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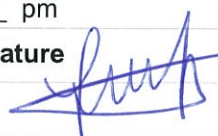

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8.00am - 4.00pm MON - FRI

# Tender Register

In accordance with Regulation 17 of the *Local Government (Functions and General) Regulations 1996*, the following information is required to be retained as part of the Tender Register and is to be made available for public inspection upon request.

TENDER DETAILS			File Number			
Legislation	Tender No.	T06-18/19	Tender Title		Bituminous Sealing & Line Marking	
Reg 17(2)(a)	Brief description of goods or services required	The Shire of Wyndham East Kimberley invites tenders for the provision of bituminous sealing and line marking services for a period of one (1) year with a possible two (2) x one (1) year extensions. The resultant contract will be a schedule of rates contract that will be utilized by the Shire on an as required basis for the completion of annual work programs				
Reg 17(2)(b)	Particulars of the decision to invite Tenders / EOI	The Director Infrastructure has exercised Delegation 7 Expressions of Interest and Tenders to publicly advertise this procurement as a Tender as it is expected to be in excess of \$150,000 and/or to enable a broad number of potential contractors to apply.				
Reg 17(2)(c)	Advertisement Details	West Australian	12/06/2019	Kimberley Echo	03/06/2019	
		Shire Facebook	12/06/2019	Shire Website	12/06/2019	
Good Practice	Clarification Deadline	2.00pm, 21/06/2019		Submission Deadline	2.00pm (WST), 28/06/2019	
Good Practice	Addendum Listing					
Good Practice	Opening Date	28/06/2019	Opening Time		2.20 pm	
Good Practice	Opened in the Presence of	Name			Signature	
		Jesse Johnson				
		Felicity Heading				


[illegible]

See attached

**TENDER OUTCOME (Regulation 17(2)(f) and 17(3))**

Tender Awarded By	Council	Date of Council Meeting	23 July 2019	Council Minute No.	118066
Name of Successful Tenderer(s)	Downer EDI Works				
Amount or a Summary of the Amount of Successful Tenderer(s) Accepted	Schedule of Rates				

**TO BE COMPLETED BY THE PROBITY OFFICER**

Probity Officer Name	Jesse Johnson				
Probity Officer Position Title	Senior Procurement and Contracts Officer				
Date Preparation Complete	05/08/2019	Probity Officer Signature			

## 16.2. REQUEST FOR TENDER T06-18/19: BITUMINOUS SEALING AND LINE MARKING

DATE:	23 July 2019
AUTHOR:	Senior Procurement and Contracts Officer
RESPONSIBLE OFFICER:	Director Infrastructure
DISCLOSURE OF INTERESTS:	NIL

### Council Decision

Minute Number: 23/07/2019 - 118066

Moved: Cr M Dear

Seconded: Cr T Chafer

That Council:

1. Accepts the tender submitted by Downer EDI Works Pty Ltd of 5 Marion Road, Maddington WA 6109, for Tender T06-18/19 Bituminous Sealing and Line Marking, in accordance with the Schedule of Rates for the initial contract period of one (1) year, with two (2) possible successions of one (1) year contract extension terms.
2. Enters into a contract with Downer EDI Works Pty Ltd of 5 Marion Road, Maddington WA 6109, for Tender T06-18/19 Bituminous Sealing and Line Marking, in accordance with the Schedule of Rates for the initial contract period of one (1) year.
3. Authorises the Chief Executive Office to approve the two (2) possible successions of one (1) year contract extension terms, following the cessation of the initial contract term, providing Downer EDI Works Pty Ltd has successfully satisfied contract requirements.

Carried: 9/0

This item is to be considered behind closed doors as per the *Local Government Act 1995* Section 5.23 (2)(c)

### **5.23. Meetings generally open to public**

(2) If a meeting is being held by a council or by a committee referred to in subsection (1)(b), the council or committee may close to members of the public the meeting, or part of the meeting, if the meeting or the part of the meeting deals with any of the following —

- (a) a matter affecting an employee or employees; and
- (b) the personal affairs of any person; and
- (c) a contract entered into, or which may be entered into, by the local government and which relates to a matter to be discussed at the meeting; and



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**CLASSIFIEDS - Tenders**  
Request for Tender 106-18/19  
Blumhaus Sealing & Line Marking  
The Shire of Wyndham East Kimberley is seeking tenders for the provision of Blumhaus Sealing & Line Marking services for a period of one (1) year. The tender contract will be a schedule of rates. The contract will be awarded to the lowest bidder. The contract will be awarded to the lowest bidder. The contract will be awarded to the lowest bidder.

**Request for Tender 106-18/19**  
Blumhaus Sealing & Line Marking  
The Shire of Wyndham East Kimberley is seeking tenders for the provision of Blumhaus Sealing & Line Marking services for a period of one (1) year. The tender contract will be a schedule of rates. The contract will be awarded to the lowest bidder. The contract will be awarded to the lowest bidder. The contract will be awarded to the lowest bidder.



# Many ways to effectively reward hardworking employees



**Sandra Argees**

WHEN it comes to rewarding loyal employees, there is no such thing as a one-size-fits-all approach, according to Career Consultant Kendal Drew.

"It is important for employers to understand what drives their employees' performance," she said.

"Is it doing worthy work? Is it about status, job title or a high salary? Being valued for their effort? Rewarding time in lieu? Or something else?"

"An astute employer will respond to those drivers first in understanding and getting to know each staff member, identifying what's relevant to each and applying them accordingly."

Referring to a recent study by the Society for Human Resource Management, which identified the cost of a single personnel hire at about US\$4000 (\$5740), Ms Drew said the biggest costs for employers came from an inability to retain hardworking, dedicated staff members and avoid high turnover.

"Frequent rehires can quickly become an organisational expense," she said.

"It is not just the cost of recruiting and training of new hires that is involved here. There is also the human cost of the ongoing staff who have to cover higher workloads throughout the changeover period, train the new personnel and adjust to the new hire."

"There's also the 'survivor' element of the staff that continue through constant change, leaving them feeling unsettled and unable to tackle some of the bigger tasks while they concentrate on 'business as usual' activities throughout change."

Ms Drew said it was worth noting and rewarding the value of "corporate knowledge". That is, valuing the long-term, dedicated employees who hold high levels of business know-how.

"These are often the people



Kendal Drew.

**Sometimes it will be the person who is willing to challenge the status quo that is the best fit in a higher-level role because they will bring new thinking and stretch the role.**

within the organisation who others turn to when seeking to understand a decision or change," she said.

"This knowledge has a high, uncharted value within organisations."

Placing value in performance reviews, Ms Drew said they were beneficial only if administered proactively.

"There's a clear benefit with annual performance reviews when they are done well, however, career conversations should not be confined to an annual event," she said.

"Best-practice career management involves regular, ongoing communication and the co-creation of plans for development that will maintain stimulation and engagement."

"The process should identify achievements, skills gaps and employee ambitions; and the resultant plan then needs to be acted upon."

Ms Drew said in terms of employee traits warranting a promotion, corporate knowledge was invaluable.

"There are clear benefits in promoting from within and rewarding and utilising that knowledge," she said. "The individual would need to be demonstrating potential and willingness to operate at a higher level and be the right fit for the role."

"Sometimes it will be the person who is willing to challenge the status quo who is the best fit in a higher-level role because they will bring new thinking and stretch the role."

"One benefit of promoting from within an organisation is this demonstrates trust in the current workforce and a commitment to building their skills and helping them achieve their developmental and career goals. In the wider organisation, others will see this display and this can effectively raise productivity and performance, as there will be a sense that if one is rewarded in this way, there is an intention to raise others in a similar fashion."

"This is one effective way to build trust within an organisation, and the flow-on effects can be widespread."

## Local Govt Vacancies



### PERMANENT POSITION Community Development Officer

An opportunity exists for an enthusiastic, self-motivated person to fill the position of Community Development Officer at the Shire of Wickham for three days per week.

Remuneration will be based on the Local Government Industry Award 2010 starting at a Level 3 up to Level 5 depending on qualifications and experience.

For information on how to apply, please contact the Shire Office on 9888 1000 or email [esed@wickham.wa.gov.au](mailto:esed@wickham.wa.gov.au).

Information is also available on the Shire of Wickham website [www.wickham.wa.gov.au](http://www.wickham.wa.gov.au).

Applications close with the undersigned on Friday 26 July at 4.00pm and should be addressed 'Private & Confidential'.

Mark Hook  
Chief Executive Officer  
Shire of Wickham  
PO Box 19  
Wickham 6370

Mark J Hook  
CHIEF EXECUTIVE OFFICER

## Local Govt. Tenders



### COMMUNITY INFRASTRUCTURE CONCEPT PLAN AND COSTINGS REVIEW AND UPDATE

Request for Consultation  
Request No. R/C 930/19

Offers are invited from suitably qualified consultants for the Community Infrastructure Concept Plan and Costings Review and Update.

Request documents are available for downloading from [www.tenderlink.com/kwinana](http://www.tenderlink.com/kwinana).

Offers must be submitted electronically via Kwinana's portal located on [tenderlink.com/kwinana](http://tenderlink.com/kwinana).

Deadline for offers to be submitted is 2:00pm, Thursday, 27 June 2019.

Information on how to respond is provided in the request for consultant documents.

Further information may be obtained from Lisa Crouch on (08) 9439 0413.

There is no obligation on the City to accept any submissions. Canvassing of Council members will disqualify Respondents from further consideration.

Joanne Abbiss  
Chief Executive Officer



### EMRC EASTERN METROPOLITAN REGIONAL COUNCIL (EMRC)

TENDER NO: RFT2019-001  
RED HILL WASTE  
MANAGEMENT FACILITY  
STATION 14 LANDFILL  
CELL CONSTRUCTION

The EMRC is seeking tenders for the construction of Stage 14 Landfill Cell.

Tenders shall be submitted electronically via e-tendering portal at [www.tenderlink.com/emrc](http://www.tenderlink.com/emrc) no later than 4:00pm Australian Western Standard Time (WST), Friday 28 June 2019.

A tender that is not in the electronic tender box when the tender closes will not be considered for evaluation.

Facsimile tenders will not be considered for evaluation. Lowest or any tender will not necessarily be accepted. Canvassing of Council members will disqualify the tender.

A copy of the tender documents may be obtained by registering your details via the EMRC's E-Tendering website [www.tenderlink.com/emrc](http://www.tenderlink.com/emrc).

Technical enquiries are to be directed to the TenderLink portal at [www.tenderlink.com/emrc](http://www.tenderlink.com/emrc).

Further information can be obtained from Doug Damstra on (08) 9424 2222.

Wendy Harris  
Acting Chief Executive Officer



The City of Albany is calling for tenders for the following:

C19015 - Purchase and Removal of Scrap Metal

Full Specification and Tender Forms may be obtained from the City of Albany website [www.albany.wa.gov.au](http://www.albany.wa.gov.au) or by contacting the City of Albany on (08) 9320 3078.

Tenders may be hand delivered to the City of Albany's North Road Tender Box, 102 North Road, Albany WA 6171 or emailed to [tenders@albany.wa.gov.au](mailto:tenders@albany.wa.gov.au).

The closing date for tenders is 27 June 2019, tenders should be marked with the Contract Number (C19015) and be addressed to the Chief Executive Officer.



Request for Tender  
T06-1B/19 Bituminous  
Sealing Line Marking

The Shire of Wyndham East Kimberley invites tenders for the provision of bituminous sealing and line marking services for a period of one (1) year with a possible two (2) x one (1) year extensions.

The resultant contract will be a schedule of rates contract that will be utilized by the Shire on an as required basis for the completion of annual work programs.

Details of the tender are available on the Shire's website [www.wyke.wa.gov.au/workwithus/tenders](http://www.wyke.wa.gov.au/workwithus/tenders).

Potential respondents will need to register as a supplier with Vendorlink to access the tender documents.

Clarification of tender details must be in writing and sought via the Shire's VendorPanel website prior to 2:00pm, Friday 21 June 2019.

Tenders must be submitted via the Shire's VendorPanel website [www.vendorpanel.com.au/wyke](http://www.vendorpanel.com.au/wyke).

The Deadline for submissions is 2:00pm (WST), Friday 28 June 2019.

Responses submitted by facsimile, email, mail or hand delivery will not be accepted. Late tenders will not be accepted.

The lowest, or any tender may not necessarily be accepted.

Any potential tenderer canvassing Shire of Wyndham East Kimberley Officers will be disqualified from the tender process.



### REQUEST FOR TENDER 02-2019

RECEIVAL AND PROCESSING  
OF BULK WASTE

Tenders are invited for the receipt and processing of Bulk Waste delivered to the Principal. The basis of the contract is to provide regular receipt of Bulk Waste in a timely manner from the Principal along with the processing of the Bulk Waste in an effort to maximize the recovery and diversion of waste from landfill.

Tender documents are available from the Western Metropolitan Regional Council (WMRC), Wearne House, 40 Marine Parade, (Corner Warton Street), Goolswater or by request at [www.wmrc.wa.gov.au](http://www.wmrc.wa.gov.au).

Tenders close Noon WST Friday, 28 June 2019 and are to be lodged in the tender box at the above address.

The opening of tenders will take place immediately following the closing time and members of the public may attend.

Enquiries to Aimee Hynes on (08) 9384 4003.

Tenderers must comply with the Conditions of Tendering and the General and Special Conditions of Contract. Canvassing of elected members will disqualify.

STEFAN FRODSHAM  
CHIEF EXECUTIVE OFFICER



Tenders are invited for the goods and services listed below:

TREE WATERING SERVICES (PARKS, STREETS, ESCAPES & RESERVES)

Tender No. RFT 04/2019

Deadline: 2:00pm (WST) THURSDAY 27 JUNE 2019

Tender Documents & Contract Requirements: Are available from the City of Cockburn's eProcurement website: <https://360providers.apsoftware.com.au>

Tender Enquiries: Karen Tate, Contracts Officer, by email [tenders@cockburn.wa.gov.au](mailto:tenders@cockburn.wa.gov.au)

Lodgement: Tenders can only be lodged using the City's eProcurement website: <https://360providers.apsoftware.com.au>

All electronic submissions files shall be clearly named with the City's Tender Number as stated above and the Tenderer's Name; and lodged by the specified time and date.

No late, telephoned, faxed, mailed, electronically or hand delivered tenders will be accepted.

## CITY OF GOSNELLS

### Tender 02/2019 Residential General Junk Collection

Tenders are invited and will be received until 2pm (AWST) on Thursday, 4 July, 2019.

Tender Documents & Contract Requirements are available from the City of Gosnells Tenderlink website: [www.tenderlink.com/gosnells](http://www.tenderlink.com/gosnells).

For further details regarding this tender please contact Akunna Ochulor on 9492 0124 or email [tenders@gosnells.wa.gov.au](mailto:tenders@gosnells.wa.gov.au).

Lodgement: Tenders can only be lodged using the Tenderlink E-Tendering website: [www.tenderlink.com/gosnells](http://www.tenderlink.com/gosnells). All electronic submission files shall be clearly named with the City's Tender Number as stated above and the Tenderer's Name; and be lodged by the specified time and date.

No late, telephoned, faxed, mailed, emailed or hand delivered tenders will be accepted.

[www.gosnells.wa.gov.au](http://www.gosnells.wa.gov.au)

## CITY OF GOSNELLS

### Tender 10/2019 Disposal of Waste - Engineering Operations

Tenders are invited and will be received until 2pm (AWST) on Thursday, 4 July, 2019.

Tender Documents & Contract Requirements are available from the City of Gosnells Tenderlink website: [www.tenderlink.com/gosnells](http://www.tenderlink.com/gosnells).

For further details regarding this tender please contact Akunna Ochulor on 9492 0124 or email [tenders@gosnells.wa.gov.au](mailto:tenders@gosnells.wa.gov.au).

Lodgement: Tenders can only be lodged using the Tenderlink E-Tendering website: [www.tenderlink.com/gosnells](http://www.tenderlink.com/gosnells). All electronic submission files shall be clearly named with the City's Tender Number as stated above and the Tenderer's Name; and be lodged by the specified time and date.

No late, telephoned, faxed, mailed, emailed or hand delivered tenders will be accepted.

[www.gosnells.wa.gov.au](http://www.gosnells.wa.gov.au)

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## TENDER



### RFT 19 1819 LOT 200 GREENOUGH RIVER ROAD, CAPE BURNEY - SUBDIVISION WORKS

The City of Greater Geraldton invites tenders from suitably qualified and experienced contractors to submit lump sum bids for the Construction of access road and drainage; installation of full services for proposed subdivision of Lot No. 200 Greenough River Road Cape Burney.

Specifications, criteria and documentation may be obtained electronically from the City's Tenderlink portal [www.tenderlink.com/cgg/](http://www.tenderlink.com/cgg/) after 8:00am Saturday 8 June 2019.

Further technical details are available by contacting the Procurement Officer, Ray Bailey via the Tenderlink clarification forum or via email [tenders@cgg.wa.gov.au](mailto:tenders@cgg.wa.gov.au)

Tenders must be submitted to the relevant electronic tender box via the City's Tenderlink electronic Portal, [www.tenderlink.com/cgg/](http://www.tenderlink.com/cgg/)

The time and date of final tender submission is 12:00pm (WST) Monday 24 June, 2019. Canvassing of any City of Greater Geraldton councillors or officers will disqualify submissions.

Ross McKim - Chief Executive Officer