

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	Talent Quarter Group
Contact details for supplier	Level 9, 96 Pitt Street Sydney NSW 2000 gino.fasciani@talentquarter.com

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

Talent Quarter is your end-to-end partner in sourcing and placing the right people in the right jobs at the right time. We carefully link clients and candidates to help them deliver meaningful benefits to the communities in which they operate, creating connections with impact. We have supplied registered nurses to THS/DOH since 2021 to support staffing roster gaps in Northwest Regional and Launceston General Hospitals. Our work with THS/DOH has also involved supporting the Mental Health units in both sites. Most of our locum nurses would be considered FIFO and some local Tasmanian citizens.

Talent Quarter is an Australian owned recruitment company intimately servicing the health care industry across the country. We employ 75 employees centralised in our Sydney, Brisbane and Perth offices, with a handful of employees working remotely located to best serve our clients.

We have strategically set up offices across Australia to be co-located with our clients. Should we be successful during this procurement process, we will carefully explore our volume of work and assess the potential for dedicated THS/DOH staff and a Tasmanian office.

We expect to indirectly support job creation in Tasmania while placing employees across the various THS/DOH sites. For example, while on placement, our locum nurses and midwives stay within Moxxi Properties (a Tasmanian based property rental company), commute to THS/DOH sites utilising local taxis to get to and from placements, take local public transport during their non-working hours to purchase groceries and goods at local supermarkets.

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

Talent Quarter is an Australian owned and operated recruitment specialist, which means all our money is both earned and spent within the country. Our primary objective is to support employment opportunities for Australians. We engage over 20 local vendors in the operation of our business. This includes office space leasing in Perth, Brisbane and Sydney, recruitment software, finance software, feedback software, marketing Employee Assistance, e-learning, ICT, and quoting software. Talent Quarter will continue to lease sustainable offices in Perth, Brisbane and Sydney. These locations have an energy NABERS rating of 5 stars and 6 (GreenPower) stars, respectively. Both offices are paperless and committed to reducing our environmental impact. For example, our Nursing staff are issued with reusable coffee cups for their shifts to reduce single use plastic cups.

Talent Quarter recruitment consultants already work directly with THS/DOH sites to best understand their workforce needs and provide short and long-term solutions to their staffing needs for the best possible patient outcomes. Our consultants are located across Australia and manage all recruitment in house. Other internal capabilities of our team include compliance, legal and payroll.

We also partner with local Tasmanian based service providers and encourage our workers while on placement to enjoy local Tasmanian goods. When our staff are not staying in hospital accommodations, they stay at Moxxi Property, a Tasmanian company that connects visitors with vacant properties. Our workers repeatedly stay in Moxxi properties in Launceston, while on placements. During their free time, our workers explore local food markets and purchase local produce. They also enjoy frequenting local restaurants and bars to enjoy the entertainment and night life in Hobart.

Our workers rely on the Tasmanian transportation to support their day to day lives. Our workers utilise bus transportation to get to work, grocery stores and explore the local area. They rely on taxi services to get to and from the airport and to get home safely after a night shift. A handful of our staff also leverage the Ferry to come across with their vehicles.

Opportunity for Tasmanian SME* involvement

Currently, we do not plan to outsource components of our offering to other Tasmanian SMEs or subcontractors. Should we reach a significant volume of work in Tasmania supplying THS/DOH, we plan to review local talent including subcontractors for additional support. This may include a property consultant to research an office location, local recruitment consultants and/or account managers, and leasing premises.

We recognise Tasmania presents significant opportunities to support the health and community sectors. Through partnerships in the public and private sector, the Talent Quarter team share recruitment and workforce strategic advice to current and new clients to solve their pressing workforce and pipeline challenges. For example, we have worked with the Launceston General Hospital to consistently source a pipeline of midwives and nurses to build supply and continuity.

Broader social and economic opportunities

Talent Quarter will continue to support health organisations to achieve better patient outcomes through enabling hospitals to address talent shortages. Our work supports hospitals to remain fully staffed to serve local communities. Talent Quarter contributes broadly to the health outcomes across Australia in metropolitan and rural areas. Our focus on diversity, equality and inclusion, work in the community sector especially in the disability and children and family areas broadly supports the local communities our client service.

Our experience with THS/DOH and Talent Quarter locum nurses continues to create relocation opportunities as the beauty of Tasmania and lifestyle attracts interest. For example, one of our current nurses who has completed 3 placements in Tasmania is now investigating a permanent placement within the same THS/DOH site. This is a story similar to a handful of our nurses who previously had not considered working let alone relocating to Tasmania before being presented with the locum opportunity by the Talent Quarter team. Feedback from our nurses is positive and they wish to return to Tasmania on consistent placements. Thus, also supporting the local travel and tourist economy.

For example, we have a worker that completes a one-week placement every month. She enjoys returning to Launceston via Ferry with her dog and car.

Our Early Career Talent Quarter (ECTQ) supports post graduate placement of local Tasmanian students into their first jobs. This is a dedicated team within the Talent Quarter Group that is focused on connecting universities and education providers with the health sector to support the next generation of health professionals into rewarding careers. The ECTQ is a unique service that works directly with service health care providers to design and deliver programs that directly connect to graduates and early career professionals looking for a rewarding career in mental health.

Early Career Talent Quarter has actively worked with Tasmanian universities and educators and as a result directly attract nursing talent before it reaches the open market. These partnerships between employer and educator are ideal for increasing the employer brand and creating opportunities for local graduates.

Local innovative solutions

Talent Quarter can add value through sharing innovative ways of working and talent strategies to the Tasmanian workforce. We have the capability to support a client's needs across 3 pillars. From most proactive, we have an Early Talent Program where our team can offer a workshop and tailored solution to our clients on attracting, sourcing, and retaining early talent to their organizations. This program involves connecting organizations to post-secondary institutions in Australia, New Zealand and internationally, creating an employer value proposition that stands out from the competition and key retention recommendations to keep the developing talent engaged.

Our Talent Hub program, sources international talent that are currently active in the workforce and supports their relocation to Australia. This program can solve many pressing needs for organizations that require qualified staff for a long-term horizon.

Our permanent hiring capabilities span beyond nursing and midwifery to allied health, mental health, disability and youth supports. We have a team of internal consultants that have talent pools of candidates ready for placements. They also can run bespoke searches for the unique needs of an organization.

Finally, our on-hire team proudly supports the youth and disability sector with last minute gaps in their rosters. We take care of compliance, training, allocations and recruitment so our clients can be supported.

Completed and endorsed

Susan Healy Talent Quarter Group Managing Director

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(Name and position – print)

Talent Quarter Group

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(Supplier name)



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(Signature)

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(Date)

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