

Tasmanian Industry Participation Plan

DOH-6017 – Allied Health Locum Panel

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

- 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

Procurement ID	DOH-6017
Procurement title	Allied Health Locum Panel
Name of Responsible Agency/Entity	Department of Health

Supplier details

Name of supplier	Collar Talent Group Pty Ltd
Contact details for supplier	4/459 Church Street Richmond VIC 3121 Telephone: 0498 856 707 Email: Alfred.wilkinson@collar.group Attention: Alfred Wilkinson

Are you a Tasmanian SME*? Do you employ Tasmanians?

Collar has quickly become “Australia’s fastest-growing agency” — LinkedIn, 2022, expanding from Perth to now having 11 offices across the country, with over 106 experienced consultants. We’re dedicated to providing the best recruitment experience for our clients while prioritising the wellbeing and happiness of our candidates. Even though we do not have a brick-and-mortar office or recruiters located in Tasmania, our Australian East Coast team possesses abundant experience, skills, and technology infrastructure to attract, source, assess, qualify, verify, and induct candidates, as well as offer post-placement services. Our Melbourne office has been rapidly expanding, with a fully functional resourcing team comprising of 12 members, just within 9 months since we opened an office in Richmond with only one State Director. Across NSW and QLD offices we employ 36 staff who covering roles and client contracts Australia-wide.

Collar Group offers bespoke customer service, meaning that the Tasmanian Government requirements can be accommodated and incorporated into the terms of business. Additionally, as part of our service offerings, the Tasmanian panel will be provided with an Account Manager who will serve as the dedicated point of contact. The Account Manager will be across all aspects of the contract and will help ensure adherence to SLAs. Assisting the account manager, the recruitment mobilisation coordinators will provide additional support in the form of sourcing and mobilisation.

The Tasmanian Government can expect fast response times from us, given that we operate seven days a week from 8 am to 5 pm AEST. Our afterhours team work to cover the gaps, ensuring that all calls, placements, enquiries, or concerns are being responded to. This will be from the hours of 7 pm to 12 am AEST. Collar Group will prioritise health and safety-related concerns with team members being available around the clock. Enquiries and concerns will be reviewed within 1-2 business hours, and follow-up plans will be implemented if a resolution is not reached. Depending on role requirements, Collar Group ensures temporary staff can be supplied within 48 hours, while permanent and more specialised roles may take at least a week to source.

Collar will make a commitment to establish a physical office in Tasmania and establish a strong presence in the area. As part of this commitment, we will employ at least four local staff members to fulfill our contractual obligations, with two based in Hobart and two in Launceston. By utilising the knowledge of the local workforce, Collar aims to provide top-tier services to the Tasmanian Government. Our staff members hired in Tasmania will undergo thorough induction protocols and will be provided with all the necessary resources, access to technology, and opportunities to excel.

We are deeply committed to engaging with local businesses in Tasmania. We strongly believe that partnering with local businesses will not only improve our ability to successfully service our contracts but also contribute to the growth and prosperity of the Tasmanian economy. We recognise that local businesses bring a wealth of knowledge and expertise to the table that can help us provide top-quality services to the panel. Moreover, we see collaborating with local businesses as an opportunity to meet talented and passionate like-minded individuals who share our values. We believe that building strong relationships with local businesses will allow us to open the door to new partnerships, networks, and opportunities that can help us achieve our goals. By working together with local businesses, we are confident that we can achieve great things for the panel, our company, and the broader Tasmanian community.

Where are the goods or services to be used in the contract sourced from?

In the event Collar Group secures this contract, Our Victorian team will be managing the operations of fulfilling our contractual obligations. Our Managing Director, in collaboration with our Victoria State Director, will take swift action to establish our operations in Tasmania. Although we may not have an immediate physical office, we have already initiated the process of building a network of recruitment staff and account managers in the region. We are thrilled at the prospect of expanding our business into Tasmania, with some of our existing clients already have a presence in the state.

Collar recognises the significance of being prepared for all potential situations and having backup resources in place to guarantee that our clients have access to the key personnel they require. We have established a tried and tested strategy that ensures we minimise potential risks to the Tasmanian Government and guarantee the recruitment needs are consistently met if the volume became too significant for the Tasmanian team to execute.

Our contingency measure is our team-based approach to recruitment. Each client has a dedicated recruitment team consisting of experienced recruiters who collaborate to identify and evaluate potential candidates. This team-based approach enables us to have multiple eyes on each recruitment project, catching potential issues or risks early on and developing suitable mitigation strategies. Collar are equipped with backup recruitment functions operating close by in Victoria, New South Wales and Queensland. Additionally, we have three offices across Perth and 58 staff members who specialise in all of our business units. Our Executive Team are primarily based in Western Australia.

If Collar personnel from Victoria are required to support the volume of the Tasmanian Government's supply, Alfred Wilkinson (General Manager - Government) and Peter Dais (VIC State Director) will conduct training for the additional team as well as increase headcount on the account to efficiently service the requirements. Our aim is to minimise any impact on the Government and minimise disruption to the existing active roles.

Opportunity for Tasmanian SME* involvement

Collar's goal is to exclusively employ our own staff to service and manage the contract, eliminating the need to source sub-contractors. With the establishment of 12 offices within a span of two years, we have developed a highly efficient method of building operations in each state. This allows us to confidently provide a seamless service experience for our clients while also providing career growth opportunities for our employees.

Collar recommends that local SMEs in Tasmania are the most suitable option to provide and manage the required medical checks and physical tests pertaining to Work Health and Safety matters. The panel can be assured that Collar considers the health and well-being of the workforce a top priority, and utilising local suppliers for relevant components of work is guaranteed.

We believe that partnering with local businesses and organisations such as Tasmanian Business Chambers, job active agencies, and Local Allied Health Associations can help us achieve our goals while simultaneously contributing to the growth and development of the local economy.

In addition to engaging with these organisations, we plan to invest an estimated \$20,000 into marketing and advertising to increase our visibility and reach in Tasmania. We understand that effective marketing and advertising are essential for building brand awareness, attracting new clients, and recruiting top talent.

To further enhance our recruitment efforts, we are also offering bespoke candidate attraction methods to relocate personnel to Tasmania. We understand that relocating to a new area can be costly and stressful, which is why we are willing to offset up to 20% of the moving costs for our new employees. This investment demonstrates our commitment to supporting our employees and investing in the success of our operations in Tasmania.

Broader social and economic opportunities

Collar operates with a forward-thinking mindset and is dedicated to promoting diversity, equity, inclusion, and belonging both internally and to all stakeholders. Our commitment to empowering Indigenous peoples is demonstrated through the establishment of Collar Momentum, which offers essential training, mentoring, and employment opportunities. Additionally, our Gender Inclusion workshops and Workplace Diversity Audit showcase our commitment to promoting inclusivity and diversity within the workplace, providing clients with the necessary tools to retain a diverse workforce.

Collar Group has implemented cultural awareness training, inclusion workshops, and mentoring services, which are provided by Kylie Taylor, the Collar Group Aboriginal and Diversity Consultant, and Christine Coppin, the Diversity and Inclusion Consultant. Both consultants offer training and workshops for Collar staff, current clients, and prospective clients to promote a diverse and inclusive workplace. Collar has also established an Aboriginal, Torres Strait Islander Inclusion workshop to promote cultural inclusivity in the workplace and educates staff on cultural differences, safety, and cohesion.

We believe that our unique approach to recruitment, different from the typical recruitment agency approach, will offer a significant benefit to the Tasmanian economy. Our focus on providing a one-stop-shop for everything labour hire is our point of difference, and we take pride in the depth of our services. Our dedication to promoting diversity and inclusion ensures that our clients receive a comprehensive service that caters to their specific needs. By prioritising diversity and inclusivity, Collar not only benefits its clients but also contributes to the overall growth and success of the Tasmanian economy.

Our Diversity & Inclusion Consultant and an Aboriginal & Diversity Consultant, are highly qualified professionals who improve, monitor, and execute a more inclusive approach to supporting the diverse workforce across all client accounts and divisions at Collar Group. In line with this, we also intend to utilise our Group Training Organisation Division to appoint trainees and apprentices as part of our workforce for this project. We will ensure that these positions are accessible to disadvantaged Tasmanians and will work closely with local training and employment agencies to identify suitable candidates. We aim to appoint a minimum of 2 trainees and apprentices for each profession, with a focus on professions that are in high demand in the Tasmanian economy.

The leadership team at Collar Apprentices has played an integral role in placing and supporting more 5000 apprentices and trainees nationally over the last 10 years. With expertise in recruitment, apprenticeships, traineeships, training, job active and white-collar sectors, our team has industry leading knowledge which allows us to manage your career from grassroots to your dream job, while packing creative solutions to your team's workforce.

In addition to employment opportunities, our organisation is committed to supporting the Tasmanian community in various ways. We plan to providing pathways to employment for disadvantaged Tasmanians through partnerships with local community organisations, training providers, and other stakeholders that we deem appropriate to help us reach this strategy.

Collar Group's efforts in promoting diversity and inclusion have the potential to make a significant impact on broader social and economic opportunities in the Tasmanian region, and our dedication to this cause is ever growing.

Local innovative solutions

Collar Talent Group is committed to providing local innovative solutions that benefit the Tasmanian economy beyond the scope of our contractual obligations. We recognise that our operations have the potential to make a positive impact on the local workforce, and we intend to leverage this opportunity to create opportunities for the community to develop new skills and expertise.

To achieve this, we will draw on our extensive experience in recruitment and talent management, working closely with the Tasmanian Government to identify areas of need and opportunities for growth. We will leverage our national team of experienced recruiters and cultivate relationships with top candidates and clients to provide tailored solutions that meet the unique needs of the Tasmanian Government.

Our agility as a company enables us to quickly adapt to changing needs, allowing us to provide innovative solutions that are responsive to the evolving demands of the Tasmanian job market. We are committed to maximising the positive impact of our operations on the local economy and community, and we will take a proactive approach to identify opportunities to support local initiatives and leverage our resources to create long-term benefits for the region.

In addition to providing recruitment services, we will invest in building local expertise and capacity, offering training and development opportunities for the local workforce. We believe that investing in the development of local talent will not only benefit the community but will also result in better outcomes for our clients, as they will have access to a pool of highly skilled and capable candidates.

Overall, Collar Group is committed to providing local innovative solutions that benefit the Tasmanian economy and community. We look forward to working with the Tasmanian Government to identify areas of need and provide tailored solutions that meet their unique requirements.

Completed and endorsed

Alfred Wilkinson - Group General Manager.....
(Name and position – print)

Collar Talent Group Pty Ltd.....
(Supplier name)



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14 / 08 / 2023
(Date)

*A Tasmanian SME is a Tasmanian business employing less than 200 people