

Birubi
Australia



CIVIL
CONTRACTORS



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Company Profile

About Birubi

Birubi Australia since its beginning, has made a strong commitment to driving Aboriginal employment outcomes; this was, and always will remain a core objective of the business.

Birubi is an authentic, Supply Nation certified Aboriginal owned and operated company, established in 2013. We are a commercially licenced builder with extensive experience in civil construction projects as a head contractor in metropolitan and regional South Australia. Each project we undertake has a core focus on Aboriginal employment and upskilling.

Birubi is accredited to ISO 45001 Work Health & Safety, ISO 9001 Quality, and ISO 14001 Environment. We are prequalified with DIT and registered with several government panels including SA Water, Housing SA and PIRSA. We have offices in both Glenelg and Whyalla.

In recent years, we have delivered projects in the \$50K - \$4M range for clients such as DIT, Department of Defence, SA Water and Ventia along with a number of tier 1 clients. We are active members of the Civil Contractors Federation, Master Builders Association, the Australian Subcontractors Association and the GMUSG.



Company Profile

Our Point of Difference

We're the real deal. Our commitment to creating economic independence for Indigenous communities and individuals is achieved through proactively recruiting, training and employing Aboriginal team members wherever we deliver projects along with supporting local Aboriginal owned businesses to engage with our procurement processes.

Our commitment to Aboriginal employment

We genuinely and successfully achieve high local Aboriginal participation on the projects that we deliver.

We direct employ our staff and upskill at every opportunity. Every project we deliver provides local Aboriginal employment – in many cases we achieve up to 85%.

Birubi promotes workplace participation and career development through mentoring, role modelling, troubleshooting barriers to full engagement, tailored training support and our commitment to identify and support a career pathway for each of our team members.

We achieve our great community outcomes through community networks engaging with Aboriginal workers, upskilling and training our team of Aboriginal and non-Aboriginal workers to achieve an enthusiastic, multi skilled workforce, committed to safety and excellence and with a professional approach to their role on the project.

Adding Value to Community

Supporting the growth of Aboriginal business

At Birubi we actively seek to procure services and products from Aboriginal enterprises and include them within our supply chain whenever possible.

Sourcing suppliers and getting the information out is one part of the process, however supporting smaller businesses to complete and lodge a subcontract bid is just as important.

We use clear and simple language in our documents and request only the pertinent information and supporting documentation in our processes. We are mindful of not placing an unfair burden on the business and owner in securing work and engaging in the process whilst continuing to maintain a conforming subcontractor management process.

Value adding to local community participation

Identify: we identify the needs of local Aboriginal business owners and provide facilitated business development advice on request where appropriate

Build: we build on our local relationships to provide practical support for Aboriginal youth in schools to aid retention and completion by providing sporting equipment, school materials and other products via our network of corporate partners.

Assist: we assist local Aboriginal representative groups with proposals and grant applications where possible

Birubi Australia is certified with Supply Nation (a not-for-profit organisation who facilitates connections between Aboriginal businesses and procurement departments; working to find and increase opportunities for Aboriginal business within the supply chain). We actively maintain our certification with Supply Nation.



Company Capability

Privately Owned

We are an Australian owned privately held company head officed in South Australia.



Safety

An internal commitment to safety, constantly optimising our systems and processes to align with best practice methods. Third party accreditation for our Work Health & Safety Management Systems to nationally recognised ISO 45001 certification. Birubi are now working towards Federal Safety Accreditation and anticipate realising this goal in the next 12 months.



Outstanding Delivery

We are steadfast in our commitment to deliver an exceptional journey and outcome for our clients from project start up to project close out. We can ensure delivery like this through the investments we have made in our procedures, policies, systems and key staff.



Continuous Profitability

Birubi Australia has achieved continuous growth and levels of profitability year on year since 2016. This success has allowed us to channel profits into further sustainable growth and invest in developing best practice processes.



Insurances

Birubi is appropriately insured for relevant risk and statutory obligations



Company Details

Registered Company Name

Birubi Australia Pty Ltd is a Private Company and is majority Aboriginal owned.

ABN:

12 164 458 628

Building Work Contractors Licence:

BLD 282876

Adelaide Office

3/45 Sandison Tce, Glenelg North SA 5045

Whyalla Office

53 Patterson St, Whyalla 5600



CIVIL CONTRACTORS FEDERATION
EARTH AWARDS
Excellence in Civil Construction

CCF SA Earth Award Winner: Judges Award

The CCF SA Earth Awards focus on recognising excellence in Civil Construction in South Australia. Our team's excellence in project delivery, innovation, and stakeholder management, particularly in our outstanding project: West Coast Homelands Roads Upgrades, led us to be awarded the Judges Award at the CCF 2023 SA Gala Ceremony



Demonstrated Experience

West Coast Homelands Roads Upgrades



Project Overview

This project aimed not only in repairing and upgrading the roads that connect ten Aboriginal homelands located in South Australia's far west but also to embrace the power of local engagement. What truly set this project apart was the integration of local Aboriginal individuals into our workforce. By creating employment opportunities, we foster a sense of ownership and purpose within the communities themselves.

The scope of work encompassed various crucial aspects to enhance the existing road infrastructure. This included minor drainage repairs, grading of the existing formation with a focus on crossfall correction where necessary, re-sheeting, and, subject to sufficient budget allocation, bituminous sealing of selected roads.

This project not only addressed the client requirements but also improved the lifestyles of the Aboriginal people in these communities by the improved service of the road network, but also through the engagement and collaboration with these Aboriginal communities.

Outcomes

- ✔ POSITIVE STAKEHOLDER RELATIONSHIPS AND ENGAGEMENT
- ✔ 90% OF ABORIGINAL ENGAGEMENT, WHERE 78% ARE LOCAL ABORIGINAL PEOPLE
- ✔ COST-EFFECTIVE CREATIVE SOLUTION
- ✔ SAFETY AND ENVIRONMENTAL FOCUS
- ✔ ON BUDGET
- ✔ ZERO DEFECTS
- ✔ LOCAL SUPPLIER USE

Client

Department of Transport and Infrastructure

Location:

Ceduna, South Australia

Duration:

6 months

Demonstrated Experience

Wallack Terrace Stormwater



Project Overview

Birubi Australia was engaged by the City of Whyalla to install a Stormwater system along Wallack Terrace in Whyalla. This stormwater system consisted of approximately 120m of culverts including the installation of 3 side entry pits and 2 junction boxes. This work tied into the road reconstruction of Walls Street and Wallack Terrace being completed by the City of Whyalla. The installation of this stormwater system will reduce the overland stormwater flow along Wallack Terrace and thus improve the flooding issues experienced by residents on this street.

Birubi were excited with the opportunity to tackle this important project for the City of Whyalla with various complexities and show our skills in completing a highly technical construction.

Client

City of Whyalla Council

Location:

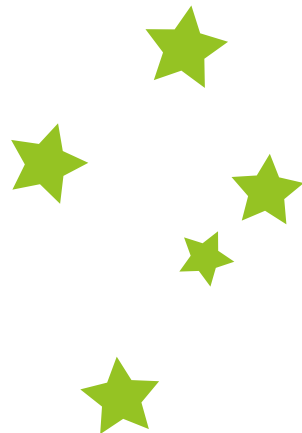
Whyalla, South Australia

Duration:

3 months

Outcomes

- ABORIGINAL EMPLOYMENT AND TRAINING
- OPPORTUNITIES TO IMPROVE PROCESSES
- ENVIRONMENTAL AND SAFETY FOCUS
- RESILIENCE DUE TO COVID IMPACTS



Demonstrated Experience

Leigh Creek Fencing



Project Overview

Birubi were awarded a contract for design and construction of chainwire perimeter fencing around two identified demolition zones in the Leigh Creek Township, as an early works package prior to the demolition program.

This project allowed for the employment of four local community members. Two of these staff members have continued casual employment with Birubi on work directly in the far north.

Client

Department of Transport and Infrastructure

Location:

Leigh Creek, South Australia

Duration:

4 months

Outcomes

- ENVIRONMENTAL FOCUS
- ON BUDGET
- LOCAL ABORIGINAL EMPLOYMENT
- ZERO DEFECTS

Demonstrated Experience

Dam Decommissioning



Project Overview

The project involved the closure of 20 former pastoral dams located within the Cultana Expansion Area (CEA), which is owned by the Department of Defence. It covered all aspects of the closure activities including removal and disposal of all existing dam infrastructure, dewatering, backfilling, detailed earthworks, landscaping, revegetation and weed management for site remediation plus waterway stabilisation with geofabric

Client

Department of Defence

Location:

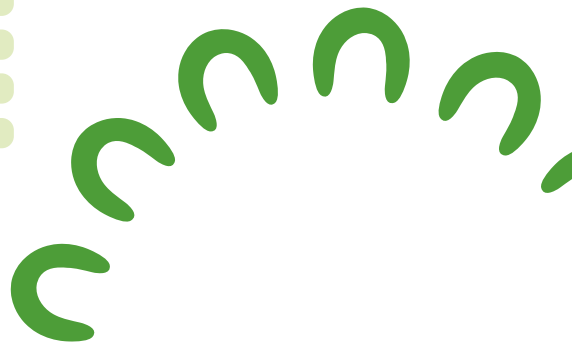
Cultana, SA

Duration:

6 months

Outcomes

- ON BUDGET
- AHEAD OF SCHEDULE
- ABORIGINAL EMPLOYMENT
- ABORIGINAL TRAINING
- LOCAL SUPPLIER USE
- ZERO DEFECTS



Demonstrated Experience

Genesee and Wyoming Australia (GWA) Access Track



Project Overview

This project was for the construction of the new GWA access track from Tassie St, Port Augusta to facilitate the construction of the Joy Baluch AM Bridge Duplication. It included removal of all redundant concrete, existing signage and vegetation, earthworks, granular pavements, asphalt, kerbing and associated testing and traffic management, all to DIT Master Specifications. It was completed on schedule and within budget, and utilised labour from the local Aboriginal workforce and suppliers from the local region.

Client

Department of Infrastructure and Transport (DIT)






Location:

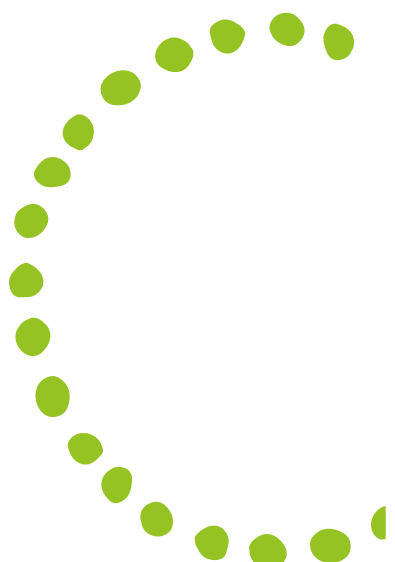
Port Augusta, SA

Duration:

6 weeks

Outcomes

-  AHEAD OF SCHEDULE
-  ON BUDGET
-  LOCAL ABORIGINAL EMPLOYMENT
-  ABORIGINAL TRAINING
-  LOCAL SUPPLIER USE



Demonstrated Experience

Fence Line Grading and Vegetation Clearing



Project Overview

This project involved grading in five sections of the Cultana Expansion Area. Broadspectrum required a vegetation clearance to fence lines around the Cultana Property, firstly to provide the ability to see the fence line and ensure there is no damage due to vegetation, and secondly to allow for a security patrol to inspect the fence lines regularly as part of the Range Standing Orders. The specified requirement was to provide vegetation clearance to 5m around the inside of the fence line in each of the five designated sectors by light grading. Birubi's approach was to use a dedicated work crew comprising of a Cat12 grader, 4WD support vehicle, supervisor, and operator. A permanent Birubi Team member achieved his Grader operations ticket on this project

Client

Broadspectrum





Location:

Cultana, SA

Duration:

5 weeks

Outcomes

-  AHEAD OF SCHEDULE
-  ON BUDGET
-  ABORIGINAL EMPLOYMENT & TRAINING
-  LOCAL SUPPLIER USE



Demonstrated Experience

Yorkeys Crossing



Project Overview

DIT engaged Birubi to reshape, compact and seal the 2.6km section of Yorkeys Crossing adjacent the Davenport Aboriginal Community immediately north of Port Augusta.

The work was predominantly undertaken by Aboriginal workers engaged by Birubi from within the Davenport Community. Works were undertaken in strict compliance with DIT WHS, environment and quality requirements.

Hazards included underground and overhead services, public traffic (on over-dimensional route), extreme weather, fauna, flora, etc. Care was taken to avoid damage to adjacent vegetation, and as a variation to the contract Birubi completed removal of rubbish and debris adjacent the road.

Outcomes

- ✓ ENVIRONMENTAL AND SAFETY FOCUS
- ✓ LOCAL ABORIGINAL EMPLOYMENT AND TRAINING
- ✓ ON BUDGET
- ✓ ZERO DEFECTS

Client

Department of Transport and Infrastructure

Location:

Port Augusta, Davenport, South Australia

Duration:

2 months

Demonstrated Experience

Drainage Works and Road Reshaping



Project Overview

The Birubi team upgraded an access road in early 2018. The project included road widening and swale reshaping to manage floodway's during storm events. The work was completed to budget and ahead of schedule with over 80% local Aboriginal employment. The project also provided the opportunity for two of our Aboriginal workers to achieve plant competencies through their work on the project (water truck and roller operator).

Client

Department of Defence






Location:


Cultana, SA

Duration:

2 months

Outcomes

-  AHEAD OF SCHEDULE
-  ON BUDGET
-  80% ABORIGINAL EMPLOYMENT
-  ZERO DEFECTS
-  TRAINING OPPORTUNITIES



The completed work across all of the Aboriginal homelands looks great. Well done to yourself, Birubi and your partners. Birubi managed to drive the budget for this project further than we could have hoped for, and made significant improvements to peoples' lives, especially with newly sealed roads in areas prone to severe water damage"

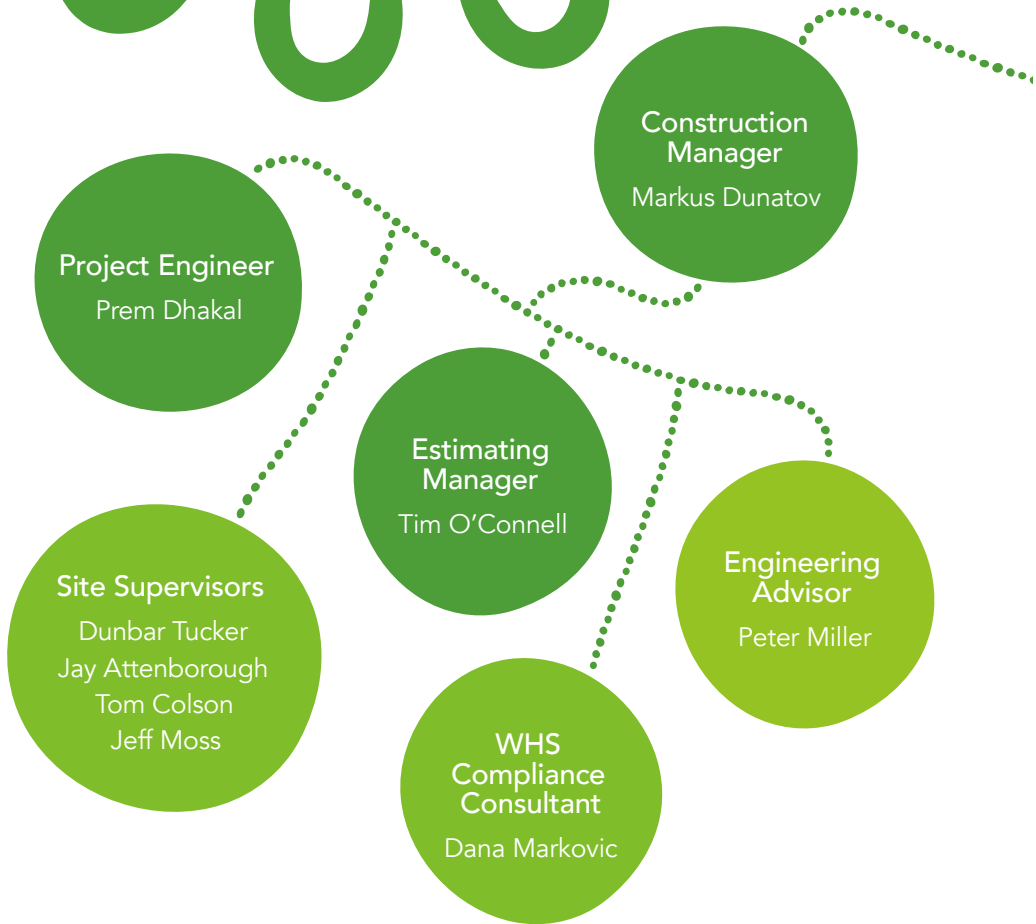
Stuart Sturgess

Program Manager

Municipal Services on Aboriginal Lands,
Department for Infrastructure and Transport

Our Team

Corporate Organisational Chart





Work Health and Safety Management

Our System

Birubi Australia is supported by a comprehensive Work Health Safety Management System certified to ISO 45001, the nationally recognised standard for safety. To maintain our certification, we undergo annual third-party audits conducted by Compass Assurance Services.

In addition to third-party audits, we regularly conduct our own internal audits and gap analysis reviews; with the aim to identify areas of improvement, process optimisation opportunities and areas of workforce development. Our culture of continual improvement is further supported by our open communication from top to bottom, encouraging consultation with all staff on any issues.

We work by following these principles:

- we value the lives and safety of people above all else
- all injuries can be prevented
- we always watch for the safety of our colleagues
- we respect the environment
- we expect all people on site to accept personal responsibility for their own safety and that of others
- we acknowledge everyone has the right to know the hazards they may be exposed to at work



Our Method

Our goal is Zero Harm. This means that we will care for and protect our people, the business, the communities in which we operate, and the environment. Our Health, Safety and Environmental (HSE) Management System sets out how we implement this policy. We view Health and Safety as everyone's responsibility.

An essential part of a successful Integrated Management System is its ability to influence behaviours through the actions of employees (including subcontractors).

Everyone must be aware of the risks associated with a work task and have the ability to implement the control measures that are required to complete the task without causing injury or harm to themselves, others or the environment.

Participation and feedback is vital to ensure that they are receiving adequate training and instruction prior to completing a task, and that the resources and equipment provided to them is adequate and capable of controlling risks. Ongoing communication and consultation through Pre-start meetings, Toolbox meetings and other methods is necessary to ensure that a shared focus on improving health, safety and environmental awareness in the workplace is achieved.

Snapshot

Executive led driven safety culture

Nationally recognised safety system

FSC Accreditation in progress

Environmental Management

Our System

The nature of our operations provides a range of environmental responsibilities we are committed to managing in an appropriate and effective manner.

We manage environmental risks associated with our civil construction operations, handling of hazardous chemicals, plant and equipment, flora and fauna, and disposal of waste. We aim to meet the strict legal and statutory requirements, as well as client requirements through a comprehensive environmental management system which works towards mitigating any negative impact on the environment and maintaining a positive corporate reputation.

Our Method

We develop tailored Environmental Management Plans (EMP) to detail Birubi Australia's Environmental policies and procedures, and to provide the framework for their implementation on each project undertaken. The use of EMPs explain our current processes and directs personnel to procedures and safe work instructions.



The management of the environment is extremely important to Birubi Australia. The organisation has firm goals, which are embraced by all personnel and include:

- Zero Harm to the environment.
- Incident and injury free workplaces.
- Apply best practice environmental practices, with a focus on reduce, reuse and recycle.
- Comply with relevant PDS Contractor environmental policies, procedures, plans or commitments as applicable.
- Ensure environmental compliance with relevant statutory requirements.

As part of our system and a commitment to continual improvement, environmental performance data for targets is collected, analysed, and reported in order to monitor and evaluate ongoing performance, drive system changes and optimise processes.



Quality Management

Our System

Birubi Australia is accredited to the most recent nationally recognised Quality standard ISO 9001:2015. We undergo regular third-party audits from external provider Compass Assurance Services to ensure our system remains not only compliant, but we optimise and strive for continual improvement.

We have developed and implemented our Quality Management System in order to document our business practices, better satisfy the requirements and expectations of our customers and improve the overall management of our company.

We have established and implemented documented plans and procedures that describe the processes and the controls required for the provision of services in awareness to the objectives, the potential for planned or unintended change, and the risks and opportunities.

Our Method

Our commitment is to never compromise on the safety, compliance and quality of our services. This requires everybody to be engaged, to understand their responsibility and to be empowered to take action in order to protect individuals, customers and our services.

We are committed to striving for constant improvement in all aspects of our service delivery and expect each employee to take responsibility for work undertaken.

Services to our clients must conform to an agreed specification. We are committed to delivering services which satisfy our client's present and future needs.

We commit to:

- Continuously applying innovation to existing services
- Designing services in conjunction with the client based on requirements
- Continually searching for the latest best-practice, and
- Introducing new processes that fit our fields of interest as soon as practicable.

Snapshot

Integrated cloud-based management system

Continuous improvement to ensure best practice business processes



Notes



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