



Office of the Industry Advocate

# Supply to Government Panel Event

Delivering projects in the APY Lands and  
Remote Communities







# Agenda

- Acknowledgement of County from Jade Wilson
- Phillip Dowsett, Office of the Industry Advocate
- Gavin Ralston, SA Water
- Mark Jackman, Madonna Tomes, Regional Anangu Services Aboriginal Corporation and John Fusco, Fusco Constructions
- Q & A
- Briefing from Krystal Bryant, SA Housing Authority





# Acknowledgement of Country

---

**Jade Wilson**

**Deputy Director for Aboriginal Strategy**

**Department of Infrastructure and Transport**

# ROLE OF THE INDUSTRY ADVOCATE

To take action to further the objectives of the SAIPP

Building the capability and capacity of South Australian businesses to participate in government contracts

Ensure all parties meet their obligations under the SAIPP inc. Industry Advocate Act

# South Australian Industry Participation Policy



## SUPPLY INPUTS

Value of goods and supplies sources from South Australia Businesses



## EMPLOYMENT

Number of South Australians jobs or labour hours



## INVESTMENT

Amount of new capital expenditure in South Australia

**measures SA jobs, local supply inputs and capital and the system provides an economic benefit score**



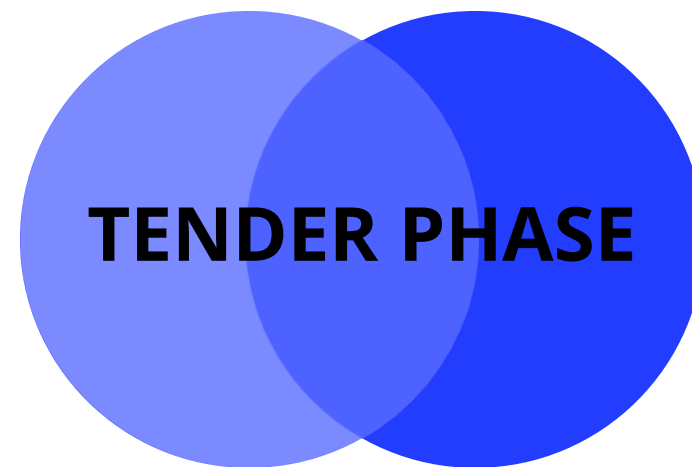
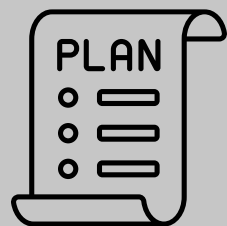
**Directly linked to the delivery of contracts on behalf of the South Australian Government**

# OIA ACROSS GOVERNMENT PROCUREMENT



## Pre- Tender

**Review  
acquisition plans -  
opportunities to  
maximise  
economic benefits  
to SA**



## Contract Negotiation

**OIA negotiate  
final IPP  
commitments to  
form part of  
contract**



## Post - Contract

**OIA identifies  
opportunities for  
subcontractors  
and suppliers,  
monitors SAIPP  
contract  
conditions**





# SA Aboriginal Economic Participation

The Aboriginal Economic Participation Policy is embedded in the South Australian Industry Participation Policy (SAIPP) to ensure it is part of mainstream procurement policies in the State.

Elements of the SAIPP aim to increase the level of South Australian Aboriginal business engagement and economic participation arising out of State Government expenditure.

A Responsible Government Agency can directly engage with an eligible SA Aboriginal business up to \$550K



# Finding an Aboriginal Business



**Sue Panagaris**  
Lead Consultant – Aboriginal  
Business  
Office of the Industry Advocate



**SA Product and Services  
Directory**



**Supply Nation**



**Far North Aboriginal  
Economic Collective**





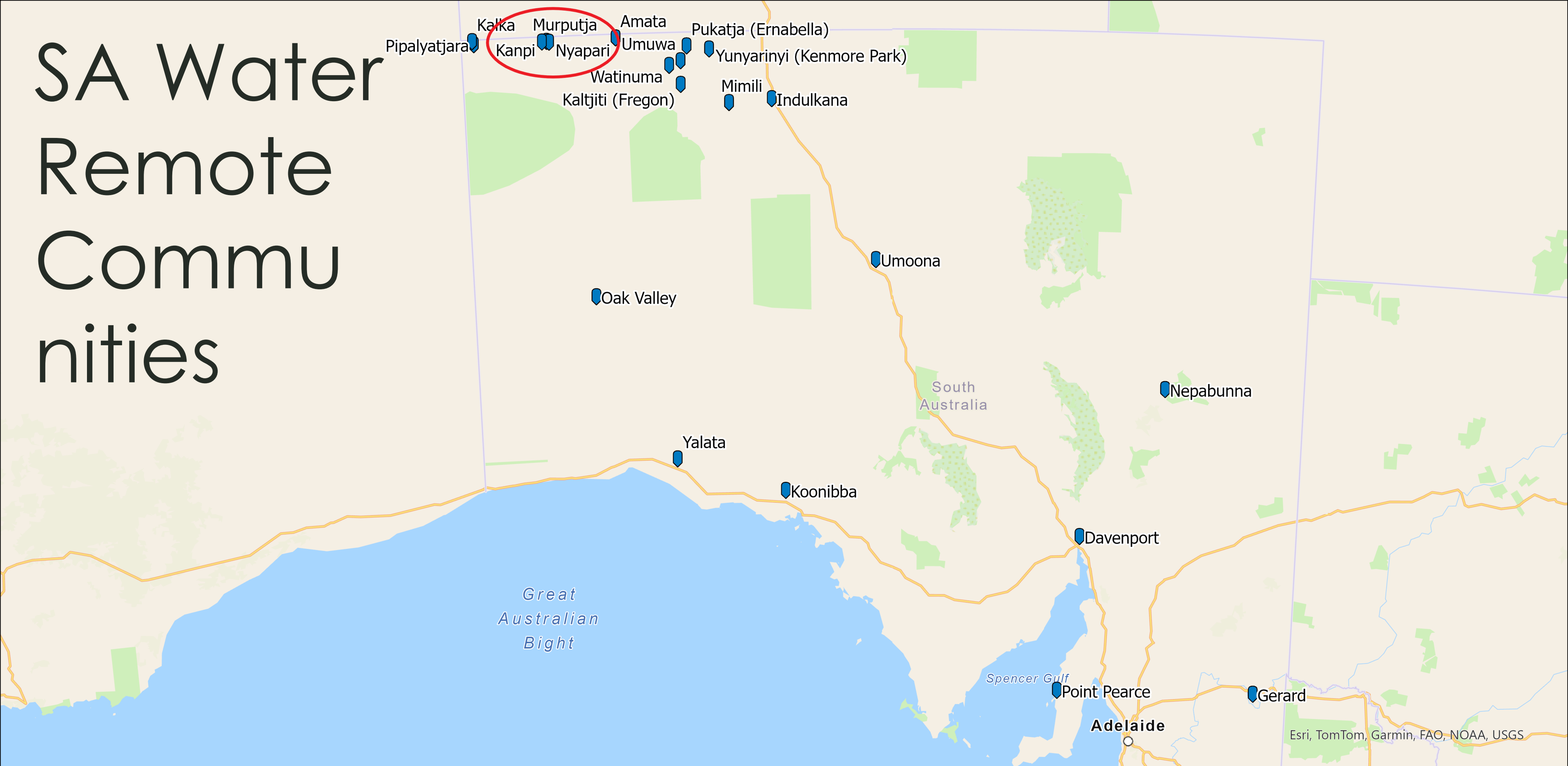
# Need more information



- OIA Website
- Aboriginal Business Tender Ready Information
- Forward Procurement Planning
- RASAC contractors guide to maximising local Indigenous participation
- Meet the Buyer – 2<sup>nd</sup> July 2024



# SA Water Remote Communities





# Murputja Water Treatment Plant

## Background

- Kanpi, Nyapari and Murputja previously self-managed water supplies.
- October 2017- Management of drinking water supply transferred to SA Water.
- Existing infrastructure "outdated, unreliable and of poor quality" requiring upgrade.
- Existing water supply did not meet the health criteria - Australian Drinking Water Guidelines (ADWG).

## **Three stage project: 2018-2021**

- *Upgrade* – New Reverse Osmosis Treatment Plant and storage, dual reticulation, UV disinfection.

# South Australian Industry Participation Policy

CO8920 Water Supply Upgrade APY Lands  
Tailored IPP Plan

January 2019

*Measuring Economic Benefit  
through Jobs, Investment and Supply  
Chain Opportunities*

[www.statedevelopment.sa.gov.au](http://www.statedevelopment.sa.gov.au)



## Procurement Strategy

- **KPIs with Major Capital Works Delivery Partners.**
  - Embedding social benefit outcome KPIs into contracts with our Major Capital Works Delivery Partners.
- **Spend performance targets.**
  - Spend targets with Aboriginal Businesses. Initial target 0.5% now at 1%.
  - \$20.8 million spent with Aboriginal businesses since 2019/20.
- **Internal processes and training.**
  - Direct engagement with aboriginal businesses up to \$200k.
  - Links to OIA's list of Aboriginal businesses embedded into our procurement processes.
  - Training across the business, through communication and success stories.
- **Connecting with Aboriginal Businesses.**
  - Building relationships and connecting with Aboriginal Businesses.



# Contractors Guide to Maximising Local Indigenous Participation

APY Lands – SA





APY – a different  
Culture and  
Language





Premier David Tonkin with the crowd at the Pitjantjatjara Land Rights 'Hand Back' ceremony in Itjinpiri on 4 November 1981.

## WHAT IS CULTURAL BUSINESS



Cultural business is the observance by Anangu of sensitive, Aboriginal specific customs and lore



It is common for non-Aboriginal people to be excluded from cultural ceremonies and business



During cultural business some roads may be closed for travel by contractors for short periods while cultural groups move between communities.

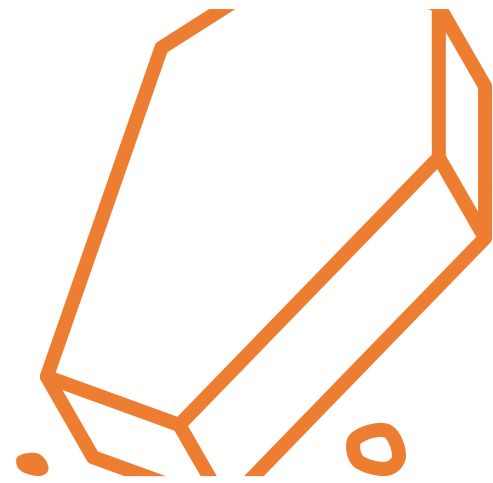


Contractors must always respect the direction of Anangu people from the community about these cultural ceremonies and business

Note: RASAC sends out up to date advice on cultural business, including road closures and any community restrictions



# SORRY BUSINESS



is an English expression used to refer to a period of cultural practices and protocols associated with death and funerals



This period is an important part of mourning which involves obligations to attend funerals and participate in Sorry Business cultural events or ceremonies



Sorry Camps on the outskirts of communities where Anangu families camp together to mourn and prepare for the funeral



During cultural business, and sorry business, Anangu may be required to leave their communities for extended periods to travel to other communities where the cultural business or funerals are held



The roads between communities are unsealed roads which can be impassable in wet weather.

Communities do not have access to basic services that we take for granted in urban areas such as

- post office & mail deliveries to homes
- banks
- doctors (only FIFO)
- chemist
- mechanics
- child care
- mental health services
- housing maintenance delays
- government services such as Centrelink and vehicle registrations.
- some communities do not have a police presence.
- The six larger communities each have a small store - prices can be very expensive – particularly when the majority of the population is on Centrelink payments

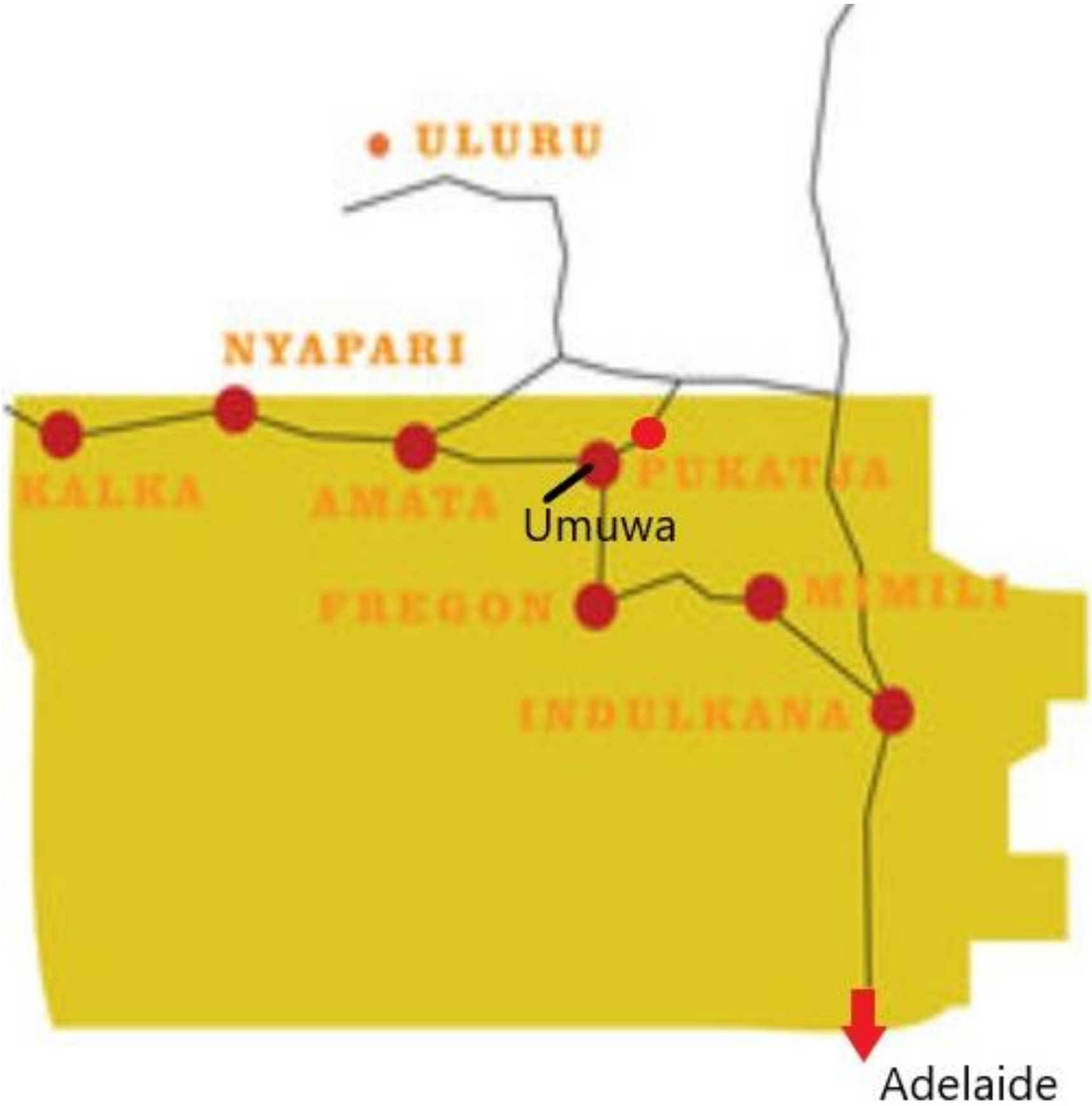
Day-to-day life, work and training are far from the 'normal' life in urban environments - many of the services we enjoy are not available on the APY Lands.





---

Doing business on the APY Lands



# Overview of Fusco

- SA owned and operated family business started by Ben Fusco in 1968 as a Plumbing Business
- Vast experience undertaking projects in metropolitan, regional and remote areas
- With a focus on repeat customers, we have a strong history of projects for:
  - SA Water ( SA Water Construction Panel)
  - Department of Education ( Modular Construction Panel)
  - Department of Infrastructure and Transport
  - Flinders University
  - Kids Undercover Program
  - Sponsorships etc.
- Good Corporate Citizen – giving back where possible
- Invest back in SA through our significant property developments in residential and commercial areas
- Operate as a head contractor but also have in house Plumbing, Civil and Carpentry capabilities
- MBASA Recognised Award Winning Builder
- We undertake both In-situ and Modular Building Works



Fusco Constructions completed works for the SA Water Nyapari, Kanpi and Murputja Water Upgrade





# Master Builders Awards

Fusco Constructions is an award-winning builder and has been particularly recognized for its excellence in the field of Civil/Engineering, with a focus on Aboriginal Engagement and Remote Work



## Master Builders – National Excellence in Building and Construction Awards



### Civil/Engineering Construction

#### FUSCO CONSTRUCTIONS

Fusco embraced the challenge to provide safe clean drinking water to far North communities in the APY lands in this award winning project. They adapted their safety programs and methodology to enable the Anangu people to provide 30% of the on-site labour for the project, which included 12 kms of underground pipe work, a lagoon, and water towers. An excellent project making Fusco Constructions well worthy of this award.

*Sponsored by Infrabuild*



### Supporting Local Industry

#### FUSCO CONSTRUCTIONS

It is evident that supporting the local community is crucial to Fusco Constructions. They have completed many projects that have provided fundamental services to regional and remote communities with a strong focus on local engagement. Their dedication to develop and train young people into pathways in building and construction is a testament to their commitment to the industry. Fusco has a strong history of providing training and enterprise opportunities to Aboriginal and Torres Strait Islander peoples. The employment model they developed and used in the remote APY Lands achieved an unprecedented 30 per cent direct employment of Anangu workers. Fusco is a very worthy winner of this award.

*Sponsored by MEGT*



### Affordable/Public Housing

#### FUSCO CONSTRUCTIONS

Project: Kids Undercover

Fusco Constructions worked extremely well with their client Kids Undercover to develop an accommodation solution and construction concept that is both affordable and easy to assemble. The panelised system produced temporary housing with a surprisingly high-quality finish that is very liveable. Fusco are to be commended on the design of the kit form, delivering this project on time, at a cost-effective price and of a high standard.

*Sponsored by Gyprock*



**REGIONAL  
ANANGU  
SERVICES**  
ABORIGINAL CORPORATION





# Anangu Owned and Governed Aboriginal Corporation

## RASAC – Regional Anangu Services Aboriginal Corporation

MUNICIPAL SERVICES – ‘local government’ type services

COMMUNITY PATROLS – community safety

COMMUNITY DEVELOPMENT PROGRAM (CDP) – remote employment services

HOMELANDS ESSENTIAL SERVICES – onsite power and water for homelands

MECHANICAL WORKSHOP – light vehicle and heavy machinery

CONSTRUCTION, PLANT AND CIVIL WORKS

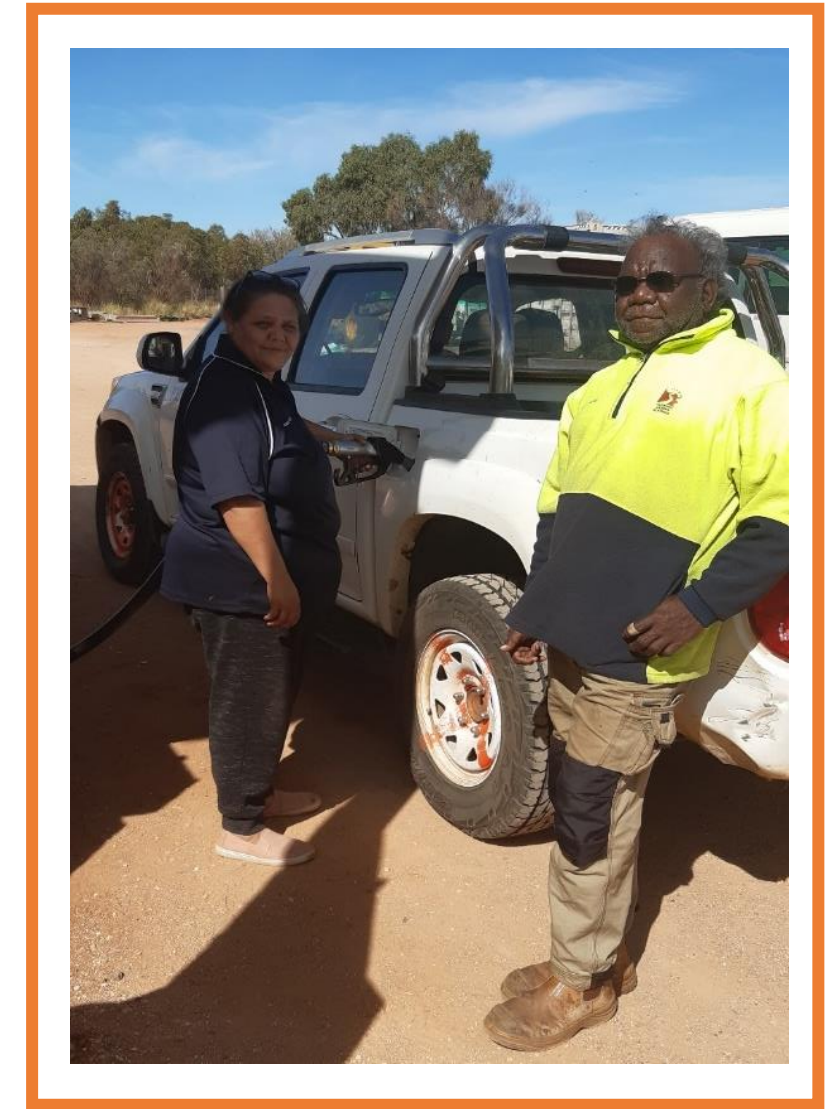




***RASAC is a major FIRST  
employer for Anangu***

**and the largest employer of  
Anangu workers on the APY  
Lands**

OFFICIAL







The SA Government's Aboriginal Economic Participation Strategy focuses on leveraging opportunities for Aboriginal employment and business enterprise from government procurement.

The SA Government has Industry Participation Procedural Guidelines which include engagement of Aboriginal businesses and employment of local Aboriginal workers.



**Government  
of South Australia**





# Some suggestions for working effectively on the APY Lands





## COMMUNITY ENGAGEMENT



Complete **Aboriginal Cultural Awareness training** with your teams so that they have some cultural understanding prior to commencing operations.

Introduce yourself to Anangu people in the community and let them know what you are doing – **BEFORE** you start, so that they know who you are and why you are present in their community

Find out about where you are allowed to visit



Consult with local organisations before tendering

- Local employment
- Local sub-contracting capability

## UNDERSTANDING LOCAL WORKFORCE

Employment of local workers on the APY Lands can be challenging.

However, to maximise your local engagement, here are some strategies that you may find helpful.





- 
- Local workers have to overcome a lot of barriers
  - Working in a foreign language
  - Little prior work experience
  - May be less prepared for the workday due to housing overcrowding, lack of sleep, etc







RASAC

**WARKA WIRU**  
**CDP-ku**

Strategies to support  
local employment:

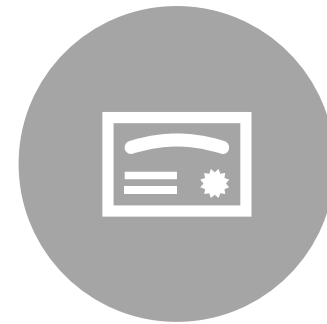
Work with the CDP  
provider – they know  
the job seekers well –  
their skills and interests  
and work history



# CDP can help with:



RECRUITMENT



TRAINING & LICENCES

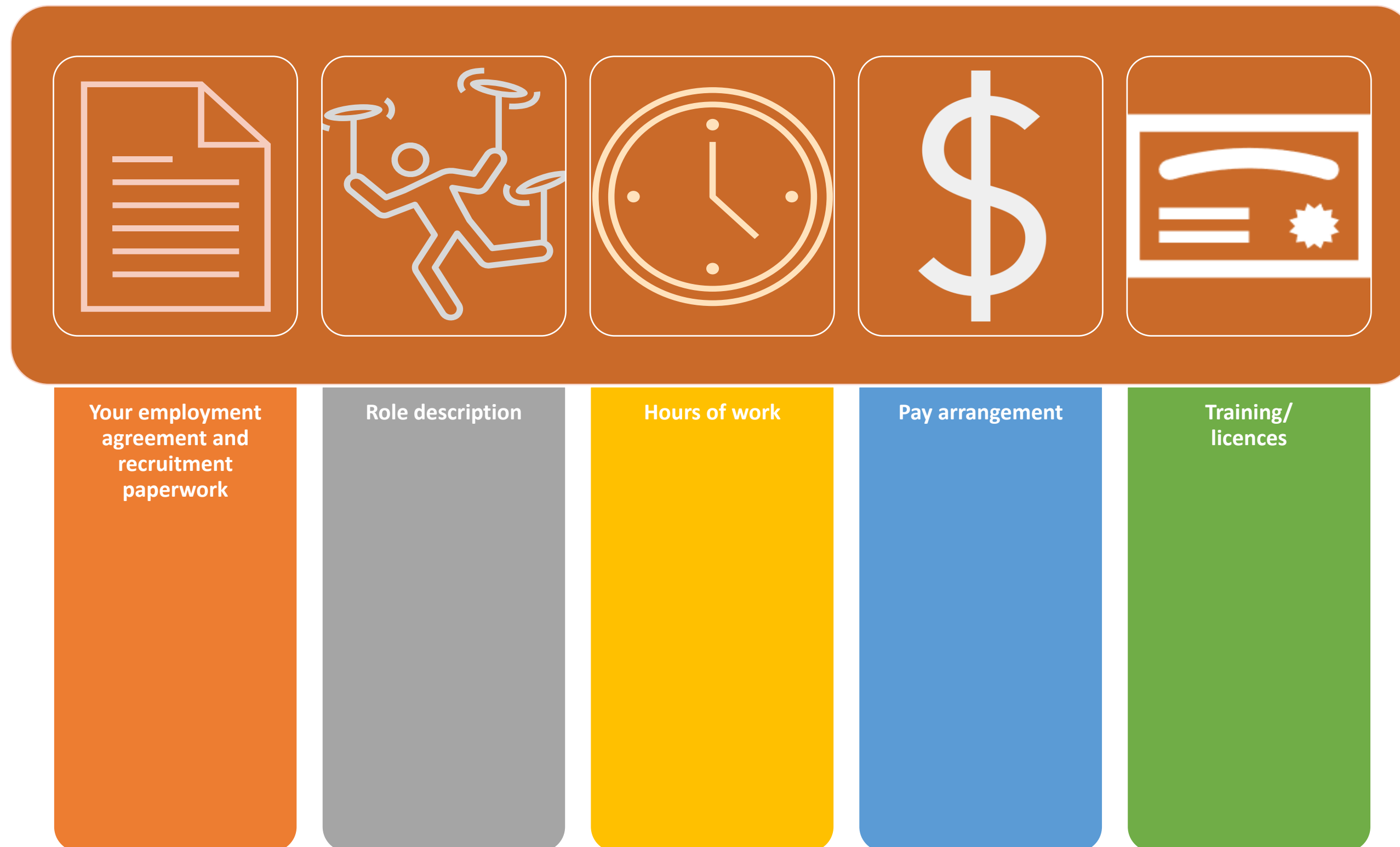


UNIFORMS & PPE



POST PLACEMENT SUPPORT

# Provide CDP with information about your job





# Help new workers to gain confidence and build their skills



MEET THE WORKERS AND BUILD  
A RELATIONSHIP



HAVE A GOOD WORKSITE  
INDUCTION



PROVIDE SUPERVISION FOR ON-  
THE JOB WORK TASK TRAINING

## WHERE DOES WARKA WIRU CDP-ku OPERATE?

- Iwantja (Indulkana)
- Mimili
- Kaltjiti (Fregon)
- Pukatja (Ernabella)
- Amata
- Pipalyatjara (including Kalka)

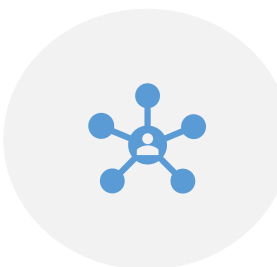




## FUSCO Contracting Background



Fusco had worked in the APY Lands before but with very limited local engagement



Fusco had been given advice our IPP's were not scoring well and sought feedback from the Office of the Industry Advocate



When asked to tender, noted a requirement for 30% Local Anangu Employment and a framework opportunity of extended duration which gave us an opportunity

FUSCO  
Tender Phase



Built a relationship with key suppliers and contacts



Consulted and listened to advice from RASAC to determine what systems worked for RASAC and recreated them in our environment– Advice of Madonna Tomes and Mark Jackman extremely important



During tender phases Fusco visited the communities, met with the local CDP representative, elders and observed and learned the local barriers to employment



Adjusted our proposed system/tender package



# Planning Phase

Continue Building Relationships – Additional Teams Meeting, Site Meetings, went to Murputja and met with Elders to discuss works

Provided role descriptions, Training requirements IE White Card, employment letters - continue working with CDP

Researched barriers to employment – Training, Transport, Fitness for work ie can the workers work 8- or 10-hour days?

Break up Sections of Work for suppliers

## Pukatja YCC RASAC

Fusco Constructions have been engaged to design and construct a new youth community center for the community of Pukatja in the APY Lands. The building works involve the construction of the following:

- Pool, Basketball Court, Meeting Rooms, Offices, Carport, Kitchens, Hair Studio, Music Room, Media Room

<b>Job Title:</b>	Civil Operator	<b>Start Date:</b>	Approx. August
<b>Position Type:</b>	Casual	<b>Reports to:</b>	John Fusco

### Job Description

#### ROLE AND RESPONSIBILITIES

Working under supervision, driver operations, excavation of land, trench digging, earthwork preparation

- Drive various plant equipment
- Excavation of soil
- Digging trenches in preparation of service installation
- Digging trenches for footings
- Civil and general earthmoving
- Use of hand and power tools
- Organisation of materials
- Use of pick and shovel
- Adhere to all OHS policies and procedures and work safe at all times
- Complete work to the set benchmarks and expectations of Fusco Constructions
- Cleaning and tidying of machinery
- Conduct yourself in a respectful demeanor to colleagues, clients, and suppliers.
- Use initiative on site at all times to be productive and efficient as part of the team
- Any other tasks as directed
- Working in a team environment
- Ability to follow instructions

#### QUALIFICATIONS AND EDUCATION REQUIREMENTS

white card, plant tickets, working at heights

#### PREFERRED SKILLS

Car license  
Truck license  
Plant or machinery tickets

## Kanpi, Murputja and Nyapari Water Supply Upgrade Framework

### RASAC Possible Projects

SA Water has commissioned a tender process to upgrade the water infrastructure in the Kanpi, Murputja and Nyapari communities. This project will operate over three stages with stage 2 and 3 still subject to final approval by SA Water.

Below is a list of possible project options that can be offered for RASAC to complete. Due to the timing of Stage 2 it has been combined with Stage 1.

#### General Drawings:

- 177 – 2018-00596-02
- Spec – 7, Earthworks pg 151

#### Notes:

- Requirements over any earthworks to be completed are included in Spec 7, Earthworks.

#### Stage 1 and 2

To be completed before the end of 2019.

#### Fencing

- Specifications for fencing in Spec 8, Pg. 152 to 153.

#### Murputja Compound

##### Drawing:

- 203 – 2018-00561-04
- 205 – 2018-00561-05
- 206 – 2018-00561-07



Similar structure in Watinuma showing fencing

#### Notes:

- This could be for supply and install or install only.

## Murputja Drain Sump

#### Drawing:

- 203 – 2018-00561-04
- 212 – 2018-00561-13



#### Notes:

- Excavation and installation with drainage pipe
- Please confirm if rubble as per specifications will be provided or needs to be delivered to site.

## Lagoon



#### Drawing:

- 214 – 2018-00561-15
- Lagoon Spec pg 149 to 150

#### Notes:

- Specifications for Evaporative Lagoon specifications pg 149 - 150.
- Liner will be installed by others
- Site needs to be cleared and lagoon walls and floor constructed as per drawings, including anchor trench/fire break.

## Lagoon

#### Drawing:

- 214 – 2018-00561-15
- Lagoon Spec pg 149 to 150

#### Notes:

- Additional specifications for Evaporative Lagoon Spec pg. 149 to 150.
- This could be for supply and install or install only

## Paving

- Specifications for paving in Spec 9, Pg. 154 to 157.

#### Murputja Compound

##### Drawing:

- 206 – 2018-00561-07
- Spec pg. 146
- Spec – 10 Concrete pg 158



Example compound in Watinuma

#### Notes:

- Concrete perimeter beam required around compound (pg. 146)
- Pavers will be provided to site.
- Please confirm if RASAC would provide bedding sand as per specifications or would need to be delivered to site.

## Overhead fill stations

#### Drawing:

- 216-2018-00561-17
- 226 – 2018-00562-10
- 227 – 2005-00159-2

- Overhead fill station to be installed in Murputja as per 216-2018-00561-17 and Nyapari as per 226 – 2018-00562-10.
- Frame is being fabricated by others but needs to be installed as per specifications.

## Bollards for valve pits, flushing points and pipeline routes

#### Drawing:

- 229 – 04-1668-01 (bollard)
- 232 – 04-1669-0 (cable joiner)

#### Notes:

- Could quote for supply of bollards or install only
- Installation is required on new mains, junction boxes and where required.
- Markers need to be installed every 200 meters and at each change of direction.
- Bollards need to be painted depending upon pipework underneath.
- Final requirements need to be confirmed but as a guide:

Location	Bollard width	Run Length (Meters)	Estimated Number required
Lagoon	50mm	1,155m	6
Mains Murputja to Nyapari	50mm	5,285m	27
Dual reticulation Murputja	50mm	TBC	10
Dual reticulation Nyapari	50mm	TBC	25
Mains Murputja to Kanpi	50mm	6,755m	34
Dual reticulation Kanpi	50mm	TBC	20
Valve box	80mm	TBC	56
Cable joiner	50mm	TBC	10

# THE ROLE OF LOCAL SUPERVISORS

## cultural understanding

- ✓ Cultural Awareness Training
- ✓ Check in with workers and community if there is sorry business or cultural events
- ✓ Respect the direction of Anangu people from the community about these cultural ceremonies and business

## build trust and respect

- ✓ Get to know your workers and their families
- ✓ Meet elders – tell them what you are doing

## communication and engagement

- ✓ Attend local events
- ✓ Meet other service providers



# Engagement Managers Role

Due to the employment barriers, we employed a full time Engagement Manager, who's role was to supervise the engagement and employment of Anangu Workers

- Worked Closely with CDP and the community
- Organized extra participation with local community ie Soccer clinic at the Muputja School
- Christmas BBQ





Every Day

Risk Assessment

Every Activity

Community: .....

MUNS Work Activity:

- Rubbish bin collection  Litter  Potholes  Street Sweeping  Firebreaks  Sports Ovals  
 Tip Maintenance  Airstrip Maintenance  Landscaping  Housekeeping



Potential Hazards or Risks	Problem / Danger	✓ OK to work ✗ Danger	✗ What to do
Are workers fit for work? uniform palya?		<input type="checkbox"/>	- Get uniforms
New starters trained and palya?		<input type="checkbox"/>	- induct new workers
Vehicles & machines checked?		<input type="checkbox"/>	- Do inspection sheet
Tools, equipment palya?		<input type="checkbox"/>	- Check equipment and tools
Is everyone palya for carrying, bending, lifting, pushing, pulling		<input type="checkbox"/>	- Use aids eg. lifter, paper picker, trolley, two-peopl-
Are there moving vehicles – working near traffic? (eg traffic, rubbish truck)		<input type="checkbox"/>	- Use signs or bollards
Are there dangers from machinery – crush, pinching		<input type="checkbox"/>	Stand clear, keep hands clear
Emergency plan, first aid kit, fire extinguisher in place?		<input type="checkbox"/>	Check for first aid kit, fire extinguisher
Is there danger slip or trip hazards eg holes, rough surfaces, low tree branches, or other things		<input type="checkbox"/>	look for obstacles Work boots
Working at rubbish tip – fall in?		<input type="checkbox"/>	Use a spotter to direct truck
Dirty rubbish or sharp things?		<input type="checkbox"/>	
Is there loud noise? (eg whipper snipper, blower, mowers, machinery)		<input type="checkbox"/>	use ear muffs or ear plugs
Can I be affected due to dust, fumes or exhaust		<input type="checkbox"/>	wear dust mask keep shed door open when trucks idling



COMMUNITY PATROL INCIDENT REPORT  
(Circle pictures to tell the story)

AMATA



Day: M T W Th F St Sn Date:..... Time:.....

Patrollers Names:.....

Client Names:.....

Client Age

0 - 12  13 - 17  18 - 25  26 - 44  45+

Client Sex

Female  Male

- KIDS OUT AT NIGHT  COMMUNITY EVENTS  YOUTH PROGRAM

Ganja run or selling  Under influence of ganja  Unlocked Building  Dangerous driving  Gambling

Grog run or selling  Drunk  Break-in or damaged building  Accident  Miscellaneous

Domestic Violence victim  Sexual Assault victim  Assault victim  Sick or injured person  Individual at risk  Argument / fighting  Very angry or bad behaviour

ACTION:

Settle down  Family help  Sniffer referral  To clinic  Police  Took home safe place

STORY:

.....  
 A

INCIDENT REFERRAL:  CAHMS  SAPOL  School  Clinic  Families SA  Nganampa Health  RSAS  
 NPYWC DV  NPYWC Youth  Other: \_\_\_\_\_  
 Date: \_\_\_\_\_ Name of person making referral: \_\_\_\_\_

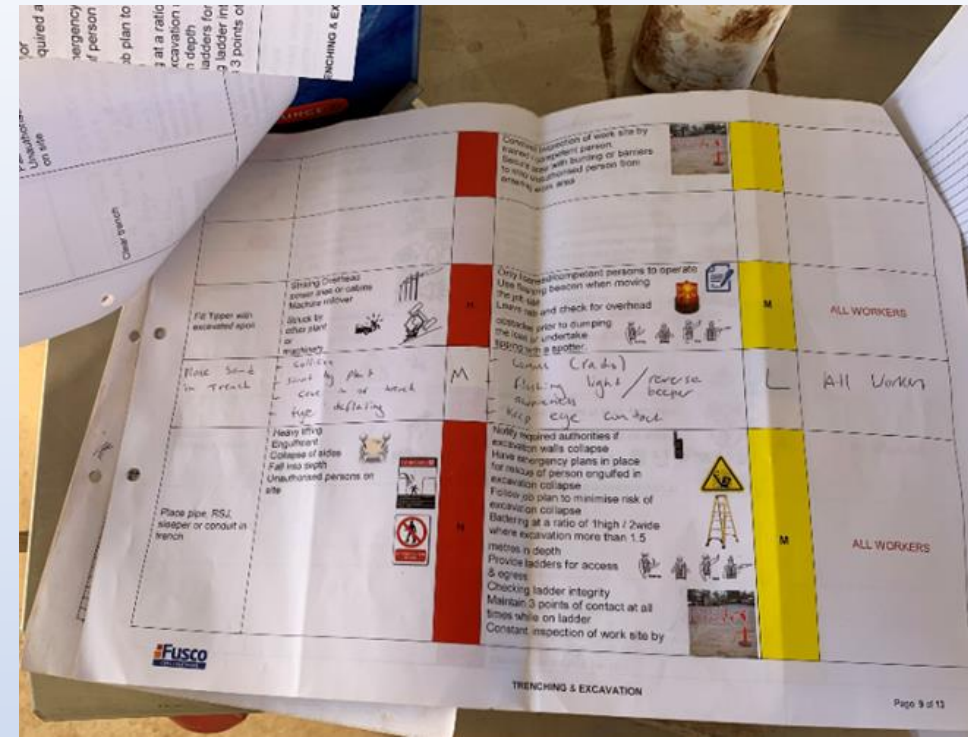
# Adapted Workplace Documents



# Fusco Constructions - Amended Documents

We were advised of low numeracy and literacy skills and first employment for many

Fusco engaged a former School teacher that had worked in the APY Lands to change our documents to include visual cues



## 8.1 Emergency Evacuation Procedures



We acknowledge the Traditional Custodians of Country throughout Anangu Pitjantjatjara Yankunytjatjara lands and their spiritual relationship to land. We pay respect to the Traditional Owners of ancestral lands, their cultural knowledge and authority, and their Elders both past and present. We celebrate Anangu's ongoing cultures, their contributions to society and their continuing connection to land, sea and community

- 1) Call 000 and report the emergency to ensure response
- 2) Notify all workers on site by raising the alarm by blowing the emergency horn
- 3) Assist any personnel to move from site and if possible make the work area safe (if events permit)
- 4) All personnel are to move to the designated emergency evacuation area Shown on the site map
- 5) A head count is to be undertaken by the supervisor/manager
- 6) Fusco Senior management is to be contacted by the site manager
- 7) Relevant SA Water personnel are to be contacted by the site manager
- 8) It is the policy of Fusco Constructions to ensure each building site has a Fire and Emergency Procedure for the safe evacuation of all employees and other persons working on site in the event of an emergency and or life threatening situation

**Fusco** Pre-Start Meeting Record

We acknowledge the Traditional Custodians of Country throughout Anangu Pitjantjatjara Yankunytjatjara lands and their spiritual relationship to land. We pay respect to the Traditional Owners of ancestral lands, their cultural knowledge and authority, and their Elders both past and present. We celebrate Anangu's ongoing cultures, their contributions to society and their continuing connection to land, sea and community

Project: APY LAND WATER UPGRADE Date: 23-6-19

Location: ESPERA MURUPTA Project No: \_\_\_\_\_

Name of Chairperson: BRENDA WATTS Time: 7:00 am

Ongoing Safety & Environmental Issues

PLANT INTERACTION (CONCRETES, BRICKS, CRACK)  
MOVING HAULDRUMS  
LIFTING LOADS  
VEHICLE (SUBS, PILES)  
DUST, WIND ETC.

Planned Activities & Designation of Resources for the Day (what, why and where)

TRENCHING & LAYING PIPE - Fusco  
STEELWORK - J&J Fabrication  
CASTING SAND - Fusco

Design & Construction Method Changes

N/A

Expected Delivery & Pick-Ups

N/A

Other Works (what other work is happening that workers should be aware of)

Community  
Dance

## Site Induction Form



		Injured workers MUST be escorted to Medical Centre.
		Persons involved in an incident are required to assist in the investigation process.
11	Critical Incident	Employee Assistance (counselling) will be made available for any person who is involved in, or has witnessed a critical incident.
12	Visitors & Deliveries	Visitor & delivery driver sign in and inductions. (more than 3 visits require a full induction)
13	HIRAC	SWMS / JSEA required for all work activities. Must be reviewed and approved. Reviewed Daily.
14	Meetings	Daily Pre-start Meetings. Weekly Toolbox Meetings. Attendance by all personnel when on site is mandatory.
15	PPE	PPE requirements for the project. Additional PPE may be required for certain tasks.
16	Haz. Substances	SDS to be supplied, and are available at the site office & all storage locations.
17	Electrical Equip.	(Red Dec - Feb) (Green March - May) (Blue June - Aug) (Yellow Sept - Nov) Leads must be elevated, and plugged directly into portable RCD's.
18	Signs & Barricading	Comply with all Safety signs and DO NOT cross barricading to take shortcuts.
19	Excavations	Permit required for all trenching / excavation works.
20	Work at Heights	Fall Prevention/Protection must be in place wherever possible rather than being reliant on Safety Harnesses and accessories. "Working Safely at Heights" training required.
21	Scaffolding	All scaffolding to be erected by a licensed scaffolder with the required class certificate.
22	Ladders	Safe Use of Ladders.
23	Hot Works	Fusco Constructions Hot Work Permit is required for ALL hot works.
24	Confined Spaces	Requirements outlined for Confined Space Entry.
25	Rigging & Cranes	Lifting / Rigging Equipment must be inspected and tagged every 3 months by a Rigger or Dogman. (as per electrical tagging colour schedule) No hoisting loads over personnel. Barricade slew zone. Daily Prestart inspection checklists to be completed.
26	Plant & Equipment	Report all faults / defects immediately.

CDP supports training for  
workers – eg Driver's  
licences, White Card, Blue  
Card

---

Let CDP know well ahead what workers need



## *Training Resources for Anangu in Language*

**Nyangatja Equipment Atunymankunytja**  
**Personal Protective Equipment (PPE)**





Ka panya mayatja tjutangku munu manager tjutangku kulu warka tjuta ungkuku nyanga PPE warkaripai tjuta

Supervisors/ Managers will issue PPE to workers when needed





# FLEXIBLE, CULTURALLY APPROPRIATE EMPLOYMENT PRACTICES

## Understand Absences

There will be absences at short notice - eg family reasons, cultural reasons (eg when cultural or sorry business is on) or because the workers may not yet be ready for full time hours



## Encourage good communication

Encourage workers to communicate with their supervisor about any times that they are not able to come to work



## Employ a pool of workers

Maximise the number of work hours performed by local workers – allows for absences and varying number of workers attending



## Standing Offer of Casual Work

Eg: offer several workers a minimum of 25 hours a week. Some may not attend all hours. Some may work more hours.



# BUILD WORKERS' WORK FITNESS

Commence with shorter working days. Build up the length of day gradually

Can your roster provide a break between work days?

Have a routine for the start of the day eg: a toolbox meeting to discuss the days work and priorities, complete WHS risk assessment and ensure everyone is fit and ready to work.



## Work Culture

- Fusco recognised the need to have the right culture within the business and from our supervisors
- Supervisors need to be patient and understanding
- They need to buy in and be committed
- Continued support the community ie Soccer Clinic at the School





# Building Work Fitness

- Have a roster with workers on standby as rate of absenteeism is high
- Commence with shorter workdays i.e. half days, then build up to full workdays
- Place Anangu workers with other skilled supervisors to develop a work team
- Start the day with Breakfast, toolbox/Prestart talk, PPE/WHS check



Workers  
Working from 8:30 to 3:00pm  
Pick up from 8:00am

Monday - 17/6	Roland (house 123) Elton (house 126)
Tuesday - 18/6	Roland (house 123) Roderick (house 134)
Wednesday - 19/6	Andrew (house 148) Elton (house 126)
Thursday - 20/6	Michael (house 162) Richard <i>Elton - 8:30am - 2pm</i>
Friday - 21/6	Andrew (house 148) Elton (house 126) <i>3 pm</i>
Saturday - 22/6	Roland (house 123) Elton (house 126)
Sunday - 23/6	Michael (house 162) Richard

Back up workers: Elton and Roland

Workers





## SUBCONTRACTING WORK TO LOCAL INDIGENOUS ORGANISATIONS



Are there opportunities to peel off some smaller parts of your contract to sub-contract a local Aboriginal business?

# Collaboration

- Head Contractor – Fusco Constructions
- Construction Manager – John Fusco
- Project Manager – Lachlan Duffy
- Site Manager – Peter Jasper
- Client - SA Water – Simon Wurst & Franz Lintl
- Community Development Programme - RASAC





# What is Needed for Business to Engage Anangu Workforce

- Procurement Policy that provides significant weighting for employment and community engagement goals
- Understanding that Engagement in the APY Lands Cost money and time - Allocate budget to this in the pre-construction estimate
- Project Duration – A focus on engagement and employment outcomes not on expressed construction times as projects are rare and scattered in communities, with small work forces
- Good planning at the start, leads to success i.e., Lagoon, equipment, deliveries by RASAC by RASAC below
- Employment of 13 first time Anangu workers during construction



sdfd





Support local  
workers in work  
and training

CDP and  
Contractors  
working  
together



**DUNCAN ARMSTRONG**  
Pukatja Community Youth Centre and Swimming  
Pool Complex build with Fusco Constructions  
April 2024





Contractors Guide to  
Maximising Local  
Indigenous Participation

---

APY Lands – SA







**SA Housing Authority**

# **Property Maintenance Services for the APY Lands**

Krystal Bryant, Manager, Maintenance Procurement Projects



**Government of South Australia**

SA Housing Authority

## Key information

**Contract area:** APY Lands, Marla, Dunjiba and Oodnadatta.

**Agencies:** SA Housing Authority and Department for Infrastructure and Transport (DIT) (representing SA Government Agencies within the Across Government Facilities Management Arrangements (AGFMA)).

**Sites:** approximately 680. Bulk of the portfolio being housing and educational facilities.

**Services:** all trades and services for responsive and programmed maintenance and certain upgrade works.





## Innovations in service delivery

Development of programmed maintenance, significantly reducing responsive maintenance call outs.

Significant collaboration with external agencies and organisations to understand the cultural and health considerations and how to best deliver construction and maintenance programs and maximise building energy performance.



# SA Housing wins the Premier's Excellence Award



*Phil Hesper receiving the award from the Premier of South Australia Peter Malinauskas MP*

Phil Hesper from the Aboriginal and Remote Housing team won the Premier's Excellence Award.

It was an individual award for Service Excellence for his exemplary work.

As a Senior Project Co-ordinator for 18 years, Phil is well-known to many in the Authority

and throughout the APY Lands in our state's far North as an expert in this field.



# Remote Maintenance Services Procurement Project

Procurement Services SA, Forward Procurement Plan 2023-2026 'Remote Maintenance Services'

SA Tenders and Contracts – keep an eye out for an Advanced Tender Notice (yet to be released).



# Supply to Government Panel Event: Delivering Projects in the APY Lands and Remote Communities

23 April 2024



**Government of South Australia**

SA Housing Authority