



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

Housekeeping



Workforce Alliance

Please ensure that your microphones are turned off until the end of the session.

We will stop recording at the end if you would like to raise your hand and ask any questions.

Questions

Please use the Slido Q&A function to ask questions at any time. We will review questions and respond verbally at the end. If we have enough time, you can also raise your hand to ask any questions.

Note taking

Slides will be available after the session on our website customer area.

FAQ

After the session, responses to any answered and unanswered questions will be made available on our website customer area.

Recording

We are recording this session, and the recording will be available to you and anyone who couldn't attend on our website customer area.

Agenda:

- Introductions & purpose of this session
- RM6281 & RM6277: An overview
- Introducing RM6397: The new framework
- RM6397: Procurement
- Questions



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)

NHS
Workforce
Alliance

Purpose:



Workforce Alliance

- To update you on the performance of the current frameworks and our proposed strategy for the new framework
- To seek your advice and input on the design and implementation of the new framework, to ensure the best solution that works for all stakeholders

Our Ask:

- Provide feedback and insight to help us shape the new agreement
- Support us in our understanding of pressures within the NHS and public sector staffing and how this is affecting demand patterns; so that we can produce a framework that best supports your response to these challenges
- Please engage in the Slido interactions, and follow up activities to ensure that we receive your valuable input which can support the development of the new framework

Current Framework Agreement Overview

Current framework overview and scope – RM6281 and RM6277

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 under RM6281 and non-clinical and non-medical roles under RM6277

Work Types of workers are covered;

Temporary and fixed term workers

Managed Service Provision – master and neutral vendor

Statement of Works (SoW) – RM6277 only

Easy to Access

Customers are provided with a rate card that supports direct award and further competitions. For non-clinical roles, an award support tool is also available

Assurance

Suppliers are audited through our Health Assurance process to ensure compliance with NHS Employers Pre employment check standards, legislative and regulatory requirements

Key framework information

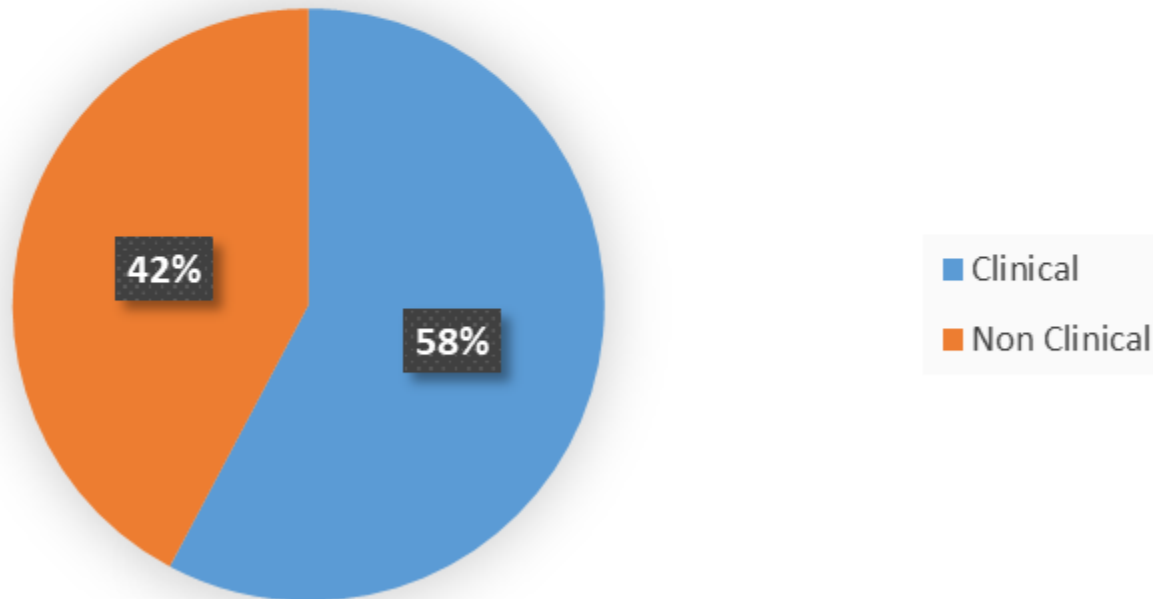
Both the Clinical & Non Clinical Staff Frameworks are produced by the NHS Workforce Alliance

RM6281 Clinical and Healthcare Staffing - Key Framework Information	
Award Date	15 May 2024
Expiry Date	04 May 2027
No. of Suppliers	350 (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 5 – Managed Services / MV / NV Lot 5a MSP - Master Vendor Lot 5b MSP - Neutral Vendor

RM6277 Non Clinical Staffing - Key Framework Information	
Award Date	25 April 2023
Expiry Date	24 April 2027
No. of Suppliers	183 (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 Managed Service Provision

Current Agreement Spend FY 24/25

Current Agreement Spend Split (FY24/25)



- Clinical represents 58% of the total spend across all current framework agreements.
- Health sector spend represents 60% of the overall spend.
- Total SME spend mix% on current agreements is **41%**.
- Government SME spend target is 33%.
- 533 suppliers in total, are currently awarded on the Clinical & Non Clinical agreements - **78%** are SME.

Bringing
together
people who care

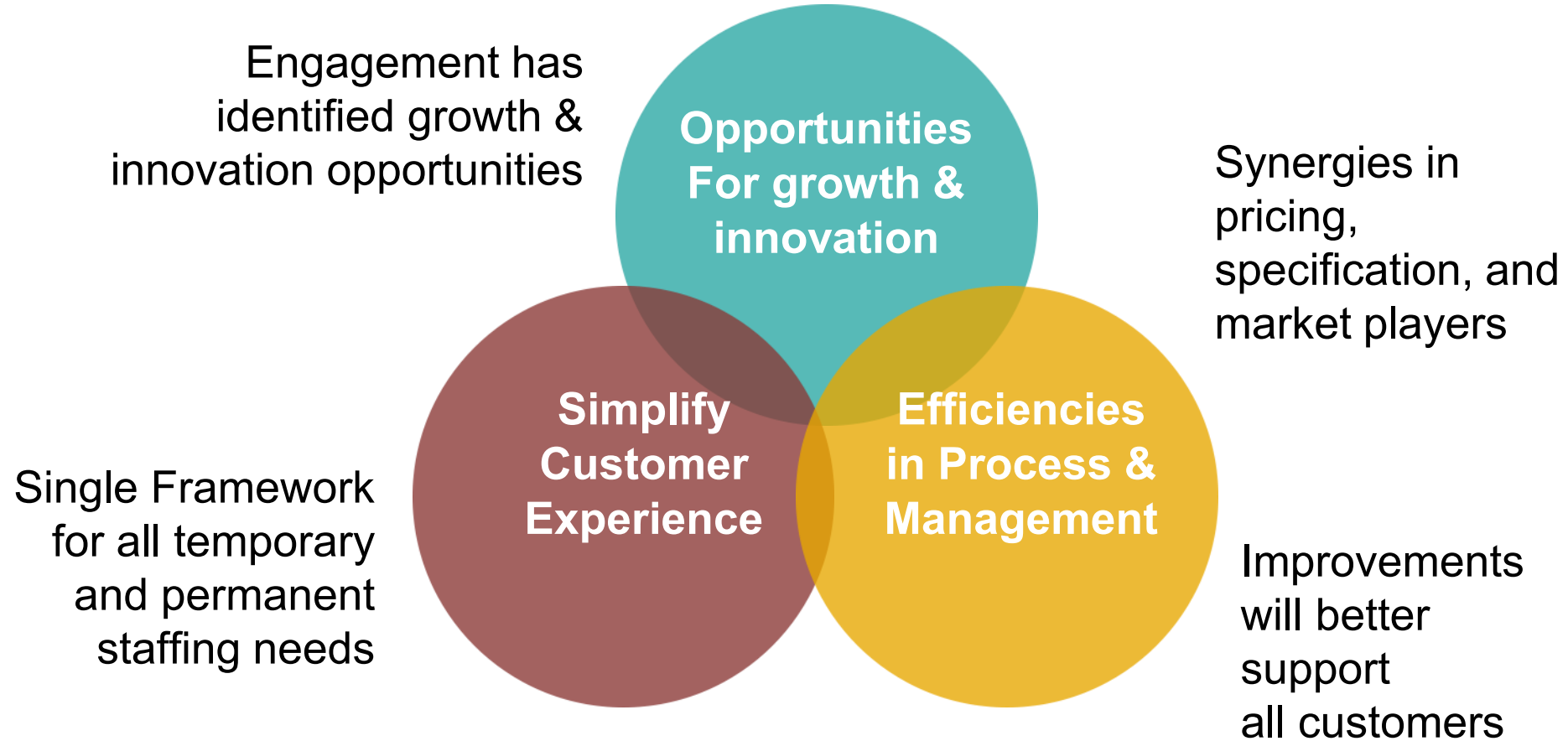
**Clinical and Non Clinical Temporary &
Permanent Staff
RM6397**

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 framework will provide a compliant route for public sector establishments to procure quality temporary staff via recruitment agencies and obtain value for money for taxpayers. It is open to use by NHS, all local & central government, charities and other Public Sector bodies.
- The framework will be procured and delivered under The Procurement Act 2023 (PA23) and using the Public Sector Contract (PSC).
- Default pay and compliance requirements are in line with NHS requirements but may be varied as applicable to non NHS Buyers.
- This new agreement, as per all previous agreements will uphold the NHS England agency rules for relevant Buyers.

Benefits to Expansion of Scope.



New Framework Information

4 years

Closed
Framework

£6.0bn

Lots allocated by
role type

Permanent
Recruitment

Award February
2027

The Procurement Act 2023

- Aims to streamline and modernise public procurement.
- Key changes are enhanced transparency, focus on value, and increased flexibility.
- The act went live 24 February 2025.

Framework Assurance

Identity

Professional
Registration and
Qualification

Employment
History and
Reference

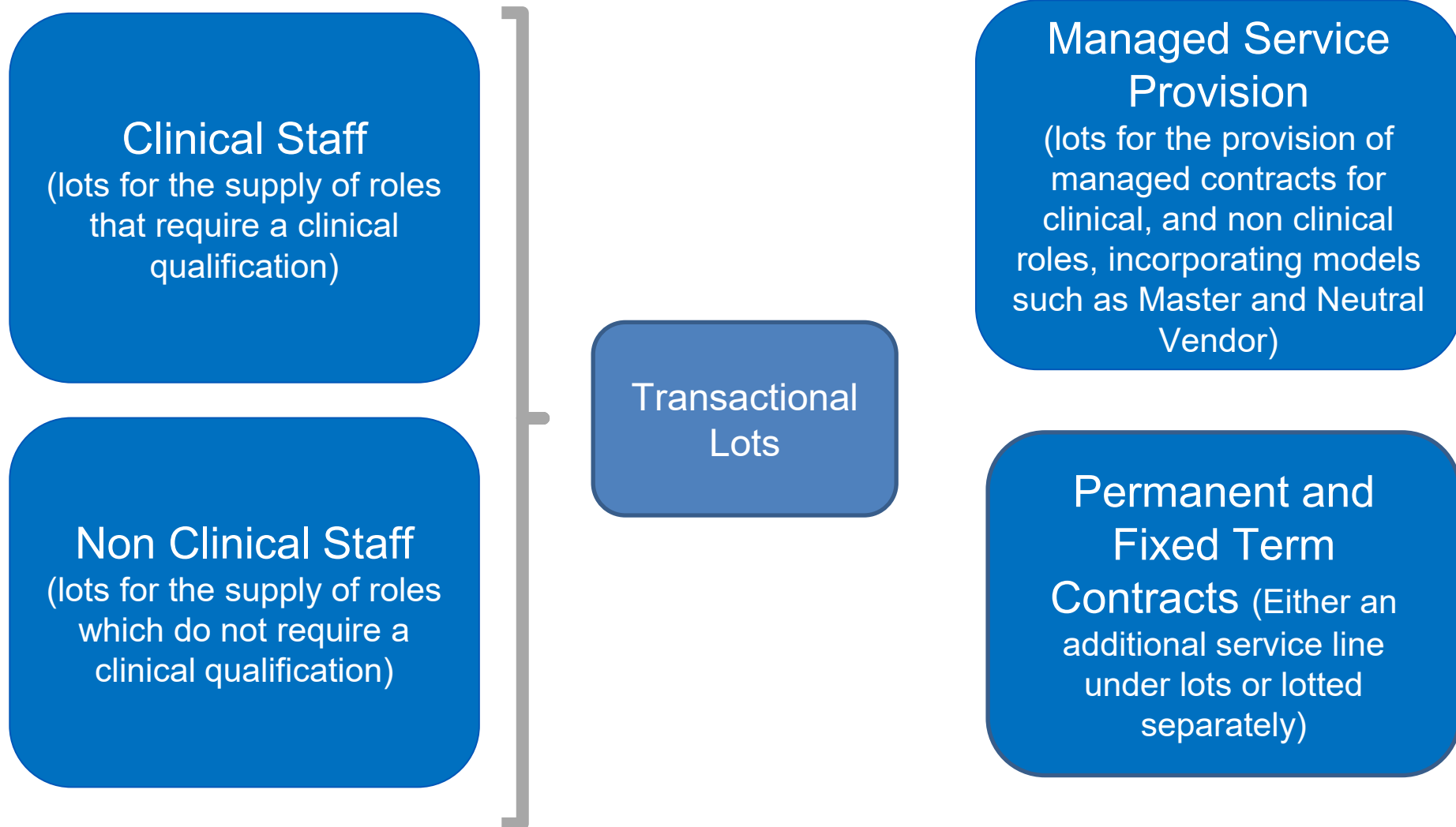
Worker Health
Assessment

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.

Proposed New Framework Structure



Additional service line feedback

Your input will support us in the development of the lotting structure

Do you intend to use an external agency for permanent recruitment?

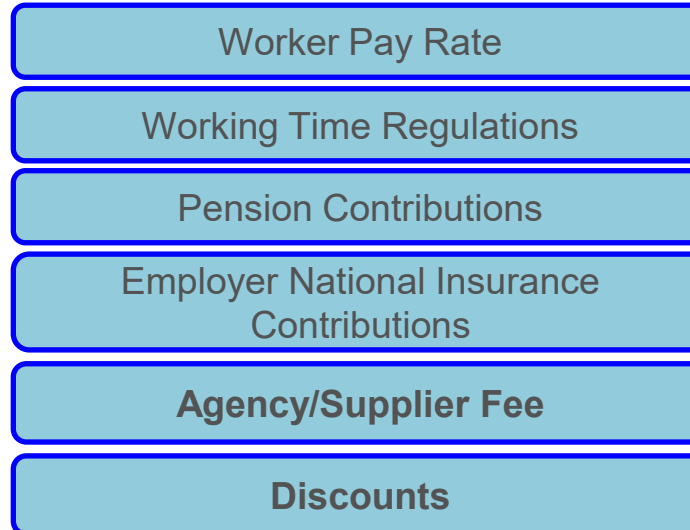
If yes, would you use the same agency for temporary and permanent recruitment?

Pricing - Temporary Staffing (All Lots)

The below outlines the pricing methodology. We propose to keep this the same in the current framework agreements and invite your feedback on this.

Pricing is built around the NHS pay scales, with suppliers quoting a fixed fee (£) against each of the pay bands. Other public sector payscales can be mapped across to this pricing structure.

The total charge rate under the framework is transparent and broken down into the following 6 components, with the **Agency/Supplier Fee** being the commercial element bid by suppliers:



For non clinical roles there are three Fee Types for variation in Disclosure and Barring checks:

- **Fee Type 1:** Patient Facing DBS Required
- **Fee Type 2:** Non Patient Facing DBS Required
- **Fee Type 3:** Non Patient Facing DBS Not Required

Discounts may be offered by agencies where a worker has been nominated by the Contracting Authority, or where a longer placement length is guaranteed

Pricing - Fixed Term & Permanent

The below outlines the proposed pricing methodology for Permanent Recruitment and Fixed Term. We invite your feedback on this.

Permanent and Fixed Term Recruitment

- Pricing built around NHS pay scales, and framework lotting structure.
- The fee is calculated as a percentage of the workers annual salary.
- For placements of less than 12 months, including fixed term, the fee is pro rata'd for the number of months required. Minimum fee is for a three month period.
- No further fee to be paid if the Fixed Term worker is extended beyond 12 months.

Transfer Fees

The below outlines the current approach to handling extended periods of hire and transfer fees. We propose to keep this the same in the current framework agreements and invite your feedback on this.

Contingent Labour

- Where a worker is engaged as Contingent Labour, a minimum hire period of 12 weeks must be observed. An extended hire period of no less than 4 weeks is allowable under any circumstances.
- The fee is calculated as the fee that would have been chargeable from the point at which the worker transferred, up until the point that the 12 weeks minimum or the 4 weeks extended hire periods would have ended had they been observed.
- If a worker is transferred within these timelines, then a transfer fee may be incurred.
- The same measures apply in the case of temp to temp, temp to perm, or temp to third party.

Fixed Term

- Where a worker is engaged under a fixed term contract, then fees are calculated as a percentage of salary over a 12 month period.
- If a worker is transferred within the initial 12 month period then a fee equal to the difference between the fee paid already, and the fee for the full 12 months, may be chargeable as a transfer fee.
- After 12 months, no transfer fee may be chargeable.

Procurement



Next steps for customer engagement & indicative timelines

- Customer webinars
- Discussion opportunities
- Customer Forums
- Feedback survey

Market engagement
July 25 - Jan 26

Document
Development
Feb 26 – Aug 26

Tender Live
Aug 26 – Oct 26

Evaluation
Nov 26 - Jan 27

Contract award
Feb 27

Go live
Mar 27

Procurement Act 2023

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.

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 will likely require a narrative response evaluated at 10% of total award.

Prompt Payment

- Suppliers required to pay 90% of invoices within 30 days or 95% of invoices within 60 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.



Workforce Alliance

Thank you

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