

Tasmanian Industry Participation Plan

DOH-6040 - Provision of Services for the Supply of Agency Nurses and Midwives

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-6040
Procurement title	Provision of Services for the Supply of Agency Nurses and Midwives
Name of Responsible Agency/Entity	Department of Health

Supplier details

Name of supplier	ACM Recruitment Pty Ltd
Contact details for supplier	Level 21, 60 Margaret Street Sydney NSW 2000 carl@acmhealthcare.com.au

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

Although we are not a Tasmanian SME, we are committed to supporting the local Tasmanian workforce and economy. Currently, we have 14 on-hire workers employed in the state, working approximately 650 hours per week. As part of our efforts to prioritize hiring within the state, we expect that this procurement activity will support additional Tasmanian jobs, although it is difficult to provide an exact number at this stage.

Furthermore, we will continue to prioritise hiring from the local economy as we expand our operations in Tasmania. While we do not have immediate plans to set up a dedicated local Tasmanian office, we remain focused on employing local staff and supporting the growth and development of the region's workforce. By prioritising the recruitment of Tasmanian talent, we aim to foster strong professional relationships, contribute to the region's economic growth, and help build a thriving healthcare sector within the state.

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

Our business is fully capable of providing all the recruitment services required as identified in our submission. While we are not a Tasmanian SME, we are highly committed to supporting and incorporating local products, services, and capabilities within our operations. Our aim is to benefit the local economy by recruiting up to 80% of the roles within the state of Tasmania. We will achieve this by actively seeking and engaging with local Tasmanian talent, partnering with local educational institutions and job boards, and leveraging our existing network of professional relationships within the region.

Additionally, we plan to work closely with local healthcare facilities and organisations to better understand their specific needs, requirements, and preferences, enabling us to tailor our recruitment services accordingly. This approach will ensure that we are able to effectively match highly skilled local candidates with the appropriate positions, contributing to the overall success and growth of the healthcare sector in Tasmania.

By prioritising the incorporation of local products, services, and capabilities in our submission, we hope to foster a strong sense of community, enhance the quality of healthcare services available in the region, and promote sustainable economic development within the state.

Opportunity for Tasmanian SME* involvement

We plan to source components of our offer from other Tasmanian SMEs, as needed. We have a well-established network of partner recruitment agencies that operate in Tasmania, which we can leverage to ensure the timely and efficient delivery of our services.

In order to identify and engage with other Tasmanian SMEs, we will utilise our existing supply chains and professional relationships, as well as actively seek out new partnerships

by advertising or supply opportunities. Additionally, we will liaise with local industry groups to gain a deeper understanding of the regional market and to identify potential collaborative opportunities.

We recognise the importance of skill development and knowledge sharing within the industry. As such, we are open to exploring opportunities for transferring skills to Tasmanian SMEs. This may include sharing best practices, offering training sessions, or splitting workload in a manner that allows local businesses to learn from our expertise and experience. Ultimately, we aim to foster a collaborative environment that promotes the growth and success of both our organisation and the broader Tasmanian healthcare sector.

Broader social and economic opportunities

Our organisation brings numerous benefits to the Tasmanian economy beyond the direct provision of recruitment services. This includes stimulating job growth, supporting local businesses through our partnerships and collaborations, and injecting capital into the economy through the purchase of goods and services from local suppliers.

We will contribute to the development of new skills and expertise within Tasmania. By working with local healthcare providers and professionals, we will be able to identify gaps in skills and expertise and address them through targeted training and development initiatives. While our primary focus is on the recruitment of experienced allied health personnel, we recognise the importance of nurturing the next generation of healthcare professionals. As such, we are open to considering the appointment of trainees or apprentices in relevant professions, depending on the specific needs and requirements of our clients.

Our organisation is committed to providing equal employment opportunities and fostering a diverse and inclusive workplace. We actively work to create pathways to employment for disadvantaged Tasmanians, including those from underrepresented groups, by offering targeted recruitment and support services.

Local innovative solutions

ACM Healthcare can be a leading recruitment force in the Tasmanian region, employing innovative recruitment methodologies and advanced technology to efficiently identify, attract, and match highly qualified candidates to our clients' needs.

Our innovative use of professionally edited videos provides a deeper understanding of job positions, work culture, and client values, enhancing the recruitment process for both employers and job seekers.

We are committed to delivering high-quality staffing solutions that benefit the entire Tasmanian region while addressing its unique challenges and opportunities. By refining our recruitment strategies and leveraging advanced tools, we foster robust professional relationships and contribute to the growth and development of Tasmania's healthcare sector.

Our approach emphasizes maximising benefits to the local economy through harnessing local talent and resources, as well as identifying opportunities to enhance imported goods and services via local development and innovation. ACM Healthcare is dedicated to increasing our use of locally sourced goods and services, thereby reducing our reliance on imports and supporting the growth of the local economy.

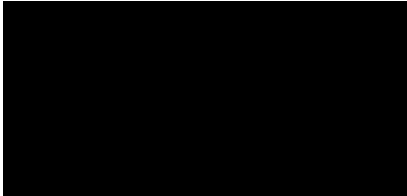
1. We offer innovative solutions that benefit the broader Tasmanian community and economy, including:

2. Cutting-edge recruitment technology: Streamlining the hiring process and providing an efficient candidate matching system for employers and job seekers in the region.

3. Comprehensive onboarding and training programs: Ensuring our allied health personnel possess the necessary skills and knowledge to excel in their roles and contribute to high-quality healthcare services.

4. Collaboration with educational institutions: Developing programs that address skill gaps, support healthcare workforce growth, and promote new healthcare solutions.

By implementing these solutions, ACM Healthcare is well-positioned to contribute to the overall well-being and growth of the Tasmanian community and economy.

Completed and endorsed	Carl Sagun - CEO (Name and position – print)
	ACM Recruitment (Supplier name)
	
	3/04/24 (Date)

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