

Tasmanian Industry Participation Plan

DOH-5905 – Agency Nurses

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-5905
Procurement title	Agency Nurses
Name of Responsible Agency/Entity	Tasmanian Health Service

Supplier details

Name of supplier	Searson Buck Group Pty Ltd
Contact details for supplier	Address: Level 6, 85 Macquarie Street HOBART TAS 7000 Telephone: 0407 869 767 Email: cbeswick@searsonbuck.com.au Attention: Cathy Beswick

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

- Searson Buck Group Inc. NurseLine (SBG Inc. NurseLine) is a locally owned and operated SME employing approximately 30 permanent staff across the state. Additionally, 250 - 300 people can be employed through SBG services in a contract, consulting, or on-hired capacity weekly. We also provide an external payroll services to a small number of Tasmanian companies where we would payroll approximately 180 – 200 employees.
- SBG Inc. NurseLine have a Tasmanian-wide presence with three fully staffed and maintained offices across the state. Our head-office based in Hobart currently employs 21 permanent staff, and our regional offices in Launceston employ 5 permanent staff – one of them the Regional Manager for the North/North West and on the North West Coast we have 2 permanent staff.
- Annually we assist in finding hundreds of Tasmanian's employment on a full-time and temporary basis. Last financial 173 Tasmanians were placed in permanent work through our services – 130 were placed into blue and white collar roles and 43 into nursing and health roles.
- SBG Inc. NurseLine provide a direct Payrolling Service to approximately 300 external candidates each week on behalf of partner businesses.
- Our business is a proudly owned by Tasmanian shareholders, with strong partnerships and relationships with many locally owned organisations across the state.

Indirect local impact of our submission

- SBG Inc. NurseLine utilises the services of local Tasmanian SME's in relation to accounting services, legal services, advertising, copy writing and print media design. Furthermore, our commitment to maintaining 3 offices across the State results in the further engagement and utilisation of services inclusive of cleaners, caterers, building leasing and related services, IT resources, maintenance, and technology support.
- SBG Inc. NurseLine is also committed to attracting returning Tasmanians and appropriately skilled professionals from the mainland and beyond who are interested in pursuing a career and life in Tasmania.
- SBG Inc. NurseLine' s business model encourages referrals and creates a community where the best assets of Tasmania can be shared. The information includes:
 - o Access to relevant industry associations and networks
 - o Access to career advisors and recruiters across all industries and roles that will support family members of those potentially relocating
 - o The latest information on schools and other educational institutions
 - o Advice relating to relocation

- o Real estate tips and updates
- o Links to key utility service providers

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

- SBG Inc. NurseLine supply a large portion of nurses to Tasmanian clients and they are employees of NurseLine and reside in Tasmania. Our recruitment practices will source from outside of Tasmania including mainland states and New Zealand, for short term placement contracts as well as for those candidates planning to relocate to Tasmania.
- We have a robust recruitment process involving marketing strategies that target nurses within the Tasmanian environment as well as interested nurses in the interstate and New Zealand markets.

We would invest in the following resources in order to support the delivery of our services -.

- IT Hardware, Storage, Networking, Project Management - \$6-10Kpa from Intuit State-wide
- Social media advertising - \$10K pa from Forward Design State-wide
- Telecommunications - \$2K pa from Jet Tech State-wide
- Talent Pool Development - \$2-3K pa – inhouse catering – State-wide
- Car Hire – as required for remote travel at times - \$2.5Kpa – Avis – Hobart
- Staff Professional Development - \$10k pa – various local training organisations - State-wide
- With a large number of temporary nurses already working for SBG Inc. NurseLine on a part and full-time basis, we are confident that the majority of nurses that will be used to supply services, will already be based in the state.
- We anticipate that no more than 30% of our nursing staff will be sourced from other states of Australia and New Zealand. Furthermore, SBG Inc. NurseLine has demonstrated its capacity to run our own internal graduate support training as we are committed to ensuring a continuing supply of nurses for this state and to also endure the retention and ongoing professional development of all our nurses.
- Our organisation has enjoyed great success in directly attracting nurses to Tasmania from interstate. These nurses consist of returning Tasmanians, new recruits to Tasmania on both a permanent and temporary basis, and travelling nurses who wish to enjoy an extended visit to the state and take part in contract employment opportunities.

Opportunity for Tasmanian SME* involvement

- For more than 30 years SBG Inc. NurseLine has assisted new entrants to the workforce as well as skilled professionals to secure employment across all sectors in Tasmania.
- As an on-hired staffing agency, we employ local Tasmanians contributing to financial stability of family units and spend in local communities. As already detailed, we do extend our reach to both interstate and New Zealand to ensure we align exceptional candidates with organisations.
- SBG has created a partnership with local RTO organisations such as Avidity (RTO #60153) for the upskilling of job seekers industry sectors including Hospitality, Business Services, Aged Care and Construction.
- SBG Inc. NurseLine provided advice for the non-for-profit COTA in educating employers about retaining and employing older workers.
- We also partner with the University of Tasmania to provide graduate and corporate internship opportunities.
- SBG Inc. NurseLine partner with the University of Tasmania and TasTAFE in order to encourage and support trainee nurses with their employment decision around roles and opportunities within Tasmania once graduated. Supporting and being involved in initiatives such as the state of the art nursing and aged care and disability hub in Launceston is also on the agenda.
- SBG Inc. NurseLine benefits from employing recruitment staff that have previously with extensive experience in the health recruitment market. This means they have excellent networks in place with health care facilities across all sectors including the acute, and have affiliations with industry groups such as the Australian Nursing Midwifery Federation, Health And Community Services Union, Higher Education Resource Centre, Max Employment, HR Plus.
- SBG Inc. NurseLine also has a robust and effective marketing strategy that covers all mediums of marketing processes including social media. This has been very effective in the past in securing additional nurses to resource our business.
- As a local business, SBG Inc. NurseLine contributes significant revenue to the State Government revenue through Payroll Tax contributions.

Broader social and economic opportunities

- With a turn-over in excess of \$20M per annum SBG Inc. NurseLine, is a Tasmanian owned and operated company that supports Tasmanian businesses.
- Sustaining people in employment by reducing vacant job time and providing best practice recruitment methodology to our clients to ensure the right people are in the right roles which in turn supports the economic successes of our clients, stakeholders and local communities.
- By promoting Tasmania through our talent attraction strategies both locally and nationally attracts skilled talent back into the State.

- SBG Inc. NurseLine partners with other aligned organisations nationally but remain proudly Tasmanian owned and operated.
- We connect interstate job seekers with Tasmanian employers and provide added value through the creation of new talent networks.
- By assisting Tasmanian skill shortages (nurses and other professionals) to fill much needed positions in Tasmania we support the Tasmania economy.
- We provide employment opportunities to older Tasmanians in regional areas.
- Our career transition services enable our retrenched workers, through job skills training, to reduce the time they are out of work.
- SBG Inc. NurseLine have obtained an on-hired labour agreement to provide sponsorship and employment for those nurses who hold suitable visa status and wish to find employment in Tasmania.
- By providing a business opportunity for NurseLine, this enables us to generate income that can support some of our other services e.g. training and support of junior nurses. This will keep those nurses in the Tasmanian health system and prevent them from leaving the state to look for work opportunities.
- SBG Inc. NurseLine has the capacity to employ junior nurses (enrolled and registered) with support from our clinical facilitator and in conversation with our clients these nurses can be placed on shifts with 'buddies' until they are competent on their own.
- SBG Inc. NurseLine have relationships with Job Service Providers (JSA) whereby disadvantaged Tasmanians (registered nurses) are trying to find opportunities to re-enter the workforce. We will work with the JSA to identify employment opportunities with us or with our client
- With our secure Service Agreements with clients, SBG Inc. NurseLine has the capacity as a business to provide ongoing support, training and additional employment opportunity (e.g. permanent placement opportunities with our clients). This process maintains our nurses in employment within Tasmania.
- SBG Inc. NurseLine proudly sponsor events for the Australian Institute of Company Directors, having been the Gold Medal sponsor for the past 3 years. We also provide sponsorship and have memberships to the Launceston Chamber of Commerce and TCCI.
- Having over 140 participants in the past year, SBG Inc. NurseLine regularly run "Meet A Recruiter" events for local job seekers (including nurses) to improve their chances at finding employment through coaching and development with assigned SBG Recruitment Consultants and Management.
- SBG Inc. NurseLine have also sponsored a child through Compassion Australia for the past 20 years.

- SBG Inc. NurseLine passionately support Cystic Fibrosis Tasmania. Cystic Fibrosis impacts one of our team members and as a result it is our charity of choice. We are a major sponsor of their events and make significant donations during the year through team fundraisers. \$7.5K was raised last year to buy the equipment needed to support those affected by Cystic Fibrosis in Tasmania.

- SBG Inc. NurseLine also strives to meet our organisational environmental sustainability and energy conservation by reducing our impact on the environment through:

- Reduction of power consumption in our offices through natural light and open plan workspaces
- Choosing equipment with a high Energy Star rating
- Recycling Computers and Office equipment
- Using Australian recycled paper in our photocopiers and bathrooms
- Choosing an Australian supplier who participate in a cartridge recycling program
- Ensuring our candidate and client processes and procedures are digital for mobile usage allowing for the reduction of paper-based processes unless otherwise requested by client and candidate.
- Maintaining a small fleet (4) of medium 4-cylinder vehicles

Local innovative solutions

- As a long-established Tasmania company, our networks and relationships with clients in the health sector are very solid. This enables us to have strategic discussions with senior executives of these clients to discuss more than just temporary staffing solutions. Discussions have been held around workforce planning and longer-term ideas to maintain staffing levels within the aged care and acute sectors.

- SBG Inc. NurseLine has made a strategic commitment to employing more permanent nursing staff in order to be able to supply teams of staff that are employed by NurseLine but are allocated when needed to our clients, giving the client confidence and reassurance that they are receiving quality staff that are known to their facility or unit.

- We provide graduate nurses that have been unable to secure a graduate program position, with the security of employment and an opportunity to learn and grow whilst waiting for a graduate placement in Tasmania. This opportunity prevents the nurse from leaving the state to secure a graduate position, assisting to maintain the retention of graduate nurses here in the state.

- Our temporary to permanent placement strategy gives the nurse the opportunity to experience work environments with clients and leads to more nurses being offered permanent positions with those clients. Once again this secures the employment of the nurse within the Tasmanian environment.

Functional Screening – risk mitigation registration tool

- SBG are early adapters in Tasmania of world-leading technology which allows us and our clients to reduce workplace injuries and associated costs through screening potential employees and analysing work systems and tasks.
- The full process is two-fold, blending two unique technologies – biomechanical motion capture and wearable technology. The Functional Screening technology assesses workers' functional movement capacity – their mobility, stability and movement quality, objectively identifying areas of dysfunction and providing a benchmark for future assessments.
- The functional screening technology is a portable biomechanics lab which can be deployed on site as part of your employee safety lifecycle, from pre-employment to injury management or objective before and after assessment of your established physical wellbeing program. It can also be used to manage a highly physical or ageing workforce, to assist with deployment of workers to roles which they are most physically suited or which provide the least risk to them.
- SBG Inc. NurseLine have obtained this biomechanical technology through a partnership with Longitude 6, and we screen, from our 3 offices state-wide, all on-hired workers (including nurses) prior to placing them into roles.
- With our partner, Longitude 6, we can also provide to our clients a service which examines workers whilst undertaking their tasks using wearable technology to build a clear and objective 'job dictionary' and to identify the risk of musculoskeletal injury. This provides valuable information to the client on how to manage their workforce safety and reduce the costs and impacts of injuries in the workplace.

Completed and endorsed

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(Name and position – print)

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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