



Workforce Alliance

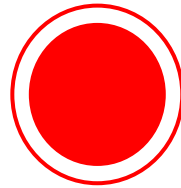
Clinical & Non Clinical Temporary and Permanent Staff RM6397

July 2026

Bringing together people who care

www.workforcealliance.nhs.uk

Recording will start on the next slide



Housekeeping



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Please ensure that your microphones are turned off.

Questions

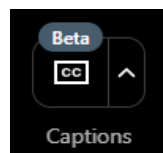
Use the chat function to ask questions.

Note taking

We'll share the slides after the session to the email you used to register for the event.

Recording

We are recording this session and will distribute the recording and publish this online.



Captions

You can turn live captions on by clicking the captions button.

What we will cover

About the
Framework

Structure of the
Framework

Procurement
Requirements

Policy Requirements

Timeline and Next
Steps



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About the Framework

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Who are we?

We are a collaboration of four NHS procurement hubs and Government Commercial Agency

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)

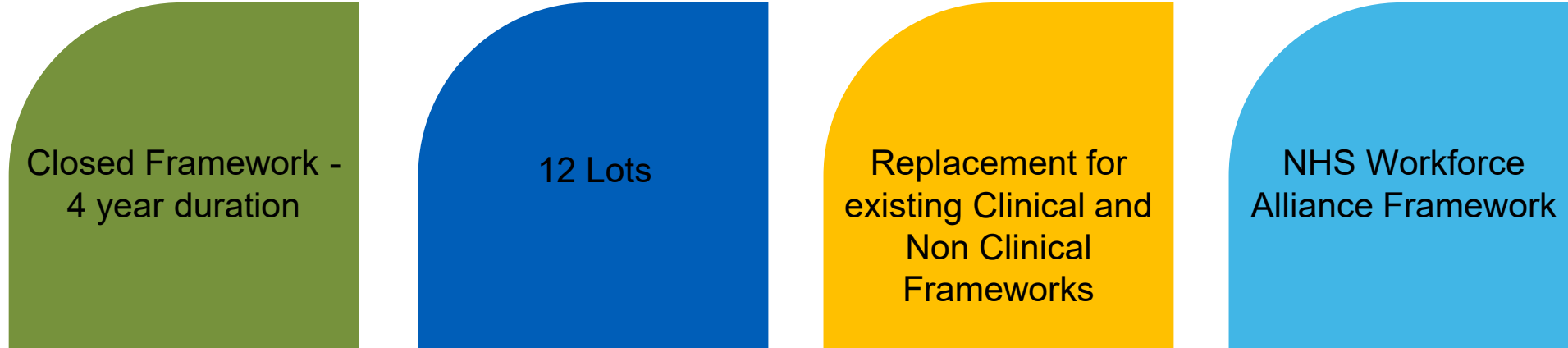
NHS London Procurement Partnership (NHS LPP)

Government Commercial Agency (GCA)



NHS
Workforce
Alliance

Framework Overview



- The NHS Workforce Alliance is re-tendering clinical and non-clinical staffing frameworks into a single new agreement: **RM6397 Clinical and Non-Clinical Temporary and Permanent Staff**.
- This transition follows the expiration of the current **RM6281 clinical framework (May 2027)** and **RM6277 Non-Clinical framework (April 2027)**.
- Procurement will be conducted in alignment with the **Procurement Act 2023**.



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Structure of the Framework

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Lot Structure - Transactional Lots

[illegible]

Lot Structure - Managed Service Lots

Proposed Lot Number and Title	Lot 11 MSP Neutral Vend	Lot 12 MSP Master Vend
Proposed Lot Scope	Provision of Neutral Vend contracts for both temporary and permanent clinical and non clinical roles	Provision of Master Vend contracts for both temporary and permanent clinical and non clinical roles
Proposed Lot structure	Single lot structure for each of the managed service lots listed above	



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Procurement Requirements

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Procurement Requirements

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Cyber Essentials

- Cyber Essentials Basic ([PPN 014](#))
- Required to be in place at framework award
- Guidance on Cyber Essentials can be found [here](#)

Insurance

- Employers Liability: £10m
- Public Liability: £10m
- Professional Indemnity: £5m

Certificate of Past Performance

- Minimum hours broken down by lot (see next slide)
- Minimum hours via a single contract for managed service lots which will require customer sign off
- Over a 12 month period within the previous 3 years

Financial Viability Risk Assessment

- Lots 1-10: Bronze
- Lots 11-12: Gold
- Guidance on the FVRA is available [here](#)

Procurement Requirements

Certificate of Past Performance

Lot Number	Lot Description	Minimum Hours
1	Nursing & Midwifery	14,000
2	Medical & Dentistry	7,000
3	AHP, HSS & Emergency Services	3,500
4	Social Care	1,750
5	Administrative & Corporate Roles	60,000
6	IT Professionals	60,000
7	Legal	15,000
8	Scientific, Technical & Clinical Coding	7,500
9	Estates, Facilities Management & Ancillary Staff	56,250
10	Permanent Recruitment	5 workers
11	MSP: Neutral Vendor	175,000 (50,000 via a single contract)
12	MSP: Master Vendor	175,000 (50,000 via a single contract)

Procurement Requirements

NHS Employers E-Learning and Health Assurance Audit

Training Overview

Ownership: NHS Employers writes and owns the standards and e-learning modules.

Structure: 6 modules corresponding to the 6 check standards. Includes knowledge checks and final assessment.

Access & Logistics

Platform: Hosted on an external platform.

Acquisition: £250 +VAT per license. 12 months access.

Timing: Approx 30 mins per module; Approx 3 hours total completion time.

Dates: Must not be completed before ITT release date.

Evidence: Certificates and module breakdowns downloadable from the platform.

Procurement Requirements

Mandatory Pass/Fail Requirement

- Complete training *before* bid submission.
- Completion by compliance manager as a minimum.
- **100% Score Required.** Less than 100% results in exclusion.
- Evidenced via certificate in compliance managers name with module breakdown.
- Mandatory annual re-completion post-award throughout life of framework.
- Knowledge must be disseminated to all compliance staff.
- Health assurance audit requirements throughout the life of the framework.

Procurement Requirements

Pricing

Methodology by Lot

Lots 1-9 (Transactional)

Maximum agency commission fee (£/p) for relevant bands and grades to be evaluated.

Lot 10 (Permanent Recruitment)

Fees based on percentage of worker salary to be evaluated.

Lots 11-12 (Managed Service)

MSP fee (£/p) to be evaluated. Agency commission fees for relevant bands and grades submitted but not subject to evaluation.

Evaluation Process

Median Benchmarking: Established per pay band and lot. Abnormally low tenders will be queried.

Scoring Logic: Full marks for prices at or below median; proportionally less for prices above.

Weighted Scores: Price scores per line are weighted.

Threshold Rule: Overall price score below a specified threshold will lead to exclusion from competition.

Important Information: Third Party Bid Writers

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Third party organisations may offer to write, submit and manage bids for NHS Workforce Alliance Frameworks.

Please note the following:

- All information required to tender for this framework can be found in the public domain
- Nobody can guarantee bidders a place on an NHS Workforce Alliance framework
- We treat all bidders equally and in line with the published procurement procedures for each framework, the Public Procurement Regulations and Public Law
- We avoid engaging in framework discussions with either bidders or third parties outside the published processes
- Submission of the bid and the content remain the sole responsibility of the original bidder. It is the responsibility of the original bidder to ensure that appropriate steps are taken to minimise the risk of commercial information being compromised, or anti-competitive practice taking place as a result of third parties managing multiple bids
- If we are approached by third parties, claiming to act as agents for (or representatives of) bidders for forthcoming frameworks, we will direct them to take part in the same pre-market engagement events as all other bidders, in order to ensure equal treatment



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Policy Requirements

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Policy Requirements

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Carbon Net Zero

- Compliance with [PPN 006](#)
- Bidders to provide a Carbon Reduction Plan (CRP) confirming their commitment to achieving Net Zero by 2050 for lots 11 and 12
- CRP must meet the detailed requirements set out in the Technical Standard
- Training on Carbon Reduction Plans can be found [here](#)

Social Value

- PPN [002](#) and [06/20](#)
- Mandatory commitment for all lots
- Specifically tested on lots 11 and 12

Prompt Payment

- Compliance with [PPN 018](#)
- Suppliers must pay 95% of invoices within 60 days, with an average of 45 days

Financial Stability

- The procurement will be subject to the Cabinet Office Sourcing Playbook

Framework Requirement

This framework will require adherence to NHS England Policy requirements, including NHS England Price Caps.

Compliance & Control

NHS Workforce Alliance do not control Price Caps and cannot change the requirement for adherence.

Our Commitment

We recognise the challenging environment for NHS buyers and suppliers. We commit to working closely with and providing feedback to NHS England on these matters.

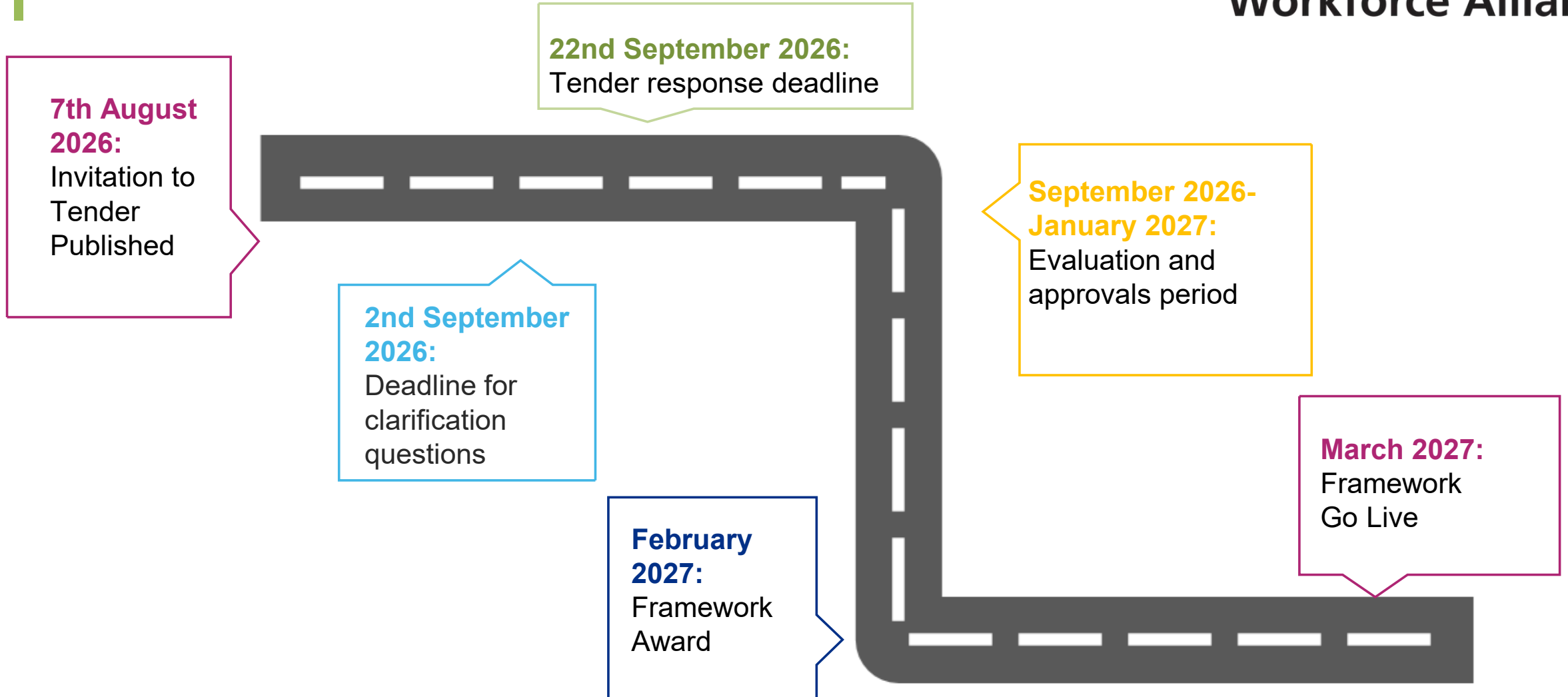


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Timeline and Next Steps

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Procurement Timelines



*All dates and timelines are indicative and may be subject to change

Your Next Steps

What do you need to do next?



Prepare Documentation

Begin to prepare for the ITT being released. Ready required documentation such as FVRA requirements and identify customers for past performance sign-offs etc.



Monitor Webpages

Regularly check the GCA, NHS Workforce Alliance, and Find a Tender Service for further updates and links.



Portal Registration

Register for the GCA E-sourcing portal if you haven't already. If registered, ensure your contact details are up to date.



Maintain Active Communication

Ensure your contact details remain up to date in the portal. It is your responsibility to regularly check for and respond to messages between ITT and award.



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Thank You

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