



Our brand new Strategic HR Services framework (3S) supports public sector with recruitment and HR

At ESPO we aim to create procurement solutions that work for the public sector. To make sure we got our new Strategic HR Services framework (3S) right we conducted extensive market engagement during the procurement process.

The framework is a great addition to our Managing People and Professional Services suite and comprises of seven Lots specifically designed for the public sector:

Executive and Managerial Interim/Permanent Recruitment (Lot 1 and 2)

We know that executive level recruitment requires a different approach to general recruitment in order to source the right candidates, which may not always be available through a general recruitment provider. We have specifically selected suppliers based on their capabilities in this field to ensure customers receive specialist expertise from start to finish.

Multi Role Temporary/Permanent Recruitment (Lot 3 and 4)

These Lots are new to the framework and are intended to cover roles that are multi-role or generalist in comparison to Lot 1 and 2. With unemployment at its lowest levels for over 40 years, there are an increasing number of roles even amongst those roles considered to be generalist, that are proving difficult to fill for the public sector. These include roles within social care, IT/digital and housing in particular. The framework provides a wide range of pre-approved suppliers, with pre-agreed fees and terms and conditions. A key advantage of the framework in relation to these hard-to-fill roles is that requirements can be shared widely and suppliers can be contracted as and when they are able to provide suitable candidates.

Assessment and Testing Services (Lot 5), Outplacement and Career Transition Services (Lot 6) and HR Business Process Outsourcing (Lot 7).

These Lots cover a range of HR services where you may want to bring in an outside provider to support your HR function in areas such as assessments, outplacement support, payroll and employment checks.

Accessing the framework

Once organisations have selected a Lot, they have two procurement routes to choose from. One route is a 'transactional' approach to quickly make a direct award to a framework supplier. This may be particularly effective where a single role is required, or where roles are required to be filled urgently.

Alternatively, organisations could utilise the further competition route to establish a more strategic relationship with a framework supplier who they may seek to work with over a number of years. This may be more appropriate where requirements are more complex or bespoke. To assist with this process we have produced a suite of further competition template documentation that is available upon request.

Regardless of the procurement process used, the call-off contract utilised would be the same with the terms adapted specifically for the recruitment market, including reference to the relevant regulations within the core specification.

Having worked closely with our public sector customers, we are proud to launch this framework which should successfully save organisations time and money with their strategic HR services.

**Take a look at
espo.org or email
resources@espo.org
for more
information.**



C.CO

Public sector consultancy – we don't want your watches

C.Co, a supplier on our Consultancy Services framework (664), discuss why meaningful discussions and a flexible relationship is essential for maximising the value of consultancy support.

Ever heard the usual line about the consultant who steals your watch and tells you the time? It's often true, and it gives the consultancy profession a bad name, but the real question is why is that?

Consultants are seen in a bad light where value never seems to match cost. Too often we hear stories of consultants who have delivered reports which go nowhere, or those who have been brought in for a short-term piece of work and remained for the next two years on a costly day rate. And each time we wonder who is responsible? Our view, it's a shared responsibility. You pin the consultant down to deliver your pre-conceived solution and the danger is you spend more time arguing whether they've delivered it, rather than ensuring everything that's done adds value.

Think about it, in no other situation would professional services be sought when the answer has already been defined – you wouldn't go to the doctor and tell him your diagnosis and the treatment that's needed; instead you'd find the right doctor for your needs before explaining the symptoms and working together to find the way to make things better.

So why do we treat consultancy differently?

With a backdrop of budgetary pressures combined with heightened public expectations on what 'doing the right thing' with tax payers money actually looks like, it's ever important to ensure that external support is procured in the most effective way to get the desired outcomes. The organisation and the consultant need to work hand in glove to begin to reframe perceptions, appreciate where support is needed and recognise that successful partnerships are what will make this happen.

Reflecting recently on where consultants have added the most value in engagements,

success almost always revolves entirely around the ability for the organisation to create an environment where the consultants become the glue required for change and transformation to succeed. This is key to grow a trusted relationship where consultants can be seen as an extension of organisations rather than a time-hungry burden.

Gone are the days where authorities can afford lengthy and bureaucratic procurement processes with the traditional supplier/client interactions – long and costly meetings debating the minutiae of unrealistic or unhelpful deliverables, pre-determined ways of working and benefits expected only become a war of numbers which add little or no value to either party and instead drive the wrong behaviours on both sides.

Instead consultants should ask clients to work with them to define the problems before taking the next step. By taking a different approach you not only maximise opportunities but take the stress out of investing in support.

"At C.Co we enjoy nothing more than truly getting under the skin of a situation and see the scoping process as an opportunity to build relationships that last whether or not the project continues – we want to add honest and real value to anyone we work with. By using fast-track diagnostic tools, we work with you to take a holistic view of the situation before offering bespoke views on what would work best, taking into account your current position and future aspirations."

Sanjeet Taylor, Director, C.Co, CIPFA's Consultancy Service

To find out more about our Consultancy Services framework (664), email resources@espo.org



We have launched a new Catering Services framework

Our new Catering Services framework (704) includes a Lot specifically designed for our corporate customers who manage or run venues operated by or on behalf of a local authority or central government office.

Whether the requirement is for a leisure or entertainment venue such as an art gallery, museum, leisure centre, country park, concert hall or theatre or for a hospital or prison environment, the service providers are experts in their field and will tailor their catering service to meet your specific needs.

Depending on your requirements and size of premises, service providers can offer all types of catering provisions to cover workplace catering, weddings, conferences, formal dinners or larger scale events.

ESPO can provide you with as much or as little support as you need, as well as the documentation required to help find a suitable catering service provider. Please contact ESPO's Food team to find out more at **food@espo.org** or on **0116 294 4008**.



Brand New!

We have just launched our brand new Document Management Solutions framework (390) which comes with a number of new additions. Improvements include an enhanced handling and security Lot, deep storage, consultancy and a new exit process to make it easier to switch suppliers. Find out more at **espo.org**.



Take a look at our new Managing Energy brochure and video!

We know that for most of our customers their electricity and gas charges are one of their highest costs, so we want to help them buy smarter by improving their energy procurement processes to achieve better financial outcomes.

Designed to give our customers an overview of our energy services, our new brochure and video reveals how we buy energy through flexible purchasing, explains the benefits of using frameworks, jargon busts technical terminology and much more.

Visit **espo.org** and take a look.



What's New?

Take a look at the new frameworks launched since our last edition:



Buildings

Security Services (347)



People and Professional Services

Promotional Products (164)

Travel Management Services (YPO874)



Food and Catering

Catering Services (704)



Documents and IT

Document Management Solutions (390)



Health and Social Care

Stairlifts, Steplifts, Vertical Through Floor Lifts and Hoists (364)

Join ESPO at events around the UK

We are delighted to be exhibiting at the Public Sector Solutions Expo this November!

Our knowledgeable Corporate Accounts team specialises in helping organisations just like yours, so whether you are there from central/local government, the health sector or are a representative from the wider public sector in the UK, we'd love to talk to you and see how we can help meet your procurement needs.

Register for your free place at psshowmcr.co.uk



Public Sector Solutions Expo
2018 20th November 2018
Manchester Central



Have you seen our 2018/19 White Goods catalogue?

We have an impressive White Goods range which includes cookers, dishwashers, fridges, freezers, laundry equipment, and small kitchen appliances.

Visit espo.org for more information.

For further information on any of the articles in this newsletter or to discuss your procurement needs, please contact the relevant Account Manager to your area:



UK South

Steve Exley, National Account Manager
T 0782 788 1641 | E s.exley@espo.org



UK North

Sandra Sewell, National Account Manager
T 0782 482 4643 | E s.sewell@espo.org



To make changes to your contact details, email: communications@espo.org



If you prefer to receive an electronic copy of this newsletter in the future, email: communications@espo.org

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