

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	Limelight Consulting Group Pty Ltd
Contact details for supplier	Level 5, 20 Bond Street Sydney NSW 2000 kh@limelightpeople.com.au

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

Limelight People are not a Tasmanian SME but have established strong links with health services in Tasmania. Limelight People were successful in the tender process with the The Crown in Right of Tasmania (acting through The Department of Health) to become a supplier in the Allied Health Locum panel. Limelight People have also supported staffing needs in Mental Health services in Hobart, providing experienced clinicians holding tertiary qualifications in Social Work and Nursing.

Limelight People promote Tasmanian specific job opportunities to our broader candidate network and partner channels. To expand our local reach and presence, we plan to invest in local publications, bespoke recruitment campaigns and utilise Tasmanian based resources.

If accepted onto the tender, Limelight People are committed to building relationships and our profile across the Tasmanian community with the intention of supporting the Tasmanian healthcare industry.

Limelight People are keen to further establish our footprint further and a local Tasmanian presence

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

Limelight People's approach to market takes on a number of recruitment strategies to ensure we are maximising the full extent of the market when sourcing our talent pools

Limelight Peoples Consultants continually focus on ongoing candidate attraction and sourcing of quality candidates in addition to building stronger industry networks and word of mouth referrals.

Limelight Peoples Consultants will actively source candidates from local, interstate and international locations. Limelight People is an independently owned, specialist recruitment business serving the Australian Healthcare sector since 2016. We have been successful in creating a network of skilled Health and Social Care Professionals. We have a national network of clients and a database that holds information of and provides access to over 38,000 healthcare professionals across Australia. Limelight People are trusted advisors in the Healthcare sector driven by a determination to provide the best recruitment service across the Australian Health and Social Care industry sector. We dedicate extensive resources and time building exceptional, Healthcare talent pools that centre around Multi-Disciplinary Teams and specialist Client Groups. To maintain a point of difference, our data is regularly cleansed. Limelight Peoples Consultants are managed against data input and maintenance KPI's including the coding of candidates job type preferences (eg: Temporary, Locum, Permanent). This model ensures both effective speed to response and audience accuracy when filling urgent temporary positions.

Limelight Peoples candidate evaluation process

i. Limelight People aim to organise an initial briefing with the hiring manager/s to establish key criteria and cultural fit, understand the competency model and establish a recruitment timeline.

ii. Our sourcing strategy includes utilise an extensive and targeted database search, contacting our referral networks, Mailchimp, E-Campaigns via CRM, targeted headhunting.

iii. short-listed candidates are assessed against key job criteria with a pre-screening telephone interview being conducted covering key criteria including experience, aspirations, salary, interest and availability.

iv. Face to face, video or phone interviews are conducted covering background verification, behavioural & situational questions, culture fit assessment, capability assessment

v. Minimum of two professional verbal reference checks are completed addressing past work performance, team fit, team work, skills, and reliability (and other areas). Dates of employment are also verified as well as clinical competencies.

vi. Shortlist of candidates along with consultant interview summaries are provided to the client

Limelight People will aim to source as many local candidates as possible. It is likely we will source more candidates from interstate locations than local with a large proportion of our database happy to travel to Tasmania and explore locum opportunities. Limelight People will promote roles across Tasmania to our network, we will educate candidates around benefits to relocating to Tasmania.

Limelight will advertise in local publications, run a local referral programs and other candidate attraction strategies across Tasmania to attract local talent in line with roles across Tasmania.

Opportunity for Tasmanian SME* involvement

To include but not be limited to any of the following:

- a) any opportunities for the engagement and training of apprentices;
- b) number of apprenticeships and trainees created and the existing positions to be utilised in the proposed contract;
- c) identifying and describing opportunities for increasing the skills of your employees;
- d) retraining of existing labour in the Tasmanian Region; and

e) engagement and partnership with local training organisations, universities, and Tas TAFE

Limelight invests in the retraining and certification of our existing workforce nationally, and where required, will provide the same serviced in Tasmania using our training and accreditation partner Kineo: <https://kineo.com/en-au/>

Broader social and economic opportunities

Delivering compliance training and certification to our workforce in conjunction with Tasmanian education providers will add additional benefit to the Tasmanian Economy.

Limelight People partner with Charities and Not For Profit organisations nationally, with recent projects completed with The Salvation Army and Wesley Mission. Limelight People would engage with similar organisations located locally in Tasmania, with the aim of supporting projects in the community.

Limelight People offers disadvantaged people assistance in the writing Resumes via articles on our website and LinkedIn pages offering specific advice on how to structure a Resume, plus tips and advice to consider while progressing through the interview process.

Over the past few years Limelight People have built a strong capability in working with and finding roles for Assistants in Nursing and Personal Carer Assistants. The barrier to entry in Healthcare for those positions is much lower. Limelight People would look to assist the local Tasmanian community in securing similar roles and educating the community on how to attain those types of positions via educational courses and vocational training.

Local innovative solutions

Limelight People will endeavour to introduce highly skilled and experienced Healthcare professionals, from interstate and overseas into the local Tasmanian Health industry. With established networks of Nurses, Midwives and Allied Health Professionals in the UK and NZ, Limelight People will run bespoke advertising campaigns to promote relocation to Tasmania. These Healthcare professionals will hold experience, qualifications and innovative knowledge well aligned to Tasmania's current recruitment needs.

Completed and endorsed

.Ian Gingell, Director
(Name and position – print)

Limelight Consulting Group Pty Ltd
(Supplier name)



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(Signature)

12/04/2024
(Date)

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