



**Queensland
Government**
Queensland Health

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EXECUTIVE SUPPORT UNIT

SUBMISSION TO:

- General Manager (Health Services)
- Deputy Director-General, Policy and Outcomes



DATE: 3 September 2003

PREPARED BY: Leanne Chandler, A/Principal Project Officer, Health Advisory Unit *4/9/03* **Contact No:** Ext. 40200

CLEARED BY: Sue Huxley, Principal Medical Adviser **Contact No:** Ext. 41572

SUBMITTED THROUGH: Sue Norrie, A/State Manager Organisational Development *05/09/03* **Contact No:** Ext: 41046

DEADLINE: **File Ref:**

SUBJECT: Tendering for the Recruitment of Overseas Trained Doctors



APPROVED / ~~NOT APPROVED~~

COMMENTS

(Dr) S Buckland
General Manager Health Services

09/09/03

PURPOSE:

To seek approval to tender for a panel of preferred providers for the purposes of recruiting overseas trained doctors (OTDs).

BACKGROUND:

- Zonal Managers are not supportive of extending the current contract with Global Medical Staffing Ltd due to increased fees.
- The General Manager Health Services Has approved the cancellation of the contract with Global Medical Staffing Ltd.
- The General Manager Health Services requested information on the options available for the recruitment of OTDs.
- The Zonal Manager (Southern) supports the recruitment of these doctors being managed at a Zonal / district level.
- The Zonal Manager (Southern) supports Queensland Health tendering for a panel of preferred suppliers.
- OTDs comprise approximately 30% of the Queensland Health workforce.
- The current contract with Global Medical Staffing Ltd has been limited to OTDs from the UK, South Africa and Ireland.

ISSUES:

- OTDs from all overseas countries will be recruited through the new arrangements.
- OTDs from non-English speaking countries generally require additional services to those from English speaking countries, including:
 - assessment to determine their suitability for employment specifically their English language skills and clinical ability
 - preparation for employment including an introduction to the Australian Health Care System and cultural awareness.
- Districts currently recruit OTDs through agencies outside of the Preferred Supplier Arrangement.
- It is anticipated that Districts will be required to use the services of those agencies selected for the panel.
- It is expected that contracts with selected suppliers would not be finalised prior to January 2004.
- The Principal Medical Adviser and Manager Contracts, Purchasing and Logistics, are meeting to discuss interim recruitment arrangements until the new tender process is finalised.

BENEFITS AND COSTS:

- Districts will be charged fees in accordance with the number of OTDs recruited on their behalf. It is anticipated this could range from \$5,000 to \$20,000 per doctor recruited (dependent on level).
- Tendering for a panel of preferred suppliers will assist in the recruitment of OTDs who are able to meet the requirements of QH.
- Tendering for a panel of preferred suppliers of OTDs will ensure a basic level of service, which meets the expectations of Queensland Health, is provided.


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CONSULTATION:

- Tender documents will be prepared in consultation with Zonal Managers, District Managers and Medical Superintendents.
- Purchasing and Logistics will be involved with the tendering process.

ATTACHMENTS:

nil

RECOMMENDATION(S):

That the General Manager Health Services approves proceeding to tender for a panel of preferred providers for the purposes of recruiting overseas trained doctors.


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