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Tender

## **Supply Teachers and Temporary Staff (STaTS)**

Crown Commercial Service

F02: Contract notice

Notice identifier: 2022/S 000-004473

Procurement identifier (OCID): ocds-h6vhtk-02b503

Published 16 February 2022, 10:45pm

### **Section I: Contracting authority**

#### **I.1) Name and addresses**

Crown Commercial Service

The Capital Building, Old Hall Street

Liverpool

L3 9PP

#### **Email**

[supplyteachers@crowncommercial.gov.uk](mailto:supplyteachers@crowncommercial.gov.uk)

#### **Telephone**

+44 3450103503

#### **Country**

United Kingdom

## **NUTS code**

UK - United Kingdom

## **Internet address(es)**

Main address

<https://www.gov.uk/ccs>

## **I.2) Information about joint procurement**

The contract is awarded by a central purchasing body

## **I.3) Communication**

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

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

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

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

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

## **I.4) Type of the contracting authority**

Ministry or any other national or federal authority

## **I.5) Main activity**

Education

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## **Section II: Object**

### **II.1) Scope of the procurement**

### **II.1.1) Title**

Supply Teachers and Temporary Staff (STaTS)

Reference number

RM6238

### **II.1.2) Main CPV code**

- 79610000 - Placement services of personnel

### **II.1.3) Type of contract**

Services

### **II.1.4) Short description**

Crown Commercial Service intends to establish an agreement for the recruitment of temporary and fixed term teachers and non-teaching staff for UK schools, colleges and educational establishments including nurseries, pupil referral units, and children centres.

The purpose of this framework agreement is to provide schools with an open, fair and transparent route when hiring supply teachers and other temporary staff that also delivers value for money. Roles include head teachers, qualified and non-qualified teachers both SEN and non- SEN, education support (such as staff cover supervisors and teaching assistants) invigilators and senior leaders. Other temporary staff include but not limited to, administrative and clerical (IT and finance staff) estates and maintenance and cleaners.

It is expected that the duration of the agreement will be for an initial period of 3 years with the option to extend for up to 1 year

### **II.1.5) Estimated total value**

Value excluding VAT: £400,000,000

### **II.1.6) Information about lots**

This contract is divided into lots: Yes

Tenders may be submitted for all lots

The contracting authority reserves the right to award contracts combining the following lots

or groups of lots:

Maximum number of lots that may be awarded to one tenderer:

Lot 1 – No restrictions

Lot 2 (2.1 and/or 2.2), Lot 3 and Lot 4, a bidder can only be awarded one place and would need to make a preference during the selection stage.

For the purposes of selecting your preferred Lot on the selection questionnaire, both Lots 2.1 and 2.2 will be considered 'Lot 2.'

## **II.2) Description**

### **II.2.1) Title**

Direct Provision of Supply Teachers, Education Support Staff and other temporary staffing services.

Lot No

1

### **II.2.2) Additional CPV code(s)**

- 79600000 - Recruitment services
- 79610000 - Placement services of personnel
- 79612000 - Placement services of office-support personnel
- 79620000 - Supply services of personnel including temporary staff
- 79621000 - Supply services of office personnel
- 79631000 - Personnel and payroll services

### **II.2.3) Place of performance**

NUTS codes

- UK - United Kingdom

Main site or place of performance

Not mandatory

#### **II.2.4) Description of the procurement**

The supplier will provide recruitment services for the provision of supply teachers, education support staff and other temporary staffing services from both:

- Employment businesses for temporary assignments, and
- Employment agencies for fixed term employment.

The supplier will be required to be aware of and ensure compliance to all changes in practise in the recruitment market and changes in policy and legislation. The Supplier must hold and maintain certification from an approved Accreditation Body.

The Supplier will ensure that such changes are communicated in a timely manner to the buyer and where necessary, appropriate changes made to processes and procedures (i.e. AWR, IR35, and Minimum Wage).

To support Buyers in utilising Lot 1 CCS will establish an Agency Selection Tool using details of all suppliers' branches/offices.

#### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 10

Price - Weighting: 90

#### **II.2.6) Estimated value**

Value excluding VAT: £240,000,000

#### **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

The initial duration of the Framework is 3 years, with an option to extend for up to 1 year

CCS reserve the right to extend lots by varying durations

### **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

### **II.2.14) Additional information**

The authority does not consider that transfer of undertakings (protection of employment) Regulations 2006 to be an issue in respect of this procurement at framework agreement stage as services are not provided at this level. It is your responsibility to take your own advice and consider whether TUPE is likely to apply and to act accordingly. You are encouraged to carry out your own due diligence.

## **II.2) Description**

### **II.2.1) Title**

Master Vendor: Managed Service Requirements of Supply Teachers, Education Support Staff and other temporary staffing services with contract values of no more than £2.499m.

Lot No

2.1

### **II.2.2) Additional CPV code(s)**

- 79600000 - Recruitment services
- 79610000 - Placement services of personnel

- 79612000 - Placement services of office-support personnel
- 79620000 - Supply services of personnel including temporary staff
- 79621000 - Supply services of office personnel
- 79631000 - Personnel and payroll services

### **II.2.3) Place of performance**

NUTS codes

- UK - United Kingdom

Main site or place of performance

Not mandatory

### **II.2.4) Description of the procurement**

Managed service requirements of supply teachers, education support staff and other temporary staffing services.

A Managed Service Provider will take responsibility for providing the Buyer with recruitment services to meet their Worker needs, including the sourcing, engagement and administration of the non-permanent workforce through standardised processes and use of technology.

The master vendor will take overall responsibility for providing the buyer with recruitment services to meet their worker needs.

The supplier will manage provision of supply teachers, education support staff and other temporary staffing services from both:

- Employment businesses for temporary assignments, and
- Employment agencies for fixed term employment.

The supplier will provide workers directly from their own resource pool and has the option of managing supplementary supply through an approved supply chain

The Supplier may set up and manage a talent pool on behalf of the Buyer. Workers supplied via the talent pool may be employed by the Employment Business or the Buyer.

The buyer contracts only with the master vendor Supplier, and the master vendor is

responsible for managing their supply chain.

The Supplier must hold and maintain certification from an approved Accreditation Body.

The supplier will ensure that its sourcing of Workers via the accredited supply chain complies with all legislative and regulatory requirements, as detailed in the terms of the framework contract.

The supplier will be required to aware of and ensure compliance to all changes in practise in the recruitment market and changes in policy and legislation The Supplier will ensure that such changes are communicated in a timely manner to the buyer and where necessary, appropriate changes made to processes and procedures (i.e. AWR, IR35, Minimum Wage).

### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 70

Price - Weighting: 30

### **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

The initial duration of the Framework is 3 years, with an option to extend for up to 1 year

CCS reserve the right to extend lots by varying durations

### **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

### **II.2.14) Additional information**

The authority does not consider that transfer of undertakings (protection of employment) Regulations 2006 to be an issue in respect of this procurement at framework agreement stage as services are not provided at this level. It is your responsibility to take your own advice and consider whether TUPE is likely to apply and to act accordingly. You are encouraged to carry out your own due diligence.

## **II.2) Description**

### **II.2.1) Title**

Master Vendor: Managed Service Requirements of Supply Teachers, Education Support Staff and other temporary staffing services with contacts of any value

Lot No

2.2

### **II.2.2) Additional CPV code(s)**

- 79600000 - Recruitment services
- 79610000 - Placement services of personnel
- 79612000 - Placement services of office-support personnel
- 79620000 - Supply services of personnel including temporary staff
- 79621000 - Supply services of office personnel
- 79631000 - Personnel and payroll services

### **II.2.3) Place of performance**

NUTS codes

- UK - United Kingdom

## **II.2.4) Description of the procurement**

Managed service requirements of supply teachers, education support staff and other temporary staffing services.

A Managed Service Provider will take responsibility for providing the Buyer with recruitment services to meet their Worker needs, including the sourcing, engagement and administration of the non-permanent workforce through standardised processes and use of technology.

The master vendor will take overall responsibility for providing the buyer with recruitment services to meet their worker needs.

The supplier will manage provision of supply teachers, education support staff and other temporary staffing services from both:

- Employment businesses for temporary assignments, and
- Employment agencies for fixed term employment.

The supplier will provide workers directly from their own resource pool and has the option of managing supplementary supply through an approved supply chain

The Supplier may set up and manage a talent pool on behalf of the Buyer. Workers supplied via the talent pool may be employed by the Employment Business or the Buyer.

The buyer contracts only with the master vendor Supplier, and the master vendor is responsible for managing their supply chain.

The Supplier must hold and maintain certification from an approved Accreditation Body.

The supplier will ensure that its sourcing of Workers via the accredited supply chain complies with all legislative and regulatory requirements, as detailed in the terms of the framework contract.

The supplier will be required to aware of and ensure compliance to all changes in practise in the recruitment market and changes in policy and legislation The Supplier will ensure that such changes are communicated in a timely manner to the buyer and where necessary, appropriate changes made to processes and procedures (i.e. AWR, IR35, Minimum Wage).

### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 70

Price - Weighting: 30

### **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

The initial duration of the Framework is 3 years, with an option to extend for up to 1 year

CCS reserve the right to extend lots by varying durations

### **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

### **II.2.14) Additional information**

The authority does not consider that transfer of undertakings (protection of employment)

Regulations 2006 to be an issue in respect of this procurement at framework agreement stage as services are not provided at this level. It is your responsibility to take your own advice and consider whether TUPE is likely to apply and to act accordingly. You are encouraged to carry out your own due diligence.

## **II.2) Description**

### **II.2.1) Title**

Neutral Vendor: Managed Service Requirements of Supply Teachers, Education Support Staff and other temporary staffing services.

Lot No

3

### **II.2.2) Additional CPV code(s)**

- 79600000 - Recruitment services
- 79610000 - Placement services of personnel
- 79612000 - Placement services of office-support personnel
- 79620000 - Supply services of personnel including temporary staff
- 79621000 - Supply services of office personnel
- 79631000 - Personnel and payroll services

### **II.2.3) Place of performance**

NUTS codes

- UK - United Kingdom

### **II.2.4) Description of the procurement**

Neutral vendor: managed service requirements of supply teachers, education support staff and other temporary staffing services. The neutral vendor will take overall responsibility for providing the buyer with their worker needs.

A neutral vendor supplier will not supply any workers directly from its own business, and a

maximum of 20% through any affiliated businesses, and will use an approved supply chain to meet all worker requirements.

The supplier will manage provision of supply teachers, education support staff and other temporary staffing services from both:

- Employment businesses for temporary assignments, and
- Employment agencies for fixed term employment.

The supplier will be required to be aware of and ensure compliance to all changes in practise in the recruitment market and changes in policy and legislation.

The Buyer contracts only with the Neutral Vendor supplier, and the Neutral Vendor is responsible for managing their supply chain.

The Supplier may set up and manage a talent pool on behalf of the Buyer. Workers supplied via the talent pool may be employed by the Employment Business or the Buyer.

The Supplier will ensure that such changes are communicated in a timely manner to the buyer and where necessary, appropriate changes made to processes and procedures (i.e. AWR, IR35, Minimum Wage).

### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 70

Price - Weighting: 30

### **II.2.6) Estimated value**

Value excluding VAT: £20,000,000

### **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

The initial duration of the Framework is 3 years, with an option to extend for up to 1 year

CCS reserve the right to extend lots by varying durations

### **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

### **II.2.14) Additional information**

The authority does not consider that transfer of undertakings (protection of employment) Regulations 2006 to be an issue in respect of this procurement at framework agreement stage as services are not provided at this level. It is your responsibility to take your own advice and consider whether TUPE is likely to apply and to act accordingly. You are encouraged to carry out your own due diligence.

## **II.2) Description**

### **II.2.1) Title**

Education Technology Platform Provision of Supply Teachers, Education Support Staff and other temporary staffing services with contract values of no more than £2.499m.

Lot No

4

### **II.2.2) Additional CPV code(s)**

- 79600000 - Recruitment services
- 79610000 - Placement services of personnel

- 79612000 - Placement services of office-support personnel
- 79620000 - Supply services of personnel including temporary staff
- 79621000 - Supply services of office personnel
- 79631000 - Personnel and payroll services

### **II.2.3) Place of performance**

NUTS codes

- UK - United Kingdom

### **II.2.4) Description of the procurement**

An Education Technology platform provider will take responsibility for providing the Buyer with recruitment services to meet their Worker needs, including the sourcing, engagement and administration of the non-permanent workforce through standardised processes and use of technology.

An Education Technology platform Supplier shall not supply any Workers directly from its own business, and a maximum of 20% through any affiliated businesses, and will use an approved supply chain to meet all Worker requirements. The Supplier will manage provision of Supply Teachers, Education Support Staff and other temporary staffing services from both:

- Employment Businesses for temporary Assignments; and
- Employment Agencies for Fixed Term employment

The Supplier may set up and manage a talent pool on behalf of the Buyer. Workers supplied via the talent pool may be employed by the Employment Business or the Buyer.

The Supplier will ensure that such changes are communicated in a timely manner to the buyer and where necessary, appropriate changes made to processes and procedures (i.e. AWR, IR35, Minimum Wage).

### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 70

Price - Weighting: 30

### **II.2.6) Estimated value**

Value excluding VAT: £20,000,000

### **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

The initial duration of the Framework is 3 years, with an option to extend for up to 1 year

CCS reserve the right to extend lots by varying durations

### **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

### **II.2.14) Additional information**

The authority does not consider that transfer of undertakings (protection of employment) Regulations 2006 to be an issue in respect of this procurement at framework agreement stage as services are not provided at this level. It is your responsibility to take your own advice and consider whether TUPE is likely to apply and to act accordingly. You are encouraged to carry out your own due diligence.



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## **Section III. Legal, economic, financial and technical information**

### **III.1) Conditions for participation**

#### **III.1.1) Suitability to pursue the professional activity, including requirements relating to enrolment on professional or trade registers**

List and brief description of conditions

Candidates will be assessed in accordance with Section 5 of the 2015 Public Contract Regulations (implementing the directive) on the basis of information provided in response to an invitation to tender (ITT) registering for access.

#### **III.1.2) Economic and financial standing**

Selection criteria as stated in the procurement documents

#### **III.1.3) Technical and professional ability**

Selection criteria as stated in the procurement documents

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## **Section IV. Procedure**

### **IV.1) Description**

#### **IV.1.1) Type of procedure**

Open procedure

#### **IV.1.3) Information about a framework agreement or a dynamic purchasing system**

The procurement involves the establishment of a framework agreement

Framework agreement with several operators

#### **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.2.1) Previous publication concerning this procedure**

Notice number: [2021/S 000-011665](#)

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

Date

18 March 2022

Local time

3:00pm

### **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: 6 (from the date stated for receipt of tender)

### **IV.2.7) Conditions for opening of tenders**

Date

18 March 2022

Local time

3:01pm

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## **Section VI. Complementary information**

### **VI.1) Information about recurrence**

This is a recurrent procurement: No

### **VI.2) Information about electronic workflows**

Electronic invoicing will be accepted

Electronic payment will be used

### **VI.3) Additional information**

As part of this contract notice the following documents can be accessed at:

<https://www.contractsfinder.service.gov.uk/Notice/720f2e44-c882-4050-b90f-e3cf0564212e>

- 1) Contract notice transparency information for the agreement;
- 2) Contract notice authorised customer list;
- 3) Rights reserved for CCS framework.

On 2.4.2014 Government introduced its Government Security Classifications (GSC) scheme which replaced Government Protective Marking Scheme (GPMS). A key aspect is the reduction in the number of security classifications used. All bidders should make themselves aware of the changes as it may impact this requirement. This link provides information on the GSC at: <https://www.gov.uk/government/publications/government-security-classifications>

Cyber Essentials is a mandatory requirement for Central Government contracts which involve handling personal information or provide certain ICT products/services. Government is taking steps to reduce the levels of cyber security risk in its supply chain through the Cyber Essentials scheme. The scheme defines a set of controls which, when implemented, will provide organisations with basic protection from the most prevalent forms of threat coming from the internet. To participate in this procurement, bidders must be able to demonstrate they comply with the technical requirements prescribed by Cyber Essentials, for services under and in connection with this procurement.

Refer to <https://www.ncsc.gov.uk/information/cyber-essentials-faqs> for more information.

Some purchases under this Framework Agreement may have requirements that can be met under this Framework Agreement but the purchase of which may be exempt from the Procurement Regulations (as defined in Attachment 1 – About the framework within the invitation to tender documentation). In such cases, Call-offs from this Framework will be unregulated purchases for the purposes of the Procurement Regulations, and the buyers may, at their discretion, modify the terms of the Framework and any Call-off Contracts to reflect that buyer's specific needs.

CCS reserve the right to award a framework to any bidder whose final score is within 1% of the last position.

Registering for access:

This procurement will be managed electronically via the eSourcing suite. This will be the route for sharing all information and communicating with bidders. If you have recently registered on the eSourcing suite for another CCS procurement you can use the same account for this new procurement. If not, you will first need to register your organisation on the portal.

Use the following link for information on how register and use the eSourcing tool:

<https://www.gov.uk/government/publications/esourcing-tool-guidance-for-suppliers>

For assistance please contact the eSourcing Help desk operated by email at

[eEnablement@crowncommercial.gov.uk](mailto:eEnablement@crowncommercial.gov.uk) or call 0345 410 2222.

## **VI.4) Procedures for review**

### **VI.4.1) Review body**

The Minister for the Cabinet Office acting through Crown Commercial Service

9th Floor, The Capital, Old Hall Street

Liverpool

L3 9PP

Email

[supplier@crowncommercial.gov.uk](mailto:supplier@crowncommercial.gov.uk)

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+44 3450103503

Country

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