

## Scotland Excel

**To: Executive Sub Committee**

**On: 29 June 2018**

**Report  
by  
Director Scotland Excel**

**Tender: Social Care Agency Workers**

**Schedule: 20/17**

**Period: 1 August 2018 to 31 July 2022**

### **1. Introduction and Background**

This recommendation is for the award of a national framework arrangement for social care agency workers.

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

In the current social care environment, purchasers face challenges employing and retaining staff, therefore creating a requirement to employ agency workers on a short-term basis when covering gaps in staffing to supplement a purchaser’s permanent workforce from time to time.

As such, the key objectives of this framework are as follows:

- 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 framework also aims to bring flexibility and scope to meet the ever-changing needs of the care and support market by allowing the addition of new

suppliers throughout the duration of the agreement where required to enable the continued delivery of best value, and sufficient geographic and service coverage across all of Scotland.

## 2. Scope, Participation and Spend

The procurement strategy was discussed and endorsed at the user intelligence group (UIG) meeting on 9 August 2017. Purchasers expressed a wish to renew the framework with the aim to expand the coverage of the framework, both in terms of the roles provided and the geographical coverage of the framework. The structure of the framework was based on the current model, but with some adaptations to respond to purchaser feedback.

The lotting structure was streamlined into three lots, each lot incorporating new core roles to expand the service coverage of the framework:

**Table 1: Lotting Structure**

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

Additionally, each lot was divided into 17 geographical regions to encourage SME participation and allow suppliers operating in specific geographical areas to submit competitive bids. Each lot contained detailed specifications for the core roles within the lot.

The framework is available to all 32 councils, NHS National Procurement, the Scottish Prison Service and a number of associate member housing associations.

Although there is no guarantee of purchaser spend or continuity of spend throughout the flexible framework agreement, council forecasting indicates use of the framework would be anticipated from at least 27 councils, as well as other participating bodies. The remaining councils indicated that they operate in house 'banks' of staff, and therefore annual expenditure may be negligible. While councils confirmed they wished to be named to provide flexibility in their social care workforce, the market was also advised of indicative percentages of spend to ensure transparency.

## 3. Procurement Process

The UIG consisting of procurement and technical representatives endorsed the procurement strategy. In addition, a technical panel was formed to develop technical specifications and tender documentation.

Dialogue was also held with suppliers via a Prior Information Notice. These discussions were used to inform the final procurement strategy - particularly in

developing the flexible approach designed to meet the requirements of the social care recruitment market.

Scotland Excel took the strategic decision, supported by the UIG, to structure the tender so that tenderers would not be penalised for offering a fair rate of pay to their agency workers. In recognition of this, tenderers were asked to submit a range of hourly rates for each core role to provide flexibility and choice for councils depending on their specific requirements. To ensure transparency of costs, the total hourly fee payable for an agency worker was split into the following elements with only the supplier's fee evaluated under the tender:

- Agency worker's rate – the hourly rate payable to the agency worker from the supplier
- Supplier's contribution – legally required contributions relating to national insurance, Working Time Regulations, pension, apprenticeship levy and any other applicable national contributions
- Supplier's fee – the commission received by a supplier per hourly rate paid to the agency worker

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.

As such, Scotland Excel has more scope to choose the procurement methodology most suited to the market whilst fundamentally adhering to the EU Treaty principles of 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 providers were evaluated against predetermined criteria. Stage one, Qualification, was conducted using the European Single Procurement Document (ESPD). Within the ESPD tenderers are required to answer a number of qualification questions along with questions on insurance, financial standing, quality management, health and safety and environmental management.

Applying the light touch regime 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 on the published tender conditions during the framework.

The invitation to tender (ITT) was published on 12 February 2018 and offers were evaluated against the following criteria:

- Technical – 40%
- Commercial – 60%

Within the technical element, tenderers were assessed on their approach to 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 four method statements. The available scoring was broken down as follows:

**Table 2: Technical Scoring Breakdown**

Quality (40%)	Quality Sub Criteria	
Community Benefits (4%)		
Sustainability, including Fair Work Practises (4%)	Corporate Sustainability Approach	2%
	Fair Work Practices	2%
Method Statement Questions (32%)	Managing Recruitment	8%
	Account Management & Customer Service	8%
	Complaints & Issues	8%
	Service Capabilities	8%

As noted previously, within the commercial element, the supplier’s fee was the only element of the total fee payable which was evaluated. In addition, tenderers were assessed in relation to the long-term assignment discounts offered.

#### 4. Report on Offers Received

There were offers received from 48 suppliers, across the three lots, as set out in Appendix 2.

Three submissions were noted to be identical in all aspects, with the exception the scored elements of the commercial envelope. The tenderers were requested to provide evidence that they would operate as three distinct entities. Following extensive clarifications two tenderers subsequently withdrew their tender submissions.

A number of organisations submitted proposals to amend the framework terms. After extensive review, all proposals for amendment were rejected. One tenderer subsequently withdrew their tender submission.

A further tenderer withdrew at the Request for Documentation stage, citing increased business elsewhere leaving them unable to meet requirements.

Two tenderers submitted non-compliant offers for all lots/geographical regions. A further two tenderers submitted one non-compliant offer each for specific lot/geographical regions. Any offer deemed non-compliant offer was not evaluated.

Based on the criteria and scoring methodology set out in the tender documentation, a full evaluation of the remaining compliant offers received was conducted and details of the overall scores are set out in Appendix 3.

## **5. Recommendations**

In order to provide a range of providers for each region, to provide coverage and choice, it is recommended that participation on the flexible framework is awarded to 15 tenderers, as detailed in Appendix 3.

The 15 providers represent a mix of micro, small, medium and large organisations, with four being classed as small or micro.

## **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 a number of roles, particularly in rural areas, and changing demand for certain roles, it is difficult to forecast accurately the actual requirements and spend – and as noted previously, there is no guarantee to suppliers of business or continuity of business.

The benchmarking methodology undertaken, which was endorsed by the UIG, was to benchmark current margins with the equivalent supplier fee offered under the framework arrangement, therefore the benchmarking process was completed on a like for like basis.

Therefore, the exercise looked at the effect of purchasers remaining with the supplier with the highest spend (where this option is available), and was based on a comparison of rates currently paid for the key roles in each lot (those which attracted the highest scores during commercial evaluation), against the rates submitted at tender. Those roles were:

- Lot 1 Care Assistant
- Lot 2 Social Worker
- Lot 3 Cook/Domestic Assistant/Kitchen Assistant

The resultant range of estimated savings against the supplier's fee is detailed in Appendix 1.

The forecasted estimated saving for each purchaser ranges from 10.8% to 43.3% and the estimated average overall saving for all purchasers is 19.1%.

Scotland Excel has also carried out a further exercise, to evaluate the impact of switching to the highest scoring bidder in a region. This information showed potential for further savings, and has also been shared with all purchasers for their own region.

The framework arrangement terms set out clear parameters for the collection of management information which will address any data shortfalls previously experienced.

### **Price Stability**

All suppliers have agreed to the minimum fixed price period of two years, in relation to the supplier's fee element of pricing. Additionally, three tenderers have committed to hold their supplier's fee to the full four-year term.

Price increases on the agency workers rates are anticipated, as this element is affected by wages inflation generally and specific matters such as increases to the Scottish Living Wage.

### **Sustainable Procurement Benefits**

#### Community Benefits

At the strategy UIG, the group endorsed that community benefits attained would be delivered at a local level for each purchaser and would be aligned to the Scottish Government's National Indicators.

This is a different approach to the current framework and should ensure that purchasers receive community benefits tailored to their spend levels, and reflective of their local needs, whilst taking the National Indicators into account.

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 supplier's fees provided for individual purchasers.

When purchasers reach annual spend thresholds with a supplier they will accrue "Community Benefit Points". The community benefits lead 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
- Engage in community projects within the purchaser's area such as Reading Partnership, befriending, for a minimum of 10 hours
- 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
- Recruit one person from within the purchaser's area

## Environmental

The Scottish Government Sustainability Test was completed to identify how this framework could contribute to national and local sustainability priorities, with a number of National Indicators identified as relevant outputs.

Tenderers were asked to detail their corporate approach to delivering sustainability in the agency worker sector, with responses considering how the service will contribute to the delivery of these National Indicators and benefit those involved with social care services.

Whilst responses were diverse, some common outputs linked to each of the identified National Indicators were echoed throughout the submissions:

### 5 - Improve Scotland's Reputation

- Hiring a diverse workforce, tackling the inequalities in Scottish society
- Promoting environmentally friendly practises

### 8 - Improve the skill profile of the population

- Investing in training and development opportunities, including providing funding for relevant recognised qualifications
- Implementing internal training, including refresher courses

### 9 - Reduce Underemployment

- Working in partnership with local employability initiatives
- Particular focus on rural/remote locations, or people with travel restrictions
- Work towards long term, sustainable employment

### 10 - Reduce the proportion of employees earning less than the living wage

- Paying all staff a minimum of the Scottish Living Wage and providing pay raises to all staff in line with the uplift of the Scottish Living Wage

### 11 - Reduce the pay gap

- Implementing a comprehensive Equal Opportunities policy
- Ensuring the most appropriate applicant is hired in a fair and consistent manner free from discrimination

### 15 - Increase the proportion of young people in learning, training or work

- Offering work experience placements for young people nearing school leaving age
- Implement placements in office administration for young people
- Visiting education establishments, engaging with students moving into work

#### 26 - Improve support for people with Care Needs

- Ensuring clients have choice and control over their service
- Utilising a person centred and outcome focussed approach to service delivery
- Conducting six monthly reviews
- Investing in service specific training to enhance service delivery

#### Fair Work Practices

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.

In the range of responses that were submitted, some of the key points detailed included:

- Fair and equal pay policy, with continual monitoring
- Wide diversity of staff - actively monitoring gender, age and ethnicity equality
- Providing ongoing skills and training, promoting continuing professional development
- Supporting flexible working to enhance opportunities for those with caring responsibilities
- Avoidance of exploitative employment practices such as zero-hours contracts
- Awareness of and involvement in the eradication of modern slavery through robust supply chain management

#### **Scottish Living Wage**

The tender stipulated that the range of agency workers rates for each role had to encompass the Scottish Living Wage so that purchasers always have the opportunity to engage agency workers at or above the Scottish Living Wage. As a result, all purchasers can engage agency workers in every role at a Scottish Living Wage pay rate from every supplier recommended for award onto this framework arrangement.

Of the 15 suppliers Scotland Excel are recommending for award, 14 pay their staff at or above the Scottish Living Wage. Four suppliers are Living Wage accredited, and through this exercise one further supplier has committed to achieving accreditation throughout the duration of the framework. Scotland



Excel will include Living Wage accreditation status within our Contract and Supplier Management programme and will work with all suppliers who have not yet secured accreditation to encourage them to achieve this.

## **Other Benefits**

### Increased Coverage

One of the primary aims of this flexible framework was to increase the coverage for purchasers, and therefore reduce off-framework spend, as well as providing consistency for authorities in regard to terms and rates paid. With an increased number of providers being recommended for award, this outcome should be realised.

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 on the published tender conditions during the framework.

In particular, rural areas will be monitored closely to ensure purchasers are receiving increased 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.

## **7. Contract Mobilisation and Management**

It is anticipated that there will be significant mobilisation in order to make the most of opportunities presented by increasing the number of suppliers on this framework, and to encourage the purchasers to make full use of the range of suppliers within each region.

This will not only increase capacity for the purchasers who have struggled to realise coverage via the current framework, it will also afford some purchasers the opportunity to reduce their reliance on a small number of critical suppliers.

Scotland Excel will host mobilisation events for both providers and purchasers and will provide a mobilisation pack to purchasers which will contain details on the framework arrangements and the relevant documents such as the order form and specification, which includes job descriptions for the core roles.

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 on the basis of the impact of their commercial scores achieved during tender.

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.

## **8. Summary**

The Executive Sub Committee is requested to approve the recommendation to award this flexible framework agreement as detailed within Appendix 3.

## Appendix 1 – Participation, Spend and Savings Summary

### Social Care Agency Workers 20/17

There is no guarantee of purchaser spend or continuity of spend throughout the flexible framework agreement. Savings are based on the supplier's fee element of forecast spend.

Member Name	Participation in Contract	Participation Entry Date	Estimated Annual Spend (£) [ALL]	Estimated Annual Spend (£) [SUPPLIER FEE]	Source of Spend Data	Indexation <sup>1</sup>	% Estimated Forecast Savings	Estimated Annual Savings (£)	Basis of Savings Calculation
Aberdeen City Council	Yes	01 August 2018	£240,000	£32,808	Contract MI - Confirmed by Member	4.8%	43.3%	£14,199	Benchmarked Using Member Provided Data
Aberdeenshire Council	Yes	01 August 2018	£155,250	£21,222	Contract MI - Confirmed by Member	4.8%	43.3%	£9,185	Benchmarked Using Member Provided Data
Angus Council	Yes	01 August 2018	£558,076	£93,461	Contract MI	4.8%	19.6%	£18,328	Benchmarked Using Member Provided Data
Argyll & Bute Council	Yes	01 August 2018	£182,680	£17,158	Contract MI - Confirmed by Member	4.8%	18.0%	£3,089	Benchmarked Current Contract
City of Edinburgh Council	Yes	01 August 2018	£6,311,010	£532,577	Contract MI - Confirmed by Member	4.8%	19.6%	£104,438	Benchmarked Using Member Provided Data
Clackmannanshire Council	Yes	01 August 2018	£137,801	£17,075	Contract MI - Confirmed by Member	4.8%	19.6%	£3,348	Benchmarked Using Member Provided Data
Comhairle nan Eilean Siar	Yes	01 August 2018	£8,609	£913	Contract MI - Confirmed by Member	4.8%	14.2%	£130	Benchmarked Using Member Provided Data
Dumfries & Galloway Council	Yes	01 August 2018	£29,877	£4,900	Contract MI - Confirmed by Member	4.8%	11.0%	£537	Benchmarked Using Member Provided Data
Dundee City Council	Yes	01 August 2018	£5,189	£833	Contract MI - Confirmed by Member	4.8%	19.6%	£163	Benchmarked Using Member Provided Data
East Ayrshire Council	Yes	01 August 2018	£0	£0	Contract MI - Confirmed by Member	4.8%	19.6%	£0	Benchmarked Using Member Provided Data
East Dunbartonshire Council	Yes	01 August 2018	£46,750	£5,921	Contract MI - Confirmed by Member	4.8%	19.6%	£1,161	Benchmarked Using Member Provided Data
East Lothian Council	Yes	01 August 2018	£183,750	£19,440	Contract MI - Confirmed by Member	4.8%	18.5%	£3,600	Benchmarked Using Member Provided Data
East Renfrewshire Council	Yes	01 August 2018	£2,567,000	£266,441	Contract MI - Confirmed by Member	4.8%	19.6%	£52,249	Benchmarked Using Member Provided Data
Falkirk Council	Yes	01 August 2018	£200,000	£28,501	Contract MI - Confirmed by Member	4.8%	19.6%	£5,589	Benchmarked Using Member Provided Data
Fife Council	Yes	01 August 2018	£3,000,000	£326,098	Contract MI - Confirmed by Member	4.8%	14.7%	£47,904	Benchmarked Using Member Provided Data
Glasgow City Council	Yes	01 August 2018	£1,422,475	£116,290	Contract MI - Confirmed by Member	4.8%	19.6%	£22,804	Benchmarked Using Member Provided Data
Highland Council	Yes	01 August 2018	£150,000	£18,998	Contract MI - Confirmed by Member	4.8%	14.2%	£2,696	Benchmarked Using Member Provided Data
Inverclyde Council	Yes	01 August 2018	£39,851	£5,171	Contract MI - Confirmed by Member	4.8%	19.6%	£1,014	Benchmarked Using Member Provided Data
Midlothian Council	Yes	01 August 2018	£1,507,651	£131,001	Contract MI - Confirmed by Member	4.8%	15.4%	£20,109	Benchmarked Using Member Provided Data
North Ayrshire Council	Yes	01 August 2018	£0	£0	Contract MI - Confirmed by Member	4.8%	19.6%	£0	Benchmarked Using Member Provided Data
North Lanarkshire Council	Yes	01 August 2018	£0	£0	Contract MI - Confirmed by Member	4.8%	19.6%	£0	Benchmarked Using Member Provided Data
Orkney Islands Council	Yes	01 August 2018	£3,466	£268	Contract MI - Confirmed by Member	4.8%	14.2%	£38	Benchmarked Using Member Provided Data
Perth & Kinross Council	Yes	01 August 2018	£22,135	£2,124	Contract MI - Confirmed by Member	4.8%	35.1%	£745	Benchmarked Using Member Provided Data
Renfrewshire Council	Yes	01 August 2018	£500,000	£137,874	Contract MI - Confirmed by Member	4.8%	17.4%	£23,962	Benchmarked Using Member Provided Data
Scottish Borders Council	Yes	01 August 2018	£30,000	£3,390	Contract MI - Confirmed by Member	4.8%	15.4%	£520	Benchmarked Using Member Provided Data
Shetland Islands Council	Yes	01 August 2018	£19,447	£1,865	Contract MI - Confirmed by Member	4.8%	14.2%	£265	Benchmarked Using Member Provided Data
South Ayrshire Council	Yes	01 August 2018	£0	£0	Contract MI - Confirmed by Member	4.8%	19.6%	£0	Benchmarked Using Member Provided Data
South Lanarkshire Council	Yes	01 August 2018	£0	£0	Contract MI - Confirmed by Member	4.8%	19.6%	£0	Benchmarked Using Member Provided Data
Stirling Council	Yes	01 August 2018	£160,386	£26,474	Contract MI - Confirmed by Member	4.8%	23.8%	£6,309	Benchmarked Using Member Provided Data
Moray Council	Yes	01 August 2018	£5,000	£670	Contract MI - Confirmed by Member	4.8%	14.2%	£95	Benchmarked Using Member Provided Data
West Dunbartonshire Council	Yes	01 August 2018	£194,214	£32,153	Contract MI - Confirmed by Member	4.8%	37.9%	£12,189	Benchmarked Using Member Provided Data
West Lothian Council	Yes	01 August 2018	£162,178	£14,873	Contract MI - Confirmed by Member	4.8%	11.8%	£2,283	Benchmarked Using Member Provided Data
Other Public Sector Bodies	Yes	01 August 2018	£117,382	£21,458	Contract MI - Confirmed by Member	4.8%	12.9%	£2,323	Benchmarked Using Member Provided Data
Associate Members	Yes	01 August 2018	£131,000	£16,592	Contract MI - Confirmed by Member	4.8%	12.3%	£2,132	Benchmarked Using Member Provided Data
<b>Totals</b>			<b>£18,091,175</b>	<b>£1,896,548</b>		<b>4.8%</b>	<b>19.1%</b>	<b>£361,405</b>	

<sup>1</sup> Indexation: this column confirms the difference when the relevant market indices are compared with the relevant Contract indices derived from framework specific cost drivers



## Appendix 2 - SME Status

Appendix 2 details: all organisations who submitted a valid offer as part of the tender process, their SME status, location and the lots for which they have bid.

Tenderer's Name	SME Status	Location	Lots Tendered
4Recruitment Services Ltd	Medium	Ilford	2
Ailsa Care Services Ltd	Medium	Glasgow	1
Ailsa Response Limited	Small	Renfrew	1, 3
Almond Blossom Care Limited	Small	Edinburgh	1
ASA International Ltd, trading as ASA Recruitment	Medium	Edinburgh	1, 2, 3
Asphalia Holdings Limited, t/a Care Field	Small	Leicester	1, 2, 3
Black & Black Recruitment Limited	Micro	Glasgow	1
Bon Accord Support Services Ltd	Medium	Aberdeen	1, 3
Brightwork Limited	Medium	Glasgow	1, 2, 3
Caledonia Healthcare Limited	Small	Glasgow	1
Caritas Recruitment Ltd	Medium	London	2
G.O.L.D. Healthcare Limited	Small	Inverness	1
Graceguard Services Ltd [T/S] Seasoned Hands Recruitment	Micro	Edinburgh	1
GSR Healthcare Limited	Micro	Aberdeen	1
HCL Social Care Limited	Medium	London	2
HSC Futures Ltd	Small	Kilmarnock	1
ID Medical Group Limited	Large	Milton Keynes	1, 2
Jobs and Co Ltd	Micro	Glasgow	1, 3
JPS1 Ltd t/a 247 Professional Health	Micro	Stirling	1
Maxxima Limited	Medium	London	2
Newcross Healthcare Solutions Limited	Large	Devon	1
Olive Healthcare Solutions Limited	Small	Nottingham	1
Oran Homecare Ltd	Medium	Cupar	1
Potters Health Care Limited	Micro	Falkirk	1
Rainbow Services (UK) Limited	Small	Ayr	1
Randstad Public Services Limited	Large	Luton	1, 2
Recruitment Team Nine Limited	Medium	Hertford	2
Reed Specialist Recruitment Ltd t/a Reed Community Care	Large	London	1, 2, 3
S C P Recruitment Limited	Large	Aberdeen	1, 3
Sanctuary Personnel Limited	Medium	Ipswich	2
ScotForce Recruitment Ltd	Small	Perth	1
Search Consultancy Limited	Large	Glasgow	1, 2, 3
Service Care Solutions Ltd	Medium	Preston	1, 2, 3
Seven Resourcing Limited	Medium	Ipswich	1, 2
Specialist Resource Solutions Ltd	Small	Aberdeen	1
SPS Social Care Ltd	Small	Glasgow	1
SRS Partnership Limited	Medium	Glasgow	1, 3

<b>Tenderer's Name</b>	<b>SME Status</b>	<b>Location</b>	<b>Lots Tendered</b>
Sugarman Health and Wellbeing Ltd	Medium	London	1, 2
Taylor Davenport Resourcing Ltd	Small	Bellshill	2
The Social Care Community Partnership Limited	Small	Edinburgh	1, 2
Tripod Partners Limited	Medium	London	1, 2
UK Private Healthcare trading as Ana recruitment	Small	Aberdeen	1, 3

## Appendix 3 - Scoring and Recommendations

### Lot 1 Care Roles

<b>Lot 1 Region 1 - Highland</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment <sup>**1</sup>	88.35
Service Care Solutions Ltd <sup>**</sup>	79.71
Randstad Public Services Limited <sup>**2</sup>	75.72
Tripod Partners Limited*	64.36
Reed Specialist Recruitment t/a Reed Community Care*	51.17
Asphalia Holdings Limited t/a Care Field	49.16
ID Medical Group Limited	44.66
Seven Resourcing Ltd	40.08
Newcross Healthcare Solutions Limited	38.28
G.O.L.D. Healthcare	33.85
Specialist Resource Solution Ltd	33.38
Graceguard Service Ltd [T/S] Seasoned Hands Recruitment	32.54

<b>Lot 1 Region 2 - Moray</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment <sup>**</sup>	90.56
Service Care Solutions Ltd <sup>**</sup>	81.67
SCP Recruitment Limited*	65.98
Tripod Partners Limited*	65.28
Reed Specialist Recruitment t/a Reed Community Care*	52.37
Asphalia Holdings Limited t/a Care Field	49.96
ID Medical Group Limited	46.42
Seven Resourcing Ltd	41.23
Newcross Healthcare Solutions Limited	38.57
Specialist Resource Solution Ltd	35.52
G.O.L.D. Healthcare	35.44

<b>Lot 1 Region 3 - The Islands</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Service Care Solutions Ltd <sup>**</sup>	80.81
Randstad Public Services Limited <sup>**</sup>	77.29
Tripod Partners Limited*	64.86
Reed Specialist Recruitment t/a Reed Community Care*	52.10
Asphalia Holdings Limited t/a Care Field	49.70
ID Medical Group Limited	46.30
G.O.L.D. Healthcare	41.20

<b>Lot 1 Region 4 - Western Isles</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Service Care Solutions Ltd <sup>**</sup>	80.81
Randstad Public Services Limited <sup>**</sup>	77.29

<sup>1</sup> \*\* denotes recommended suppliers receiving FULL award

<sup>2</sup> \* denotes recommended suppliers receiving partial award

Tripod Partners Limited*	64.86
Reed Specialist Recruitment t/a Reed Community Care*	52.10
Asphalia Holdings Limited t/a Care Field	49.70
ID Medical Group Limited	46.30
G.O.L.D. Healthcare	41.20
Seven Resourcing Ltd	38.93

<b>Lot 1 Region 5 - Argyll &amp; Bute</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	85.45
Service Care Solutions Ltd**	74.56
Randstad Public Services Limited**	71.58
Black and Black Recruitment Limited*	68.61
Tripod Partners Limited*	60.51
Reed Specialist Recruitment t/a Reed Community Care	48.91
Asphalia Holdings Limited t/a Care Field	46.74
ID Medical Group Limited	43.14
Seven Resourcing Ltd	38.36
Newcross Healthcare Solutions Limited	37.41

<b>Lot 1 Region 6 - South West</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	85.45
ASA International Ltd, trading as ASA Recruitment**	82.79
Service Care Solutions Ltd**	74.46
Randstad Public Services Limited**	71.41
Black and Black Recruitment Limited*	67.86
Jobs and Co Ltd*	62.53
Tripod Partners Limited*	60.01
Ailsa Care Services Ltd**	52.79
Sugarman Health and Wellbeing Ltd*	52.39
Reed Specialist Recruitment t/a Reed Community Care	48.71
Ailsa Response Ltd	47.00
Asphalia Holdings Limited t/a Care Field	46.49
Search Consultancy Ltd	45.99
ID Medical Group Limited	42.79
Seven Resourcing Ltd	38.11
Rainbow Services (UK) Limited	37.41
Newcross Healthcare Solutions Limited	37.41
ProHealth Ltd - Non-Compliant	

<b>Lot 1 Region 7 - Glasgow</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	85.15
ASA International Ltd, trading as ASA Recruitment**	81.87
Service Care Solutions Ltd**	73.88
The Social Care Community Partnership Limited***	70.59
Randstad Public Services Limited**	70.42
Black and Black Recruitment Limited*	64.78



Jobs and Co Ltd*	62.27
Tripod Partners Limited*	59.11
Ailsa Care Services Ltd**	51.06
Sugarman Health and Wellbeing Ltd	48.95
SPS Social Care Ltd	48.37
Reed Specialist Recruitment t/a Reed Community Care	47.96
Caledonia Healthcare Ltd	47.42
SRS Partnership Limited	47.14
Ailsa Response Ltd	46.55
Asphalia Holdings Limited t/a Care Field	45.68
Search Consultancy Ltd	45.47
ID Medical Group Limited	41.33
Newcross Healthcare Solutions Limited	37.37
Seven Resourcing Ltd	37.22
HSC Futures Ltd	32.95
Graceguard Service Ltd [T/S] Seasoned Hands Recruitment	29.74
JPS1 t/a 247 Professional Health	16.03
ProHealth Ltd - Non- Compliant	

Lot 1 Region 8 - Lanarkshire	
SUPPLIER NAME	TOTAL
Brightwork Limited**	85.15
ASA International Ltd, trading as ASA Recruitment**	81.87
Service Care Solutions Ltd**	73.88
The Social Care Community Partnership Limited**	70.59
Randstad Public Services Limited**	70.42
Black and Black Recruitment Limited*	64.78
Tripod Partners Limited*	59.11
Ailsa Care Services Ltd**	51.06
Sugarman Health and Wellbeing Ltd	48.95
SPS Social Care Ltd	48.37
Reed Specialist Recruitment t/a Reed Community Care	47.96
Caledonia Healthcare Ltd	47.42
SRS Partnership Limited	47.14
Ailsa Response Ltd	46.55
Asphalia Holdings Limited t/a Care Field	45.68
Search Consultancy Ltd	45.47
ID Medical Group Limited	41.33
Newcross Healthcare Solutions Limited	37.37
Seven Resourcing Ltd	37.22
HSC Futures Ltd	32.95
ProHealth Ltd - Non-Compliant	

Lot 1 Region 9 - Renfrewshire and Inverclyde	
SUPPLIER NAME	TOTAL
Brightwork Limited**	81.35
ASA International Ltd, trading as ASA Recruitment**	78.57
Service Care Solutions Ltd**	70.57

The Social Care Community Partnership Limited**	68.77
Randstad Public Services Limited**	67.88
Black and Black Recruitment Limited*	62.78
Jobs and Co Ltd*	59.72
Tripod Partners Limited*	57.21
Ailsa Care Services Ltd**	50.11
Sugarman Health and Wellbeing Ltd	47.23
SPS Social Care Ltd	46.81
Reed Specialist Recruitment t/a Reed Community Care	46.72
Caledonia Healthcare Ltd	46.57
SRS Partnership Limited	46.18
Ailsa Response Ltd	45.60
Asphalia Holdings Limited t/a Care Field	44.61
Search Consultancy Ltd	43.98
ID Medical Group Limited	40.78
Newcross Healthcare Solutions Limited	36.78
Seven Resourcing Ltd	36.40
HSC Futures Ltd	32.47
ProHealth Ltd - Non-Compliant	

<b>Lot 1 Region 10 - West Dunbartonshire</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	85.15
ASA International Ltd, trading as ASA Recruitment**	81.87
Service Care Solutions Ltd**	73.88
The Social Care Community Partnership Limited**	70.59
Randstad Public Services Limited**	70.42
Black and Black Recruitment Limited*	64.78
Jobs and Co Ltd*	62.27
Tripod Partners Limited*	59.11
Sugarman Health and Wellbeing Ltd	48.95
SPS Social Care Ltd	48.37
Reed Specialist Recruitment t/a Reed Community Care	47.96
Caledonia Healthcare Ltd	47.42
SRS Partnership Limited	47.14
Ailsa Response Ltd	46.55
Asphalia Holdings Limited t/a Care Field	45.68
Search Consultancy Ltd	45.47
ID Medical Group Limited	41.33
Newcross Healthcare Solutions Limited	37.37
Seven Resourcing Ltd	37.22
HSC Futures Ltd	32.95
JPS1 t/a 247 Professional Health	16.03
ProHealth Ltd - Non-Compliant	

<b>Lot 1 Region 11 - Aberdeen City</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	85.25

ASA International Ltd, trading as ASA Recruitment**	81.96
Service Care Solutions Ltd**	73.97
Randstad Public Services Limited**	70.48
The Social Care Community Partnership Limited**	65.59
SCP Recruitment Limited*	59.78
Tripod Partners Limited*	59.16
Reed Specialist Recruitment t/a Reed Community Care	47.99
SRS Partnership Limited	47.17
UK Private Healthcare Ltd t/a Ana Recruitment Professionals	46.29
Asphalia Holdings Limited t/a Care Field	45.70
Search Consultancy Ltd	45.51
Bon Accord Support Services Ltd	44.18
ID Medical Group Limited	41.34
Newcross Healthcare Solutions Limited	37.38
Seven Resourcing Ltd	37.24
Specialist Resource Solution Ltd	30.35
Olive Healthcare Solutions Limited	28.51
GSR Healthcare Ltd	25.62
JPS1 t/a 247 Professional Health	16.04

<b>Lot 1 Region 12 - Aberdeenshire</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	85.25
ASA International Ltd, trading as ASA Recruitment**	81.96
Service Care Solutions Ltd**	73.97
Randstad Public Services Limited**	70.48
The Social Care Community Partnership Limited**	65.59
SCP Recruitment Limited*	59.78
Tripod Partners Limited*	59.16
Reed Specialist Recruitment t/a Reed Community Care	47.99
SRS Partnership Limited	47.17
UK Private Healthcare Ltd t/a Ana Recruitment Professionals	46.29
Asphalia Holdings Limited t/a Care Field	45.70
Search Consultancy Ltd	45.51
Bon Accord Support Services Ltd	44.18
ID Medical Group Limited	41.34
Newcross Healthcare Solutions Limited	37.38
Seven Resourcing Ltd	37.24
Oran Homecare Ltd	31.27
Specialist Resource Solution Ltd	30.73
Olive Healthcare Solutions Limited	28.51
GSR Healthcare Ltd	25.62
JPS1 t/a 247 Professional Health	16.04
Aberness Care Limited - Non-Compliant	

<b>Lot 1 Region 13 - Tayside</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	85.25

ASA International Ltd, trading as ASA Recruitment**	81.96
Service Care Solutions Ltd**	73.97
Randstad Public Services Limited**	70.48
The Social Care Community Partnership Limited**	67.53
Tripod Partners Limited*	59.16
Sugarman Health and Wellbeing Ltd	49.00
Reed Specialist Recruitment t/a Reed Community Care	47.99
SRS Partnership Limited	47.17
Asphalia Holdings Limited t/a Care Field	45.70
Search Consultancy Ltd	45.51
Bon Accord Support Services Ltd	44.18
ScotForce Recruitment Ltd	42.36
ID Medical Group Limited	41.34
Newcross Healthcare Solutions Limited	37.38
Seven Resourcing Ltd	37.24
Olive Healthcare Solutions Limited	28.56
GSR Healthcare Ltd	25.62
JPS1 t/a 247 Professional Health	16.04
ProHealth Ltd - Non-Compliant	

<b>Lot 1 Region 14 - Edinburgh</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	81.35
ASA International Ltd, trading as ASA Recruitment**	78.57
Service Care Solutions Ltd**	70.57
The Social Care Community Partnership Limited**	68.77
Randstad Public Services Limited**	67.88
Tripod Partners Limited*	57.21
Ailsa Care Services Ltd**	50.11
Sugarman Health and Wellbeing Ltd	47.23
SPS Social Care Ltd	46.81
Reed Specialist Recruitment t/a Reed Community Care	46.72
SRS Partnership Limited	46.18
Asphalia Holdings Limited t/a Care Field	44.61
Search Consultancy Ltd	43.98
Almond Blossom Care	42.07
ScotForce Recruitment Ltd	41.45
ID Medical Group Limited	40.78
Newcross Healthcare Solutions Limited	36.78
Seven Resourcing Ltd	36.40
Graceguard Service Ltd [T/S] Seasoned Hands Recruitment	29.11
GSR Healthcare Ltd	25.41
ProHealth Ltd - Non-Compliant	

<b>Lot 1 Region 15 - Central</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	81.35
ASA International Ltd, trading as ASA Recruitment**	78.57

Service Care Solutions Ltd**	70.57
The Social Care Community Partnership Limited**	68.77
Randstad Public Services Limited**	67.88
Black and Black Recruitment Limited*	62.78
Tripod Partners Limited*	57.21
Ailsa Care Services Ltd**	50.11
Sugarman Health and Wellbeing Ltd	47.23
SPS Social Care Ltd	46.81
Reed Specialist Recruitment t/a Reed Community Care	46.72
SRS Partnership Limited	46.18
Ailsa Response Ltd	45.60
Asphalia Holdings Limited t/a Care Field	44.61
Search Consultancy Ltd	43.98
ScotForce Recruitment Ltd	41.45
ID Medical Group Limited	40.78
Newcross Healthcare Solutions Limited	36.78
Seven Resourcing Ltd	36.40
Graceguard Service Ltd [T/S] Seasoned Hands Recruitment	29.11
Potters Health Care Limited	28.91
GSR Healthcare Ltd	25.41
JPS1 t/a 247 Professional Health	15.75
ProHealth Ltd - Non-Compliant	

<b>Lot 1 Region 16 - Lothian &amp; Borders</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	80.15
ASA International Ltd, trading as ASA Recruitment**	77.37
Service Care Solutions Ltd**	69.34
The Social Care Community Partnership Limited**	67.57
Randstad Public Services Limited**	66.38
Tripod Partners Limited*	56.41
Sugarman Health and Wellbeing Ltd	46.76
SPS Social Care Ltd	46.36
Reed Specialist Recruitment t/a Reed Community Care	45.92
SRS Partnership Limited	45.73
Search Consultancy Ltd	43.50
Asphalia Holdings Limited t/a Care Field	43.11
ID Medical Group Limited	40.30
Newcross Healthcare Solutions Limited	36.60
Seven Resourcing Ltd	35.80
Graceguard Service Ltd [T/S] Seasoned Hands Recruitment	33.77
GSR Healthcare Ltd	25.23
ProHealth Ltd - Non-Compliant	

<b>Lot 1 Region 17 - Fife</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	85.15
ASA International Ltd, trading as ASA Recruitment**	81.87

Service Care Solutions Ltd**	73.88
The Social Care Community Partnership Limited**	70.59
Randstad Public Services Limited**	70.42
Tripod Partners Limited*	59.11
Ailsa Care Services Ltd**	51.06
SPS Social Care Ltd	48.37
Reed Specialist Recruitment t/a Reed Community Care	47.96
SRS Partnership Limited	47.14
Asphalia Holdings Limited t/a Care Field	45.68
Search Consultancy Ltd	45.47
ScotForce Recruitment Ltd	42.34
ID Medical Group Limited	41.33
Seven Resourcing Ltd	38.89
Newcross Healthcare Solutions Limited	37.37
GSR Healthcare Ltd	25.61
ProHealth Ltd - Non-Compliant	

#### **Lot 1 – Non-Compliant (Region not identified)**

Aberness Care

#### **Lot 2 Professional Roles**

<b>Lot 2 Region 1 - Highland</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	86.23
Service Care Solutions Ltd**	79.08
Randstad Public Services Limited**	77.08
The Social Care Community Partnership Limited**	75.64
Tripod Partners Limited*	64.60
Search Consultancy Ltd*	63.88
Sanctuary Personnel Ltd*	61.85
4Recruitment Services Ltd	58.06
HCL Social Care Ltd	55.55
Reed Specialist Recruitment t/a Reed Community Care	54.23
Asphalia Holdings Limited t/a Care Field	51.21
Seven Resourcing Ltd	45.54
ID Medical Group Limited	45.16
Recruitment Team Nine Limited	44.32
Maxxima Limited	41.89
Taylor Davenport Resourcing Ltd	37.78

<b>Lot 2 Region 2 - Moray</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	86.23
Service Care Solutions Ltd**	79.08
Randstad Public Services Limited**	77.08
The Social Care Community Partnership Limited**	75.64
Tripod Partners Limited*	64.60
Search Consultancy Ltd*	63.88

Sanctuary Personnel Ltd*	61.85
4Recruitment Services Ltd	58.06
HCL Social Care Ltd	55.55
Reed Specialist Recruitment t/a Reed Community Care	54.23
Asphalia Holdings Limited t/a Care Field	51.21
Seven Resourcing Ltd	45.54
ID Medical Group Limited	45.16
Recruitment Team Nine Limited	44.32
Maxxima Limited	41.89
Taylor Davenport Resourcing Ltd	37.78

<b>Lot 2 Region 3 - The Islands</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Service Care Solutions Ltd**	79.08
Randstad Public Services Limited**	77.08
The Social Care Community Partnership Limited**	75.64
Tripod Partners Limited*	64.60
Search Consultancy Ltd*	63.88
Sanctuary Personnel Ltd*	61.85
4Recruitment Services Ltd	58.06
HCL Social Care Ltd	55.55
Reed Specialist Recruitment t/a Reed Community Care	54.23
Asphalia Holdings Limited t/a Care Field	51.21
ID Medical Group Limited	45.16
Recruitment Team Nine Limited	44.32
Maxxima Limited	41.89
Taylor Davenport Resourcing Ltd	37.78

<b>Lot 2 Region 4 - Western Isles</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Service Care Solutions Ltd**	78.96
The Social Care Community Partnership Limited**	77.07
Randstad Public Services Limited**	74.44
Tripod Partners Limited*	63.88
Search Consultancy Ltd*	63.40
Sanctuary Personnel Ltd*	61.85
4Recruitment Services Ltd	58.06
HCL Social Care Ltd	55.43
Reed Specialist Recruitment t/a Reed Community Care	53.87
Asphalia Holdings Limited t/a Care Field	51.21
Seven Resourcing Ltd	45.24
ID Medical Group Limited	44.92
Recruitment Team Nine Limited	44.20
Maxxima Limited	41.53
Taylor Davenport Resourcing Ltd	37.78

<b>Lot 2 Region 5 - Argyll &amp; Bute</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	85.50

Service Care Solutions Ltd**	69.23
The Social Care Community Partnership Limited**	68.86
Randstad Public Services Limited**	68.52
Tripod Partners Limited	58.43
Search Consultancy Ltd	56.00
Sanctuary Personnel Ltd	55.58
4Recruitment Services Ltd	52.27
HCL Social Care Ltd	50.63
Reed Specialist Recruitment t/a Reed Community Care	49.72
Asphalia Holdings Limited t/a Care Field	47.14
ID Medical Group Limited	42.97
Seven Resourcing Ltd	41.60
Maxxima Limited	39.03
Recruitment Team Nine Limited	38.69
Taylor Davenport Resourcing Ltd	33.84

<b>Lot 2 Region 6 - South West</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	83.60
ASA International Ltd, trading as ASA Recruitment**	74.48
Service Care Solutions Ltd**	67.30
The Social Care Community Partnership Limited**	66.97
Randstad Public Services Limited**	66.62
Tripod Partners Limited	57.16
Caritas Recruitment Limited	55.94
Search Consultancy Ltd	55.05
Sanctuary Personnel Ltd	54.19
4Recruitment Services Ltd	51.00
HCL Social Care Ltd	49.36
Reed Specialist Recruitment t/a Reed Community Care	48.46
Sugarman Health and Wellbeing Ltd	46.01
Asphalia Holdings Limited t/a Care Field	44.77
ID Medical Group Limited	42.21
Seven Resourcing Ltd	40.65
Maxxima Limited	38.07
Recruitment Team Nine Limited	34.90
Taylor Davenport Resourcing Ltd	32.48

<b>Lot 2 Region 7 - Glasgow</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	83.60
ASA International Ltd, trading as ASA Recruitment**	74.48
Service Care Solutions Ltd**	67.30
The Social Care Community Partnership Limited**	66.97
Randstad Public Services Limited**	66.62
Tripod Partners Limited	57.16
Caritas Recruitment Limited	56.24
Search Consultancy Ltd	55.05



Sanctuary Personnel Ltd	54.19
4Recruitment Services Ltd	51.00
HCL Social Care Ltd	49.36
Reed Specialist Recruitment t/a Reed Community Care	48.46
Sugarman Health and Wellbeing Ltd	46.01
Asphalia Holdings Limited t/a Care Field	44.77
ID Medical Group Limited	42.21
Seven Resourcing Ltd	40.65
Maxxima Limited	38.07
Recruitment Team Nine Limited	34.90
Taylor Davenport Resourcing Ltd	32.51

<b>Lot 2 Region 8 - Lanarkshire</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	83.60
ASA International Ltd, trading as ASA Recruitment**	74.48
Service Care Solutions Ltd**	67.30
The Social Care Community Partnership Limited**	66.97
Randstad Public Services Limited**	66.62
Tripod Partners Limited	57.16
Caritas Recruitment Limited	56.24
Search Consultancy Ltd	55.05
Sanctuary Personnel Ltd	54.19
4Recruitment Services Ltd	51.00
HCL Social Care Ltd	49.36
Reed Specialist Recruitment t/a Reed Community Care	48.46
Sugarman Health and Wellbeing Ltd	46.01
Asphalia Holdings Limited t/a Care Field	44.77
ID Medical Group Limited	42.21
Seven Resourcing Ltd	40.65
Maxxima Limited	38.07
Recruitment Team Nine Limited	34.90
Taylor Davenport Resourcing Ltd	32.51

<b>Lot 2 Region 9 - Renfrewshire and Inverclyde</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	83.60
ASA International Ltd, trading as ASA Recruitment**	74.48
Service Care Solutions Ltd**	67.30
The Social Care Community Partnership Limited**	66.97
Randstad Public Services Limited**	66.62
Tripod Partners Limited	57.16
Caritas Recruitment Limited	56.24
Search Consultancy Ltd	55.05
Sanctuary Personnel Ltd	54.19
4Recruitment Services Ltd	51.00
HCL Social Care Ltd	49.36
Reed Specialist Recruitment t/a Reed Community Care	48.46

Sugarman Health and Wellbeing Ltd	46.01
Asphalia Holdings Limited t/a Care Field	44.77
ID Medical Group Limited	42.21
Seven Resourcing Ltd	40.65
Maxxima Limited	38.07
Recruitment Team Nine Limited	34.90
Taylor Davenport Resourcing Ltd	32.48

<b>Lot 2 Region 10 - West Dunbartonshire</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	83.60
ASA International Ltd, trading as ASA Recruitment**	74.48
Service Care Solutions Ltd**	67.30
The Social Care Community Partnership Limited**	66.97
Randstad Public Services Limited**	66.62
Tripod Partners Limited	57.16
Caritas Recruitment Limited	56.24
Search Consultancy Ltd	55.05
Sanctuary Personnel Ltd	54.19
4Recruitment Services Ltd	51.00
HCL Social Care Ltd	49.36
Reed Specialist Recruitment t/a Reed Community Care	48.46
Sugarman Health and Wellbeing Ltd	46.01
Asphalia Holdings Limited t/a Care Field	44.77
ID Medical Group Limited	42.21
Seven Resourcing Ltd	40.65
Maxxima Limited	38.07
Recruitment Team Nine Limited	34.90
Taylor Davenport Resourcing Ltd	32.48

<b>Lot 2 Region 11 - Aberdeen City</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	83.60
ASA International Ltd, trading as ASA Recruitment**	74.48
Service Care Solutions Ltd**	67.30
The Social Care Community Partnership Limited**	66.97
Randstad Public Services Limited**	66.62
Tripod Partners Limited	57.16
Caritas Recruitment Limited	56.24
Search Consultancy Ltd	55.05
Sanctuary Personnel Ltd	54.19
4Recruitment Services Ltd	51.00
HCL Social Care Ltd	49.36
Reed Specialist Recruitment t/a Reed Community Care	48.46
Sugarman Health and Wellbeing Ltd	46.01
Asphalia Holdings Limited t/a Care Field	44.77
ID Medical Group Limited	42.21
Seven Resourcing Ltd	40.65

Maxxima Limited	38.07
Recruitment Team Nine Limited	34.90
Taylor Davenport Resourcing Ltd	32.48

<b>Lot 2 Region 12 - Aberdeenshire</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	83.60
ASA International Ltd, trading as ASA Recruitment**	74.48
Service Care Solutions Ltd**	67.30
The Social Care Community Partnership Limited**	66.97
Randstad Public Services Limited**	66.62
Tripod Partners Limited	57.16
Caritas Recruitment Limited	56.24
Search Consultancy Ltd	55.05
Sanctuary Personnel Ltd	54.19
4Recruitment Services Ltd	51.00
HCL Social Care Ltd	49.36
Reed Specialist Recruitment t/a Reed Community Care	48.46
Sugarman Health and Wellbeing Ltd	46.01
Asphalia Holdings Limited t/a Care Field	44.77
ID Medical Group Limited	42.21
Seven Resourcing Ltd	40.65
Maxxima Limited	38.07
Recruitment Team Nine Limited	34.90
Taylor Davenport Resourcing Ltd	32.48

<b>Lot 2 Region 13 - Tayside</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	83.60
ASA International Ltd, trading as ASA Recruitment**	74.48
Service Care Solutions Ltd**	67.30
The Social Care Community Partnership Limited**	66.97
Randstad Public Services Limited**	66.62
Tripod Partners Limited	57.16
Caritas Recruitment Limited	55.94
Search Consultancy Ltd	55.05
Sanctuary Personnel Ltd	54.19
4Recruitment Services Ltd	51.00
HCL Social Care Ltd	49.36
Reed Specialist Recruitment t/a Reed Community Care	48.46
Sugarman Health and Wellbeing Ltd	46.01
Asphalia Holdings Limited t/a Care Field	44.77
ID Medical Group Limited	42.21
Seven Resourcing Ltd	40.65
Maxxima Limited	38.07
Recruitment Team Nine Limited	34.90
Taylor Davenport Resourcing Ltd	32.48

<b>Lot 2 Region 14 - Edinburgh</b>
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<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	83.60
ASA International Ltd, trading as ASA Recruitment**	74.48
Service Care Solutions Ltd**	67.30
The Social Care Community Partnership Limited**	66.97
Randstad Public Services Limited**	66.62
Tripod Partners Limited	57.16
Caritas Recruitment Limited	55.94
Search Consultancy Ltd	55.05
Sanctuary Personnel Ltd	54.19
4Recruitment Services Ltd	51.00
HCL Social Care Ltd	49.36
Reed Specialist Recruitment t/a Reed Community Care	48.46
Sugarman Health and Wellbeing Ltd	46.01
Asphalia Holdings Limited t/a Care Field	44.77
ID Medical Group Limited	42.21
Seven Resourcing Ltd	40.65
Maxxima Limited	38.07
Recruitment Team Nine Limited	34.90
Taylor Davenport Resourcing Ltd	32.48

<b>Lot 2 Region 15 - Central</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	83.60
ASA International Ltd, trading as ASA Recruitment**	74.48
Service Care Solutions Ltd**	67.30
The Social Care Community Partnership Limited**	66.97
Randstad Public Services Limited**	66.62
Tripod Partners Limited	57.16
Caritas Recruitment Limited	55.94
Search Consultancy Ltd	55.05
Sanctuary Personnel Ltd	54.19
4Recruitment Services Ltd	51.00
HCL Social Care Ltd	49.36
Reed Specialist Recruitment t/a Reed Community Care	48.46
Sugarman Health and Wellbeing Ltd	46.01
Asphalia Holdings Limited t/a Care Field	44.77
ID Medical Group Limited	42.21
Seven Resourcing Ltd	40.65
Maxxima Limited	38.07
Recruitment Team Nine Limited	34.90
Taylor Davenport Resourcing Ltd	32.48

<b>Lot 2 Region 16 - Lothian &amp; Borders</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	83.60
ASA International Ltd, trading as ASA Recruitment**	74.48
Service Care Solutions Ltd**	67.30

The Social Care Community Partnership Limited**	66.97
Randstad Public Services Limited**	66.62
Tripod Partners Limited	57.16
Caritas Recruitment Limited	55.94
Search Consultancy Ltd	55.05
Sanctuary Personnel Ltd	54.19
4Recruitment Services Ltd	51.00
HCL Social Care Ltd	49.36
Reed Specialist Recruitment t/a Reed Community Care	48.46
Sugarman Health and Wellbeing Ltd	46.01
Asphalia Holdings Limited t/a Care Field	44.77
ID Medical Group Limited	42.21
Seven Resourcing Ltd	40.65
Maxxima Limited	38.07
Recruitment Team Nine Limited	34.90
Taylor Davenport Resourcing Ltd	32.48

<b>Lot 2 Region 17 - Fife</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	83.60
ASA International Ltd, trading as ASA Recruitment**	74.48
Service Care Solutions Ltd**	67.30
The Social Care Community Partnership Limited**	66.97
Randstad Public Services Limited**	66.62
Tripod Partners Limited	57.16
Caritas Recruitment Limited	55.94
Search Consultancy Ltd	55.05
Sanctuary Personnel Ltd	54.19
4Recruitment Services Ltd	51.00
HCL Social Care Ltd	49.36
Reed Specialist Recruitment t/a Reed Community Care	48.46
Sugarman Health and Wellbeing Ltd	46.01
Asphalia Holdings Limited t/a Care Field	44.77
ID Medical Group Limited	42.21
Seven Resourcing Ltd	40.65
Maxxima Limited	38.07
Recruitment Team Nine Limited	34.90
Taylor Davenport Resourcing Ltd	32.48

### Lot 3 Ancillary Roles

<b>Lot 3 Region 1 - Highland</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	93.40
Service Care Solutions Ltd**	59.91
Search Consultancy Ltd	48.26
Asphalia Holdings Limited t/a Care Field	47.97
Reed Specialist Recruitment t/a Reed Community Care	47.21
Graceguard Service Ltd [T/S] Seasoned Hands Recruitment - Non-Compliant	

<b>Lot 3 Region 2 - Moray</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	90.65
Service Care Solutions Ltd**	56.87
SCP Recruitment Limited*	55.28
Search Consultancy Ltd	50.81
Reed Specialist Recruitment t/a Reed Community Care	44.69
Asphalia Holdings Limited t/a Care Field	43.67

<b>Lot 3 Region 3 - The Islands</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Service Care Solutions Ltd**	83.41
Asphalia Holdings Limited t/a Care Field*	58.30
Reed Specialist Recruitment t/a Reed Community Care*	57.37

<b>Lot 3 Region 4 - Western Isles</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Service Care Solutions Ltd**	84.57
Asphalia Holdings Limited t/a Care Field*	59.91
Reed Specialist Recruitment t/a Reed Community Care*	59.00

<b>Lot 3 Region 5 - Argyll &amp; Bute</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
Brightwork Limited**	86.70
Service Care Solutions Ltd**	72.32
Asphalia Holdings Limited t/a Care Field	53.69
Reed Specialist Recruitment t/a Reed Community Care	52.42
Black and Black Recruitment Limited - Non-Compliant	

<b>Lot 3 Region 6 - South West</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	93.40
Brightwork Limited**	70.70
Service Care Solutions Ltd**	59.91
Jobs and Co Ltd	52.97
Asphalia Holdings Limited t/a Care Field	47.97
Reed Specialist Recruitment t/a Reed Community Care	47.21
Ailsa Response Ltd	44.07
Black and Black Recruitment Limited - Non-Compliant	

<b>Lot 3 Region 7 - Glasgow</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	88.48
Brightwork Limited**	67.58
Service Care Solutions Ltd**	55.82
Search Consultancy Ltd	50.21
Jobs and Co Ltd	49.62
SRS Partnership Limited	46.39

Reed Specialist Recruitment t/a Reed Community Care	43.33
Ailsa Response Ltd	43.03
Asphalia Holdings Limited t/a Care Field	42.27
Black and Black Recruitment Limited - Non-Compliant	
Graceguard Service Ltd [T/S] Seasoned Hands Recruitment - Non-Compliant	

<b>Lot 3 Region 8 - Lanarkshire</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	88.48
Brightwork Limited**	67.58
Service Care Solutions Ltd**	55.82
Search Consultancy Ltd	50.21
SRS Partnership Limited	46.39
Reed Specialist Recruitment t/a Reed Community Care	43.33
Ailsa Response Ltd	43.03
Asphalia Holdings Limited t/a Care Field	42.27
Black and Black Recruitment Limited - Non-Compliant	

<b>Lot 3 Region 9 - Renfrewshire and Inverclyde</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	91.60
Brightwork Limited**	70.70
Service Care Solutions Ltd**	59.01
Jobs and Co Ltd	52.74
Search Consultancy Ltd	47.81
SRS Partnership Limited	47.57
Asphalia Holdings Limited t/a Care Field	46.17
Reed Specialist Recruitment t/a Reed Community Care	45.41
Ailsa Response Ltd	44.07
Black and Black Recruitment Limited - Non-Compliant	

<b>Lot 3 Region 10 - West Dunbartonshire</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	91.60
Brightwork Limited**	70.70
Service Care Solutions Ltd**	59.01
Jobs and Co Ltd	52.74
Search Consultancy Ltd	47.81
SRS Partnership Limited	47.57
Asphalia Holdings Limited t/a Care Field	46.17
Reed Specialist Recruitment t/a Reed Community Care	45.41
Ailsa Response Ltd	44.07
Black and Black Recruitment Limited - Non-Compliant	

<b>Lot 3 Region 11 - Aberdeen City</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	90.60
Brightwork Limited**	70.70
Service Care Solutions Ltd**	58.41

SCP Recruitment Limited	53.58
Search Consultancy Ltd	47.56
UK Private Healthcare Ltd t/a Ana Recruitment Professionals	45.64
Bon Accord Support Services Ltd	45.42
SRS Partnership Limited	45.32
Asphalia Holdings Limited t/a Care Field	45.07
Reed Specialist Recruitment t/a Reed Community Care	44.31

<b>Lot 3 Region 12 - Aberdeenshire</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	90.60
Brightwork Limited**	70.70
Service Care Solutions Ltd**	58.41
SCP Recruitment Limited	53.58
Search Consultancy Ltd	47.56
UK Private Healthcare Ltd t/a Ana Recruitment Professionals	45.64
Bon Accord Support Services Ltd	45.42
SRS Partnership Limited	45.32
Asphalia Holdings Limited t/a Care Field	45.07
Reed Specialist Recruitment t/a Reed Community Care	44.31

<b>Lot 3 Region 13 - Tayside</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	90.60
Brightwork Limited**	70.70
Service Care Solutions Ltd**	58.41
Search Consultancy Ltd	47.56
Bon Accord Support Services Ltd	45.42
SRS Partnership Limited	45.32
Asphalia Holdings Limited t/a Care Field	45.07
Reed Specialist Recruitment t/a Reed Community Care	44.31

<b>Lot 3 Region 14 - Edinburgh</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	91.60
Brightwork Limited**	70.70
Service Care Solutions Ltd**	59.01
Search Consultancy Ltd	47.81
SRS Partnership Limited	47.57
Asphalia Holdings Limited t/a Care Field	46.17
Reed Specialist Recruitment t/a Reed Community Care	45.41
Graceguard Service Ltd [T/S] Seasoned Hands Recruitment - Non-Compliant	

<b>Lot 3 Region 15 - Central</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	91.60
Brightwork Limited**	70.70
Service Care Solutions Ltd**	59.01
Search Consultancy Ltd	47.81



SRS Partnership Limited	47.57
Asphalia Holdings Limited t/a Care Field	46.17
Reed Specialist Recruitment t/a Reed Community Care	45.41
Ailsa Response Ltd	44.07
Black and Black Recruitment Limited - Non-Compliant	
Graceguard Service Ltd [T/S] Seasoned Hands Recruitment - Non-Compliant	

<b>Lot 3 Region 16 - Lothian &amp; Borders</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	91.60
Brightwork Limited**	70.70
Service Care Solutions Ltd**	59.01
Search Consultancy Ltd	47.81
SRS Partnership Limited	47.57
Asphalia Holdings Limited t/a Care Field	46.17
Reed Specialist Recruitment t/a Reed Community Care	45.41
Graceguard Service Ltd [T/S] Seasoned Hands Recruitment - Non-Compliant	

<b>Lot 3 Region 17 - Fife</b>	
<b>SUPPLIER NAME</b>	<b>TOTAL</b>
ASA International Ltd, trading as ASA Recruitment**	91.60
Brightwork Limited**	70.70
Service Care Solutions Ltd**	58.94
Search Consultancy Ltd	47.81
SRS Partnership Limited	47.57
Asphalia Holdings Limited t/a Care Field	46.17
Reed Specialist Recruitment t/a Reed Community Care	45.41