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Tender

Recruitment MSP

Southern Water Services Ltd.
Southern Water

F05: Contract notice – utilities

Notice identifier: 2022/S 000-001393

Procurement identifier (OCID): ocds-h6vhtk-030c0a

Published 17 January 2022, 10:45pm

Section I: Contracting entity

I.1) Name and addresses

Southern Water Services Ltd.

Southern House

Worthing

BN13 3NX

Email

simon.logan@southernwater.co.uk

Telephone

+44 1903264444

Country

United Kingdom

NUTS code

UKJ - South East (England)

Internet address(es)

Main address

<https://southernwater.co.uk>

I.1) Name and addresses

Southern Water

Southern House, Yeoman Road, Worthing, West Sussex

Worthing

BN13 3NX

Email

simon.logan@southernwater.co.uk

Telephone

+44 7526977363

Country

United Kingdom

NUTS code

UKJ - South East (England)

Internet address(es)

Main address

<https://southernwater.co.uk>

I.2) Information about joint procurement

The contract involves joint procurement

I.3) Communication

The procurement documents are available for unrestricted and full direct access, free of charge, at

<https://southernwater.bravosolution.co.uk>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://southernwater.bravosolution.co.uk>

Tenders or requests to participate must be submitted to the above-mentioned address

I.6) Main activity

Water

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Recruitment MSP

II.1.2) Main CPV code

- 79600000 - Recruitment services

II.1.3) Type of contract

Services

II.1.4) Short description

We are seeking a delivery partner who is able to offer an end to end recruitment service, to all of the in scope activities in addition to training and best practice knowledge sharing to improve internal capability.

II.1.5) Estimated total value

Value excluding VAT: £60,000,000

II.1.6) Information about lots

This contract is divided into lots: No

II.2) Description

II.2.3) Place of performance

NUTS codes

- UKJ - South East (England)

II.2.4) Description of the procurement

The MSP will be able to:

- Provide Contingent Labour recruitment services, as defined throughout this specification covering all SWS locations across the counties of Kent, Sussex, Hampshire and the Isle of Wight.
- Be able to recruit the Contingent Workers at the volumes detailed at a competitive price.
- Directly fill most of the roles and show the cost efficiencies and value of being able to do this.
- Engage agencies to fill Contingent Worker roles that cannot be filled directly by the MSP, on behalf of SWS and be able to contract and manage this supply chain on behalf of SWS.
- Recruit in accordance with the job description/role profile/deliverables supplied by SWS.
- The MSP will ensure that applicants are not placed directly with SWS outside the scope of the framework and use vendor

management processes to manage non-compliance with this.

- The MSP will be responsible for the efficient transitions to the model of working within their own technology and processes.
- The successful MSP will be responsible for identifying any potential TUPE implications associated with the incumbent Service Provider.
- Be able to provide account management services to act as a point of contact and to provide overall support in the delivery of the services being tendered for.
- Propose an efficient invoicing and billing process.
- Demonstrate IR35 compliance including throughout their supply chain.
- Evidence clear understanding of IR35 legislation and be able to apply and manage the correct terms of engagement and compliance based on the route to market for example, a Contingent Worker who is deemed to be working under a SOW will be paid only on completion of deliverables etc.
- Advise on role specific attraction strategies to meet SWS recruitment needs for all Contingent Workers. Strategies will be aligned to Southern Water's employer brand guidelines.
- The MSP and its supply chain will be able to work in accordance with the Recruitment and Selection policy for the duration of the

Agreement.

- Ability to provide pre-employment and background checks as an ad-hoc service.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement documents

II.2.6) Estimated value

Value excluding VAT: £60,000,000

II.2.7) Duration of the contract, framework agreement or dynamic purchasing system

Duration in months

48

This contract is subject to renewal

Yes

Description of renewals

Up to 4 years in 1 year multiples.

II.2.9) Information about the limits on the number of candidates to be invited

Envisaged number of candidates: 6

II.2.10) Information about variants

Variants will be accepted: No

II.2.11) Information about options

Options: No

II.2.13) Information about European Union Funds

The procurement is related to a project and/or programme financed by European Union funds: No

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Negotiated procedure with prior call for competition

IV.1.8) Information about the Government Procurement Agreement (GPA)

The procurement is covered by the Government Procurement Agreement: Yes

IV.2) Administrative information

IV.2.2) Time limit for receipt of tenders or requests to participate

Date

16 February 2022

Local time

12:00pm

IV.2.3) Estimated date of dispatch of invitations to tender or to participate to selected candidates

25 February 2022

IV.2.4) Languages in which tenders or requests to participate may be submitted

English

IV.2.6) Minimum time frame during which the tenderer must maintain the tender

Duration in months: 3 (from the date stated for receipt of tender)

Section VI. Complementary information

VI.1) Information about recurrence

This is a recurrent procurement: No

VI.2) Information about electronic workflows

Electronic ordering will be used

Electronic invoicing will be accepted

Electronic payment will be used

VI.4) Procedures for review

VI.4.1) Review body

Southern Water Services

Durrington

Country

United Kingdom