



GROW Compact Action Plan



Barwon Water

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, Barwon Water 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.

Item	Action	Sub Action/Comments	Due Date	Status
1.	Participate in forward procurement planning and / or joint purchasing arrangements.	Play an active role through attendance of GROW meetings and workshops to assist understanding regional future procurement activity.	1 July 2018	Complete - Procurement team attended GROW meetings and will continue to identify suitable shared service opportunities with other local agencies
2.	Continue to encourage existing partners and suppliers from G21 to sign the GROW compact.	Encourage new GROW compact signatories that supply to Barwon Water (consider construction, goods and services)	1 July 2018	Ongoing - Schedules have been included in Barwon Water tender documentation for successful tenderers to consider joining GROW
3.	Publicly report against annual action plan commitments.	Report achievements against annual action plan to GROW and ELT.	1 July 2018	Complete - Compact Action Plan to be published on GROW website

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4.	Establish a regular reporting framework to the executive leadership group.	Include social procurement reporting in the half yearly procurement reports to ELT.	1 July 2017	Complete – Executive Leadership Team report provided on 05 September 2017
5.	Inform staff regularly of your commitments and achievements.	Externally communicate connections articles highlighting social procurement activities.	1 July 2018	Complete and ongoing – Several internal news articles have been published, including promoting the social procurement panel and Seasons Catering.
6.	Communicate Procurement Policy and process changes to the organisation.	Conduct procurement training sessions. Include information on social and local procurement.	1 July 2018	Complete and Ongoing – Colac site, Northern Water Plant site and Infrastructure services Coordinators have been briefed. Barwon Water investigating implementing an online training program
7.	Measure and report on annual expenditure through social enterprises from G21 Region.	Establish reporting arrangements to identify breadth and value of social spend.	1 July 2017	Complete - ongoing
8.	Review existing preferred supplier lists/panels and identify opportunities to include more social enterprises from the G21 Region.	In conjunction with GROW finalise the Social provider listing and communicate to staff via the intranet.	1 Sept 2017	Complete and ongoing - Social Procurement panel information is available on Barwon Water's intranet and has been communicated to staff.
9.	Conduct or facilitate participation in education sessions for existing and potential suppliers on local and social procurement.	Provide progress updates on social procurement and how to embed in your tender responses at construction and good and services contractor forums.	1 July 2018	Complete - Participated in and hosted the Localised contractor forum at Barwon Water's Ryrie HQ community hub. Forum complete - Ongoing where possible.
10.	Work collaboratively with key service providers to develop and implement tender criteria for subcontractors that specify local and social procurement outcomes.	Identify existing suppliers to educate and discuss opportunities to increase social outcomes from subcontractors.	1 July 2018	Complete and ongoing - Laboratory Services contract has performance KPIs to identify employment opportunities with Social Enterprises. Other contracts to be identified.



Item	Action	Sub Action/Comments	Due Date	Status
11.	Develop and endorse policy commitment to increase the numbers of employees, trainees, opportunities for targeted job seekers.	Continue to target a minimum of 2 trainees per year from targeted communities.	1 July 2018	Complete - Barwon Water has committed to 13 trainees in its 2018 traineeship program, and is working with Wan-Yaari, Gforce and Northern Futures to facilitate this.
12.	Share your experiences through development and publication of case studies.	Continue to take an active role in conjunction with GROW, highlighting achievements.	1 July 2018	Complete and ongoing - Social Procurement case studies were published on Barwon Water's intranet in August 2017.
13.	Include local, social and targeted employment data in sustainability reporting or/and annual reporting publications.	Provide a short overview of Barwon Water's achievements against the GROW action plan in the annual report.	1 July 2018	Ongoing - To be included in Barwon Water's 2017/18 Annual Report.

Approved by: Tracey Slatter – Managing Director

Date: 24/04/18