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Together we are stronger
Our Vision

To create social and commercial outcomes in central and northern Australia by employing Aboriginal people in a profitable, reliable and versatile building and construction business.

Who We Are

The name Ingkerreke is a Central Arrernte word meaning ‘all together,’ which reflects a business ethos of family values, team spirit and clear communication.

Ingkerreke Commercial is a building and construction contractor, project manager and steel fabricator that is Aboriginal owned.

Ingkerreke Commercial’s staff, management and board are passionate about developing a community-based Aboriginal workforce with mainstream qualifications.

From a head office in Alice Springs, our experienced project managers, supervisors and tradesmen offer services to a wide range of corporate, government and private clients across Central Australia, the Top End, northern Western Australia and Far North Queensland.

Ingkerreke Commercial aims to maintain our Indigenous workforce and of the nearly 60 employees, up to 52% are Indigenous.

The office in Darwin is exploring opportunities to expand our successful business model deeper in to the North.
What We Do

Ingkerreke Commercial Pty Ltd offers customised solutions to the building and construction industry.

We are experienced in:

- Project management;
- Housing refurbishment, renovation and new builds;
- Commercial and industrial premises;
- Responsive building repairs and maintenance to urban and remote communities;
- Maintenance of remote renewable energy systems;
- Metal fabrication, including ute trays, kitchens and pastoral equipment;
- Training Aboriginal people in building and construction trades;
- Working within remote and urban Aboriginal communities.

As locals to Australia’s remote regions, we know the lie of the land and offer high-quality tailored solutions to suit local conditions. Our focus is on customer satisfaction, repeat business and steady growth and we believe in building long-term relationships for a sustainable market presence. We are specialists in our field with a long list of completed projects and experience.

Our Charter

- Provide high-quality, client-focused service that promotes excellence in workmanship for a competitive price;
- Grow our business to be the leading Aboriginal-owned and run building and construction contractor in the Northern Territory;
- Through training that leads to jobs, create sustainable employment for Aboriginal people, while being accorded the same treatment and respect as any commercial builder;
- Leave a legacy of well-equipped remote Aboriginal populations ready to work in their communities.
Together we are stronger
Our Values

- **People-centred:** Our people are who we are; without them we cannot become the business we want to be.
- **Socially-driven:** We aim for social objectives, such as sustainable employment for Aboriginal people, while maintaining commercial viability.
- **Innovative:** We innovate to conceive unique solutions suited to local conditions.
- **Client-focused:** We aim for high-quality, client-oriented service that builds trust and integrity, as well as long-lasting, robust relationships and return business.
- **Safety-first:** We insist upon rigorous and effective safety standards, born of policies that comply with all workplace legislation and codes of practice.
- **Training-oriented:** We believe in a whole-of-life approach to business, in that the benefits of employing and training Aboriginal people may accrue beyond the life of a particular individual, project or business.
- **Ethical:** We behave professionally and ethically at all times in the knowledge that our actions build our reputation.

Experience

**Demand for Ingkerreke Commercial’s services has grown steadily since 2005, resulting in a restructure of the business to a Pty Ltd entity on 1 July, 2015.**

More than a decade of successful independent operations builds on 20 years of hard-won experience in remote Australia as part of parent company Ingkerreke Outstation Resource Services.

Lessons learned in the bush shape our unique approach to business, a “whole-of-life” approach, where our commitment doesn’t end as we down tools and move to the next job. It’s an overarching philosophy which sees benefits from our work accrue beyond the life of a particular individual, project or business and links social and commercial outcomes.

Ingkerreke Commercial has a proven training program for indigenous staff that helps provide social outcomes for indigenous people without compromising the quality or price of our services or products.

As a result of this training we are able to maintain a high percentage of indigenous staff therefore each job we do is an investment in the future. Tried and tested, these training methods mean that at least half of our workforce are indigenous, including a number who are completing traineeships or apprenticeships in such trades as carpentry, plumbing, electrical, boilermaking and administration.
Atitjere - Remote Community Housing Upgrades

The Atitjere community is located 215kms from Alice Springs along the Plenty Highway and is home to approximately 460 people.

Ingkerreke Commercial have just completed a 6 month, $1.5million refurbishment program on 22 dwellings which included the utilisation of local community members in trades such as painting, tiling and general labour.

With an average of 85% local labour being used at any one time, Ingkerreke Commercial will not just be leaving behind a community of refurbished dwellings but also transferable skills for those involved in the project. Working alongside the Department of Infrastructure and the Department of Housing, Ingkerreke Commercial has delivered the project both on time and on budget.

Bulla - Upgrade of Community Store and Manager’s Residence

The Ingkerreke Commercial Darwin team recently handed over a sparkling new store to the residents of the Bulla community.

With a population of approximately 200, Bulla is located on the East Baines River, 368kms west of Katherine.

Further information on the project can be found at https://ministers.dpmc.gov.au/scullion/2016/new-bullastore-offering-healthy-food-options-local
Responsive Repairs and Maintenance to Government and Ministerial Offices

As a panel contractor for JLL through the Australian Federal Government, Ingkerreke Commercial delivers all trades repairs and maintenance to ministerial offices in Darwin and Alice Springs and responsive repairs maintenance to remote government employee housing in remote communities.

Over time Ingkerreke Commercial has developed a strong relationship with DHA both through delivering high quality refurbishments and as a panel contractor. The panel contract work requires delivering on set time frames through the use of an internal work order management system for DHA. Ingkerreke Commercial looks forward to continuing this relationship well into the future.
Ingkerreke Commercial is part of a group of panel contractors who provide asset maintenance to dwellings both in the Top End and Central Australia. This work involves bringing the dwellings back to good condition to extend their economic life. This often includes new flooring, kitchen repairs and replacement, painting and also major and minor refurbishments.

Alice Springs and Darwin Panel Vacate and Planned Maintenance

Since 2015, Ingkerreke Commercial has been contracted by Lhere Artepe Enterprises Pty Ltd to deliver all trades preventative repairs and maintenance to its three IGA stores in Alice Springs. Works include all trades repairs and maintenance, roof repairs and other ad hoc scheduled maintenance tasks to maintain the stores compliance to health, safety and environmental regulations.
Remote Housing Maintenance Officers

Ingkerreke Commercial trains housing maintenance officers (HMO’s) to deliver responsive maintenance services to the residents of numerous remote Aboriginal communities. This is achieved using local staff who live and work in the community, and who receive administrative support from Ingkerreke Commercial.

A HMO is equipped and trained to do simple maintenance tasks such as fixing tap washers, taps, patching, painting or unblocking drains. They can also report major faults and repairs that are beyond their capacity to repair.

Another positive outcome is the up-skilling of residents in the community which, in Ingkerreke Commercial’s experience, is vital to enabling remote Aboriginal communities become more self sufficient.

Ingkerreke Commercial currently services three clusters in Central Australia, comprising of 12 communities in all, on behalf of the Northern Territory Department of Housing.

Alice Springs Outback Power

Ingkerreke Commercial delivers repairs and maintenance to around 250 existing renewable energy systems across the Northern Territory, Western Australia and Queensland as part of the Outback Power contract.

This involves once a year scheduled maintenance visits and responding to major breakdowns as required. With the contract recently renewed until June 2017, the team involved are planning for the project to be a continued success story for Ingkerreke Commercial.

This Australian Government initiative is aimed at reducing carbon emissions and providing clean, reliable and cost-effective power solutions to some of the most remote regions of Australia.

RENEWABLE ENERGY SYSTEMS REPAIRS AND MAINTENANCE

RENEWABLE ENERGY SYSTEMS
REPAIRS AND MAINTENANCE
Together we are stronger
Meet our people

Callum Mathison,
CHIEF EXECUTIVE OFFICER

Ingkerreke Commercial has experienced steady growth under the leadership of CEO Callum Mathison. Callum joined Ingkerreke in 2012 with a solid background in building and construction and experience managing projects both in Australia and overseas.

Among the company’s major achievements under Callum’s leadership is the Atitjere remote community housing upgrades. This $1.5 million refurbishment program included the upgrade of 22 dwellings and employed members of the local community in trades such as painting, tiling and general labour.

One of Callum’s aims as CEO is to further increase the company’s indigenous workforce which is currently 50%. Proud of the organisation’s aboriginal ownership, he is passionate about tapping into local skills and providing opportunities for people who wish to pursue a career in the construction industry.

Callum’s future vision for Ingkerreke Commercial involves further expansion into Darwin, building relationships with the local communities and contributing to the future development of the territory.

When he’s not working, Callum enjoys spending time with his young family, stargazing on clear Alice Springs nights and discovering the outback on the various 4WD tracks the region has to offer.

Daryl Thompson,
PROJECT MANAGER

Daryl Thompson returned to Darwin in 2015 to join Ingkerreke Commercial as project manager after several years managing construction projects overseas.

Originally from Adelaide, Daryl worked on some iconic Adelaide buildings including the State Bank, Myer Centre and an upgrade of the heritage-listed Adelaide railway station.

Since joining the team at Ingkerreke, Daryl has managed several successful projects across Alice Springs and Darwin including the Bulla store upgrade. This $1.5 million project contributed to the community by providing local employment opportunities, delivering new and improved facilities as well as expanding the range of healthy food options available from the store.

As project manager, Daryl’s future plans include developing the business in the top end from his base in Darwin, making connections with the community and working closely with employees to increase local skills.

When he’s not on the job site, Daryl enjoys spending time with his family and is kept very busy raising his young daughter.
Training

A Whole-Of-Life Approach
It is Ingkerreke Commercial’s long-term aim to provide Aboriginal workers with full-time employment and training opportunities in the industry and the company.

CEO, Callum Mathison
Recruitment

Ingkerreke Commercial recruits directly from the region in which it works, preferring to employ local people with ties to the area rather than rely on subcontractors.

These staff are more likely to keep living in the area throughout their working life, thus contributing to the economic development of the region. We work closely with labour hire organisations and other Indigenous Business Enterprises (IBE’s) where possible, in order to build capacity in remote Aboriginal communities. It is Ingkerreke Commercial’s long-term aim to provide Aboriginal workers with full-time employment and training opportunities in the industry and the company.

Trainees and Apprentices

We have seven Ingkerreke Commercial indigenous trainees and apprentices in electrical, carpentry, plumbing, tiling, boilermaking and painting trades and as housing maintenance officers (HMO’s).

All training is sourced locally, including:

- First Aid
- Elevated Platform
- Construction Industry Induction (white card)

- Working with Children (ochre card)
- Job Safety Analysis and Risk Assessment
- Quality and Environmental
- Company Safety Inductions

Many former indigenous employees now work for other businesses in Central Australia and elsewhere as a direct result of the training they received with Ingkerreke Commercial.
Training

Ingkerreke Commercial takes a ‘Whole of Life’ approach to its business dealings, where the benefits from its activities accrue beyond the life of a particular individual, project or business. Our training philosophy aims to promote Aboriginal staff as positive role models and to help find solutions when family or cultural obligations conflict with the job.

We identify career pathways for all positions and encourage staff to further their education in their area of employment. We engage and develop Aboriginal staff through what we call the Transitional Employment Pathway Program (TEPP).

Mentoring, simplifying travel from remote areas for study, and minimizing the impact of work and travel on trainee’s families are core to how the program operates. Developed with organisations such as Charles Darwin University, and at no extra cost to our clients, the features of TEPP are:

- The program is not funded by government and is designed to help Aboriginal people with limited job experience succeed in mainstream employment;
- TEPP participants are first employed as casuals and provided with support, such as to get a licence or white-card;
- A co-ordinator explains to families what is expected of a person in permanent employment, and the sort of support they might require from their family;
- Ingkerreke Commercial is flexible during this phase, and provides regular and formal feedback on their progress;
- Graduates of TEPP may continue on to full-time employment and possibly an apprenticeship;
- Ingkerreke also uses a Flexible Employment Program (FEP) to hire Aboriginal staff on a temporary basis for specific projects;
- Examples of this are those employed on Working on Country, a ranger trainee program, and the work carried out on the Alice Springs Town Camps areas as part of SIHIP;
- Remote trainees come in to Alice Springs for training in blocks of a week every few months, rather a whole month, reducing strain on the family;
- Training may lead to a job in town if remote trainee wants that. They do 16 hours a week on their home community and the work can contribute to advanced standing in a trade course.
Licences & Certification

Legal Entity Name: Ingkerreke Commercial Pty Ltd as Trustee for the Ingkerreke Operational Trust (ACN 152 968 093)

ABN: 18 209 858 761
Builders Registration: 173317CR
Electrical Contractor’s Licence: C3515
CAL Accredited

Safety, Quality & Environment

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This document is valid at the time of publication (January 2017).
For current information please refer to our website.