

Workers Information Summary

Changes to Main Roads Contract Delivery Model

Main Roads has completed a review of our maintenance delivery model.

The review was limited to the Term Maintenance Contracts and other contracts such as the AMSS, that supply labour to Main Roads regional operations including maintenance.

The Government has approved the following changes to Main Roads contract delivery model:

- Bring maintenance and some regional construction back to Main Roads day labour.
- A staged transition of workers associated with the maintenance and construction function under other labour contracts to direct employment.
- Delivery of Minor Capital Works (MCWs) through Main Roads resources supported by local contractors and Local Government where possible.

Existing Maintenance Contracts are starting to reach their endpoint this year, with most ending by February 2024. The Kimberley contract is due to end in 2026.

Those term contracts impacted are:

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| • Wheatbelt Rural Network Contract (RNC) | Oct 2022 |
| • Mid West-Gascoyne Rural Network Contract (RNC) | Nov 2022 |
| • Goldfields-Esperance Rural Network Contract (RNC) | Oct 2023 |
| • Pilbara Rural Network Contract (RNC) | Oct 2023 |
| • Metropolitan Network Contract (MNC) | Oct 2023 |
| • Southern Network Contract (SNC) | Dec 2023 |
| • GFF Tunnel and Incident Response Services (IRS) Contract | Feb 2024 |
| • Kimberley Resources Contract (KRC) | Jan 2026 |

660 new or transitioned jobs will come to Main Roads by the end of the transition period (January 2026).

Transition– Maintenance Contracts

Maintenance crews will transition to Main Roads depending on the expiry/end date of the existing Maintenance Contracts. Main Roads does not intend to end any of these contracts early.

Three months prior to the expiry of the term contracts Main Roads will commence the formal transition process for maintenance crews.

All maintenance crews will be eligible for the Transitional Arrangements referred below.

Transition – AMSS and other positions

The transition team will work with relevant RMs and others to identify priority positions to be filled with direct employment.

Priority positions will be determined using one or more of the following criteria:

- To support the implementation of day labour to replace the Network contracts.
- Current operational need to deliver projects within Regions.
- To improve capability of development employees in the Regions.

Recruitment to these positions will be a staged approach over the next three years.

The AMSS contract and other labour contracts, will continue to remain in place during this period due to the staged approach and will continue to be used to address peak workloads into the future

Employees currently engaged under the AMSS and other labour contracts will be eligible for the Transitional Arrangements below.

Transitional Arrangements

Main Roads will advise workers of the opportunity to transition to Main Roads.

Workers will apply via an Expression of Interest but will not have to compete with external applicants for their job.

Subject to relevant police, health checks, etc an offer of employment will be made to workers under the relevant Main Roads Enterprise Bargaining Agreements (EBAs).

Prior service with a contractor will be recognised for:

- Long Service Leave and Parental Leave. Main Roads will credit leave for transferring workers based on their previous entitlement with the contractor.
- Salary/Wage –Main Roads will recognise prior service/experience within their classification level under the Main Roads EBAs.

These arrangements will be contained within a Commissioner’s Instruction from the Public Sector Commission.

The Outcomes

This change will drive additional growth in the regions through 490 new or transitioned jobs across the State to come to Main Roads. In addition, 170 maintenance, delivery and Incidence Response Service (IRS) workers will transition across to day labour in the Metro region.

This will:

- Drive jobs and economic growth in the Regions;
- Deliver permanent employment for maintenance and construction workers;
- Ensure ongoing sustainability in the Regions;
- Enhance Aboriginal engagement outcomes;
- Provide for increased skills delivery into Main Roads;
- Deliver a more effective response to natural disasters and other emergency scenarios.

The Future

Main Roads will not be able to deliver all the MCWs with day labour.

The remainder of project work will be made available to contractors by panels or tenders. Capital works will continue to be provided under existing arrangements.

No decision has been made on other Main Roads services contracts that were outside the scope of the review.

Main Roads will continue review other contracts with the aim of delivering the best quality and value for money results for the State.

Further Information

For further information concerning Human Resources or Employee Relations issues please contact Hayden Falconer, 9323 6451 or hayden.falconer@mainroads.wa.gov.au