



Crown
Commercial
Service

Multidisciplinary Temporary Healthcare Personnel frequently asked questions

Can the framework agreement be used to award directly to an incumbent supplier?

There are a number of ways to maintain your current supply chain through the framework. You can follow the direct award or further competition procedure, and if the incumbent supplier is on the framework, they will have the opportunity to retain the business. If they are not, you may specify that you would like to maintain supply from your incumbent supplier in your statement of requirements as this may be possible by sub-contracting.

Can I select which of the suppliers to invite to a further competition?

You should create a statement of requirements and apply shortlisting to suppliers based on your requirements. This will determine which suppliers are capable of delivery. All capable framework suppliers must be invited to your further competition. If a capability assessment is not carried out before a further competition, all awarded suppliers must be invited to bid.

Can agency fees be reduced following negotiation?

The agency fees provided in the framework are the maximum fees allowed. The supplier can reduce their agency fee, but not increase it.

If I wish to employ a temporary worker following or during their assignment, how do I avoid paying a transfer fee?

A notice period (also known as the extended hire period) must be provided in writing to the agency notifying them of your intentions. The extended hire period is 8 weeks and once the 8 week period ends there will be no fees to pay.

If in doubt, further guidance can be sought from the framework management team

Can I use the framework agreement to recruit permanent workers?

Workers cannot be recruited on a permanent basis under the framework. There are terms within the framework that explain the process to follow if you want to offer a temporary worker a permanent position.

Can this framework support an international recruitment campaign?

Yes, on a temporary worker basis this can be undertaken with your chosen supplier.

Is the business model that the supplier operates under important?

The framework has been constructed to emphasise the importance of the ability to deliver a service and not the importance of the business model of a supplier.

Can we contract for one discipline or do we have to contract for all three disciplines: nursing, locums and AHPs at the same time?

The framework is fully flexible and allows you to do either i.e. a customer can contract for one discipline under the framework agreement or several.

Can CCS provide support in running a further competition and general use of the framework?

We are happy to provide advice to customers and we can support you to develop your strategy, draft documents, run further competitions, facilitate meetings with stakeholders etc. If you require any help, please email info@crowcommercial.gov.uk

Can suppliers provide temporary workers from non-framework suppliers?

Yes, this is possible through sub-contracting, however, the framework supplier continues to take full responsibility for ensuring the non-framework suppliers are compliant.

Where can I find out more information on NHS Improvement and the capped rates?

NHS Improvement has lots of information on their website:

<https://improvement.nhs.uk/resources/reducing-expenditure-on-nhs-agency-staff-rules-and-prices-caps/>

We also have more framework specific details around the caps:

<https://www.gov.uk/guidance/nhs-improvement-approved-health-temporary-staff-frameworks>

Is there any guidance relating to the 2017 change in IR35 regulations in the framework?

We can offer support to customers regarding compliance with IR35 legislation. The framework is fully compliant with HMRC regulatory requirements to support customers with IR35 compliance.

For any questions on the legislation please consult with HMRC via their guidance:

<https://www.gov.uk/guidance/off-payroll-working-in-the-public-sector-reform-of-intermediaries-legislation>.