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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

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

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.

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

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

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 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

Telephone

+44 3450103503

Country

United Kingdom

Internet address

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