
Navigating the policy environment

How to meet minimum requirements



There are a number of minimum requirements included in contracts that relate to specific policies. Navigating this policy environment can be complicated.

This table provides you with different scenarios that you might find yourself in when procuring from a social benefit supplier or looking to meet your MPSG requirements. It has been designed to help you understand how you might meet your contractual requirements.

Use the blank template on the last page to help you map out how your own procurement decisions can help meet minimum requirements and identify where there might be gaps

Scenario	MPSG	AET	Social Procurement			Building Equality Policy
			Social Enterprise / ADE	Aboriginal Business	Employment	
Woman trainee studying Cert III in Construction Management who has recently come out of the justice system and has been directly employed by the contractor	Trainee	X	X	X	Social spend as employee is a priority jobseeker	<ul style="list-style-type: none"> • Non-trade covered labour • Apprentices & Trainees
Woman administration trainee studying Cert III in business administration.	Trainee	X	X	X	X	<ul style="list-style-type: none"> • Management/Supervisory & Specialist Staff • Apprentices & Trainees
Current Safety Advisor who is an Aboriginal woman is undertaking a Cert III in Construction Management	X	Aboriginal employment	X	X	Social spend as employee is a priority jobseeker	<ul style="list-style-type: none"> • Management/Supervisory & Specialist Staff
Woman Aboriginal carpentry apprentice, engaged through an Aboriginal owned business.	Apprentice	Aboriginal employment	X	Social spend with Aboriginal business	X	<ul style="list-style-type: none"> • Trade covered labour • Apprentices & Trainees
Woman electrician apprentice, engaged through a social enterprise.	Apprentice	X	Social spend with social enterprise	X	X	<ul style="list-style-type: none"> • Trade covered labour • Apprentices & Trainees
A woman undertaking a work placement while completing an Apprenticeship in Civil Construction (E.g. CCF Pathways Program)	Apprentice	X	X	X	X	<ul style="list-style-type: none"> • Non-trade covered labour • Apprentices & Trainees

Scenario	MPSG	AET	Social Procurement			Building Equality Policy
			Social Enterprise / ADE	Aboriginal Business	Employment	
Woman plant operator engaged through a labour hire company based in a Regional entrenched disadvantage post code (EDPC). Brianna identifies as a person with disability.	X	X	Social Spend - Engagement costs count as business is located in a regional EDPC	X	Employment costs will count as employee is a priority jobseeker	Non-trade covered labour
Woman labourer engaged through a labour hire company based in a Melbourne Metro entrenched disadvantage post code. Lucy does not live in an entrenched disadvantaged post code and is not a Victorian priority jobseeker.	X	X	Social Spend – Engagement costs will count as business is located in a EDPC	X	X	Non-trade covered labour
Woman Aboriginal traffic controller engaged through a non-Aboriginal owned labour hire.	X	Aboriginal employment	X	X	X	Non-trade covered labour
Woman traffic controller engaged through a labour hire company based in a Melbourne Metro entrenched disadvantage post code. This person lives in an entrenched disadvantaged post code (EDPC).	X	X	Social Spend - Engagement costs count as business is located in a regional EDPC	X	Employment costs will count as employee is a priority jobseeker	Non-trade covered labour
Male refugee engineering graduate, directly employed by the contractor	X	X	X	X	Social spend as employee is a priority jobseeker	X
A directly employed undergraduate woman civil engineer who is a refugee.	X	X	X	X	Social spend as employee is a priority jobseeker	• Management/Supervisory & Specialist Staff

Table 1: How your social procurement spend contributes to minimum requirements

Name and focus of Social Enterprise/ Aboriginal Business / ADE	MPSG	AET	Social Procurement			Building Equality Policy
			Social Enterprise / ADE	Aboriginal Business	Employment	
<i>Example: YMCA Rebuild – social enterprise supporting vulnerable young people</i>	X	X	<i>Social spend \$XXX</i>	X	<i>Social spend \$xxx</i>	X
TOTAL						

Table 2: How your focus on employment, both direct and indirect, contributes to minimum requirements

Name and type of employment (i.e. direct employment; GTO, labour hire; Work Integrated Social Benefit Suppliers)	MPSG	AET	Social Procurement			Building Equality Policy
			Social Enterprise / ADE	Aboriginal Business	Employment	
<i>Example: SheForce labour hire places women in roles across a project site including several apprentice</i>	<i># apprentices</i>	X	X	X	<i>Social spend \$XXX</i>	<i># carpenters # traffic management personnel</i>
TOTAL						