



Workforce Alliance

Clinical & Non Clinical Temporary and Permanent Staff

Framework Ref: RM6397 Market Engagement

**PLEASE ENSURE THAT YOUR CAMERA IS OFF, AND YOUR
MICROPHONE IS MUTED.**

NHS Workforce Alliance

Delivered by:

Crown Commercial Service

NHS Commercial Solutions

NHS East of England Collaborative Procurement Hub

NHS London Procurement Partnership

NHS North of England Commercial Procurement Collaborative

workforcealliance.nhs.uk

Purpose of the session

To update the market on the NHS Workforce Alliance plans for Clinical and Non Clinical Staffing going forward, and to provide background to our existing solutions for these services.

We will present our initial thoughts on how a combined solution could look, provide timelines for the overall process, and outline how we will engage the market over the coming months in order to develop a market leading solution.

Housekeeping

- *This session is being recorded. The recording will be published on the NHS Workforce Alliance website.*
- *Please can all non-speakers stay on mute and keep cameras off.*
- *Please submit any questions that you have via the chat function.*
- *We will respond to as many questions as possible at the end of the session. We will publish responses to all questions following the event.*



Workforce Alliance

Who are we?

We are a collaboration of four NHS procurement hubs and Crown Commercial Service

As a team of NHS / public sector health workforce category experts with decades of experience, we are motivated by a genuine desire to make the NHS better. We have been working together since 2019 to combine our experience and expertise for the benefit of the NHS.

NHS Commercial Solutions (NHSCS)

East of England NHS Collaborative Procurement Hub (EOECPH)

NHS North of England Commercial Procurement Collaborative (NOE CPC)

NHS London Procurement Partnership (NHS LPP)

Crown Commercial Service (CCS)

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Agenda



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Agenda Item		Presenters
1. Introductions & Welcome		James Moreton
2. RM6281 & RM6277: An Overview	Current agreement background, spend, and SME focus	Matt Edwards
3. RM6397: The New Framework		
	Introduction to new agreement and benefits of expanded scope.	James Moreton
	Outline framework structure & additional service line	Helen Hess
	Framework Assurance	Lesley Houlihan
4. RM6397: Procurement	Procurement Policy, The Procurement Act, Supplier Engagement, Procurement Timeline	Matt Edwards
5. Questions?		James Moreton / Team

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Current Framework Agreement Overview

RM6281 National Framework for the Provision of Clinical & Healthcare Staff Overview and Scope

Open to

NHS, all local & central government, charities and other Public Sector bodies are eligible too

What can you source?

All public sector based clinical and medical roles.

Work Types Covered

Temporary and fixed term workers.
Master and Neutral Vend.

Easy to Access

Customers are provided with a rate card that supports direct award and further competitions.

Assurance

Suppliers are audited to ensure compliance with NHS Employers Check Standards
Pre employment check standards

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Key Framework Information	
Award Date	15 May 2024
Expiry Date	04 May 2027
No. of Suppliers	355 (80% SMEs)
No. of Customers Using the FW	391 in FY 24/25 (-2% YoY) Lifetime customers 1543
Current Lot Structure	Lot 1 Nursing and Midwifery Lot 2 Medical Staffing Lot 3 AHP, HSS and Emergency Lot 4 Social Care Staffing Lot 5a MSP - Master Vendor Lot 5b MSP - Neutral Vendor

RM6277 Non Clinical Staff Framework Overview and Scope

Open to

NHS, all local & central government, charities and other Public Sector bodies are eligible too

What can you source?

All public sector based non-clinical and non-medical roles.

Work Types Covered

Temporary and fixed term workers.
Statement of work contracts (Branded as Output Based Delivery).
Managed Service Provision.

Easy to Access

Customers are provided with a rate card & award support tool that supports direct award and further competitions.

Assurance

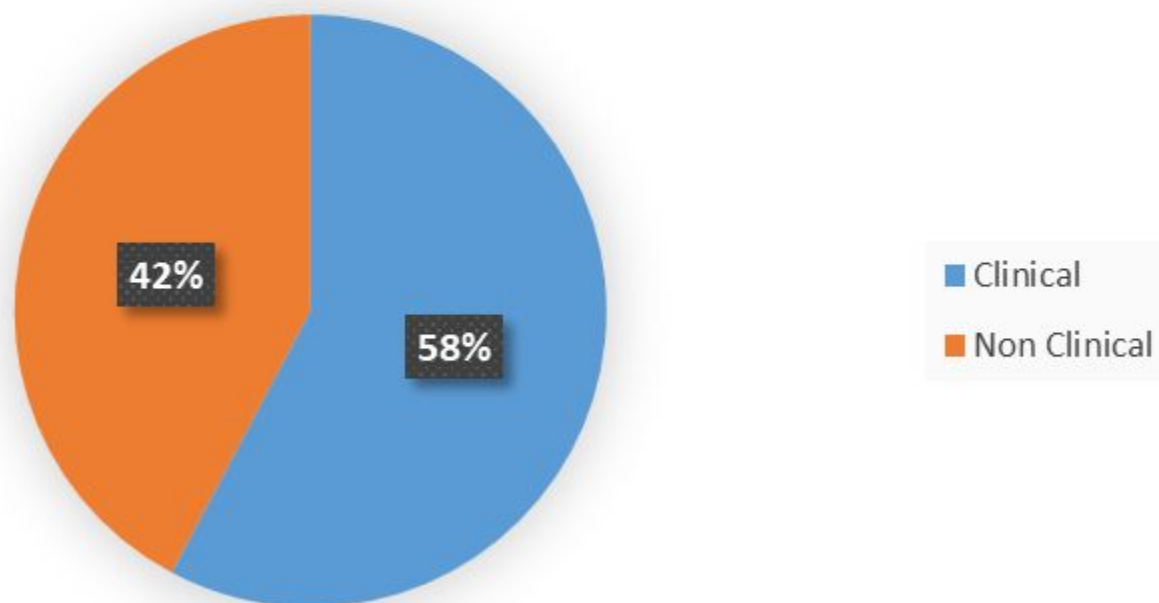
Suppliers are audited to ensure compliance with NHS Employers Check Standards
Pre employment check standards

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Key Framework Information	
Award Date	25 April 2023
Expiry Date	24 April 2027
No. of Suppliers	196 (67% SMEs)
No. of Customers Using the FW	683 in FY 24/25 (-19% YoY) Lifetime customers 1171
Current Lot Structure	Lot 1 Admin and Clerical Lot 2 Corporate Lot 3 IT Workers Lot 4 Legal Lot 5 Clinical Coders Lot 6 Ancillary Lot 7 Master Service Provision

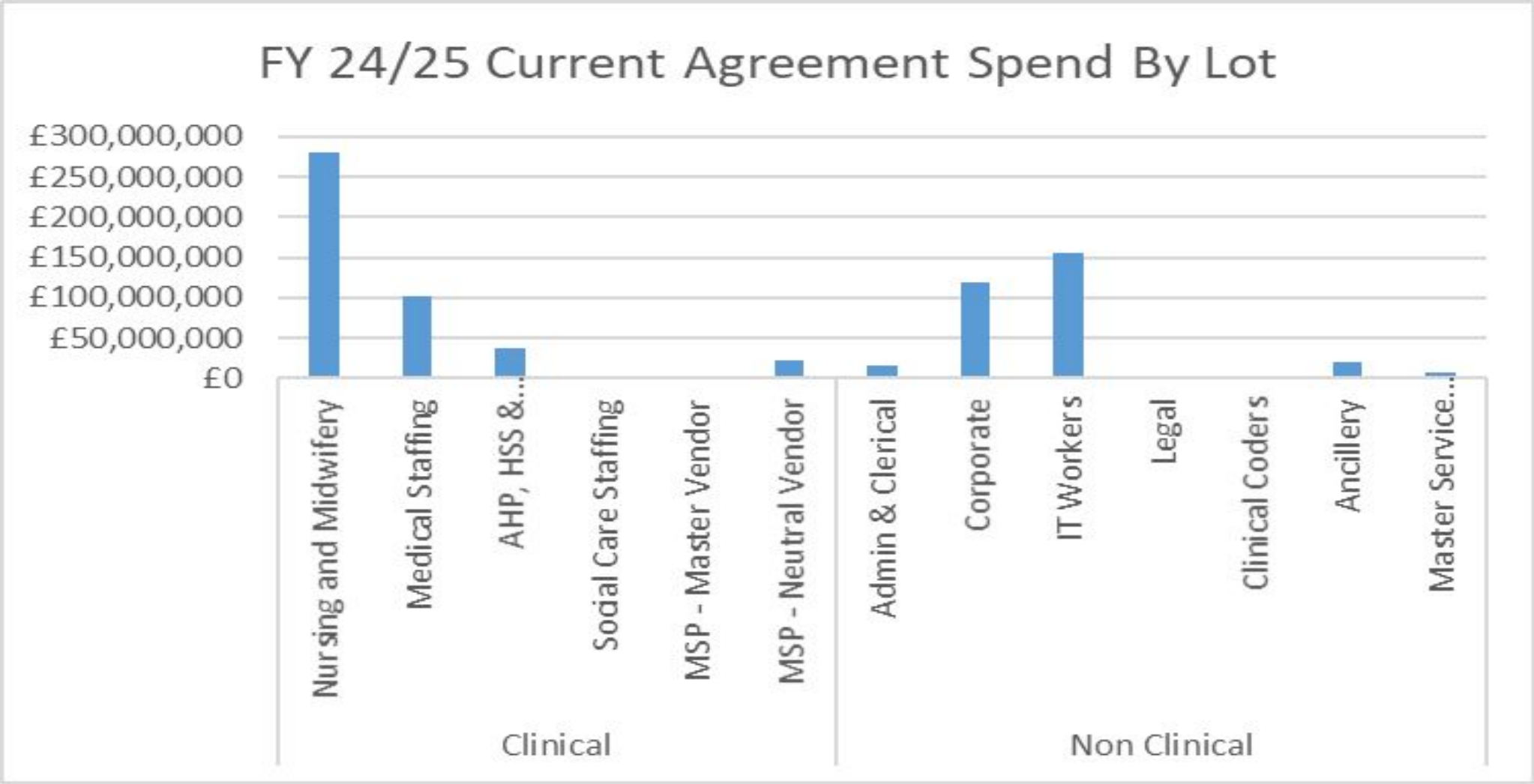
Year To Date (FY 25/26) Current Agreement Spend

**Current Agreement Spend Split
(FY24/25)**



- Clinical represents 58% of the total spend across the current agreements.
- Health sector spend represents 68% of the overall spend.

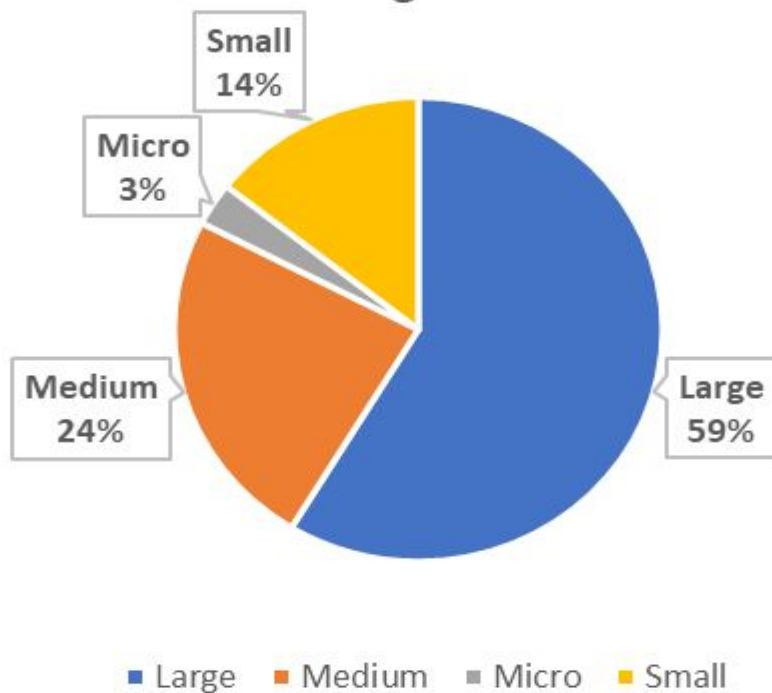
Year To Date (FY 24/25) Current Agreement Spend By Lot



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Current Clinical and Non Clinical Agreements SME Spend

FY24/25 SME Status Spend Mix% Current Clinical & Non Clinical Agreements.



- Total SME spend mix% on current agreements is **41%**.
- Government SME spend target is 33%.
- Total number of suppliers awarded a place to current agreements is 551 - **78%** are SME.

Small and Medium Enterprises (SMEs) are essential to the market, especially within the Health sector.

As part of the framework development, engagement will be undertaken to understand the difficulties SMEs encounter and to ensure the agreement is designed to alleviate these challenges.

Clinical and Non Clinical Temporary & Permanent Staff RM6397

The New Framework

Introduction to the New Framework.

- NHS Workforce Alliance intends to re-tender both its frameworks for clinical, and non-clinical temporary and fixed term staff, as one new agreement which will be known as RM6397 Clinical and Non Clinical Temporary and Permanent Staff.
- The current Clinical agreement expires in May 2027, whilst the Non Clinical Staffing framework expires in April 2027.
- The frameworks provide a compliant route for public sector establishments to procure quality temporary staff via recruitment agencies and obtain value for money for taxpayers.
- Both the Clinical & Non Clinical Staff Frameworks are produced by the NHS Workforce Alliance, a partnership between Crown Commercial Service and the four NHS- owned and operated collaborative procurement hubs: London Procurement Partnership, North of England Commercial Procurement Collaborative, East of England Collaborative Procurement Hub, and NHS Commercial Solutions.

Benefits to Expansion of Scope.



Additional Service Line - Permanent Recruitment



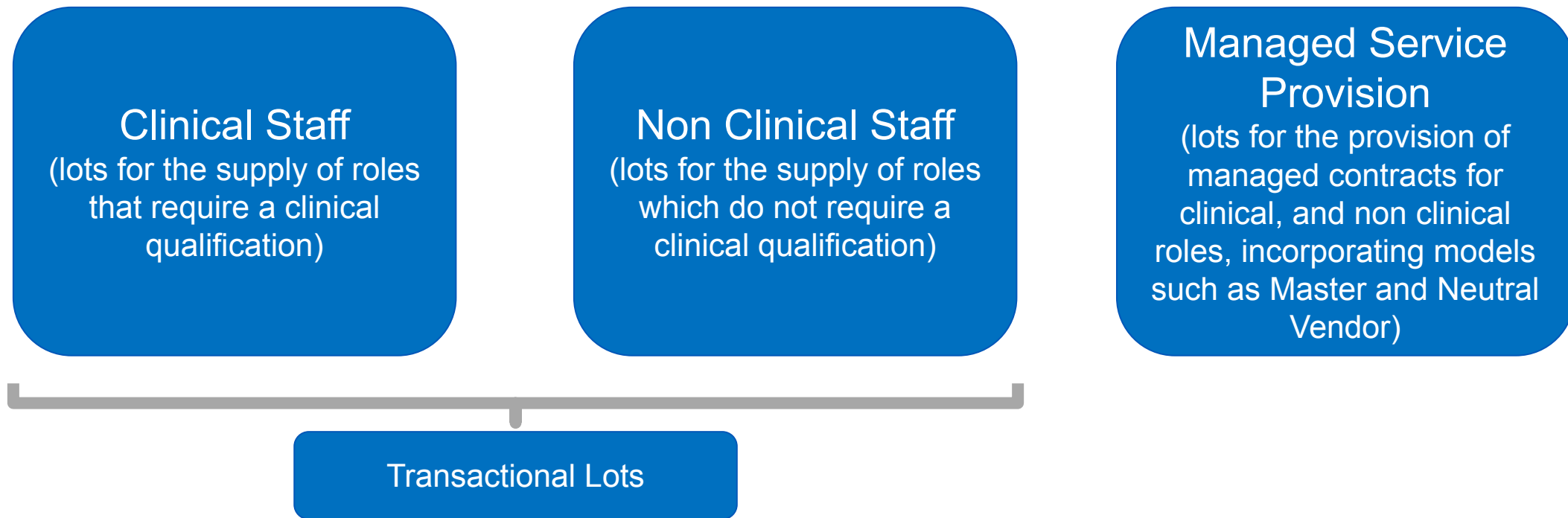
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To build on the success of the current frameworks we are considering adding a new service line to the framework and are seeking your feedback to this idea.

Title	Service Description	Status
Permanent Recruitment	<ul style="list-style-type: none">• A service that delivers permanent, and fixed term recruitment.• The proposal is for the scope to be for all role disciplines encompassed by the framework as a whole.	CCS is not planning to re tender its dedicated permanent recruitment solution (some might not be aware), and we propose that this is one of the agreements in which the service is captured.

Permanent Recruitment represents a significant addition to the scope of the agreement, providing customers with increased flexibility, and opening the agreement to new opportunities.

Proposed Framework Structure



Framework Assurance



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Identity

Professional
Registration and
Qualification

Employment
History and
Reference

Worker Health
Assessment

Criminal Records

Right to Work

- Framework Suppliers will continue to be required submit to Health Assurance Inspection to test the adequacy of key processes and controls administered to ensure workers delivered are compliant with NHS Employers Check Standards.
- Findings will require remediation in all cases, and audit outcomes are linked to suspension and termination from the framework agreement.

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Procurement

Procurement Policy Requirements

Carbon Net Zero

- Suppliers required to have and maintain a Carbon Reduction Plan where contract value is expected to go beyond £5 million.
- Likely to apply to managed service lots only.

Social Value

- Transactional lots - proposing a commitment statement mandatory requirements.
- Managed Service lots proposal is for a narrative response evaluated at 10% of total award.

Prompt Payment

- Suppliers required to pay all invoices within an average payment time of 45 days.

Financial Stability

- The procurement will be subject the **Cabinet Office Sourcing Playbook**.
- In order to enable Contracting Authorities to let 'Gold' standard contracts, bidders will be required to complete a Financial Viability Risk Assessment where they apply for managed service lots, or where they do not meet the Financial Threshold across other lots.

Procurement Act 2023



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Transparency

- Introduction of several new notice types to enhance transparency and efficiency throughout the procurement lifecycle.
- Notices will be published on Find a Tender service.

Clear Evaluation Criteria

- Award criteria must be relevant, clear, measurable, and proportionate to the contract, with a published assessment methodology.
- Considerations already being given to Award Without Competition.

Public Sector Contract

- The terms and conditions of the framework agreement will largely remain unchanged.
- However, the Procurement Act has meant that there will be a change in emphasis in some sections of the PSC.

Open & Closed Frameworks

- The Procurement Act introduces Open frameworks as way to allow for flexibility and market changes during the life of an agreement.
- The stable nature of the recruitment market means that we are currently proposing a closed framework, running for 4 years.

Supplier Engagement

- **Webinars**
- **Round tables**
- **Supplier surveys**

Pricing

Framework
Structure

Transfer Fees
(Extended Hire Periods)

Service Lines

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Indicative Sourcing Timelines



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- More information around the programme, including updates on how you can be involved, are found on our [Upcoming Deals Page](#), or on the published Find A Tender Service.

Any questions?



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Thank you

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