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Tender

CM3087 Contingent Labour

YORKSHIRE WATER SERVICES LIMITED

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

Notice identifier: 2025/S 000-078174

Procurement identifier (OCID): ocds-h6vhtk-05a622 ([view related notices](#))

Published 28 November 2025, 3:09pm

Changes to notice

This notice has been edited. The [previous version](#) is still available.

Scope

Reference

CM3087 Contingent Labour

Description

Yorkshire Water is procuring contingent labour services through a single-lot framework. The scope includes the supply and management of temporary workers across a range of business and IT functions.

Suppliers will be expected to support compliant delivery, fulfilment, and workforce governance in line with Yorkshire Water's internal processes. The framework will enable greater visibility, control, and flexibility to meet evolving resource needs.

Commercial tool

Establishes an open framework

A series of frameworks with substantially the same terms. Awarded suppliers are carried over and new suppliers can bid.

Total value (estimated)

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

Above the relevant threshold

Main procurement category

Services

Not the same for all lots

CPV classifications, contract locations and contract dates are shown in Lot sections, because they are not the same for all lots.

Lot 1. Lot 1. Primary MSP

Description

This lot covers the provision and management of temporary workers across IT and business functions through a Managed Service Provider (MSP) model. The supplier will be responsible for sourcing, screening, onboarding, and managing contingent workers in line with Yorkshire Water's internal policies and regulatory obligations.

Services may include roles in development, infrastructure, data, security, transformation, HR, finance, and administrative support. Suppliers must provide transparent rate structures, ensure compliance with IR35 and other employment regulations, and integrate with internal workforce planning processes.

Lot value (estimated)

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

Framework lot values may be shared with other lots

Contract dates (estimated)

- 1 March 2026 to 28 February 2031
- 5 years

CPV classifications

- 79620000 - Supply services of personnel including temporary staff

Contract locations

- UK - United Kingdom
-

Lot 2. General Business Temps

Cancelled - no contracts will be awarded related to this lot

Framework

Open framework scheme end date (estimated)

28 February 2031

Maximum number of suppliers

Unlimited

Maximum percentage fee charged to suppliers

0%

Framework operation description

This procurement will explore alternative framework models for the management of contingent labour services, covering both IT and Business functions. The intention is to assess whether a single-supplier arrangement or a multi-supplier model (with a primary supplier supported by niche providers) would deliver the most effective balance of capability, coverage, governance, and value for money. The final framework structure will

be confirmed following the evaluation of bids and consideration of which model best meets Yorkshire Water's operational needs.

Award method when using the framework

Either with or without competition

Contracting authorities that may use the framework

Establishing party only

Submission

Submission type

Requests to participate

Deadline for requests to participate

1 December 2025, 5:00pm

Submission address and any special instructions

All tender submissions must be completed and submitted via Yorkshire Water's SAP Ariba platform. <https://service.ariba.com/>

If you wish to participate in this live tender, please express your interest via email in order to be invited to it.

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

6 February 2026

Award criteria

Lot 1. Lot 1. Primary MSP

Name	Description	Type	Weighting
Capability Scoring	<p>Suppliers will be evaluated based on their responses to the Capability Questionnaire provided as part of the tender documentation. All responses will be assessed in accordance with the scoring and weighting criteria specified within the Capability Questionnaire spreadsheet. The scoring methodology and weighting allocation for each question are clearly detailed in the same document. The highest-scoring supplier under the capability assessment will receive a score of 100% for this criterion. All other suppliers will be scored proportionally, with their final capability score calculated as a percentage of the highest score, based on a comparative analysis against the best-performing submission.</p>	Quality	70%

Name	Description	Type	Weighting
Commercial Scoring	Suppliers will be assessed on the basis of the most economically advantageous unit price in comparison to all other bids received. The supplier submitting the lowest unit price will be awarded a score of 100% for this criterion. All other suppliers will be scored proportionally, with their score calculated as a percentage reduction relative to the lowest priced bid, based on a comparative analysis against the best-scoring submission.	Price	30%

Other information

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Competitive flexible procedure

Special regime

Utilities

Competitive flexible procedure description

Suppliers will be invited to submit participation responses, with shortlisting and tender evaluation carried out within the same procedure. Evaluation will consider pricing transparency, fulfilment capability, compliance with employment regulations, and value-for-money.

Dialogue, clarification, or negotiation may be used to refine proposals prior to award. The contract will be awarded on the basis of the Most Advantageous Tender.

Documents

Associated tender documents

[SAP Ariba Supplier Engagement Policy 2025 \(4\).pdf](#)

Contracting authority

YORKSHIRE WATER SERVICES LIMITED

- Companies House: 02366682
- Public Procurement Organisation Number: PXGT-3622-WXBQ

Western House

Bradford

BD6 2SZ

United Kingdom

Email: Maite.Keuller@Yorkshirewater.co.uk

Region: UKE41 - Bradford

Organisation type: Private utility