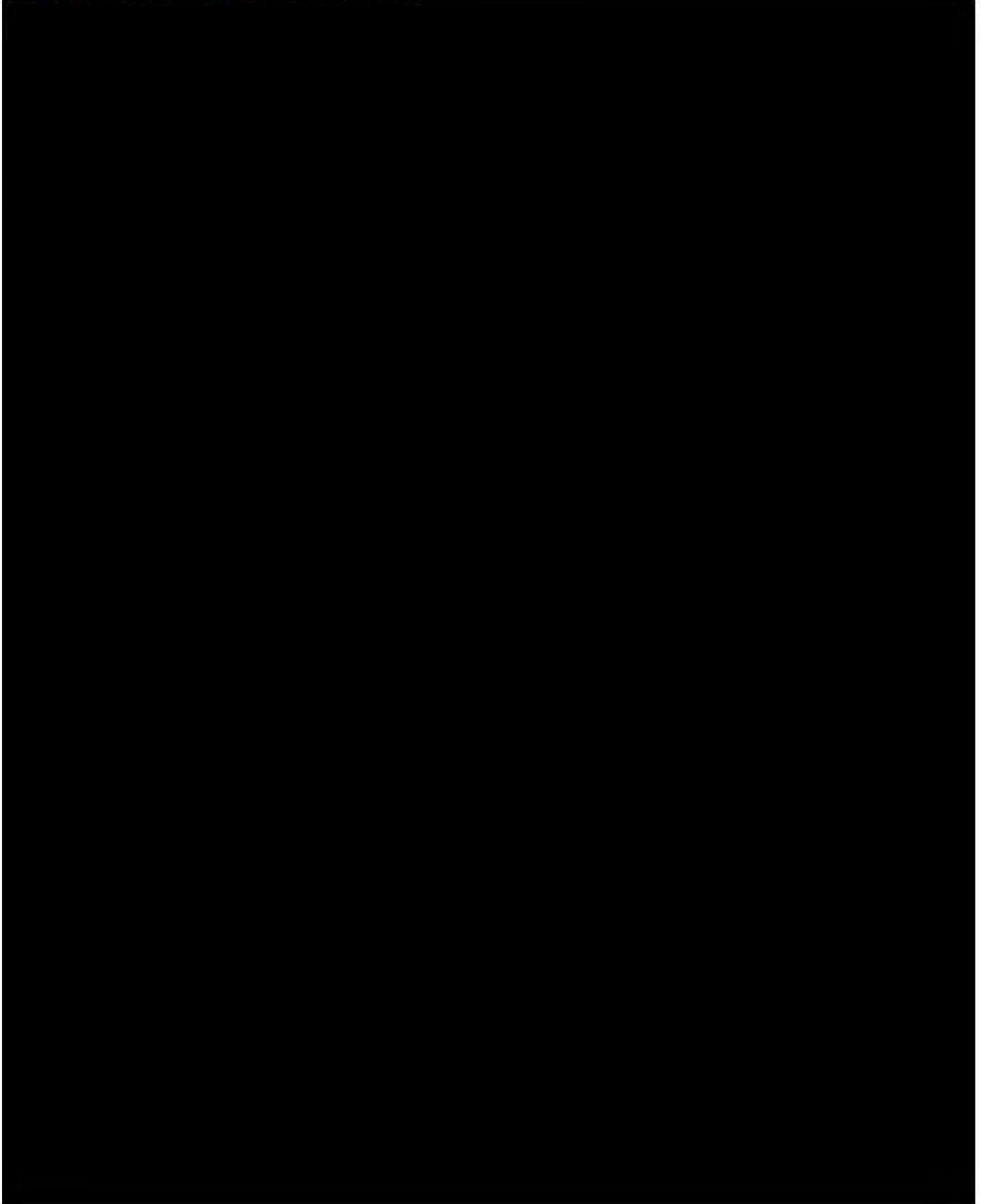
Darren [Redacted]

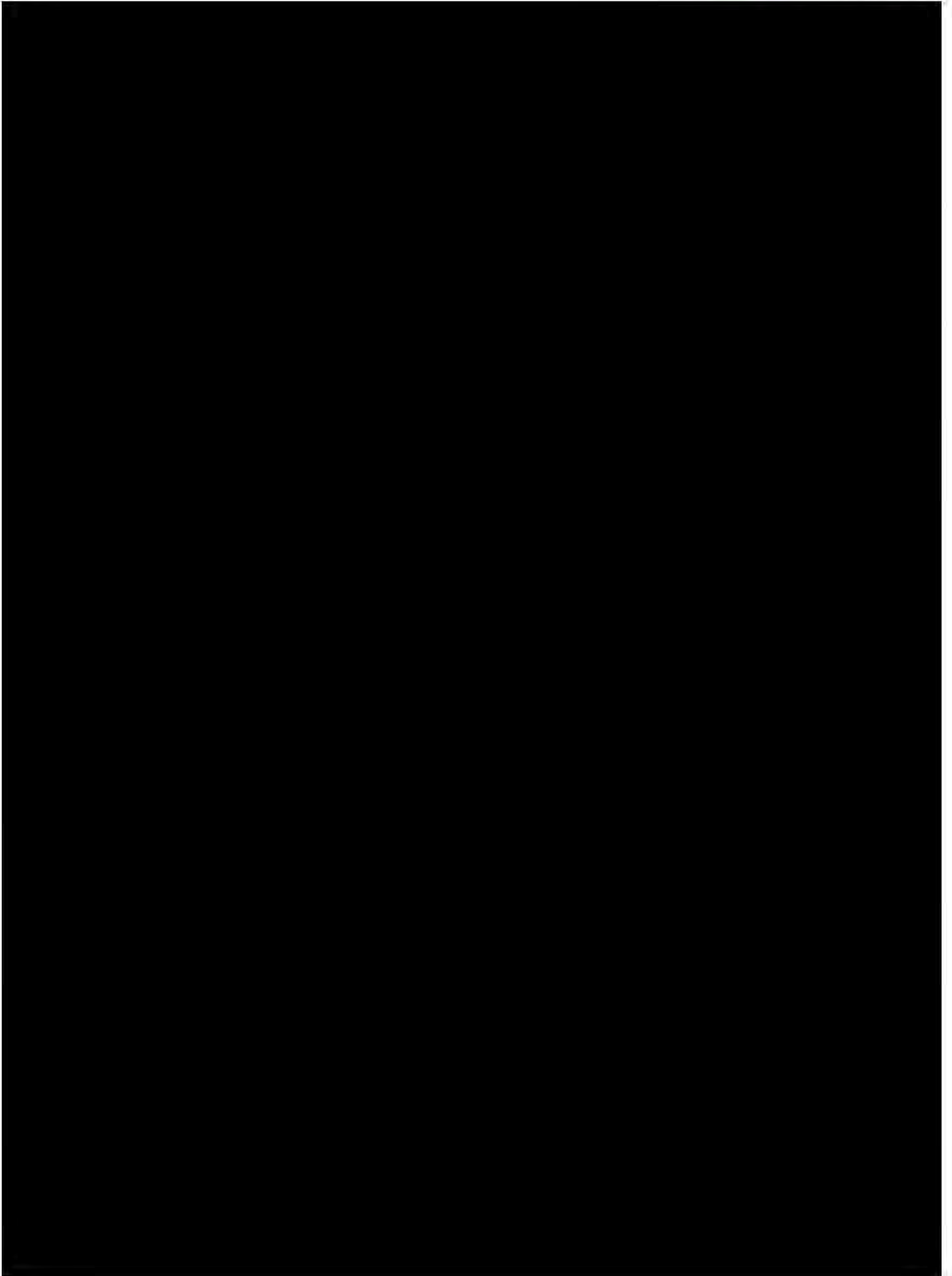
Position

Construction Manager

Attachment A

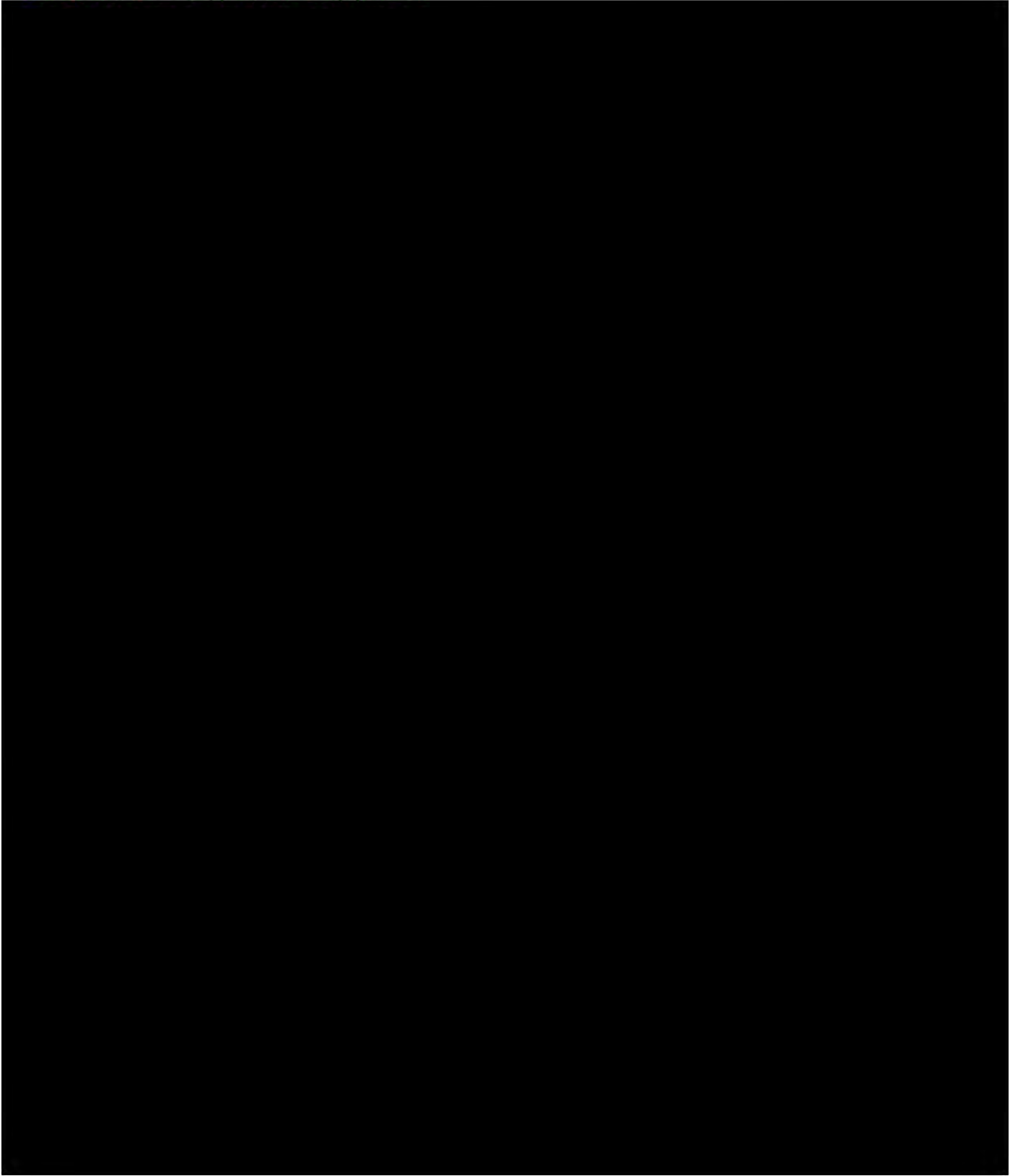
Section A: Regional Employment

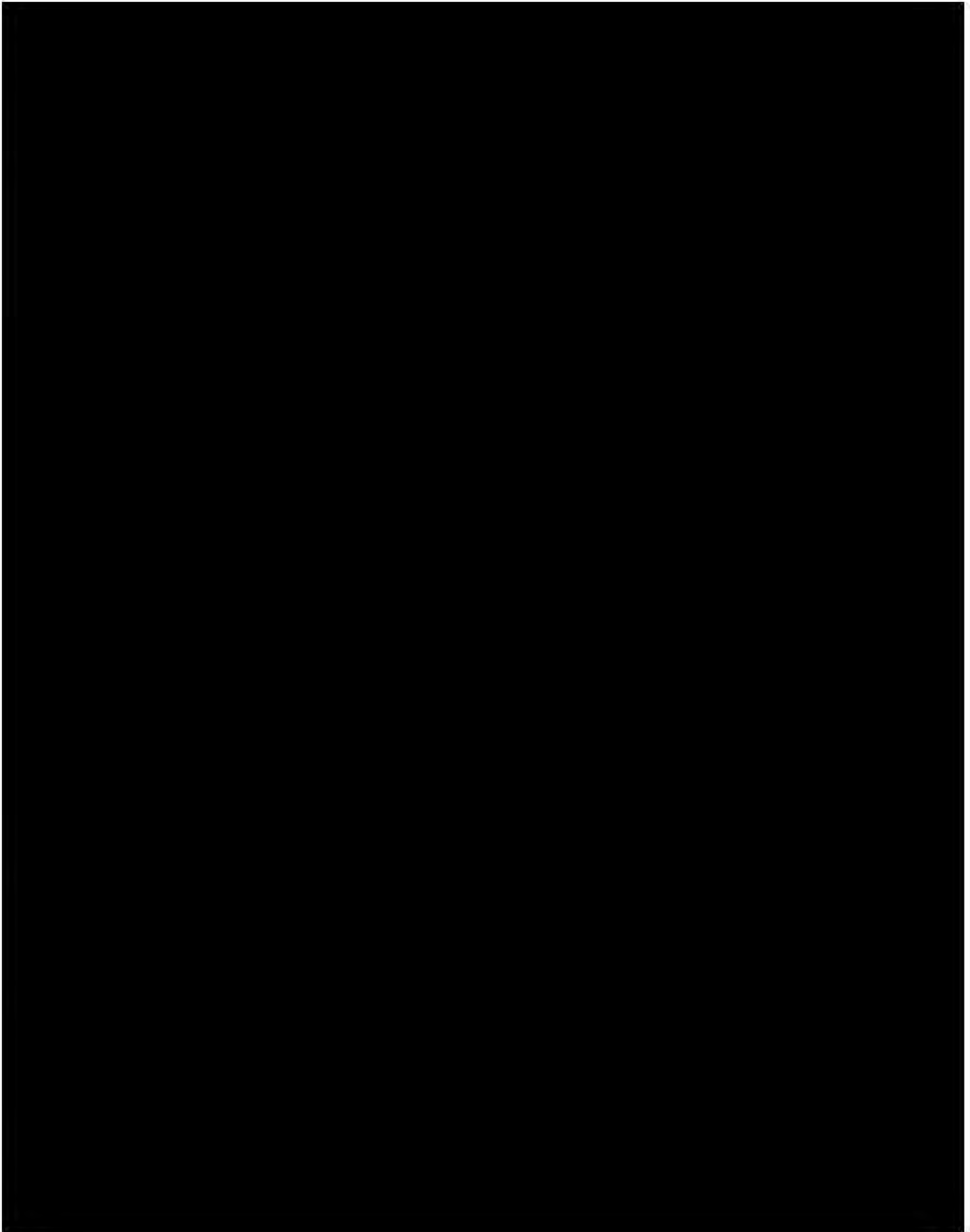


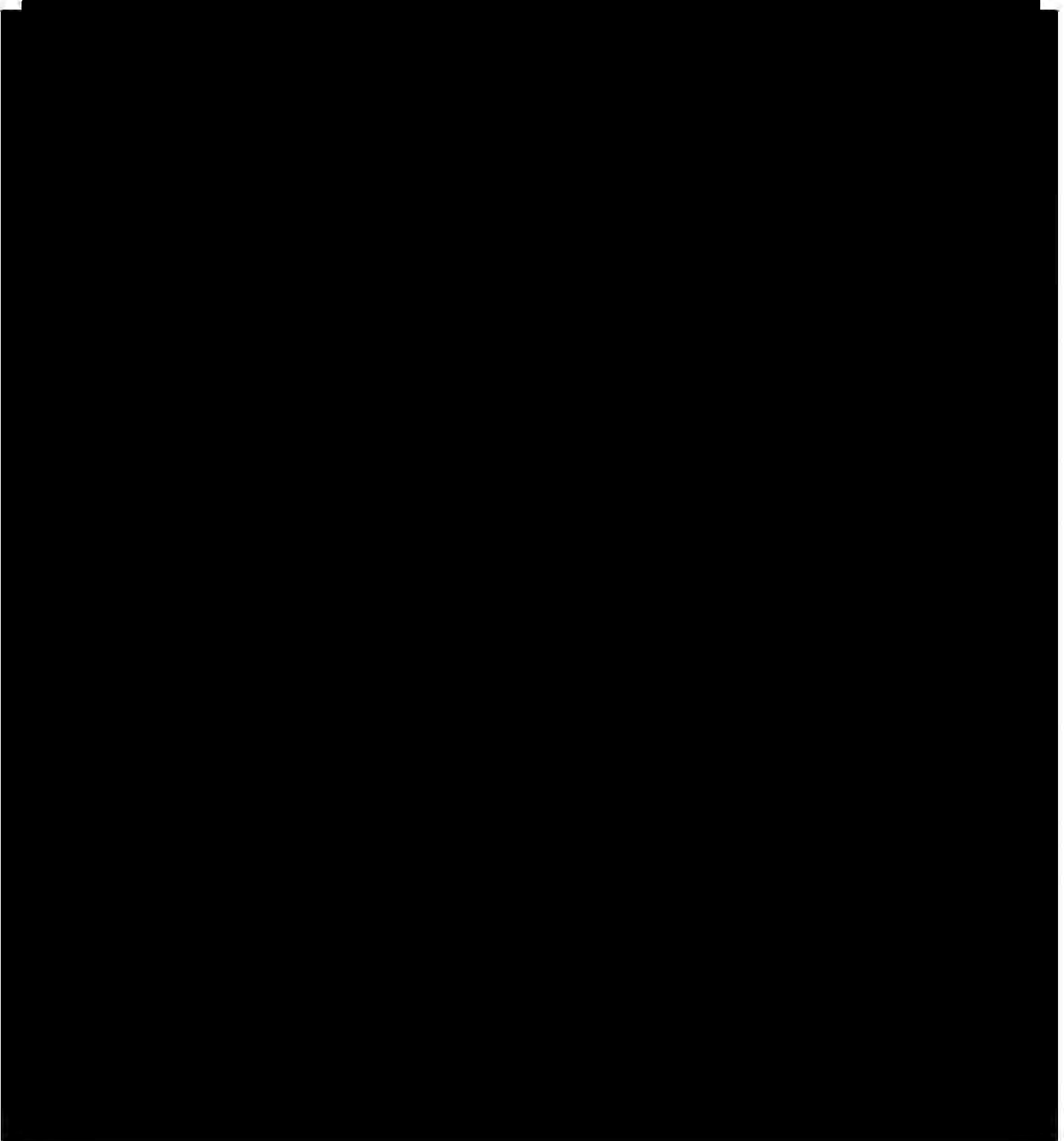


Attachment B

Section B: Regional Suppliers

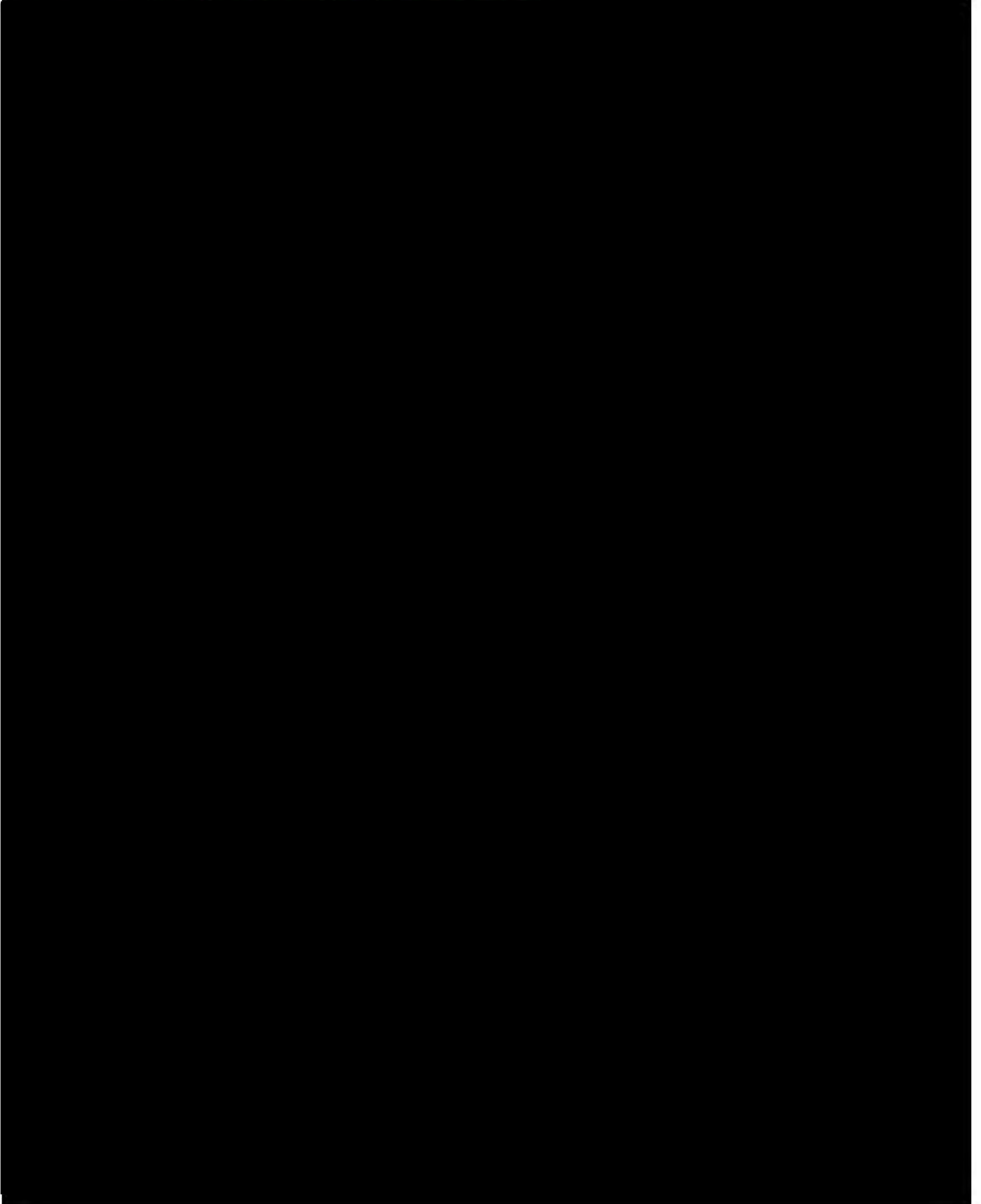


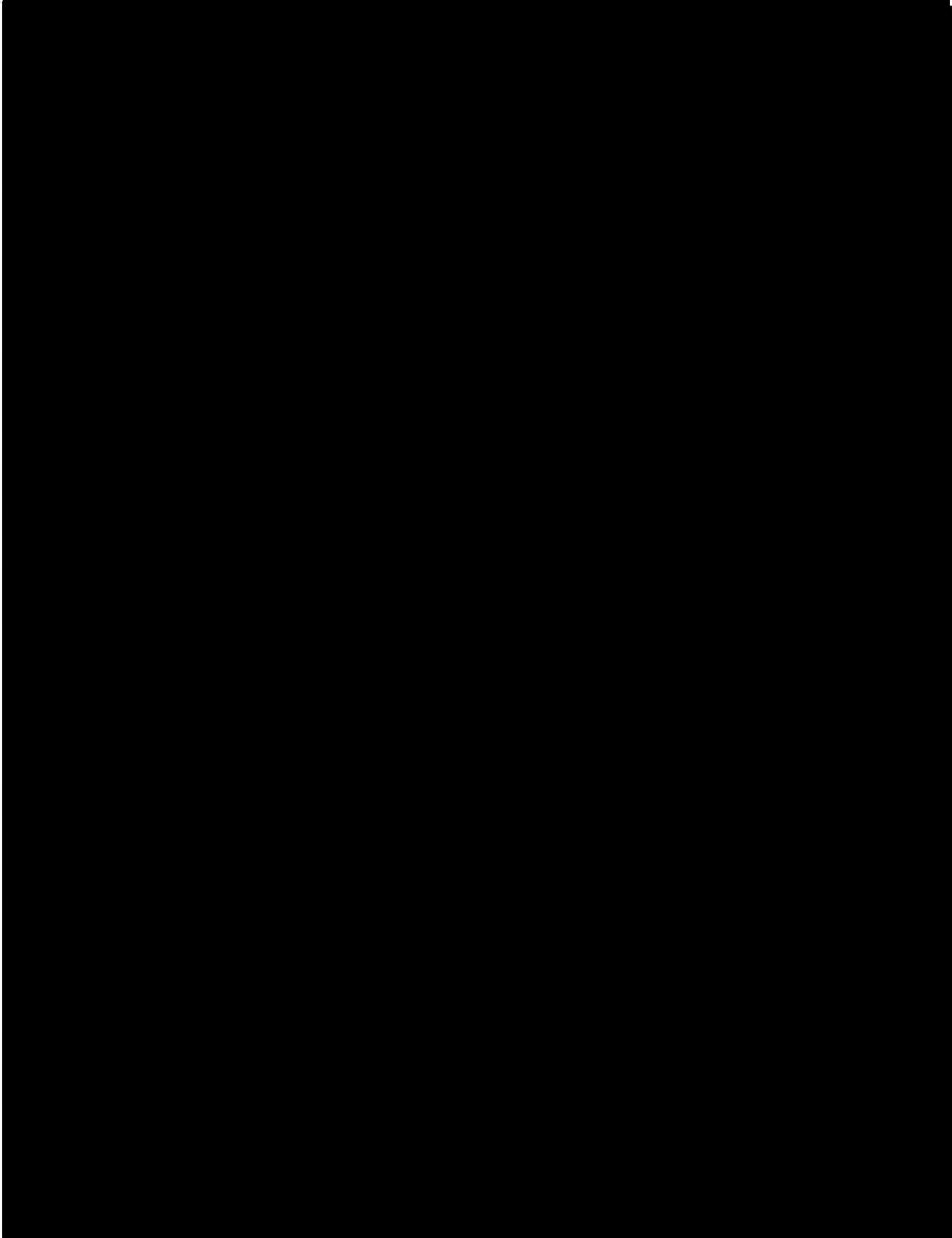




Attachment C

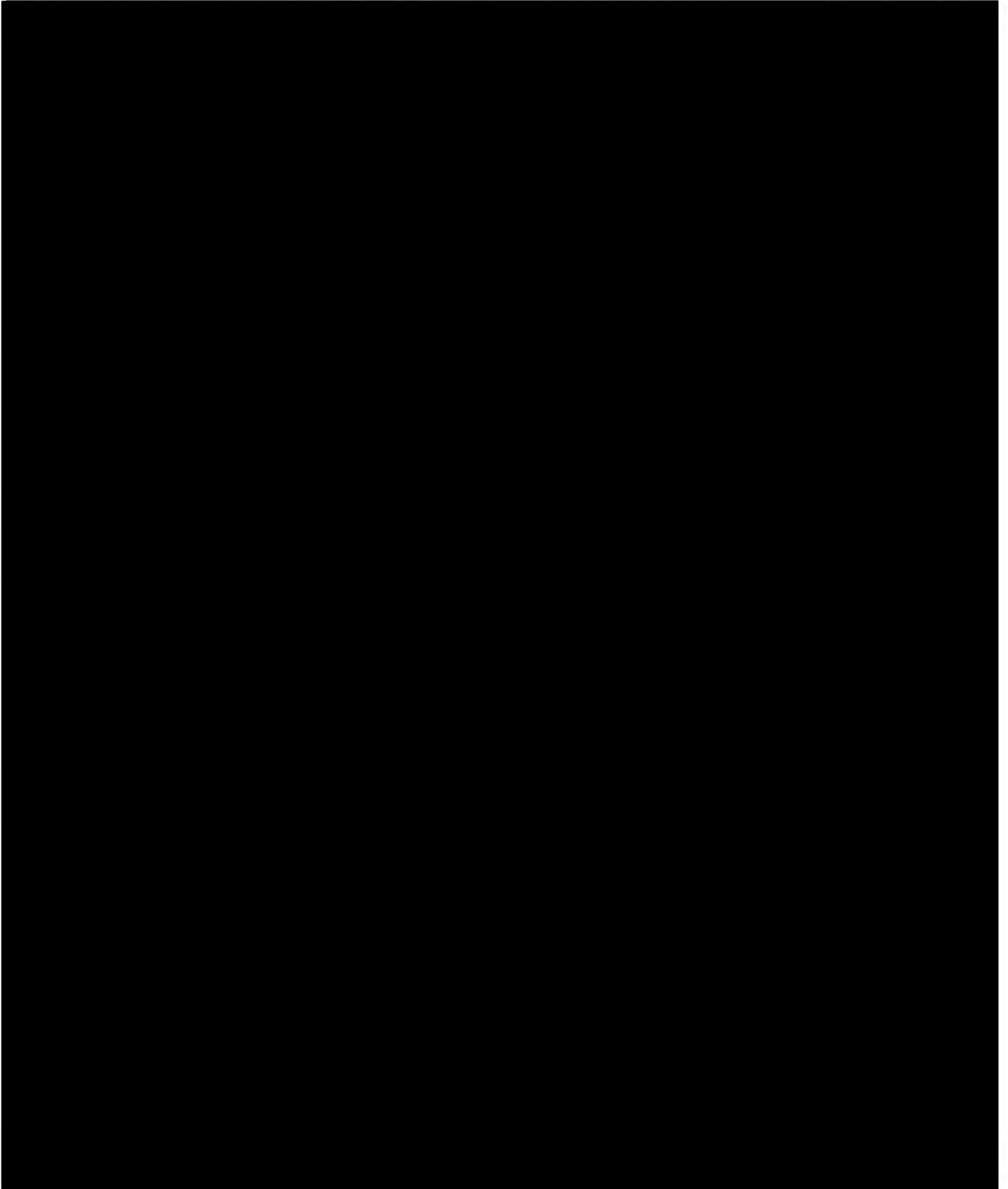
Section C: Regional Skills Development

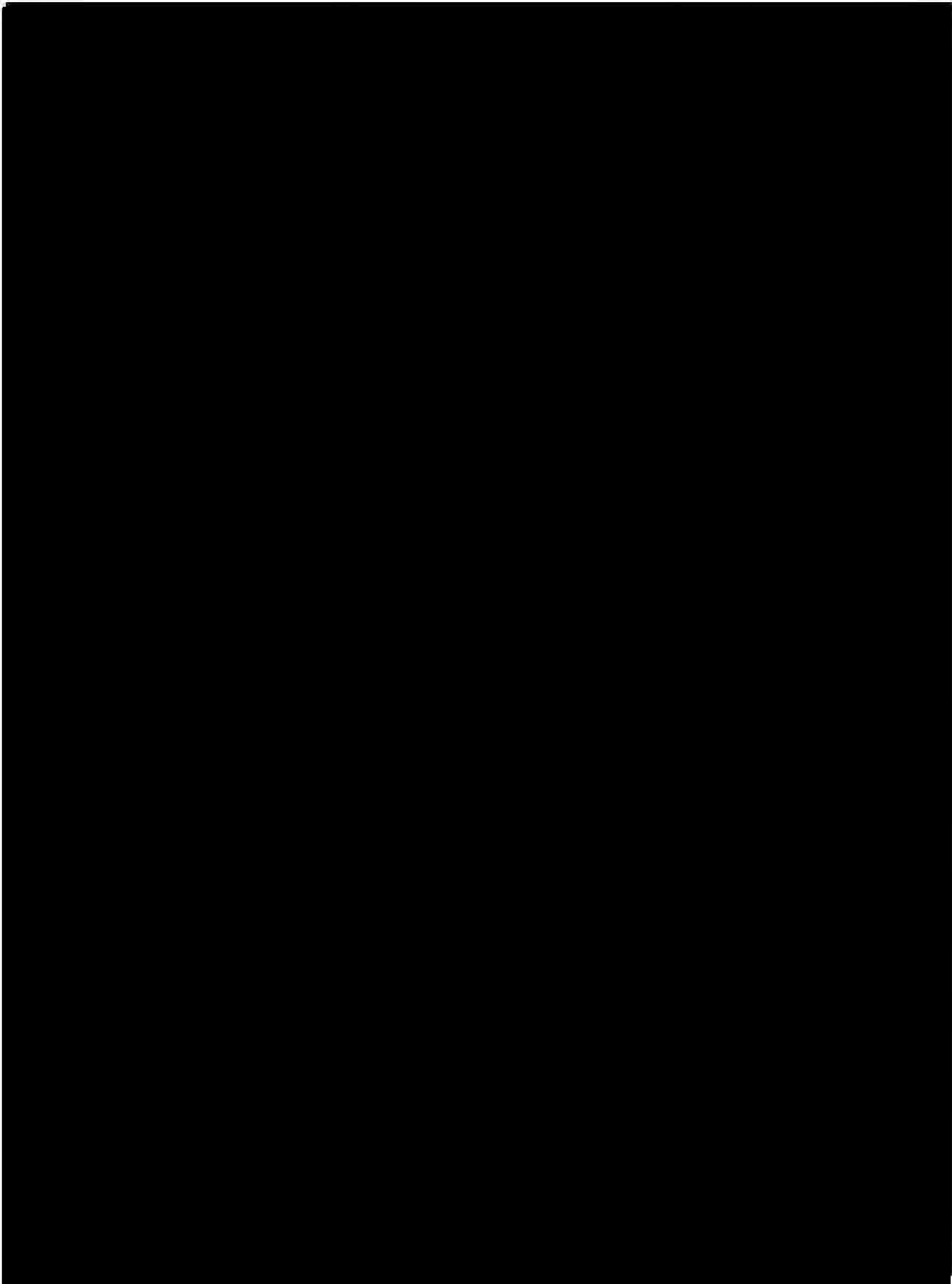


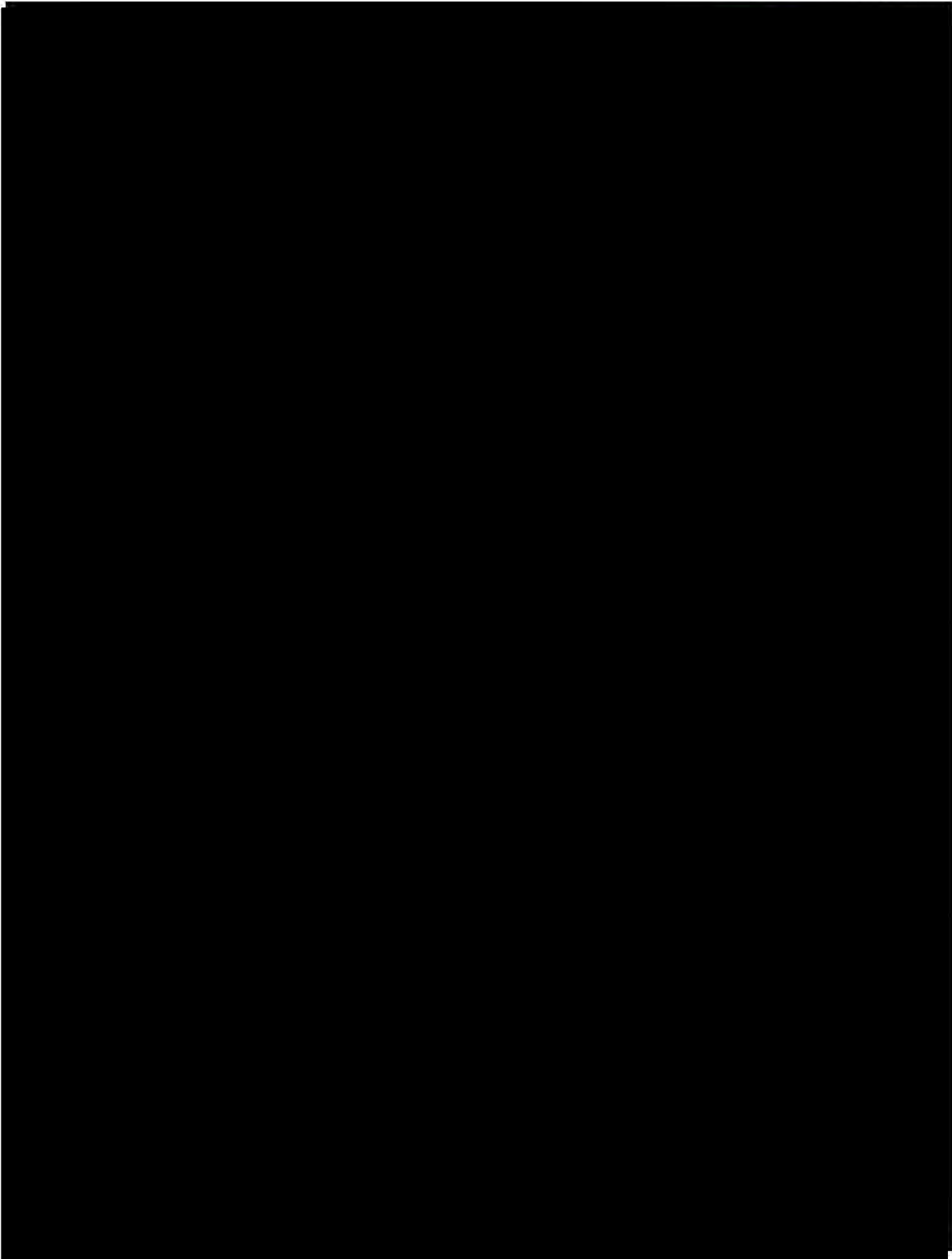


Attachment D

Section D: Regional Investment

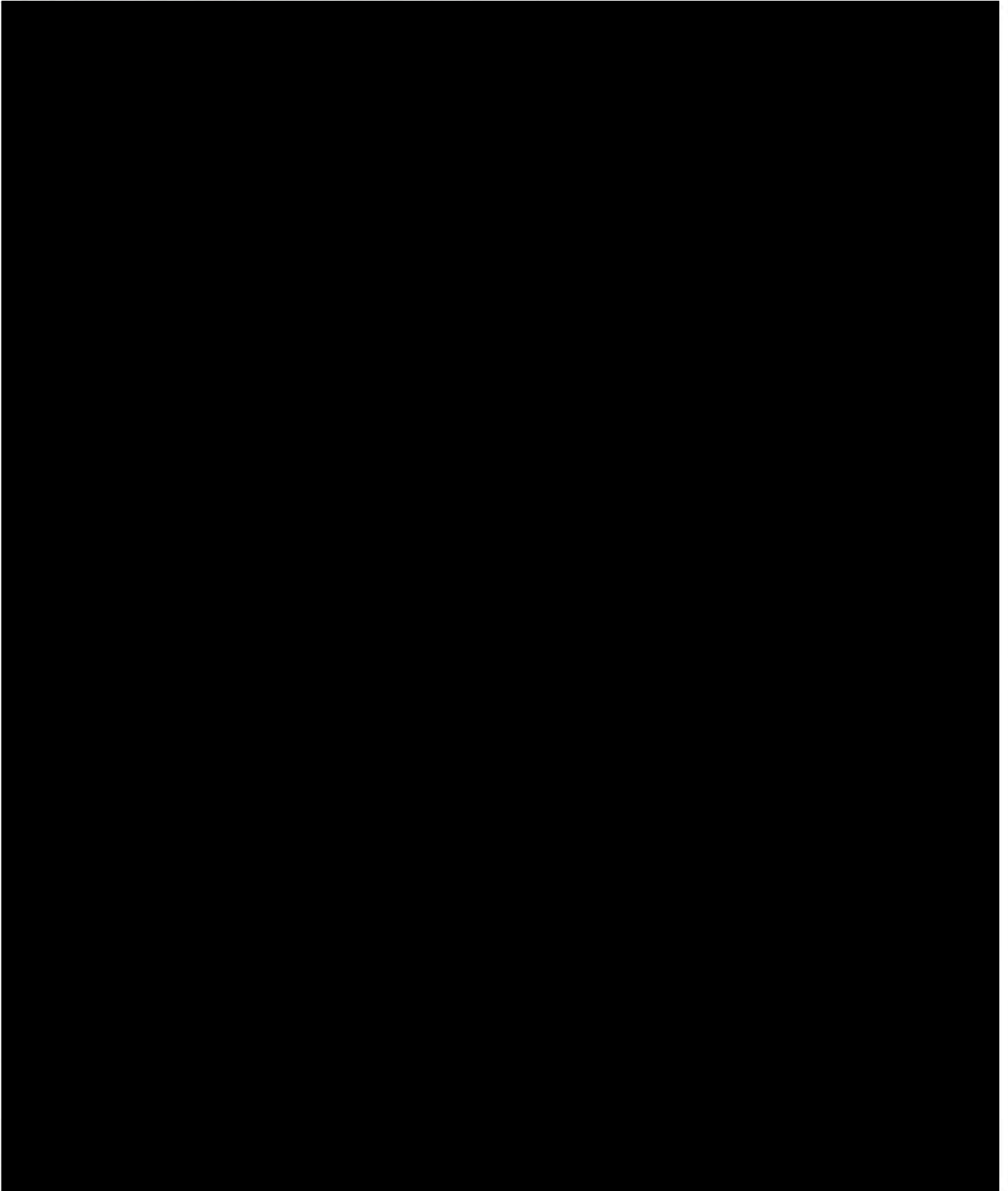






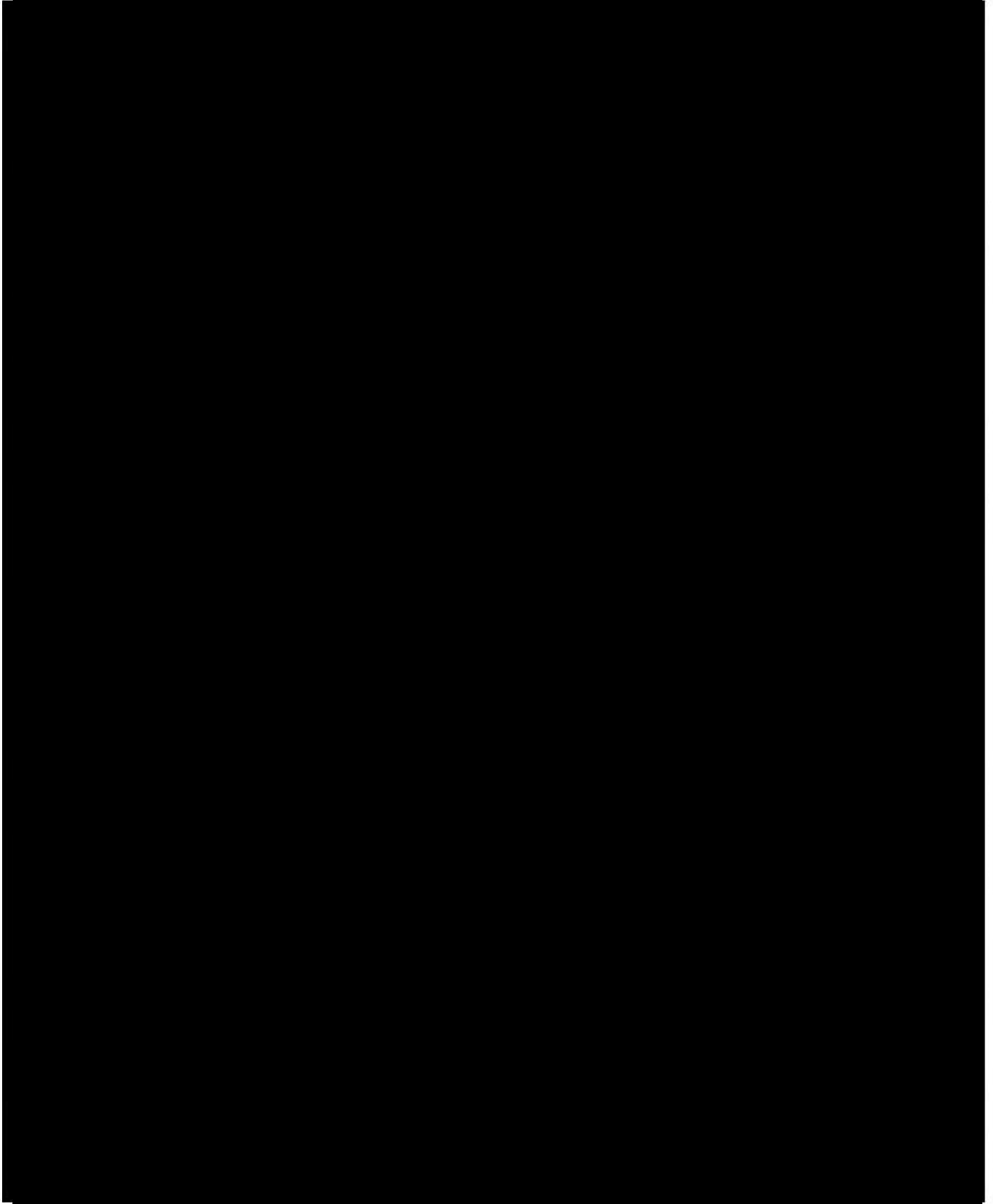
Attachment E

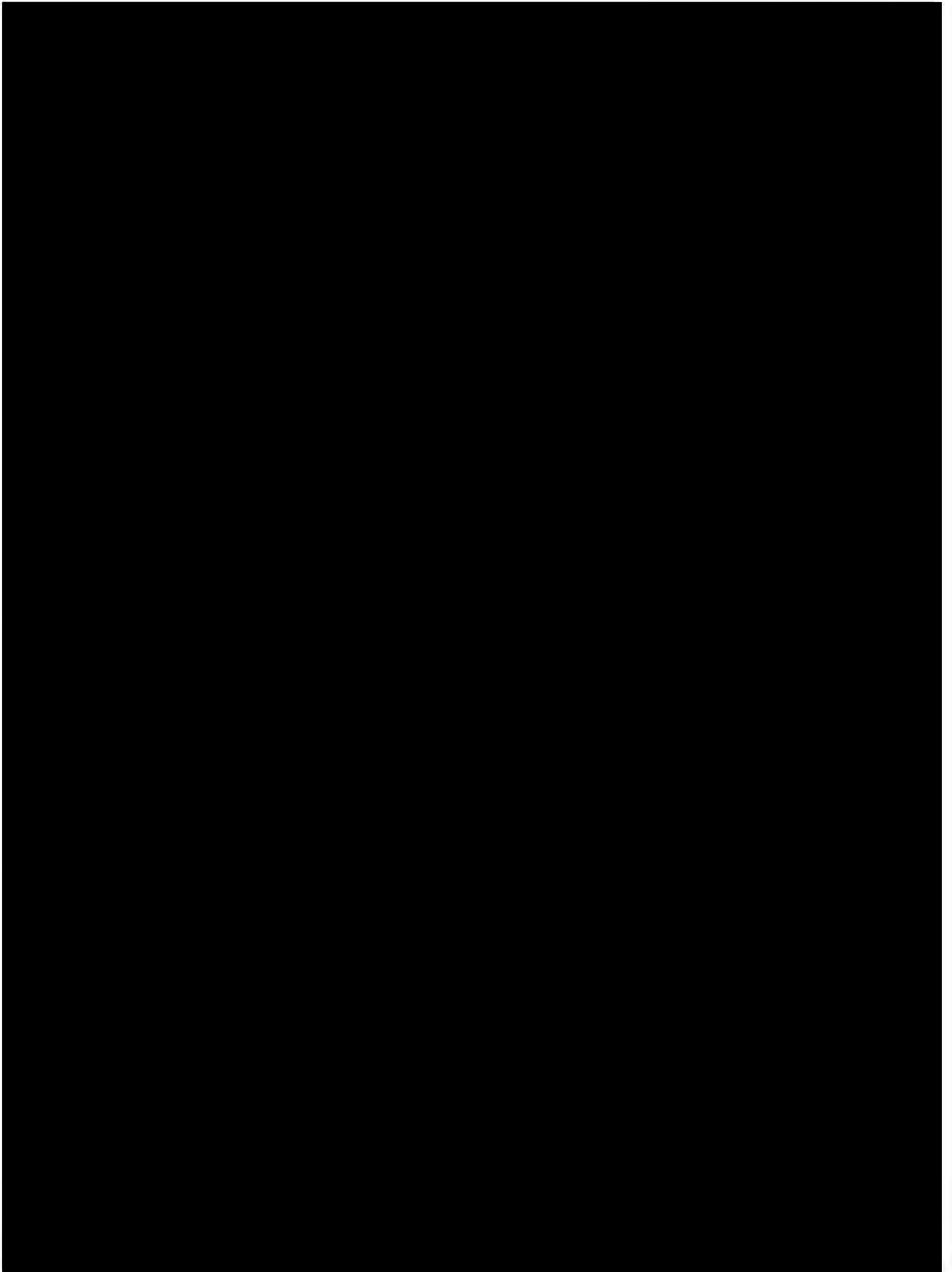
Section D: Regional Investment

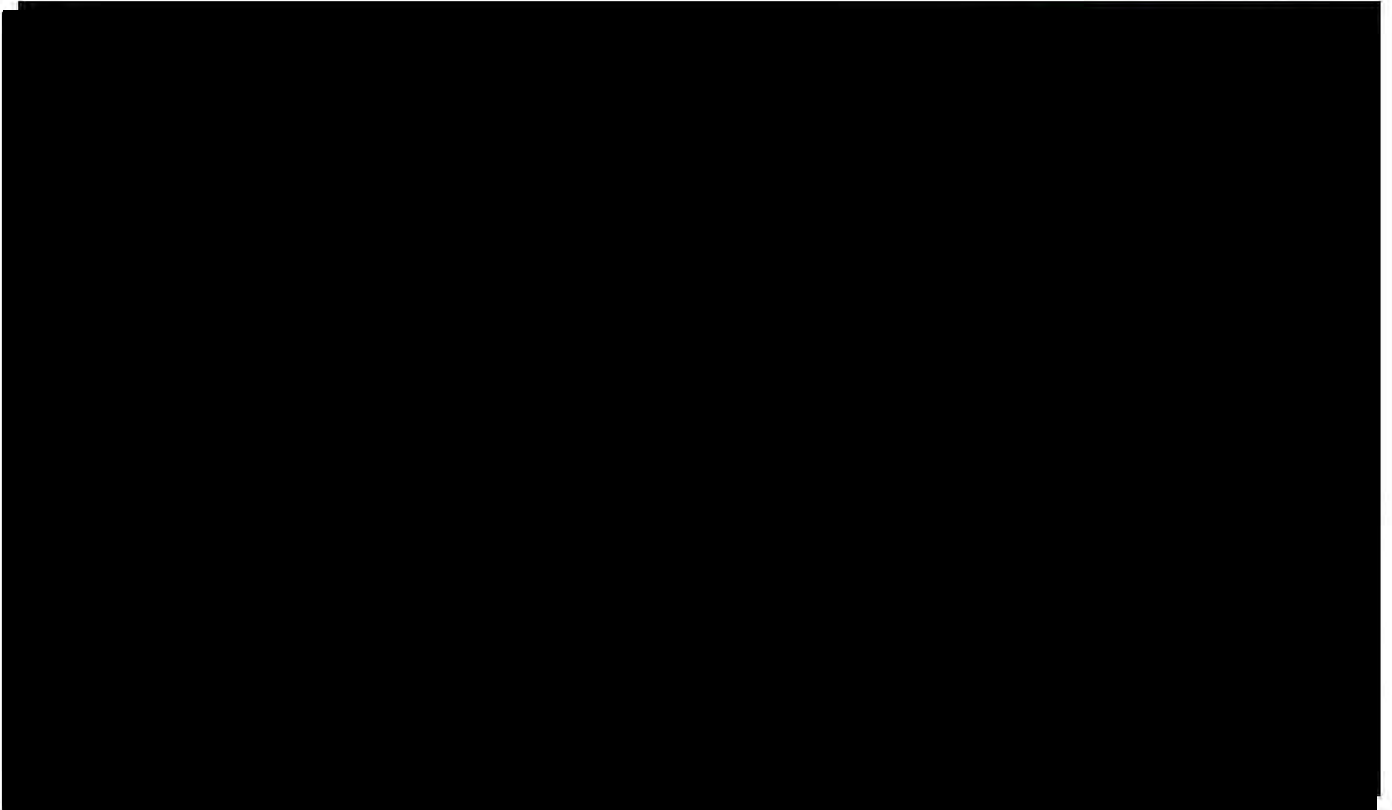


Attachment F

Section E: Compliance with the Secure Local Jobs Code





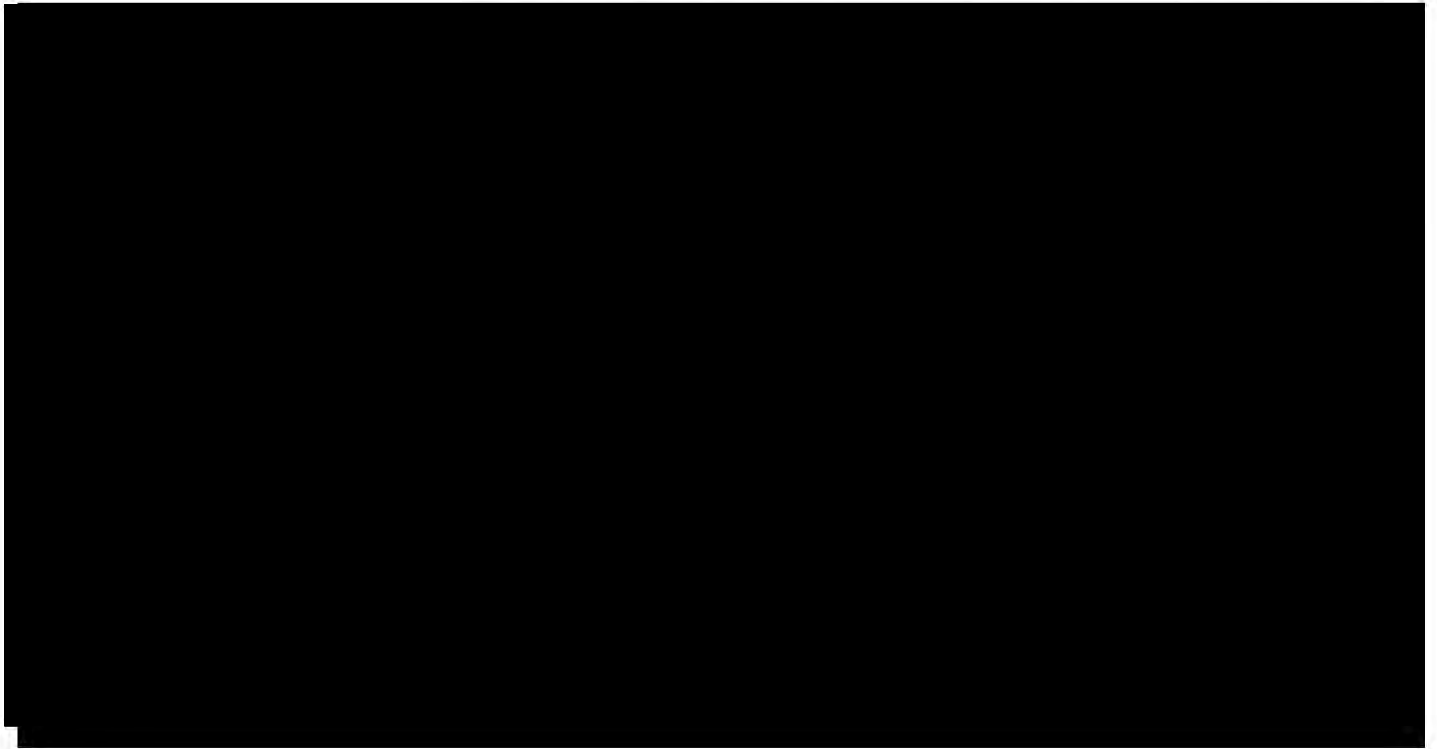


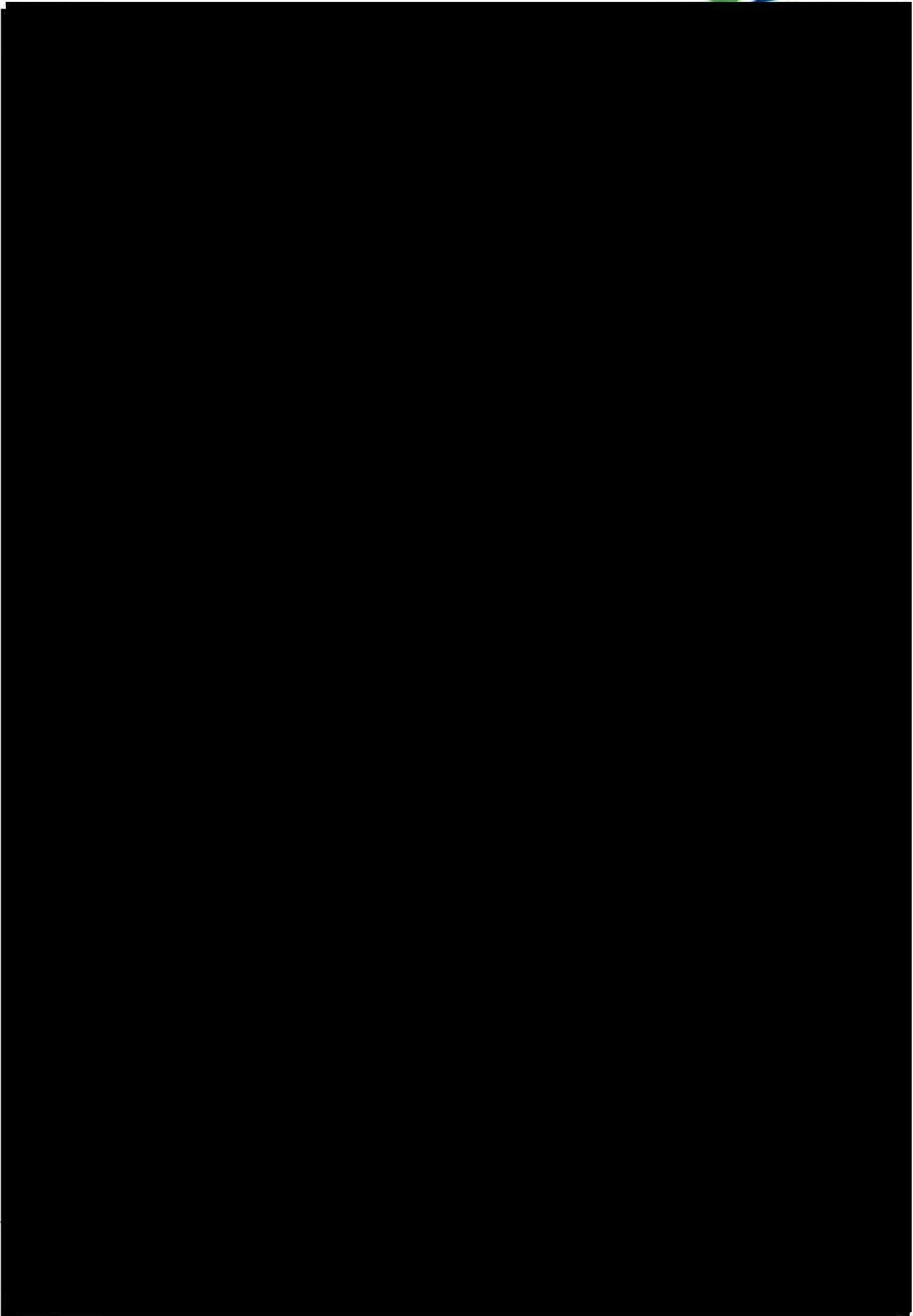


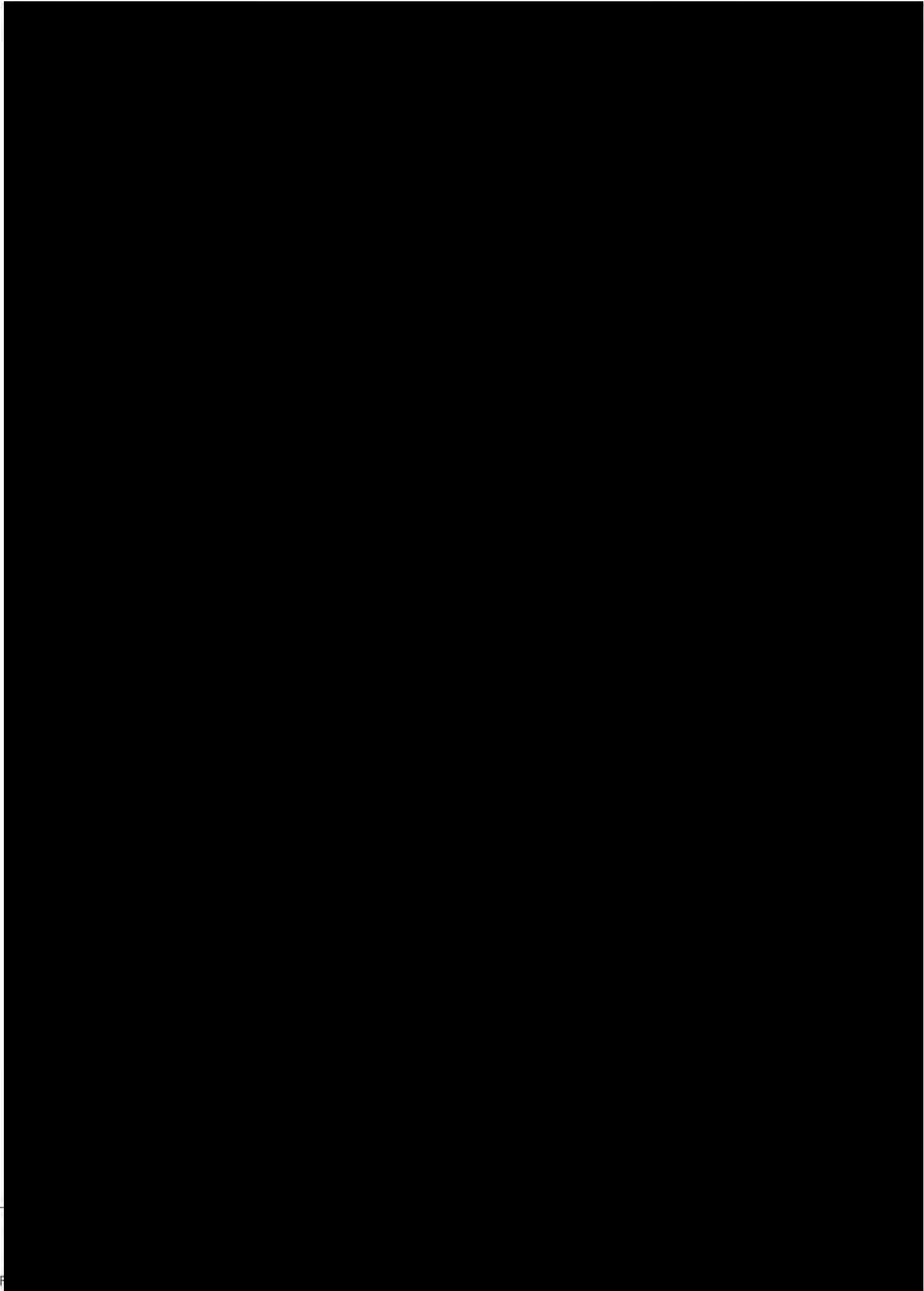
Secure Local Jobs Code Procedure

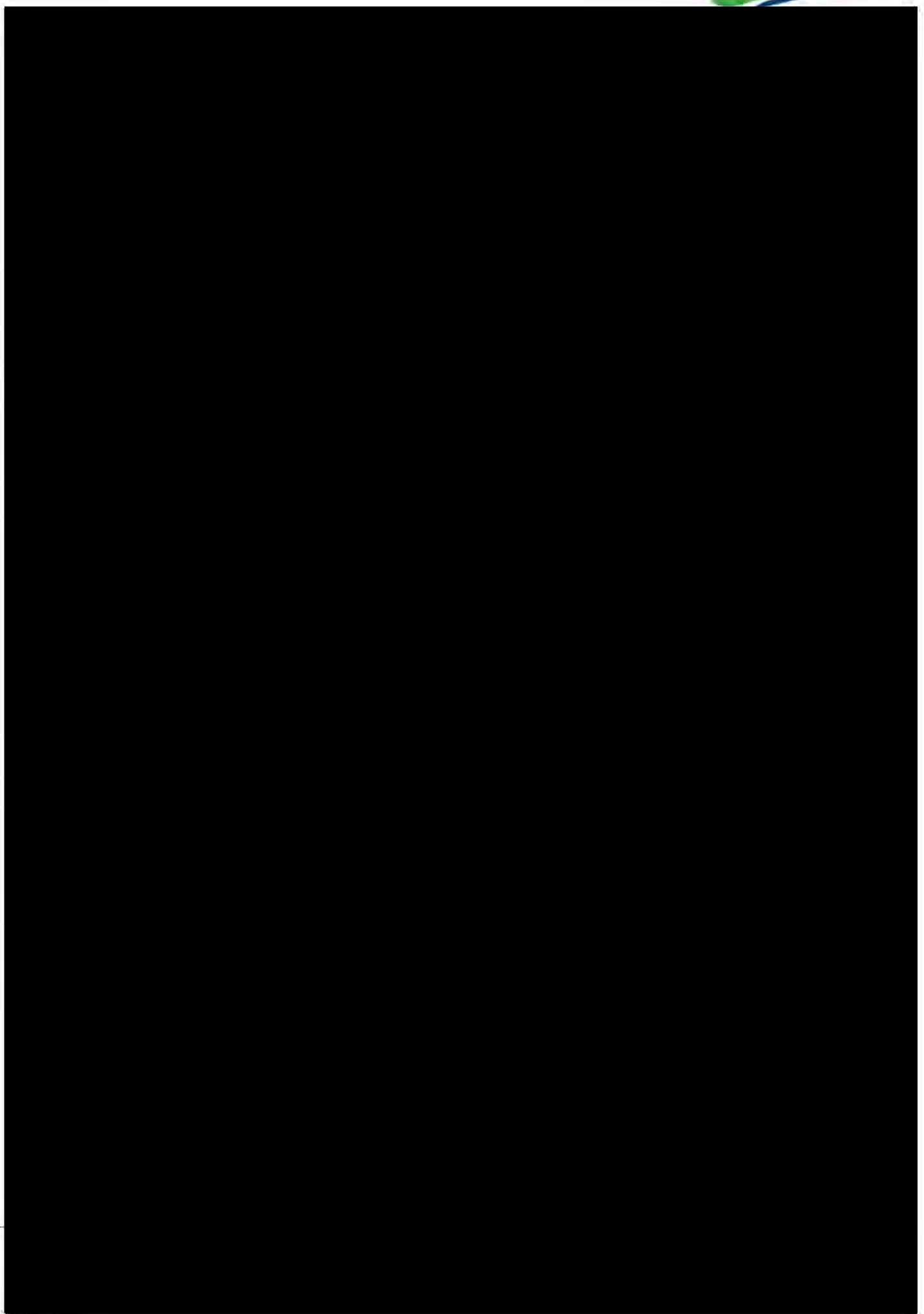


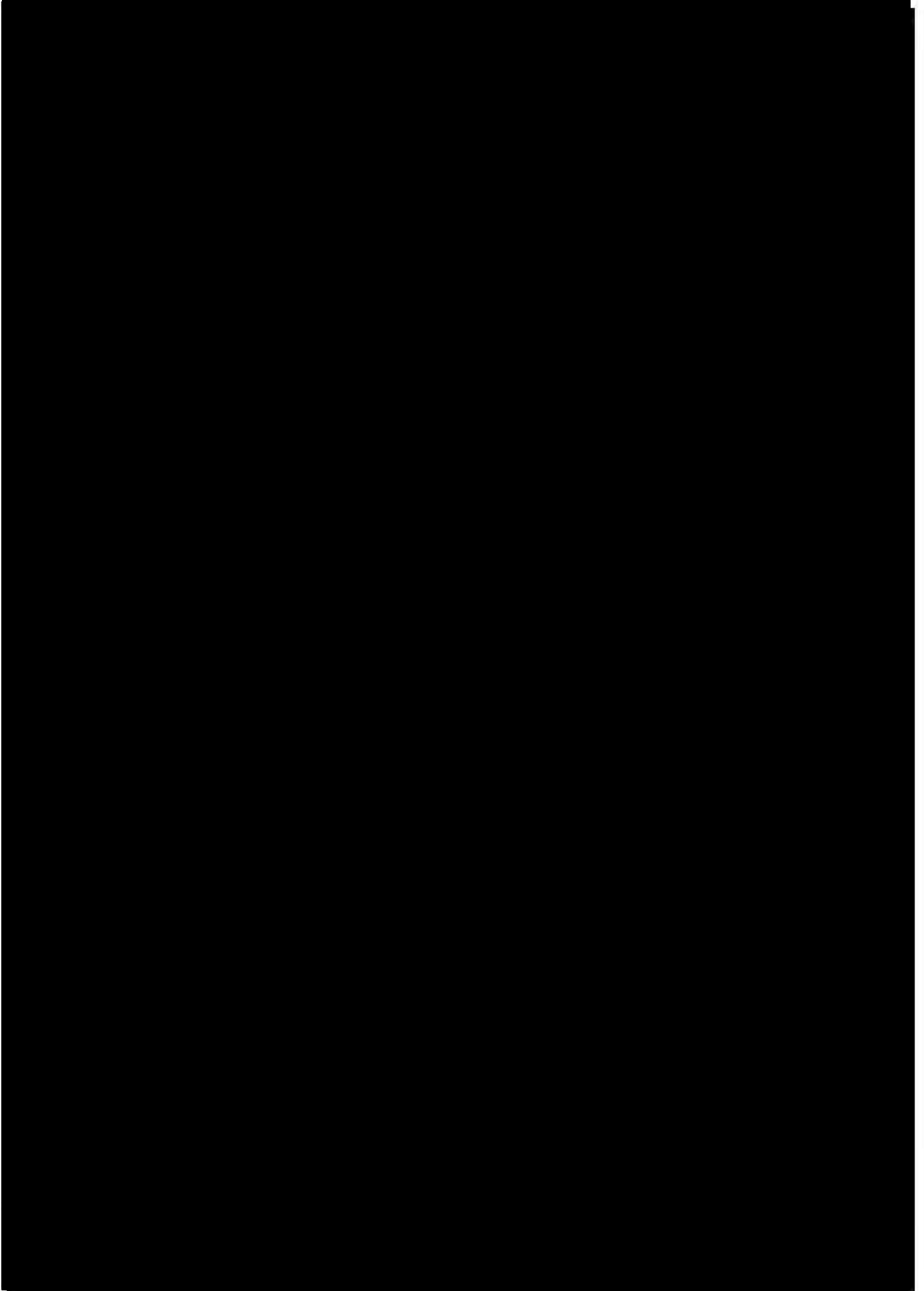
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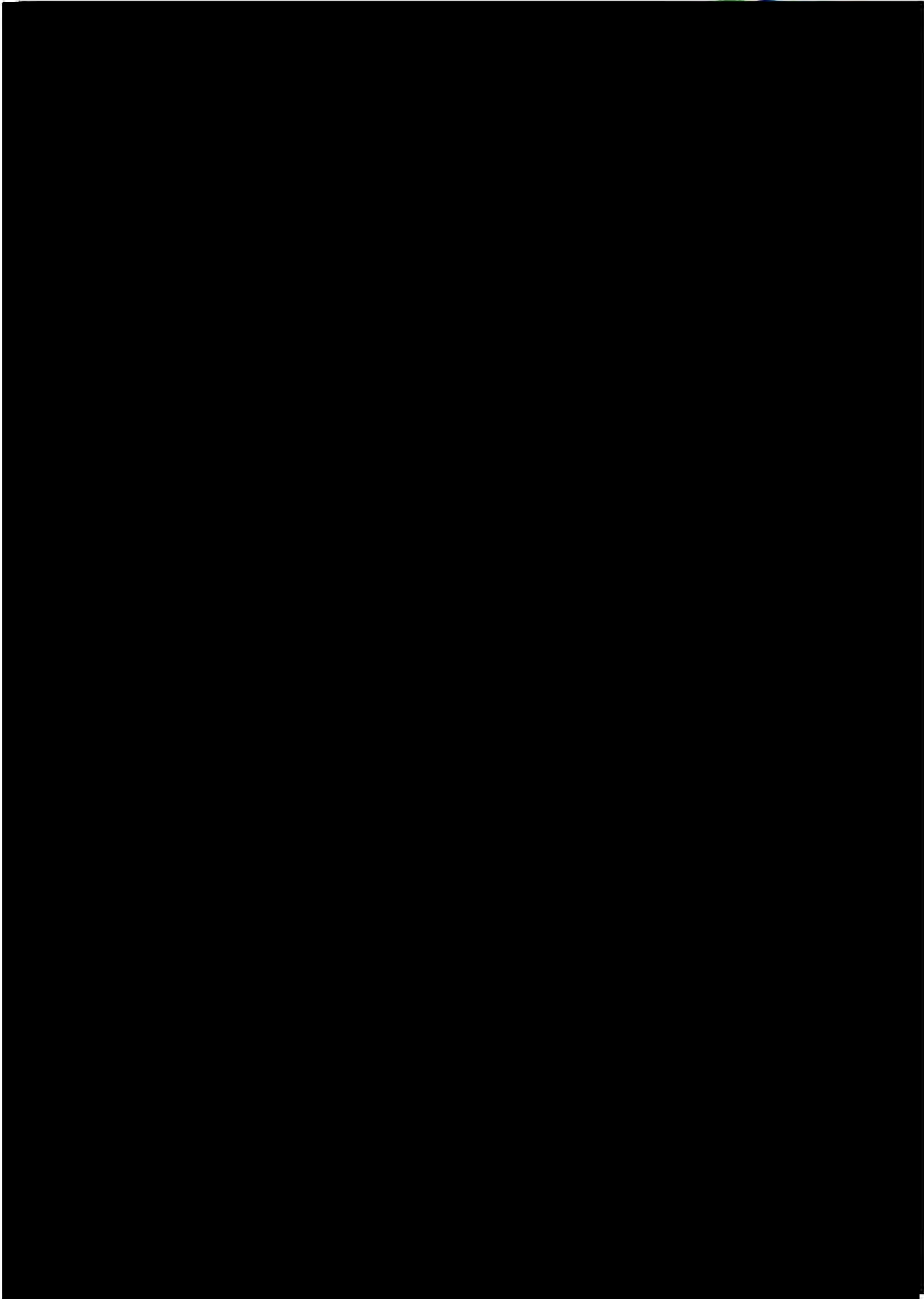


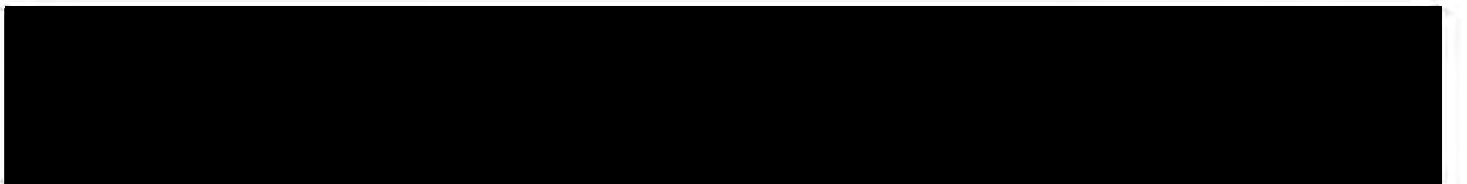


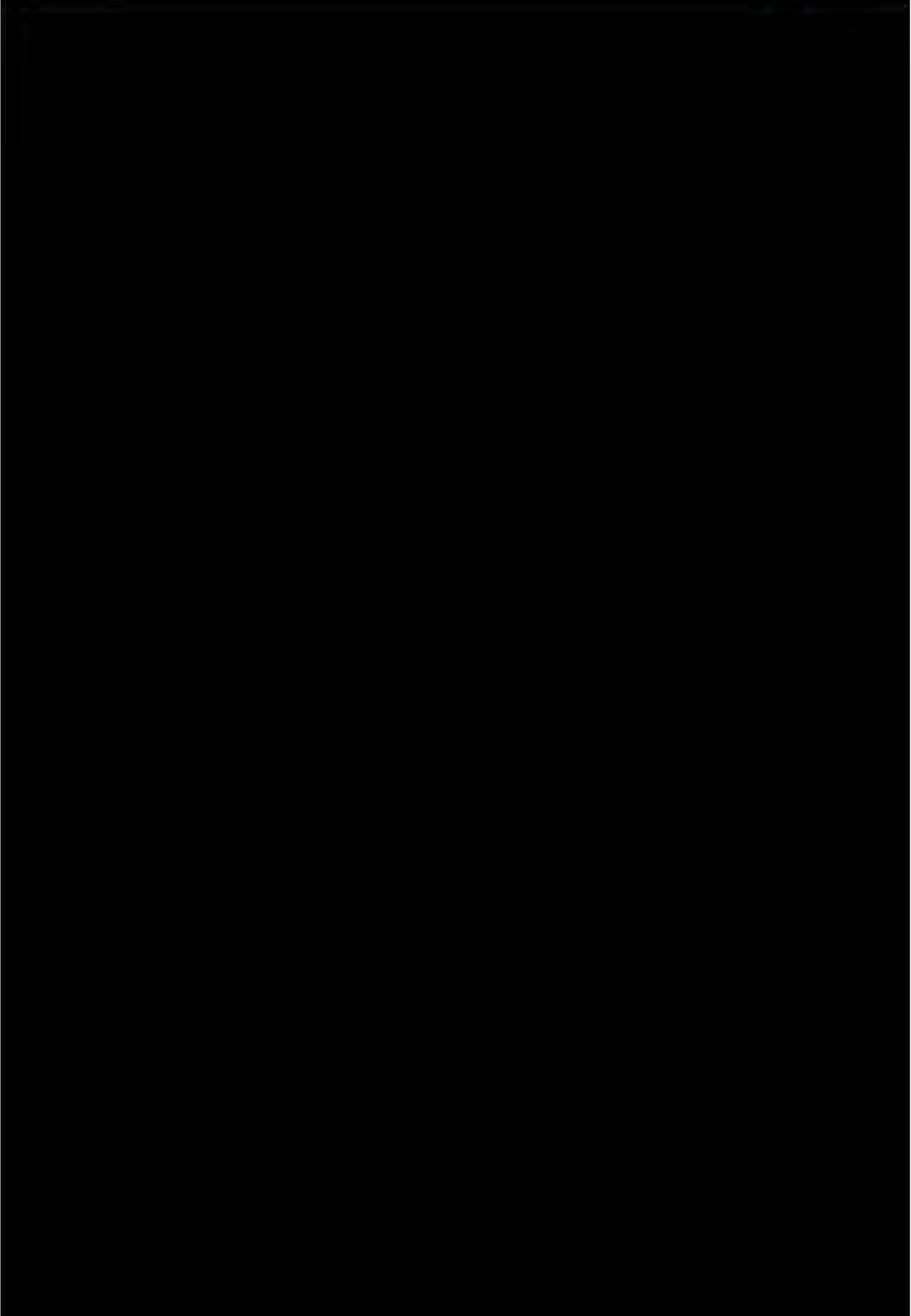


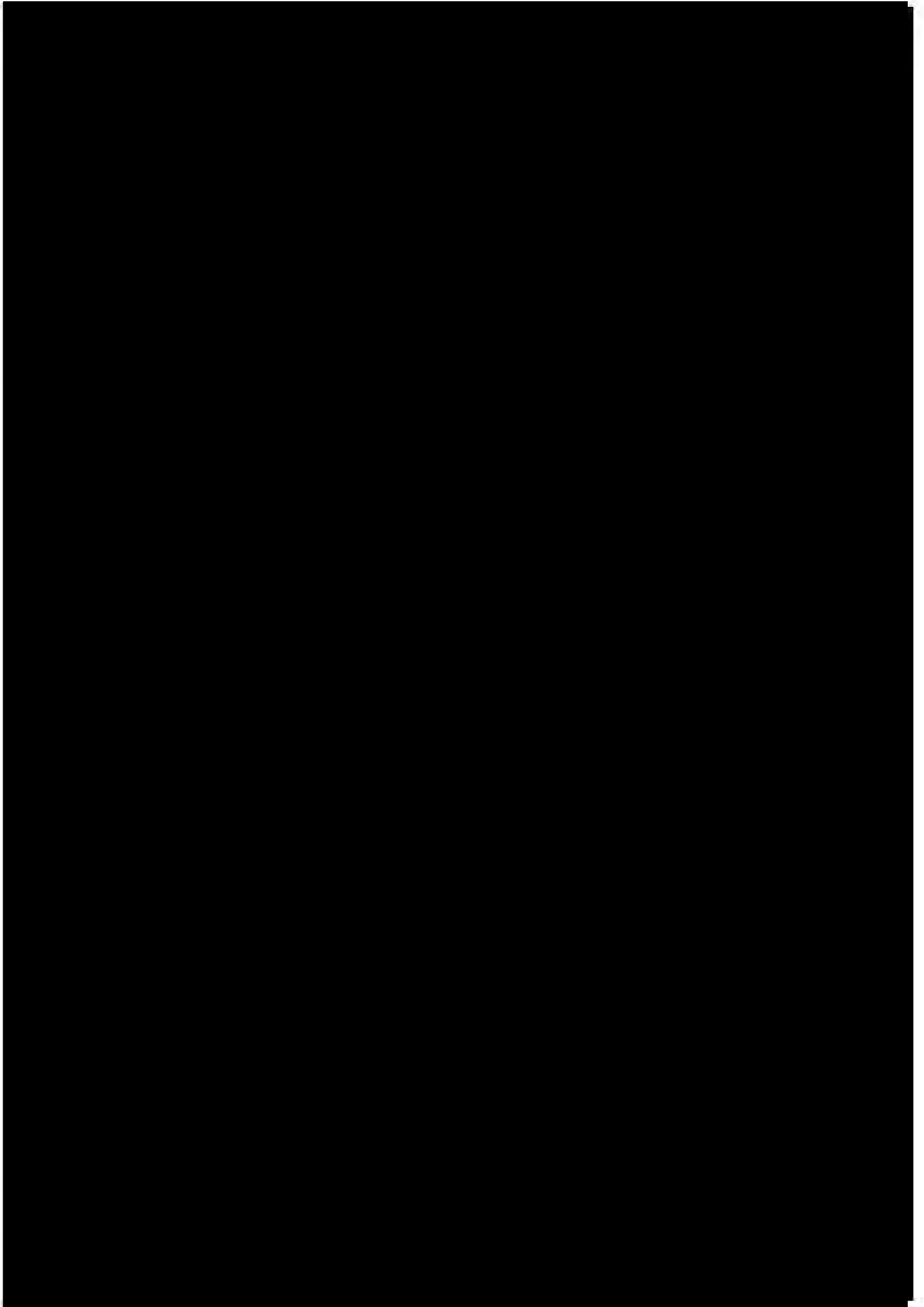


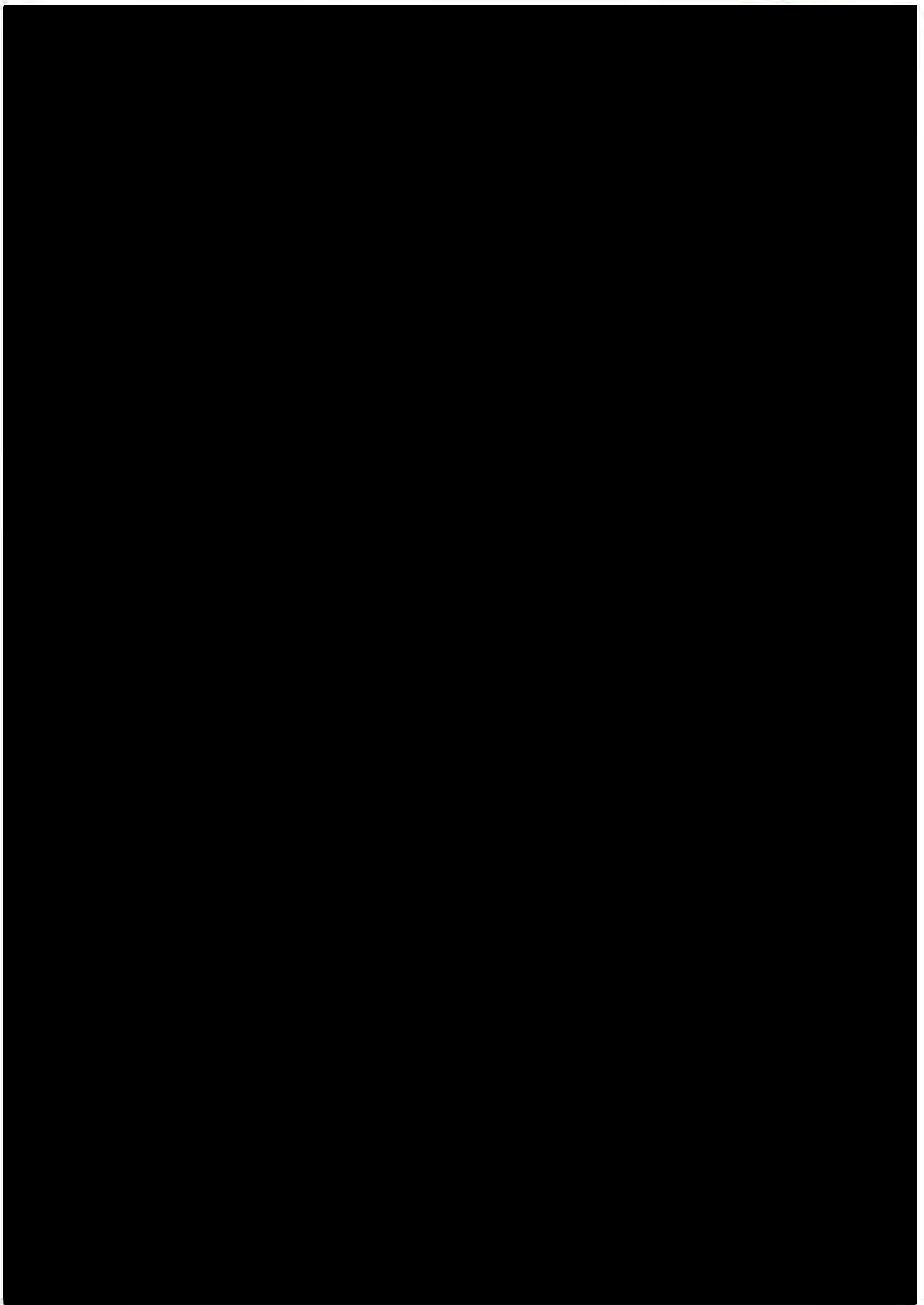




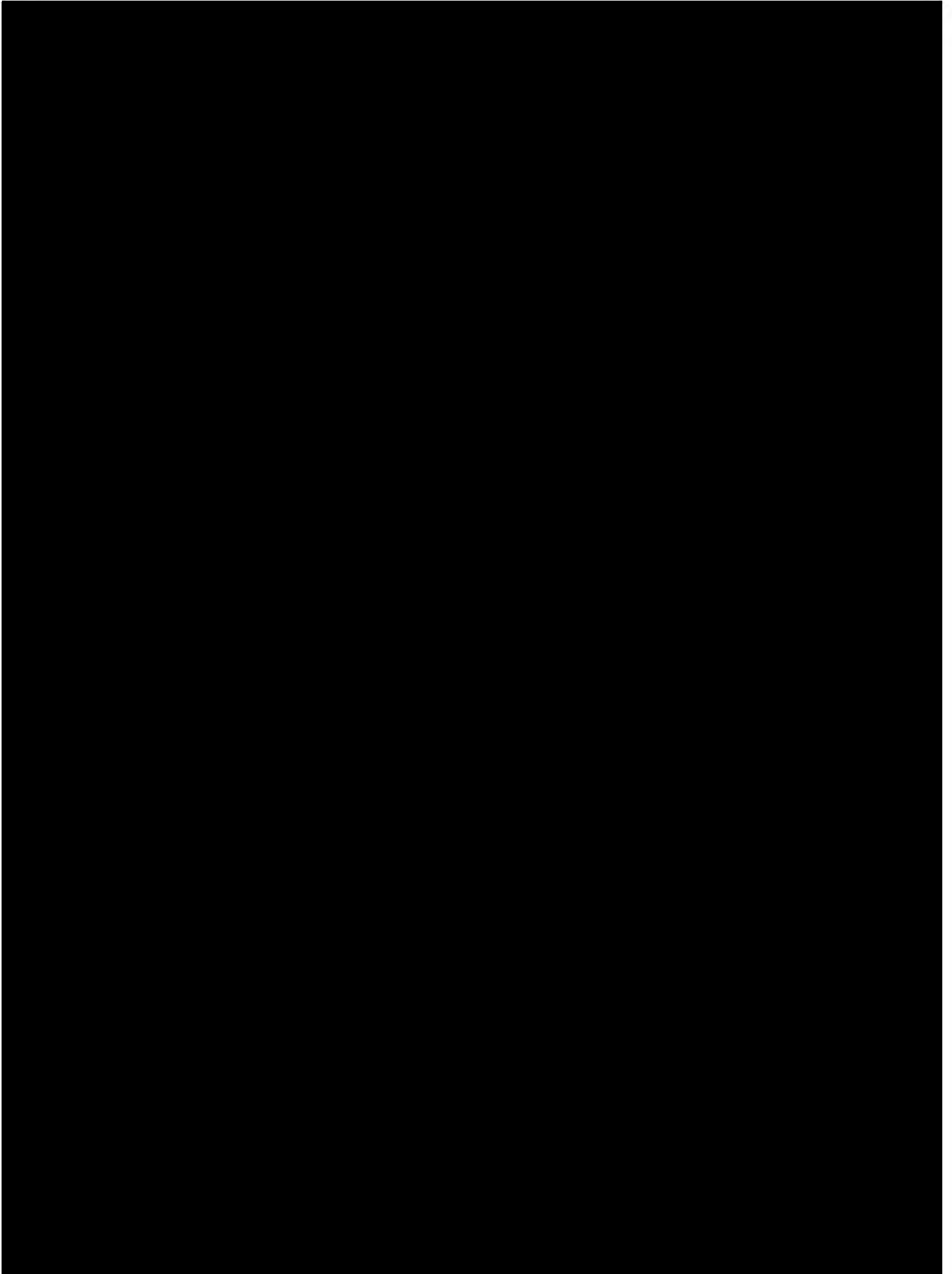


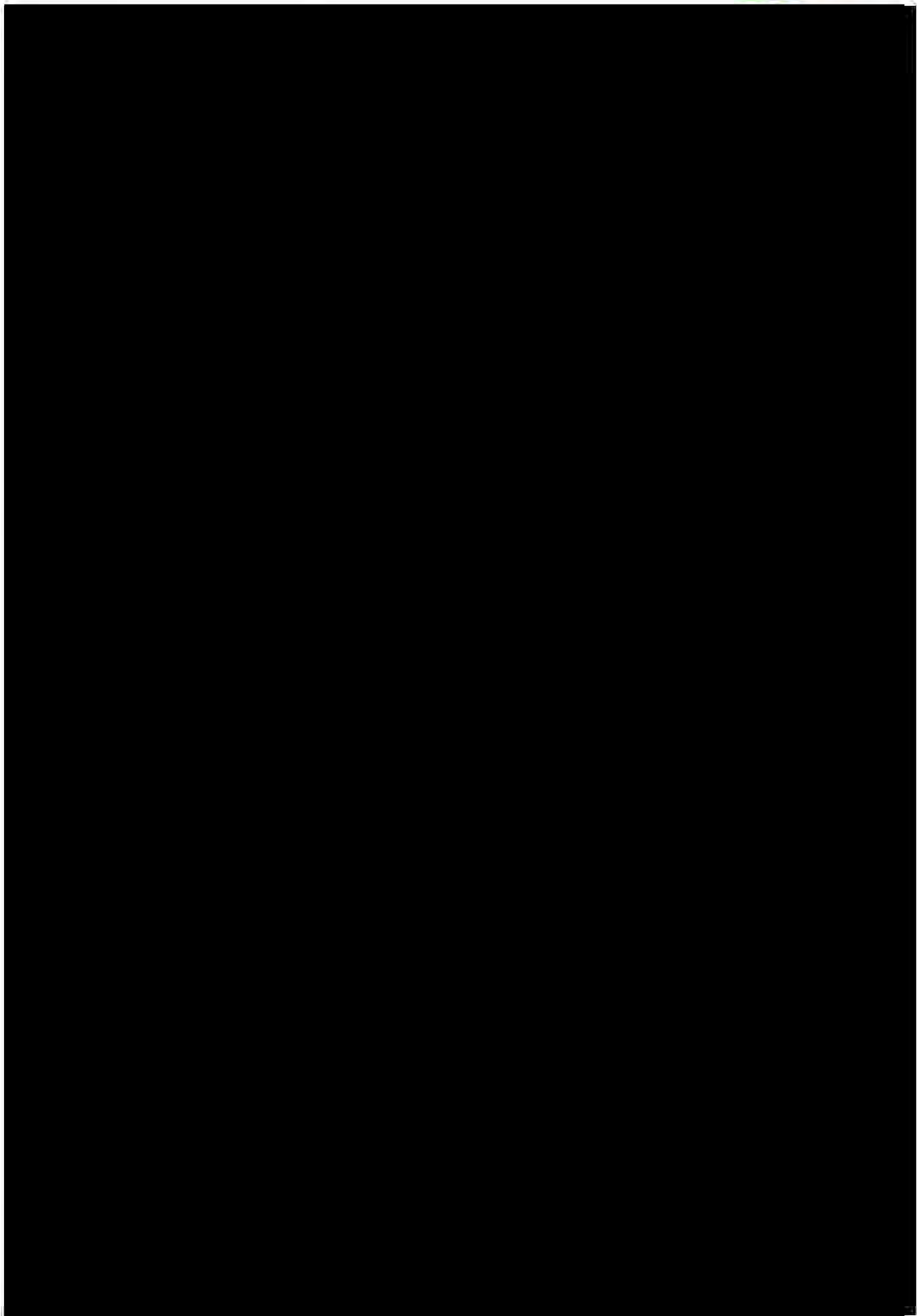


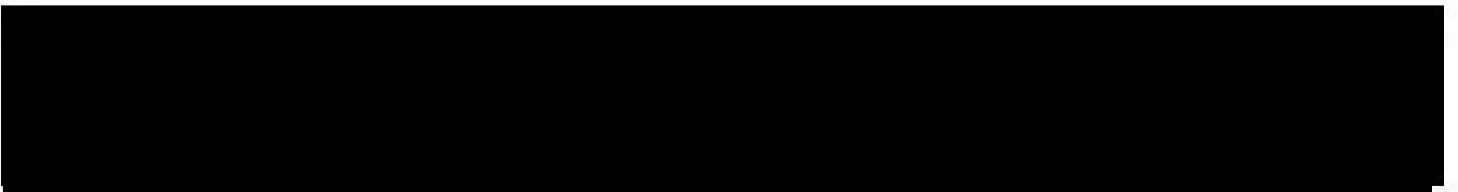




**Attachment A - Information regarding compliance with the Government Procurement
(Secure Local Jobs) Code 2018**

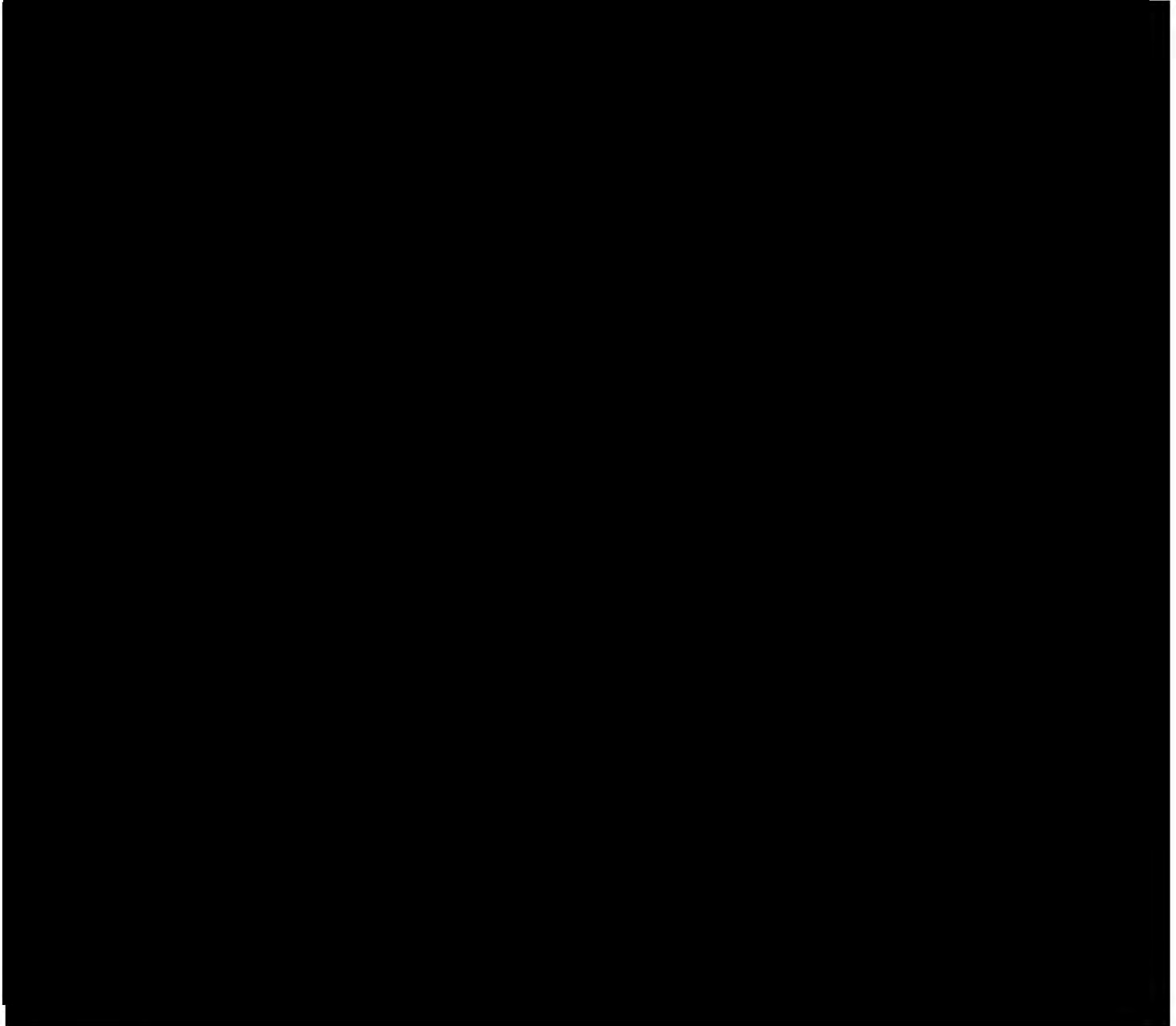




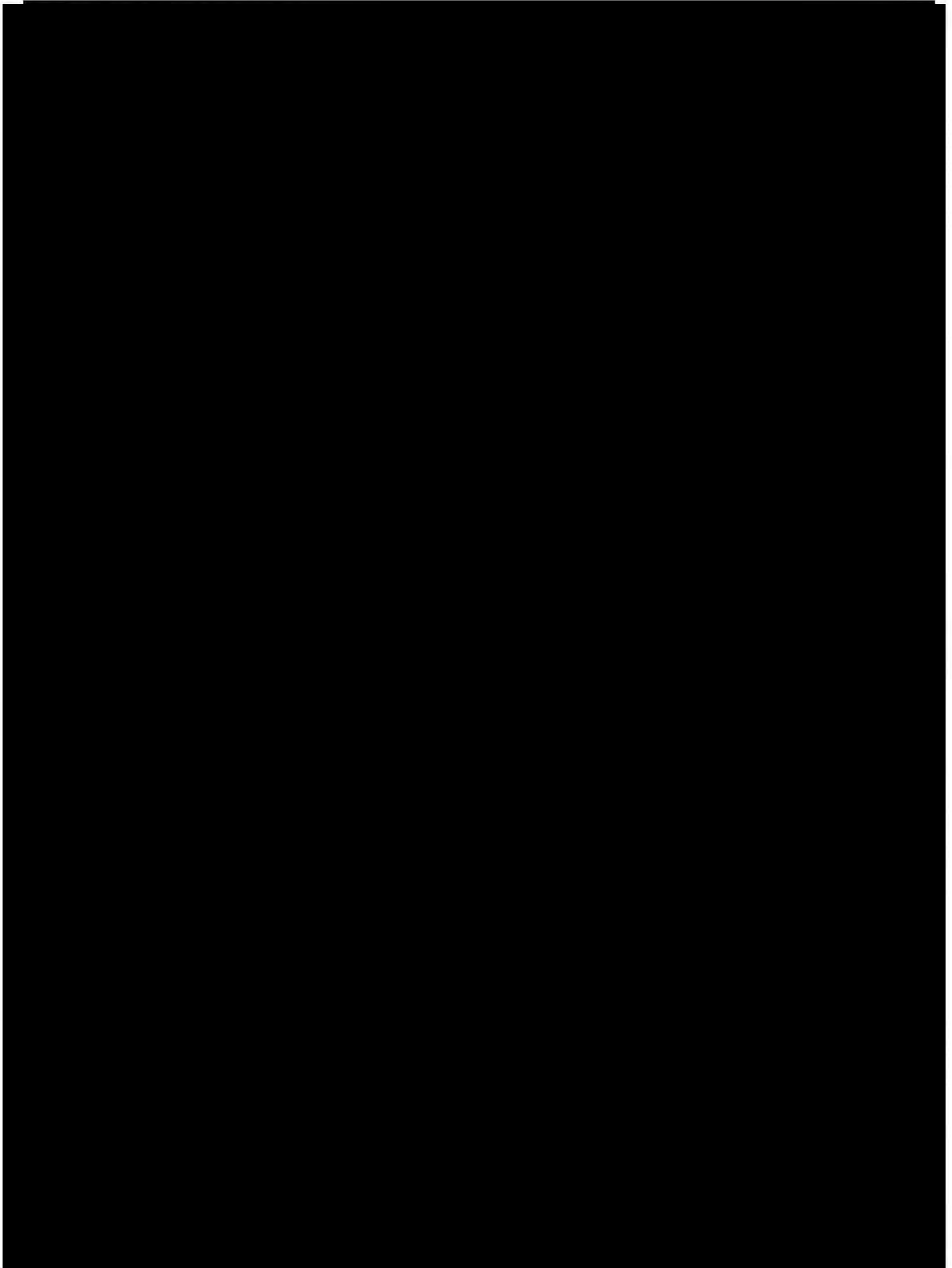


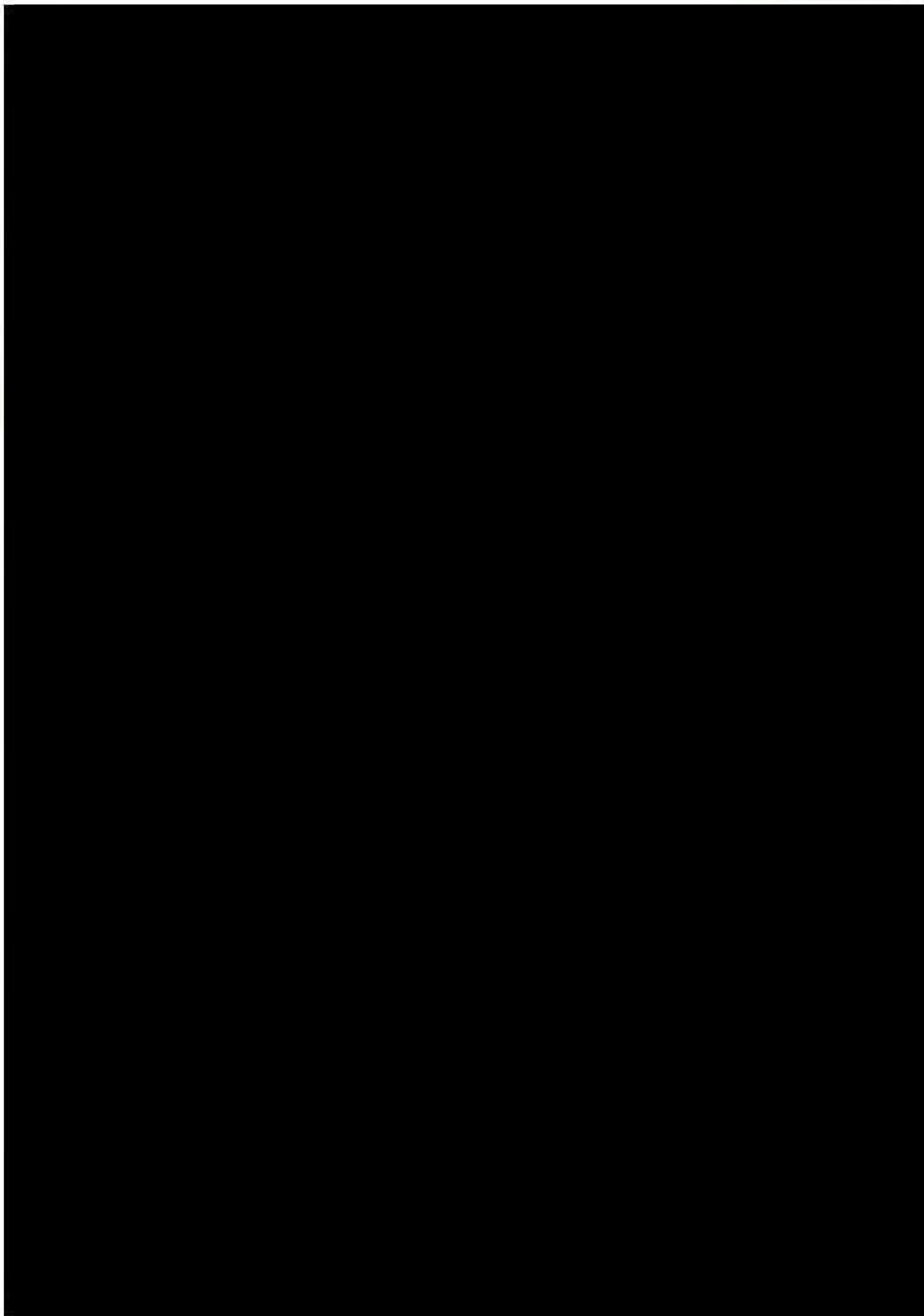
Attachment H

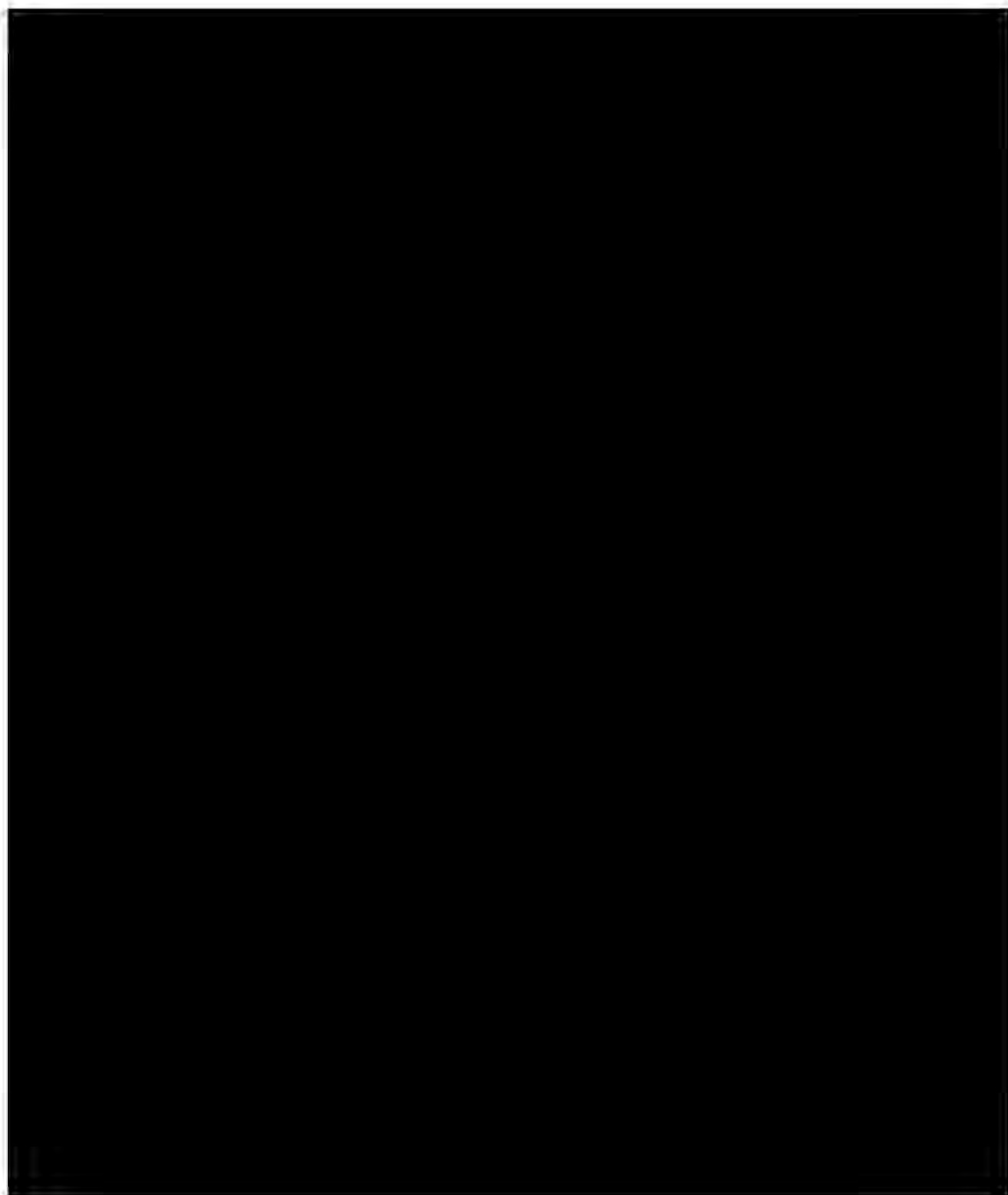
Section G: Understanding Secure Local Jobs Code obligations

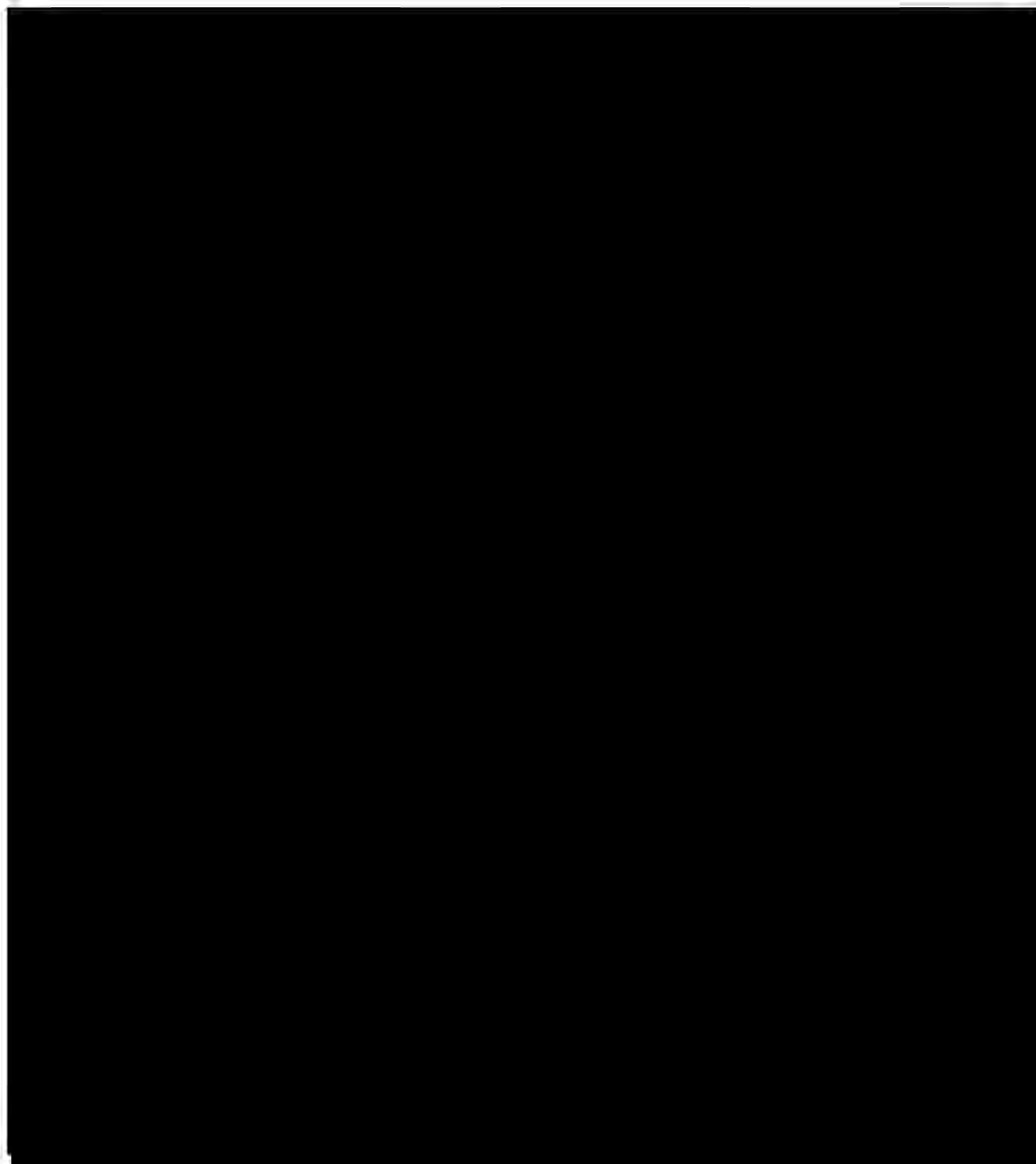


Toolbox Talk Record



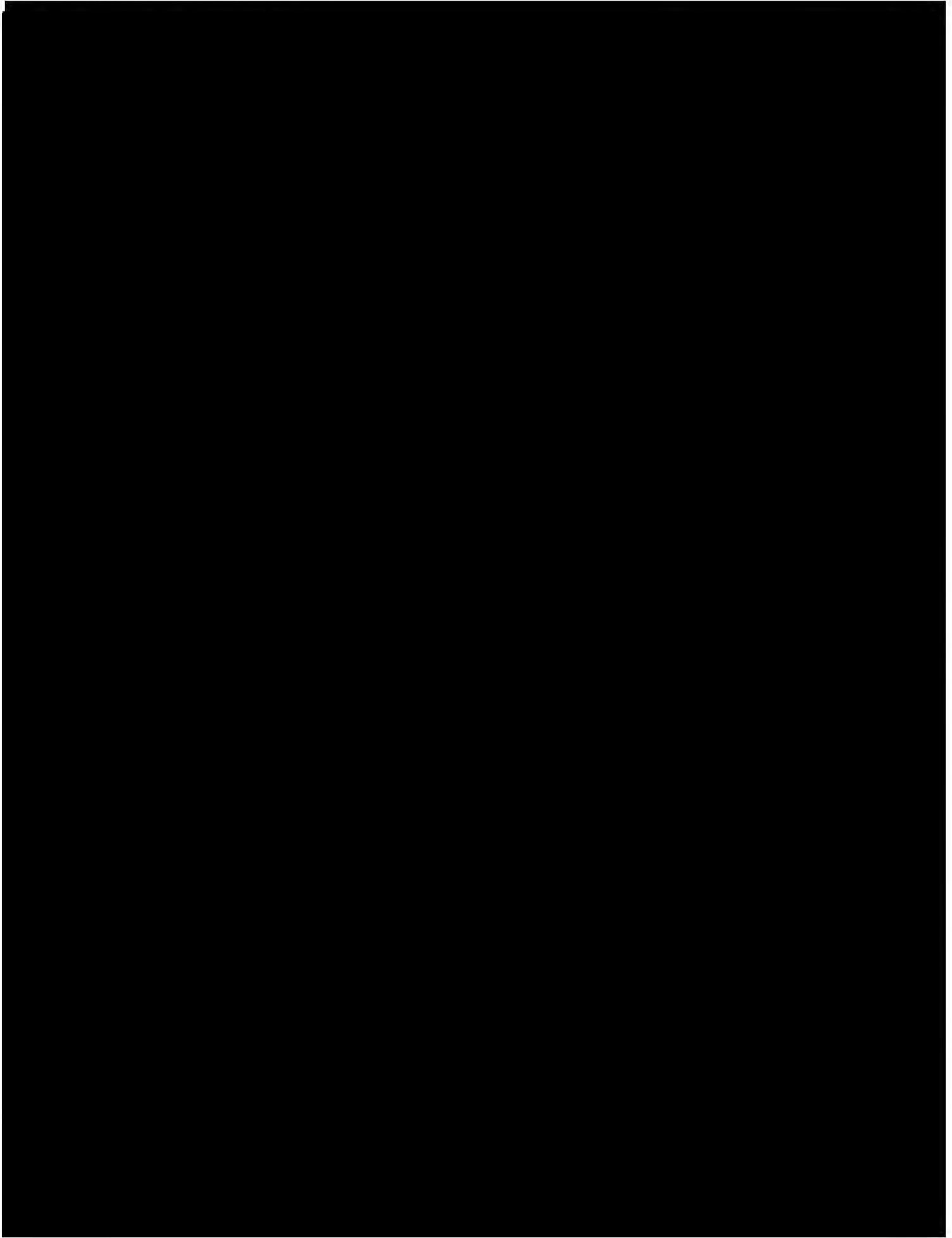






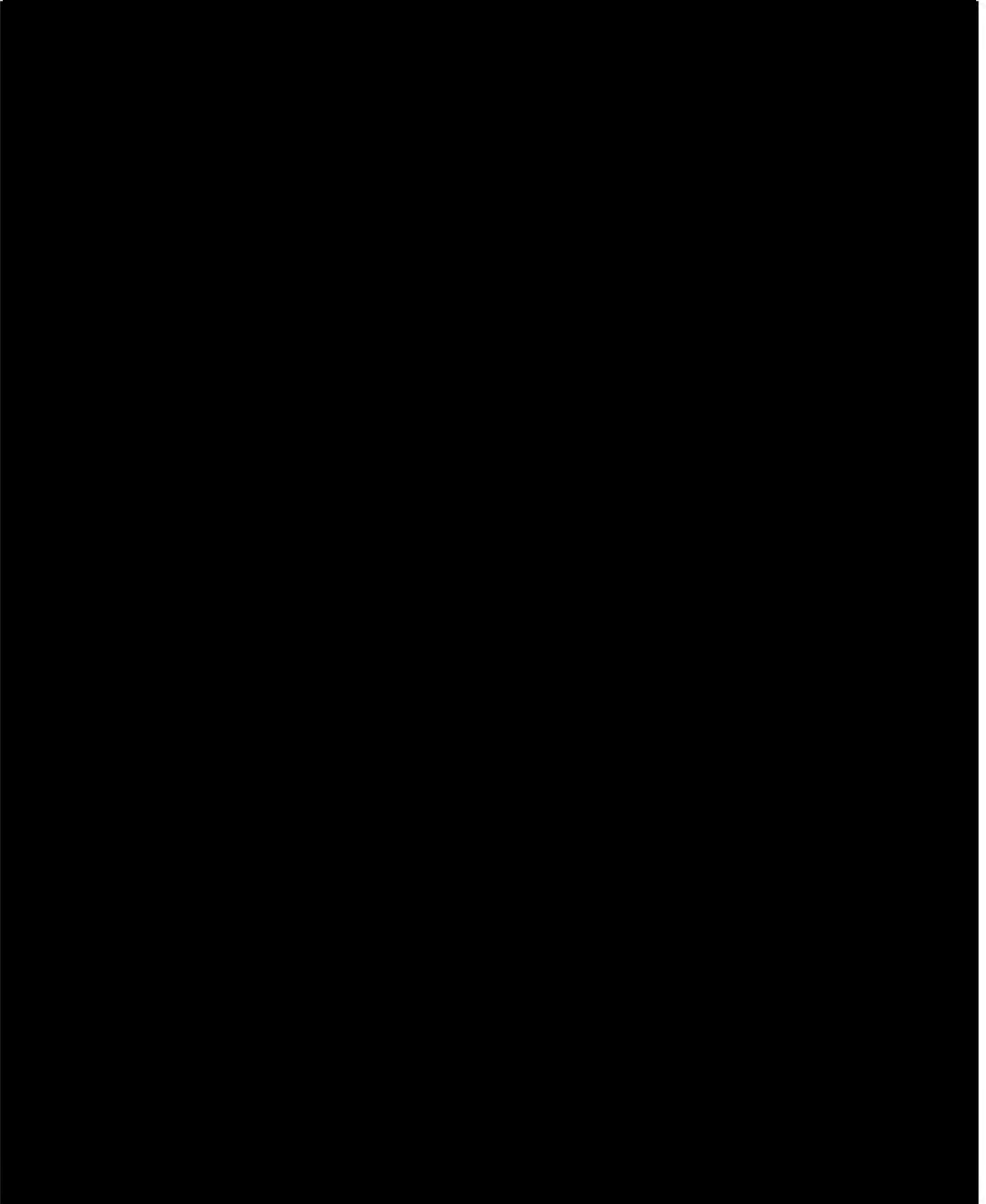


Toolbox Talk Record



Attachment I

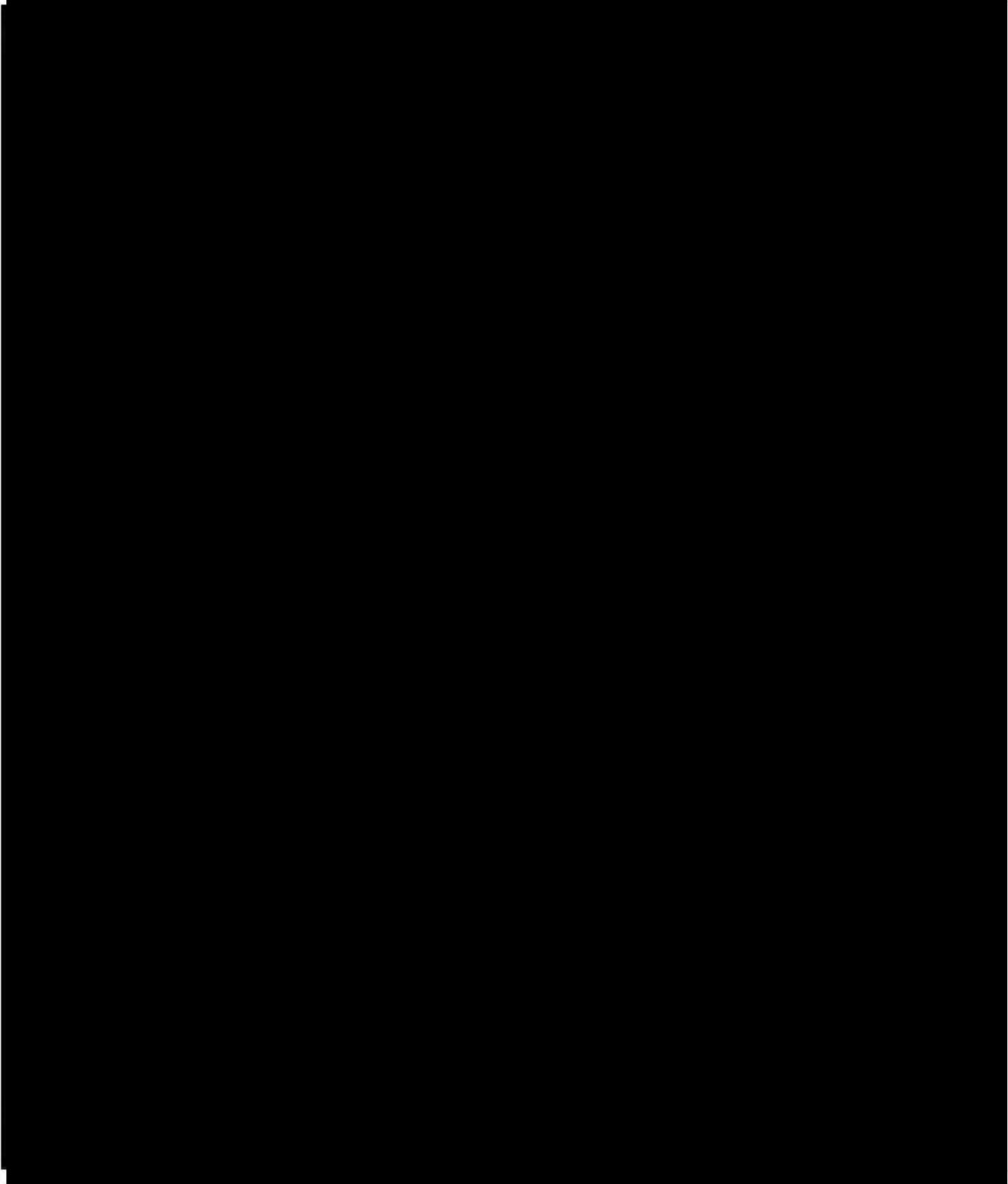
Section H: Security of employment

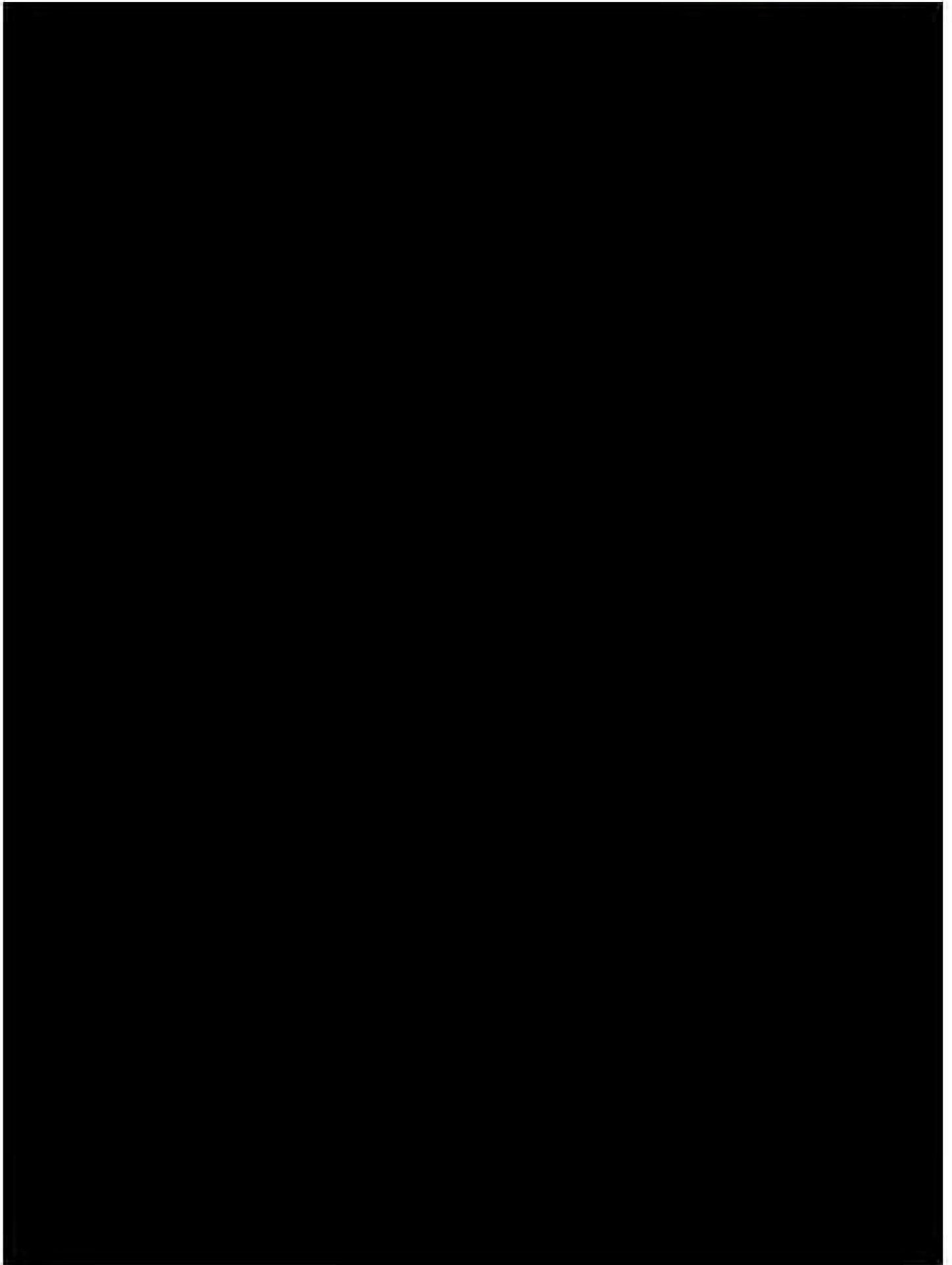


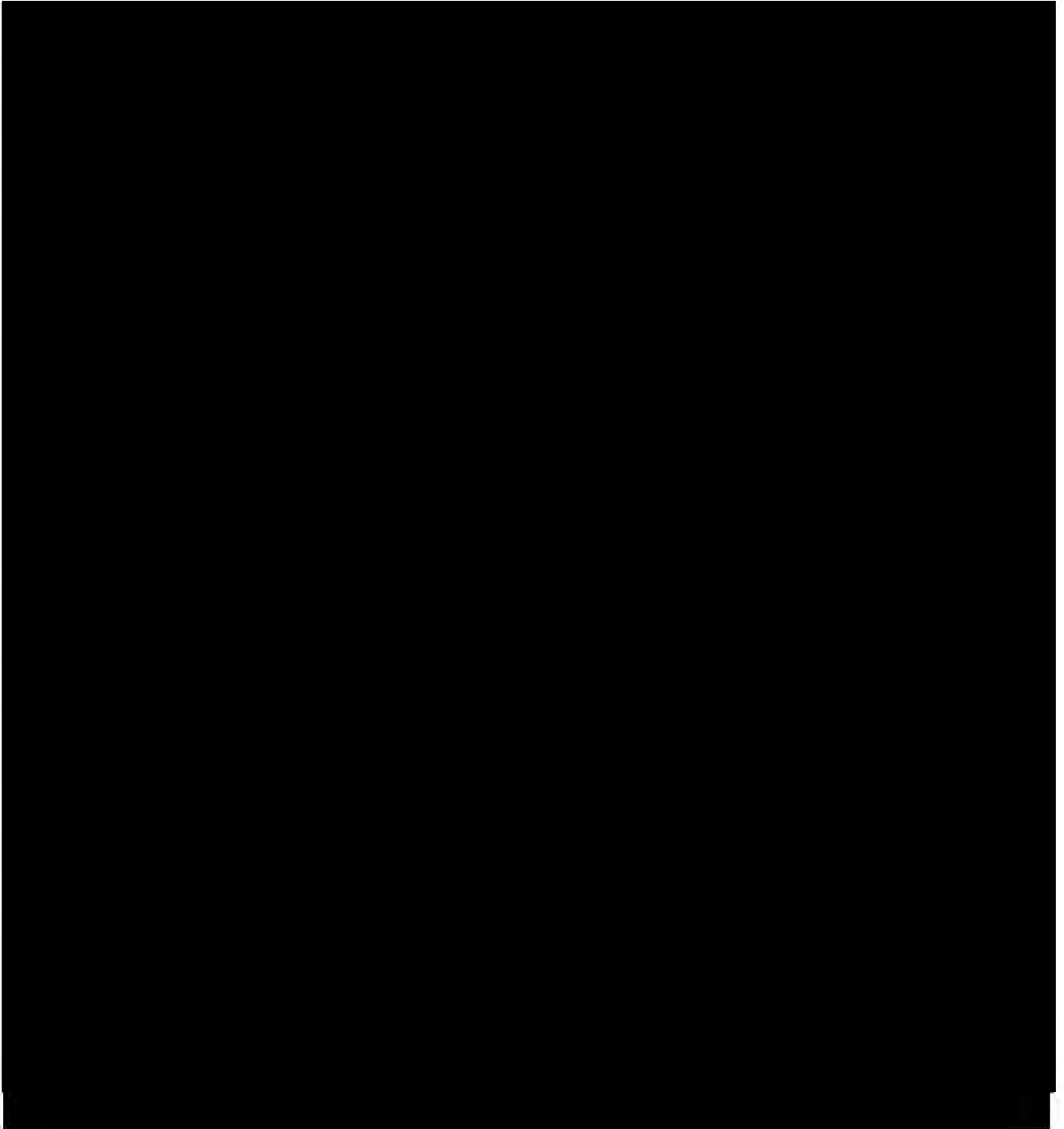


Attachment J

Section I: Employees' health and wellbeing

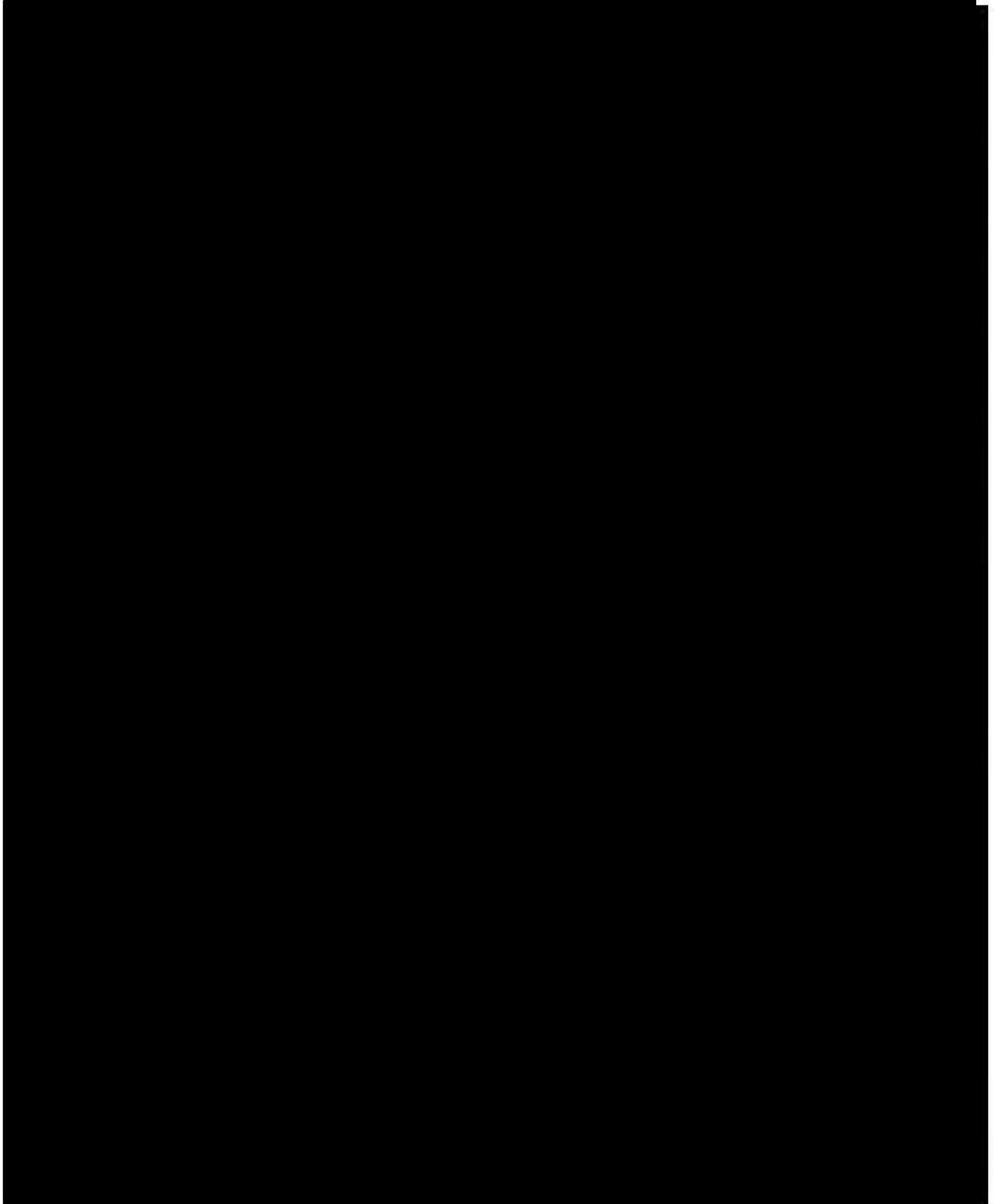


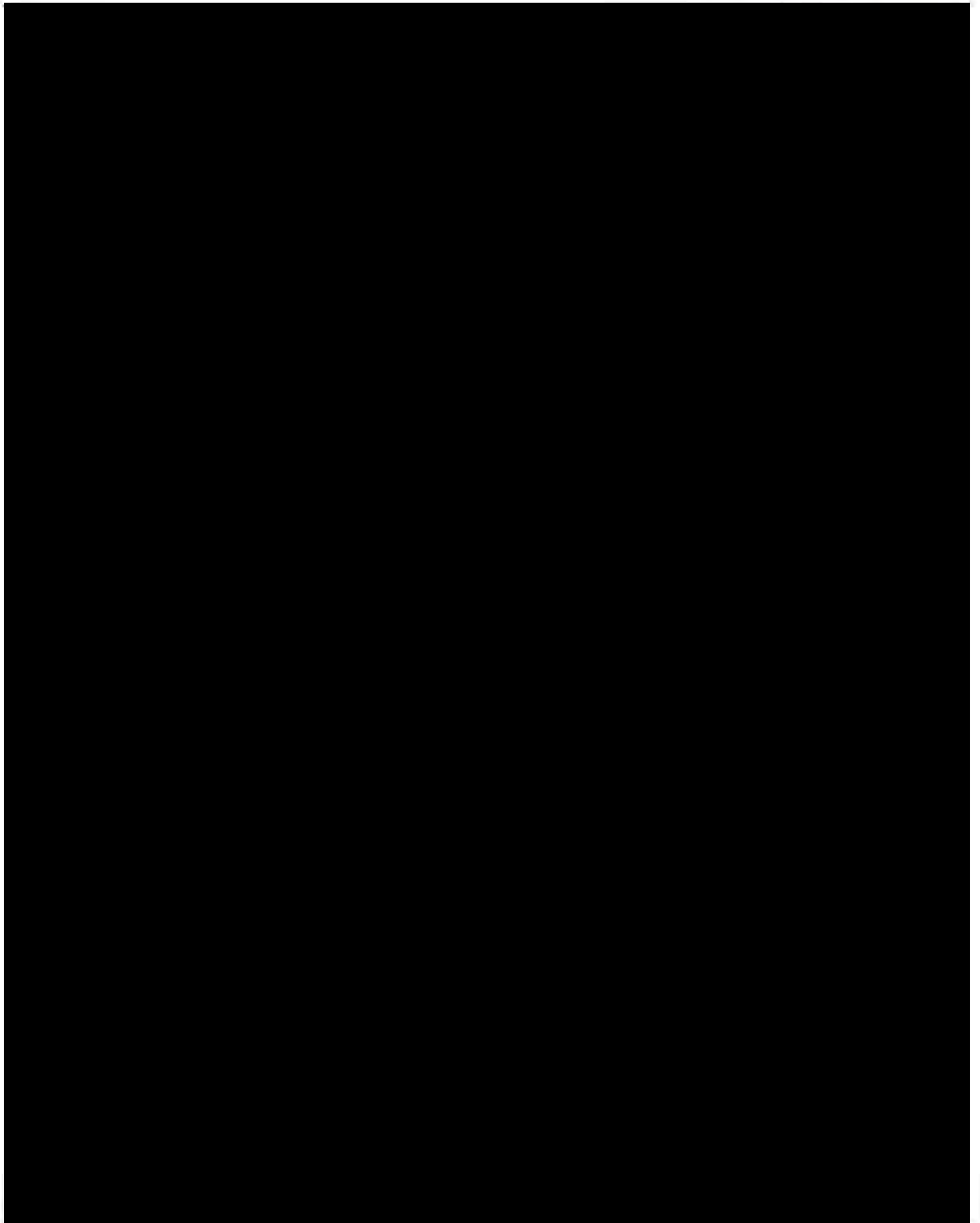


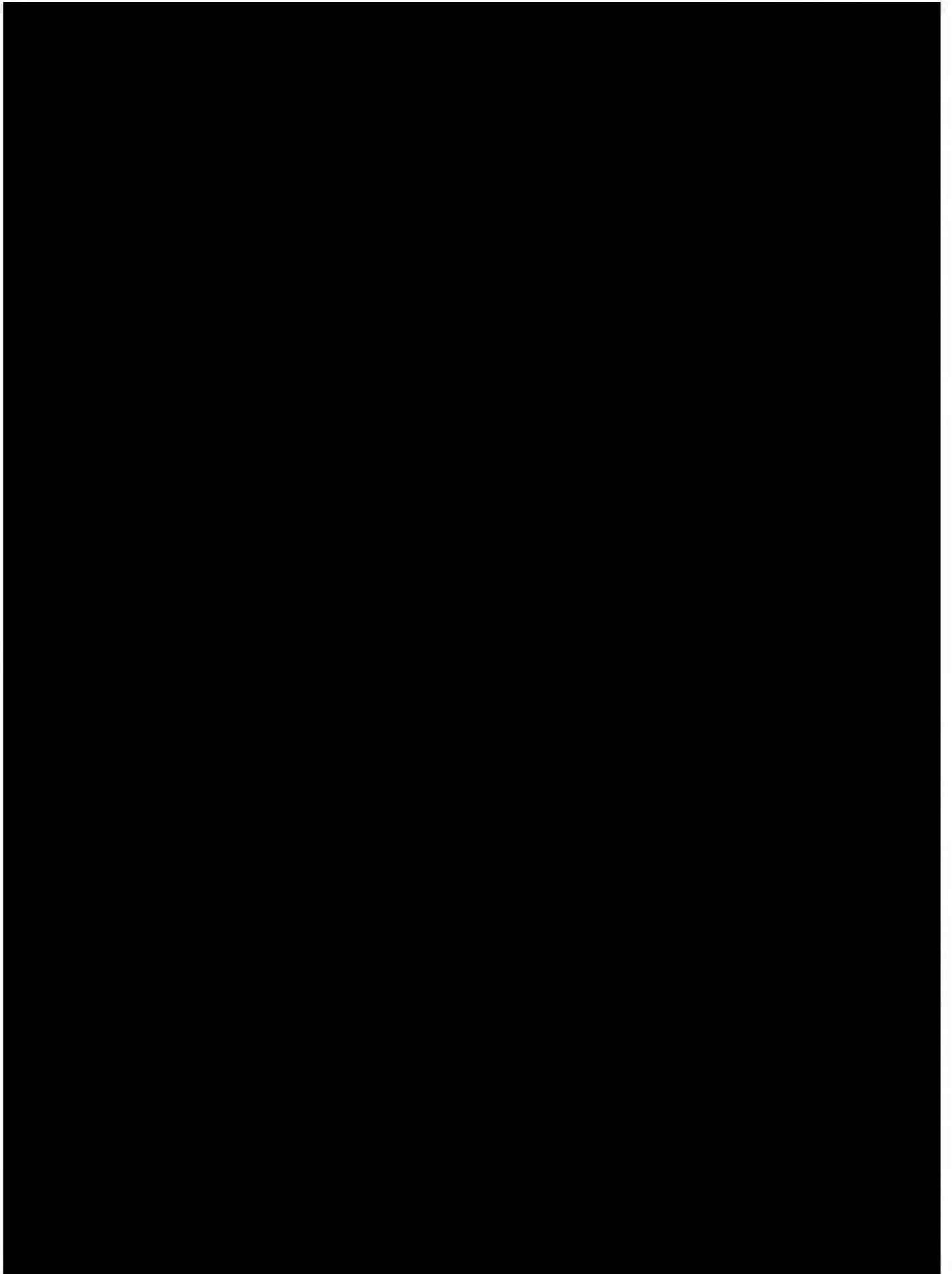


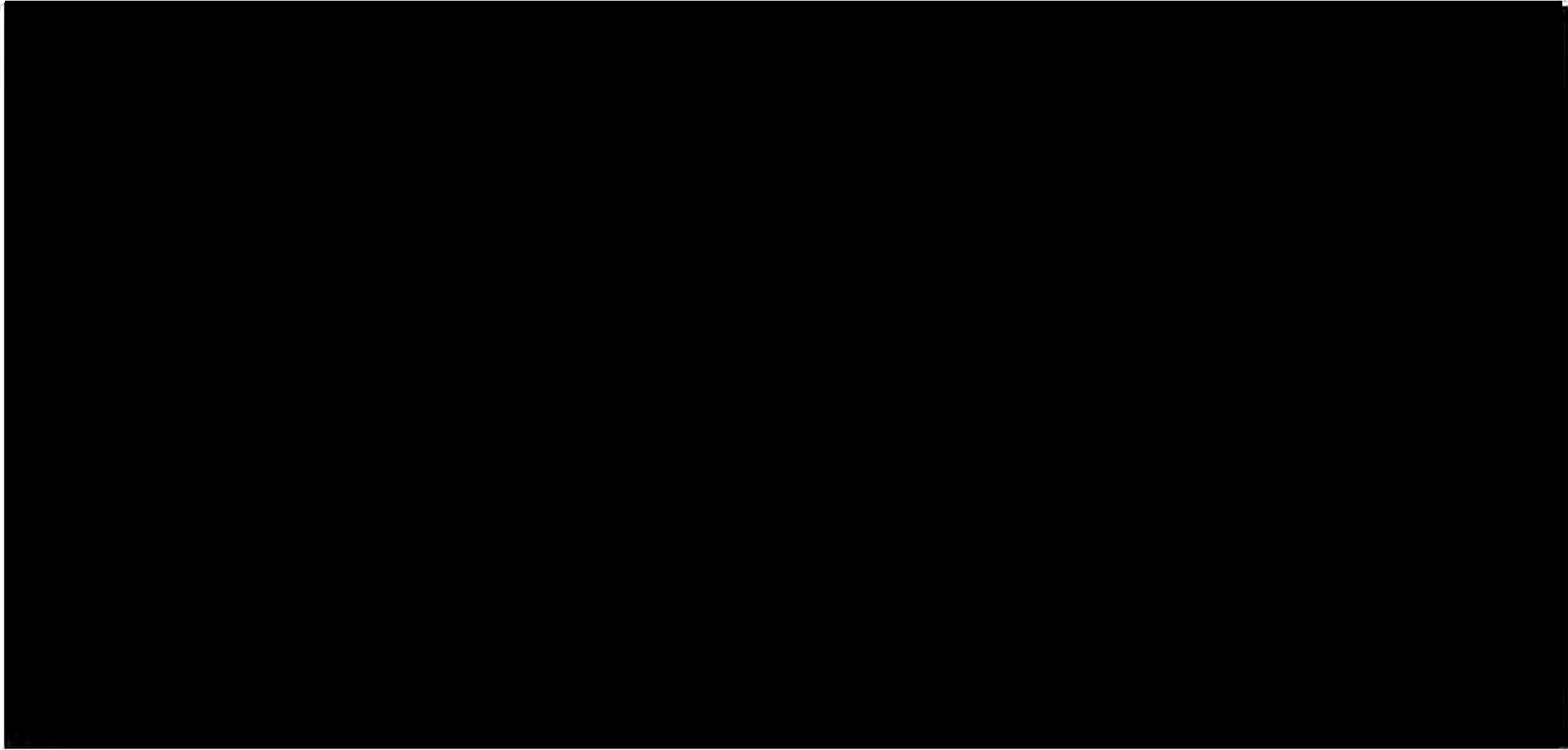
Attachment K

Section J: Diversity in the workplace









From: [Secure Local Jobs Code](#)
To: [REDACTED]
Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
Date: Tuesday, 3 December 2019 9:58:00 AM
Attachments: [INV00017_BMD Constructions Pty Ltd_Show Reason Notice.pdf](#)

UNOFFICIAL

Good morning Darren

Thank you for your response of 25 November 2019. Please see the attached Show Reasons Notice.

Please contact me should you have any questions.

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate

ACT Government

[REDACTED]
 Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

From: [REDACTED]
Sent: Monday, 25 November 2019 3:54 PM
To: Secure Local Jobs Code <securelocaljobs@act.gov.au>
Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
 Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by Darren [REDACTED]

You have been sent the above Transmittal Correspondence by Darren [REDACTED]

Regards,

Darren [REDACTED] Construction Manager
BMD URBAN PTY LTD
 [REDACTED]

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]

Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf, 1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start Records 1-11-19 to 19-11-19.pdf,
Sent Date:	25-Nov-2019
Sub Types:	General Correspondence

Hi Jess,

Please see the attached response to the Notice of Investigation issued for contracts SL 170496 and SL 170499.

Attached documents included:

1. SL170496_SL170499 Secure Local Jobs Code Compliance BMD Letter
2. Taylor 3 Stage 1A & 3 - Secure Local Jobs Audit
3. Taylor 3 Stage 1a (1059) – Workplace Plan
4. Taylor 3 Stage 3 (1060) – Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards

Darren [REDACTED]
Construction Manager
BMD Urban

[REDACTED]
www.bmd.com.au
Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

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Reference: INV00017/00247
Case Officer: J Pupulkovski
Contact: [REDACTED]

Dear Mr [REDACTED]
BMD Constructions Pty Ltd

Via email: [REDACTED]

SHOW REASONS NOTICE

Under to Section 8 of the Government Procurement (Secure Local Jobs Complaints and Noncompliance) Investigation Guidelines Code Certified Entity BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to the ongoing investigation in relation to BMD Constructions Pty Ltd's (the Entity) noncompliance with its obligations under the Secure Local Jobs Code (the Code).

Investigation findings have found the Entity to be noncompliant with its obligations under section 8 of the Code, as it engaged non-certified subcontractors on a territory-funded worksite during the period 1-19 November 2019.

As a result, the Secure Local Jobs Code Registrar (the registrar) proposes to impose **10 infringement points** against Secure Local Jobs Code Certificate 00247. The infringement points are to be applied in accordance with section 7 of the Secure Local Jobs Noncompliance Investigation Guidelines (the Guidelines) and will be published on the Secure Local Jobs Code website.

Under section 8 of the Guidelines, you are provided with the opportunity to respond to this Notice, outlining reasons why the infringement points should not be applied.

Submissions received in writing within **10 business days** from the date of this notice will be considered by the registrar. If no response is received, **10 infringement points** will be applied without further consultation.

If you have any further questions, please do not hesitate to contact the case officer, Ms Jess Pupulkovski on [REDACTED]

Regards

[REDACTED]
Andrew Parkinson
Secure Local Jobs Code Registrar
3 December 2019

From: [REDACTED]
To: [Secure Local Jobs Code](#)
Cc: [Pupulkovski, Jessica](#)
Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs
Date: Friday, 13 December 2019 9:29:04 AM
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.jpg](#)
[image004.jpg](#)
[image005.png](#)
[Code Compliance Toolbox 1 .pdf](#)
[Code Compliance Letter 1.pdf](#)

Hi Jess,

Please find attached and below response to your show reasons notice. Our internal investigation has uncovered a lack of training and understanding and a corrective action raised to rectify. All staff and subbies are now very aware of our obligations under the code and the systems upgrade to Audit subcontractors will ensure compliance in the future. It was an error from BMD thinking jobs below \$5M didn't need to be Code Compliant.

Please don't hesitate to call me to discuss.

Have a great day

cid:image001.png@01D5B18E.62943490



Darren [REDACTED]
 Construction Manager
 BMD Urban



[REDACTED] www.bmd.com.au
 Unit 7, 189 Flemington Road, Mitchell, ACT 2911
 PO Box 717 Mitchell ACT 2911



The BMD Group acknowledges the Traditional Owners of the lands in which we operate and pay respect to Elders past, present and emerging.

Learn more about our [Reconciliation Action Plan](#).

Please consider the environment before printing this e-mail.

From: Secure Local Jobs Code <securelocaljobs@act.gov.au>

Sent: Tuesday, 3 December 2019 9:58 AM

To: Darren [REDACTED]

Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

UNOFFICIAL

Good morning Darren

Thank you for your response of 25 November 2019. Please see the attached Show Reasons Notice.

Please contact me should you have any questions.

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate

ACT Government

[REDACTED]
 Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

From: [REDACTED]

Sent: Monday, 25 November 2019 3:54 PM
To: Secure Local Jobs Code <securelocaljobs@act.gov.au>
Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by Darren [REDACTED]

You have been sent the above Transmittal Correspondence by Darren [REDACTED]

Regards,

Darren [REDACTED] Construction Manager
BMD URBAN PTY LTD
 [REDACTED]

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]
Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf, 1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start Records 1-11-19 to 19-11-19.pdf,
Sent Date:	25-Nov-2019
Sub Types:	General Correspondence

Hi Jess,

Please see the attached response to the Notice of Investigation issued for contracts SL 170496 and SL 170499.

Attached documents included:

1. SL170496_SL170499 Secure Local Jobs Code Compliance BMD Letter
2. Taylor 3 Stage 1A & 3 - Secure Local Jobs Audit
3. Taylor 3 Stage 1a (1059) - Workplace Plan
4. Taylor 3 Stage 3 (1060) - Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards
Darren [REDACTED]
 Construction Manager
 BMD Urban

[REDACTED] www.bmd.com.au
 Unit 7, 189 Flemington Road, Mitchell, ACT 2911
 PO Box 717 Mitchell ACT 2911

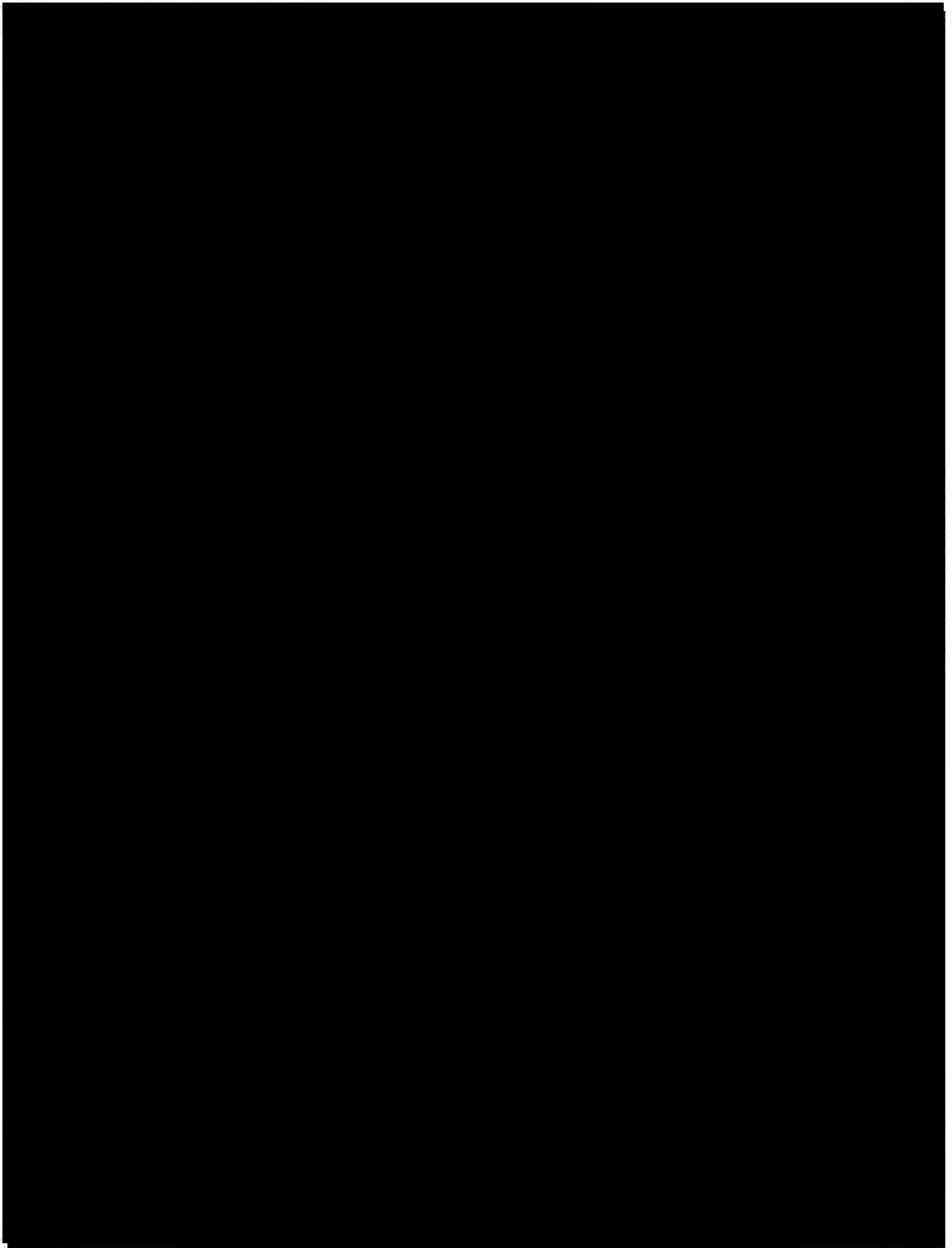
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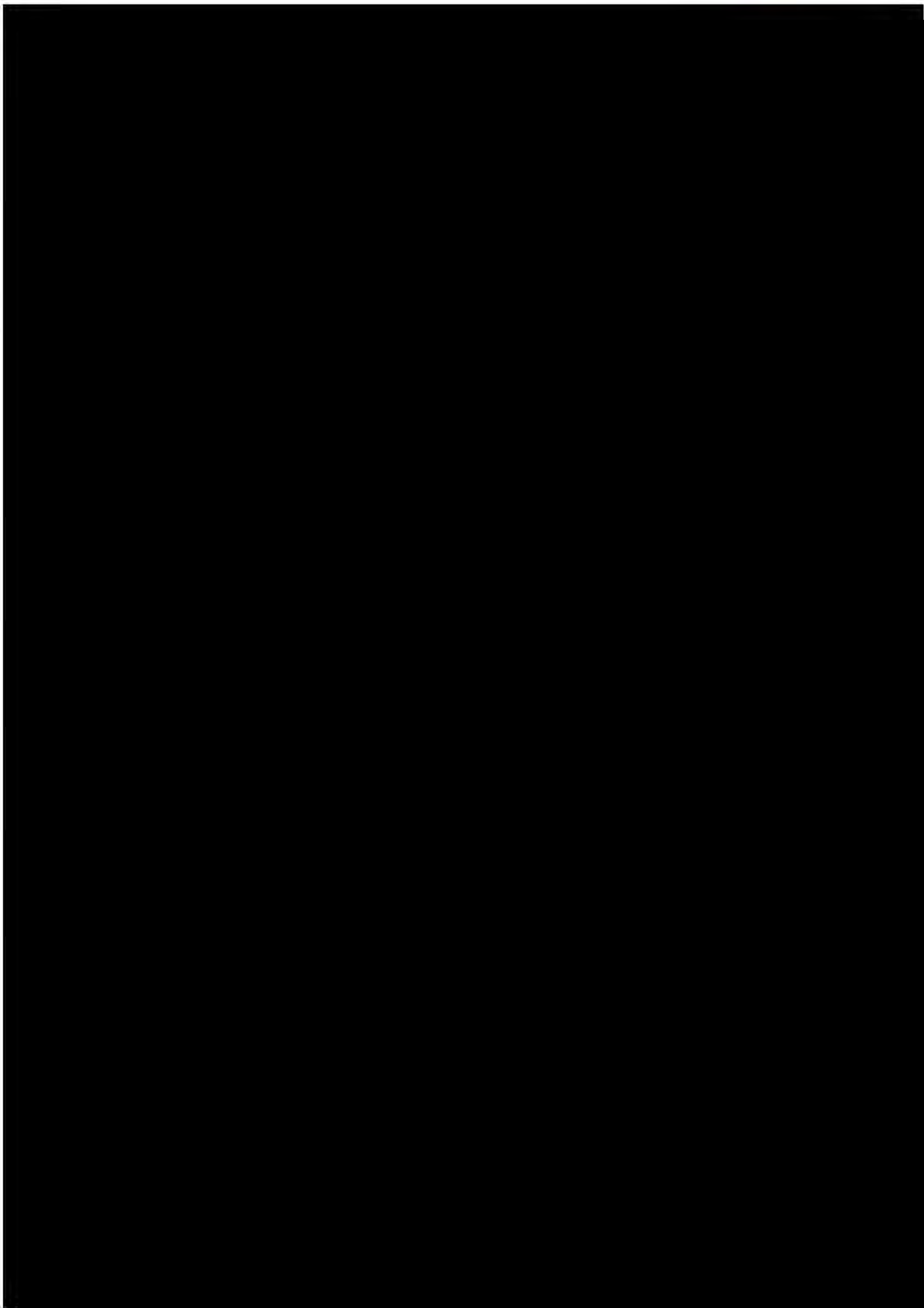
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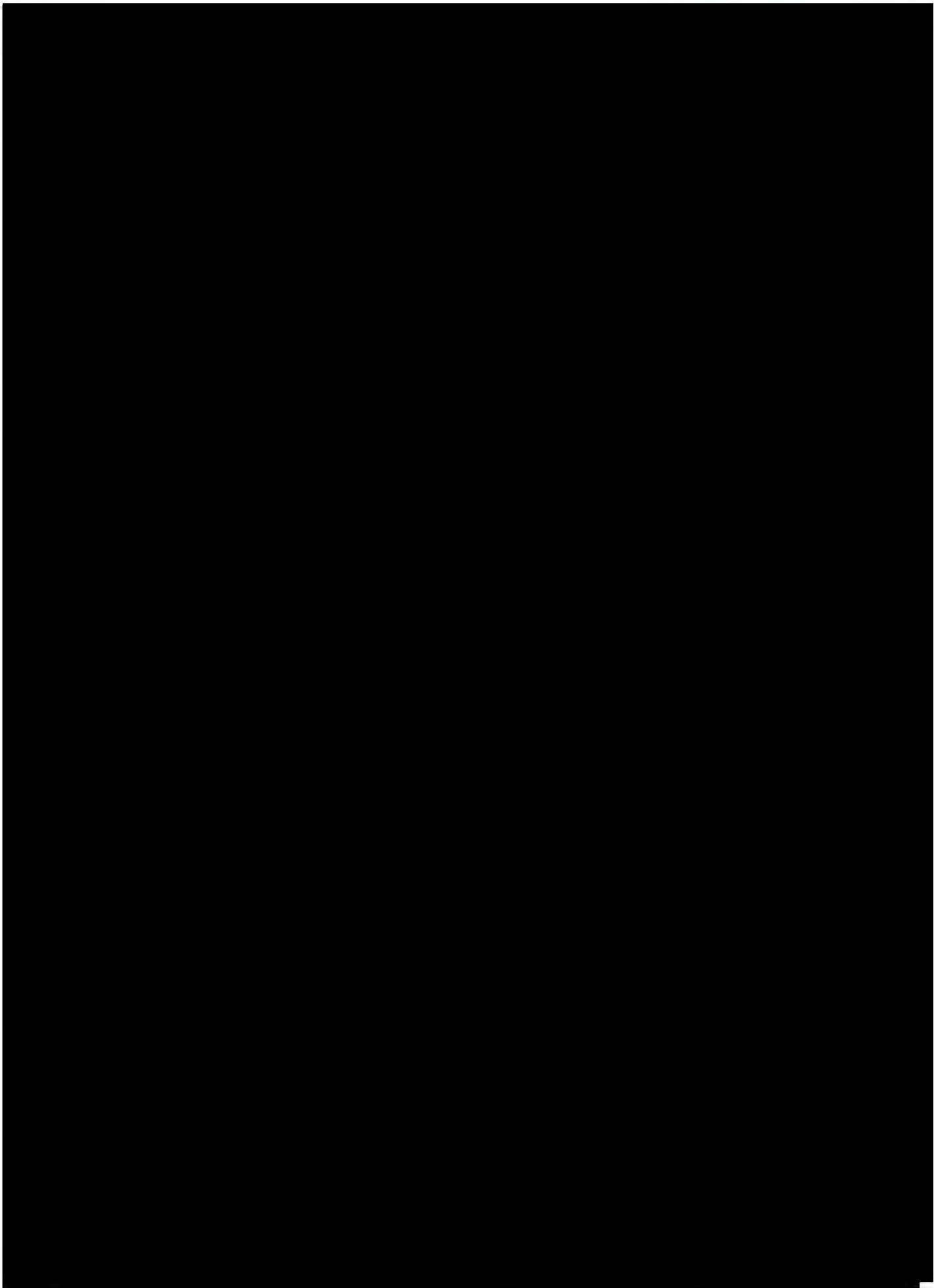
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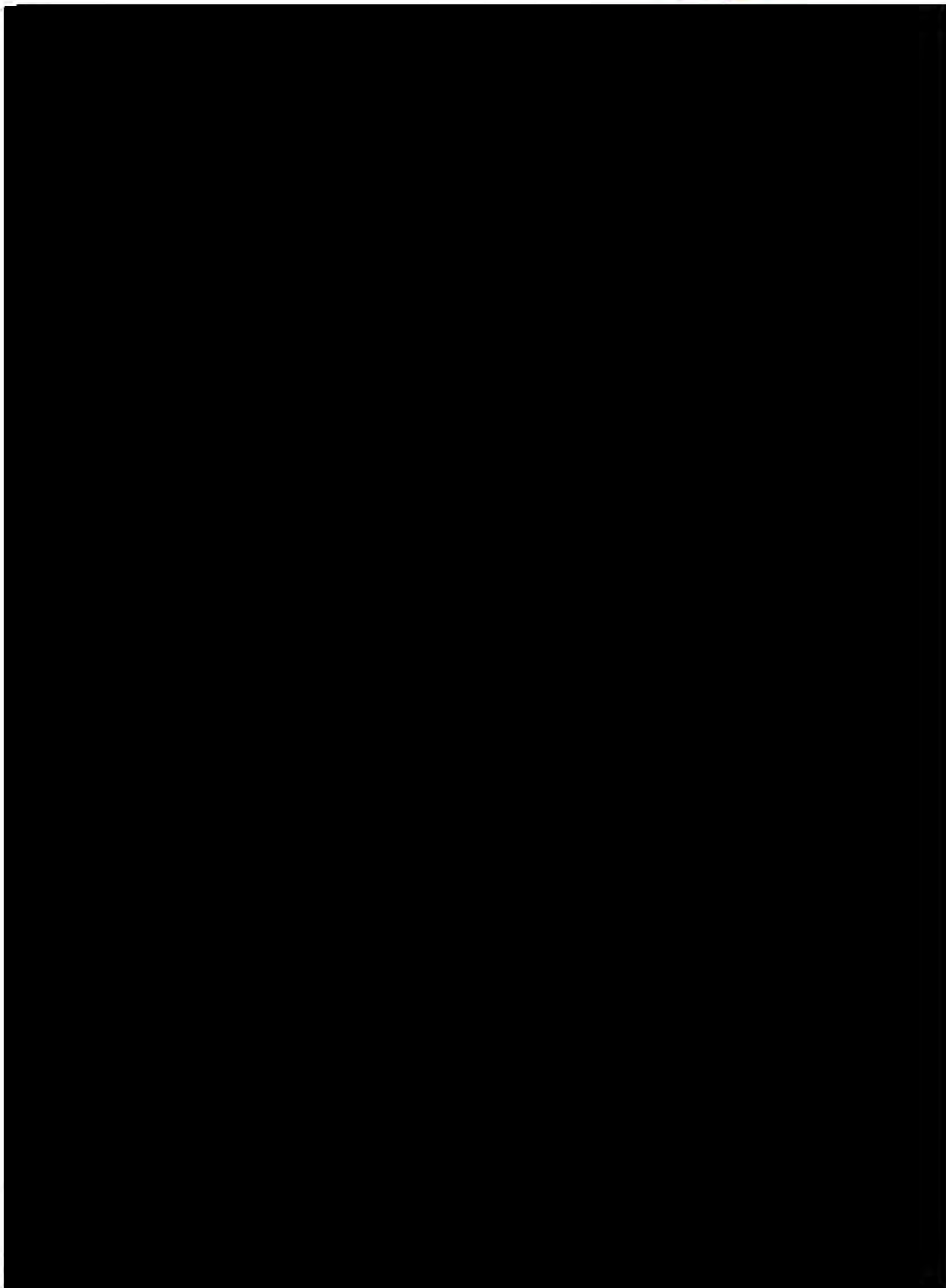


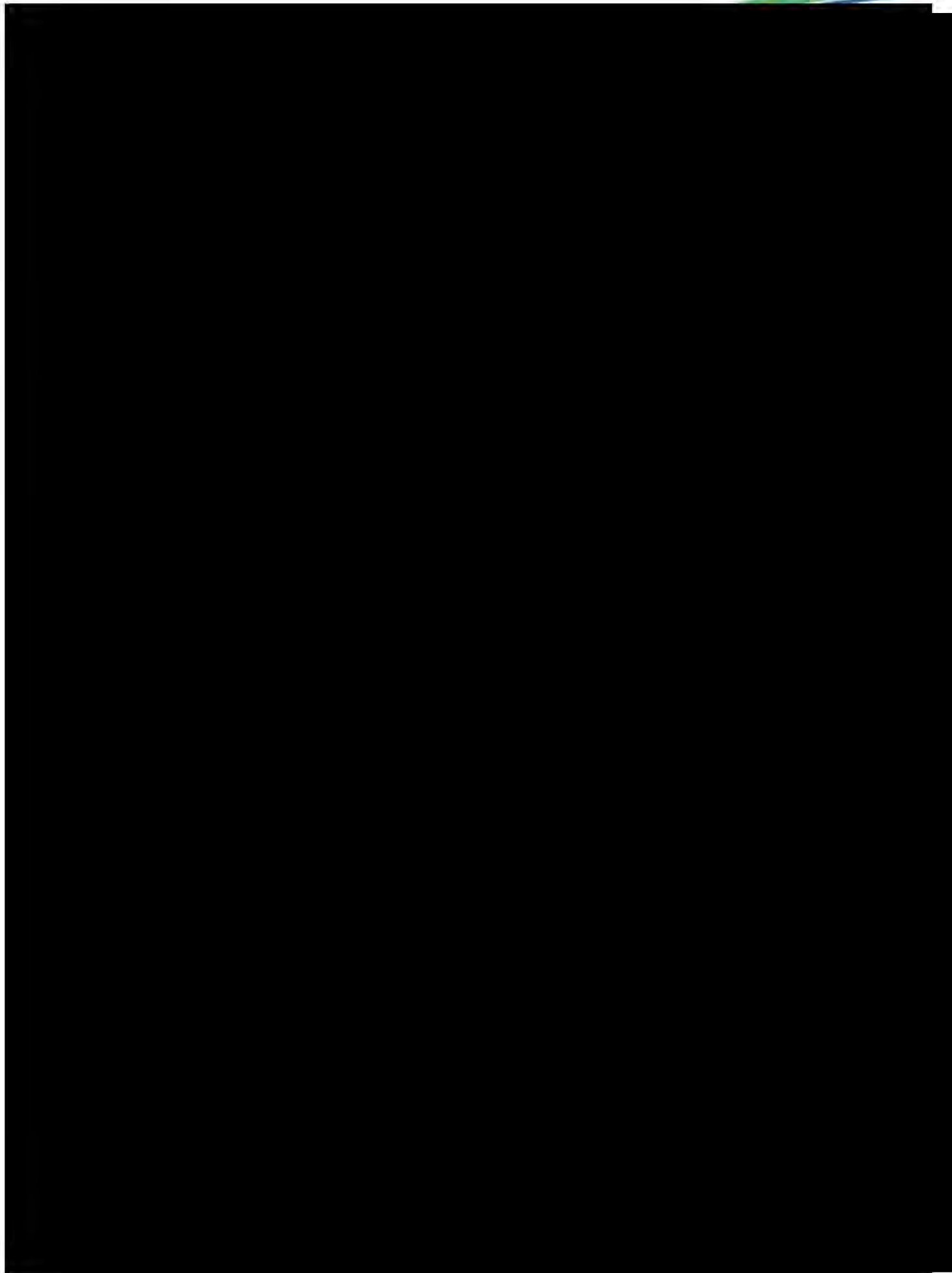
Toolbox Talk Record

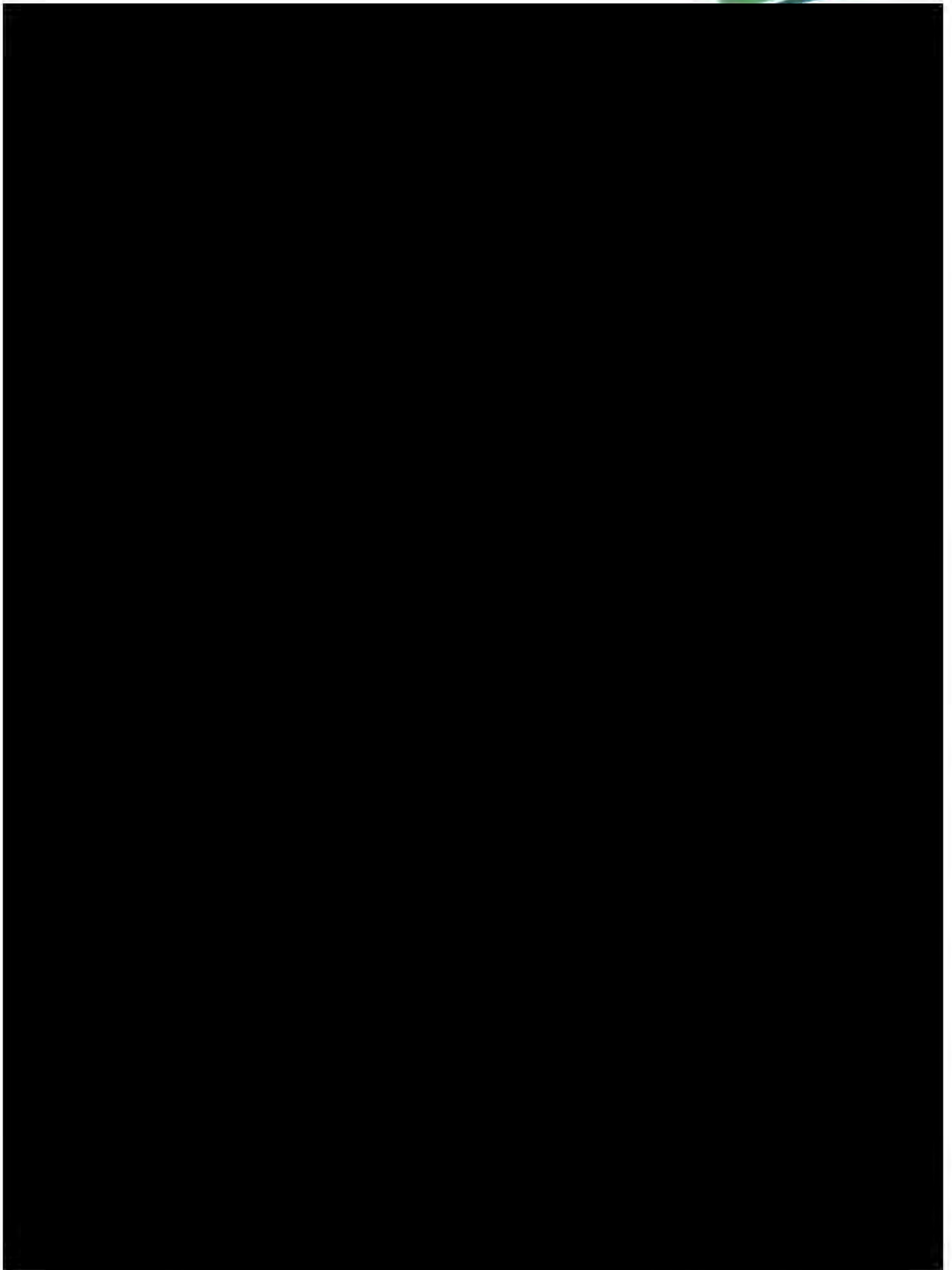












12 December 2019

Mr. Andrew Parkinson
Secure Local Jobs Code Registrar
ACT Government
GPO Box 158 Canberra
ACT 2601

Dear Sir,

Show Reasons Notice – Code Certified Entity BMD Constructions

We refer to the above mentioned notice issued on 3 December and wish to advise of the remedial action we have taken as a result of the engagement to two noncompliant subcontractors.

Our investigation into the cause of the non compliance revealed it was necessary to provide more comprehensive training to our project staff in the requirements of the Code. A copy of the Corrective Action Request raised within our Quality Management System is attached for your reference. The investigation revealed staff were acting under the belief that Code compliance only applied to projects with a contract value greater than \$5 million. Our other projects all have a contract value greater than \$5 million and are fully compliant.

The formal training delivered on 11/12/19 was based on extracts from two core Standards of our Business Management System, namely the Estimating Management Standard and the Code Compliance Standard. We have attached relevant extracts from these Standards which were used as training material and are happy to provide full copies of these documents on request.

The training was attended by all members of our staff who are in any way involved in the engagement of subcontractors on our projects in the ACT. We can confirm all our relevant staff were in attendance and have provided a copy of the attendance register.

As an entity engaged in the delivery of infrastructure projects to Government clients around Australia, BMD Constructions takes all its obligations including those relating to Code compliance very seriously and wish to assure the Registrar, this incidence was a genuine oversight. We are confident the steps that we have taken will address this issue of non compliance.

If you require any further information or have any questions in relation to our response, please don't hesitate to contact the undersigned on [REDACTED]

Yours faithfully,

BMD Constructions Pty Ltd
[REDACTED]

Darren [REDACTED]

Construction Manager ACT/NSW

From:"Dickson, Matthew"

Sent:10/06/2020 5:37 AM

To: [REDACTED]

Subject:Contact information

Attachments:Notice of Decision NFA BMD.pdf

UNOFFICIAL

Good afternoon please see attached Notice of Decision for the contact information request. Thank you for your time.

Matthew Dickson

Matthew Dickson | Compliance Support Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate | ACT Government

[REDACTED]
Level 4, Nara Building, 1 Constitution Ave Canberra City 2601 | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au





ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00046/CertNo.00247
Case Officer: M Dickson
Contact: [REDACTED]

Dear Steven [REDACTED]
BMD Constructions Pty Ltd
[REDACTED]

NOTICE OF DECISION: NO FURTHER ACTION
Under Section 22T of the Government Procurement Act 2001
Code Certified Entity: BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to the investigation in relation to ACT Government contract SL170499. This investigation was initiated by the Secure Local Jobs Code Registrar to ensure that BMD Constructions Pty Ltd (the Entity) met its obligations under the *Government Procurement (Secure Local Jobs) Code 2019* (the Code).

Investigation Findings

The investigation found that the Entity was compliant with its obligations under the Secure Local Jobs Code.

Decision

The Registrar has reviewed and considered the information obtained during this investigation and as a result of these findings, has determined **no further action will take place**.

This decision has been determined under section 22T(1)(a) of the *Government Procurement Act 2001* and in accordance with the *Government Procurement (Secure Local Jobs Complaints and Noncompliance Investigation) Guidelines*.

Regards

[REDACTED]

K Bourke
Delegate of the Secure Local Jobs Code Registrar
10 June 2020



ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00046/CertNo.00247
Case Officer: M Dickson
Contact: [REDACTED]

Dear Steven [REDACTED]
BMD Constructions Pty Ltd
Via email: [REDACTED]

NOTICE OF DECISION: NO FURTHER ACTION

Under Section 22T of the Government Procurement Act 2001

Code Certified Entity: BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to the investigation in relation to ACT Government contract SL170499. This investigation was initiated by the Secure Local Jobs Code Registrar to ensure that BMD Constructions Pty Ltd (the Entity) met its obligations under the *Government Procurement (Secure Local Jobs) Code 2019* (the Code).

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This decision has been determined under section 22T(1)(a) of the *Government Procurement Act 2001* and in accordance with the *Government Procurement (Secure Local Jobs Complaints and Noncompliance Investigation) Guidelines*.

Regards

K Bourke
Delegate of the Secure Local Jobs Code Registrar
10 June 2020

From:"Secure Local Jobs Code"

Sent:13/01/2020 3:14 AM

To:"Darren [REDACTED]"

Subject:RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Attachments:INV00017_BMD Consturctions Pty Ltd_Notice of Decision_Conditions.pdf, Secure local Jobs Certificate_00247_Conditions.pdf

UNOFFICIAL

Good afternoon Darren

This investigation has now been finalised and as a result, please see refer to the attached Notice of Decision.

Regards

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate

ACT Government

[REDACTED]
Level 4, Nara House, 1 Constitution Ave, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au

From: Darren [REDACTED]

Sent: Friday, 13 December 2019 9:27 AM

To: Secure Local Jobs Code <securelocaljobs@act.gov.au>

Cc: Pupulkovski, Jessica [REDACTED]

Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Hi Jess,

Please find attached and below response to your show reasons notice. Our internal investigation has uncovered a lack of training and understanding and a corrective action raised to rectify. All staff and subbies are now very aware of our obligations under the code and the systems upgrade to Audit subcontractors will ensure compliance in the future. It was an error from BMD thinking jobs below \$5M didn't need to be Code Compliant.

Please don't hesitate to call me to discuss.

Have a great day

Corrective Action - 038920

[Back](#)[Edit](#)[+ Actions](#)[Details](#)[Attachments](#)[Notes](#)[Close-Out](#)[Review](#)

Attachments

[Code Compliance Letter.pdf](#)

12-Dec-2019 - Darren [REDACTED]

[Code Compliance Toolbox Talk.pdf](#)

12-Dec-2019 - Darren [REDACTED]

[Save](#)[Cancel](#)

Darren [REDACTED]
Construction Manager
BMD Urban

[REDACTED] www.bmd.com.au
Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

40 YEARS STRONG
Our business is *still* our people

The BMD Group acknowledges the Traditional Owners of the lands in which we operate and pay respect to Elders past, present and emerging.

Learn more about our [Reconciliation Action Plan](#).

Please consider the environment before printing this e-mail.

From: Secure Local Jobs Code <securelocaljobs@act.gov.au>

Sent: Tuesday, 3 December 2019 9:58 AM

To: Darren [REDACTED]

Subject: RE: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

UNOFFICIAL

Good morning Darren

Thank you for your response of 25 November 2019. Please see the attached Show Reasons Notice.

Please contact me should you have any questions.

Jess Pupulkovski | Compliance Officer

Secure Local Jobs Branch | Chief Minister, Treasury and Economic Development Directorate

From: [REDACTED]
Sent: Monday, 25 November 2019 3:54 PM
To: Secure Local Jobs Code <securelocaljobs@act.gov.au>
Subject: TRN-009-1059-00232 - RE: Notice of Investigation_Request for Information - Secure Local Jobs

Hi Secure Local Jobs,

[Click here to view the correspondence and download any attachments](#)

You have been forward the above Transmittal Correspondence by Darren [REDACTED]

You have been sent the above Transmittal Correspondence by Darren [REDACTED]

Regards,

Darren [REDACTED] Construction Manager
BMD URBAN PTY LTD

[REDACTED]

Subject:	RE: Notice of Investigation_Request for Information - Secure Local Jobs
Number:	TRN-009-1059-00232
Type / Area:	Transmittal / General Correspondence
Location:	009 - 1059 - TAYLOR 3 - STAGE 1A
TO:	Secure Local Jobs
CC:	[REDACTED]
From:	Darren [REDACTED]
Attachments:	Letter SLJC.pdf, Taylor 3 Stage 1A 3 - Secure Local Jobs Audit.xlsx, 1059 - Workplace Plan.pdf, 1060 - Workplace Plan.pdf, 1060 - Combined Prestart 1 - 19 November.pdf, 1059 - Pre-Start Records 1-11-19 to 19-11-19.pdf,
Sent Date:	25-Nov-2019
Sub Types:	General Correspondence

Hi Jess,

Please see the attached response to the Notice of Investigation issued for contracts SL 170496 and SL 170499.

Attached documents included:

1. SL170496_SL170499 Secure Local Jobs Code Compliance BMD Letter

2. Taylor 3 Stage 1A & 3 - Secure Local Jobs Audit
3. Taylor 3 Stage 1a (1059) – Workplace Plan
4. Taylor 3 Stage 3 (1060) – Workplace Plan
5. Taylor 3 Stage 1A Site sign in records
6. Taylor 3 Stage 3 Site Sign in records

Please direct all future correspondence regarding the matter to myself.

Kind Regards

Darren [REDACTED]

Construction Manager
BMD Urban

[REDACTED]

www.bmd.com.au

Unit 7, 189 Flemington Road, Mitchell, ACT 2911
PO Box 717 Mitchell ACT 2911

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ACT
Government

Chief Minister, Treasury and
Economic Development

Reference: INV00017/00247
Case Officer: J Pupulkovski
Contact: [REDACTED]

Dear Mr [REDACTED]
BMD Constructions Pty Ltd
Via email: [REDACTED]

NOTICE OF DECISION

Under Section 22T of the Government Procurement Act 2001

Code Certified Entity: BMD Constructions Pty Ltd (ABN 59 010 126 100)

I refer to the investigation in relation to noncompliance with the Secure Local Jobs Code (the Code) by BMD Constructions Pty Ltd.

Investigation Findings

The investigation found that the Entity was noncompliant with Section 8 of the Code, as it engaged subcontractors in connection with territory-funded work who did not hold valid Secure Local Jobs Code Certificates.

The Secure Local Jobs Code Registrar (the Registrar) has reviewed the information obtained during this investigation and considered proportionality to the breach. The Registrar has noted that the Entity has exhibited contrition and has since taken corrective action to ensure future compliance.

Decision

As a result of the above findings, the Registrar has imposed the following conditions:

Code Certificate 00247

Conditions 10 infringement points

Period Length of current Code Certificate

Please refer to the attached amended Code Certificate 00247 displaying these conditions. This decision has been made under section 22T(1)(e) of the *Government Procurement Act 2001* and in accordance with the *Government Procurement (Secure Local Jobs Complaints and Noncompliance Investigation) Guidelines*. Infringement points remain in place for the specified timeframe and are published against the Code Certified Entity on the Secure Local Jobs website.

Reviewable Decisions

Please refer to the attached Reviewable Decision Notice, outlining your additional rights to review.

Regards

[REDACTED]

Kirsty Bourke
Delegate of the Secure Local Jobs Code Registrar
13 January 2020



Reviewable Decision Notice

Government Procurement Act 2001

The Secure Local Jobs Registrar decided the attached matter on **13 January 2020**. If you are dissatisfied for any reason, this notice provides you with your rights to review.

Reviewable decisions are those mentioned in the below schedule:

Schedule 2 Reviewable decisions

column 1 item	column 2 section	column 3 decision	column 4 entity
1	22J	decision not to grant secure local jobs code certificate	applicant
2	22K (1) (b) and (2)	decision to impose, amend or remove condition on secure local jobs code certificate	entity that holds certificate
3	22T (1) (b)	decision to cancel secure local jobs code certificate	entity that holds certificate
4	22T (1) (c)	decision to suspend secure local jobs code certificate	entity that holds certificate
5	22T (1) (d)	decision to prohibit application for secure local jobs code certificate	entity that is prohibited from making application
6	22T (1) (e)	decision to impose or amend conditions on secure local jobs code certificate	entity that holds certificate

Your rights to seek merits review of the determination of your objection—ACT Civil and Administrative Tribunal Act 2008

If you wish to seek a review of the determination, you must apply in writing to the ACT Civil and Administrative Tribunal (the ACAT) within 28 days of the date of the determination. The application must state clearly your reasons for seeking a review. For further information, contact the ACAT Registry. There may be a fee associated with lodging an application to the ACAT. For current fee schedules, and for information on fee waivers, contact the ACAT Registry.

Other rights

Your rights to a review of the decision do not preclude the exercise of any other rights you may have under the laws of the Australian Capital Territory. You may also have rights under the Ombudsman Act, Administrative Decisions (Judicial Review) Act and the Freedom of Information Act. If you have any further questions concerning your rights to a review of a decision, or you require assistance, contact the ACAT Registry.



SECURE LOCAL JOBS CODE

This is to certify that

BMD Constructions Pty Ltd

59 010 126 100

Unit 7, 189 Flemington Road Mitchell ACT 2911

is a Code Certified Entity under
the Secure Local Jobs Code

Government Procurement Act 2001

Certificate number 00247

Valid to 26 August 2020

Conditions: *10 infringement points imposed*

Exemptions: Nil

Approved Auditor: [REDACTED]

[REDACTED]
K.Bourke

Delegate of the Secure Local Jobs Code Registrar

13 January 2020



ACT
Government

Chief Minister, Treasury and
Economic Development

Secure Local Jobs Code Certificate – Registrar Decision

1. Secure Local Jobs Code Certificate Application Information

Applicant entity: BMD Constructions Pty Ltd
ABN/ACN: 59 010 126 100
Received date: 13 February 2019
Approved auditor: 
Application date: 8 February 2019
Audit report date: 12 February 2019

2. Compliance Officer Recommendation

I am satisfied that the Registrar's Office has received all information required to make a decision on whether to grant a Secure Local Jobs Code Certificate.

I do recommend that the applicant entity receive a Secure Local Jobs Code Certificate.

Review Date: 25 February 2019

Officer Name: K.Bourke

Position Title: Compliance Officer

3. Secure Local Jobs Code Registrars Decision

This request for a Secure Local Jobs Code Certificate is:

Granted

Declined

Comments:

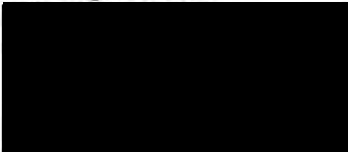
Certificate number: 00247

Validation Period: 18 months

Exemptions: Nil

Expires: 26 August 2020

Conditions: Nil

Registrar Signature: 

Date: 25 February 2019

Secure Local Jobs Code Registrar

Secure Local Jobs Branch

Chief Minister, Treasury and Economic Development Directorate



SECURE LOCAL JOBS CODE

This is to certify that

BMD Constructions Pty Ltd

59 010 126 100

Unit 7, 189 Flemington Road Mitchell ACT 2911

is a Code Certified Entity under
the Secure Local Jobs Code

Government Procurement Act 2001

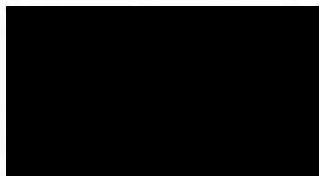
Certificate number 00247

Valid to 26 August 2020

Conditions: Nil

Exemptions: Nil

Approved Auditor:



A.Parkinson
Secure Local Jobs Code Registrar
27 February 2019



SECURE LOCAL JOBS CODE

This is to certify that

BMD Constructions Pty Ltd

59 010 126 100

Unit 7, 189 Flemington Road Mitchell ACT 2911

is a Code Certified Entity under
the Secure Local Jobs Code

Government Procurement Act 2001

Certificate number 00247

Valid to 26 August 2020

Conditions: *10 infringement points imposed*

Exemptions: Nil

Approved Auditor: [REDACTED]

[REDACTED]
K.Bourke

Delegate of the Secure Local Jobs Code Registrar

13 January 2020

From:smartforms@act.gov.au

Sent:26/08/2020 11:33 AM

To:"Secure Local Jobs Code" <securelocaljobs@act.gov.au>

Subject:Secure Local Jobs Code Certificate: Audit Report, RGH2VMFX, B.M.D. Constructions Pty Limited

Attachments:BMD Constructions Associated Entities-1.pdf, ABNCurrentDetails_59010126100-2.pdf, RGH2VMFX.pdf

Secure Local Jobs Code Certificate: Audit Report

Form data summary

Entity name	B.M.D. Constructions Pty Limited
Reference code	RGH2VMFX

For issues or questions relating to SmartForms please contact the Payment Services Integration Team on *5 4607 or email smartforms.admin@act.gov.au.

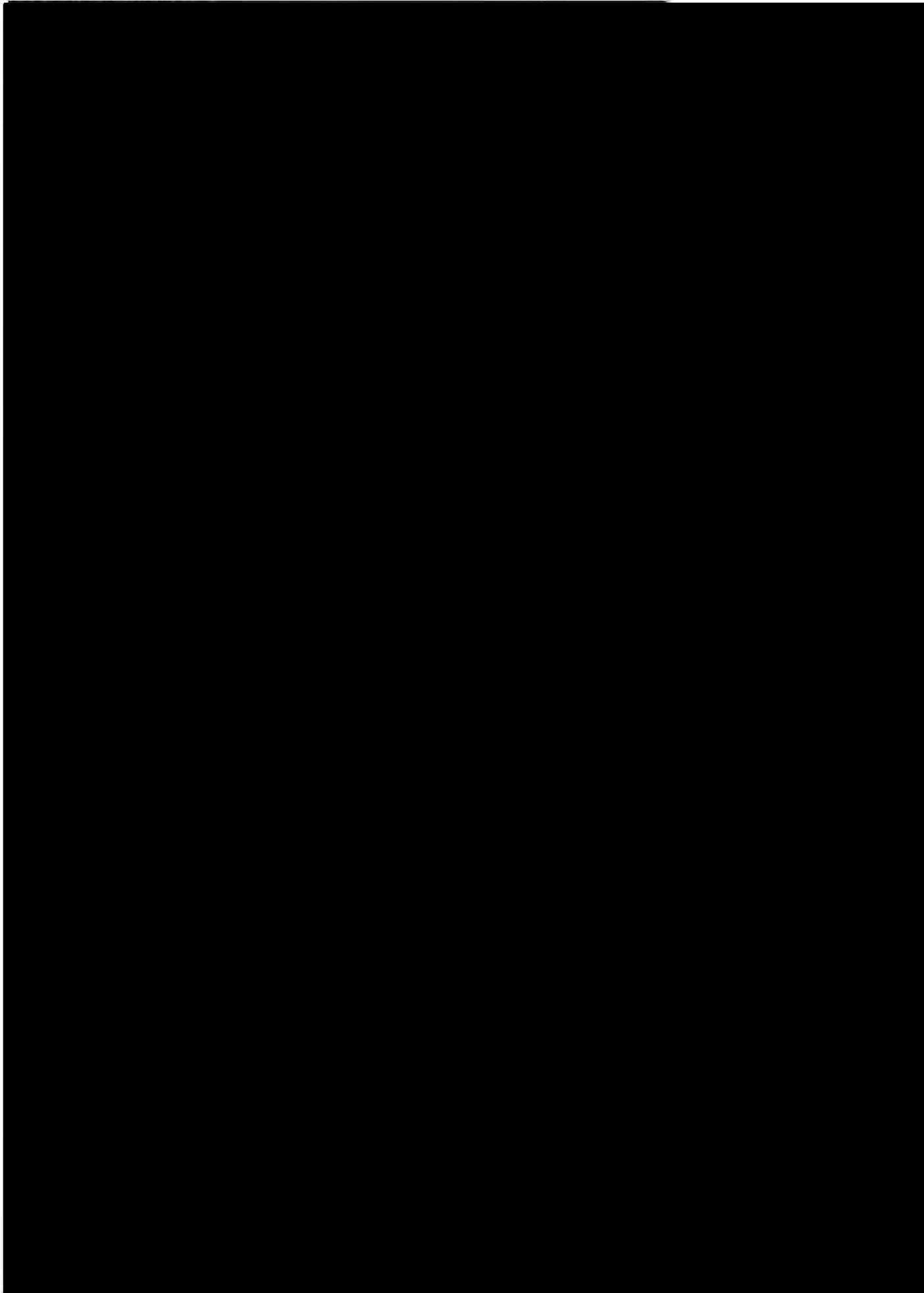
B.M.D. Constructions Pty Limited

Associated Entities



B.M.D. Constructions Pty Limited

Associated Entities





Current details for ABN 59 010 126 100

ABN details

Entity name:	B.M.D. CONSTRUCTIONS PTY. LIMITED
ABN status:	Active from 23 Jan 2000
Entity type:	Australian Private Company
Goods & Services Tax (GST):	Registered from 01 Jul 2000
Main business location:	QLD 4178

Business name(s)

Business name	From
Better Motor Deals	19 Apr 2016
CURTIS AMBASSADOR	20 May 2002
BMD WATER & DRAINAGE	27 Apr 2000
WATERLOO BAY CRUISES	28 Mar 2000

Trading name(s)

From 1 November 2023, ABN Lookup will not display trading names and will only display registered business names. For more information, click [help](#)

Trading name	From
BMD CONSTRUCTIONS PTY LTD	11 May 2000

ASIC registration - ACN or ARBN

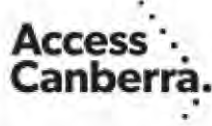
010 126 100 [View record on the ASIC website](#)

Deductible gift recipient status

Not entitled to receive tax deductible gifts

Disclaimer

The Registrar makes every reasonable effort to maintain current and accurate information on this site. The Commissioner of Taxation advises that if you use ABN Lookup for information about another entity for taxation purposes and that information turns out to be incorrect, in certain circumstances you will be protected from liability. For more information see [disclaimer](#)



Secure Local Jobs Code Certificate: Audit Report - Submission confirmation

Your submission has been successful. Please keep a copy of this receipt for your records.

Date and time

Reference code

26 Aug 2020 11:30:07 AM

RGH2VMFX

Chief Minister and Treasury Directorate
Secure Local Jobs Code

Phone: (02) 6207 3005
Email: securelocaljobs@act.gov.au

Audit details

What type of audit is this? *

New

Renewal

Certificate number *

247

Certificate expiry date *

26 Aug 2020

Type and select the auditor name *

Auditor number

Auditor email address *

Applicant information

Entity name *

B.M.D. Constructions Pty Limited

ABN (Australian Business Number) *

59010126100

Email *

Phone *

Business structure *

Services provided *

Company

Construction

Description of work *

Construction

Number of employees (ACT only)

Number of employees (Australia-wide)

Primary place of business (this will be included on the certificate)

Address line 1 *

SHOP 7 189 FLEMINGTON RD

Address line 2

Suburb *

MITCHELL

State *

ACT

Postcode *

2911

Postal address

Same as business address

Are there any associated entities connected to the applicant? *

Yes No

Associated entities

I want to attach a list of associated entities

Attach associated entities list *

[BMD Constructions Associated Entities.pdf](#)

ASIC extract document number *

200825-C1094-001YF

Date of ASIC extract *

25 Aug 2020

Did the applicant disclose associated entities in the application? *

Yes No

Business details

Does the Business identify as Aboriginal or Torres Strait Islander?

Yes No

Proceedings

Have there been any proceedings, findings, convictions, claims or prosecutions against the applicant or any of its associated entities, within the last 5 years? *

Yes No

Tax information

Which of the following tax information have you collected? *

Business Activity Statements (past 24 months) AND ATO Business Portal activity (past 24 months)

Instalment Activity Statements AND ATO Business Portal activity (past 24 months)

Comments

All in order.

Superannuation

Is the client required to make contributions to a superannuation scheme on behalf of each of its employees? *

Yes - evidence collected (past 24 months)

No

Comments

All in order.

Long Service Leave Authority

Is the applicant required to make contributions to the ACT Long Service Leave Authority? *

Yes - Certificate of Currency collected

No

Comments

Employer ID - [REDACTED]

Workers compensation insurance

Does the applicant have a workers compensation insurance policy and Certificate of Currency for employees who work in the ACT for six months or more? *

Yes

No

Certificate of currency number *

Value of wages insured *

Number of employees on the policy *

Policy expiry date *

[REDACTED]

\$

[REDACTED]

[REDACTED]

[REDACTED]

Industry or service description on Certificate (e.g. ANZSIC Code) *

Other Heavy and Civil Engineering Construction - Other states certificates provided.

Does the description match the applicants primary services? *

Yes

No

Public liability insurance

Does the applicant have a public liability insurance policy? *

Yes

No

Insurance policy number *

Value of policy *

[REDACTED]

\$

[REDACTED]

Payroll tax

Is the applicant required to pay payroll tax in any State or Territory? *

Yes - statement of payments collected

No

Employee entitlements

Is the applicant paying employee entitlements in accordance with a Modern Award OR an Enterprise Agreement? *

- Yes - Modern award
- Yes - Enterprise agreement - Fair Work Commission approval collected
- No

Provide the details of agreement (name, year) *

BMD Constructions Pty Ltd ACT Enterprise Agreement 2018 - Expiry date 30th September 2022.

Other industry funds and schemes

Is the applicant required by an enterprise agreement (or other industrial instrument) to make contributions to an industry fund, levy or scheme? *

- Yes - schemes listed
- No

Comments

Income protection - All in order.

Secure Local Jobs Code systems

Have you collected the applicant's Secure Local Jobs systems and policies? *

- Yes No

Are you satisfied the systems and policies support employees and subcontractors to understand Secure Local Jobs Code obligations? *

- Yes No

Comments

Applicant provided a SLJC Procedure which covers all the 6 obligations of the SLJ Code. This document also ensures sub contractors understand the code and have their own certificate. Applicant is ISO certified for OH & S. Training register also provided.

Attach Australian Business Register 'ABN Lookup' search *

[ABNCurrentDetails_59010126100.pdf](#)

Request for exemption

An entity can apply for an exemption from a requirement of the Code if complying with the requirement would result in non compliance with a Commonwealth Law.

Does the applicant wish to apply for an exemption from a requirement of the Code, due to a conflict with Commonwealth Law? *

- Yes No

Declaration

The *Criminal Code 2002* provides for significant penalties, including fines and imprisonment, for making a false or misleading statement to the Territory.

I understand that giving false or misleading information is a serious offence *

Privacy Statement

All information collected by the Territory is protected by the *Information Privacy Act 2014* (ACT). Information (including personal information) is not disclosed to any third party unless authorised by law or with the consent of the person involved.

Auditor recommendation

Based on the information reviewed I recommend the applicant: *

- is issued a Secure Local Jobs Code Certificate
- is not issued a Secure Local Jobs Code Certificate

Auditor declaration

- I am a Secure Local Jobs Code approved auditor. *
- I do not have a conflict of interest, either real or perceived, with the applicant or its associated entities. *
- I have not undertaken more than two previous audits for the applicant or its associated entities. *
- I have a clear understanding of the legislative requirements under the Code. *
- I will ensure all documentation associated with this report is stored securely for seven years. *
- I understand that failure to comply with the Code may result in the imposition of sanctions by the Registrar, which may include the removal of my approved auditor status. *
- All answers and supporting documentation I have checked and obtained as a part of this audit report form are true and correct to the best of my knowledge. *

Internal officer review

Internal officer

Lauren Wubbels

Date audit report submitted

26 Aug 2020

Length of certificate *

18 months

Valid from *

27 Aug 2020

Valid to

27 Feb 2022

Comments

Review date

26 Aug 2020

Supervisor

Enter partial ACTGOV user name *

Kirsty Bourke

Email

Phone

Supervisor review

Supervisor

Kirsty Bourke

Comments

Conditions

Exemptions

This application is *

Approved

Declined

Approval date



SECURE LOCAL JOBS CODE

This is to certify that

B.M.D. Constructions Pty Limited

59010126100

SHOP 7 189 FLEMINGTON RD, MITCHELL ACT 2911

is a Code Certified Entity under the
Secure Local Jobs Code

Government Procurement Act 2001

Certificate number 247

Valid from 27 Aug 2020 to 27 Feb 2022

Conditions: 10 infringement points imposed

Exemptions:

Approved Auditor:

D.Robertson
Secure Local Jobs Code Registrar

