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Tender

## **Total Workforce Solutions III: National and International Permanent Recruitment**

HealthTrust Europe LLP (HTE) acting on behalf of Mid and South Essex NHS Foundation Trust (MSE)

F02: Contract notice

Notice identifier: 2023/S 000-032582

Procurement identifier (OCID): ocds-h6vhtk-041595

Published 3 November 2023, 12:19pm

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

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

HealthTrust Europe LLP (HTE) acting on behalf of Mid and South Essex NHS Foundation Trust (MSE)

19 George Road

Edgbaston, Birmingham

B15 1NU

#### **Contact**

Richard Legate

#### **Email**

[thrs@htepg.com](mailto:thrs@htepg.com)

#### **Telephone**

+44 08458875000

**Country**

United Kingdom

**Region code**

UK - United Kingdom

**Internet address(es)**

Main address

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

**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://healthtrusteurope.bravosolution.co.uk>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

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

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

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

Body governed by public law

**I.5) Main activity**

Health

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## **Section II: Object**

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

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

Total Workforce Solutions III: National and International Permanent Recruitment

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

- 79600000 - Recruitment services

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

Services

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

The Tender is to establish a portfolio of Framework Agreements for the supply of National And International Permanent Recruitment Services including Recruitment Process Optimisation and Statements of Work. These will be for the provision of workforce solutions in the healthcare sector for the NHS, wider public sector and all other bodies as detailed within the Contract Notice, including:

- Permanent Clinical Recruitment and Project Resourcing (including Recruitment Process Optimisation);
- Permanent Non-Clinical Recruitment and Project Resourcing (including Recruitment Process Optimisation and Statement of Work);
- Permanent International Recruitment; and
- Modular International Permanent Recruitment.

The duration of the Agreement will be 4 years maximum; 2 years initial period with the option of extending for up to 24 months.

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

Value excluding VAT: £700,000,000

#### **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**

Lot 1a – Permanent Clinical Recruitment and Project Resourcing (including Recruitment Process Optimisation)

Lot No

1a

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

- 79600000 - Recruitment services
- 79610000 - Placement services of personnel
- 79611000 - Job search services
- 79620000 - Supply services of personnel including temporary staff
- 79624000 - Supply services of nursing personnel
- 79625000 - Supply services of medical personnel

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

NUTS codes

- UK - United Kingdom

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

Framework Agreement with access pricing via Direct Award for the Supply of Services

Facilitating Fixed-Term and Permanent national recruitment Projects for a Participating Authority, the scope of Lot 1a includes but is not limited to Fixed-Term and Permanent Candidate recruitment for the following Job Categories and Job Profiles:

- Doctors, Consultants and General Practitioners as identified at NHS careers;
- Nurses, Midwives and Health Care Support Workers and Nursing Associates as specified the National NHS Job Profiles;
- Allied Health Professionals as specified the National NHS Job Profiles; and

- Health Science Service Workers as specified the National NHS Job Profiles.

The scope of Lot 1a also facilitates the provision of a Recruitment Process Optimisation (RPO) solution to a Participating Authority.

**TERMS AND CONDITIONS / ACTIVITY BASED INCOME (ABI)** The terms and conditions of this Agreement and any resulting call-off contract is appended to the ITT. These terms include provisions requiring the payment by the supplier of an ABI management charge in consideration of the award of this Agreement, the management and administration by HTE of the overall contract structure and associated documentation, as well as the requirement to submit regular management information to HTE. **SUBMISSION OF EXPRESSIONS OF INTEREST AND PROCUREMENT**

**INFORMATION** This exercise will be conducted on the HTE Bravo portal. Candidates wishing to be considered must register expressions of interest as follows: Register on the HTE portal at <https://healthtrusteurope.bravosolution.co.uk>. Login to the portal with username/password. Click the SQs/ITTs Open to All Suppliers link. These are the SQs/ITTs open to any registered supplier. Click on the relevant SQ/ ITT to access the content. Click the Express Interest button at the top of the page. This will move the SQ/ITT into your My SQs/My ITTs page. You can access any attachments by clicking Buyer Attachments in the SQ/ITT Details box. Follow the onscreen instructions to complete the SQ/ITT. Submit your reply using the Submit Response button at the top of the page. If you require any further advice, contact the Bravo e- Tendering Help Desk at [help@bravosolution.co.uk](mailto:help@bravosolution.co.uk).

HealthTrust Europe utilises the Supplier Registration Service information database, formally known as sid4gov. Candidates are requested to register on the Supplier Registration service at Supplier Registration Service ([cabinetoffice.gov.uk](http://cabinetoffice.gov.uk)) and submit their sid4gov company profile for publication on the database. Candidates already registered on Supplier Registration Service must ensure that information is up to date. Where access to sid4gov is unavailable, please contact the helpdesk at [sid4gov@gps.gsi.gov.uk](mailto:sid4gov@gps.gsi.gov.uk).

#### **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: £200,000,000

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

Duration in months

24

This contract is subject to renewal

Yes

Description of renewals

This framework will run for a minimum of 24 months (2 years) with the option for HealthTrust Europe at their discretion to extend the framework to run for a further 24 months (2 years)

#### **II.2.10) Information about variants**

Variants will be accepted: No

#### **II.2.11) Information about options**

Options: Yes

Description of options

This framework will run for a minimum of 24 months (2 years) with the option for HealthTrust Europe at their discretion to extend the framework to run for a further 24 months (2 years)

#### **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) Description**

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

Lot 1b: Permanent Non-Clinical Recruitment and Project Resourcing (including Recruitment Process Optimisation and Statement of Work)

Lot No

1b

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

- 79600000 - Recruitment services
- 79610000 - Placement services of personnel
- 79611000 - Job search services
- 79612000 - Placement services of office-support personnel
- 79620000 - Supply services of personnel including temporary staff
- 79621000 - Supply services of office personnel
- 79622000 - Supply services of domestic help personnel
- 79623000 - Supply services of commercial or industrial workers

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

NUTS codes

- UK - United Kingdom

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

Framework Agreement with access pricing via Direct Award for the Supply of Services

Facilitating Fixed-Term and Permanent national recruitment Projects for a Participating Authority, the scope of Lot 1b includes but is not limited to Fixed-Term and Permanent Candidate recruitment for the following Job Categories and Job Profiles:

- Administration & Corporate Service Workers;
- Non-Corporate Support Service Workers;
- Information Technology Workers;
- Social Workers; and
- Very Senior Managers & Executive Recruitment.

The scope of Lot 1b also facilitates the provision of a Recruitment Process Optimisation (RPO) and/or Statement of Work (SoW) solution to a Participating Authority.

**TERMS AND CONDITIONS / ACTIVITY BASED INCOME (ABI)** The terms and conditions of this Agreement and any resulting call-off contract is appended to the ITT. These terms include provisions requiring the payment by the supplier of an ABI management charge in consideration of the award of this Agreement, the management and administration by

HTE of the overall contract structure and associated documentation, as well as the requirement to submit regular management information to HTE. SUBMISSION OF EXPRESSIONS OF INTEREST AND PROCUREMENT

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#### **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: £200,000,000

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

Duration in months

24

This contract is subject to renewal

Yes



#### Description of renewals

This framework will run for a minimum of 24 months (2 years) with the option for HealthTrust Europe at their discretion to extend the framework to run for a further 24 months (2 years)

#### **II.2.10) Information about variants**

Variants will be accepted: No

#### **II.2.11) Information about options**

Options: Yes

#### Description of options

This framework will run for a minimum of 24 months (2 years) with the option for HealthTrust Europe at their discretion to extend the framework to run for a further 24 months (2 years)

#### **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) Description**

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

Lot 1c: International Permanent Recruitment

Lot No

1c

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

- 79600000 - Recruitment services
- 79611000 - Job search services
- 79613000 - Employee relocation services
- 79620000 - Supply services of personnel including temporary staff
- 79622000 - Supply services of domestic help personnel

- 79624000 - Supply services of nursing personnel
- 79625000 - Supply services of medical personnel

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

NUTS codes

- UK - United Kingdom

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

Framework Agreement with access pricing via Direct Award for the Supply of Services

Facilitating Fixed-Term and Permanent international recruitment Projects for a Participating Authority, the scope of Lot 1c includes but is not limited to Job Categories and Job Profiles:

- Doctors, Consultants and General Practitioners as identified at NHS careers;
- Nurses, Midwives and Health Care Support Workers and Nursing Associates as specified in the National NHS Job Profiles;
- Allied Health Professionals as specified in the National NHS Job Profiles; and
- Health Science Service Workers as specified in the National NHS Job Profiles.

**TERMS AND CONDITIONS / ACTIVITY BASED INCOME (ABI)** The terms and

conditions of this Agreement and any resulting call-off contract is appended to the ITT. These terms include provisions requiring the payment by the supplier of an ABI management charge in consideration of the award of this Agreement, the management and administration by HTE of the overall contract structure and associated documentation, as well as the requirement to submit regular management information to HTE. **SUBMISSION OF EXPRESSIONS OF INTEREST AND PROCUREMENT INFORMATION** This exercise will be conducted on the HTE Bravo portal. Candidates wishing to be considered must register expressions of interest as follows: Register on the HTE portal at <https://healthtrusteurope.bravosolution.co.uk>. Login to the portal with username/password. Click the SQs/ITTs Open to All Suppliers link. These are the SQs/ITTs open to any registered supplier. Click on the relevant SQ/ ITT to access the content. Click the Express Interest button at the top of the page. This will move the SQ/ITT into your My SQs/My ITTs page. You can access any attachments by clicking Buyer Attachments in the SQ/ITT Details box. Follow the onscreen instructions to complete the SQ/ITT. Submit your reply using the Submit Response button at the top of the page. If you require any further advice, contact the Bravo e- Tendering Help Desk at

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#### **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: £250,000,000

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

Duration in months

24

This contract is subject to renewal

Yes

Description of renewals

This framework will run for a minimum of 24 months (2 years) with the option for HealthTrust Europe at their discretion to extend the framework to run for a further 24 months (2 years)

#### **II.2.10) Information about variants**

Variants will be accepted: No

#### **II.2.11) Information about options**

Options: Yes

## Description of options

This framework will run for a minimum of 24 months (2 years) with the option for HealthTrust Europe at their discretion to extend the framework to run for a further 24 months (2 years)

### **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) Description**

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

Lot 1d – Modular International Permanent Recruitment

Lot No

1d

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

- 79600000 - Recruitment services
- 79611000 - Job search services
- 79613000 - Employee relocation services
- 79620000 - Supply services of personnel including temporary staff
- 79624000 - Supply services of nursing personnel
- 79625000 - Supply services of medical personnel

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

NUTS codes

- UK - United Kingdom

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

Framework Agreement with access pricing via Direct Award for the Supply of Services

Facilitating modular international recruitment solutions for a Participating Authority, Lot 1d enables Participating Authorities to receive support for individual aspects of an

international recruitment project through utilisation of Suppliers who are capable of ensuring compliance with all regulatory and legislative Guidance within both the United Kingdom and Candidate source country.

## TERMS AND CONDITIONS / ACTIVITY BASED INCOME (ABI) The terms and

conditions of this Agreement and any resulting call-off contract is appended to the ITT. These terms include provisions requiring the payment by the supplier of an ABI management charge in consideration of the award of this Agreement, the management and administration by HTE of the overall contract structure and associated documentation, as well as the requirement to submit regular management information to HTE. SUBMISSION OF EXPRESSIONS OF INTEREST AND PROCUREMENT INFORMATION This exercise will be conducted on the HTE Bravo portal. Candidates wishing to be considered must register expressions of interest as follows: Register on the HTE portal at <https://healthtrusteurope.bravosolution.co.uk>. Login to the portal with username/password. Click the SQs/ITTs Open to All Suppliers link. These are the SQs/ITTs open to any registered supplier. Click on the relevant SQ/ ITT to access the content. Click the Express Interest button at the top of the page. This will move the SQ/ITT into your My SQs/My ITTs page. You can access any attachments by clicking Buyer Attachments in the SQ/ITT Details box. Follow the onscreen instructions to complete the SQ/ITT. Submit your reply using the Submit Response button at the top of the page. If you require any further advice, contact the Bravo e- Tendering Help Desk at [help@bravosolution.co.uk](mailto:help@bravosolution.co.uk).

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### **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: £50,000,000

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

Duration in months

24

This contract is subject to renewal

Yes

Description of renewals

This framework will run for a minimum of 24 months (2 years) with the option for HealthTrust Europe at their discretion to extend the framework to run for a further 24 months (2 years)

**II.2.10) Information about variants**

Variants will be accepted: No

**II.2.11) Information about options**

Options: Yes

Description of options

This framework will run for a minimum of 24 months (2 years) with the option for HealthTrust Europe at their discretion to extend the framework to run for a further 24 months (2 years)

**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**

List and brief description of selection criteria

HTE may request such information as may be requested pursuant to Regulation 58 of the Public Contracts Regulations 2015. Details are provided in the Selection Questionnaire/Pre-Qualification Questionnaire.

#### **III.1.3) Technical and professional ability**

List and brief description of selection criteria

HTE may request such information as may be requested pursuant to Regulation 58 of the Public Contracts Regulations 2015. Details are provided in the Selection Questionnaire/Pre-Qualification Questionnaire.

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## **Section IV. Procedure**

### **IV.1) Description**

#### **IV.1.1) Type of procedure**

Restricted 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.1.6) Information about electronic auction**

An electronic auction will be used

Additional information about electronic auction

The Participating Authority may want to use electronic auction in accordance with Reg 35. Further details to be in the ITT.

#### **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

15 December 2023

Local time

1:00pm

### **IV.2.3) Estimated date of dispatch of invitations to tender or to participate to selected candidates**

2 February 2024

### **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: 12 (from the date stated for receipt of tender)



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## **Section VI. Complementary information**

### **VI.1) Information about recurrence**

This is a recurrent procurement: No

### **VI.3) Additional information**

HTE is undertaking central purchasing body activities in carrying out this tender exercise by virtue of its partnership with MSE. Notwithstanding HTE's relationship with MSE, it is HTE conducting this tender exercise and all enquiries should be directed to HTE as confirmed in Section 1 above.

MSE and not HTE will execute the resultant framework agreement with successful bidders.

The bodies to whom the use of this Agreement will be open include all contracting authorities in the UK as defined in Regulation 2 of the Public Contracts Regulations 2015 as may be updated from time to time. In particular, the following entities in the UK (particularly those of a health and/or social care nature) are envisaged as Agreement users: Public sector classification guide and forward work plan - Office for National Statistics ([ons.gov.uk](https://ons.gov.uk))

To view the list use the downloadable spreadsheet. This list includes each organisation's successors and assigns, any equivalent organisations and associated organisation created due to any organisational changes.

This Agreement will be open to any bodies or organisations operating in the UK of a health, and/or social care nature or which have a similar procurement need, and/or any UK based central government authority listed at Annex I of Directive 2014/24/EU, in respect of any goods or services to any of the above listed organization.

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

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

Legal Department, HealthTrust Europe

19 George Road

Edgbaston, Birmingham

B15 1NU

Telephone

+44 1216871350

Country

United Kingdom

Internet address

[healthtrusteurope.bravosolution.co.uk](http://healthtrusteurope.bravosolution.co.uk)

### **VI.4.3) Review procedure**

Precise information on deadline(s) for review procedures

HTE will incorporate a standstill period at the point information on the award of the contract is communicated to tenderers. That notification will provide full information on the award decision. The standstill period, which will be for a minimum of 10 calendar days, provides time for unsuccessful tenderers to challenge the award decision before the contract may be entered into.