

# 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

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

### Supplier details

<b>Name of supplier</b>	Searson Buck Group Pty Ltd
<b>Contact details for supplier</b>	Level 6, 85 Macquarie Street Hobart, TAS, 7000  Telephone: 03 6270 2627 / 0419 425 168 Email: <a href="mailto:nprokopiec@searsonbuck.com.au">nprokopiec@searsonbuck.com.au</a>  Attention: Nick Prokopiec

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

As a Tasmanian owned and operated business who has been in operation for 35+ years, we are committed to building the wealth of talent in Tasmania.

Searson Buck Group Pty Ltd is a Tasmanian owned and operated recruitment and HR consulting organisation with revenues in excess of \$28,000,000pa with plans to grow aggressively in our areas of core business; health/nursing, infrastructure, professional and management services and government services. Growth will be both organic and by way of acquisition.

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Currently the group employs a workforce of 45 permanent part-time and full-time workforce across three offices: Hobart CBD, Launceston and Burnie.

Additionally, we are considered a major private employer and have a diverse workforce operating throughout the state including.

- An employer of 300-350 temporary on-hired workers per week with annual payroll exceeding \$17,000,000

- An employer with breadth and depth to its operating sectors;

- o Administration & Customer Service
- o Finance & Accounting
- o Engineering & Technical Trades
- o Building & Construction
- o Civil Construction
- o Transport, Warehousing & Distribution
- o Scientific
- o HR, Marketing & Procurement
- o C-suite
- o Health Care

•A recruitment firm that places in excess of 550 permanent positions per year which ultimately contributes in excess of over \$44,000,000 of wages in the Tasmanian economy (av. base salary of \$80,000) plus associated payroll tax contributions to the Tasmanian Government

•Promoting Tasmania as a place to live through our talent attraction strategies

•Attracting skilled talent back “home” and also into the State

•The provision of added value through the creation of new talent networks

•Provision of career opportunities for graduates, thus reducing the “brain drain” effect

•Negotiation of remuneration packages in the best interests of the employer and the identified candidate to suit the local market and individual circumstances

•Sourcing and attraction partnerships with business to address key areas of workforce and skill shortage (engineers, health and nursing staff and other professionals) to fill much-needed positions in Tasmania.

•In thinking laterally to provide employment opportunities to older Tasmanians

•Supporting the skilled migrant, older and younger Tasmanian and part-time worker with flexible work arrangements and advocating with potential employers to secure positions

•By creating employment opportunities for residents in the State’s regional areas

•Advocating for Tasmania’s youth and introducing and supporting them on their first career journey

By our career transition services that enable retrenched workers through job skills training to reduce the time they are out of work reducing the burden of emotional and mental health challenges in a difficult transition period. Insert your answers here (refer Guidance information below).

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

Based on this submission, Searson Buck Group will be a provider of allied health personnel in either an on-hired worker capacity or as a permanent recruitment solution for the Tasmanian Health Service.

In doing so, Searson Buck will source potential applicants from the local Tasmanian, interstate and/or international market.

Sourcing will be undertaken by a team of local recruitment consultants and clinically trained support teams from our Launceston and Hobart offices.

To service this contract, Searson Buck envisages that a minimum of 40 working hours per week will be allocated to manage this project. This includes, administration, sourcing, assessment, presentation, post-placement care practices and weekly payroll functions.

This equates to one fulltime dedicated Searson Buck employee for the duration of the contract. Total costs to Searson Buck will be in excess of \$130,000pa and from a consulting perspective, equivalent to \$395,000 of billable hours.

Outsourcing based on performance provides the Tasmanian Government with a cost efficient and effective partner with dedicated resources.

As a provider of personnel and staffing solutions, Searson Buck's primary business model places permanent and fixed-term employees directly with organisations and engages an on-hired worker as a temporary or contract employee of the Group, meaning we are responsible for all legislative payments (Payroll Tax, Super, W/C, PI, PL, etc).

For this contract, it is not envisaged that external contractors would be utilised to deliver upon the services required.

### Opportunity for Tasmanian SME\* involvement

IDENTIFIED GOODS AND/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)
Office space	\$225,000 pa	The Sykkes Group & Crystal Group	Tasmania & Victoria	-
IT Services	\$105,000 pa	Pritech	Tasmania	-
Staff Development	\$65,000 pa	RCSA & National College of Recruitment	National & Queensland	-
Entertainment	\$60,000 pa	Various Tasmanian providers	Tasmania	-
Accommodation (internal)	\$25,000 pa	Various Tasmanian providers	Tasmania	-
Accommodation (on-hired workers)	\$172,000	Various leases throughout state	Tasmania	-
Advertising	\$52,500 pa	SEEK, LinkedIn	National/International	-
Office equipment	\$7,500 pa	Projex	Tasmania	-
Vehicle hire	\$12,000 pa	Avis	Tasmania	-
PPE	\$44,000 pa	Nubco	Tasmania	-

## Broader social and economic opportunities

(Searson Buck has established relationships with Council of the Ageing Tasmania (COTA), Youth Network of Tasmania (YNOT) and also the Migrant Resource Centre Tasmania (MRC Tas). We would work with each partner to further develop support and communication strategies which attract and engage with their respective participant or membership to satisfy increasing workforce demand.

In doing so, we will attract the skilled migrant worker, the mature age Tasmanian looking to re-enter the workforce or engage with Tasmania's youth on their career and employment journey.

Operating three offices throughout the State allow Searson Buck's consultants and talent to connect in a confidential and comfortable environment.

Other initiatives which are currently supported or will be supported by Searson Buck over the next 12 months include:

- Searson Buck proudly sponsor events for the Australian Institute of Company Directors (AICD) and supports two educational scholarships: one for the Not-for-Profit sector and the other for an Aspiring Director. Both are application based and provide a 50% discount on an AICD Directors Course and one-year of membership. This initiative is valued at \$6,000 per scholarship, \$12,000 total investment by Searson Buck, in two Directors professional development.
- Professional memberships with TCCI, LCC, TMEC, AHRI, AICD, RCSA and CFF Tas.
- Searson Buck regularly run "Meet A Recruiter" events for local job seekers to improve their chances at finding employment through networking and coaching events
- Searson Buck partner with the University of Tasmania to provide graduate and corporate internship opportunities
- Searson Buck have also sponsored a child through Compassion Australia for the past 20 years
- As an organisation Searson Buck passionately support Cystic Fibrosis Tasmania. Cystic Fibrosis impacts one of our team members and as a result it is our charity of choice. We are a major sponsor of their annual gala dinner and make significant donations during the year through team fundraisers to buy the equipment needed to support those affected by Cystic Fibrosis in Tasmania.
- Searson Buck have provided a donation to the Rotary Tasmania Community Care project for research into Gynaecological Cancer

Searson Buck strives to meet our organisational environmental sustainability and energy conservation commitment by reducing our impact on the environment through:

- Reduction of power consumption in our offices through natural light and open plan workspaces
- Purchasing equipment with a high Energy Star rating
- Sustainable recycling of computers and office equipment
- Using Australian recycled paper in our photocopiers and bathrooms

- Choosing an Australian supplier who participates in a cartridge recycling program.
- Ensuring our candidate and client processes and procedures are digital for mobile usage allowing for the reduction of paper-based processes
- Operating a fleet of small 4-cylinder vehicles.

## Local innovative solutions

Searson Buck has partnered with the Tasmanian Government to deliver the following workforce capacity and skilling programs over the past 3 years;

- Career Connector (current)
- Job Ready Fund (current)
- Skills Matching Service
- Civil Construction Skilled Migrant Program
- Shift Sharer.

Links to each of these workforce capacity programs can be found on the Searson Buck website.

Other initiatives Searson Buck engages in to support our industry partners build workforce capacity and engagement include;

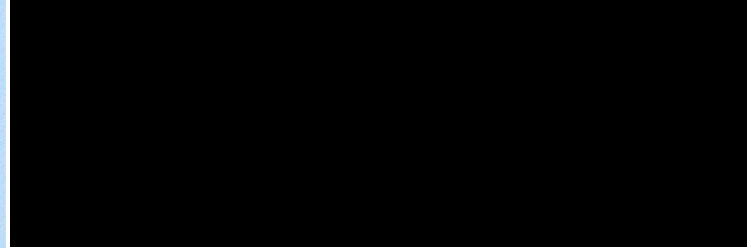
- Management of several Tasmanian Government fixed term contracts including Department of Natural Resources and Environment Tasmania, Department of Police, Fire and Emergency Management.
- Best-of-breed technology solutions such as online reference checking, paperless onboarding, smart AI Bots used to engage passive candidates within the database
- Partnership with world-leading occupational health and safety provider, Longitude 6, to ensure people are safely placed into roles, therefore reducing injuries in increasing productivity

As an SHL Premium Partner, our Remote Working Psychometric assessment, has provided significant insights into workers preferences when faced with the challenge of working remotely and for the Manager, tools and approaches for the best management of a worker in a remote working environment.

Completed and endorsed

Nick Rowland - CEO  
(Name and position – print)

Edison Solar Power Pty Ltd



14/8/2023  
(Date)

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

