

Approaches to Contract Management

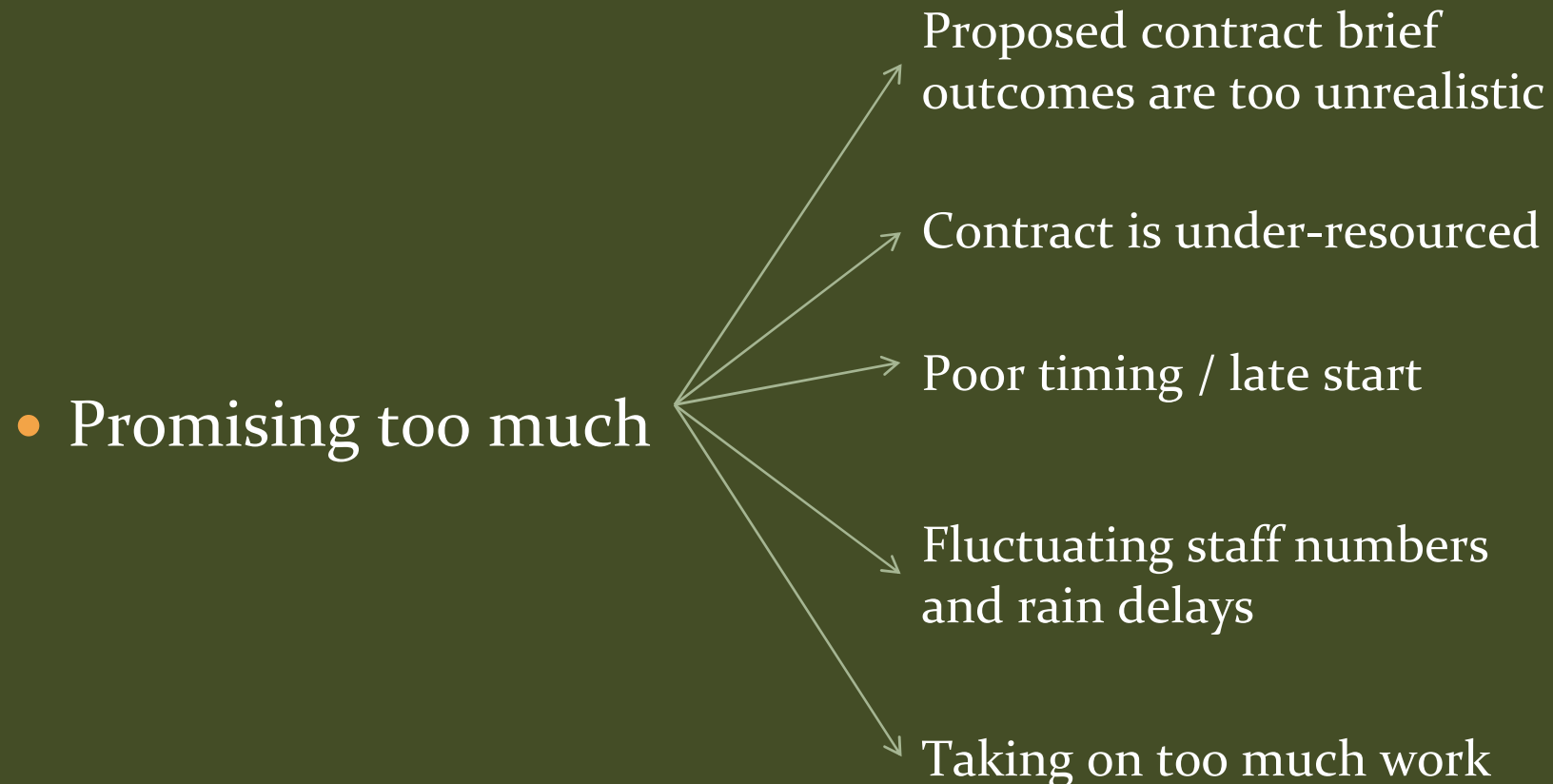
A Presentation to the
Restoring Biodiversity Industry Forum
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Mistakes in contract management

- Promising too much

Mistakes in contract management



Mistakes in Contract management (Cont)

- Lack of
Communication

Mistakes in Contract management (Cont)

- Lack of Communication

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graph LR; A[Lack of Communication] --> B[Not alerted about associated works in the contract area]; A --> C[Monthly report lag]; A --> D[Messages not always passed along chain of command];
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Not alerted about associated works in the contract area

Monthly report lag

Messages not always passed along chain of command

Mistakes in Contract management (Cont)

- Informal variations to agreed work plan

Mistakes in Contract management (Cont)

- Informal variations to agreed work plan

Often without Principals knowledge

Increase of work area

Need for fire preparation and post fire weeding

Bringing forward primary work before other areas are ready to be released

Contract Constraints

- Time lag between contracts
 - Waiting for client budgets to be allocated
 - Causing lack of continuity
 - Loss of gains achieved in previous contract period

Contract Constraints – Solutions

- Implement soft landing
 - Allows for consistent staffing requirements
 - Maintains management of site whilst between contracts

Contract Constraints

- High staff turnover and lack of good staff
 - Industry-wide issue
 - Constant problem

Contract Constraints – Solutions

- Flexible work scheduling
 - More time dedicated to scheduling
- Fine-tuning of recruitment methods
 - Targeted recruitment
- Maintaining competitive pay rates and a positive work environment
 - Encouraging and responding to staff feedback

Contract Constraints

- Conflicting methodology
 - Strong ideas and values on appropriate work methods
 - Client requests for specific herbicide application e.g. Starane and 2, 4-D Amicide

Contract Constraints – Solutions

- Often difficult given the various strong views held by individuals
- Allocating appropriate personnel to undertake specific tasks
- Provide adequate training, precautions and alternative/complimentary methods

Performance Assessment

- Should be linked to aims and objectives.
- Difficult given site to site variability i.e. site bush regen history, resilience, size, variety of mapping methods, client bias
- Key indicators should also include measuring biodiversity and “preferred” habitat gains