

Managing Subbies – top 10 tips

Managing subcontractors effectively is crucial for builders to ensure projects are completed on time, on budget and to the required quality standards. Below are 10 tips for managing subbies successfully:

1. Do some homework:
 - a. Do some due diligence on their experience, qualifications, skills, licenses, insurances and past project performance.
 - b. Speak to past clients and builders and look for reviews online.
2. Pick the right subbie for the right job
 - a. Don't pick a cheap and easy subbie for a boutique, architecturally designed mansion.
 - b. In the same way, don't choose a high-quality subbie for quick and high turnover builds. Tailor the subbies for the type of work you need.
3. Have clear and detailed contracts
 - a. Use a legally binding contract outlining scope, payment terms, timelines and dispute resolution processes.
 - b. Include clauses for variations, defects, liability periods and termination conditions.
4. Set clear expectations
 - a. Provide detailed project plans, drawings and specifications.
 - b. Clarify quality standards, safety requirements and completion deadlines upfront. Not when you send the PO.
5. Maintain effective communication
 - a. Hold regular meetings and site inspections to track progress and address issues early.
 - b. Use written communication (emails / contracts) to avoid misunderstandings.
6. Monitor performance and quality
 - a. Conduct regular site inspections to ensure work meets Australian Standards and Code.
 - b. Address quality or workmanship issues immediately.

Please note: the information in this article is general in nature and not to be considered specific advice or advice of any kind.

7. Manage payments professionally
 - a. Link payments to milestone completion rather than time-based payments.
 - b. Ensure compliance to SoPA to protect against disputes.
8. Ensure compliance with safety regs
 - a. Ensure compliance with WorkSafe guidelines.
 - b. Provide Safety inductions and enforce compliance with SWMS, PPE and site rules.
9. Plan, communicate and plan some more
 - a. Ensure your original project plan is updated and communicated with the relevant subbies on site and those down the line.
10. Build strong relationships
 - a. Treat subbies fairly and maintain professional relationships to encourage loyalty and long-term collaboration.
 - b. Provide feedback and recognise good work to foster reliability and motivation.

These are basic but important methods to have effective and efficient working relationships with subbies. For more assistance and specific discussions regarding your business, contact the director, Harry Pontikis on 0411 258 058.

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