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Tender

Master Vendor Recruitment (Contingent Workers)

FINANCIAL SERVICES COMPENSATION SCHEME LIMITED

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2026/S 000-009780

Procurement identifier (OCID): ocds-h6vhtk-064670

Published 4 February 2026, 9:44am

Scope

Reference

FSCS569

Description

FSCS currently have a Master Vendor in place to support all our permanent, fixed-term and contingent worker recruitment except for Executive and Non-Executive Director (NED) recruitment which is managed separately.

This recruitment model has worked well for FSCS for over 10 years however, in light of changing business priorities and resourcing requirements we have identified the need to change our recruitment model. As a result, we will now transition to a hybrid recruitment model that will see us bringing the management of permanent and fixed term hiring in-house and contracting with a Master Vendor for our contingent workforce hiring and management only.

Contingent workers will include:

- Independent contractors

- Freelancers
- Consultants
- Temporary agency workers
- Workers engaged via umbrella companies

FSCS is now looking to appoint Master Vendor (Contingent Workers) to provide a full 360-degree service of contingent worker hiring and management to include: sourcing and attraction, screening & selection, offer and contract management, compliance (vetting, AWR, IR35, employment and equality legislation), onboarding, payroll, performance monitoring and management, offboarding and re-engagement, analytics, and reporting.

The contract will be for an initial term of two (2) years with the option to extend for up to a further two (2) years in two twelve-month extensions at FSCS's sole discretion.

Total value (estimated)

- £25,100,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 30 October 2026 to 29 October 2028
- Possible extension to 29 October 2030
- 4 years

Description of possible extension:

The contract will be for an initial term of two (2) years with the option to extend for up to a further two (2) years in two twelve-month extensions at FSCS's sole discretion.

Main procurement category

Services

CPV classifications

- 79600000 - Recruitment services

Contract locations

- UK - United Kingdom

Participation

Legal and financial capacity conditions of participation

Legal and financial capacity conditions of participation: Legal and financial conditions of participation are set out in the PSQ which can be obtained via the Portal on registration to express interest.

Suppliers requesting to participate in this procurement competition are required to submit their completed PSQs through Delta-sourcing by the deadline set out in this tender notice.

Technical ability conditions of participation

Technical ability conditions of participation: Technical ability conditions of participation are set out in the PSQ which can be obtained via the Portal on registration to express interest.

Suppliers requesting to participate in this procurement competition are required to submit their completed PSQs through Delta-sourcing by the deadline set out in this tender notice.

Particular suitability

- Small and medium-sized enterprises (SME)
 - Voluntary, community and social enterprises (VCSE)
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Submission

Enquiry deadline

18 February 2026, 12:00pm

Submission type

Requests to participate

Deadline for requests to participate

2 March 2026, 12:00pm

Submission address and any special instructions

<https://www.delta-esourcing.com/respond/E69AX4H7P6>

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

8 September 2026

Recurring procurement

Publication date of next tender notice (estimated): 1 October 2029

Award criteria

Name	Description	Type	Weighting
Quality	Quality -70% Contingent Workforce Management - 40% Service Transition and Implementation - 15% Account Management - 20% Processes, workflows, and systems - 10% Data - 15% Legal (Contract Terms) - Pass/Fail	Quality	70%
Price	Cost	Cost	30%

Other information

Payment terms

Invoices must be submitted to Payables@fscs.org.uk and must quote a valid Purchase Order Number.

Applicable trade agreements

- Government Procurement Agreement (GPA)

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Competitive flexible procedure

Competitive flexible procedure description

This tender notice is for the award of a public contract through a competitive flexible procedure in accordance with section 20(1) and (2)(b) of the Procurement Act 2023.

The technical specification which are expected to be met for this procurement can be found in the Service Requirements document which is available via the Portal.

FSCS intends to shortlist up to 3 suppliers with the highest scoring Procurement Specific Questionnaire (PSQ) responses to participate in the tender stages of the competitive flexible procedure. The 3 shortlisted suppliers will be invited to submit initial tenders.

FSCS reserves the right to award the contract on the basis of the evaluation of the initial tenders.

If FSCS decides not to award the contract on the basis of the initial tenders, FSCS intends to invite the Suppliers with the 2 highest scoring initial tenders to participate in the negotiations with FSCS.

At the end of the negotiation stage, Suppliers will be invited to submit final tenders.

FSCS will use an online portal at www.delta-esourcing.com ("the Portal") to make associated tender documents available to suppliers.

Suppliers requesting to participate in this procurement competition are required to submit their completed PSQs through the Portal by the deadline set out in this tender notice.

The following associated tender documents are being provided with the publication of this tender notice to provide further information about the procurement and are available on the Portal:

- Tender Notice
- PSQ
- ISIT
- Draft Contract
- Service Requirements

Award Criteria

No.	Criteria	Criteria Weighting	Available Scores
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Quality	70%
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1	Contingent Workforce Management
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40%	0-4
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2	Service Transition and Implementation	15%
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0-4

3	Account Management
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20%	0-4
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4 Process, workflows, systems

10% 0-4

5 Data

15% 0-4

Price 30%

6 Financial 30% N/A

Legal (Pass/Fail)

7 Legal

N/A

Pass/Fail

Documents

Associated tender documents

<https://www.delta-esourcing.com/respond/E69AX4H7P6>

Technical specifications to be met

<https://www.delta-esourcing.com/respond/E69AX4H7P6>

Contracting authority

FINANCIAL SERVICES COMPENSATION SCHEME LIMITED

- Companies House: 03943048
- Public Procurement Organisation Number: PNMP-1789-RLBG

5th Floor, The St Botolph Building, 138-139 Houndsditch

London

EC3A 7AW

United Kingdom

Email: Procurement@fscs.org.uk

Region: UKI31 - Camden and City of London

Organisation type: Public authority - sub-central government