

## Tasmanian Industry Participation Plan (template)

The Tasmanian Government is committed to maximising opportunities for local SME\* 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 (and including) \$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.

### **Procurement details**

<b>Procurement Reference No.</b>	DOH-5824C
<b>Procurement title</b>	Provision of Short-Term Staff/Labour Hire Services
<b>Name of Responsible Agency/Entity</b>	Department of Health

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\* Local SMEs are Australian and New Zealand businesses employing less than 200 people, consistent with the obligations under various free trade agreements and procurement arrangements by which the Tasmanian Government is bound.

## **Supplier details**

<b>Name of supplier</b>	Searson Buck Group Pty Ltd
<b>Contact details for supplier</b>	Level 6 / 85 Macquarie Street, Hobart 7000

### **Local SME industry impact**

What is the direct local impact of your business?

Searson Buck is a Tasmanian-owned business which has focused on the recruitment of candidates for government and non-government organisations for more than 20 years. As a Tasmanian employer, we employ over 350 Tasmanians and payroll upward of 600 external personnel each week.

Searson Buck has an extensive network of professional, trades and labouring candidates within our network and are connected to over 100,000 individuals and business entities in the recruitment sector throughout Tasmania.

As a privately held business, the organisation is led by our Executive Management team of three State Managers (Recruitment, Health and Consulting) who report directly to the Chairman (Malcolm McAully) of the Searson Buck Board. All board members are part-owners of the business and maintain an active interest in Searson Buck Group. Searson Buck board members consist of four shareholders; Maurice Hine, Stephen Porter Malcolm McAully and Yvonne Jackson.

Searson Buck is a true end-to-end recruitment service provider. They are unrivalled in Tasmania as an organisation that has proven capability in all categories and skillsets of recruitment across executive, permanent, temporary and contract. These services are backed by the exceptional depth of our consulting expertise which includes assessment design, workforce planning, psychometric assessment, and career transition services.

As the largest Tasmanian-owned recruitment, HR and transition services provider, we are backed by a team of 40 permanent Searson Buck employees who are located across our three Tasmanian-based offices.

Headquartered in Hobart, Searson Buck maintains contemporary offices in Macquarie Street, Hobart as well as Launceston and Burnie. Our offices have been designed to accommodate both the needs of our own staff as well as the needs of our clients when seeking offsite premises for interviews and assessment.

### **Direct local impact of Searson Buck**

- Searson Buck is a local SME employing over 40 permanent staff across the state.
- Searson Buck employ more than 350 people weekly and have a total payroll exceeds

\$15 million per annum. We do this in a contract, consulting or on-hired

capacity.

- Annually we assist in finding hundreds of Tasmanian's employments on a full-time and temporary basis. In FY 17-18 Searson Buck placed 220 permanent positions, many who were relocating from the mainland.
- Searson Buck have a Tasmanian-wide presence with offices across the state, incorporating our head-office based in Hobart in addition to offices in both Launceston and on the North-West Coast.
- Our business is proudly owned by Tasmanian shareholders, with strong partnerships and relationships with a number of organisations across the state.

**Searson Buck's Economic Benefit strategy is;**

- Sustaining people in employment by reducing vacant job time.
- Job Time: is the time it takes to fill, by utilising a recruitment agency reduces the time to fill vacant positions.
- Promote Tasmania through our attraction strategies.
- Connect interstate job seekers with Tasmanian employers.
- Searson Buck is a Tasmanian owned and operated company that supports Tasmanian businesses.
- Assisting Tasmanian skilled shortages (health workers and nurses) to fill much needed positions in Tasmania.
- Relationship with COTA in educating employers about retaining and employing older workers.
- Career transition services: enabling retrenched workers through job skills training to reduce the time they are out of work.

**Goods and services to be utilised in the contract**

How much of the goods and services in your submission will be provided by/sourced from local SMEs (this includes goods/services you provide as well as goods/services procured/produced from suppliers/sub-contractors/partners)?

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.

As an on-hired staffing agency, Searson Buck employ local Tasmanians. This drives investment in the local economy and contributes to State Government revenue through Payroll Tax contributions.

We provide staffing solutions to a large number of local Tasmanian and national business

throughout a broad range of industry sectors, including; Health, Professional Services, Engineering, Finance, Trades, Agribusiness, Manufacturing, etc.

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.

<b>Identified goods and/or services</b>	<b>Total estimated value</b>	<b>Name of supplier anticipated to be used (if already determined through existing supply chain arrangements)</b>	<b>Location of supplier (where already determined through existing supply chain arrangements)</b>	<b>If supplier not yet determined, is there a local SME market for same? (Yes/No)</b>
IT Services	\$100,000		Intuit Technologies	Yes
Fleet Cars	\$80,000		Co-op Toyota	Yes
Cleaning Services	\$20,000		Local supplier	Yes
Entertainment	\$40,000		Local suppliers	Yes
Office supplies	\$80,000		Local suppliers	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?

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.

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).

### **Direct local impact of our submission**

- We source local Tasmanian talent with an extended reach both interstate and internationally to ensure we align exceptional candidates with organisations.

### **Indirect local impact of our submission**

- Searson Buck utilises the services of local Tasmanian SMEs in relation to accounting services, legal services, advertising, copy writing and print media design.

- Furthermore our commitment to maintaining 3 offices across the state results in the further engagement and utilisation of services inclusive of cleaners, caterers, building leasing and related services, IT resources, maintenance and technology support.

### **Broader economic opportunities**

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

### **Broader local impacts of our submission**

- Searson Buck proud sponsor events for the Australian Institute of Company Directors and the Royal Hobart Hospital Big Breakfast. We also provide sponsorship and have memberships to the Launceston Chamber of Commerce.
- Searson Buck partner with the University of Tasmania to provide graduate and corporate internships opportunities.
- Searson Buck partner with Compassion Australia to sponsor a child.
- As an organisation and individuals, we support a charity close to our heart, Cystic Fibrosis Tasmania.