

Date: 18 May 2023  
File ref.: CPB-1005-LET-0106



Worley Services Pty Ltd  
Craig Ramm  
Engineer Representative  
Level 1, 93-95 William Street  
Perth WA 6000

Attention: Mr Craig Ramm

Dear Sir,

**CONTRACT NO. WR/C/CC/1005**  
**WESTERN RANGE PROJECT – MAIN INFRASTRUCTURE BULK EARTHWORKS**  
**RE: Response to Letter Ref. 1005-0045: MOBILISATION OF DIRECT MANUAL WORKFORCE PERSONNEL**

The Contractor confirms receipt of the Engineers Letter Ref. 1005-0045 regarding the Mobilisation of direct workforce personnel to the project.

The Contractor advises that it has been in detailed discussions with both the Engineer and the Company regarding all aspects of the programme of works, including areas of delayed works and has consistently reported its concerns within meetings, correspondence, and reports.

The Contractor has continued to liaise with the Engineer and Company detailing its current and proposed actions to assist in the workforce recruitment, the measures detailed below are some of the areas of action which the Contractor considers will assist in the mobilisation process.

- A complete review of the rates of pay, to ensure we are aligned with other contractors and projects. This has been completed and the new rates are in place from 21<sup>st</sup> May 2023. An increase of approximately 10% for the workforce base rates has been initiated. These rates are aligned with the revised CCI agreement which was not in place at the time of the tender.
- Placing additional recruiters on the project to ensure wider coverage and mitigation of the inefficient mobilisation process. Currently Contractor has a team of 10 recruiters assigned to this project.
- Utilising multiple Labour recruitment agencies to access a wider resource of potentially available operatives
- Re-engaging with operators who have previously rejected the opportunity to work on site and addressing their individual reservations with upgraded offerings.
- Retention and commencement initiatives
- Increased wet hire opportunities
- Subcontracting work
- Reviewing rosters and potential shift of the RDO day

The Contractor will continue to liaise regularly with the Engineer to advise of any significant changes or further opportunities and continues to use its best endeavours to ensure project progress.

We look forward to working with the Engineer to assist in the best outcome for the Project.

Yours sincerely

**CPB Contractors Pty Ltd**

A handwritten signature in blue ink, appearing to read "Richard Walford".

**Richard Walford**  
**Contractor's Representative**