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Tender

## **The Provision of Recruitment Agency Services**

Scottish Water

F05: Contract notice – utilities

Notice identifier: 2025/S 000-018321

Procurement identifier (OCID): ocds-h6vhtk-050b22

Published 1 May 2025, 11:08am

### **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](mailto: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](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](https://atamis-scottishwater.my.salesforce-sites.com/ProSpend__CS_PublicLandingPage?SearchType=Projects)

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**I.6) Main activity**

Water

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## **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

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### **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

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## **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

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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 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](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](mailto:help@scottishwater.co.uk)

Country

United Kingdom

Internet address

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