

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/085314-2025>

Contract

Temporary staff and permanent recruitment for hard to fill posts

Gloucestershire County Council

F20: Modification notice

Notice identifier: 2025/S 000-085314

Procurement identifier (OCID): ocds-h6vhtk-05e2ed

Published 22 December 2025, 11:24am

Section I: Contracting authority/entity

I.1) Name and addresses

Gloucestershire County Council

Shire Hall, Westgate Street

Gloucester

GL12TG

Contact

Strategic Procurement

Email

commercialservicescentralmailbox@gloucestershire.gov.uk

Telephone

+44 1452425000

Country

United Kingdom

Region code

UKK13 - Gloucestershire

Justification for not providing organisation identifier

Not on any register

Internet address(es)

Main address

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

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Temporary staff and permanent recruitment for hard to fill posts

Reference number

DN628562

II.1.2) Main CPV code

- 79000000 - Business services: law, marketing, consulting, recruitment, printing and security

II.1.3) Type of contract

Services

II.2) Description

II.2.3) Place of performance

NUTS codes

- UKK13 - Gloucestershire

II.2.4) Description of the procurement at the time of conclusion of the contract:

This is a modification to the value of the call off contract from Yorkshire Purchasing Organisation (YPO), Lot 1 (Managing temporary recruitment for Local Authorities - Ref: 00942) for Temporary staff and permanent recruitment for hard to fill posts for Gloucestershire County Council.

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

Duration in months

60

Section IV. Procedure

IV.2) Administrative information

IV.2.1) Contract award notice concerning this contract

Notice number: [2025/S 000-074602](#)

Section V. Award of contract/concession

Contract No

DN628562

Title

Temporary staff and permanent recruitment for hard to fill posts

V.2) Award of contract/concession

V.2.1) Date of conclusion of the contract/concession award decision:

24 August 2022

V.2.2) Information about tenders

The contract/concession has been awarded to a group of economic operators: No

V.2.3) Name and address of the contractor/concessionaire

Commensura limited

Bedfordshire

Country

United Kingdom

NUTS code

- UKH24 - Bedford

Companies House

04085767

Internet address

<https://www.comensura.com/>

The contractor/concessionaire is an SME

No

V.2.4) Information on value of the contract/lot/concession (at the time of conclusion of the contract;excluding VAT)

Total value of the procurement: £101,000,000

Section VI. Complementary information

VI.3) Additional information

This is a variation without a new procurement procedure as defined under Regulation 72 of the The Public Contracts Regulations 2015.

This variation has been undertaken on the basis of Regulation 72(1)(b), set out below:

- (a) A change of contractor would require an unachievable timeline due to the technical and complex nature of the contract. The economic argument for the council to grant the increase in value to an existing contract is evidenced by the significant cost of re-procurement for a short term period.
- (b) The technical capability to reconfigure the council's current systems and processes is another reason an extension is required to provide additional time to procure a replacement contract. Ordering, time recording and approval systems would all need to be actioned by additional staff training, many of whom would be agency workers themselves. The problem would therefore become compounded.
- (c) A change of contractor is not possible as a short-term measure and would result, in a potential failure to retain key agency workers and threaten the council's ability to deliver some of its statutory services, which extends beyond the statutory test of simple "inconvenience". It is also not possible to run two separate contractors supplying these services in the short term again due to the size and complexity of the agency human resource requirement.

(d) The proposed modification is necessary, proportionate, and compliant with Regulation 72(1)(b). It ensures continuity, avoids unnecessary cost and disruption, and maintains the integrity of the original procurement.

(e) The increase in contract value arising from the proposed modification will not exceed 50% of the value of the original contract.

(f) The modification will not alter the overall nature of the contract given that it is only the volume of services being called off that will be modified, not the nature of the contract itself.

(g) GCC intend to start the re-procurement imminently for the next long term requirement.

The original contract is for Temporary staff and permanent recruitment for hard to fill posts. Additional necessary services have been added to the contract.

The total value of the additional services are 31m.

When added to the original contract value agreed at award, the revised total contract value is a sum no greater than 10100000 GBP

VI.4) Procedures for review

VI.4.1) Review body

Gloucestershire County Council

Gloucester

Country

United Kingdom

Section VII: Modifications to the contract/concession

VII.1) Description of the procurement after the modifications

VII.1.1) Main CPV code

- 79000000 - Business services: law, marketing, consulting, recruitment, printing and security

VII.1.3) Place of performance

NUTS code

- UKK13 - Gloucestershire

VII.1.4) Description of the procurement:

Temporary staff and permanent recruitment for hard to fill posts for Gloucestershire County Council. Originally tendered via mini competition exercise under the Yorkshire Purchasing Organisation (YPO), Lot 1 (Managing temporary recruitment for Local Authorities - Ref: 00942) for a period of 3+2 years awarded at the value of £70,000,00.

The subsequent addition of additional services to contract have raised the contact value by a further £31,000,000 GBP to a new total at £101,000,000.

VII.1.5) Duration of the contract, framework agreement, dynamic purchasing system or concession

Duration in months

60

VII.1.6) Information on value of the contract/lot/concession (excluding VAT)

Total value of the contract/lot/concession:

£101,000,000

VII.1.7) Name and address of the contractor/concessionaire

Comensura Limited

Bedfordshire

Country

United Kingdom

NUTS code

- UKH24 - Bedford

Companies House

04085767

The contractor/concessionaire is an SME

No

VII.2) Information about modifications

VII.2.1) Description of the modifications

Nature and extent of the modifications (with indication of possible earlier changes to the contract):

Nature and extent of the modifications:

Awarded at the value of £70,000,00.

Additional expenditure has been required. The subsequent addition of additional services to contract have raised the contact value by a further £31,000,000 GBP to a new total up to a maximum of £101,000,000 whilst a re procurement is undertaken.

VII.2.2) Reasons for modification

Need for additional works, services or supplies by the original contractor/concessionaire.

Description of the economic or technical reasons and the inconvenience or duplication of cost preventing a change of contractor:

Need for additional works, services or supplies by the original contractor/concessionaire.

VII.2.3) Increase in price

Updated total contract value before the modifications (taking into account possible earlier contract modifications, price adaptions and average inflation)

Value excluding VAT: £31,000,000

Total contract value after the modifications

Value excluding VAT: £101,000,000