



Quick Start Guide



Framework 3S Issue 17

Key facts...

Framework ref: 3S-22

Start date: 07/07/2022

End date: 06/07/2026

FTS contract notice:

[2021/S 000-032195](#)

FTS award notice:

[2022/S 000-020300](#)



This framework is available for use nationally



Further Help or Questions?

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Quote reference

ESPO framework 3S

We would like to hear your feedback on this framework and how you think we could improve it in the future.

Strategic HR Services

Framework scope

This ESPO framework offers customers a quick, simple and competitive route to Strategic HR Services.

All of the service providers on this framework have been selected for their ability to provide customers with a comprehensive range of services that combine quality and value.

The services available under the framework include;

- Executive and Managerial Interim Recruitment
- Executive and Managerial Permanent Recruitment
- Temporary Recruitment (for Annual Salaries sub £45k)
- Permanent Recruitment (for Annual Salaries sub £45k)
- Assessment and Testing Services
- Outplacement and Career Transition Services
- HR Business Process Outsourcing
 - Recruitment Process Outsourcing
 - Applicant Management
 - Onboarding of Candidates
 - HR Administration
 - Payroll Management
 - Background Checks
 - HR Consultancy
 - Statement of Works

This page is intended to provide you with an overview of what is available. Please refer to the full User Guide for more information.

Who can use this Framework?

The framework is available for use nationally by any public body in the UK including, but not limited to...

- Schools & Academies
- Local Authority Establishments
- Police & Emergency Services
- NHS & HSC Bodies
- Central Government Departments & their agencies
- Registered Charities

Benefits of using this Framework

- This framework is compliant with UK procurement legislation - we've done the work, so there's no need for you to run a full procurement process.
- Service Providers listed on the framework were assessed during the procurement process for their financial stability, track record, experience and technical & professional ability.
- What you see is what you pay – there are no additional charges.
- Pre-agreed terms & conditions to underpin all orders so no need to worry.
- ESPO's expertise in this market is tried and tested. The framework is the third generation in a succession of successful strategic HR services frameworks.
- The framework is part of ESPO's extensive HR & Staffing portfolio, offering you a complete package for this category.
- Easy access to a range of service providers across a multitude of HR and staffing disciplines.
- One stop shop for your Strategic HR needs.

What else can ESPO help you with?

This is one of over 200 frameworks that ESPO has established. If you have found this one useful then here are some examples of others that may be of interest:

- **3A – Advertising Solutions**
- **653F – MSTAR4 (Managed Services for Temporary Agency Resource)**
- **664 – Consultancy Services**
- **319 – Staff Benefits**

Full details of our framework offer are available on the ESPO website www.espo.org

You will also find a range of products in the ESPO Catalogue which is available as either hard copy or via our website www.espocatalogue.org

ESPO can also undertake bespoke procurement exercises on your behalf. Please contact us to discuss your requirements.

What our customers say...

"Our supplier was selected to be the interim provider by our HR colleagues; once appointed they worked very hard to get to know us, fully understand our requirement and give us a good selection of potential candidates from which we were able to make a very successful appointment."

Derby City Council

"The 360 process helped senior leaders gain valuable insight into their behaviours and identify the value added when those behaviours are enhanced."

Madeleine Coton, HR Business Partner, Gloucestershire County Council

Service Providers

This framework consists of a large number of service providers and the names of the service providers are shown on page 7 of the full User Guide. Further information and contact details can be found by downloading the document titled '3S_22 Strategic HR Services Service Provider Matrix' from the 3S_22 page of our website (www.espo.org).

Alternatively please contact resources@espo.org for this document.

How to use this Framework

Step 1 - Complete the online Access and Confidentiality Agreement which can be found at Stage 2 of the 'Get Started' section on the ESPO website at the following link: <https://www.espo.org/strategic-hr-services-2022-3s-22.html>

Step 2 - Review the User Guide to establish whether your needs can be met by a single service provider or whether you need to conduct a Further Competition. Section 5 contains more information on how to place an order. Typically smaller, more straightforward requirements can be met by one service provider, larger, more complex requirements will require a Further Competition to achieve the best supply solution.

If you decide that a single service provider can meet your requirements based on the pricing and/or other information provided in the User Guide simply place an order with that service provider.

If you decide you need to conduct a Further Competition you may do so by seeking quotations from **all** of the service providers that are able to meet your requirements in your particular location. More specific details on how to conduct a further competition can be found in Section 5 of the User Guide.

Please quote ESPO framework reference 3S_22 on all correspondence.

About ESPO and our frameworks

ESPO is a local authority owned purchasing and supply consortium. It is jointly owned by the county councils of Cambridgeshire, Leicestershire, Warwickshire, Lincolnshire and Norfolk and city council of Peterborough.

We have over 40 years of experience in public sector procurement. All of our frameworks are let in full compliance with UK procurement regulations (and the EU procurement directive).

ESPO is a not for profit, self-funded organisation. ESPO recovers its overheads by means of a retrospective rebate from the service providers. The rebate levied averages less than 1% of framework turnover.

ESPO's specialist buying teams have extensive experience of providing high quality procurement solutions to the public sector on a nationwide basis.

At ESPO we use our expertise to work with our strong and varied supply chain to bring you the best value procurement solutions possible.