

# Tasmanian Industry Participation Plan

## Consultancy Services Panel for Health Infrastructure Projects

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.

*Guidance information (can be deleted):*

- *Information provided in the Economic and Social Benefits Statement can be used as a basis for a TIPP.*
- *Where determined appropriate by the procuring entity, the supplier's obligations under a TIPP are to be captured in the contract and monitored as part of the contract performance.*
- *This template was specifically developed for procurement. Where a TIPP is required for a private sector project, the template should be adapted to suit the specific circumstances of the project.*

### Procurement details

<b>Procurement ID</b>	IS-69
<b>Procurement title</b>	Consultancy Services Panel for Health Infrastructure Projects

### Supplier details

<b>Name of supplier</b>	TSA Management
<b>Contact details for supplier</b>	Robyn Brigden M: 0422 303443 / O: +61 2 9276 1400 <a href="mailto:robyn.brigden@tsamgt.com">robyn.brigden@tsamgt.com</a>

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

We are not a Tasmanian SME. Whilst we do not currently have an office or full-time employed staff in Tasmania, we are actively seeking opportunities to grow our organisation in this region. TSA has a demonstrated recent track record of expansion throughout Australia, having recently opened offices in Adelaide, Perth and Darwin. In all instances, appointments to panels such as this have predicated the opening of a permanent presence and provided TSA with the basis and confidence to invest in the lease of an office building and employment of local people to fulfil administration roles and skilled project managers / advisors. We are actively seeking these opportunities in Tasmania and are committed to local support.

In our other offices, each office supports local charities and holds memberships with local industry affiliated organisations. This is encouraged and supported by TSA leadership.

*Guidance information (can be deleted): Below are some examples you may consider including in response to this question:*

- *Are you a Tasmanian SME?*
- *How many Tasmanian jobs will be supported by this procurement activity?*
- *How many people do you employ in Tasmania?*
- *Provide an estimate of the number of labour hours worked by Tasmanian-based employees versus other employees.*
- *Would any new Tasmanian jobs be created by the proposed contract - how many?*
- *If you are not a Tasmanian SME, will you be setting up a local Tasmanian office and employing local staff?*

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

TSA has one of Australia's largest health service planning and advisory teams. Our resources are located across Australia, with specialist resources located primarily in Sydney, Brisbane, Melbourne and Perth.

Due to the highly specialised nature of health planning services, and the extremely small pool of suitably qualified and experienced resources across the country, our approach to resourcing and service provision is highly flexible and mobile. We have a proven track record, particularly through COVID-19, or successfully providing health planning services remotely. This means that our team are adept at effectively working with clinical and non-clinical stakeholders remotely, however, are also available to travel and attend meetings in person.

Subject to the requirements of individual engagements, our first preference would be to hire a locally based health planning specialist/s. Where engagements are serviced by our broader national team, we would anticipate agreeing a schedule for site visits and in-person meeting attendance with the client as part of Project inception.

*Guidance information (can be deleted): Below are some examples you may consider including in response to this question:*

- *Does your business provide all the goods and services identified in your submission?*
- *If not, will the goods or services identified in your submission be provided by or sourced from Tasmanian SMEs? If possible, provide a list.*
- *Provide an estimate of the value of locally sourced goods and services versus imported.*
- *Outline how your submission will incorporate local products, services and capabilities.*

## Opportunity for Tasmanian SME\* involvement

We will seek to engage Tasmanian firms and individual SMEs as sub consultants as required to meet the specific needs of each engagement. Where there are specific locally based organisations that the client would like to use, we are open to taking these recommendations and working constructively with local firms, including to ensure up-skilling and knowledge transfer.

*Guidance information (can be deleted): Below are some examples you may consider including in response to this question:*

- *Will you source components of your offer from other Tasmanian SMEs or sub-contractors? If possible, provide details.*
- *How will you identify and engage with sub-contractors or other Tasmanian SMEs to deliver the contract? Will you use existing supply chains or advertise sub-contracting or supply opportunities? Will you liaise with local industry groups?*
- *How will you ensure that Tasmanian SMEs are not disadvantaged when competing with other suppliers to provide goods or services to be used as part of this contract?*
- *Are there opportunities to transfer skills to a Tasmanian SME or sub-contractor?*

## Broader social and economic opportunities

### **Adding Economic Value & Office Locations.**

An Australian company, TSA began as a small, family-oriented project management organisation in 2001. As part of our standing as an established business, we have made contributions to the Australian economy via tax payments for eighteen years.

These days, TSA are a big hirer. Over the past three years our geographical footprint and staff numbers have increased dramatically from under 100 employees in 2017 to over 600 across Australasia. We are a successful business, and we strive to be an employer of choice for our people.

As agile project managers we are privileged to work in locations all over Australia. While TSA's main offices are located in urban centres, our people move according to their engagements. We work on numerous projects across the regional and rural areas of Australia, and we make a point of hiring locally as part of our commitment to positively impacting the communities we work in. TSA effectively provide

people with high quality and considered projects that reflect local needs, while simultaneously boosting local economies by engaging local resources.

In addition to providing short-term local economic benefits, our projects provide lasting growth and employment. TSA are heavily involved in infrastructure initiatives in partnership with government agencies.

These public infrastructure projects are often built-in response to rapidly expanding populations that have outgrown existing and often outdated facilities. Once delivered, these projects provide ongoing education, training and employment opportunities for local community members.

TSA are also committed to sustainable procurement practises. We have a company-wide policy to source from environmentally aware local suppliers. Whether office supplies or building materials for our projects, our people make the conscious decision to buy Australian-made and ethically sourced products. This approach is underpinned by our company-wide policies and initiatives.

In all of our offices we support local charities through volunteering, donations and participating in fundraising activities. This includes bake sales, walking groups, and contacting local charities to offer support.

We also link with appropriate organisations for sponsorships. For example, we are currently Gold Sponsors for the National Association of Women in Construction (NAWIC) ACT, we also sponsor a Diversity & Inclusion scholarship for a national university and sponsor awards for national universities from our Sydney and Newcastle offices.

We encourage staff in each office to research their community and actively find ways to leave a positive impact.

#### **Commitment to Diversity and Inclusion.**

TSA's Diversity & Inclusion (D&I) Plan was launched in 2021, setting out a vision to create an inclusive culture that recognises and celebrates the characteristics that make each individual unique and create a workplace environment in which all individuals and groups feel welcome, respected, and valued. We embrace diversity, unity and collaboration, encouraging integrity and excellence in everything we do. We are committed to providing a workplace that promotes and celebrates diversity and ensures an inclusive environment so that every employee can bring their whole self to work.

The key focus areas of D&I Plan are to enable accelerated change and ensure an inclusive workplace culture that promotes and celebrates diversity, focussing on the following key areas:

- Gender
- Age
- Culturally and Linguistically Diverse (CALD)
- Workplace Accessibility
- LGBTIQ+

Our TSA Values articulate the values that govern the way people work and interact with each other and our clients to achieve our strategic aspirations.

- **Attract:** To attract and hire diverse people to help meet our current and future business needs.
- **Unify:** Create an inclusive workplace that understands, respects, and celebrates differences whilst focusing on a common purpose that is understood and underlined by our values creating an environment where employees work together to deliver.
- **Grow:** Ensure all our people can access appropriate development opportunities that inspire, empower, and support them to achieve their potential.
- **Energise:** To ensure that all our people are excited by and engaged with what we do as a business and genuinely want to stay to achieve our vision.

#### **Corporate Social Responsibility.**

The guiding principles represent a broad CSR philosophy that guides the expectation of the implementation of CSR initiatives and focusing our efforts to make the most impact.

- Part of TSA's current corporate strategy is to be recognised as an industry leader in business ethics, leading in the fields of environmental sustainability and corporate social responsibility.
- TSA have a strong focus on Australasian issues - concentrating efforts in the geographies in which we operate increases relevance of CSR initiatives to our staff and clients.
- TSA encourage 'bottom up' initiatives which encourage our staff to initiate and drive CSR initiatives.
- We aim to exceed minimum government requirements for Indigenous engagement.
- TSA aim to improve the diversity of the pipeline of people joining our company by joining various organisations such as Property Council of Australia's 'Women in Property' mentoring program and are corporate members of the National Association of Women in Property for Australia and New Zealand.
- We aim to improve the progression of a diverse workgroup and have recently joined the Australian Diversity Council giving TSA staff direct access to diversity programmes and resources.

In addition to our various corporate policies which outline and guide our approach to ensuring diversity inclusion, the TSA Innovate Reconciliation Action Plan (RAP) has been certified by Reconciliation Australia and is publicly available on their website ([www.reconciliation.org.au](http://www.reconciliation.org.au)).

*Guidance information (can be deleted): Below are some examples you may consider including in response to this question:*

- *Are there any other benefits that your organisation or this specific contract will provide to the Tasmanian economy?*
- *Will this contract lead to new skills or expertise being developed within Tasmania?*
- *Will trainees or apprentices be appointed? If yes, how many and in which profession?*
- *Does your organisation provide opportunities for pathways to employment for disadvantaged Tasmanians?*
- *Do you support the Tasmanian community, for example through formal support, sponsorship, volunteering or in-kind support?*

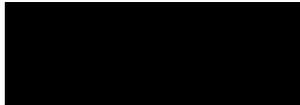
## Local innovative solutions

As we are learning more about the Tasmanian way of project works, we will embrace local knowledge to guide us on the right way for the community. Even before the COVID-19 pandemic halting services from overseas, our teams have been busy identifying Australia/New Zealand goods and services providers. We are committed to local support all the way through our projects.

As an independent Project Management firm with over 500 expert PM's and advisors, we can deliver projects from our existing offices and simultaneously look to build our local Tasmanian footprint.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- Does your submission involve adding value to imported goods or services through local development or innovation?
- Is your organisation developing strategies to provide goods or services to the Tasmanian economy that have historically been imported from interstate or overseas?
- Does your organisation offer any innovative solutions that might benefit the broader Tasmanian community and economy? Provide details.

<b>Completed and endorsed</b>	Robyn Brigden – Health Advisory Lead ..... (Name and position – print)
	TSA Management ..... (Supplier name)
	 .....
	(Signature)
	25/10/2022 (Date)

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