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Tender

## **Permanent Recruitment 2**

The Minister for the Cabinet Office acting through Crown Commercial Service

F02: Contract notice

Notice identifier: 2021/S 000-022471

Procurement identifier (OCID): ocids-h6vhtk-02df36

Published 9 September 2021, 10:45pm

### **Section I: Contracting authority**

#### **I.1) Name and addresses**

The Minister for the Cabinet Office acting through Crown Commercial Service

9th Floor, The Capital, Old Hall Street

Liverpool

L3 9PP

#### **Email**

[supplier@crowncommercial.gov.uk](mailto:supplier@crowncommercial.gov.uk)

#### **Telephone**

+44 3150103503

#### **Country**

United Kingdom

#### **NUTS code**

UK - United Kingdom

**Internet address(es)**

Main address

<https://www.gov.uk/ccs>

**I.2) Information about joint procurement**

The contract is awarded by a central purchasing body

**I.3) Communication**

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

<https://crowncommercialservice.bravosolution.co.uk>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://crowncommercialservice.bravosolution.co.uk>

Tenders or requests to participate must be submitted to the above-mentioned address

**I.4) Type of the contracting authority**

Ministry or any other national or federal authority

**I.5) Main activity**

Other activity

Public Procurement for Permanent Recruitment Services

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## **Section II: Object**

### **II.1) Scope of the procurement**

#### **II.1.1) Title**

Permanent Recruitment 2

Reference number

RM6229

#### **II.1.2) Main CPV code**

- 79600000 - Recruitment services

#### **II.1.3) Type of contract**

Services

#### **II.1.4) Short description**

Crown Commercial Service, as the Authority, intends to put in place an agreement for the provision of Permanent Recruitment Services for use by Central Government and UK public sector bodies. This will be the replacement agreement for RM6002 Permanent Recruitment Solutions and will support the hiring needs of UK central government departments including arms-length bodies (ALBs) and all other public sector bodies across the wider public sector.

It is anticipated that Permanent Recruitment 2 will provide permanent and supporting services including, but not limited to,

- Clinical recruitment
- General recruitment
- Recruitment process outsourcing (RPO)
- Talent mapping
- Testing and assessment centres
- Technology services
- International recruitment

### **II.1.5) Estimated total value**

Value excluding VAT: £45,000,000

### **II.1.6) Information about lots**

This contract is divided into lots: Yes

Tenders may be submitted for all lots

## **II.2) Description**

### **II.2.1) Title**

Clinical Recruitment

Lot No

1

### **II.2.2) Additional CPV code(s)**

- 79600000 - Recruitment services
- 79610000 - Placement services of personnel
- 79635000 - Assessment centre services for recruitment

### **II.2.3) Place of performance**

NUTS codes

- UK - United Kingdom

### **II.2.4) Description of the procurement**

Lot 1 Clinical Recruitment

The successful framework suppliers will be expected to provide core and non-core services

Core Services

- Customer planning
- Candidate identification and attraction

- Candidate assessment and evaluation
- Offer and appointment

#### Non-Core Services

- Strategy and planning
- Talent Development
- Technology services
- International recruitment
- Project RPO

The full scope of Lot 1 is set out in the Framework Schedule 1 (Specification) that is part of the Invitation to Tender documentation.

#### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 80

Price - Weighting: 20

#### **II.2.6) Estimated value**

Value excluding VAT: £7,500,000

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

Duration in months

48

This contract is subject to renewal

Yes

Description of renewals

The initial duration of the Framework is 2 years, with an option to extend for 2 periods of 1 year (2+1+1). CCS reserve the right to extend lots by varying durations

#### **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

#### **II.2.14) Additional information**

The framework will be established for 24 months +12months + 12months

A minimum threshold score of 50 will be applied against the overall quality score for Lot 1.

It is anticipated that a maximum of 50 suppliers will be appointed to this framework lot. However CCS reserve the right to award a framework to any bidder whose final score is within 1% of the last position if 50 are appointed.

### **II.2) Description**

#### **II.2.1) Title**

General Recruitment (Non Clinical)

Lot No

2

#### **II.2.2) Additional CPV code(s)**

- 79600000 - Recruitment services
- 79610000 - Placement services of personnel
- 79635000 - Assessment centre services for recruitment

#### **II.2.3) Place of performance**

NUTS codes

- UK - United Kingdom

#### **II.2.4) Description of the procurement**

## Lot 2 General Recruitment (Non Clinical)

The successful framework suppliers will be expected to provide core and non-core services

### Core Services

- Customer planning
- Candidate identification and attraction
- Candidate assessment and evaluation
- Offer and appointment

### Non-Core Services

- Strategy and planning
- Talent Development
- Technology services
- International recruitment
- Project RPO

The full scope of Lot 2 is set out in the Framework Schedule 1 (Specification) that is part of the Invitation to Tender documentation

### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 70

Price - Weighting: 30

### **II.2.6) Estimated value**

Value excluding VAT: £37,500,000

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

Duration in months

48

This contract is subject to renewal

Yes

Description of renewals

The Framework will be established for up to 2 years with the option to extend for up to 2 periods, each of 12 months (2+1+1)

The framework is divided into 2 lots, which will be awarded separately, due to staggered expiry dates for existing arrangements. The framework will commence when Lot 1 is awarded. Lot 2 will be awarded for a shorter initial duration, so that all lots will end coterminously

#### **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

#### **II.2.14) Additional information**

The framework will be established for 24 months +12months + 12months

A minimum threshold score of 50 will be applied against the overall quality score for Lot 2.

It is anticipated that a maximum of 100 suppliers will be appointed to this framework lot. However CCS reserve the right to award a framework to any bidder whose final score is within 1% of the last position if 100 are appointed



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## **Section III. Legal, economic, financial and technical information**

### **III.1) Conditions for participation**

#### **III.1.1) Suitability to pursue the professional activity, including requirements relating to enrolment on professional or trade registers**

List and brief description of conditions

Candidates will be assessed in accordance with Section 5 of the 2015 Public Contract Regulations (implementing the directive) on the basis of information provided in response to an invitation to tender (ITT) registering for access.

#### **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.2) Conditions related to the contract**

#### **III.2.3) Information about staff responsible for the performance of the contract**

Obligation to indicate the names and professional qualifications of the staff assigned to performing the contract

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## **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

Framework agreement with several operators

#### **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: [2020/S 188-455082](#)

### **IV.2.2) Time limit for receipt of tenders or requests to participate**

Date

12 October 2021

Local time

3:00pm

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

English

### **IV.2.6) Minimum time frame during which the tenderer must maintain the tender**

Duration in months: 6 (from the date stated for receipt of tender)

### **IV.2.7) Conditions for opening of tenders**

Date

12 October 2021

Local time

3:01pm

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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**

The PIN for this requirement : 2020/S 188-455082 placed on the 28th September 2020, indicated that there would be a requirement for Executive Search and a higher overall value. This has since changed and that the scope and strategy for Executive Search is under consideration and so not included in this procurement as was expected at the time of the PIN.

As part of this contract notice the following documents can be accessed at:

<https://www.contractsfinder.service.gov.uk/Notice/97b28a2d-187b-45cf-a0b6-70fd9098e17e>

The contract will be for a (2+1+1=4 years)

- 1) Contract notice transparency information for the agreement;
- 2) Contract notice authorised customer list;
- 3) Rights reserved for CCS framework.

On 2.4.2014 Government introduced its Government Security Classifications (GSC) scheme which replaced Government Protective Marking Scheme (GPMS). A key aspect is the reduction in the number of security classifications used. All bidders should make themselves aware of the changes as it may impact this requirement. This link provides information on the GSC at:

<https://www.gov.uk/government/publications/government-security-classifications>

Cyber Essentials is a mandatory requirement for Central Government contracts which involve handling personal information or provide certain ICT products/services.

Government is taking steps to reduce the levels of cyber security risk in its supply chain through the Cyber Essentials scheme. The scheme defines a set of controls which, when implemented, will provide organisations with basic protection from the most prevalent forms of threat coming from the internet. To participate in this procurement, bidders must be able to demonstrate they comply with the technical requirements prescribed by Cyber Essentials, for services under and in connection with this procurement for Lot 1 and Cyber Essentials plus for services under and in connection with procurement for Lot 2. Refer to <https://www.ncsc.gov.uk/information/cyber-essentials-faqs> for more information.

Some purchases under this framework Agreement may have requirements that can be met under this Framework Agreement but the purchase of which may be exempt from the Procurement Regulations (as defined in Attachment 1 – About the framework within the invitation to tender documentation). In such cases, Call-offs from this Framework will be unregulated purchases for the purposes of the Procurement Regulations, and the buyers may, at their discretion, modify the terms of the Framework and any Call-off Contracts to reflect that buyer's specific needs.

CCS reserve the right to award a framework to any bidder whose final score is within 1% of the last position.

Registering for access:

This procurement will be managed electronically via the eSourcing suite. This will be the route for sharing all information and communicating with bidders. If you have recently registered on the eSourcing suite for another CCS procurement you can use the same account for this new procurement. If not, you will first need to register your organisation on the portal.

Use the following link for information on how register and use the eSourcing tool:  
<https://www.gov.uk/government/publications/esourcing-tool-guidance-for-suppliers>

For assistance please contact the eSourcing Help desk operated by email at [eEnablement@crownccommercial.gov.uk](mailto:eEnablement@crownccommercial.gov.uk) or call 0345 410 2222.

## **VI.4) Procedures for review**

### **VI.4.1) Review body**

The Minister for the Cabinet Office acting through Crown Commercial Service

9th Floor, The Capital, Old Hall Street

Liverpool

L3 9PP

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[supplier@crowncommercial.gov.uk](mailto:supplier@crowncommercial.gov.uk)

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