

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	Salt Medical Recruitment Pty Ltd
Contact details for supplier	81-83 Campbell Street Surry Hills NSW 2010 kelly@saltmedics.com

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

While Salt Medical Recruitment (SMR) is not physically based in Tasmania, we are deeply committed to the Tasmanian community and local economy. Although our team is stationed in Sydney, NSW, and Gold Coast, QLD, our business has the digital infrastructure and recruitment technology to operate on a national scale and functioning as a virtual SME.

As part of our business strategy, we will focus on promoting employment within Tasmania. Upon being awarded this tender, we aim to reinforce our commitment to the region through the implementation of a program explicitly designed to expand our candidate talent pool. We will concentrate on individuals already residing in Tasmania who are operating outside the existing public health system.

Capitalising on our wide-reaching network of candidates throughout Australia, we are dedicated to inspiring interest in Tasmania-based opportunities and encouraging interstate candidates to consider relocation. Concurrently, we will actively promote Tasmania as a desirable place to live and work, further amplifying its appeal to potential job seekers.

While we may not currently employ Tasmanians in our existing locations, our mission is to serve as a conduit for Tasmanian employment. Every successful placement we facilitate contributes directly to increasing Tasmanian employment, aligning with our commitment to support local economies across Australia.

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

Our primary strategy will be to source suitable candidates from those already residing in Tasmania. To achieve this, we plan to roll out dedicated local placement programs and related initiatives that highlight the exciting opportunities within the region.

In instances where placements are filled using interstate resources, these individuals will contribute positively to the local economy during their tenure. Their engagement with accommodation, hospitality services, local businesses, and tourism providers will inevitably stimulate economic activity and enhance the vitality of the Tasmanian community.

Opportunity for Tasmanian SME* involvement

As part of our commitment to the Tasmanian community and economy, we will actively seek out opportunities for engagement with Tasmanian SMEs and subcontractors within our operational model.

We plan to source components of our offer from Tasmanian SMEs wherever possible. This may involve partnering with local IT service providers for maintaining our virtual

infrastructure, engaging local marketing agencies for promoting employment opportunities, or collaborating with local training institutes for upskilling our candidate base.

To identify and engage with suitable subcontractors and SMEs, we will utilise both existing supply chains and public platforms. We will advertise subcontracting and supply opportunities across various channels to reach out to potential local partners. We also plan to liaise with local industry groups to understand the capabilities and availability of businesses that could support our operations.

Furthermore, we see significant potential for skills transfer to Tasmanian SMEs and subcontractors. As part of our proposed dedicated local placement program, we aim to provide opportunities for local businesses to engage in the process, thus learning from our successful recruitment strategies and digital infrastructure management. We firmly believe that this reciprocal exchange of knowledge will strengthen the local SME landscape while enriching our own service delivery.

Broader social and economic opportunities

SMR is passionately committed to operating as a socially and environmentally conscious organisation across all our functions. We make every effort to support environmental and social causes, striving to make a meaningful difference wherever possible.

On a monthly basis, we allocate a portion of our profits to marine conservation non-profits Sea Shepherd and Take 3 for the Sea. Further extending our support to Sea Shepherd Global, we offer pro-bono medical recruitment services, assisting them in sourcing skilled medics for their international direct-action campaigns.

In addition to environmental causes, we devote a portion of our profits to the Clontarf Foundation. This remarkable foundation aims to enhance the education, life skills, self-esteem, and employment prospects of young Aboriginal and Torres Strait Islander boys. Over the past two decades, the foundation has played a vital role in helping over 10,000 Aboriginal and Torres Strait Islander students achieve success in life. As proud supporters, our doctors have the unique opportunity to assist the Clontarf Foundation, particularly when working in regional and rural communities.

Internally, we uphold the highest standards of social responsibility, implementing policies covering Modern Slavery, Gender Equality, and Family Violence, which includes provisions for leave and support arrangements. Furthermore, we actively encourage our staff to engage in their personal philanthropic pursuits.

If awarded a contract, SMR pledges to uphold and integrate our socially conscious values and culture into every placement we process for Tasmania Health. This includes actively seeking opportunities to support disadvantaged individuals, bolster local communities by sourcing qualified medical resources, and endorse local causes through sponsorship and/or in-kind support.

Local innovative solutions

Innovative Health Workforce Models and The Benefits to Tasmania:

Facing an era of significant healthcare challenges, the Australian landscape is confronting ongoing supply shortages and an aging workforce, with a high volume of anticipated retirements in the next decade. The situation is further compounded by a forecasted acute shortage of nurses and exacerbated by persistent recruitment and retention struggles. These factors pose an even greater challenge for rural and regional Australia, including Tasmania, which is poised to be heavily affected by these trends. In light of these impending challenges, at SMR, we are looking to the future, proactively devising innovative solutions to respond effectively to these workforce issues.

We have recently extended our services to include nursing, with a particular emphasis on Nurse Practitioners. These highly skilled clinicians play a critical role within the healthcare system by diagnosing and managing both acute and chronic health conditions. Models engaging Nurse Practitioners have demonstrated swifter access to healthcare, thereby aligning with our commitment to efficient, patient-centric care. We see immense potential in nurturing this profession within Tasmania and are prepared to assist in recruiting and integrating Nurse Practitioners into local healthcare services.

Our unique Community Paramedic Workforce Model has positioned us as the only agency in Australia to offer the services of advanced care paramedics, intensive care paramedics, and community paramedics as an extended healthcare workforce. Recognising the evolving healthcare landscape, we aim to be able to offer our clients in regional and rural Australia innovative health work solutions by providing access to a multi-skilled clinical workforce. Integrated models of care have been proven to create patient-centred services and more sustainable and efficient healthcare systems.

Drawing from international models where community paramedics and Nurse Practitioners have effectively served in both acute and primary care settings, we are confident that these innovative approaches can be successfully adopted in Tasmania, particularly benefiting rural and regional communities. This aligns seamlessly with the Tasmanian government's focus on community paramedicine and expanding the role of nursing within the healthcare framework.

Our innovative models aim to enhance the accessibility and effectiveness of health services for remote and rural communities. This commitment allows us to nurture local talent and resources, thus contributing to the advancement of Tasmania's healthcare landscape. The impact of these new models will be far-reaching, influencing not only the immediate healthcare sector but also positively impacting the broader Tasmanian community and economy, fostering local development, innovation, and self-sustainability.

SMR is eager to bring these innovative health workforce models to Tasmania. We believe they will have a transformative effect on the local healthcare system, creating a resilient, high-quality, and responsive health service that is ready for future demands.

Completed and endorsed

Kelly Doran - Director

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(Name and position – print)

Salt Medical Recruitment Pty Ltd

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(Supplier name)



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(Signature)

09 / 04 / 24

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(Date)

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






Salt Medical_TIPP

Final Audit Report

2024-04-08

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