



Regional Construction & Maintenance Forum

**Jonathan Smith, Brisbane City Works
Institute of Public Works Engineering
Conference - Logan
18th March 2005**



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Who we are

- **The Regional Construction & Maintenance Forum - spawned from the CEO's focus on regional outcomes.**
- **How can acting in a regional sense help on**
 - **A day to day basis?**
 - **Longer term?**



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Two Major Issues at present

∞ Resource Sharing

- How do we help each other and ourselves to deliver?

∞ Skills Shortages

- How do we deliver with a reduced skill base?



Resource Sharing

- ⌚ **Our Labour Force Balance**
- ⌚ **The Problems with this Balance**
- ⌚ **The Opportunity**
- ⌚ **What have we done**
- ⌚ **Issues & Mitigation**
- ⌚ **What have we done**
- ⌚ **Other Advantages**





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Our Labour Force Balance

- ⌚ We employ contingent labour for many reasons.
 - ⌚ We cant get the labour we need due to...
 - The External Labour Market
 - The Specialist skills required.
- ⌚ We need a Reactive Workforce
- ⌚ Our labour forces have relevant training
- ⌚ We hold a permanent workforce that reflects the skill set that we need .

Our Labour Force Balance

- ∞ **Geographical location.**
- ∞ **Contingent labour specific skills**
- ∞ **Commitment to purchase locally .**
- ∞ **The balance of permanent and contingent labour is dependent upon all of these factors.**
- ∞ **Construction & Maintenance areas may need part of a particular council type skill.**



The problems with this balance.

∞ We get what the labour market will give us...

- This can be a great deal in a slow external market.
- This can also be next to nothing in a heated external market - Bottom of the Barrel.

∞ Wasting “Full package” excess capacity in Internal Workforces.



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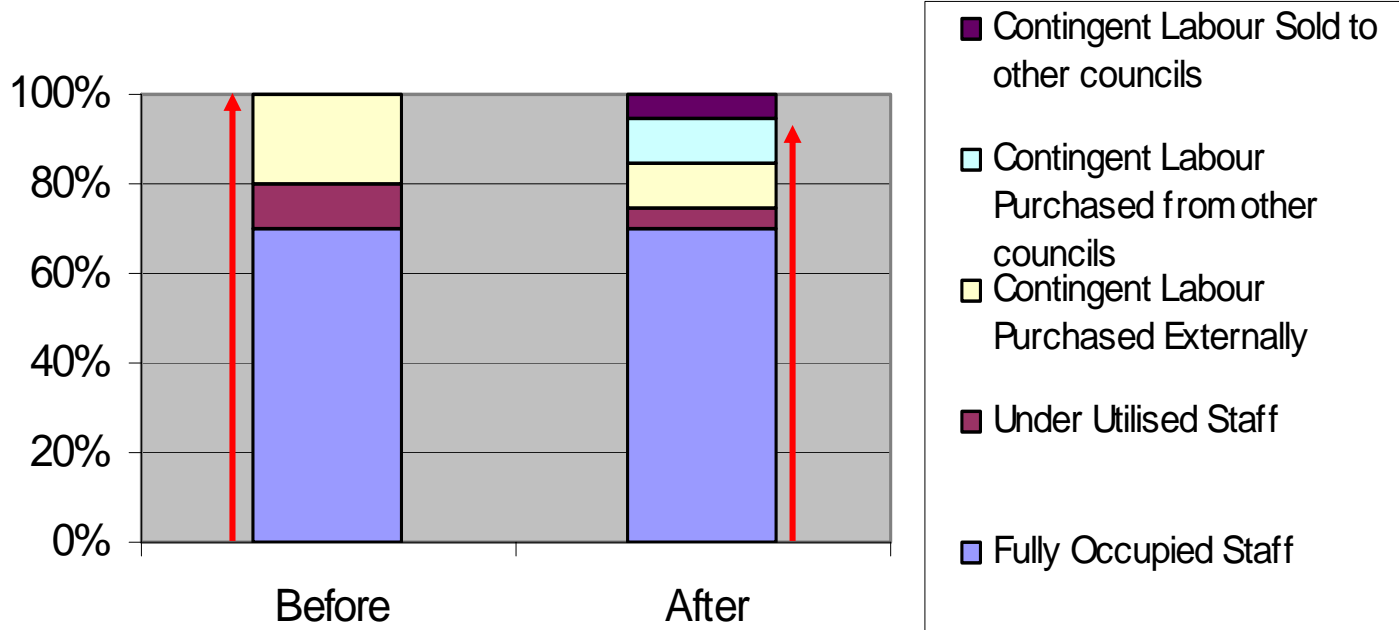
The Opportunity

- ∞ Savings as we get another council to pay for the under-utilised part of less than fully employed staff.
- ∞ Sell the cost of under-utilised staff to each other - or sell small projects to each other?



The Opportunity

Total Council Construction & Maintenance Labour Costs



What have we done?

Ω Secure Web site where councils can post their needs and excess capacity...

- eg. Logan has a landscape crew available for two weeks from 12.12.2004 \$4,000pw
Ph Fred Blogs 3444 5555
- eg. Redcliffe needs 200m of kerb poured next week from 1.09.2004 . Ph A.N. Estimator 37090000
- Eg Esk needs a small street sweeper with operator for the duration of a festival from 19.01.2005 to 26.01.2005. (night work) Ph Bert Organiser 54234567

Issues & Mitigation

∞ Local Purchasing

∞ As long as councils keep their purchases of external council labour to a level similar to their sales of internal labour there is no nett change in local purchasing.



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Issues & Mitigation

⌚ Logo's - There is another council working here - Why aren't we using our own staff?

- ⌚ A common logo on all council vehicles / plant that supplements the council logo with word to the effect - *"councils working together"*
- ⌚ We have 3 years for ratepayers to get used to it before another election.
- ⌚ SEQROC Logo?



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Issues & Mitigation

∞ We really want to keep this to a minimum.

∞ Don't post anything and don't answer any needs postings. There is no compulsion for councils to use the site.

∞ Industrial Relations Issues

∞ EBA's need to be flexible enough to allow this.

Issues & Mitigation

∞ Distance - By the time I send staff to the location they are needed, It will cost a great deal and thus be uneconomic for the other council.

∞ Councils will make up their own mind whether it is economic. We are talking about our region, there will still be councils closer to you that are not part of this - YET.



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Other Advantages

- ⌚ Redland have recently done some work on the cost of putting work to tender and say that this is, at a minimum cost of \$6,000.
- ⌚ For small jobs this system will be quicker as we can deal with each other outside the tender situation.
- ⌚ This can be done virtually straight away.



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Skills Shortages

- Ω The heated construction market
- Ω Who needs what
- Ω Engineers
- Ω What can we do to encourage young people to public works engineering?



Skill Shortages

- ∞ Where are corresponding shortages & excesses?
- ∞ To what extent are shortages met by excesses.
- ∞ Ongoing?
- ∞ Methods of delivery





Skill Shortage Survey

1 - Contents!A1		Differences of 2 or more			
Regional Construction and Maintenance Group					
Skills Deficit Survey - Outcomes from Councils - January 2005					
Group	Positions	Council 1	Council 2	Council 3	Council 4
Footpaths & Bikeways	Foreman	1	3	3	4
Footpaths & Bikeways	Labourers	3	3	3	3
Footpaths & Bikeways	Leading Hands	1	3	3	2
Gully / Manhole Builders	Technical Staff	1	3	3	Don't Use
Guard Rails	Technical Staff	Contract	Outsource	2	Don't Use
Inspectors	Contracts	3	Don't Use	1	5
Inspectors	Works	3	Don't Use	Don't Use	5
Inspectors	Quality	3	Don't Use	Don't Use	5
Inspectors	Environmental	2	Don't Use	Don't Use	5
Inspectors	Workplace Health & Safety	5	Don't Use	2	5
Kerb & Channel	Foreman	1	Outsource	2	4
Kerb & Channel	Labourers	2	Outsource	2	2
Kerb & Channel	Leading Hands	2	Outsource	2	2
Landscaping	Foreman	1	Don't Use	3	3
Landscaping	Labourers	3	Don't Use	3	3
Landscaping	Leading Hands	3	Don't Use	3	3
Linemarkers	Foreman	1	Outsource	3	Don't Use
Linemarkers	Labourers	1	Outsource	2	3
Linemarkers	Leading Hands	1	Outsource	2	4
Operators	Backhoe	1	2	3	3
Operators	Rubbish Compactors	1	Don't Use	1	Don't Use
Operators	Bobcat	2	4	Don't Use	4



Regional Collaboration

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