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Contract

PROC 24-2598 - Provision of Job Advert services for Public Sector Vacancies (Multi-Supplier Framework Agreement)

Scottish Police Authority

F03: Contract award notice

Notice identifier: 2025/S 000-011906

Procurement identifier (OCID): ocds-h6vhtk-04920d

Published 31 March 2025, 8:48am

Section I: Contracting authority

I.1) Name and addresses

Scottish Police Authority

1 Pacific Quay, 2nd Floor

Glasgow

G51 1DZ

Email

ProcurementTenders@scotland.police.uk

Telephone

+44 1786895668

Country

United Kingdom

NUTS code

UKM - Scotland

Internet address(es)

Main address

<http://www.spa.police.uk>

Buyer's address

https://www.publiccontractsscotland.gov.uk/search/Search_AuthProfile.aspx?ID=AA19762

I.2) Information about joint procurement

The contract is awarded by a central purchasing body

I.4) Type of the contracting authority

Body governed by public law

I.5) Main activity

Public order and safety

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

PROC 24-2598 - Provision of Job Advert services for Public Sector Vacancies (Multi-Supplier Framework Agreement)

Reference number

PROC 24-2598

II.1.2) Main CPV code

- 79600000 - Recruitment services

II.1.3) Type of contract

Services

II.1.4) Short description

The recruitment department within Police Scotland regularly have a requirement to publish job adverts on recruitment platforms to reach the wide recruitment pool via the use of job board credits.

Therefore the Authority has a requirement to put in place a compliant Multi- supplier framework Agreement for the ongoing purchase of job board credits from a range of suitable online job board platforms for staff recruitment. This will enable the recruitment department to have control over where and when adverts are published and on which platforms, in the hope that it will attract high calibre external applicants for Business as usual (BAU) and hard to fill niche roles for both The Scottish Police Authority (SPA) and Police Scotland.

The list below details job roles that the Authority have been required to advertise through the use of job board credits, however please note that this list is not exhaustive and shall be subject to change throughout the Framework period:

- Police Officer all roles and ranks
- Project managers
- IT specific job roles
- Change Management
- Forensics specific job roles
- Procurement specific job roles
- Finance specific job roles
- Service Centre specific job roles

II.1.6) Information about lots

This contract is divided into lots: No

II.1.7) Total value of the procurement (excluding VAT)

Value excluding VAT: £500,000

II.2) Description

II.2.2) Additional CPV code(s)

- 79600000 - Recruitment services
- 79611000 - Job search services

II.2.3) Place of performance

NUTS codes

- UKM82 - Glasgow City

Main site or place of performance

Dalmarnock, G40 4EH

II.2.4) Description of the procurement

Open Tender (FTS)

II.2.5) Award criteria

Quality criterion - Name: Quality / Weighting: 40

Price - Weighting: 60

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

Open procedure

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

The procurement involves the establishment of a framework agreement

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: [2024/S 000-026445](#)

Section V. Award of contract

Contract No

Multi Supplier Framework Provision of Job Advert Services for Public Sector Vacancies

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

18 December 2024

V.2.2) Information about tenders

Number of tenders received: 5

Number of tenders received from SMEs: 0

Number of tenders received from tenderers from other EU Member States: 0

Number of tenders received from tenderers from non-EU Member States: 5

Number of tenders received by electronic means: 5

The contract has been awarded to a group of economic operators: Yes

V.2.3) Name and address of the contractor

COSLA

19 Haymarket Yards

Edinburgh

EH12 5BH

Telephone

+44 000000

Fax

+44 000000

Country

United Kingdom

NUTS code

- UKM - Scotland

The contractor is an SME

No

V.2.3) Name and address of the contractor

CV Library

10 Waterfront Business Park , Station Approach

Fleet,

GU51 3TX

Telephone

+44 01252956628

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor is an SME

No

V.2.3) Name and address of the contractor

s1 jobs

200 renfield st

glasgow

g2 3qb

Telephone

+44 000000

Fax

+44 000000

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor is an SME

No

V.2.3) Name and address of the contractor

SATOS Media Ltd

19-23 Masons Hill

Bromley/Kent

BR2 9HD

Telephone

+44 02081660616

Country

United Kingdom

NUTS code

- UKI61 - Bromley

The contractor is an SME

No

V.2.3) Name and address of the contractor

Stepstone Group UK Limited

Blue Fin, 110 Southwark Street, SE1 0TA

London

SE1 0TA

Telephone

+44 07400258309

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor is an SME

No

V.2.4) Information on value of contract/lot (excluding VAT)

Total value of the contract/lot: £500,000

Section VI. Complementary information

VI.3) Additional information

Economic Operators

Applicable to OJEU Notices: Economic operators may be excluded from this competition if they are in any of the situations referred to in regulation 58 of the Public Contracts (Scotland) Regulations 2015.

SPD Question 4C.12 Quality Control Requirements

Tenderers may be required to provide the following for Quality Control requirements:

EITHER:

Option A) If a Tenderers organisation holds a UKAS (or equivalent) accredited independent third party certificate of compliance in accordance with

BS EN ISO 9001 (or equivalent) a copy of the certificate may be requested.

OR

Option B) If a Tenderers organisation has a documented policy regarding quality management, a copy of the policy may be requested.

Guidance

The policy should set out your organisation's responsibilities for quality management. Demonstrating that your organisation has and continues to implement a quality management policy that is authorised by the Chief Executive or equivalent and is periodically reviewed at a senior management level. The policy should be relevant to the nature and scale of the work to be undertaken and set out responsibilities for quality management throughout the organisation.

Assessment of Employment Status

Tenderers may be asked to declare whether they intend to provide services through a Personal Service Company (PSC). From April 2017, the responsibility to pay employment taxes shifts from the PSC to public sector bodies and the Authority must be aware of any successful tenderer's detailed employment status.

For further information on determining employment status the Government has published

guidance on this IR35 Legislation

Living Wage

Tenderers will be asked to confirm if they pay all employees as a minimum the Real Living Wage as published by the Living Wage Foundation for statistical information gathering purposes only.

Equality and Diversity

Tenderers will be required to comply with the statutory obligations under the Equality Act 2010.

Declaration of Non-Involvement in Serious Organised Crime

Tenderers must complete and sign a Declaration of Non-Involvement in Serious Organised Crime form.

Subcontractor Detail

Tenderers will be required to provide details of the subcontractors they intend to use in their supply chain. Tenderers are required to complete this section as part of the SPD.

Data Protection

Tenderers must be aware of their obligations under the Data Protection Act 2018 and the GDPR as set out in the Contract.

(SC Ref:794766)

VI.4) Procedures for review

VI.4.1) Review body

Glasgow Sheriff Court

Glasgow

Country

United Kingdom