

Tasmanian Industry Participation Plan

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.	DHHS-5799A
Procurement title	Provision of Services for the Engagement of Locum Medical Officers and Recruitment of Medical Practitioners

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

Name of Responsible Agency/Entity	Department of Health and Human Services (DHHS)
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Supplier details

Name of supplier	Your Doctor Jobs Pty Ltd
Contact details for supplier	Justin Smith Director Justin@yourdoctorsjobs.com 0401 216 042

Local SME industry impact

What is the direct local impact of your business?

Your Doctor Jobs (YDJ) is the only fully Tasmanian owned medical recruitment company in Australia. Having commenced operations in October 2015, YDJ is proud to be a local SME which now consists of 3 staff members, 2 of which are based in Hobart, Tasmania. Currently, YDJ is owned by Justin Smith, the sole Director of YDJ.

YDJ's two Hobart based consultants Justin Smith and Stuart Cooper, have over 20 years medical recruitment experience between them, and see the Tasmanian Locum market (Hospital and GP) as a vital growth area for the company and have a great understanding of the challenges faced in securing doctors. Both have placed into THS over the years at their previous company and are looking forward to developing a close and engaging relationship again.

Any future staffing increases will only occur in Hobart, and the revenue derived from placing into THS as part of this tender will directly impact our ability to grow. Initially, this would grow by way of a support staff member due to auditing and compliance requirements, with the view to hire another Hobart based consultant as revenue growth dictates this (approximately 1 additional consultant per \$300K revenue generated)

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?

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	Location of supplier (where already determined through existing supply	If supplier not yet determined, is there a local SME market for same?

		arrangements)	chain arrangements)	(Yes/No)
Accommodation requirements in Northern TAS for site visits	\$1,800 annually based on bi-monthly visits	TBC	Devonport, Launceston and other sites	Yes – locally owned accommodation providers preferred
Auditing of compliance	\$1,000 annually	TBC	Likely Hobart	Yes – engage local auditing services
IT Services	\$10,000 Annually	Taz Tech	Hobart	
Marketing	\$10,000 Annually	Red Jelly	Hobart	

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?

Given we are a locally owned and operated company, all existing and new work will be undertaken locally. YDJ will expand its support staff, and recruitment consultant numbers locally to meet contractual requirements.

For this contract, all components of our offer, including potential new work, will be undertaken locally and come from existing contracts and relationships.

Where possible, YDJ will source Tasmanian Doctors for locum requirements, however given many will be employees of THS, this will limit the local candidate pool considerably.

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 i.e. use of existing supply chains, advertising of sub-contracting or supply opportunities, liaison with industry groups, etc.

YDJ will utilise its online presence through marketing, direct marketing to doctors, and other internal strategies to attract doctors to ensure it meets supply expectations of the contract.

YDJ has an extensive database with over ten thousand doctors currently being regularly marketed to across Australia, New Zealand, United Kingdom, Ireland and Canada. We will also utilise our many methods of attracting new contractors such as attending conferences both local, interstate and international, seeking referrals from our active doctor database, and consultants sourcing their own leads in a variety of methods. We also use several engagement strategies in the social media space and will be promoting Tasmania as a destination of choice for doctors.

YDJ also has close relationships with industry bodies such as medical indemnity providers, Department of Human Services – Medicare, and the relevant Medical Colleges. In many cases, YDJ liaises directly with contacts in the local Hobart branches of these organisations.

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 (i.e. unpacking of procurements into smaller components so that local SMEs can compete more effectively etc).

YDJ is a local SME and our smaller size means lower running costs and overheads, which we are then able to pass directly on to our clients by way of a lower fee % than the industry average. Given our two Hobart based consultants have over 20 years of Medical Recruitment experience and the industry contacts that come with it, YDJ is already well positioned to compete with larger, interstate companies.

As YDJ grows, so to will our ability to supply a greater number of doctors to THS under this contract

Broader economic opportunities

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

With lower service fees than most other Medical Recruitment companies in the market due to a flat line management structure, YDJ is hopeful that it can play a part in reducing the overall spend on locums over the coming years and already works with clients to achieve this.

YDJ is very experienced in managing roster lines for clients, with repeat and often long-term locums utilised to not only improve continuity of care to community they serve, but also keep logistical costs down in the process.

Where possible and encouraged, YDJ will happily partner with medical workforce coordinators to identify areas where alternative staffing solutions can be implemented (I.e. procedural doctors vice specialists in certain situations). This will often result in a lower daily rate / overall locum spend

YDJ also has extensive Permanent Recruitment experience and plans to actively source candidates to take up permanent positions within THS where possible.

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.

As previously stated YDJ is one of three dedicated Medical companies based in Tasmania, YDJ has designed a 5-year strategic plan based on growth and being placed on the Panel for Tasmania will allow YDJ to accelerate this growth path. Medical recruitment is a very niche area and YDJ is looking to be a one office company all based in Tasmania.

YDJ also owns a Canadian company that specialises in Medical recruitment in both the locum and permanent market and attends Canadian conferences to source doctors to Australia. THS would become a key recruitment strategy for YDJ if successful.

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.