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Tender

The Provision of Recruitment Agency Services

Scottish Water

F05: Contract notice – utilities

Notice identifier: 2025/S 000-018319

Procurement identifier (OCID): ocds-h6vhtk-050b20

Published 1 May 2025, 11:07am

Section I: Contracting entity

I.1) Name and addresses

Scottish Water

The Bridge, 6 Buchanan Gate, Stepps

Glasgow

G33 6FB

Contact

Danielle Welsh

Email

danielle.welsh@scottishwater.co.uk

Country

United Kingdom

Region code

UK - United Kingdom

Internet address(es)

Main address

<https://www.scottishwater.co.uk/>

Buyer's address

<https://www.scottishwater.co.uk/>

I.3) Communication

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

https://atamis-scottishwater.my.salesforce-sites.com/ProSpend_CS_PublicLandingPage?SearchType=Projects

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

https://atamis-scottishwater.my.salesforce-sites.com/ProSpend_CS_PublicLandingPage?SearchType=Projects

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

The Provision of Recruitment Agency Services

Reference number

SW25/PS&S/1503

II.1.2) Main CPV code

- 79600000 - Recruitment services

II.1.3) Type of contract

Services

II.1.4) Short description

Scottish Water (SW) is seeking to appoint a single supplier to manage provision of contingent workers under a Managed Service Programme (MSP). SW currently engages agency workers from seven framework suppliers who provide workers for specific disciplines.

The MSP provider will deliver the following services:

Fulfilment of all SW's agency worker requirements

Management of all SW's current agency workers

Fulfilment of agency workers for SW's capital investment programme. These workers are engaged and managed by SW's strategic delivery partners.

Sourcing of candidates for permanent recruitment. SW's primary approach is direct recruitment for permanent positions, so this service only applies in limited circumstances when direct recruitment has failed or for hard-to-fill positions

Management of sub-agencies used to provide contingent workers

Sourcing of contingent workers to provide project and other services

II.1.6) Information about lots

This contract is divided into lots: No

II.2) Description

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

II.2.4) Description of the procurement

Scottish Water (SW) is seeking to appoint a single supplier to manage provision of contingent workers under a Managed Service Programme (MSP). SW currently engages agency workers from seven framework suppliers who provide workers for specific disciplines.

The MSP provider will deliver the following services:

Fulfilment of all SW's agency worker requirements

Management of all SW's current agency workers

Fulfilment of agency workers for SW's capital investment programme. These workers are engaged and managed by SW's strategic delivery partners.

Sourcing of candidates for permanent recruitment. SW's primary approach is direct recruitment for permanent positions, so this service only applies in limited circumstances when direct recruitment has failed or for hard-to-fill positions

Management of sub-agencies used to provide contingent workers

Sourcing of contingent workers to provide project and other services

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: £150,000,000

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

Duration in months

96

This contract is subject to renewal

No

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

Envisaged minimum number: 3

Maximum number: 5

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 III. Legal, economic, financial and technical information

III.1) Conditions for participation

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

III.1.4) Objective rules and criteria for participation

List and brief description of rules and criteria

See Procurement Documents for further information.

III.2) Conditions related to the contract

III.2.2) Contract performance conditions

See Procurement Documents for further information

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Negotiated procedure with prior call for competition

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 a single operator

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

2 June 2025

Local time

12:00pm

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

English

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.3) Additional information

https://atamis-scottishwater.my.salesforce-sites.com/ProSpend_CS_PublicLandingPage?SearchType=Projects

VI.4) Procedures for review

VI.4.1) Review body

Glasgow Sheriff Court

1 Carlton Place

Glasgow

G5 9DA

Country

United Kingdom

VI.4.2) Body responsible for mediation procedures

Scottish Water

The Bridge, 6 Buchanan Gate, Stepps

Glasgow

G33 6FB

Email

help@scottishwater.co.uk

Country

United Kingdom

Internet address

<https://www.scottishwater.co.uk/>