



GROW Compact Action Plan

Aus Pits

GROW is a long-term strategy to generate local sustainable jobs, and support job seekers from areas with high rates of unemployment to have equitable access to these opportunities. GROW is a Collective Impact initiative, bringing together philanthropic, business, government and community organisations and making inclusive jobs growth a priority for everyone in the G21 region.

As signatory of the GROW Compact, Aus Pits is committed to adding value to the G21 Region, including the social benefit generated by investing in local businesses and local people. The ongoing sustainability of our business entails an individualised response to the GROW principles, as demonstrated in our Compact Action Plan.

We agree to:

- participate (where possible) in the data collection of Local and Social Procurement to track changes over time;
- provide this Compact Action Plan for publication on the GROW website, and to report on our outcomes after 12 months.

Ref	Action	Sub Action/Comments	Due Date	Resp. Officer	Status
Policy and Process Development					
2 (2A)	Update Procurement Policy to include GROW local and social procurement objectives.	Incorporate into overall Procurement Policy	30 June 2018	Nathan Holmes	2017/18 Action Plan
8	Detail any other 'Policy and Process' Development Actions	Building awareness of value proposition including quality, social, etc	30 June 2018	Nathan Holmes	2017/18 Action Plan
Planning, Procurement and Purchasing					
9	Measure and report on annual expenditure with local and non-local suppliers.	Submit data to GROW	31 Dec 2017	Nathan/Cameron	Completed
10	Review current supplier spend and identify opportunities to increase local expenditure.	Using data from GROW dashboard	31 Dec 2017	Nathan/Cameron	2017/18 Action Plan



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11	Review existing preferred supplier lists/panels and identify opportunities to shift to local businesses.			Nathan/Cameron	2017/18 Action Plan
12	Include the use of "Localised" to communicate upcoming contracts to the local market.	Register on Localised	31 Dec 2017	Nathan Homes	2017/18 Action Plan
Social Enterprises					
18	Measure and report or annual expenditure through social enterprises from G21 Region.	CATERING?	30 June 2018	Nathan Holmes	2017/18 Action Plan
Supplier Development					
30	Work with 3 local suppliers to build their capacity to contribute towards GROW principles.	Supplier Audits?	30 June 2018	?	2017/18 Action Plan
Employment and Training					
32	Measure and report on the annual numbers of employees, trainees, and/or apprenticeship positions filled for targeted job seekers.	Ongoing	30 June 2018	Cameron Shepherd	2017/18 Action Plan
33 & 34	Develop and endorse policy commitment to increase the numbers of employees, trainees, and/or apprenticeship opportunities for targeted job seekers.	Target percentage: contingent on market conditions	30 June 2018	Cameron Shepherd	2017/18 Action Plan
37	Establish a relationship with training providers who can support job seekers from target communities to gain appropriate training to enter employment within your organisation.	Whittington Works Alliance	30 June 2018	Cameron Shepherd	2017/18 Action Plan
40.1	Support for programs that create opportunities for job seekers from target communities: Employment Programs	Commitment: ongoing Target Number: 3 Target Cohort: 3219, 3214 Target Role Types: Entry level	30 June 2018	Cameron Shepherd	2017/18 Action Plan
42	Undertake workforce planning discussion in conjunction with employment agencies and	Potential for specific Aus Pits pre-employment training	30 June 2018	Cameron Shepherd	2017/18 Action Plan



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	training organisations that support job seekers from target communities.				
43	Undertake workforce planning discussion that includes the consideration of job carving which can support employment and training opportunities for job seekers from target communities.	Diversity Field Officer Service	30 June 2018	Cameron Shepherd	2017/18 Action Plan
45	Offer a guaranteed interview for applicants from target communities should they meet the requirements.	Standard Recruitment Practice	30 June 2018	Cameron Shepherd	2017/18 Action Plan
Leadership					
48	Attend network meetings or events to enable continuous learning and improvement.	Nathan or Cameron to attend Compact Action Network meetings	30 June 2018	Cameron/Nathan	2017/18 Action Plan
51	GROW compact endorsed and signed by the CEO, Managing Director and/or Board.		30 June 2018	Cameron Shepherd	Completed
52	Prominently display the signed compact.		30 June 2018	Cameron Shepherd	2017/18 Action Plan
53	Appoint a staff member with overall responsibility for implementation of the GROW compact action plan.		30 June 2018	Cameron Shepherd	2017/18 Action Plan
54	Appoint a staff member with overall responsibility for the annual provision of procurement data for GROW.		30 June 2018	Nathan Holmes	2017/18 Action Plan
55	Encourage staff engagement within local volunteer programs supporting disadvantaged communities.	Give Where You Live- Loaned Executive Programme	30 June 2018	Cameron Shepherd	2017/18 Action Plan
57	Publicly report against annual action plan commitments.		30 June 2018	Cameron Shepherd	2017/18 Action Plan
59	Inform staff regularly of your commitments and achievements.	Internal newsletter	30 June 2018	Cameron Shepherd	2017/18 Action Plan



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Communication and Education					
64	Provision of staff training in relation to local and social procurement.	? internal processes?	30 June 2018	Nathan Holmes	2017/18 Action Plan
66	Share your experiences through development and publication of case studies.	WWA/Aus Pits case study	30 June 2018	Cameron Shepherd	2017/18 Action Plan

Original Online Action Plan Submitted by: Cameron Shepherd at 07/24/2017 15:06:17

Approved by: 

Date: 27/9/17