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Award

The Provision of Temporary and Permanent Recruitment Services

NORTHERN TRAINS LIMITED

UK5: Transparency notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-019520

Procurement identifier (OCID): ocds-h6vhtk-050e3d ([view related notices](#))

Published 7 May 2025, 5:43pm

Scope

Description

NTL intends to extend the current arrangements we hold with Ford and Stanley Limited, Ganymede Solutions Limited and Practicus Limited for the provision of temporary and permanent recruitment services until 31st of March 2026. Such extension is required to allow NTL adequate time to conduct an in depth review of our long term requirements and undertake a fully compliant procurement process whilst allowing flexibility for a mobilisation period if required.

Contract 1

Supplier

- FORD & STANLEY LIMITED

Contract value

- £1,674,759 excluding VAT
- £2,009,710.80 including VAT

Above the relevant threshold

Earliest date the contract will be signed

20 May 2025

Contract dates (estimated)

- 20 May 2025 to 31 March 2026
- 10 months, 12 days

Main procurement category

Services

CPV classifications

- 79600000 - Recruitment services

Contract locations

- UKC - North East (England)

- UKD - North West (England)
 - UKE - Yorkshire and the Humber
 - UKF - East Midlands (England)
 - UKG - West Midlands (England)
 - UKH - East of England
 - UKI - London
 - UKJ - South East (England)
 - UKK - South West (England)
-

Contract 2

Supplier

- PRACTICUS LIMITED

Contract value

- £1,054,980 excluding VAT
- £2,009,710.80 including VAT

Above the relevant threshold

Earliest date the contract will be signed

20 May 2025

Contract dates (estimated)

- 20 May 2025 to 31 March 2026
- 10 months, 12 days

Main procurement category

Services

CPV classifications

- 79600000 - Recruitment services

Contract locations

- UKC - North East (England)
 - UKD - North West (England)
 - UKE - Yorkshire and the Humber
 - UKF - East Midlands (England)
 - UKG - West Midlands (England)
 - UKH - East of England
 - UKI - London
 - UKJ - South East (England)
 - UKK - South West (England)
-

Contract 3

Supplier

- GANYMEDE SOLUTIONS LIMITED

Contract value

- £2,025,722 excluding VAT
- £2,430,866.40 including VAT

Above the relevant threshold

Earliest date the contract will be signed

20 May 2025

Contract dates (estimated)

- 20 May 2025 to 31 March 2026
- 10 months, 12 days

Main procurement category

Services

CPV classifications

- 79600000 - Recruitment services

Contract locations

- UKC - North East (England)
- UKD - North West (England)

- UKE - Yorkshire and the Humber
- UKF - East Midlands (England)
- UKG - West Midlands (England)
- UKH - East of England
- UKI - London
- UKJ - South East (England)
- UKK - South West (England)

Other information

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Direct award

Special regime

Utilities

Direct award justification

Additional or repeat goods, services or works - extension or partial replacement

NTL intends to extend the current arrangements we hold with Ford and Stanley Limited, Ganymede Solutions Limited and Practicus Limited for the provision of temporary and permanent recruitment services until 31st of March 2026.

Such extensions are required to allow NTL the time to undertake a comprehensive review of our long term recruitment requirements, conduct a re-procurement exercise and implement a new system if required.

With reference to the Procurement Act 2023, Regulation 41.1, a direct award is permitted in cases where:

'The public contract concerns the supply of goods, services or works by the existing supplier which are intended as an extension to, or partial replacement of, existing goods, services or works in circumstances where-

(a) a change in supplier would result in the contracting authority receiving goods, services or works that are different from, or incompatible with, the existing goods, services or works, and

(b) the difference or incompatibility would result in disproportionate technical difficulties in operation or maintenance.'

Railway operations are highly time-sensitive and safety-critical, requiring a workforce that can integrate seamlessly with existing teams, have key specialised skills, industry knowledge, and certifications. Due to how embedded current contractors are within NTL's operations, replacing this workforce would highly risk railway operations, as a change in supplier may result in delays to supply workers with the same level of expertise, leading to potential gaps in service, increased training costs, and project delays as the current contractors are deeply embedded within the organisation, with NTL's internal workforce not having the capacity or capability within areas such as engineering to carry out work at the same level required to continue running rail services whilst a change of contractors are mobilising. Consequently, removing such contractors would cause disruption to rail services at the public's detriment.

Continuing our current provisions enables NTL to maintain workforce continuity to run the railway while finalizing a long-term strategy that meets regulatory and operational requirements. A forced transition to a new supplier before completing this process would introduce unnecessary risks, inefficiencies, and potential non-compliance issues as we would not have completed an appropriate tender exercise.

Extending these provisions to 31st of March 2026 allows adequate time for an in depth review of our long term requirements and a fully compliant procurement process to be undertaken whilst allowing flexibility for a mobilisation period if required.

NTL anticipate going to market for these services by September 2025.

Suppliers

FORD & STANLEY LIMITED

- Companies House: 07135661

Unit 42 To 44 Royal Scot Road

Derby

DE24 8AJ

United Kingdom

Email: bids@fordandstanley.com

Region: UKF11 - Derby

Contract 1

GANYMEDE SOLUTIONS LIMITED

- Companies House: 03579773
- Public Procurement Organisation Number: PVTW-8475-YQBM

The Derby Conference Centre

Derby

DE24 8UX

United Kingdom

Email: tenders@ganymedesolutions.co.uk

Website: <https://www.ganymedesolutions.co.uk/>

Region: UKF11 - Derby

Small or medium-sized enterprise (SME): No

Voluntary, community or social enterprise (VCSE): No

Contract 3

PRACTICUS LIMITED

- Companies House: 05048716

Riverside Barns, Remenham Church Lane

Henley-On-Thames

RG9 3DB

United Kingdom

Email: tenders@practicus.com

Website: <http://www.practicus.com>

Region: UKJ11 - Berkshire

Small or medium-sized enterprise (SME): No

Voluntary, community or social enterprise (VCSE): No

Contract 2

Contracting authority

NORTHERN TRAINS LIMITED

- Companies House: 03076444
- Public Procurement Organisation Number: PZCJ-2164-HJQZ

George Stephenson House

York

YO1 6JT

United Kingdom

Email: procurement@northernrailway.co.uk

Region: UKE21 - York

Organisation type: Public authority - central government