



Workforce
Alliance

Collaborating for a sustainable workforce

RM6160 Non Clinical Temporary and Fixed Term Staff Framework Key Benefits

The Workforce Alliance

Crown Commercial Service (CCS) and NHS Procurement in Partnership are two public sector organisations that have come together in collaboration with the intent to explore the whole portfolio of health workforce services as part of a new Workforce Alliance.

Customers and suppliers will benefit from a strong partnership that brings together CCS, as the biggest public procurement organisation in the UK, combined with the extensive expertise and experience that NHS Procurement in Partnership has in the NHS. We have worked closely together on the procurement, delivery and management of this service which is the new iteration of the Non-Medical Non-Clinical Temporary and Fixed Term Staff framework contract (RM971) which expired June 2019.

NHS England and NHS Improvement (NHS E/I)

All NHS agency staff sourcing must be completed through approved framework agreements. RM6160 is an NHS E/I approved framework for NHS Trusts to compliantly source non-clinical temporary staff.

Rates and NHS Agenda for Change (AfC)

NHS E/I has implemented a price cap on the amount of money that NHS Trusts can pay per hour for agency staff. This is applied to the worker rate and the total charge rate. RM6160 was tendered using the NHS AfC pay rates to determine a rate card whereby all suppliers tendered a fixed fee for each of the NHS pay bands. The only difference between the charge rates for any supplier is therefore the fee they charge.

RM6160 has a straightforward rate card showing charge rates for both PAYE and limited company temporary workers, including provision for compliance with Agency Worker Regulations (AWR) following 12 weeks of service.

The AfC aligned pay rates for workers with less than 12 weeks tenure are fixed for the duration of the tenure.

The AfC aligned pay rates for tenures over 12 weeks are adjusted to match the NHS AfC annual increases to comply with AWR regulations.

The RM6160 Rate card clearly demonstrates the pay and charge rates for all RM6160 suppliers, which can be negotiated.



Crown
Commercial
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Procurement in Partnership
The Collaboration of NHS Procurement Hubs

Delivered by
NHS Commercial Solutions
NHS East of England Collaborative Procurement Hub
NHS London Procurement Partnership
NHS North of England Commercial Procurement Collaborative



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Compliance

Risk management: focus on managing the risks associated with engaging temporary workers e.g. AWR and stakeholder pensions.

Compliance for NHS Trusts: NHS E/I price caps are the default pricing position under RM6160 helping to ensure compliance with agency rules for NHS Trusts and **HMRC IR35 regulations**.

Flexibility for NHS Trusts: an override mechanism allows NHS Trusts to stay "on framework" if they need to go over the price cap to get the right staff to ensure patient safety.

Audits for NHS Trusts: to ensure compliance with **NHS Employers Employment Check Standards**.

Training Requirements: staff sources through RM6160 are built around the 'Skills for Health' framework.

Call – off

Award via direct call off or via further competition.

The **RM6160 Award Support Tool** (built in to our rate card) provides a simple mechanism to input your requirement and secure access to suitable suppliers.

There are two different rate cards for customers, both give the same values but one is personalised for NHS customers to account for NHS E/I caps while the other is for the rest of the public sector to use. Customers are able to type in a candidate pay rate and the rate card will calculate a full charge rate for whichever supplier is selected. This will include all costs involved with hiring a temporary worker using the RM6160 framework. This rate card will also give information on costs involved with hiring a fixed term worker or transferring a worker onto a permanent contract.

As part of these rate cards the Workforce Alliance have included an award support tool which will enable customers to locate which suppliers can provide different roles in different regions. This will rank the eligible suppliers that fulfil the criteria in price order to enable customers to select the most economically advantageous tender. This rate card and tool document can be requested by emailing the Workforce Alliance framework manager.

Temp to Perm charges

Free transfer to permanent ('temp-to-perm') after 12 weeks in post, subject to 4 weeks' notice. If notice given at:

- Week one = 12 weeks' notice
- Week four = 8 weeks' notice
- From week eight = 4 weeks' notice





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Market Coverage

RM6160 provides access to secure quality candidates regionally and nationally across the UK under a variety of specialisms including, but not limited to:

- Lot 1 - Administration and Secretarial roles
- Lot 2 - Finance, Accounts and Audit roles
- Lot 3 - IT Technicians, Analysts and Technical Engineer Specialist
- Lot 4 - Legal Secretaries, Paralegals and Lawyers
- Lot 5 - Clinical Coders and Health Records Secretaries
- Lot 6 - Caterers, Drivers, Security, Estates and Maintenance roles, such as General labour, Specialist Labour e.g. Electricians and Surveyors, Environmental & Scientific roles e.g. EA and Senior Assistant Scientists

Patient facing roles

It is a framework requirement that suppliers provide workers that are suitably trained, have received relevant DBS checks and have been placed through a full health assessment prior to placement.

Management Information

Management Information is available on demand for all customers to detail reported spend and market analysis



We're here to help

If you are thinking of running a mini competition through the Non Clinical Staffing framework and would like more help from the team, please contact us and we will be happy to help you.

W *Non Clinical Temporary and Fixed Term Staff*

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