

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	Nurse Recruitment Pty Ltd t/a Verus People Nursing
Contact details for supplier	Level 19, Suite 1902, 570 George Street Sydney NSW 2000 Larissa.barr@veruspeople.com

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

Verus People Nursing is an Australian owned and operated business committed to contributing to the local economy and helping Tasmanians gain employment in the Tasmanian health sector.

We have a strong history of successfully placing nurses and midwives across Australia and delivering positive impacts on the communities they work in. Currently, Verus People has over 150 long-term placements across Australia, the majority being nurses and midwives in regional and rural hospitals. Our successful business model is based on prioritising the recruitment of skilled residents to fill local jobs, which is a win for all - our employers, employees, the local economy and the broader community.

We value the advantages of staff with broad local knowledge of the area, understanding the nuances of systems and the healthcare market and being part of the community. They are invested in serving their communities and travelling to other Tasmanian facilities to attend site visits, meetings, training and networking events. They also understand the fluctuations in service take-up based on tourist seasonality and weather conditions.

Our strategic vision is to establish a presence in Tasmania. This tender provides an opportunity for us to fulfil our vision and look to establishing an office to build our client and candidate relationships. We would expect to employ 4-10 Tasmanians to assist with recruitment, compliance and office management.

As a NSW SME, we are committed to making strong and valuable contributions to the local economy and to the communities that we serve. Wherever possible, we prioritise buying from Australian local suppliers and producers. We understand the big impact that opportunities offered to SMEs can have, and we will be looking to continue our support for SMEs in Tasmania.

Our current office is situated in Sydney and this houses the majority of our staff in management, recruitment, finance and compliance. We have 31 employees located here and we have recently established a footprint in Brisbane to service our QLD clients.

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

Our goal is to source as many local Tasmanian nurses and midwives as possible to deliver healthcare services for the Department. However, through our extensive work in rural communities across Australia, we know that this is not always possible. We will utilise our Australian experts and networks to engage staff with relevant experience from other states and territories to meet the needs of Tasmania, as well as leverage our relationships with NZ and UK agencies if we are required to make up a shortfall.

Whilst we may not be able to fill 100% of positions with Tasmanian candidates due to market conditions, the effects of bringing in out-of-state candidates will see a flow on effect to the Tasmanian economy. Out-of-state clinicians will require additional services to fulfil their contracts, such as accommodation, transport, food and beverage and

entertainment options. We estimate that for each clinician who works a five-day week in Tasmania, there is approximately a \$1500 economic activity impact on local services. From our experience recruiting clinicians in other states, we know that they regularly travel with family and friends, which increases tourist activities and their overall spend.

In addition, we supply our clinicians with Verus Nursing scrubs, and we will be looking for a Tasmanian supplier to assist in fulfilling these orders with embroidered logos at an estimated value of \$5000 per year.

Opportunity for Tasmanian SME* involvement

During the term of the contract, we will utilise various Tasmanian SMEs to assist with supplies and services for our staff and candidates. We will be sourcing a variety of Tasmanian accommodations (hotels and serviced apartments), transport (taxis and rental cars), food and beverage and entertainment options for solo and family travellers.

As an NSW SME, we understand the importance of supporting similar businesses and are committed to local sourcing and engaging them wherever possible. Approximately 20% of our clinicians stay longer in their placement location and use the opportunity to explore. This benefits the tourism industry and the local communities they visit. This involves further accommodation, transport and leisure costs. Medical supplies and uniforms (Uniform City in Hobart) will be a consideration to avoid delivery delays and environmental factors of shipping and transport. We will source from a local supplier wherever possible.

We regularly run training sessions for our staff and clinicians, with funding allocated each year. We will prioritise sourcing local training groups (such as First Aid Hobart and Launceston, CPR and other professional development) to deliver this training in conjunction with Verus Nursing. If we ran three sessions a year, this would cost approximately \$5000, depending on the type of training.

Nationally we utilise more than 12 SMEs from IT, to merchandising to chair repair and even branded jellybeans. Our national spend under SMEs would be in excess of \$250k.

Broader social and economic opportunities

The Tasmanian Government Buy Local Policy aligns with our social responsibility policies, promoting positive economic and social benefits through our business activities.

As part of our commitment to delivering effective services, all key contracts involve site and client visits. At the commencement of the contract, we will send two to three Verus staff to Tasmania twice a year to strengthen relationships and support with contract management. We will utilise local accommodation, transport and food and beverage options whilst we are there.

Verus People is an innovative and progressive company that offer flexibility to our staff. We incentivise our Sydney staff yearly with trips for accomplishing key financial and

behavioural metrics. We support those states that have chosen to support us, and Tasmania is our next preferred location. We invest approximately \$50,000 in our incentive trips.

Also, we offer a “Work-From-Anywhere” program that allows our staff to work from anywhere in Australia for up to six weeks at a time, per year. This is with the expectation of good connection ability and a safe place to work. If successful with this Tasmanian Tender, we will encourage our staff to make Tasmania their first choice. It is a great way for us to further connect with the local communities we serve.

We expect to create a local office to serve as our Tasmanian HQ for meeting clients and candidates. It will be important to have Tasmanian staff working within the office to provide their local knowledge and expertise to stakeholders. Staff will include recruitment consultants, who will, in turn, train para-recruitment consultants and compliance consultants under our Verus training pathway.

As with our Sydney office, the Tasmanian office will function similarly with monthly incentive activities for staff to attend team-building events hosted locally, support local charities and organisations with twice-yearly volunteer days, and participate in local fun runs and community events. Our employees are paramount to us, and we offer \$1000 per year for each employee to spend on their growth and development. This helps them to upskill, and encourages learning and professional enhancement. We anticipate that local services and groups will be utilised in this spend.

Our Gender and Equality Policy drives us towards further diverse and inclusive employee recruitment, training and development strategies for cultural diversity, indigenous, disability and LGBTIQ participation. This will be incorporated into staffing a new office. Our Sydney workforce comprises of 66% women and overall approximately 50% of all staff fall into a cu

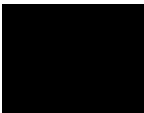
Local innovative solutions

We are committed to engaging with Tasmanian clinicians to assist them with opportunities for professional growth and development so that they can give back to communities in need.

Our use of leading credentialing software enables us to ensure candidates are compliant in minutes and cuts through the paperwork. This means vacancies can be filled quickly, safely and efficiently thus reducing the time positions go unfilled. This benefits hospitals and healthcare facilities by keeping vacancy levels low.

The provision of clinicians in hospitals and health facilities across Tasmania requires highly skilled, qualified and experienced staff. To achieve this level of high performance, we only work with clinicians who have the most up to date and clinically relevant skills to serve Tasmanian communities. This results in a candidate who can share, train and mentor colleagues to achieve positive health outcomes across the state.

We proudly invest in our clinicians so that they can positively impact any facility that they work in and drive a team to reach healthcare excellence. This provides learning opportunities for other healthcare

Completed and endorsed	Larissa Barr – Operations Director..... (Name and position – print)
	Verus People Nursing (Supplier name)
	 (Signature)
	.12...../04...../2024..... (Date)

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