

Tasmanian Industry Participation Plan (template/guide)

The Tasmanian Government is committed to maximising opportunities for local SME¹ businesses to compete for and win Government procurements. Suppliers/proponents are requested to prepare a Tasmanian Industry Participation Plan:

- For all procurements with a value exceeding \$5 million;
- For nominated procurements (at the discretion of the procuring Government entity) greater than \$2 million and up to \$5 million; and
- For private sector projects valued at over \$5 million that receive support, including in-kind support, valued at or greater than \$500 000 from the Government.

This Plan is your opportunity to demonstrate how your submission will positively impact on the local industry/economy. You do not need to answer all of the questions below and your submission may not necessarily be limited to these issues (which are provided as prompts). You will need to ensure you can verify the information you submit and where possible should provide actual numbers of staff (full-time equivalent)/values of goods and/or services.

For procurements, the Tasmanian Industry Participation Plan is an essential part of your submission and will be used by the procuring entity to evaluate your submission. In these circumstances, the Plan will contribute a minimum of 10% of the procurement evaluation. Suppliers that fail to submit a Plan will receive a zero score in relation to this criterion.

This template was specifically developed for procurement. Where a Tasmanian Industry Participation Plan is required for a private sector project, the template should be adapted to suit the specific circumstances of the project.

Procurement details

Procurement Reference No.	Provision of Services for the Engagement of Locum Medical Officers & Recruitment of Medical Practitioners
Procurement title	DHHS-5799A
Name of Responsible Agency/Entity	Department of Health & Human Resources

¹ Local SME are Australian and New Zealand businesses employing less than 200 people.

Supplier details

Name of supplier	Healthcare Australia
Contact details for supplier	<p>Peter Treacy</p> <p>Level 22, 201 Elizabeth St, Sydney NSW 2000</p> <p>T: +61 2 9024 3297 M: +61 403 003</p> <p>E: peter.treacy@healthcareaustralia.com.au</p>

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?

Total number of full-time equivalent jobs expected to be directly involved in the delivery of the contract requirements is 2 FTE.

Number of full-time equivalent jobs that will be performed in Tasmania (directly involved in the delivery of the contract requirements) is 0.5 – 1.0 FTE, dependent on extent of business awarded through THS tender.

Depending on the extent of business awarded, HCA Doctors may be required to recruit an additional consultant located in Hobart offices. Based on the likely salary and overhead costs, HCA Doctors anticipates the investment could be between \$100,000 and \$150,000

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)
Advertising for Locum Medical Officers	\$20,000		Tasmania	Yes
Rental on hot desk	\$5000		Hobart	Yes
Office supplies	\$1000		Hobart	Yes

Accommodation for Locum Medical Officer	\$20,000 per year		Tasmania	Yes
Motor vehicle rental	\$20,000 per year		Tasmania	Yes

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?

HCA Doctors anticipates 40% of temporary placement contracts will be filled Tasmanian residents. This can be tracked by generating a reporting using home address postcode data and locum placements filled for THS. HCA Doctors will prioritise the placement of Tasmanian residents, however due to the constraints in supply of some locum specialties it may not be possible to identify a potential candidate who is a local resident.

Locum Medical Officers recruited from other states & territories will have a significant impact on the local economy through travel, hospitality and accommodation expenses.

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.

IT and advertising services may be required to be contracted locally to support our locally based consultant, dependent on the business awarded in relation to this tender.

HCA intend to open communication with local Universities and Medical Colleges, to introduce the services we will be providing to THS.

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).

Priority will be given to source local Locum Medical Officers before retaining the services of interstate candidates.

After extensive research of the local market, there is a limited number of recruitment agencies based in Tasmania. Where possible, all goods and services will be sourced locally.

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.

In our experience, there is a general shortage of locum medical officers, with more severe shortages presenting at the Consultant/Specialist level on a national level. This is a challenge for all state governments throughout Australia and is particularly prevalent in rural and remote areas.

HCA Doctors is often engaged to undertake international searches for specialist medical practitioners to fill permanent roles. The skills and experience obtained by employing Medical Practitioners from interstate or overseas will assist with Continuing Professional Development of locally trained Resident Medical Officers and Registrars.

Some of these external Locum or Permanent Medical Officers will gain employment with Tasmania Universities and Medical Schools, eventually introducing new / innovative techniques and education programs.

HCA was approached to fill a vacancy for the Director of Medical Services—Mental Health, for one of NSW's largest Local Health Districts (LHDs), responsible for managing seven facilities that provide in-patient, out-patient and community-based services. The LHD had been unable to fill the role for more than 12 months prior to approaching HCA.

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.*