



Conditions of Contract

Quotation - Consultant Services

Effective Date: 1 September 2015
Version No. 5.1.00

This page is left intentionally blank

Table of Contents

Conditions of Contract	5
1 Interpretation	5
2 Formation of the Contract	7
3 Nature of Contract	7
3.1 Basis of Payment.....	7
3.2 Lump Sum Fee	7
3.3 Percentage Fee	7
3.4 Time Charge Fee.....	8
3.5 Disbursements and Expenses	8
3.6 Applicable Law.....	8
4 Entire Agreement	8
5 General Obligations of the Parties	9
6 Principal's Responsibilities and Obligations	9
6.1 Principal's Representative.....	9
6.2 Contract Manager	9
7 Directions	9
8 Consultant's Responsibilities and Obligations	9
9 Consultant's Representative	10
10 Replacement of Consultant's Personnel	10
11 Status of Consultant	10
12 Notices	11
12.1 Service of Notices	11
12.2 Effective Date of Service.....	11
13 Site Rules	11
14 Work Health and Safety Management	11
14.1 Work Health and Safety Plan	12
14.2 General obligations of Consultant	12
14.3 Consultant's Obligations to Inform	12
14.4 Right of Principal to Monitor and Audit	12
14.5 Power of Principal Regarding Work Health and Safety	13
14.6 Breach of WHS Obligations	13
14.7 Design to Comply with <i>WHS Act</i>	13
14.8 General obligations of Consultant	14
14.9 Breach of WHS Obligations	14
14.10 Design to comply with <i>WHS Act</i>	15
15 Conflict of Interest	15
16 Conflict of Interest and Confidentiality Deed	15
17 Confidentiality, Publicity and Media	15
17.1 Confidentiality	15
17.2 Media and Publicity.....	16
18 Industry Accreditation and Standards	16
19 Local Development	16
20 Insurances	17
20.1 Workers Compensation Insurance	17
20.2 Public Liability Insurance	17
20.3 Professional Indemnity Insurance	18
20.4 Insurance of Documents	18

Table of Contents

20.5	Lodgement of Certificates of Currency	18
21	Documents.....	18
21.1	Custody	18
21.2	Intellectual Property	18
21.3	Warranty	19
22	Time for Commencement and Completion.....	19
22.1	Program.....	19
22.2	Completion Date	20
22.3	Progress Reports	20
22.4	Compliance with Laws	20
22.5	Checking, Signing and Certification	20
22.6	Corrections	21
22.7	Review of Work by Others	21
23	Invoicing and Payment	21
24	Variations.....	22
25	Assignment.....	22
26	Sub-Contracting	22
27	Disputes	22
28	Termination, Suspension and Deferment of the Contract	23
28.1	Termination by Mutual Agreement	23
28.2	Termination due to Default.....	23
28.3	Change in Constitution of Consultant.....	23
28.4	Incapacitation of Consultant.....	23
28.5	Suspension and Deferment.....	23
28.6	Fee Entitlement upon Termination	23
29	Performance Report	24
30	Goods and Services Tax.....	24
31	Privacy	25

Conditions of Contract

1 Interpretation

In these Conditions of Contract, unless the context otherwise requires:

'Agency' means a department, agency or statutory authority of the Northern Territory of Australia.

'Annexure' means the section in the RFQ detailing the specific requirements applicable to the Conditions of Quoting and Contract.

'Business Day' means any day which is not a Saturday, Sunday or a NT wide public holiday within the meaning of the *Public Holidays Act*.

'Business Hours' means from 8.00am to 5.00pm on a Business Day at the place where the Services are to be provided.

'Completion' means the Principal has determined that the performance of the Services has been completed.

'Consultant' means the legal entity that, as party to the Contract is bound to execute the Services in accordance with the Contract and includes the successors and lawful assigns of the Consultant.

'Consultant's Quotation' means the Quotation submitted by the Consultant to the Principal in response to the RFQ.

'Contract' means the document which constitutes or evidences or, as the case may be, all the documents which constitute or evidence the final and concluded agreement between the Principal and the Consultant concerning the performance of the Services.

'Date of Acceptance' means the date, which appears on the Notice of Acceptance issued by the Principal and if no date appears is the date on which the Principal sent the Notice of Acceptance accepting the Consultant's Quotation.

'Documents' means all material stored by any means and produced or used by the Consultant in the course of the Contract including sketches, plans, drawings, specifications, designs, estimates, calculations, reports, models and other articles, equipment, information, files and data.

'Fee' means the rate/price per any section or item of the Services as stated in the Contract.

'Indigenous Person' is a person of Australian Aboriginal or Torres Strait Islander descent who identifies themselves as Indigenous and is accepted in the community in which they live as an Indigenous person.

'Intellectual Property' means all copyright, patents, registered and unregistered trademarks, registered designs, trade secrets and know how.

'Law' includes common or customary law, equity, judgement, legislation, order, regulation, statute, by-law, ordinance or any other legislative or regulatory measure in each case of any jurisdiction whatsoever and includes any amendment, modification or re-enactment of them (and 'lawful' and 'unlawful' shall be construed accordingly).

'Lump Sum' means the total sum which will have become payable to the Consultant by the Principal upon completion of the Services.

'Notice of Acceptance' means the written notification and any accompanying documentation sent to the Consultant by the Principal advising acceptance of its Quotation to provide the Services.

'Principal' means the Northern Territory of Australia. The Principal for Power and Water Contracts is the Power and Water Corporation.

'Principal's Representative' means the person nominated by the Principal or other person from time to time appointed in writing by the Principal to act as Principal's Representative for the purposes of the Contract.

'Request for Quotation (RFQ)' means the document(s) containing or referring to the Conditions of Quoting and Contract, the Annexure, Special Conditions of Contract (if any), Northern Territory Procurement Code, Scope of Services, Response Schedules, Drawings or Diagrams (if any) and any other document issued for the purposes of inviting Quotations for the Services.

'Schedule of Rates' means any schedule included in the Contract which, in respect of any section or item of Services, shows the respective unit rate (fee) of payment for performance of that service and which may also include lump sums, other sums, quantities and prices.

'Services' means the work specified in the Contract and includes all information describing the functional, operational, qualitative, quantitative, time and cost requirements and other supporting information provided by the Principal from time to time, which the Consultant is required to provide, as stated in the Notice of Acceptance, and includes all variations and remedial work.

'sub-consultant' means a person other than the Consultant's employees engaged by the Consultant to carry out a part of the Services for the Consultant.

'Tax Invoice' has the meaning given in *A New Tax System (Goods and Services Tax) Act 1999*.

In the Contract, unless the contrary intention appears:

- a) headings are for the purpose of convenient reference only and shall not be used in the interpretation of these conditions;
- b) the singular includes the plural and vice-versa;
- c) a reference to one gender includes the other;
- d) a reference to a person includes a body politic, body corporate or a partnership joint venture, incorporated association, government, local government authority or agency;
- e) a reference to a party includes that party's administrators, successors, and permitted assigns, including any person to whom that party novates any part of the Contract;
- f) if the last day of any period prescribed for the doing of an action falls on a day which is not a Business Day, the action shall be done no later than the end of the next Business Day;
- g) a reference to time is to Australian Central Standard Time;
- h) a reference to an Act is a reference to an Act of the Commonwealth, State or Territory of Australia, as amended from time to time, and includes a reference to any subordinate legislation made under the Act;
- i) a reference to a 'dollar', '\$', '\$A' or 'AUD' means the Australian dollar unless otherwise stated;
- j) a reference to a "measurement" means Australian legal units of measurement unless otherwise specified;
- k) a reference to a specification, publication, Commonwealth policy or other document is a reference to that specification, publication, Commonwealth policy or document, in effect on the Effective Date and updated from time to time, or alternatively, a reference to another version of the document if agreed in writing between the parties;
- l) the word 'includes' in any form is not a word of limitation;
- m) a reference to a clause includes a reference to a subclause of that clause; and

- n) a reference to a clause, paragraph, schedule or annexure is to a clause or paragraph of, or schedule or annexure to, this Contract, and a reference to this Contract includes any schedule or annexure.

2 Formation of the Contract

The Contract between the Principal and the Consultant shall comprise:

- a) these Conditions of Contract and any Special Conditions;
- b) the Notice of Acceptance;
- c) the RFQ;
- d) the Consultant's Quotation response; and
- e) any other document expressly referred to in items (a) to (c) of this clause as forming part of the contract (together the Contract).

If there is any inconsistency between any part of the Contract, a descending order of precedence shall be accorded to the:

- a) Special Conditions (if any);
- b) these Conditions of Contract;
- c) Annexure to the Conditions of Quoting and Contract;
- d) Notice of Acceptance;
- e) Scope of Services;
- f) Drawings included in the RFQ (if any);
- g) any other document expressly referred to in items (a) to (f) inclusive of this clause as forming part of the Contract;
- h) Conditions of Quoting and all other documents, other than those specified above in (a) to (f) inclusive, forming the RFQ or the Contract (other than the Consultant's Quotation); and
- i) the Consultant's Quotation response including any drawings;

so that the provision in the higher ranked document, to the extent of the inconsistency, shall prevail.

3 Nature of Contract

3.1 Basis of Payment

Unless otherwise provided for in the Contract, the fee and associated disbursements and expenses shall constitute the Consultant's sole remuneration for the Services and shall be deemed to include familiarisation and compliance with all the requirements, standards, procedures and instructions of the Principal.

The Consultant shall be paid either on a Lump Sum or a Schedule of Rates (Time Charge) basis as stated in the Annexure. The Contract shall be on a firm price basis.

3.2 Lump Sum Fee

Where the fee is payable on a lump sum basis, the fee shall be the lump sum stated in the Contract and shall not be adjusted except as provided for in the clause titled "Variations".

3.3 Percentage Fee

Where the fee is payable on a percentage basis, the Services shall be carried out in stages and with the respective fee percentages applying to each stage as stated in the Contract. Fees shall not be adjusted except as provided for in the clause titled "Variations".

3.4 Time Charge Fee

Where the fee is payable on a time charge basis, the remunerative rate payable by the Principal in respect of any person engaged by the Consultant to perform the Services shall be relative to the level of the task performed by that person as set out in the Contract.

Hourly rates shall be applicable only to the Consultant's professional, technical and drafting staff, and no payment shall be made, unless otherwise agreed, in respect of time spent on the Services by support staff including managerial and administration staff and inexperienced students, as due allowance for such staff shall be incorporated in the overhead loading included in the agreed hourly rates.

The Consultant shall keep accurate time sheets to substantiate any fee claims based on a time charge basis.

3.5 Disbursements and Expenses

Where not already included in the Lump Sum or Time Charge Fees, the Consultant shall be reimbursed for disbursements and expenses as have been reasonably and properly incurred in performing the Services. Such expenses must have the prior approval of the Principal and shall be limited to the following:

- a) Travelling time allowance, where applicable, shall be paid at the appropriate hourly rate for the time spent in travelling, where the Consultant actually pays such an allowance.
- b) Accommodation and meals shall be reimbursed at current allowances payable to officers of the Principal.
- c) Car allowances shall be paid per kilometre in accordance with the current Australian Taxation Office rates.
- d) Fares for travel by means of public transport shall be reimbursed at actual costs except for travel by air, which shall be limited to the cost of economy class fares.
- e) Unless provided otherwise in the Contract, the cost of reproducing final documents in quantity where directed by the Principal, shall be reimbursed at commercial rates agreed in advance.
- f) The cost of reproducing documents in small quantities for periodic reviews will not be reimbursed.
- g) The cost of other approved expenses shall be reimbursed at cost.

The Consultant shall submit a claim for such authorised expenses and disbursements and provide the Principal with evidence of those costs.

Expenses associated with visiting sites or attending meetings within a 50 kilometre radius from the Consultant's office shall not be reimbursed.

Unless provided otherwise in the Contract, the cost of computer time shall not be reimbursed.

3.6 Applicable Law

The Contract shall be governed by and construed in accordance with the laws of the Northern Territory of Australia.

4 Entire Agreement

The Contract formed between the parties to undertake the Services constitutes the entire agreement between the parties and supersedes any previous agreements or understandings.

5 General Obligations of the Parties

Both the Principal and the Consultant will, at all times:

- a) act reasonably in performing their obligations and exercising their rights under the Contract;
- b) diligently perform their respective obligations under this Contract; and
- c) work together in a collaborative manner.

6 Principal's Responsibilities and Obligations

The Principal shall give or cause to be given to the Consultant timely instructions, decisions and information sufficient to define the requirements of the Services including budgetary arrangements and limitations.

6.1 Principal's Representative

The Principal's representative shall exercise the duties discretions and powers vested in the Principal under the Contract except this power of appointment.

The Principal's Representative is nominated in the Annexure.

6.2 Contract Manager

For the purpose of exercising some of the powers, duties, discretions and authorities, vested in him on behalf of the Principal, the Principal's Representative may from time to time appoint a representative ('**Contract Manager**'). The Contract Manager will be notified in the Notice of Acceptance.

The Contract Manager will act as first point of contact for all matters under the Contract.

The Consultant shall recognise and accept notices from the Contract Manager as if the Principal's Representative issued such. Any reference to the Principal's Representative within these conditions shall be deemed to be a reference to the Contract Manager so far as it concerns the exercise of the Contract Manager's powers by virtue of his appointment.

7 Directions

The Consultant shall comply with any direction either orally or in writing issued, given or served upon them by the Principal. Any direction given orally shall, as soon as practicable after it is given, be confirmed in writing.

For the purposes of this clause the word "direction" includes any agreement, approval, authorisation, certificate, decision, demand, determination, direction, explanation, instruction, notice, notification, order, permission, rejection, request or requirement which the Principal may make, give or issue pursuant to the provisions of the Contract.

8 Consultant's Responsibilities and Obligations

The Principal will be relying on the professional skills of the Consultant to provide the Services, which is technically sufficient and complete. The Consultant shall:

- a) provide all professional advice and skills which are normally required for the class of Services which it has agreed to provide under the Contract;
- b) remain fully responsible for all work undertaken by the Consultant regardless of any review or acceptance of that work by the Principal;
- c) be liable for any loss or damage suffered as a result of any negligent act, error, omission or statement by it or its employees, agents or sub-consultants except to the extent that the

- loss or liability is directly attributable to the failure of the Principal, its employees or agents to take reasonable care;
- d) employ competent staff with qualifications and experience appropriate to their task for the Services;
 - e) ensure that its employees, agents or sub-consultants meet the provisions of the clause titled "Site Rules";
 - f) promptly inform the Principal in writing if information or any document provided or caused to be provided by the Principal is found to be insufficient or inaccurate; and
 - g) acknowledge that the provision of the Services within the required deadlines is an essential term of the engagement of the Consultant and of the provision of the Services.

The Consultant shall observe and comply with all requirements of all relevant Acts of the Commonwealth of Australia, Acts of the Northern Territory, and with the regulations, by-laws, orders or subordinate legislation made or issued under any such Act, the Northern Territory Procurement Code, and with the lawful requirements of any relevant authority, regulator or standard setting entity as shall be in force in the place affecting or applicable to the Services or the execution of the Services.

9 Consultant's Representative

The Consultant shall appoint a representative ('**Consultant's Representative**') to be the first point of contact with the Principal. The Consultant's Representative shall be nominated to the Principal in writing.

Any direction given to the Consultant's Representative shall be deemed to be a direction issued to or served upon the Consultant.

Matters within the knowledge of the Consultant's Representative shall be deemed to be within the knowledge of the Consultant.

The Consultant or its representative shall have sufficient command of the English language to be able to read, converse and receive instructions in English.

The Consultant may, with the prior written approval of the Principal, cancel the appointment and shall nominate another Consultant's Representative.

10 Replacement of Consultant's Personnel

The Consultant shall notify the Principal immediately of any changes in the Consultant's personnel undertaking the Services.

The Principal may, in its absolute discretion, give notice requiring the Consultant to remove any of its personnel or sub-contracted personnel from work in respect of the Services.

The Consultant shall promptly arrange for the removal of such personnel from work in respect of the Services and their replacement with personnel acceptable to the Principal. The Consultant shall not again employ a person so removed on or in connection with the Services.

11 Status of Consultant

The Consultant, its employees and sub-consultants thereof, in performing the Services, are not for any purpose a servant or employee of the Principal.

12 Notices

12.1 Service of Notices

Any notice, direction, request or other communication must be:

- a) in writing, in English and signed by a person duly authorised by the sender; and
- b) hand delivered or sent by prepaid post or by electronic means to the recipient's address for Notices set out in the Contract, as varied by any Notice given by the recipient to the sender.

The Principals address for the service of notices is as stated in the Annexure.

12.2 Effective Date of Service

Any notice given in accordance with above sub-clause sent to the address set out in the Contract, takes effect when it is taken to be received (or at a later time specified in it) and is taken to be received:

- a) if hand delivered, on delivery;
- b) if sent by post, three (3) Business Days after the date of posting (or seven (7) Business Days after the date of posting if posted to or from a place outside Australia); and
- c) if sent by electronic transmission, on receipt by the sender of a transmission report from the despatching machine indicating that the notice sent was received in its entirety at the recipient's machine unless, within eight (8) Business Hours after the transmission, the recipient informs the sender that it has not received the entire Notice;

but if the delivery, receipt or transmission is not on a Business Day or is after 5.00pm on a Business Day, the Notice is taken to be received at 8.00am on the next Business Day.

13 Site Rules

The Consultant, his employees and sub-consultants required to enter the Site in connection with the Services shall comply with all rules and regulations in force at the Site, including security screening through Criminal History Checks where required.

The Consultant is responsible for obtaining all relevant permits and the payment of all associated fees and/or charges which are levied by the appropriate Authority.

14 Work Health and Safety Management

Optional – Applicable if Services are to be carried out On-Site

'Site' means a site at which construction or building work is or will be carried out.

'Site Safety Rules' means any site rules that are applicable to a particular site and which are developed and implemented by the person who has the control and management of the site.

'Plant' means any machinery, equipment, appliance, container, implement, tool, any component thereof and anything connected or fitted thereto.

'Structure' means anything that is constructed and includes any building, mast, tower, framework, pipeline, transport infrastructure, underground works or any part or component of a structure.

'Substance' means any natural or artificial substance, whether solid, liquid, gas or vapour.

'WHS Act' means the *Work Health and Safety (National Uniform Legislation) Act 2011 (NT)* and includes subordinate legislation made under that Act including regulations and approved codes of practice as well as any amendment, re-enactment or replacement of such Act.

14.1 Work Health and Safety Plan

Prior to commencing to provide any Services at a site the Consultant must prepare and submit to the Principal a work health and safety plan ('**WHS Plan**').

The WHS Plan must be consistent with any Site Safety Rules.

14.2 General obligations of Consultant

The Consultant must:

- a) develop, maintain and implement the WHS Management Plan;
- b) carry out the Services safely and in a manner that does not put the health and safety of persons at risk;
- c) in carrying out the Services, ensure that its employees, sub-consultants and agents comply with the WHS Plan, the WHS Act, Australian Standards and the requirements of any government or statutory authority or utility service provider in so far as they are applicable to the Services;
- d) ensure that if any statutory requirement requires that:
 - a. a person be authorised or licensed to carry out any Services, that person is so authorised or licensed, and complies with any conditions of such authorisation or licence;
 - b. a person has prescribed qualifications or experience, or if not, is to be supervised by a person who has prescribed qualifications or experience, that person has the required qualifications or experience or is so supervised; or
 - c. a workplace, Plant or Substance (or design), or work (or class of work) be authorised or licensed, that workplace, Plant or Substance, or work is so authorised or licensed;
- e) not direct or allow a person to carry out Services, or use Plant or a Substance at a workplace unless the authorisation, licensing, prescribed qualifications or experience required by any statutory requirement or clause 14.2 (c) are met; and
- f) if requested by the Principal's Representative, produce evidence of any approvals including any authorisations, licences, prescribed qualifications or experience, or any other information relevant to work health and safety (as the case may be) to the satisfaction of the Principal's Representative before the Consultant or any sub-consultant commences any Services.

14.3 Consultant's Obligations to Inform

In relation to any Services performed at a site, the Consultant must keep the Principal's Representative fully informed of all health and safety matters relating to the Services and will provide the following to the Principal's Representative:

- a) a copy of any incident notification provided to NT WorkSafe under section 38 of the WHS Act at the same time such notification is made to NT WorkSafe;
- b) a monthly report, to be submitted within one (1) week after the end of the relevant month; and
- c) a final report within one (1) month after Completion of the particular Services.

The reports described in paragraphs (b) and (c) above will provide detail on work health and safety matters and, in particular, compliance with the WHS Plan.

14.4 Right of Principal to Monitor and Audit

The Principal or its nominee may, at any time, monitor, inspect or audit the performance of the Consultant in relation to its compliance with the WHS Plan and this clause 14 generally.

The Consultant must allow the Principal or its nominee access to the, WHS Plan and any relevant documents or activities so as to enable such monitoring, inspection or audit.

14.5 Power of Principal Regarding Work Health and Safety

If the Principal's Representative considers:

- a) there is a risk of injury to people or damage to property arising from the Services; or
- b) there is an unsafe or potentially unsafe practice or breach of the requirements of clauses 14.1 or 14.2;

then, in addition to any other rights under this Contract, the Principal's Representative may:

- i. direct the Consultant to change its manner of working; or
- ii. suspend the performance of the Services associated with the unsafe practice or breach, and not lift the suspension until the unsafe practice is removed, or the breach rectified.

All costs and delay and disruption caused by any action taken under this clause 2.14.6 are the responsibility of the Consultant.

14.6 Breach of WHS Obligations

Where, in the opinion of the Principal, the Consultant has committed a substantive breach of its obligations under this clause 14, the Principal may immediately terminate this Contract by written notice to the Consultant.

The remedy provided in this clause 14.6:

- a) applies notwithstanding any other provision of the Contract; and
- b) is in addition to the other remedies under this Contract.

14.7 Design to Comply with *WHS Act*

Where the Services involve a design component (including management of a design component), the Consultant will ensure that it and its sub-consultants comply with the *WHS Act* and ensure that any Structure it designs (or manages the design of, as the case may be) is, so far as is reasonably practicable, without risk to the health and safety of persons who will use, occupy, construct or carry out any activity at or in the vicinity of the Structure. In particular, the Consultant will:

- a) implement a risk management process to ensure that any hazards associated with the design are identified, assessed and, as far as reasonably practicable, eliminated or minimised;
- b) consult, cooperate and coordinate with others who may contribute to the safe design of the Structure including the Principal, sub-consultants, construction contractors and end users;
- c) maintain appropriate records regarding the design process and the risk management process, including the results of any calculation, analysis, testing or examination, risk assessment and any conditions to ensure the Structure is safe, and provide such records to:
 - a. the Principal and each person who is provided with the design; and
 - b. any other person who occupies, uses or carries out any activity at or in the vicinity of the Structure on request.
- d) on completion of the design, provide a report to the Principal detailing the health and safety aspects of the design and which includes information about any identified or potential hazards, hazardous substances used in the design, access problems or any handling risks. Such report will be in a form approved by the Principal's Representative.

Optional – Applicable if Services are to be carried out Off-Site

‘Plant’ means any machinery, equipment, appliance, container, implement, tool, any component thereof and anything connected or fitted thereto.

‘Structure’ means anything that is constructed and includes any building, mast, tower, framework, pipeline, transport infrastructure, underground works or any part or component of a structure.

‘Substance’ means any natural or artificial substance, whether solid, liquid, gas or vapour.

‘WHS Act’ means the *Work Health and Safety (National Uniform Legislation) Act 2011 (NT)* and includes subordinate legislation made under that Act including regulations and approved codes of practice as well as any amendment, re-enactment or replacement of such Act.

14.8 General obligations of Consultant

The Consultant must:

- a) carry out the Services safely and in a manner that does not put the health and safety of persons at risk;
- b) have a work health and safety management system in place that complies with the requirements of the *WHS Act*;
- c) in carrying out the Services, ensure that its employees, sub-consultants and agents comply with the *WHS Act*, Australian Standards and the requirements of any government or statutory authority or utility service provider in so far as they are applicable to the Services;
- d) ensure that if any statutory requirement requires that:
 - a. a person be authorised or licensed to carry out any Services, that person is so authorised or licensed, and complies with any conditions of such authorisation or licence;
 - b. a person has prescribed qualifications or experience, or if not, is to be supervised by a person who has prescribed qualifications or experience, that person has the required qualifications or experience or is so supervised; or
 - c. a workplace, Plant or Substance (or design), or work (or class of work) be authorised or licensed, that workplace, Plant or Substance, or work is so authorised or licensed;
- e) not direct or allow a person to carry out Services, or use Plant or a Substance at a workplace unless the authorisation, licensing, prescribed qualifications or experience required by any statutory requirement are met; and
- f) if requested by the Principal’s Representative, produce evidence of any approvals including any authorisations, licences, prescribed qualifications or experience, or any other information relevant to work health and safety (as the case may be) to the satisfaction of the Principal’s Representative before the Consultant or any sub-consultant commences any Services.

14.9 Breach of WHS Obligations

Where, in the opinion of the Principal, the Consultant has committed a substantive breach of its obligations under this clause 14, the Principal may immediately terminate this Contract by written notice to the Consultant.

The remedy provided in this clause 14.9:

- a) applies notwithstanding any other provision of the Contract; and
- b) is in addition to the other remedies under this Contract.

14.10 Design to comply with WHS Act

Where the Services involve a design component (including management of a design component), the Consultant will ensure that it and its sub-consultants comply with the *WHS Act* and ensure that any Structure it designs (or manages the design of, as the case may be) is, so far as is reasonably practicable, without risk to the health and safety of persons who will use, occupy, construct or carry out any activity at or in the vicinity of the Structure. In particular, the Consultant will:

- a) implement a risk management process to ensure that any hazards associated with the design are identified, assessed and, as far as reasonably practicable, eliminated or minimised;
- b) consult, cooperate and coordinate with others who may contribute to the safe design of the Structure including the Principal, sub-consultants, construction contractors and end users;
- c) maintain appropriate records regarding the design process and the risk management process, including the results of any calculation, analysis, testing or examination, risk assessment and any conditions to ensure the Structure is safe, and provide such records to:
 - i. the Principal and each person who is provided with the design; and
 - ii. any other person who occupies, uses or carries out any activity at or in the vicinity of the Structure on request.
- d) on completion of the design, provide a report to the Principal detailing the health and safety aspects of the design and which includes information about any identified or potential hazards, hazardous substances used in the design, access problems or any handling risks. Such report will be in a form approved by the Principal's Representative.

15 Conflict of Interest

The Consultant warrants that:

- a) At the date of signing this Contract, no conflict of interest exists or is likely to arise in the performance of its obligations under this Contract; and
- b) It shall use its best endeavours to ensure that no conflict of interest exists or is likely to arise in the performance of the obligations of any sub-consultant.

The Consultant shall notify the Principal of any matter, which may give rise to an actual or potential conflict of interest between the Principal and the Consultant during the Contract. The Principal shall treat this information as confidential.

16 Conflict of Interest and Confidentiality Deed

Following the award of a contract and upon request by the Principal, the Consultant shall:

- a) execute a deed in favour of the Principal regarding confidentiality and conflicts of interests as they relate to the performance of the Services; and
- b) ensure that each of its employees, agents and sub-consultants involved in performing the Services executes such a deed.

Sample Deeds can be found at the web address:

http://www.dob.nt.gov.au/business/tenders-contracts/legislative_framework/tendering-contract/Pages/default.aspx

17 Confidentiality, Publicity and Media

17.1 Confidentiality

- a) For the purposes of this sub-clause 17.1 "Confidential Information" means any information or material relating to the Contract or the Services including (without limitation):

- i. any information that by its nature is confidential;
 - ii. any information designated as confidential; and
 - iii. any information that the Consultant knows is confidential.
- b) The Consultant shall hold all Confidential Information in confidence and shall not make any use of it, except for the purposes of performing its obligations or exercising its rights under the Contract and shall not disclose or permit or cause the Confidential Information to be disclosed to any person, except:
 - i. as authorised by the Principal under the Contract or otherwise;
 - ii. to its employees or sub-consultant, to the extent needed to perform their obligations under the Contract;
 - iii. where the disclosure is required to be disclosed by law.
- c) The Consultant shall ensure that its employees and all sub-consultants, contractors and suppliers engaged by the Consultant for the performance of the Contract comply with the requirements of this sub-clause 17.1.

17.2 Media and Publicity

- a) The Consultant shall not issue or be involved with the release of, any information, publication, statement, interview, advertisement (other than the legitimate advertising eg for sub-consultants), award nomination, document or article for publication concerning the Contract, the Services or the site in any media without the prior written approval of the Principal.
- b) Prior to taking any action or doing anything the Consultant shall refer:
 - i. any media enquiries concerning the Contract, the site, the Principal or the Services to the Principal for the Principal's written response; and
 - ii. any media requests concerning the Contract, the site, the Principal or the Services (including, without limitation, requests to access or take photographic or video footage of the site) to the Principal, for the Principal's written consent, which consent may be given or withheld, in the Principal's absolute discretion.
- c) The Consultant shall ensure that its employees and all sub-consultants, contractors and suppliers engaged by the Consultant for the performance of the Contract comply with the requirements of this sub-clause 17.2 and obtain the Principal's prior written consent (through the Consultant) before responding to enquiries or publishing anything of the type referred to in this sub-clause 17.2.

18 Industry Accreditation and Standards

Where applicable, the Consultant shall:

- a) maintain the currency of the required accreditation with Contractor Accreditation Limited during the life of the Contract; and
- b) comply with all industry standards on:
 - i. training;
 - ii. engagement, supervision and payment of sub-consultants;
 - iii. compliance measures;
 - iv. penalties; and
 - v. termination arrangements.

19 Local Development

Except in those cases where the Consultant can reasonably demonstrate to the Principal that it is impractical for commercial, technical or other reasons to do so, the Consultant shall:

- a) use labour including apprentices, trainees and Indigenous labour available within the Northern Territory; and

- b) use the services located and obtain supplies/materials available within the Northern Territory.

The Consultant shall, when requested by the Principal, submit a written report concerning the compliance with the provisions of this clause.

The Consultant's level of compliance with the requirements of this clause will be included in the Performance Report on the Consultant at the completion of the Contract and will be taken into consideration for further Northern Territory Government contracts for a period of twelve (12) months.

20 Insurances

20.1 Workers Compensation Insurance

For the purpose of this clause "worker" shall have the definition it is given in the *Return to Work Act 2015* (NT).

Before commencing the Services, the Consultant shall take out and shall maintain for the duration of the Contract appropriate Workers Compensation insurance cover for all workers employed by the Consultant. This cover shall comply with the *Return to Work Act 2015* (NT) of the Northern Territory and policies shall be purchased from Northern Territory approved insurers. Details can be found at the following web address:

www.worksafe.nt.gov.au/ServiceProviders/Insurers/Pages/Find-an-Approved-Insurance-Company.aspx

The Consultant shall ensure that all sub-consultants who employ workers have Workers Compensation insurance cover in accordance with the *Return to Work Act 2015* (NT).

The Consultant shall ensure that all persons employed under labour hire agreements, whether by the Consultant or through a Labour Hire Firm, are appropriately covered by Workers Compensation insurance.

Self-employed Consultants should ensure that they have adequate insurance coverage in place.

The Consultant shall be responsible for ensuring that all sub-consultants have appropriate insurance policies, and, upon request, shall provide to the Principal copies of all Certificates of Currency, including those of any sub-consultants (including self-employed Consultants and persons employed under Labour Hire Agreements).

20.2 Public Liability Insurance

Before commencing the Services, the Consultant shall take out and shall maintain during the currency of the Contract a Public Liability policy of insurance to cover its liabilities to third parties.

The Policy shall be for an amount of not less than the sum stated in the Annexure, for any one occurrence.

The effecting of insurance shall not limit the liabilities or obligations of the Consultant under other provisions of the Contract.

The Consultant shall ensure that all sub-consultants take out Public Liability Insurance that meets the requirements of this clause.

20.3 Professional Indemnity Insurance

Before commencing the Services, the Consultant shall take out, and shall maintain during the currency of the Contract a Professional Indemnity Insurance policy for an amount not less than the sum stated in the Annexure.

The Consultant shall continue to maintain a professional indemnity policy after the conclusion of the Contract for a period and for such amount as is necessary to indemnify the Consultant in respect of all liabilities arising out of this Contract. The Consultant's liability to the Principal shall not be limited or otherwise affected by the terms of any such insurance policy.

20.4 Insurance of Documents

Until all original documents are finally delivered to the Principal, all risks whatsoever connected with the total or partial loss of the documents shall be the responsibility of the Consultant. The Consultant shall ensure that this responsibility is met at all times by an appropriate Insurance Policy.

20.5 Lodgement of Certificates of Currency

The Consultant shall provide the Principal with copies of Certificates of Currency and summaries of key provisions for all insurance policies required under this clause 20 including those of any sub-consultants (including self-employed consultants and persons employed under labour hire agreements):

- a) prior to commencing the Services under the Contract;
- b) within two (2) days of a written request by the Principal;
- c) within seven (7) days after the Consultant renews an insurance policy; and
- d) within seven (7) days after the Consultant makes any change to an insurance policy.

The Consultant will not cancel any insurance policy, or conduct itself in a manner that brings about such a cancellation of an insurance policy, except with the written approval of the Principal.

21 Documents

21.1 Custody

Upon completion of the Services, the Consultant must deliver to the Principal the originals and all copies and reproductions of all documents required by the Principal.

Unless otherwise instructed by the Principal, all manuals, standard drawings, computer programs and other documents supplied to the Consultant for reproduction or guidance during the course of the Contract must be returned to the Principal by the Consultant upon termination or completion of the Contract.

With the approval of the Principal, the Consultant may retain one (1) complete copy of any document(s) prepared for the Principal in carrying out the Services for its own internal records. This document remains the property of the Principal and is subject to ongoing obligations of confidentiality and privacy.

21.2 Intellectual Property

The ownership of Intellectual Property in Contract Material is specified in the Annexure. If no party is named in the Annexure, clause 21.2.1 applies and ownership vests in the Principal.

21.2.1 Ownership by the Principal

The Intellectual Property in all Contract Material vests and is owned exclusively by the Principal as such rights are created.

The Principal grants to the Consultant a world-wide, non-exclusive, royalty free licence (including the right to sublicense) to use, reproduce, adapt, modify, distribute and communicate the Contract Material for the term of the Contract and to the extent required to undertake the Services or as otherwise agreed by the Principal.

21.2.2 Ownership by the Consultant

The Intellectual Property in all Contract Material vests and is owned exclusively by the Consultant as such rights are created.

The Consultant grants to the Principal a perpetual world-wide, royalty free licence (including the right to sublicense) to use, reproduce, adapt, modify, distribute and communicate the Contract Material to the extent required to receive full benefit of the Services.

21.2.3 Existing Material

This clause does not affect the ownership of Intellectual Property in any material owned by a party prior to this Contract or produced by a party outside of the provision of the Services.

21.3 Warranty

The Consultant warrants that:

- a) any Intellectual Property embodied in or used in connection with the Services is the sole property of the Consultant or the Consultant is legally entitled to use same for the performance of the Services; and
- b) it has the right to grant the licences specified in clause.

22 Time for Commencement and Completion

The Consultant shall commence and complete the Services within the time stated in the Annexure or within such extended time as agreed to in writing by the Principal.

22.1 Program

The Consultant shall, within fourteen (14) days of award of Contract, submit for the Principal's agreement a program for the delivery of the Services to meet the completion date or dates stated in the Annexure.

The program shall be in a form appropriate to the Services and acceptable to the Principal and may:

- a) indicate the interdependencies of each component part of the Services;
- b) allow appropriate periods for the review by the Principal of documents to be produced by the Consultant;
- c) clearly indicate any allowances made in the program for delays to the provision of the Services or any component parts of the Services outside the Consultant's control; and
- d) include a separate time line for each discrete component of the Services and a completion date for each of those components.

During the Contract, the Consultant shall progressively make the necessary adjustments to the program to ensure each stated completion date is achieved.

22.2 Completion Date

If the Consultant at any time believes that they may be unable to meet a completion date for any reason, the Consultant shall notify the Principal in writing and state the remedial action necessary to achieve the completion date.

If the Principal considers that the Consultant may not meet a completion date, it may notify the Consultant and require the Consultant to notify within a reasonable time specified in the notice what remedial action (if any) the Consultant proposes to take to ensure that the relevant completion date is met.

The Consultant shall submit reports to the Principal in an agreed format and at agreed intervals as to the progress of the Services. The Consultant shall attend progress review and co-ordination meetings in accordance with the requirements of the Principal and at a location specified by the Principal and shall attend any other meetings, which are desirable to ensure the proper and effective provision of the Services by the Consultant.

The Principal may direct the Consultant to deviate from the current program provided by the Consultant. The Consultant shall be entitled to recover any extra costs and expenses incurred by it as a consequence of any deviation directed by the Principal under clause titled Directions by the Principal only if the deviation is required for the convenience of the Principal or the deviation is due to a cause outside the reasonable control of the Consultant.

22.3 Progress Reports

The Consultant shall submit reports to the Principal in an agreed format and at agreed intervals as to the progress of the Services. The Consultant shall attend progress review and coordination meetings as directed by the Principal.

22.4 Compliance with Laws

The Consultant shall, unless instructed by the Principal in writing that compliance is not required, ensure that the documents produced under the Contract comply with relevant Laws and shall obtain all required approvals in respect thereof.

The Consultant shall promptly notify the Principal in writing should the requirements of the Services or that part of the Services to which this work relates, conflict with any Laws or if any necessary approvals have not been obtained.

The obligations under this sub-clause shall not apply if a failure to obtain a necessary approval is due to an act, default or omission on the part of the Principal or the Principal's Representative.

22.5 Checking, Signing and Certification

All documents prepared under the Contract shall be signed by the Consultant to certify that the documents have been prepared by competent staff and have been checked and approved for accuracy, compliance with relevant Laws, the requirements of the Contract and coordination with related documents.

The Consultant shall coordinate all documents provided or to be provided by a sub-consultant, with documents generated by the Consultant under the Contract.

The Consultant is not required to check standard documents provided by the Principal, but shall ensure that the standard documents are appropriate for their proposed use.

22.6 Corrections

Notwithstanding any reviews, approvals or directions undertaken or given by the Principal with respect to documents prepared under this Contract, any error, ambiguity or deficiency which subsequently becomes apparent and is referred to the Consultant for correction or clarification, shall be corrected or clarified by the Consultant to the satisfaction of the Principal.

The Consultant shall be entitled to an additional fee only where the correction or clarification arises from an act, default or omission of the Principal.

22.7 Review of Work by Others

Where the Consultant is required to take over work provided by or on behalf of the Principal, he shall review such work before proceeding. If following this review it is considered necessary by the Principal for the Consultant to make good deficiencies in such work, an additional fee will be chargeable.

In such a case, the Consultant shall obtain the Principal's written approval before proceeding with the additional work.

23 Invoicing and Payment

The fee payable by the Principal to the Consultant for the provision of the Services shall be calculated as specified in the Annexure.

Unless otherwise agreed, the Consultant shall submit to the Principal a Tax Invoice not more frequently than at monthly intervals. The Tax Invoice shall be substantiated by an itemised account of actual fees, disbursements and expenses incurred.

The Consultant's Tax Invoice will include details of any Adjustments under clause titled 'Goods and Services Tax' of the Conditions of Contract and an explanation as to how such Adjustments were calculated.

The Consultant shall provide any further details in regards to the Services and/or Tax Invoice upon request by the Principal.

Principal shall make payments within thirty (30) days of receipt of a Tax Invoice that is not disputed.

The making of a payment by the Principal under this clause shall not constitute an admission by the Principal that any Services, provided by the Consultant, conforms to the requirements of the Contract. The Principal reserves the right to recover any overpayment.

Failure by the Principal to pay the amount by the due date:

- a) will not be grounds to vitiate or avoid the contract; and
- b) will entitle the Consultant to make a claim for interest penalties on the late payment.

Interest penalties must be claimed within ninety (90) days of the date the late payment was made by the Principal and the claim must be in the form of a tax invoice. Interest penalties are to be calculated daily, for the period after the due date until the date payment is made by the Principal, at the ninety (90) day bank bill swap rate published on 1 June each year by the Australian Financial Markets Association. Where an interest penalty period spans 1 June, the rate shall be the rate published in the year the original invoice was issued.

The Principal will not be liable for interest penalties on any payments in respect of interest penalties.

24 Variations

The Principal may, by written notice during the currency of the Contract, direct or permit the Consultant to vary the scope or nature of the Services including the program without prejudice to the Contract. Any resultant adjustment to the fee payable to the Consultant shall be negotiated and agreed by the parties.

25 Assignment

The Consultant shall not, assign the Contract, mortgage, charge or encumber any of the monies payable under the Contract or any other benefit whatsoever arising under the Contract, without written consent of the Principal. Such consent shall not be unreasonably withheld.

26 Sub-Contracting

Unless specifically provided for in the Contract, the Consultant shall not sub-contract any part of work under the Contract without the prior written approval of the Principal. Such approval shall not be unreasonably withheld.

Any sub-contract shall be in writing and contain the provision that progress payments to the sub-consultant shall be made within fourteen (14) days after the Consultant has received payment from the Principal.

Any approval by the Principal to engage a sub-consultant for any part of work under the Contract shall not relieve the Consultant from any of its liabilities under the Contract. The Consultant shall be fully liable to the Principal for the work of the sub-consultant or any employee or agent of the sub-consultant.

27 Disputes

Each party must follow the procedures in this clause 27 before starting court proceedings, other than for interlocutory relief.

Any party to this Contract who wishes to claim that a dispute has arisen must give written notice to the other party setting out details of the dispute.

Within five (5) Business Days of the provision of the written notice, a nominated representative of each of the parties must meet to take whatever actions or investigations as each deems appropriate, in order to seek to resolve the dispute.

If the dispute is not resolved within five (5) Business Days of the parties meeting (or within such further period as the parties agree is appropriate) then one or both parties may nominate a mediator to determine the dispute.

If the parties fail to agree to the identity of a mediator within five (5) Business Days of a party nominating a mediator, then either or both of the parties may refer the matter to the President for the time being of the Law Society of the Northern Territory who will nominate a mediator to mediate the dispute.

The parties will bear the costs of the mediator equally.

During disputes and until such time that work under the Contract are completed, the Contractor must, at all times, continue to fulfil its obligations under the Contract and comply with all directions given to it by the Principal in accordance with the provision of the Contract, provided that such directions do not touch upon the subject matter of the dispute in respect of which written notice has been given in accordance with this clause.

28 Termination, Suspension and Deferment of the Contract

28.1 Termination by Mutual Agreement

The Contract may be terminated at any time by mutual agreement between the Principal and the Consultant or by either party giving fourteen (14) days' notice to the other party. Termination shall be without prejudice to any claim, which either party may have against the other arising out of any negligent act or omission prior to the date of termination.

Upon termination, the Consultant shall provide the Principal with all documents produced up to the date of termination regardless of their stage of completion.

28.2 Termination due to Default

The Principal may terminate the Contract if the Consultant:

- a) commits any serious breach or persistent breach either expressly or implicitly of the Contract;
- b) is guilty of any grave misconduct or any wilful neglect in the discharge of its duties;
- c) make any assignment or arrangement or composition with, or for the benefit of its creditors;
- d) is guilty of any inefficiency, misbehaviour, incompetence, negligence or carelessness in accordance with its obligations under the Contract;
- e) is unable to provide acceptable replacement personnel;
- f) if circumstances arise as described in the clause titled "Conflict of Interest".

Where the Principal gives notice in accordance with this sub clause then the Contract shall terminate immediately with effect from the date of the service of such notice.

28.3 Change in Constitution of Consultant

Where the financial position of the Consultant materially changes or where the Consultant, being a partnership, company, consortium or other composite body, undergoes a change in its structure which shall, in the opinion of the Principal, limit the capacity of the Consultant to provide work under the Contract, or precludes the Consultant from providing the Services in accordance with the Contract, the Principal may terminate the Contract.

28.4 Incapacitation of Consultant

Where the Consultant, due to circumstances beyond his control such as retirement, death, physical or mental injury, is in the opinion of the Principal rendered incapable of completing the Services, the Principal may terminate the Contract without prejudice to the accrued rights of either party in relation to the other.

28.5 Suspension and Deferment

The Principal may, at any time by written notice to the Consultant, suspend or defer all or any part of the Services. Upon such suspension or deferment, the Consultant shall be entitled to payment of those fees and expenses, which have been properly accrued under the Contract up to the effective date of suspension or deferment.

28.6 Fee Entitlement upon Termination

If the Principal terminates the Contract for any reason other than default by the Consultant, the Principal shall pay to the Consultant a fair and reasonable fee for the Services as at the date of termination together with reimbursement for any expenses reasonably incurred by the Consultant in contemplation of it carrying out the balance of the Services.

If the Principal terminates the Contract as a result of default by the Consultant or the Consultant terminates the Contract for any reason other than default by the Principal, the Consultant shall be liable for any extra cost incurred by the Principal in obtaining completion of any unfinished Services.

29 Performance Report

The Consultant agrees that upon completion of the Services or the termination of the Contract:

- a) The Principal will prepare a Performance Report ('**Report**');
- b) The Principal shall liaise with the Consultant in completing the Report although the Principal reserves the ultimate right to complete the Report (other than the Consultant's comments); and
- c) The Principal may use and/or release the Report to any other NT Government Agency, for evaluation of the Consultant's performance in the assessment of future Quotations.

The Consultant agrees that neither the Consultant nor any other persona shall have any claim against the Principal or employees or agents of the Principal under any circumstances as a result of the preparation and use of the Report.

30 Goods and Services Tax

For the purposes of this Clause unless the context otherwise requires:

'GST' means any tax imposed on Supply by or through the *New Tax System (Goods and Services Tax) Act 1999* ('**Act**') and any related *Tax Imposition Act* and "New Tax System Changes" has the meaning it bears in the *New Tax System (Trade Practices Amendment) Act 1999* ('**TPA**'). Where any other term is used in this clause which is defined in the Act or the TPA it shall have the meaning which it bears in the Act, or (if the term is not defined in the Act) then the meaning which it bears in the TPA;

'GST Rate' means the percentage amount of GST payable determined under section 9-70 of the Act as amended from time to time;

'Input Tax Credit' has the meaning it bears in the Act;

'Recipient', 'Entity' and 'Supplies' have the meaning they bear in the Act, and, in addition for the purposes of this contract shall also be read as follows:

- a) "**Entity**" shall also mean Consultant;
- b) "**Recipient**" shall also mean Principal;
- c) "**Supplies**" shall also mean the Services.

'Adjustment' means each form of adjustment to consideration provided for in this clause.

The parties acknowledge that the consideration under this Contract is inclusive of GST, where GST is calculated using the GST rate at the time of forming this Contract.

The parties acknowledge that the consideration under this Contract is inclusive of GST, where GST is calculated using the GST rate at the time of forming this Contract.

The Consultant shall provide the Recipient with a tax invoice and/or adjustment notes in relation to the supply prior to an amount being paid by the Recipient under this Contract, and shall do all things reasonably necessary to assist the Recipient to enable it to claim and obtain any Input Tax Credit available to it in respect of a Supply.

Where the GST rate is changed after the date of formation of this Contract the consideration under this Contract will be increased or decreased so that the consideration remains inclusive of GST, with GST calculated using the new GST Rate from the date of the change of the GST Rate that applies at the date of formation of this Contract.

31 Privacy

For the purposes of this Clause unless the context otherwise requires:

'Act' means the *Information Act (NT)*;

'Privacy Laws' means the Act; and the Information Privacy Principles set out in the Act or any "code of practice" approved under the Act that applies to any of the parties to this Contract.

'Personal Information' means all information about a person that is "personal information" as defined in the Act, which is collected and/or handled by any of the parties in connection with this Contract.

The Consultant agrees to deal with all Personal Information in a manner, which is consistent with the Privacy Laws and any other relevant privacy legislation, as if the Consultant were a public sector organisation.

The Consultant agrees to deal with all Personal Information in a manner, which is consistent with the Privacy Laws and any other relevant privacy legislation, as if the Consultant were a public sector organisation.

The Consultant is to collect, use, disclose or otherwise deal with Personal Information only for the purposes of fulfilling its obligations under this Contract.

The Consultant is not to disclose Personal Information without the written authority of the Principal, and in any event disclosure is to be in accordance with the Privacy Laws. The Consultant is to immediately notify the Principal where it becomes aware that a disclosure of Personal Information may be required by law.

The Consultant is to ensure that any employees, agents or sub-consultants, and any other person who may have access to Personal Information held by the Consultant, are aware of the obligations of the Consultant under this Contract and undertake to not collect, access, use, disclose or otherwise deal with Personal Information except in performing their duties of employment and in accordance with this Contract.

The Consultant is to take all reasonable measures to ensure that Personal Information is protected from misuse, loss, unauthorised access, modification, disclosure or other misuse and that only personnel necessary to fulfil the obligations under this Contract have access to the Personal Information.

The Consultant is to develop, and obtain the written approval of the Principal:

- a) policies for the management of personal information; and
- b) complaint handling procedures.

Each party is to immediately notify the other when a complaint is received. The Consultant acknowledges that individuals have the right to request access to, or correction of, the Personal Information held about them.

The Consultant must not transfer Personal Information outside the Northern Territory without the prior approval of the Principal. The Consultant, in respect to Personal Information, is to

immediately notify the Principal where the Consultant becomes aware of a breach of this clause or the Privacy Laws.

When this Contract expires or is terminated, the Consultant must, at the Principal's discretion:

- a) either return to the Principal all records containing Personal information;
- b) retain any material containing Personal Information in a secure manner as approved by the Principal; or
- c) destroy or delete any Personal Information.

This sub-clause will survive the expiration or termination of this Contract.