

Indigenous Participation Plan

- (a) how the contractor intends on meeting the mandatory minimum requirements for the Indigenous Procurement Policy;
- i. the contractor's current rate of Indigenous employment and Indigenous supplier use;
 - ii. the contractor's commitment to Indigenous participation. Some examples of the activities an organisation can take to demonstrate its commitment to Indigenous participation are set out in the Indigenous Procurement Policy; and
 - iii. if any part of the Contract will be delivered in a Remote Area, how the [Tenderer] will ensure that its provision of Goods and/or Services will deliver significant Indigenous employment or Indigenous supplier use outcomes in that Remote Area.
- (b) The mandatory minimum requirements can be met at:
- i. the contract-based level (not applicable); or
 - ii. the organisation-based level.
- (c) To meet the mandatory minimum requirements at the **organisation-based level**, by the end of the Initial Term of the Contract:
- i. at least 3 per cent of the full time equivalent Australian-based workforce of the Contractor must be Indigenous Australians, on average over the Initial Term of the Contract; or
 - ii. at least 3 per cent of the value of the Contractor's Australian supply chain must be subcontracted to Indigenous enterprises, over the Initial Term of the Contract; or
 - iii. a minimum percentage of the full time equivalent Australian-based workforce must be Indigenous Australians on average of the initial term of the contract, and a minimum percentage of the value of the Contractor's supply chain must be subcontracted to Indigenous enterprises, such that both minimum percentages add up to 3 per cent over the Initial Term of the Contract.
- (d) The mandatory minimum requirements can be met directly or through subcontracts.
- (e) The successful contractor's Indigenous Participation Plan will be attached to the resultant Contract, and the successful contractor will be required to comply with and report against the Indigenous Participation Plan during the Term.

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BARRINGTON GROUP AUSTRALIA

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Cogent Business Solutions Pty Ltd

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Connect3i Pty LTd

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- i. the contract-based level (not applicable); or
- ii. the organisation-based level.

(c) To meet the mandatory minimum requirements at the **contract-based level**, by the end of the Initial Term of the Contract:

- i. at least 4 per cent of the full time equivalent Australian-based workforce deployed on the contracted project must be Indigenous Australians, on average over the Initial Term of the Contract; or
- ii. at least 4 per cent of the value of the work performed under the Contract must be subcontracted to Indigenous enterprises, over the Initial Term of the Contract; or
- jj. a minimum percentage of the full time equivalent Australian-based workforce deployed on the contracted project on average over the initial term of the contract must be Indigenous Australians, and a minimum percentage of the value of the work performed under the Contract must be subcontracted to Indigenous enterprises, so that both minimum percentages add up to 4 per cent, over the Initial Term of the Contract.

(d) To meet the mandatory minimum requirements at the **organisation-based level**, by the end of the Initial Term of the Contract:

- i. at least 3 per cent of the full time equivalent Australian-based workforce of the Contractor must be Indigenous Australians, on average over the Initial Term of the Contract; or
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- iii. a minimum percentage of the full time equivalent Australian-based workforce must be Indigenous Australians on average of the initial term of the contract, and a minimum percentage of the value of the Contractor's supply chain must be subcontracted to Indigenous enterprises, such that both minimum percentages add up to 3 per cent over the Initial Term of the Contract.
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Ernst & Young

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Mitchell Personnel Solutions

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OMNI EXECUTIVE

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SIRRAS Consultants Pty Ltd

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[INSERT COMPANY NAME] Staff Check Pty Ltd

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 - at the organisation-based level, in which regard at least:
 - s47G [INSERT EXACT PERCENTAGE] of the contractors full time equivalent Australian-based workforce will be Indigenous Australians over the Initial Term; and
 - s47G [INSERT EXACT PERCENTAGE] of the contractors Australian supply chain will be subcontracted to Indigenous enterprises over the Initial Term.

s47E(d)

3.3 Evaluation Criteria

3.3.1 s47E(d) evaluated the tenders over the period 8 January 2024 to 19 February 2024 in relation to the evaluation criteria s47E(d) set out in the table below.

Ref	Evaluation Criterion	s47E(d)
(a)	The extent to which the tender meets the technical, functional, operational and performance requirements stated in the draft Scope of Services, including transition requirements.	
(b)	The tenderer's approach to incorporation of small businesses and family enterprises in their supply chain.	
(c)	The tenderer's approach to creating an inclusive environment which values, respects and draws on the diverse backgrounds, experiences, knowledge and skills of their personnel.	
(d)	The extent to which the tender meets the technical, functional, operational and performance requirements stated in the draft Scope of Services, including transition requirements.	
(e)	The tenderer's capability and experience in providing services similar to those specified in the RFT.	

Table 3: Evaluation Criteria