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User Guide | Ref No: 1166

Framework for International Recruitment of Social Work Roles and Associated Services

Framework Agreement



Contents

- 02 About YPO
- 02 Overview
- 03 Background to the framework
- 03 Framework overview
- 04 Core services
- 05 How to use the framework
- 07 Benefits of using a YPO framework
- 08 Suppliers/Providers
- 08 Terms and conditions
- 08 Contact information

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This is an interactive PDF

You can click on the items listed above, and they will take you to the relevant page. You can also click on Contents in the top right of every page and it will bring you back to this contents page.

About YPO

YPO provides procurement solutions for public sector organisations to set up or renew contracts for a wide range of services.

Established in 1974 by a group of 13 local authorities, we're the UK's largest public sector buying organisation and we're still 100% publicly owned today. We work closely with our suppliers and collaborate with other public sector buying organisations to achieve efficiencies and value for money, returning all our profits back into the heart of the public sector. Our team of qualified procurement professionals can offer advice, guidance and expertise on procurement, as well as regular engagement and communication to make sure your objectives are achieved.

Overview

Start date

24.06.2025

Expiry date

23.06.2027

Extension(s) (if applicable)

2x12months

Contracting authority (CA) call-off period

Customers can specify a contract period, based on the term that will best suit their requirements. YPO recommend a call-off period of no longer than 4 years.

Contract notice ref. no

2024/S000-036158

Corrigendum (if applicable)

n/a

Potential maximum value

£30Million

Rebate

2%

Geographical Location(s)

Nationwide

Background to the framework

This Framework has been developed by YPO in partnership with London Councils, supported by the London Innovation & Improvement Alliance (LIIA) on behalf of the Association of Directors of Children’s Services (ALDCS).

The Framework has been developed for the use of Local Authorities nationally, to support the

international recruitment of social work roles and associated services for both adult and children’s social work roles.

It is anticipated that a Contracting Authority will use this Framework for the recruitment of cohorts of international workers, but the Framework can be used in the manner best suited to the needs of the Contracting Authority.



Framework overview

This Framework provides a compliant route to market for all Local Authorities for the international recruitment of social workers for both adult and children’s social work roles on a permanent basis, meaning they can procure directly from pre-qualified suppliers on pre-agreed terms and conditions. As a minimum, Providers to the framework have the ability to deliver the core services, which have been defined as ‘Pre-Recruitment’, ‘Post-Recruitment’ and ‘Pastoral Care’ services. The contracting authority may use the framework to engage

a supplier to deliver either some or all of the core services of the framework to recruit experienced social workers (or other social work roles) from abroad on a permanent or fixed term basis.

A Contracting Authority can incorporate associated services within their call-off contract. This will allow the Contracting Authority to build a solution that is bespoke to their specific requirements. The Framework is not prescriptive as to associated services, but any

associated service must be connected to the core services and delivery of an international recruitment campaign. An example associated service is the delivery of training in respect of Social Work practices in the UK.

Contracting Authorities can ‘call off’ from this framework agreement (i.e. use this framework to establish a contract) without competition or via a further competition.

Lot structure

Lot	Description	Suppliers per lot	Method of call-off contracts
01	International Recruitment of Social Work Roles and Associated Services	6	Call-off Without Competition Further Competition

Core services

It is acknowledged that, owing to the nature of an international recruitment campaign, some of the pre and post recruitment services may run concurrently.

Pre-Recruitment Services

Pre-recruitment services under the framework refer to the processes and activities conducted before hiring a candidate to ensure efficient and effective recruitment. While not an exhaustive list, Contracting Authority may wish to include the following pre-recruitment services within their call-off:

- Initial Briefing Meetings
- Market & Trend Analysis
- Advertising
- Campaign Management Tool – Design and Management
- Search
- Vetting and Compliance

Post-Recruitment Services

Post-recruitment services under the framework refer to the activities and processes which usually take place once candidates have been identified, through to job offer. Post-recruitment services which Contracting authorities may wish to include within a call-off could include, but is not limited to the following:

- Longlisting and Shortlisting
- Technical Interviews & Assessment Centres
- Candidate Management
- Management of the Immigration Process

Pastoral Care Services

Pastoral Care services under the framework refer to support services provided to the candidate from the point of job offer and acceptance, as well as while in post and have been designed to remain in place for a minimum of 10 months from arrival into the UK.

Contracting Authorities can utilise pastoral care services to provide ongoing support to the candidate(s). Contracting Authorities may, for example, wish for candidates to be offered support to secure suitable housing, open a bank account or find local services and community groups.



How to use the framework

To access the framework agreement, customers should complete and return the Customer Access Agreement to HRsolutions@ypo.co.uk

Call-off Without Competition

Call-off without competition is to award a call-off contract without re-opening competition. Call-off without competition can be carried out to appoint the provider that the Contracting Authority has reviewed to be the most suitable for the services they require, also known as the most economically advantageous tender (MEAT).

Call-off without competition can be made to a Provider if the participating Contracting Authority can demonstrate the selected Provider offers the most economically advantageous offer for their individual requirements, this will include the ranked evaluation, cost/price/quality/social value and sustainability scores and/or objective justifications in line with the Public Contract Regulations 2015.

The pricing provided in the tender submission for this framework will be the pricing that the managed service provider and Contracting Authority adhere to under a call-off without competition. It will be the Contracting Authority's responsibility to carry out their own due diligence within this framework to ensure they have procured in compliance with any relevant regulations.

Continued...



How to use the framework (continued...)

Further Competition

A further competition means inviting all the suppliers on the framework to compete against your specific requirements. The Contracting Authority will then award a call-off contract to the winning supplier.

The Contracting Authority shall conduct their further competition based upon defined award criteria, which must total 100% overall. The evaluation criteria can be structured in the following manner:

The evaluation of the further competition must be fair and transparent and the methodologies used to evaluate must be provided to the supplier within the further competition documentation.

YPO can help customers produce specifications, qualitative questions, pricing schedules and evaluation criteria to undertake a further competition. Clarification responses, evaluation of further competition submissions, drafting of award letters and contracts and applicable Contract Award Notices are elements of the process that will need to be completed by the Contracting Authority.

The Contracting Authority must inform YPO of the outcome of any further competition they undertake themselves. When running a further competition, Contracting Authorities should award based on the most economically advantageous tender (MEAT) and must provide suppliers/providers with the methodology behind the evaluation, including the evaluation criteria and the weightings that are applied.

Criteria for Further Competition	
Cost – 40%	The Customer may reopen this criterion in full, or scores may be carried through from the Framework Establishment stage. The Customer may amend weightings to suit their needs, at their own risk, at +/- 10% of the Framework Establishment criterion weighting. This means their weighting can range from 30% - 50%. Additionally, the customer may amend the weightings associated with each service (pre-recruitment, post-recruitment and pastoral care) to suit their needs within the overall criterion weighting.
Quality – 40%	The Customer may reopen this criterion in full, or scores may be carried through from the Framework Establishment stage. The Customer may amend weightings to suit their needs, at their own risk, at +/- 10% of the Framework Establishment criterion weighting. This means their weighting can range from 30% - 50%.
Social value/ Sustainability – 20%	The Customer may reopen this criterion in full, or scores may be carried through from the Framework Establishment stage. The Customer may amend weightings to suit their needs, at their own risk, at +/- 10% of the Framework Establishment criterion weighting. This means their weighting can range from 10% - 30%.

Benefits of using a YPO framework

- Support from YPO to help you find the right solution based on your specific requirements, including help to create specifications, pricing documents and all other procurement documents. We can help as much or as little as you like.
- YPO can fully manage your further competition (call-off) process if required and are here to answer questions along the way.
- Reduced timescales – you do not need to run a full above threshold procurement if procuring via the framework agreement.
- Assured supplier standards – suppliers are ‘pre-qualified’ as to their general suitability. All suppliers are on the NHS Ethical Recruiters List at the point of appointment.
- We can provide market sector updates and support through webinars, 1-2-1 meetings and emails.
- Aggregation of spend – you will receive the benefits of the aggregated spend volume and increased leverage in the market
- Through this Framework, social value/sustainability can be delivered via Call-off Contracts and engagement with a Contracting Authority, or via the Framework directly by virtue of the Provider’s corporate social responsibility and own social value commitments.



Suppliers/Providers

Below is a list of the providers awarded to this framework.

- Axis Recruitment Limited
- Frontier Consulting Limited
- Liquid Personnel Limited
- Morgan Hunt UK Limited
- Reed Specialist Recruitment Limited
- Sanctuary Personnel Limited
- Supply Care Solutions

Terms and conditions

Providers awarded to the framework agreement have agreed to and signed YPO's framework terms and conditions.

Providers have also agreed and reviewed the call-off terms and conditions; however, it is understood that some specific terms may need amending to meet the needs of the Contracting Authority and Provider. These can be amended by the Contracting Authority and the Provider by mutual agreement to include additional terms to supplement the standard call-off terms and conditions. A variation form is included within the order form and call-off terms and conditions document to allow customers and providers to amend any terms if required.

Contact information

For further information or to discuss individual requirements, please use the contact details below:

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