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Tender

Framework for Permanent, Interim and Recruitment Marketing Solutions

London Borough of Waltham Forest
Yorkshire Purchasing Organisation

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-045241

Procurement identifier (OCID): ocds-h6vhtk-04fff5 ([view related notices](#))

Published 1 August 2025, 1:50pm

Scope

Reference

DN785072

Description

London Borough of Waltham Forest (LBWF) established a partnership to conduct a joint procurement exercise with the Yorkshire Purchasing Organisation (YPO) in relation to this procurement process and contracts being awarded as a result of this procurement. The framework for Permanent, Interim and Recruitment Marketing Solutions will be divided into 3 lots: The framework will cover three lots: Lot 1 Interim Recruitment Lot 2 Permanent Recruitment Lot 3 HR Marketing, Advertising and Public Notices The Framework Agreement will cover the period from 9th November 2025 to 10th November 2027, with option to extend for one further period of 24 months (subject to an annual review, incorporating price negotiations and KPI performance). The Framework Agreement will be open to all public sector and other public bodies, such as Local Authorities, Education Establishments, Police Forces, Fire and Rescue Service, NHS Bodies, registered Charities within the UK and central government departments and their agencies that wish

to use it. Any Customer described below may utilise the resulting Framework Agreement from the commencement date.

Commercial tool

Establishes a framework

Total value (estimated)

- £150,000,000 excluding VAT
- £180,000,000 including VAT

Above the relevant threshold

Main procurement category

Services

CPV classifications

- 79600000 - Recruitment services

Contract locations

- UK - United Kingdom

Lot constraints

Description of how multiple lots may be awarded:

Suppliers may bid for and be awarded all lots.

Not the same for all lots

Contract dates are shown in Lot sections, because they are not the same for all lots.

Lot 1. Interim Recruitment

Description

This lot is for the recruitment of interim roles across various sectors.

Lot value (estimated)

- £50,000,000 excluding VAT
- £60,000,000 including VAT

Framework lot values may be shared with other lots

Contract dates (estimated)

- 9 November 2025 to 10 November 2027
- Possible extension to 10 November 2029
- 4 years, 2 days

Description of possible extension:

one 24 month extension at the authority's discretion

Same for all lots

CPV classifications and contract locations are shown in the Scope section, because they are the same for all lots.

Lot 2. Permanent recruitment

Description

This lot is for the recruitment of permanent roles across various sectors.

Lot value (estimated)

- £50,000,000 excluding VAT
- £60,000,000 including VAT

Framework lot values may be shared with other lots

Contract dates (estimated)

- 9 November 2025 to 10 November 2027
- Possible extension to 10 November 2029
- 4 years, 2 days

Description of possible extension:

optional 24 month extension at the authority's discretion

Same for all lots

CPV classifications and contract locations are shown in the Scope section, because they are the same for all lots.

Lot 3. HR marketing, advertising and public notices

Description

This lot is for the provision of all marketing and advertising campaigns including public notices. HR Marketing will deliver flexibility to customers across a variety of services for both campaigns and recruitment advertising.

Lot value (estimated)

- £50,000,000 excluding VAT
- £59,999,998 including VAT

Framework lot values may be shared with other lots

Contract dates (estimated)

- 9 November 2025 to 10 November 2027
- Possible extension to 10 November 2029
- 4 years, 2 days

Description of possible extension:

24 month extension at the authority's discretion

Same for all lots

CPV classifications and contract locations are shown in the Scope section, because they are the same for all lots.

Framework

Maximum number of suppliers

25

Maximum percentage fee charged to suppliers

1%

Further information about fees

Rebate of 1% applicable to all spend via the framework

Framework operation description

See the tender documents for full details

Award method when using the framework

Either with or without competition

Contracting authorities that may use the framework

The Framework Agreement will be open to all public sector and other public bodies, such as Local Authorities, Education Establishments, Police Forces, Fire and Rescue Service, NHS Bodies, registered Charities within the UK and central government departments and their agencies that wish to use it.

Participation

Particular suitability

Lot 1. Interim Recruitment

Lot 2. Permanent recruitment

Lot 3. HR marketing, advertising and public notices

- Small and medium-sized enterprises (SME)
- Voluntary, community and social enterprises (VCSE)

Submission

Enquiry deadline

14 August 2025, 12:00pm

Tender submission deadline

1 September 2025, 12:00pm

Submission address and any special instructions

Tenders must be submitted electronically via <https://www.londontenders.org/>

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

3 October 2025

Award criteria

Name	Type	Weighting
Quality	Quality	60.00%
Price	Price	40.00%

Other information

Description of risks to contract performance

Supplier to provide a monthly summary list of spend per contracting authority, in accordance with the template provided by the authority during the mobilisation. Rebates must be paid on time in full.

Applicable trade agreements

- Government Procurement Agreement (GPA)
- Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP)

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Open procedure

Documents

Associated tender documents

<https://www.londontenders.org/>

Documents are available on the London tenders portal

Technical specifications to be met

<https://www.londontenders.org/>

Specifications and associated documents are available on the London tenders portal

Contracting authorities

London Borough of Waltham Forest

- Public Procurement Organisation Number: PPJN-6757-NZZZ

The Magistrate's

Walthamstow

E17 4NX

United Kingdom

Contact name: Rebecca Cameron

Email: rebecca.cameron@walthamforest.gov.uk

Website: <http://www.walthamforest.gov.uk/>

Region: UKI53 - Redbridge and Waltham Forest

Organisation type: Public authority - sub-central government

Yorkshire Purchasing Organisation

- Public Procurement Organisation Number: PMRV-4748-MNJV

41 Industrial Park

Wakefield

WF2 0XE

United Kingdom

Contact name: Isabel McGlone

Email: LGRP@ypo.co.uk

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

Region: UKE45 - Wakefield

Organisation type: Public authority - sub-central government

Contact organisation

Contact London Borough of Waltham Forest for any enquiries.