

CAPABILITY STATEMENT

ochre
TRAFFIC MANAGEMENT

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WELCOME TO OCHRE TRAFFIC MANAGEMENT

Founded in 2017, Ochre Traffic is a 100% Indigenous owned and operated Traffic Management Company, with a minimum of 90% Indigenous workforce at all times.

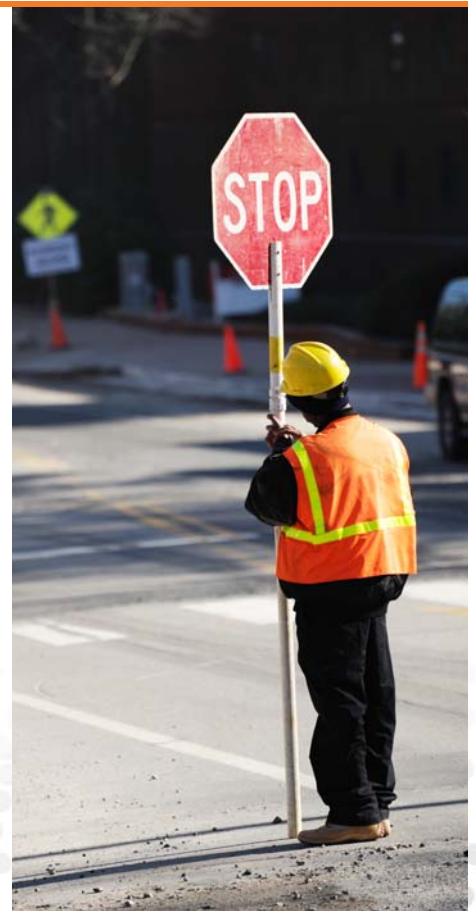
Whilst we are striving for a 100% Indigenous workforce, we acknowledge that some management and supervisory roles are required to be filled with experienced people who have the capability to transfer their skills and knowledge onto our Indigenous workforce, who wish to aspire to become managers and supervisors.

Ochre Traffic are aiming to be specialists in the WA and NSW traffic management sectors with the backup support of experienced Industry Management, Supervisors and Planners.

FOUNDATIONS

The owner of Ochre Traffic, Joanne Pellew, has seen an opportunity to use the means available to her via her well-established Indigenous labour hire business and Registered Training Organisation to help end Indigenous disparity. Through Ochre Traffic, we aim to create real opportunities for the Indigenous community in the areas of training and employment in the traffic management sector. Through the Ochre group of businesses, Joanne and her experienced recruitment staff have access to thousands of Indigenous people who are both experienced and trainees in this industry. Using the Ochre Training business, the upskilling and provision of people to meet demand is no longer a problem.

Ochre Traffic was established because founder Joanne Pellew could see that whilst Indigenous employment targets were increasing across the infrastructure and construction sectors, the uptake of Indigenous people was either too slow or non-existent. Ochre Traffic will strive to win as many contracts as possible to ensure the immediate employment of large numbers of Indigenous people. Whilst striving to create Indigenous employment opportunities, our goal is to create and maintain a safe and team-friendly work environment for all who use and work on our roads.



OUR TRAFFIC MANAGEMENT SERVICES INCLUDE:

- Major and minor intersection works
- Dual lane reconstructions and lane closures
- Traffic light installations
- Curb reconstructions
- Working with drainage crews
- Working with road maintenance crews
- Working with road-specific contractors such as concreters and asphaltes
- Working with street scaping crews
- Pruning works
- Road reconstruction
- Emergency call-out work – e.g. flooding
- One-way to two-way lane conversions
- Road upgrading and preparation works
- Special public events – e.g. Skyworks, Christmas Pageant, ANZAC Day parade, Red Bull Airshow, City to Surf, Carols by Candlelight etc.
- Regional road works



What can The Ochre Traffic Team do for you?

1. Benefits.

- Assisting your business to meet RAP targets or Indigenous Contract spend
- Assisting to provide Indigenous employment opportunities to end disparity
- Reducing environmental impacts by utilising our service delivery

2. Provide you with a reliable and experienced support company who have experience in:

- Bunbury Forrest Highway emergency intersection callout
- Ochre Traffic is currently one of the only Aboriginal owned companies endorsed to provide traffic management to several Tier 1 Construction companies for the upkeep and maintenance of Main Roads assets.
- Ochre will build to become a 24-hour emergency response service
- Ochre Traffic has a fleet of relevant, safe and compliant vehicles and assets on a fee-for-service arrangement - this ensures all equipment has met stringent induction requirements

3. Asset list at the disposal of Ochre Traffic:

VEHICLES	
Quantity	Description (Make/Model)
11	PX Ford Ranger 4x2 Single Cab Hi-Rider 2.2 DSL
11	Isuzu 2WD Tray Top
5	Ford Ranger Tray top Automatic
4	Ford Ranger Dual Cab
36	Isuzu Tray Top, 6 with Mounted vehicle Mounted Arrow boards
6	Kia Light Truck
3	Kia VMS Utes
2	Truck Mounted Attenuators
1	Cone Truck
PLANT AND EQUIPMENT	
Portaboom Units	
Trailer mounted flashing arrow boards	
Water fillable type barriers	
Crowd control/pedestrian barriers	
Variable message signs	
Equipment trailers	
Specialized Event Signage	



We believe our most important asset is our people – the success of our business depends on them. Our people are well trained and well supervised. New employees are thoroughly screened, including driver’s license checks.

We believe that in order to achieve results for our customers, we need to keep our employees motivated to provide the best service available. Our employees are paid highly competitive wages; they participate in various incentive programs and are rewarded for a job well done.

BACKGROUND

Ochre Traffic is your Ultimate Traffic Management solutions for any situation.

The Ochre Traffic team have a commitment to provide a top-quality traffic management service with a social conscience. We want to make a difference to the Indigenous unemployment problem and to ensure the safety of our employees and the public.

OUR DIFFERENCE



The Ochre Traffic crews are selected on the basis of their ability to work for a company that is different in its approach to traffic management, with a strong emphasis on the understanding that Ochre Traffic is endeavouring to set a benchmark for Indigenous services to the Government and Corporate sectors. All staff will be inducted with the relevant and appropriate personal development and training to ensure a strong brand, focused on a high-quality service in the Industry is achieved.

Ochre Traffic has a commitment to provide a top-quality traffic management service with a social conscience. We want to make a difference to our community and to ensure the safety of the public and our employees, whilst striving to ending disparity for large numbers of Indigenous people.

Our work crews are thoroughly trained in the latest traffic management requirements and work safety processes. Your satisfaction will be our primary goal...we focus on maintaining the highest standard of services to protect the public's safety while never compromising on safety and road rules.

Ochre Traffic staff are issued with a code of conduct and are inducted to ensure they have a shared understanding of their roles and responsibilities with the company. This is reinforced by each employee receiving a copy of The Ochre Traffic Team Employee Handbook – a comprehensive document. One of the most important elements of this is the Code of Conduct, which is reproduced below.

We do not engage sub-contractors, to avoid paying award wages to our crews. Ochre Traffic believes in paying its staff according to above-award rates and is totally against degrading employee conditions and providing sub-standard untrained labour. Unfortunately, the traffic management industry has been tainted by the conduct of unprofessional contractors who use unscrupulous operating methods including the use of cheap, untrained, sub-contract labour and cash-in-hand payments, designed to increase their profits at the expense of their workers. This presents a massive risk to managers, clients, the public and employees alike, who unwittingly contribute towards serious breaches of legislation, albeit unwittingly. All staff employed by Ochre Traffic are directly employed and paid in full accordance to award rates. Our workers are fully covered by workers' compensation and Ochre Traffic has a comprehensive public liability insurance policy.



CODE OF CONDUCT

We want to make sure that our customers are more than satisfied with the quality of service, expertise and results from our organisation. When we accomplish this goal the company and all employees will continue to grow and prosper.

In order to satisfy our customers, we have very high performance expectations of each member of our team. As such, we've included a partial list of the attributes and behaviours we expect from each team member:

- Focus on safety, performance, productivity and efficiency in all work endeavours.
- Mutual respect between co-workers, customers and everyone with whom we do business.
- Considerate of fellow employees, supervisors, subordinates, or co-workers.
- Work in a manner safe to both yourself and your fellow workers.
- True teamwork and cooperation. Personal problems between employees should not be pursued at work.
- Cost-consciousness – always consider how to keep our operating costs to a minimum.
- Respect company property, using only for business purposes.
- Responsible timekeeping.
- Be on time to work and contact an owner/manager for absences or tardiness.
- Talk to management about grievance with fellow employees.
- Maintain company equipment; keep equipment and property clean, replace vacuum bags, clean filters, etc.
- Keep the workplace clean and clutter free.
- Respect your time at work; no receiving or making personal phone calls during working hours.
- Respect the confidentiality of the company and its customers.

SUPPLY NATION AND MEMBERSHIPS

Ochre Traffic sits alongside Ochre Workforce Solutions, which is recognised as a 100% Certified Indigenous Business. This certification carries through to Ochre Traffic as the director, shareholder and manager remain the same

Our membership with both the Noongar Community and the NSW Indigenous Chamber of Commerce demonstrates our professional commitment to quality. We are a professional firm in the business of contract traffic management and our memberships help us to stay on top of the industry. Information on personnel issues, ways to cut customer's expense, and much more is obtained through the NSW Chamber. Our membership gives us a competitive edge so that we can bring you the quality and service that you deserve and expect.

As Ochre is a stand-alone RTO (52506) with Cert II Construction on our scope, we are kept up to date on current traffic management techniques and legislations.

OUR MISSION

“ *Our mission is to assist the Federal Government of Australia to end disparity via strengthening partnerships between Indigenous and non-Indigenous Australians through understanding, encouragement and active involvement within the commercial world. This will then lead to the empowerment of Indigenous people through employment.* ”

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