

Procurement details

Procurement Reference No.	DHH-5691S
Procurement title	Agency Nurses
Name of Responsible Agency/Entity	Department of Health and Human Services - Tasmania

Supplier details

Name of supplier	Affinity Nursing Recruitment Pty Ltd
Contact details for supplier	Helen Taylor, Director 10/235 Nursery Road Mt Gravatt East QLD 4122

Local SME industry impact

What is the direct local impact of your business?

Examples: Are you a local SME (how many people do you employ, where is your business located, what is the ownership)? How many people do you employ in Tasmania? Would any new SME jobs be created by the proposed contract - how many?

Local industry impact

Affinity Nursing Recruitment has an existing footprint in Tasmania. We have employed 352 nurses throughout the state, completing in excess of 1,400 contracts in the last decade. Under the new contract Affinity Nursing Recruitment would expect to employ 50% more nurses per year in Tasmania.

Affinity Nursing Recruitment could also source components of our offer from other local SME recruitment agencies who wish to sub-contract to our agency. Furthermore, new work undertaken in additional hospitals including regional and remote sites as a result of Affinity Nursing's contract would result in migration of nurses relocating to Tasmania to undertake the work. We would give preference to local nurses however given the skills shortage currently we estimate that approximately 95% of our new hires would be sourced from the mainland.

Affinity Nursing Recruitment already has strong links with other SMEs in Tasmania including the Spirit of Tasmania, Sharp Airlines, Par-Avion Airlines, Redline Coaches and the Balmoral on York. We do not foresee any disadvantages to local businesses in undertaking nurse recruitment and placement for the state of Tasmania. Expansion of Affinity's Tasmanian operations is expected to require new relationships to be forged with the SME's listed below.

Goods and services to be utilised in the contract

Identify the goods and/or services you expect to purchase in order to complete the contract and provide the requested information in relation to same, where known.

Identified goods or services	Total estimated value	Name of supplier anticipated to be used (if already determined through existing supply chain arrangements)	Location of supplier (where already determined through existing supply chain arrangements)	If supplier not yet determined, is there a local SME market for same? (Yes/No)
Travel	\$54,625	Spirit of Tasmania Sharp Airlines* Par-Avion Airlines Redline Coaches	Devonport Hamilton (Vic) Hobart Launceston	N/a
Accommodation	\$10,000	Balmoral on York Clarion Hotel Fountainside Hotel	Launceston Launceston Hobart	N/a
Promotion & Marketing	\$10,000	Gecko Promotions	Hobart	N/a
Training (Affinity)	\$2,500	Health Education & Research Centre (HERC)	Hobart	N/a
Postage & Delivery	\$2,500	Road Runner Tasmanian Couriers PTY LTD	Hobart, Devonport, Launceston	N/a

* Headquarters are in Hamilton, Vic. Has Tasmanian base.

**Bolted suppliers indicate existing relationship. Remaining are prospective suppliers.

Opportunity for local SME involvement

Will you source components of your offer from other local SME companies/sub-contractors or is there new work to be undertaken locally as a result of you fulfilling the contract or workers travelling to the local area to undertake the work? How much?

Affinity's services contribute significantly to the local economy through our accommodation and travel assistance services, required by 98.6% of staff. All Affinity staff members are required to complete periodic external training facilitated by our Educator / OH&S Manager. While working in Tasmania this will be sourced from local SMEs. Affinity staff spent an estimated \$1,000,000 on external training in 2015.

We look for long term solutions to benefit both the Tasmanian government as well as our staff – including previous permanent placements at The Royal Hobart Hospital. Many of the permanent staff placed remain working for the hospital and contributing to the community through spousal employment and the activities of their children.

Detail how you intend to identify and engage with sub-contractors and/or other SMEs in relation to the delivery of the contract including your supply chain ie use of existing supply chains, advertising of sub-contracting or supply opportunities, liaison with industry groups, etc.

To ensure our services remain locally relevant, we ensure we maintain our knowledge of relevant state-wide standards, with an emphasis on the public health system. We have a direct relationship with the Royal College of Nurses and the Australian Nursing Federation through their provision of competency training to our nurses. We are also members of the Recruitment and Consulting Services Association and the Australian Association of Nursing Recruitment Agencies. Both of these associations have Tasmanian branches.

As part of our contract management Affinity will liaise extensively with local stakeholder groups such as the Primary Healthcare Network, HERC and other industry groups that have a direct impact on the Tasmanian healthcare system.

Detail the process that you are to undertake to ensure that local SMEs are not to be disadvantaged where competing with other suppliers in the provision of goods or services to be used as part of this contract (ie unpacking of procurements into smaller components so that local SMEs can compete more effectively etc).

As it is the Department's preference to consider a state-wide contract we do not envisage that subcontracting of services would be permitted. If they are permitted, then Affinity Nursing Recruitment would establish MOUs with local suppliers to provide supplementary services.

Broader economic opportunities

Are there any other impacts that your business and/or this specific supply will provide to the local/regional economy?

Examples: Your supply may lead to: new skills being developed locally; trainees/apprentices being appointed; cross transfer skills to a local SME partner/sub-contractor; your company (if you are not a local SME) setting up an office/employing local staff; scale for you to take your products/services interstate/overseas; local community sponsorship etc.

Note: *Where determined appropriate by the procuring entity, the supplier's obligations under this Plan are to be captured in the contract and monitored as part of the contract performance.*

Broader economic impact:

Affinity Nursing Recruitment will establish a branch office presence in either Launceston or Hobart, located close to acute care hospitals so that our supervisors can spend optimum time on the ground to provide supervision to nurses and to forge local alliances with industry and health services organisations.

If awarded this contract Affinity Nursing Recruitment would seek to partner with Hobart University to engage third year nurses as AINs to provide them with new skills as part of local workforce

planning. Our experienced nurses (who have a minimum of 15 to 20 years' experience) will be able to cross transfer of skills for the benefit of the State.

It is expected at least 565 'contract weeks' will need to be completed under DHHS-5691S. Affinity staff report spending between \$300-\$400 per week on: tourism, groceries, eating out, travel and other assorted living expenses. This resulting injection into the local economy is at a minimum between \$170,000 - \$225,000 per annum.

Completed and endorsed (Supplier)

Helen Taylor, Director



13 September 2016