

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	Health One Consulting Pty Ltd
Contact details for supplier	18 Chestnut Crescent Prestons NSW 2170 jhanna@healthoneconsults.com

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

Presently, HealthOne is not classified as a Tasmanian SME as we are not based in Tasmania. However, we are committed to supporting the Tasmanian community through the creation of job opportunities and economic contributions.

As a company, we actively employ Tasmanians, and we are dedicated to increasing the number of Tasmanians working with our company. This tender, if awarded, would significantly contribute to the growth of local employment opportunities and would support the investment of advertising and marketing in the region to expand our Tasmanian workforce.

We estimate that between 100-250 nursing jobs can be filled through this tender. Our goal is to efficiently fill most of these positions with local talent to reduce costs, enhance continuity of care, and support the local nursing workforce. Local nursing staff are more likely to return to a facility they have visited which supports service continuity and eases burden of re-inductions from a facility perspective.

Currently, 3.5% of our staff are based in Tasmania and are mainly involved in travel nursing contracts in other states. With the anticipated growth in Tasmanian contracts, we aim to employ between 40-50 nurses within the first three months, fostering local employment opportunities. We expect that through targeted marketing in the region, there will be a substantial rise in the interest of Tasmanian nurses joining our agency. Some may initially pursue travel nursing opportunities and later transition to local assignments, mirroring a pattern observed in some of our other states.

Presently, Tasmanian employees contribute approximately 1,280 hours in other states, while other employees contribute approximately 58,000 hours. With the proposed contract, we foresee a significant increase in Tasmanian-based labour hours, reflecting our commitment to local workforce engagement.

Following the achievement of this Tender, we anticipate the creation of new jobs in Tasmania. With an estimated 229,000 hours forecasted in a 12-month period based on numbers provided by THS/DOH, we expect to create between 100 - 250 jobs as a minimum proportion of the total to start depending on the type of work (i.e. short/long contract or singular shifts). The majority of these positions will be filled by local talent, fostering economic growth in the region.

We are open to the concept of establishing a presence within Tasmania. Once the demand for our services in Tasmania reaches a level that warrants the establishment of a local office, we are committed to setting up operations in Tasmania. This initiative will include employing local staff and working closely with local stakeholders to support the growth of our Tasmanian portfolio.

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

We are a service-oriented business and the core of our services involves supplying health professionals, who are sourced predominantly from Australia. Currently, 98% of our services are delivered by Australian nurses, with a small percentage is provided by nurses from New Zealand. Notably, only 3.5% of the services are currently delivered by Tasmanian nursing staff. However, we anticipate a significant shift in this distribution following the tender award. This aligns with the observed pattern following other state tenders, where our company experienced substantial growth in staff from within the state where the tender was successfully secured.

In terms of incorporating local products, services, and capabilities, our submission emphasises prioritising local talent. By focusing on recruiting and employing Tasmanian nursing professionals, we aim to create jobs that will enhance efficiency and ensure continuity of care. This strategy not only ensures that the healthcare services provided are delivered by individuals familiar with the local context but also contributes significantly to local job creation and economic growth. This approach will not only support the local workforce but also contribute to the local economy. Additionally, the increased presence of our nursing professionals in local healthcare settings would have a positive impact on the consumption of consumables in those facilities, further supporting the local supply chain.

We are committed to a multifaceted approach in incorporating local products, services, and capabilities, thereby fostering stronger ties with the Tasmanian community. In collaboration with local educational institutions and healthcare organisations, we plan to establish training and upskilling programs. This initiative aims to enhance the skills of the local healthcare workforce, creating a pool of highly qualified professionals who can seamlessly integrate into our agency. We are committed to forming partnerships with local suppliers for various ancillary services. This includes collaborating with local training institutions, local administration support, as well as local transport as part of the process to deploying a nurse to a facility. In addition to this we would be engaging health organisations, and other relevant stakeholders to create a network that we can leverage off to promote our work and help expand our local workforce. This not only aids us in the provision of services but also contributes to the overall improvement of the healthcare ecosystem in Tasmania.

Our commitment extends beyond the provision of healthcare services. We plan to actively participate in community development projects, support local initiatives, and foster partnerships with community organisations. This involvement will address broader social challenges and contribute to the wellbeing of the Tasmanian community and aligns with our goal of enhancing delivery of healthcare in Australia. By creating the pathway for work in Tasmania through the Recruitment arm, HealthOne will have the opportunity to expand its other services such as healthcare consulting and home care to the region. Form the above examples, we estimate between 500K to 700K p.a. minimum in value leveraging off local talent, goods and services supplied in order to conduct work and grow in Tasmania.

Opportunity for Tasmanian SME* involvement

HealthOne is dedicated to fostering local economic growth and social benefits within Tasmania by actively involving Tasmanian SMEs in various aspects of our operations. In sourcing components locally, we plan to collaborate with Tasmanian SMEs and subcontractors to provide transportation services for our nurses as well as source uniforms and office supplies contributing to the regional economy and minimising environmental impact. Furthermore, we aim to engage local subcontractors for essential tasks such as payroll management, ensuring compliance with Tasmanian regulations and promoting local employment opportunities. In the realm of marketing initiatives and staff training, we recognise the importance of leveraging the expertise of local subcontractors to align with regional needs and preferences.

To identify and engage with subcontractors or other Tasmanian SMEs, HealthOne will adopt a proactive approach. We intend to advertise specific subcontracting opportunities, inviting expressions of interest from Tasmanian businesses. Additionally, we will draw on our existing network and industry connections to identify local subcontractors with the requisite expertise and capabilities. Collaborating with Tasmanian industry groups, participating in local business forums, and attending relevant events will be key strategies to build relationships with potential subcontractors.

HealthOne acknowledges the importance of skills transfer to Tasmanian SMEs and subcontractors. This involves transferring local administration and payroll responsibilities to a Tasmanian team, contributing to skill development and supporting local employment opportunities. Marketing functions will also be shared with local subcontractors, fostering collaboration and knowledge exchange. Furthermore, onboarding tasks such as interviews and credentialing will provide opportunities to engage local HR professionals or individuals hired as part of the Tasmanian team.

Through these initiatives, HealthOne is committed to not only meeting contractual obligations but also actively contributing to the growth and sustainability of the local business community in Tasmania.

Broader social and economic opportunities

HealthOne is poised to bring substantial social and economic benefits to the Tasmanian economy through the provision of clinical personnel to the healthcare system. By supplying skilled healthcare professionals, we contribute significantly to improved access to care and early intervention, emphasizing preventive measures. This proactive approach mitigates the escalation of health issues, resulting in a decrease in hospitalizations. Not only does this save taxpayer funds, but it also alleviates the overall strain on the healthcare system, enhancing its efficiency and effectiveness.

Our commitment to employing workers in Australia aligns with our dedication to reducing unemployment rates and supporting local families. The creation of job opportunities through this contract will specifically target the skills and expertise available in the Tasmanian workforce, fostering local economic growth and competitiveness. Moreover, our emphasis on skills and training programs is designed to upskill the local workforce, creating employment opportunities and contributing to the talent pool that

drives economic growth in Tasmania. This involves enhancing the skills of the workforce to undertake responsibilities in human resourcing and team leadership. It also encompasses the development of project delivery and management skills, which are versatile and can be adapted to various environments.

HealthOne's commitment to diversity extends to inclusive employment practices, actively seeking services from businesses that provide opportunities for persons with disabilities. This commitment contributes to a more inclusive and equitable society within Tasmania. The potential for trainees or apprenticeships exists within the framework of this contract, further facilitating skill development and employment pathways.

In addition to these direct economic contributions, HealthOne is committed to supporting the Tasmanian community through various avenues. Our current involvement in volunteer and community support activities, outreach, and homelessness support underscores our dedication to community well-being. We sponsor local initiatives focusing on men's health and well-being, provide pro bono human resources and career support to young Australians. We actively engage in community development projects such as the development of non-forprofit multi-purpose sites to enhance services delivered to the next generation. This established commitment to positive social outcomes in Australian communities will seamlessly extend to Tasmania, where we look forward to exploring similar opportunities and fostering partnerships with local community organizations to address social challenges.

Local innovative solutions

Our submission actively involves adding value to imported goods or services through local development and innovation. One strategy will be the implementation of training programs specifically tailored to address the unique healthcare needs of the Tasmanian population. By offering specialised training to our nursing staff that aligns with the state's health priorities, we enhance the quality of service provided, enhancing the value of our service in the region.


In terms of providing goods and services to the Tasmanian economy historically imported from interstate or overseas, our workforce agency look to establish partnerships with local suppliers for various support services. This includes collaborating with Tasmanian IT companies (currently collaborated with companies in NSW and QLD) for the development of a customised digital platform to streamline our operations which will contribute to the local economy. Additionally, we look to source uniforms, office supplies, and other ancillary services locally instead of importing them which will further support local businesses.

Furthermore, our organisation is committed to offering innovative solutions that benefit the broader Tasmanian community and economy. One initiative will be collaborating with local educational institutions to create internship programs for nursing students. This not only provides valuable learning experiences but also addresses potential future workforce shortages in the region. Additionally, we would look to engage in the digital health space such as becoming involved in telehealth solutions to enhance healthcare accessibility, especially in remote areas of Tasmania. We believe that access is a vital aspect of care

and utilising digital health combined with workforce supply can be a ground-breaking innovation with positive implications for the broader community.

We envision collaborating closely with THS/DOH to pioneer innovative solutions in advanced workforce staff planning. Our goal is to shift from a reactive approach to a proactive one, effectively mitigating and forecasting the risk of staff shortfalls well in advance. This entails leveraging advanced data analytics and forecasting tools to assess needs with precision, allowing for strategic planning and resource allocation before challenges arise.

Our dynamic team is well-versed in implementing and thriving on such innovative solutions, having successfully applied similar strategies in various contexts. The benefits of this approach extend beyond the immediate scope of healthcare staffing, positively impacting the broader Tasmanian community and economy. By proactively addressing workforce needs, we contribute to the stability and resilience of the healthcare system, fostering a healthier population and ultimately supporting economic growth in the region. This commitment to innovation aligns with our broader strategy of utilizing cutting-edge practices for the betterment of both the community and the economy.

Completed and endorsed	JOHN HANNA (DIRECTOR) (Name and position – print)
	HEALTH ONE CONSULTING PTY LTD (Supplier name)
	 (Signature)
	10 04 2024/...../..... (Date)

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