

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	Searson Buck Group Pty Ltd
Contact details for supplier	Level 6, 85 Macquarie Street Hobart TAS 7000 nprokopiec@searsonbuck.com.au

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

Searson Buck Group Pty Ltd, a Tasmanian-owned and operated recruitment and HR consulting organisation, with over 35 years' experience servicing the staffing requirements of the Tasmanian business community.

With annual revenue in excess of \$28M and ambitious plans for expansion in our core sectors: health/nursing, infrastructure, professional and management services, and government services, we are committed to both organic growth and strategic acquisitions.

Our internal workforce comprises of 45+ dedicated permanent part-time and full-time employees across three office locations: Hobart CBD, Launceston, and Burnie, ensuring we can service all regions throughout Tasmania.

As a large private employer, we employ and provide regular work opportunities for upward of 300 temporary on-hired workers weekly and generate an annual payroll exceeding \$17M.

As a group, we operate across various sectors including:

- Nursing (Acute, Aged Care and Community)
- Allied health
- C-suite & executive appointments
- HR, Marketing & Procurement
- Finance & Accounting
- Administration & Customer Service
- Engineering & Technical Trades
- Building & Construction
- Civil Construction
- Transport, Warehousing & Distribution

We place over 550 permanent positions yearly, contributing more than \$44M to the Tasmanian economy in wages (average base salary of \$80,000), along with associated payroll tax contributions to the Tasmanian Government and the flow-on economic benefits to local communities.

Our initiatives extend beyond recruitment. We actively promote Tasmania as an attractive place to live, drawing skilled individuals back to the state, establishing new talent networks, and providing career opportunities for graduates to curb the "brain drain"

effect. We act as a facilitator negotiating equitable remuneration packages tailored to both employer and candidate needs, aligning with the local market and individual circumstances.

We foster partnerships with businesses to address workforce shortages, particularly in critical sectors like healthcare and engineering, while also offering employment opportunities to older Tasmanians, skilled migrants, and younger Tasmanians. With the evolving world of work, we advocate for flexible work arrangements to meet lifestyle preferences and family commitments.

Our career transition service, including job skills training, assists retrenched workers in their reemployment, enabling individuals to re-engage with the workforce more quickly ensuring their economic participation, and reducing emotional and mental health burdens during challenging transitions.

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

Under this contract, Searson Buck Group (under the business names NurseLine and Pulse Nursing Employment) would be a provider of nursing personnel in an on-hired worker capacity for the Tasmanian Health Service.

With the global shortage of nurses, Searson Buck has made a significant investment in increasing our sourcing capabilities to expand our reach to not only the local Tasmanian environment, to also include the interstate and international markets.

This candidate sourcing will be undertaken by a team of locally employed recruitment consultants and clinically trained support teams based in our Launceston and Hobart offices.

With a current team of seven dedicated resources, we envisage this will grow by the end of the financial year by a further four full time staff members, to meet the recruitment needs of our clients. These people will be based between our offices and are new headcounts to the business and increase our payroll by \$400k per annum.

In addition to the above headcount, an additional four full time employees provide administration, presentation, rostering support and post-placement care practices, weekly payrolling and invoicing functions.

From an employer perspective, the on-hired nurse model provides employment opportunities for 130 nurses each week and bills in excess of 3,000hrs per week with our healthcare clients.

Our strategy for growth includes the employment of a further 50 full-time permanent nurses, to meet our local nursing needs. This is an investment of more than \$5M in new wages. Contractors will not be used to deliver nursing services.

Opportunity for Tasmanian SME* involvement

IDENTIFIED GOODS AND/OR SERVICES	TOTAL ESTIMATED VALUE	NAME OF SUPPLIER ANTICIPATED TO BE USED (IF ALREADY DETERMINED THROUGH EXISTING SUPPLY CHAIN ARRANGEMENTS)	LOCATION OF SUPPLIER (WHERE ALREADY DETERMINED THROUGH EXISTING SUPPLY CHAIN ARRANGEMENTS)	IF SUPPLIER NOT YET DETERMINED, IS THERE A LOCAL SME MARKET FOR SAME? (YES/NO)
Office space	\$225,000 pa	The Sypkes Group & Crystal Group	Tasmania & Victoria	-
IT Services	\$105,000 pa	Pritech	Tasmania	-
Staff Development	\$65,000 pa	RCSA & Career Lasso	National & Victoria	-
Entertainment	\$60,000 pa	Various Tasmanian providers	Tasmania	-
Accommodation (internal)	\$25,000 pa	Various Tasmanian providers	Tasmania	-
Accommodation (on-hired workers)	\$172,000	Various leases throughout state	Tasmania	-
Advertising	\$52,500 pa	SEEK, LinkedIn	National/International	-
Office equipment	\$7,500 pa	Projex	Tasmania	-
Vehicle hire	\$12,000 pa	Avis	Tasmania	-
PPE/Scrubs	\$44,000 pa	Various Suppliers	Tasmania	-

Broader social and economic opportunities

Searson Buck has established relationships with the Council of the Ageing Tasmania (COTA), the Youth Network of Tasmania (YNOT), the Migrant Resource Centre Tasmania (MRC Tas), the Multicultural Council of Tasmania (MCOT) and Palliative Care Tasmania. Collaborating closely with each partner, we aim to enhance our communication strategies that resonate with their participants or members, addressing the growing demand for workforce engagement.

This collaborative effort targets skilled migrant workers, and mature Tasmanians seeking re-entry into the workforce, and guides Tasmania's youth in their career pursuits. With our presence across three statewide offices, Searson Buck ensures consultants and talent connect in a confidential, comfortable environment.

Additionally, Searson Buck supports various initiatives:

- Proudly sponsoring events for the Australian Institute of Company Directors (AICD) and offering educational scholarships—one for the Not-for-Profit sector and another for an Aspiring Director—providing a 50% discount on an AICD Directors Course and one-year membership, valuing each scholarship at \$6,000 and a total investment of \$12,000 for two scholarships.
- We hold professional memberships with TCCI, LCC, TMEC, AHRI, AICD, RCSA, ANRA, Business North West, DCCI and CFF Tas.
- Regularly organise "Meet A Recruiter" events aiding local job seekers through networking and coaching – these sessions are often targeted to specific cohorts: for example, graduates, and specific migrant communities.
- Partnering with the University of Tasmania to provide graduate and corporate internship opportunities.
- Long-term sponsorship of a child through Compassion Australia and passionate support for Cystic Fibrosis Tasmania, evident in major sponsorship of their annual gala dinner and substantial donations for necessary equipment.
- Contributing to the Rotary Tasmania Community Care project focusing on Gynaecological Cancer research.
- Participation in the Annual City Mission Sleep Rough event, with dollar-for-dollar matched funding by employees and the business.

Moreover, Searson Buck prioritises environmental sustainability and energy conservation by:

- Reducing power consumption in offices via natural light and open-plan workspaces.
- Procuring equipment with high Energy Star ratings and sustainably recycling computers and office equipment.
- Using Australian recycled paper in photocopiers and bathrooms, sourcing from an Australian supplier with a cartridge recycling program.
- Implementing digital processes for candidate and client interactions, minimising paper-based procedures.
- We operate a fleet of small 4-cylinder vehicles and encourage staff to select the most efficient use of transport to and from work events and meetings and to carpool where appropriate to reduce environmental impacts.

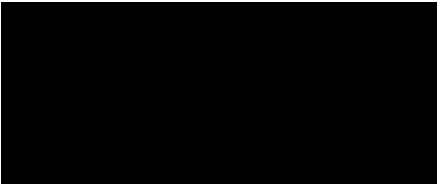
Local innovative solutions

Over the past three years, Searson Buck has collaborated with the Tasmanian Government to implement several workforce capacity and skilling programs, including Career Connector and the Job Ready Fund (both ongoing initiatives), the Skills Matching

Service, the Civil Construction Skilled Migrant Program, and Shift Sharer. Access to detailed information about each of these programs is available on the Searson Buck website.

In addition to these programs, Searson Buck actively contributes to supporting industry partners in enhancing workforce capacity and engagement through various endeavours:

- Managing multiple fixed-term contracts for the Tasmanian Government, including responsibilities with entities such as Public Trustees and the Department of Police, Fire and Emergency Management, previously involving the Department of Natural Resources and Environment Tasmania.
- Implementing cutting-edge technology solutions, including online reference checking, paperless onboarding, and employing smart AI Bots to engage passive candidates within the database.
- Forming a partnership with Longitude 6, a world-leading occupational health and safety provider, to ensure the safe placement of individuals into roles, thereby reducing injuries and increasing overall productivity.
- As an SHL Premium Partner, utilising the Remote Working Psychometric assessment to gain valuable insights into workers' preferences in remote work scenarios, as well as providing managers with tools and strategies for effectively managing remote workers.

Completed and endorsed	Nick Prokopiec Chief Executive Officer (Name and position – print)
	Searson Buck Group Pty Ltd
	 (Signature)
	09 04 2024/...../..... (Date)

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