

Scotland Excel

To: Executive Sub-Committee

On: 16 September 2022

**Report by:
Chief Executive of Scotland Excel**

Tender: Social Care Agency Workers Flexible Framework Agreement

Schedule: 1721

Period: 1 November 2022 until 31 October 2024 with two further periods each of up to twelve months until 31 October 2026

1. Introduction and Background

This recommendation is for the award of a national flexible framework for Social Care Agency Workers. The proposed renewal framework will be for a period of two years from the commencement date with an option to extend for up to two twelve-month periods.

Agency workers are individuals who are supplied by a recruitment agency to work for a third party, which in this case, is councils and associate members of Scotland Excel ("purchasers").

There is a need for temporary agency workers to supplement purchasers' workforce at times to cover gaps.

The COVID-19 pandemic has also increased the use of social care agency workers due to staff sickness and self-isolating, thus necessitating the use of temporary agency workers during this challenging period.

The key objectives of this flexible framework are to:

- Assist purchasers to consolidate and manage expenditure on social care agency workers to ensure best value;
- Provide detailed management information (MI) by stipulating reporting requirements in the contract terms;
- Increase competition to encourage maximum response from the market and from small and medium sized enterprises (SME's);
- Address supply issues in rural areas of Scotland;
- Fix pricing for two years as a minimum, providing purchasers with pricing stability;
- Encourage innovative approaches to reduce transaction costs for time-sheets, billing and invoicing;
- Deliver a range of community benefits and sustainability objectives.

The flexible framework also aims to provide the scope to meet the diverse needs of purchasers by allowing the addition of new suppliers throughout the duration of the agreement, where required; this will support the continued delivery of best value and service coverage across all of Scotland.

2. Scope, Participation and Spend

The procurement strategy was informed by the User Intelligence Group (UIG), which was keen to ensure that there was sufficient geographical coverage and capacity available. The structure of the flexible framework has been developed from the current model, with minor adaptations in response to purchaser feedback.

The advertised value of the flexible framework is approximately £80 million over the maximum 4-year period. It should be noted, however, that spend can vary significantly depending on the requirement for agency staff and there is no guarantee of any spend through the flexible framework.

The flexible framework has retained many elements of the current arrangement with minor amendments to the structure of the Lots and the “core roles” listed within each of the 3 Lots to simplify purchase order procedures. Each Lot contained detailed specifications for the core roles within the Lot. The lotting structure is shown in Table 1.

Table 1: Lotting Structure

Lot No.	Description	Number of Core Roles	Estimated % Spend through Lot
1	Care Roles	4	85%
2	Professional Roles	6	12%
3	Ancillary Roles	5	3%

Additionally, as detailed in the published tender documents, tenderers are recommended for appointment to each Lot of the flexible framework by reference to 17 geographical Regional Sub-lots, with Regional Sub-lot 5 being split into two for mainland and islands as requested by Argyll and Bute Council. The aim of this is to encourage SME participation and also allow suppliers operating in specific geographical areas to submit competitive bids. The Regional Sub-lots and corresponding councils for each Lot are shown in Table 2.

Table 2: Regional Sub-lots

Regional Sub-lot	Purchasers
1 – Highland	The Highland Council
2 – Moray	The Moray Council
3 – The Islands	Orkney Island Council Shetland Island Council
4 – Western Isles	Comhairle nan Eilean Siar
5a – Argyll and Bute (Mainland)	Argyll and Bute Council
5b – Argyll and Bute (Islands)	Argyll and Bute Council
6 – South West	Dumfries and Galloway Council East Ayrshire Council North Ayrshire Council South Ayrshire Council
7 – Glasgow	Glasgow City Council
8 – Lanarkshire	North Lanarkshire Council South Lanarkshire Council
9 – Renfrewshire and Inverclyde	East Renfrewshire Council Inverclyde Council Renfrewshire Council
10 – West Dunbartonshire	West Dunbartonshire Council
11 – Aberdeen City	Aberdeen City Council
12 – Aberdeenshire	Aberdeenshire Council
13 – Tayside	Angus Council Dundee City Council Perth and Kinross Council
14 – Edinburgh	City of Edinburgh Council
15 – Central	Clackmannanshire Council Falkirk Council East Dunbartonshire Council Stirling Council
16 – Lothians and Borders	East Lothian Council Midlothian Council Scottish Borders Council West Lothian Council
17 – Fife	Fife Council

The flexible framework is for use by all 32 Councils and Scotland Excel's Associate Members (including the Scottish Prison Service, the National Health Service and Housing Associations).

The estimated annual spend and Purchaser participation is detailed in Appendix 1 – Participation, Spend and Savings Summary.

Scotland Excel will, throughout the lifetime of the flexible framework, engage with both purchasers and suppliers to ensure the flexible framework continues to meet purchaser's needs.

3. Procurement Process

The procurement strategy was developed through a series of meetings held with both suppliers and purchasers. These meetings were used to inform the final strategy, particularly in developing the flexible approach which was tailored to reflect the requirements of the social care agency recruitment market.

The remit of this procurement falls within the 'Social and Other Specific Services' category as defined in Schedule 3 and is subject to the procurement regimes set out in section 7, both of the Public Contracts (Scotland) Regulations 2015. These regulations contain a more flexible set of rules for the procurement of certain services (including those related to the provision of social care) and this is known as the 'light-touch' regime. The 'light-touch' regime gives broader options for the procurement of care services and therefore this framework has been developed as a flexible framework.

The procurement options applied to this process, enable the flexible framework to be re-opened on a Lot and Regional Sub-lot basis at any time during the flexible framework period, dependent on need and demand. In addition, appointed suppliers can request to vary their appointment by altering or adding service offerings within Lots and Regional Sub-lots.

Applications for admission from new entrants and service variation requests shall require to fulfil the selection criteria initially established when the arrangement was set up.

This approach offers Scotland Excel the flexibility to select the procurement methodology most suited to the market whilst fundamentally adhering to the principles of best practice procurement such as non-discrimination, equal treatment, transparency and proportionality.

Scotland Excel has adopted a procedure similar to an open tender procedure under the 'light-touch' regime and suppliers were evaluated against predetermined criteria.

The Invitation to Tender (ITT) was published on 24 May 2022 and closed on 30 June 2022. Offers were evaluated against the following criteria:

- Qualification – pass/fail;
- Technical – 70%;
- Commercial – 30%.

Qualification was conducted using the Single Procurement Document (SPD). Within the SPD, tenderers were required to answer a number of qualification questions along with questions on insurance, financial standing, quality management, health and safety and environmental management.

For the commercial element, the UIG supported the use of the current framework's commercial structure, which allows tenderers to offer a fair rate of pay to their agency workers without negatively impacting their scoring. Further information on providers commitment to Fair Work First and payment of the Real Living Wage was also gathered and detail on responses is provided later in this report.

In recognition of this, tenderers were asked to submit a range of hourly rates for each core role to provide flexibility and choice for purchasers depending on their specific requirements. To ensure transparency of costs, the total hourly fee payable for an agency worker is split into the following elements:

- Agency worker's rate per hour – the minimum and maximum hourly rate payable to the agency worker from the supplier including national insurance, employer pension contributions, statutory sick pay, apprenticeship levy, training costs, and any other applicable employer contributions; and
- Supplier's fee – overheads costs including training costs, property costs, supplies and services, management costs and surplus.

A commercial score was awarded on the basis of the elements shown in Table 3.

Table 3: Commercial elements

Price Heading	Points Available
Part 1 – Suppliers Fee	20%
Part 2 – Non-Core Roles	4%
Part 3 – Long Term Assignment Discount	6%

Within the technical element, tenderers were assessed on their approach to offer community benefits and sustainability, and their commitment to delivering fair work practices. Tenderers were also required to evidence their knowledge and experience by responding to seven method statements. The maximum available score for each method statement is shown in Table 4.

Table 4: Technical elements

Method Statement	Score
1. Recruitment, Training and Skills	18%
2. Service Capabilities	18%
3. Customer Service	9%
4. Complaints and Issues	10%
5. Fair Work First	5%
6. Sustainability	5%
7. Community Benefits	5%

Scotland Excel has taken cognisance of the current situation relative to the Coronavirus pandemic. Balancing this with the need for purchasers to be able to source additional social care workers to assist in the delivery of essential services, Scotland Excel has determined to proceed with the tender exercise to establish this Social Care Agency Workers Flexible Framework Agreement. Scotland Excel has carefully monitored the situation throughout the period of the tender exercise and has taken cognisance of all relevant circumstances in coming to this decision to recommend the award of framework placings to successful tenderers.

4. Report on Offers Received

Offers were received from 36 suppliers, across the three Lots. Of that figure, 32 were micro/small-medium sized organisations (89%) and 4 were large organisations (11%).

Two tenderers were rejected as non-compliant bids. One tenderer failed to submit a completed 'Schedule 7 – Financial Information' document and one tenderer failed at qualification stage. A full breakdown of the SME status of the 34 awarded suppliers responses is at Appendix 2.

One supplier submitted proposals to amend the framework terms and conditions. Given consideration and in the interests of transparency and equal treatment of all tenderers, the amendments requested represented substantial change to the published terms and were not accepted. All tenderers were treated equally and proposals to amend the published flexible framework terms and conditions were not accepted. This supplier subsequently accepted the framework terms.

Based on the criteria and scoring methodology set out in the published tender documentation, a full evaluation of the remaining compliant offers received was conducted and details of the overall scores achieved by tenderers as a result is shown at Appendix 3 – Scoring and Recommendations.

5. Recommendations

Based on the evaluation undertaken, and in line with the criteria and weightings set out above, it is recommended that 34 suppliers across the three Lots are awarded to the flexible framework from its commencement, as outlined in Appendix 3.

The recommended suppliers offer best value and comprise of a mix of small, medium, and large organisations. The recommended suppliers also represent improved geographical coverage in all Regional Sub-lots, a key objective of the flexible framework renewal.

In addition, it is recommended:

- (a) that authority be delegated to the Chief Executive of Scotland Excel (or Head of Strategic Procurement in the Chief Executive's absence) to

approve recommendations following the evaluation of offers received on the periodic re-opening of the flexible framework, or following the consideration of formal requests from existing suppliers for the addition of new services; and

- (b) that the Executive Sub-Committee will be updated on the appointment of any new suppliers to the flexible framework on an annual basis via incorporation to the Annual Procurement Report.

6. Benefits

Savings

Scotland Excel has conducted a benchmarking exercise against the supplier's fee for all three Lots. Due to past difficulties in recruiting, particularly in rural areas, and changing demand for certain roles, it is difficult to accurately forecast the actual requirements and spend, therefore there is no guarantee to suppliers of business or continuity of business.

A benchmarking exercise was undertaken to compare the supplier fees on the current framework to the supplier fees offered in the renewal framework. Using the methodology outlined below, this represents an overall increase of 0.5%, or approximately £3,500 per annum.

Lots 1 and 3 – benchmarked each council and associate member's current spend by comparing the supplier fee for Care Assistants (Lot 1) and Cooks, Domestic Assistants and Kitchen Assistants (Lot 3) on the current framework to the equivalent supplier fee on this renewal flexible framework for the supplier currently being used by the council or associate member.

Lot 2 – the benchmarked approach adopted for Lot 2 applied an alternative calculation as one high value supplier on the current framework did not submit a tender for this renewal flexible framework. Unlike Lots 1 and 3, it is not possible to make a direct comparison, and therefore the average of supplier fee tendered by the incumbent suppliers has been applied instead.

The high-level comparison results show that in Lot 1 there is an increase of 6.9%, Lot 2 a saving of 11.8%, and Lot 3 a 20% increase, however there is low spend with minimal impact overall for Lot 3. The supplier's fee benchmarking is detailed in Appendix 1.

Price Stability

The framework applies fixed pricing until 1 November 2024. Thereafter, all requests for fee reviews will be evaluated annually against prevailing market conditions and in line with the applicable contract conditions. Scotland Excel's indexation tool will be used to assess supplier's annual fee variations requests following the end of the two-year fixed price period. However, during this period, Scotland Excel will reserve the right to review the price rates to take account of any significant policy changes and to market conditions. For example, the

Scottish Government, Fair Work Policy for the Adult Social Care Pay Uplift and increases in the Real Living Wage.

Sustainable Procurement Benefits

The community benefits attained will continue to be delivered at a local level for each purchaser and will be aligned to the Scottish Government's National Indicators. Discussions will be managed locally, between the purchaser and supplier, and the type and nature of community benefit to be delivered is aligned to the annual threshold value reached. Innovative community benefits are encouraged and can be discussed and agreed between the purchaser and the supplier.

When purchasers reach annual spend thresholds with a supplier they will accrue "Community Benefit Points". The community benefits lead officer or other designated person will liaise with the supplier to finalise the specific benefits that they are offered under this flexible framework relative to that spend.

In the published tender documents, suppliers were given a list of indicative community benefits that could be agreed with purchasers. Examples of the indicative benefits which were conveyed to suppliers were:

- Fundraising event for external charities/initiatives within the purchaser's area;
- Work placements to school, college or university students from purchaser's area;
- Offer training sessions to wider community within the purchaser's area (non-employees);
- Employability workshop or event in a school, college or group within purchaser's area;
- Donation of materials and/or labour to support community projects within the purchaser's area to the value of £250;
- Recruit a modern (or other approved) apprentice from within the purchaser's area; or
- Recruit one person from within the purchaser's area.

All suppliers have confirmed their commitment to Scotland Excel's community benefits approach for this framework. Delivered benefits will be based on the annual spend thresholds on the supplier fees provided for individual purchasers.

Fair Work First

Within the technical section, suppliers were asked to describe how they would commit to fair work practices for workers, recognising that this is critically dependent on workforces that are well-rewarded, well-motivated, well-led, have access to appropriate opportunities for training and skills development, are diverse and are engaged in decision making.

They were asked to describe how they would commit towards adopting the seven Fair Work First criteria for workers, listed below:

1. appropriate channels for effective voice, such as trade union recognition;
2. investment in workforce development;
3. no inappropriate use of zero hours contracts;
4. action to tackle the gender pay gap and create a more diverse and inclusive workplace;
5. providing fair pay for workers (for example, payment of the Real Living Wage);
6. offer flexible and family friendly working practices for all workers from day one of employment; and,
7. oppose the use of fire and rehire practices.

Scotland Excel will continue to monitor Fair Work Practices, including encouraging further uptake by suppliers committing to paying staff the Real Living Wage, during contract and supplier management activity.

Real Living Wage

The tender stipulated that the range of agency workers rates for each role was required to encompass the Real Living Wage. As a result, all purchasers can assign agency workers in every role at the Real Living Wage pay rate from the suppliers recommended for award to the framework. The list of recommended suppliers Real Living Wage status is at Appendix 4.

Of the 34 suppliers Scotland Excel are recommending for award, all suppliers confirmed they pay all their staff at or above the Real Living Wage:

- 15 suppliers are Living Wage accredited;
- 16 suppliers are not accredited but pay the Real Living Wage to all Front-Line Care Staff; and
- through this exercise, 3 suppliers pay the Real Living Wage and have committed to achieving accreditation throughout the first two years of the framework.

Scotland Excel will include Real Living Wage accreditation status as part of contract monitoring and will work with suppliers to encourage them to achieve accreditation.

Other Benefits - Increased Coverage

A key aim of the flexible framework is to increase the geographical coverage for purchasers, and to reduce the reliance on off-framework spend. This provides consistency for purchasers in regard to standard terms and conditions, rates paid and increased number of suppliers being recommended for award. It is however broadly accepted by purchasers that staff recruitment and retention issues have been exasperated by the COVID-19 pandemic across the whole social care sector, and that supply and coverage on the framework may not always meet demand given there are national recruitment workforce issues.

In particular, rural areas will be monitored closely to ensure purchasers are receiving adequate coverage and are able to make full use of the framework. Scotland Excel will work with the relevant purchasers to increase provision where this is deemed to not be meeting requirements.

As noted in section 3 of the report, applying the 'light touch' regime applicable to this service and considering the fluctuating needs of purchasers, this framework has been developed to be a flexible framework, permitting new entrants and changes to existing participants during the framework.

7. Contract Mobilisation and Management

As part of the mobilisation process, all suppliers and purchasers will be offered a contract mobilisation meeting to outline the operation of the framework, including roles and responsibilities and management information. Participating members will be issued with a purchaser guide containing required details on how to use the framework.

In accordance with Scotland Excel's established contract and supplier management programme, in terms of risk and spend as detailed in Appendix 5, this framework is classified as class C. The segmentation classifications are outlined in Appendix 5 – Contract Management Segmentation Classifications.

It is anticipated that there will be quarterly UIG meeting held with purchasers and 6-monthly meeting with suppliers to ensure the ongoing successful operation of the framework. These meetings will allow for discussions from both parties on any difficulties that may occur in the operation of the framework.

Contract and supplier management will undertake regular examination of participation and supply to ensure purchasers are able to use those suppliers awarded to their region.

Scotland Excel will continue to use the management information submitted by the participating framework suppliers to create quarterly contract management reports. These contract management reports will provide a detailed account of spend and use by supplier and purchaser, as well as relevant trend information.

This information will also be used to monitor rates being charged to purchasers, to ensure rates bid for are those charged, and any suppliers charging above the agreed rates will be challenged.

The quarterly management information and annual reports will continue to be developed by Scotland Excel to improve reporting to purchasers to enable them to understand their placement patterns in relation to the national picture.

Meetings and engagement undertaken will adhere to all applicable health and safety guidelines.

8. Summary

The renewal of the Social Care Agency Workers Flexible Framework will continue to offer suitable social care agency workers to meet the diverse needs of purchasers.

As outlined in this report, the flexible framework will support the delivery of purchasers' statutory functions and assist in achieving the key objectives to be met by purchasers.

Throughout the lifetime of the flexible framework, Scotland Excel will work with stakeholders to keep abreast of supply and fee issues, and to support purchasers where possible.

The Executive Sub Committee is requested to approve the recommendation to award this flexible framework agreement at Appendix 3 – Scoring and Recommendations.

Appendix 1 – Participation, Spend and Savings Summary

Member Name	Participation Date	Estimated Annual Spend (£) (ALL)	Estimated Annual Spend (£) (SUPPLIER FEE)	Source of Spend Data	% Estimated Forecast Savings	Estimated Annual Savings (£) (SUPPLIER FEE)	Basis of Savings Calculation
Aberdeen City Council	01 November 2022	£194,085	£15,867	Contract MI	0.3%	£46	Benchmarked Current Contract
Aberdeenshire Council	01 November 2022	£195,541	£36,491	Contract MI	-0.4%	-£138	Benchmarked Current Contract
Angus Council	01 November 2022	£0	£0	Contract MI	-	£0	Benchmarked Current Contract
Argyll and Bute Council	01 November 2022	£58,637	£4,075	Contract MI	-27.1%	-£1,105	Benchmarked Current Contract
City of Edinburgh Council	01 November 2022	£1,453,484	£106,088	Contract MI	0.5%	£549	Benchmarked Current Contract
Clackmannanshire Council	01 November 2022	£98,388	£9,030	Contract MI	12.4%	£1,116	Benchmarked Current Contract
Comhairle nan Eilean Siar	01 November 2022	£0	£0	Contract MI	-	£0	Benchmarked Current Contract
Dumfries and Galloway Council	01 November 2022	£0	£0	Contract MI	-	£0	Benchmarked Current Contract
Dundee City Council	01 November 2022	£161,948	£14,119	Contract MI	8.6%	£1,217	Benchmarked Current Contract
East Ayrshire Council	01 November 2022	£0	£0	Contract MI	-	£0	Benchmarked Current Contract
East Dunbartonshire Council	01 November 2022	£0	£0	Contract MI	-	£0	Benchmarked Current Contract
East Lothian Council	01 November 2022	£13,068	£832	Contract MI	6.6%	£55	Benchmarked Current Contract
East Renfrewshire Council	01 November 2022	£0	£0	Contract MI	-	£0	Benchmarked Current Contract
Falkirk Council	01 November 2022	£320,299	£27,060	Contract MI	-0.4%	-£110	Benchmarked Current Contract
Fife Council	01 November 2022	£727,926	£55,156	Contract MI	0.6%	£308	Benchmarked Current Contract
Glasgow City Council	01 November 2022	£881,443	£75,367	Contract MI	-4.3%	-£3,252	Benchmarked Current Contract
Inverclyde Council	01 November 2022	£135,625	£9,732	Contract MI	-10.2%	-£995	Benchmarked Current Contract
Midlothian Council	01 November 2022	£137,154	£24,054	Contract MI	25.5%	£6,137	Benchmarked Current Contract
North Ayrshire Council	01 November 2022	£26,430	£1,791	Contract MI	-20.2%	-£361	Benchmarked Current Contract
North Lanarkshire Council	01 November 2022	£0	£0	Contract MI	-	£0	Benchmarked Current Contract
Orkney Islands Council	01 November 2022	£108,610	£7,927	Contract MI	0.8%	£64	Benchmarked Current Contract
Perth and Kinross Council	01 November 2022	£0	£0	Contract MI	-	£0	Benchmarked Current Contract
Renfrewshire Council	01 November 2022	£463,939	£60,522	Contract MI	-1.7%	-£1,032	Benchmarked Current Contract
Scottish Borders Council	01 November 2022	£161,030	£18,802	Contract MI	29.7%	£5,576	Benchmarked Current Contract
Shetland Islands Council	01 November 2022	£0	£0	Contract MI	-	£0	Benchmarked Current Contract
South Ayrshire Council	01 November 2022	£0	£0	Contract MI	-	£0	Benchmarked Current Contract
South Lanarkshire Council	01 November 2022	£14,721	£952	Contract MI	-19.1%	-£182	Benchmarked Current Contract
Stirling Council	01 November 2022	£59,875	£8,921	Contract MI	17.4%	£1,554	Benchmarked Current Contract
The Highland Council	01 November 2022	£0	£0	Contract MI	-	£0	Benchmarked Current Contract
The Moray Council	01 November 2022	£0	£0	Contract MI	-	£0	Benchmarked Current Contract
West Dunbartonshire Council	01 November 2022	£437,042	£39,482	Contract MI	-3.2%	-£1,252	Benchmarked Current Contract
West Lothian Council	01 November 2022	£251,650	£34,914	Contract MI	20.1%	£7,009	Benchmarked Current Contract
Associate Members	01 November 2022	£391,130	£69,009	Contract MI	-27.0%	-£18,613	Benchmarked Current Contract
TOTAL		£6,292,026	£620,191	-	-0.5%	-£3,410	-

Appendix 2 – List of Awarded Tenderers with SME Status

Tenderer's Name	SME Status	Location	Lots/ Regional Sub- lots Tendered	Lots/ Regional Sub- lots Awarded
*Aberness Care Limited	Medium	Aberdeen	Lot 1, RSL 11-13	Lot 1, RSL 11-13
*Aberness Recruitment Agency Limited	Medium	Inverness	Lot 1, RSL 1-5b	Lot 1, RSL 1-5b
*Ailsa Care Services Ltd.	Small	Glasgow,	Lot 1, RSL 7-10, 14-15	Lot 1, RSL 7-10, 14-15
*Allied & Clinical Recruitments Limited	Small	Manchester	Lot 1, RSL 1, 5a, 5b, 7-17	Lot 1, RSL 1, 5a, 5b, 7-17
*ASA International Limited	Medium	Edinburgh	Lot 1, RSL 6-17 Lot 2, RSL 6-17 Lot 3, RSL 6-17	Lot 1, RSL 6-17 Lot 2, RSL 6-17 Lot 3, RSL 6-17
*Caledonia Healthcare Limited	Small	Glasgow	Lot 1, RSL 7-9	Lot 1, RSL 7-9
*Care Response 24/7 Ltd	Medium	Glasgow	Lot 1, RSL 7-10	Lot 1, RSL 7-10
*Caring Hearts Recruitment Ltd	Small	Paisley	Lot 1, RSL 5a, 6-10, 14	Lot 1, RSL 5a, 6-10, 14
*Florence Staffing Ltd	Medium	St Albans,	Lot 1, RSL 1-17 Lot 3, RSL 1-17	Lot 1, RSL 1-17 Lot 3, RSL 1-17
*GSR Nursing Ltd	Small	Aberdeen	Lot 1, RSL 6-17 Lot 3, RSL 6-17	Lot 1, RSL 6-17 Lot 3, RSL 6-17
*H1 Healthcare Solutions Ltd	Medium	Glasgow	Lot 1, RSL 1-17 Lot 2, RSL 1-17 Lot 3, RSL 1-17	Lot 1, RSL 1-17 Lot 2, RSL 1-17 Lot 3, RSL 1-17
*HSC Futures Ltd	Small	Kilmarnock	Lot 1, RSL 6-10, 14-17	Lot 1, RSL 6-10, 14-17
*Hunter Gatherer AHP Resourcing Limited	Small	Chipping Campden	Lot 2, RSL 1-17	Lot 2, RSL 1-17
*Independent Clinical Services Limited	Large	Broxbourne	Lot 1, RSL 1-17	Lot 1, RSL 1-17
*Jobs and Co. Ltd.	Medium	Glasgow	Lot 1, RSL 7, 9, 10, 15 Lot 3, RSL 7, 9, 10, 15	Lot 1, RSL 7, 9, 10, 15 Lot 3, RSL 7, 9, 10, 15

Tenderer's Name	SME Status	Location	Lots/ Regional Sub-lots Tendered	Lots/ Regional Sub-lots Awarded
*Kenylink Services Limited	Micro	Coventry	Lot 1, RSL 13-17 Lot 2, RSL 13-17 Lot 3, RSL 13-17	Lot 1, RSL 13-17 Lot 2, RSL 13-17 Lot 3, RSL 13-17
*Liquid Personnel Limited	Medium	Turnford	Lot 2, RSL 1-17	Lot 2, RSL 1-17
*Mitchell & Murdoch Care Ltd	Medium	Perth	Lot 1, RSL 7-9, 11-14, 17 Lot 3, RSL 7-9, 11-14, 17	Lot 1, RSL 7-9, 11-14, 17 Lot 3, RSL 7-9, 11-14, 17
*MVN Associates Limited	Small	Glasgow	Lot 1, RSL 5a, 6-10 Lot 3, RSL 5a, 6-10	Lot 1, RSL 5a, 6-10 Lot 3, RSL 5a, 6-10
*Newcross Healthcare Solutions Limited	Large	Totnes	Lot 1, RSL 1-17 Lot 3, RSL 1-17	Lot 1, RSL 1-17 Lot 3, RSL 1-17
*Oncall Care Service Ltd	Medium	Glasgow	Lot 1, RSL 7-10, 15	Lot 1, RSL 7-10, 15
*Pegasus Healthcare Solutions Limited	Small	Glasgow	Lot 1, RSL 7-10	Lot 1, RSL 7-10
*Red Sector Recruitment Ltd	Small	Witney	Lot 1, RSL 1-17 Lot 2, RSL 1-17	Lot 1, RSL 1-17 Lot 2, RSL 1-17
*Reed Specialist Recruitment Limited	Large	London	Lot 1, RSL 1-17	Lot 1, RSL 1-17
*Sanctuary Personnel Limited	Medium	Ipswich	Lot 2, RSL 1-17	Lot 2, RSL 1-17
*Search Consultancy Limited	Large	Glasgow	Lot 1, RSL 1, 2, 5a-17	Lot 1, RSL 1, 2, 5a-17
*Service Care Solutions Ltd	Medium	Preston	Lot 1, RSL 1-17 Lot 2, RSL 1-17 Lot 3, RSL 1-17	Lot 1, RSL 1-17 Lot 2, RSL 1-17 Lot 3, RSL 1-17
*Seven Resourcing Limited	Medium	Ipswich	Lot 1, RSL 1, 2, 4-17 Lot 2, RSL 1, 2, 4-17	Lot 1, RSL 1, 2, 4-17 Lot 2, RSL 1, 2, 4-17
**SRS Partnership Limited	Small	Paisley	Lot 1, RSL 6-10, 14-17	Lot 1, RSL 6-10, 14-17

Tenderer's Name	SME Status	Location	Lots/ Regional Sub-lots Tendered	Lots/ Regional Sub-lots Awarded
			Lot 3, RSL 6-10, 14-17	
*Staffscanner Ltd	Medium	Glasgow	Lot 1, RSL 1, 2, 5a, 6-17	Lot 1, RSL 1, 2, 5a, 6-17
*Taylor Davenport Resourcing Ltd	Small	East Kilbride	Lot 2, RSL 1-17	Lot 2, RSL 1-17
*The Social Care Community Partnership Limited	Small	Glasgow	Lot 1, RSL 1, 6-17 Lot 2, RSL 1-17	Lot 1, RSL 1, 6-17 Lot 2, RSL 1-17
*Tripod Partners Limited	Medium	London	Lot 1, RSL 1-17 Lot 2, RSL 1-17	Lot 1, RSL 1-17 Lot 2, RSL 1-17
*UK Private Healthcare Limited	Small	Aberdeen	Lot 1, RSL 11, 12	Lot 1, RSL 11, 12

*Recommended for award

**Recommended for part-award

Appendix 3 – Scoring and Recommendations

Lot 1 - Care Roles

Tenderer	Total
Regional Sub-lot 1 - Highland	
*Service Care Solutions Ltd	72.47
*Seven Resourcing Limited	69.63
*Tripod Partners Limited	67.65
*Red Sector Recruitment Ltd	66.90
*Search Consultancy Limited	66.65
*The Social Care Community Partnership Limited	64.83
*Newcross Healthcare Solutions Limited	63.18
*Florence Staffing Ltd	62.00
*Allied & Clinical Recruitments Limited	58.83
*Staffscanner Ltd	58.17
*Reed Specialist Recruitment Limited	57.59
*H1 Healthcare Solutions Ltd	56.22
*Aberness Recruitment Agency Limited	54.67
*Independent Clinical Services Limited	53.09
Regional Sub-lot 2 - Moray	
*Service Care Solutions Ltd	72.51
*Seven Resourcing Limited	69.47
*Tripod Partners Limited	67.84
*Red Sector Recruitment Ltd	67.09
*Search Consultancy Limited	66.75
*Newcross Healthcare Solutions Limited	63.20
*Florence Staffing Ltd	62.00
*Staffscanner Ltd	58.25
*Reed Specialist Recruitment Limited	57.59
*H1 Healthcare Solutions Ltd	56.41
*Aberness Recruitment Agency Limited	54.71
*Independent Clinical Services Limited	53.09
Regional Sub-lot 3 - The Islands	
*Service Care Solutions Ltd	72.51
*Tripod Partners Limited	67.84
*Red Sector Recruitment Ltd	67.09
*Newcross Healthcare Solutions Limited	63.20
*Florence Staffing Ltd	62.00
*Reed Specialist Recruitment Limited	57.59
*H1 Healthcare Solutions Ltd	56.41

*Aberness Recruitment Agency Limited	54.71
*Independent Clinical Services Limited	53.09
Regional Sub-lot 4 - Western Isles	
*Service Care Solutions Ltd	72.51
*Seven Resourcing Limited	69.47
*Tripod Partners Limited	67.84
*Red Sector Recruitment Ltd	67.09
*Newcross Healthcare Solutions Limited	63.20
*Florence Staffing Ltd	62.00
*Reed Specialist Recruitment Limited	57.59
*H1 Healthcare Solutions Ltd	56.41
*Aberness Recruitment Agency Limited	54.71
*Independent Clinical Services Limited	53.09
Regional Sub-lot 5a - Argyll & Bute Mainland	
*Service Care Solutions Ltd	72.51
*Seven Resourcing Limited	69.47
*Tripod Partners Limited	67.84
*Red Sector Recruitment Ltd	67.09
*Search Consultancy Limited	66.75
*Newcross Healthcare Solutions Limited	63.20
*Florence Staffing Ltd	62.00
*Reed Specialist Recruitment Limited	61.53
*Allied & Clinical Recruitments Limited	59.02
*Staffscanner Ltd	58.25
*Caring Hearts Recruitment Ltd	57.29
*H1 Healthcare Solutions Ltd	56.41
*MVN Associates Limited	56.25
*Aberness Recruitment Agency Limited	54.71
*Independent Clinical Services Limited	53.09
Regional Sub-Lot 5b - Argyll & Bute Islands	
*Service Care Solutions Ltd	72.51
*Seven Resourcing Limited	69.47
*Tripod Partners Limited	67.84
*Red Sector Recruitment Ltd	67.09
*Search Consultancy Limited	66.75
*Newcross Healthcare Solutions Limited	63.20
*Florence Staffing Ltd	62.00
*Reed Specialist Recruitment Limited	61.53
*Allied & Clinical Recruitments Limited	58.90

*H1 Healthcare Solutions Ltd	56.41
*Aberness Recruitment Agency Limited	54.71
*Independent Clinical Services Limited	53.09
Regional Sub-Lot 6 - South West	
*ASA International Limited	72.98
*Service Care Solutions Ltd	72.51
*Seven Resourcing Limited	69.47
*Tripod Partners Limited	67.84
*Red Sector Recruitment Ltd	67.09
*Search Consultancy Limited	66.75
*The Social Care Community Partnership Limited	66.24
*Newcross Healthcare Solutions Limited	63.20
*Florence Staffing Ltd	62.00
*Reed Specialist Recruitment Limited	61.53
*Staffscanner Ltd	58.25
*GSR Nursing Ltd	57.45
*Caring Hearts Recruitment Ltd	57.29
*H1 Healthcare Solutions Ltd	56.41
*MVN Associates Limited	56.25
**SRS Partnership Limited	54.50
*Independent Clinical Services Limited	53.09
*HSC Futures Ltd	51.72
Regional Sub-Lot 7 - Glasgow	
*Pegasus Healthcare Solutions Limited	76.70
*Caledonia Healthcare Limited	71.41
*ASA International Limited	71.31
*Tripod Partners Limited	71.05
*Service Care Solutions Ltd	70.87
*Ailsa Care Services Ltd.	66.59
*Seven Resourcing Limited	66.27
*Search Consultancy Limited	65.58
*Red Sector Recruitment Ltd	65.30
*The Social Care Community Partnership Limited	63.23
*Newcross Healthcare Solutions Limited	62.38
*Jobs and Co. Ltd.	61.92
*Florence Staffing Ltd	61.04
*Reed Specialist Recruitment Limited	60.53
*Allied & Clinical Recruitments Limited	58.58
*Caring Hearts Recruitment Ltd	57.29
*GSR Nursing Ltd	56.06
*H1 Healthcare Solutions Ltd	55.58

*MVN Associates Limited	55.55
*Staffscanner Ltd	55.50
**SRS Partnership Limited	54.50
*Independent Clinical Services Limited	53.09
*HSC Futures Ltd	50.80
*Care Response 24/7 Ltd	49.89
*Mitchell & Murdoch Care Ltd	47.24
*Oncall Care Service Ltd	35.65
Regional Sub-Lot 8 - Lanarkshire	
*Pegasus Healthcare Solutions Limited	76.70
*Caledonia Healthcare Limited	71.41
*ASA International Limited	71.31
*Tripod Partners Limited	71.05
*Service Care Solutions Ltd	70.87
*Ailsa Care Services Ltd.	66.59
*Seven Resourcing Limited	66.27
*Search Consultancy Limited	65.58
*Red Sector Recruitment Ltd	65.30
*The Social Care Community Partnership Limited	63.23
*Newcross Healthcare Solutions Limited	62.38
*Florence Staffing Ltd	61.04
*Reed Specialist Recruitment Limited	60.53
*Allied & Clinical Recruitments Limited	58.58
*Caring Hearts Recruitment Ltd	57.29
*GSR Nursing Ltd	56.06
*H1 Healthcare Solutions Ltd	55.58
*MVN Associates Limited	55.55
*Staffscanner Ltd	55.50
**SRS Partnership Limited	54.50
*Independent Clinical Services Limited	53.09
*HSC Futures Ltd	50.80
*Care Response 24/7 Ltd	49.89
*Mitchell & Murdoch Care Ltd	47.24
*Oncall Care Service Ltd	35.65
Regional Sub-Lot 9 - Renfrewshire & Inverclyde	
*Pegasus Healthcare Solutions Limited	76.70
*Caledonia Healthcare Limited	71.41
*ASA International Limited	71.31
*Tripod Partners Limited	71.05
*Service Care Solutions Ltd	70.87

*Ailsa Care Services Ltd.	66.59
*Seven Resourcing Limited	66.27
*Search Consultancy Limited	65.58
*Red Sector Recruitment Ltd	65.30
*The Social Care Community Partnership Limited	63.23
*Newcross Healthcare Solutions Limited	62.38
*Jobs and Co. Ltd.	61.92
*Florence Staffing Ltd	61.04
*Reed Specialist Recruitment Limited	60.53
*Allied & Clinical Recruitments Limited	58.58
*Caring Hearts Recruitment Ltd	57.29
*GSR Nursing Ltd	56.06
*H1 Healthcare Solutions Ltd	55.58
*MVN Associates Limited	55.55
*Staffscanner Ltd	55.50
**SRS Partnership Limited	54.50
*Independent Clinical Services Limited	53.09
*HSC Futures Ltd	50.80
*Care Response 24/7 Ltd	49.89
*Mitchell & Murdoch Care Ltd	47.18
*Oncall Care Service Ltd	35.65
Regional Sub-lot 10 - West Dunbartonshire	
*Pegasus Healthcare Solutions Limited	76.70
*ASA International Limited	71.31
*Tripod Partners Limited	71.05
*Service Care Solutions Ltd	70.87
*Ailsa Care Services Ltd.	66.59
*Seven Resourcing Limited	66.27
*Search Consultancy Limited	65.58
*Red Sector Recruitment Ltd	65.30
*The Social Care Community Partnership Limited	63.23
*Newcross Healthcare Solutions Limited	62.38
*Jobs and Co. Ltd.	61.92
*Florence Staffing Ltd	61.04
*Reed Specialist Recruitment Limited	60.53
*Allied & Clinical Recruitments Limited	58.58
*Caring Hearts Recruitment Ltd	57.29
*GSR Nursing Ltd	56.06
*H1 Healthcare Solutions Ltd	55.58
*MVN Associates Limited	55.55
*Staffscanner Ltd	55.50
**SRS Partnership Limited	54.50

*Independent Clinical Services Limited	53.09
*HSC Futures Ltd	50.80
*Care Response 24/7 Ltd	49.89
*Oncall Care Service Ltd	35.65
Regional Sub-Lot 11 - Aberdeen City	
*ASA International Limited	72.91
*Tripod Partners Limited	72.65
*Service Care Solutions Ltd	72.47
*Seven Resourcing Limited	69.47
*Red Sector Recruitment Ltd	66.90
*Search Consultancy Limited	66.65
*The Social Care Community Partnership Limited	64.83
*Newcross Healthcare Solutions Limited	63.18
*Florence Staffing Ltd	61.04
*Allied & Clinical Recruitments Limited	58.83
*Staffscanner Ltd	58.17
*Reed Specialist Recruitment Limited	57.59
*GSR Nursing Ltd	57.39
*H1 Healthcare Solutions Ltd	56.22
*Aberness Care Limited	54.67
*Independent Clinical Services Limited	53.09
*UK Private Healthcare Limited	50.26
*Mitchell & Murdoch Care Ltd	47.36
Regional Sub-Lot 12 - Aberdeenshire	
*ASA International Limited	72.91
*Tripod Partners Limited	72.65
*Service Care Solutions Ltd	72.47
*Seven Resourcing Limited	69.47
*Red Sector Recruitment Ltd	66.90
*Search Consultancy Limited	66.65
*The Social Care Community Partnership Limited	64.83
*Newcross Healthcare Solutions Limited	63.18
*Florence Staffing Ltd	61.04
*Allied & Clinical Recruitments Limited	58.83
*Staffscanner Ltd	58.17
*Reed Specialist Recruitment Limited	57.59
*GSR Nursing Ltd	57.39
*H1 Healthcare Solutions Ltd	56.22
*Aberness Care Limited	54.67
*Independent Clinical Services Limited	53.09
*UK Private Healthcare Limited	50.08

*Mitchell & Murdoch Care Ltd	47.31
Regional Sub-Lot 13 - Tayside	
*ASA International Limited	72.91
*Tripod Partners Limited	72.65
*Service Care Solutions Ltd	72.47
*Seven Resourcing Limited	69.47
*Red Sector Recruitment Ltd	66.90
*Search Consultancy Limited	66.65
*The Social Care Community Partnership Limited	64.83
*Newcross Healthcare Solutions Limited	63.18
*Florence Staffing Ltd	62.37
*Reed Specialist Recruitment Limited	61.53
*Allied & Clinical Recruitments Limited	58.83
*Staffscanner Ltd	58.17
*GSR Nursing Ltd	57.39
*H1 Healthcare Solutions Ltd	56.22
*Aberness Care Limited	54.67
*Independent Clinical Services Limited	53.09
*Mitchell & Murdoch Care Ltd	47.37
*Kenylink Services Limited	44.22
Regional Sub-Lot 14 - Edinburgh	
*ASA International Limited	72.91
*Tripod Partners Limited	72.65
*Service Care Solutions Ltd	72.47
*Seven Resourcing Limited	69.47
*Ailsa Care Services Ltd.	67.39
*Red Sector Recruitment Ltd	66.90
*Search Consultancy Limited	66.65
*The Social Care Community Partnership Limited	64.83
*Newcross Healthcare Solutions Limited	63.18
*Florence Staffing Ltd	62.37
*Reed Specialist Recruitment Limited	61.53
*Allied & Clinical Recruitments Limited	58.83
*Staffscanner Ltd	58.17
*GSR Nursing Ltd	57.39
*Caring Hearts Recruitment Ltd	57.29
*H1 Healthcare Solutions Ltd	56.22
**SRS Partnership Limited	54.50
*Independent Clinical Services Limited	53.09
*HSC Futures Ltd	51.69
*Mitchell & Murdoch Care Ltd	47.17

*Kenylink Services Limited	44.22
Regional Sub-Lot 15 - Central	
*ASA International Limited	72.91
*Tripod Partners Limited	72.65
*Service Care Solutions Ltd	72.47
*Seven Resourcing Limited	69.47
*Ailsa Care Services Ltd.	67.39
*Red Sector Recruitment Ltd	66.90
*Search Consultancy Limited	66.65
*The Social Care Community Partnership Limited	64.83
*Newcross Healthcare Solutions Limited	63.18
*Jobs and Co. Ltd.	62.72
*Florence Staffing Ltd	62.37
*Reed Specialist Recruitment Limited	61.53
*Allied & Clinical Recruitments Limited	58.83
*Staffscanner Ltd	58.17
*GSR Nursing Ltd	57.39
*H1 Healthcare Solutions Ltd	56.22
**SRS Partnership Limited	54.50
*Independent Clinical Services Limited	53.09
*HSC Futures Ltd	51.69
*Kenylink Services Limited	44.22
*Oncall Care Service Ltd	36.26
Regional Sub-Lot 16 - Lothian & Borders	
*ASA International Limited	72.91
*Tripod Partners Limited	72.65
*Service Care Solutions Ltd	72.47
*Seven Resourcing Limited	69.47
*Red Sector Recruitment Ltd	66.90
*Search Consultancy Limited	66.65
*The Social Care Community Partnership Limited	64.83
*Newcross Healthcare Solutions Limited	63.18
*Florence Staffing Ltd	62.37
*Allied & Clinical Recruitments Limited	58.83
*Staffscanner Ltd	58.17
*Reed Specialist Recruitment Limited	57.59
*GSR Nursing Ltd	57.39
*H1 Healthcare Solutions Ltd	56.22
**SRS Partnership Limited	54.50
*Independent Clinical Services Limited	53.09
*HSC Futures Ltd	51.69

*Kenylink Services Limited	44.22
Regional Sub-Lot 17 - Fife	
*ASA International Limited	72.91
*Tripod Partners Limited	72.65
*Service Care Solutions Ltd	72.47
*Seven Resourcing Limited	69.47
*Red Sector Recruitment Ltd	66.90
*Search Consultancy Limited	66.65
*The Social Care Community Partnership Limited	64.83
*Newcross Healthcare Solutions Limited	63.18
*Florence Staffing Ltd	62.37
*Reed Specialist Recruitment Limited	61.53
*Allied & Clinical Recruitments Limited	58.83
*Staffscanner Ltd	58.17
*GSR Nursing Ltd	57.39
*H1 Healthcare Solutions Ltd	56.22
**SRS Partnership Limited	54.50
*Independent Clinical Services Limited	53.09
*HSC Futures Ltd	51.69
*Mitchell & Murdoch Care Ltd	45.65
*Kenylink Services Limited	44.22

Lot 2 - Professional Roles

Tenderer	Total
Regional Sub-lot 1 - Highland	
*Service Care Solutions Ltd	72.83
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	71.16
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Taylor Davenport Resourcing Ltd	42.95
Regional Sub-lot 2 - Moray	
*Service Care Solutions Ltd	72.83
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	71.16
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64

*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Taylor Davenport Resourcing Ltd	44.33
Regional Sub-lot 3 - The Islands	
*Service Care Solutions Ltd	74.83
*Sanctuary Personnel Limited	71.92
*Tripod Partners Limited	70.72
*The Social Care Community Partnership Limited	68.64
*Red Sector Recruitment Ltd	64.97
*H1 Healthcare Solutions Ltd	61.48
*Hunter Gatherer AHP Resourcing Limited	53.58
*Liquid Personnel Limited	52.72
*Taylor Davenport Resourcing Ltd	44.22
Regional Sub-lot 4 - Western Isles	
*Service Care Solutions Ltd	72.83
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	69.90
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Taylor Davenport Resourcing Ltd	43.17
Regional Sub-lot 5a - Argyll & Bute Mainland	
*Service Care Solutions Ltd	72.83
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	71.27
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Taylor Davenport Resourcing Ltd	44.00
Regional Sub-Lot 5b - Argyll & Bute Islands	
*Service Care Solutions Ltd	72.83
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	71.10

*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Taylor Davenport Resourcing Ltd	44.33
Regional Sub-Lot 6 - South West	
*Service Care Solutions Ltd	72.83
*ASA International Limited	72.67
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	70.94
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Taylor Davenport Resourcing Ltd	46.67
Regional Sub-Lot 7 - Glasgow	
*ASA International Limited	72.67
*Service Care Solutions Ltd	72.83
*ASA International Limited	72.67
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	70.84
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.52
*Taylor Davenport Resourcing Ltd	45.00
Regional Sub-Lot 8 - Lanarkshire	
*Service Care Solutions Ltd	72.83
*ASA International Limited	72.67
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	70.94
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58

*Liquid Personnel Limited	51.30
*Taylor Davenport Resourcing Ltd	45.00
Regional Sub-Lot 9 - Renfrewshire & Inverclyde	
*Service Care Solutions Ltd	72.83
*ASA International Limited	72.67
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	70.94
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Taylor Davenport Resourcing Ltd	44.33
Regional Sub-lot 10 - West Dunbartonshire	
*Service Care Solutions Ltd	72.83
*ASA International Limited	72.67
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	71.89
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Taylor Davenport Resourcing Ltd	44.33
Regional Sub-Lot 11 - Aberdeen City	
*Service Care Solutions Ltd	72.83
*ASA International Limited	72.67
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	70.96
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Taylor Davenport Resourcing Ltd	44.33
Regional Sub-Lot 12 - Aberdeenshire	
*Service Care Solutions Ltd	72.83
*ASA International Limited	72.67

*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	70.96
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Taylor Davenport Resourcing Ltd	44.58
Regional Sub-Lot 13 - Tayside	
*Service Care Solutions Ltd	72.83
*ASA International Limited	72.67
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	70.96
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Kenylink Services Limited	48.38
*Taylor Davenport Resourcing Ltd	44.58
Regional Sub-Lot 14 - Edinburgh	
*Service Care Solutions Ltd	72.83
*ASA International Limited	72.67
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	70.84
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.52
*Kenylink Services Limited	48.38
*Taylor Davenport Resourcing Ltd	44.58
Regional Sub-Lot 15 - Central	
*Service Care Solutions Ltd	72.83
*ASA International Limited	72.67
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	70.94
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64

*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.52
*Kenylink Services Limited	48.38
*Taylor Davenport Resourcing Ltd	44.58
Regional Sub-Lot 16 - Lothian & Borders	
*Service Care Solutions Ltd	72.83
*ASA International Limited	72.67
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	71.51
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Kenylink Services Limited	48.38
*Taylor Davenport Resourcing Ltd	44.58
Regional Sub-Lot 17 - Fife	
*Service Care Solutions Ltd	72.83
*ASA International Limited	72.67
*Seven Resourcing Limited	72.19
*Sanctuary Personnel Limited	70.96
*Tripod Partners Limited	68.72
*The Social Care Community Partnership Limited	66.64
*Red Sector Recruitment Ltd	62.97
*H1 Healthcare Solutions Ltd	60.68
*Hunter Gatherer AHP Resourcing Limited	51.58
*Liquid Personnel Limited	51.30
*Kenylink Services Limited	48.38
*Taylor Davenport Resourcing Ltd	44.58

Lot 3 - Ancillary Roles

Tenderer	Total
Regional Sub-lot 1 - Highland	
*Service Care Solutions Ltd	76.00
*Florence Staffing Ltd	65.67
*Newcross Healthcare Solutions Limited	65.30
*H1 Healthcare Solutions Ltd	57.52
Regional Sub-lot 2 - Moray	

*Service Care Solutions Ltd	76.00
*Florence Staffing Ltd	65.67
*Newcross Healthcare Solutions Limited	65.30
*H1 Healthcare Solutions Ltd	58.15
Regional Sub-lot 3 - The Islands	
*Service Care Solutions Ltd	76.00
*Florence Staffing Ltd	65.67
*Newcross Healthcare Solutions Limited	65.30
*H1 Healthcare Solutions Ltd	58.15
Regional Sub-lot 4 - Western Isles	
*Service Care Solutions Ltd	76.00
*Florence Staffing Ltd	65.67
*Newcross Healthcare Solutions Limited	65.38
*H1 Healthcare Solutions Ltd	58.16
Regional Sub-lot 5a - Argyll & Bute Mainland	
*Service Care Solutions Ltd	76.00
*Florence Staffing Ltd	65.67
*Newcross Healthcare Solutions Limited	65.30
*H1 Healthcare Solutions Ltd	58.16
*MVN Associates Limited	57.82
Regional Sub-Lot 5b - Argyll & Bute Islands	
*Service Care Solutions Ltd	76.00
*Florence Staffing Ltd	65.67
*Newcross Healthcare Solutions Limited	65.30
*H1 Healthcare Solutions Ltd	58.16
Regional Sub-Lot 6 - South West	
*ASA International Limited	75.85
*Service Care Solutions Ltd	70.82
*Newcross Healthcare Solutions Limited	64.14
*Florence Staffing Ltd	62.56
*GSR Nursing Ltd	57.87
*H1 Healthcare Solutions Ltd	56.41
*MVN Associates Limited	55.42
Regional Sub-Lot 7 - Glasgow	
*ASA International Limited	75.85
*Service Care Solutions Ltd	70.82
*Newcross Healthcare Solutions Limited	64.14
*Florence Staffing Ltd	62.56
*Jobs and Co. Ltd.	62.41

*GSR Nursing Ltd	57.87
*H1 Healthcare Solutions Ltd	56.41
*MVN Associates Limited	55.42
*Mitchell & Murdoch Care Ltd	46.96
Regional Sub-Lot 8 - Lanarkshire	
*ASA International Limited	75.85
*Service Care Solutions Ltd	70.82
*Newcross Healthcare Solutions Limited	64.14
*Florence Staffing Ltd	62.56
*GSR Nursing Ltd	57.87
*H1 Healthcare Solutions Ltd	56.41
*MVN Associates Limited	55.42
*Mitchell & Murdoch Care Ltd	46.96
Regional Sub-Lot 9 - Renfrewshire & Inverclyde	
*ASA International Limited	75.85
*Service Care Solutions Ltd	70.82
*Newcross Healthcare Solutions Limited	64.14
*Florence Staffing Ltd	62.56
*Jobs and Co. Ltd.	62.41
*GSR Nursing Ltd	57.87
*H1 Healthcare Solutions Ltd	56.41
*MVN Associates Limited	55.42
*Mitchell & Murdoch Care Ltd	46.96
Regional Sub-lot 10 - West Dunbartonshire	
*ASA International Limited	75.85
*Service Care Solutions Ltd	70.82
*Newcross Healthcare Solutions Limited	64.14
*Florence Staffing Ltd	62.56
*Jobs and Co. Ltd.	62.41
*GSR Nursing Ltd	57.87
*H1 Healthcare Solutions Ltd	56.41
*MVN Associates Limited	55.42
Regional Sub-Lot 11 - Aberdeen City	
*ASA International Limited	75.85
*Service Care Solutions Ltd	70.82
*Newcross Healthcare Solutions Limited	64.14
*Florence Staffing Ltd	62.56
*GSR Nursing Ltd	57.87
*H1 Healthcare Solutions Ltd	56.41
*Mitchell & Murdoch Care Ltd	46.96

Regional Sub-Lot 12 - Aberdeenshire	
*ASA International Limited	75.85
*Service Care Solutions Ltd	70.82
*Newcross Healthcare Solutions Limited	64.14
*Florence Staffing Ltd	62.56
*GSR Nursing Ltd	57.87
*H1 Healthcare Solutions Ltd	56.48
*Mitchell & Murdoch Care Ltd	46.96
Regional Sub-Lot 13 - Tayside	
*ASA International Limited	75.85
*Service Care Solutions Ltd	70.82
*Newcross Healthcare Solutions Limited	64.14
*Florence Staffing Ltd	62.56
*H1 Healthcare Solutions Ltd	58.23
*GSR Nursing Ltd	57.87
*Mitchell & Murdoch Care Ltd	46.96
*Kenylink Services Limited	44.18
Regional Sub-Lot 14 - Edinburgh	
*ASA International Limited	75.85
*Service Care Solutions Ltd	70.82
*Newcross Healthcare Solutions Limited	64.14
*Florence Staffing Ltd	62.56
*GSR Nursing Ltd	57.87
*H1 Healthcare Solutions Ltd	56.41
*Mitchell & Murdoch Care Ltd	46.96
*Kenylink Services Limited	44.18
Regional Sub-Lot 15 - Central	
*ASA International Limited	75.85
*Service Care Solutions Ltd	70.82
*Newcross Healthcare Solutions Limited	64.14
*Florence Staffing Ltd	62.56
*Jobs and Co. Ltd.	62.41
*GSR Nursing Ltd	57.87
*H1 Healthcare Solutions Ltd	56.41
*Kenylink Services Limited	44.18
Regional Sub-Lot 16 - Lothian & Borders	
*ASA International Limited	75.85
*Service Care Solutions Ltd	70.82
*Newcross Healthcare Solutions Limited	64.14
*Florence Staffing Ltd	62.56

*GSR Nursing Ltd	57.87
*H1 Healthcare Solutions Ltd	56.41
*Kenylink Services Limited	44.18
Regional Sub-Lot 17 - Fife	
*ASA International Limited	75.85
*Service Care Solutions Ltd	70.82
*Newcross Healthcare Solutions Limited	64.12
*Florence Staffing Ltd	62.56
*GSR Nursing Ltd	57.87
*H1 Healthcare Solutions Ltd	56.41
*Mitchell & Murdoch Care Ltd	46.96
*Kenylink Services Limited	44.18

Lot 1: Non-Compliant Tenderer	
Sunray Care Ltd	N/C

Lot 3: Non-Compliant Tenderer	
GGIF Care Limited	N/C

*Recommended for award

**Recommended for part-award

N/C – Non-compliant

Appendix 4 – List of Recommended Suppliers with Living Wage Status

Tenderer	Accredited	Progress towards accreditation	Not Accredited but pay the real Living Wage (all Front-Line Care Staff)	Pay real Living Wage and Committed to gaining accreditation over the first 2 years of the Framework	Not paying real Living Wage but committed to doing so within 2 years	Neither accredited nor paying the real Living Wage
*Aberness Care Limited	Yes					
*Aberness Recruitment Agency Limited	Yes					
*Ailsa Care Services Ltd.	Yes					
*Allied & Clinical Recruitments Limited			Yes			
*ASA International Limited	Yes					
*Caledonia Healthcare Limited	Yes					
*Care Response 24/7 Ltd	Yes					
*Caring Hearts Recruitment Ltd			Yes			
*Florence Staffing Ltd	Yes					
*GSR Nursing Ltd			Yes			
*H1 Healthcare Solutions Ltd	Yes					
*HSC Futures Ltd	Yes					
*Hunter Gatherer AHP Resourcing Limited			Yes			
*Independent Clinical Services Limited			Yes			

Tenderer	Accredited	Progress towards accreditation	Not Accredited but pay the real Living Wage (all Front-Line Care Staff)	Pay real Living Wage and Committed to gaining accreditation over the first 2 years of the Framework	Not paying real Living Wage but committed to doing so within 2 years	Neither accredited nor paying the real Living Wage
*Jobs and Co. Ltd.			Yes			
*Kenylink Services Limited			Yes			
*Liquid Personnel Limited	Yes					
*Mitchell & Murdoch Care Ltd	Yes					
*MVN Associates Limited				Yes		
*Newcross Healthcare Solutions Limited	Yes					
*Oncall Care Service Ltd			Yes			
*Pegasus Healthcare Solutions Limited	Yes					
*Red Sector Recruitment Ltd			Yes			
*Reed Specialist Recruitment Limited			Yes			
*Sanctuary Personnel Limited			Yes			
*Search Consultancy Limited			Yes			
*Service Care Solutions Ltd	Yes					
*Seven Resourcing Limited			Yes			
**SRS Partnership Limited	Yes					
*Staffscanner Ltd				Yes		
*Taylor Davenport Resourcing Ltd				Yes		

Tenderer	Accredited	Progress towards accreditation	Not Accredited but pay the real Living Wage (all Front-Line Care Staff)	Pay real Living Wage and Committed to gaining accreditation over the first 2 years of the Framework	Not paying real Living Wage but committed to doing so within 2 years	Neither accredited nor paying the real Living Wage
*The Social Care Community Partnership Limited			Yes			
*Tripod Partners Limited			Yes			
*UK Private Healthcare Limited			Yes			

*Recommended for award

**Recommended for part-award

Appendix 5 – Contract Management Segmentation Classifications

Social Care Agency Workers Flexible Framework Agreement (1721) is classified as Class C.

There are five segmentation classifications that are rated from Class A to Class E. Each classification has contract and supplier management activities associated with it based on pre-determined weighted criteria.

Class A

Due to the unique and bespoke nature of the frameworks that fall within this class, a contract management plan to be developed and agreed with CSG.

Class B

Quarterly supplier contact, six monthly surveys, annual UIG, frequent support to councils, suppliers and external stakeholders requiring high level of procurement expertise, extensive contract monitoring.

Class C

Six monthly supplier contact, six monthly to annual surveys, annual UIG, regular support to councils, suppliers and external stakeholders requiring procurement expertise, high contract monitoring.

Class D

Annual supplier contact, annual surveys, optional annual UIG, ad-hoc support to councils, suppliers and external stakeholders potentially requiring procurement expertise, regular contract monitoring.

Class E

Annual supplier contact (if required), optional annual surveys, no requirement for annual UIG, straightforward ad-hoc support to councils, suppliers and potentially requiring procurement assistance, basic contract monitoring.