

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

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| 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

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|-------------------------------------|--|
| Name of supplier | Evolve Talent Pty Ltd |
| Contact details for supplier | Suite 504, 46 Market Street Sydney NSW 2000 alex.tranter@evolvetalent.com.au |

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

Evolve Talent is not a Tasmanian SME but if we are a successful tenderer, we will supply a Tasmanian based workforce so will provide a local benefit. This procurement activity could support over 3500 for nurses and midwives in Tasmania. If awarded this tender Evolve will set up a local Tasmanian office where we have established consultants that have prior knowledge and experience of supplying into Tasmania.

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

Evolve will source candidates locally and throughout Australia for the THS contract. We provide all the goods and services identified in our submission. Our submission will incorporate local products and services by employing hundreds of nurses who will support the Tasmanian Health Service.

Opportunity for Tasmanian SME* involvement

Evolve Talent will aim to buy PPE and book medicals for the nursing staff sourced from Tasmanian SME's to support local businesses.

Broader social and economic opportunities

Evolve as a business is actively engaged in various initiatives to generate social benefits, promote diversity and inclusion, and support disadvantaged and underrepresented groups which will be done in Tasmania if awarded this tender.

Here are some key actions and approaches we are taking:

Diversity and Inclusion Policy: We have established a diversity and inclusion policy that outlines our commitment to creating a workplace that is free from discrimination, harassment, and bias. This policy is designed to ensure equal opportunities for all employees and candidates, regardless of their race, gender, age, disability, or other protected characteristics. It also emphasizes promoting diversity in leadership roles and providing training to raise awareness of diversity and inclusion issues.

Gender Diversity: Evolve has a significant representation of female leaders, with 70% of our senior leadership team being female. This demonstrates our commitment to gender diversity and leadership opportunities for women.

Cultural and Minority Diversity: Evolve's workforce is composed of employees from diverse backgrounds, cultures, and minority groups. We actively leverage this diverse team for our on-hire workforce, emphasising inclusivity.


Indigenous Engagement: Evolve is actively seeking partnerships with Indigenous businesses and organisations to create employment and training opportunities for Indigenous Australians and Tasmanians. We are in discussions with IronMerge, an Indigenous business, for a potential joint venture to support Indigenous employment and training.

Support for Regional Communities: We collaborate with Aboriginal-owned health services to provide healthcare professionals to work in Aboriginal communities. We also support remote Indigenous communities, particularly in Western Australia, The Northern Territory and Queensland, and partner with various Aboriginal corporations and health services to address health and social determinant issues. We actively engage with the local community in which they operate.

Local innovative solutions

Currently Evolve Talent does not offer innovative solutions to benefit the broader Tasmanian community, but if awarded this tender we will implement similar initiatives to what we have implemented specifically in QLD & WA.

Evolve Talents efforts to recruit locally in Tasmania is an important initiative for community growth and reconciliation. The trickle-down effect of an expanding healthcare industry will strengthen support industries and ultimately lead to broader economic growth of local community.

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| Completed and endorsed | CHRIS MCV EAN (Name and position – print) |
| | EVOLVE TALENT PTY LTD (Supplier name) |
| |  (Signature) |
| | 10 / 04 / 24 (Date) |

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