



care. innovate. deliver.

In the same way the design of our project shapes the structures we are building, our values define the way we approach every challenge.

Born of the desire and necessity to approach this project differently, our values are an expression of our intent.

The values are a framework to build on and will have a different meaning for each of us.

They are for you to take onto site, into the office and out to the community every day

Every individual who sets foot on our project will be expected to work to these values and treat their day's work with the project values in mind.

Our values are our commitment to you.





care.



CARING ABOUT OUR PEOPLE REGARDING THEIR SAFETY, HEALTH, WELLBEING AND CAREER

HOW WE WILL LIVE BY THIS VALUE

Safety

- Managing safety risks (e.g., dust) from a care perspective rather than a compliance perspective.

Careers

- Mentoring and motivating our people, empowering our people and ensuring that feedback is offered on performance.

Health and Wellbeing

- Ensure people have a work life balance through identifying one aspect in their life outside of work for them to focus on as well as offering incentives for our workers to enjoy outside of work (gym memberships).

Benefits to the project

- Less turnover
- Sense of belonging and pride to the project
- Increased productivity
- Overall higher performance levels.

CARING ABOUT THE ENVIRONMENT, COMMUNITY AND QUALITY OUTCOMES WE DELIVER ON THE PROJECT.

HOW WE WILL LIVE BY THIS VALUE

Environment

- Understanding and knowing the requirements that we have around our environment, and understanding the environment we are working in.

Community

- Getting to know our community and understanding their frustrations and assisting in minimising those frustrations.

Quality

- Having pride in what we are delivering and understanding how delivering a quality outcome will influence future work prospects.

Benefit to the project

- Reducing the impact on our surrounding stakeholders, leave a positive legacy for the community and ensure we are delivering works to the expected quality standard.





innovate.



INNOVATING THROUGH COMMUNICATING AND COLLABORATION BETWEEN TEAMS.

HOW WE WILL LIVE BY THIS VALUE

- Having open discussions with multiple teams to gather differing opinions
- Understanding requirements through having joint meetings with all teams 'at a macro rather than micro level'.

Benefit to the project

- Creating a culture where it is praised to challenge targets and ways of doing things by asking 'what if' instead of 'what'.

CHALLENGES ARE AN OPPORTUNITY TO FIND WAYS TO DO THINGS SMARTER.

HOW WE WILL LIVE BY THIS VALUE

- Setting a challenge with teams to look at 'lessons learnt' from prior jobs and innovating on methods that can provide new opportunities to do things smarter.

Benefit to the project

- Minimising reworks, creating new industry standards and will mean that our employees are working 'smarter, not harder.'





deliver.



RESPONSIBILITY AND ACCOUNTABILITY TO COMPLETE TASKS THAT WE SAY WE WILL COMPLETE AND EXPECTING THE SAME OF EACH OTHER.

HOW WE WILL LIVE BY THIS VALUE

- Understanding and knowing what each team is responsible for
- Understanding how delivering on one teams accountabilities can influence other teams' responsibilities.

Benefit to the project

- Meeting deadlines, building trust between teams and will create a collaborative approach.

UTILISING TEAMWORK TO MEET OUR GOALS AND OBJECTIVES.

HOW WE WILL LIVE BY THIS VALUE

- Ensuring there are regular interface meetings with other disciplines
- Having a culture of being 'one team'
- Having one project to deliver rather than individual silos.

Benefit to the project

- Delivering the project on time and under budget will create a good reputation for the project and parent companies





Reward & Recognition

The Rozelle Interchange Project Values - Care, Innovate and Deliver - should influence all the decisions we each make on a daily basis. We want to recognise and celebrate individuals and teams who go above and beyond in demonstrating these principles.

Our Reward & Recognition program is open to everyone involved with the Project. We invite participation and recognition of our client, Transport for NSW, our subcontractors, our staff and workforce and our IC.

THE ROZELLE WAY

- “Create a positive community perception of the Rozelle Interchange and set the benchmark for community engagement in the Inner West of Sydney that all future projects must meet by agreeing which outcomes represent successful community engagement for the community, JHCPB and TfNSW, and by working together to achieve them.”

