



FACT SHEET - OVERVIEW

Government building training policy

What is the GBT policy?

The GBT policy aims to assist Western Australia to develop a sustainable construction trades workforce through promoting employment of apprentices and trainees by companies working on State Government building, construction and maintenance contracts.

Head contractors and the subcontractors used for these contracts are required to meet a target training rate, based on their combined workforce.

What is the target training rate?

The target training rate is the estimated percentage of Western Australian construction trades workers who are apprentices and trainees in the occupations in scope of the GBT policy. The target training rate for the 2016–2017 financial year is 11.5%.

What State Government contracts will the GBT policy cover?

The GBT policy applies to tenders issued from 1 October 2015. State Government building and construction contracts (including civil and engineering contracts) with an estimated labour value of \$2 million and over for the **construction component** of the contract are in scope of the policy.

The GBT policy will also apply to State Government maintenance contracts with an estimated labour component of \$2 million and over for the **total contract**.

It only applies to contracts with a duration of over three months.

Which contractors are in scope of the GBT policy?

The head contractor and all subcontractors used for the contract are in scope of the policy. To be included in the training rate calculation, contractors must:

- be working on the contract; **and**
- employ construction trades workers (including apprentices and trainees) in scope of the policy, working in Western Australia during the reporting period.

How will the GBT policy be enforced?

State Government contracting agencies will:

- include GBT policy compliance clauses in all applicable tenders and contracts; and
- determine and apply penalties for GBT policy contractual non-compliance.

Further information on the GBT policy is available at:

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Email: policy.gbt@dtwd.wa.gov.au

Website: dtwd.wa.gov.au