

Bath & North East Somerset Council

DECISION MAKER:	Cllr Mark Elliott, Cabinet Member Resources	
DECISION DATE:	On or after 26 th July 2025	EXECUTIVE FORWARD PLAN REFERENCE:
		E3634
TITLE:	Contract Renewal For Managed Services for Temporary Agency Resources and Statements of Work	
WARD:	N/A	
AN OPEN PUBLIC ITEM		
List of attachments to this report: Equality Impact Assessment		

1 THE ISSUE

1.1 The Council's current contract for the provision of a managed service for temporary staff and statements of work (i.e. consultants) is due to expire on the 1st November 2025. Following consultation with key internal stakeholders, a review of suitable procurement frameworks and engagement with the market the Council has completed a further competition for the renewal of this contract via a compliant framework (ESPO MSTAR4).

2 RECOMMENDATION

The Cabinet Member is asked to;

2.1 Support the re-procurement of this contract.

2.2 Delegate the authority to the Director of Financial Services, Assurance & Pensions and Director of People and Policy in consultation with the Cabinet Member for Resources to award the contract for a 3-year term starting 2 November 2025, with optional extensions of up to 24 months.

3 THE REPORT

3.1 The Council is running a further competition from the following framework: ESPO 653F_23 (MSTAR4)

3.2 The objectives of the procurement exercise were:

- Ensure Workforce Flexibility and Scalability

- Enhance Skill Diversity and Expertise
- Optimise Cost Efficiency and Resource Allocation

3.3 Within the existing arrangement there is a lack of alignment between temporary agency staff provision and specialist consultancy. Bidders were asked to present solutions that would improve the alignment of these two elements.

3.4 Bids were received in June 2025 and were evaluated by a panel of officers from across the Council.

4 STATUTORY CONSIDERATIONS

4.1 There are no statutory considerations in relation to this contract as it relates to service provided internally to Council staff rather than members of the public.

5 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

5.1 This contract supports business as usual across the Council so this decision does not have any specific resource implications. However, if the contract was not let then this impact our ability to source temporary staff and consultants when required.

6 The estimated total cost of the contract over the potential contract life of 5 years (initial 3 plus potential 2-year extension) is entirely dependent on the Council's needs in any particular year and volume of temporary agency staff and consultants engaged through the contract. Our current annual spend is approximately £8M over all aspects of agency and professional services.

7 RISK MANAGEMENT

7.1 A risk assessment related to the issue and recommendations has been undertaken, in compliance with the Council's decision-making risk management guidance.

8 EQUALITIES

8.1 An EIA has been completed and included as an appendix to this report. No significant Equalities risks have been identified.

9 CLIMATE CHANGE

9.1 As part of the further competition processes, bidders were required to outline measurable commitments to support the Council in terms of the Climate Emergency. These commitments will be written into the Contract and monitoring throughout the contract life cycle.

10 OTHER OPTIONS CONSIDERED

10.1 An open tender process was also considered but this was discounted as a framework call off offered better speed and efficiency as the framework has already been established with the terms agreed and suppliers pre-qualified.

10.2 Other frameworks were considered but the selected framework was best able to meet our needs in terms of scope and suppliers.

11 CONSULTATION

11.1 Consultation has taken place with service users, HR and relevant Directors.

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