

**Bracknell Forest Council
Record of Decision**

Work Programme Reference	I117867
---------------------------------	----------------

1. **TITLE:** Neutral Agency Vendor and Specialist Recruitment Provider Procurement

2. **SERVICE AREA:** Resources

3. **PURPOSE OF DECISION**

To agree to the commencement of procurement of a neutral agency vendor to provide temporary workers, a special specialist provider to provide permanent recruitment and a specialist provider of both temporary and permanent social care to directly follow on from the termination of the current neutral agency vendor contract, which terminates on 31 March 2025. The new contract will be effective from 1 April 2025.

4. **IS KEY DECISION** Yes

5. **DECISION MADE BY:** Executive

6. **DECISION:**

RESOLVED that the Executive approve the re-procurement of a neutral vendor contract to provide the Council with agency staff in accordance with the strategic procurement plan attached as Appendix A to the report.

7. **REASON FOR DECISION**

The Council spends in excess of £7M a year on agency staff, of which on-contract spend through Matrix currently accounts for between 65 and 70% of the total spend. Whilst generally successful, the contract with Matrix (and any neutral vendor) will have gaps in their ability to provide all the Council's agency worker needs due to the specialist nature of some roles.

It is recommended that procurement is split into three Lots to address the current issues with recruiting specialist social care and education roles under a neutral agency vendor arrangement. It is intended that this approach will reduce the overall costs to the council through more on-contract spending and higher levels of fulfilment thus improving compliance and governance around agency worker recruitment.

8. **ALTERNATIVE OPTIONS CONSIDERED**

1. Procure software but manage the service internally. This is a significant change, though it has been done elsewhere.
2. Collaboration with neighbouring authorities to create greater economies of scale, but this would require neighbouring authorities to be undertaking procurement at the same time as Bracknell.
3. Re-procurement of a single neutral agency vendor for all agency worker recruitment, which is our current arrangement.

9. **DOCUMENT CONSIDERED:** Report of the Executive Director: Resources

10. **DECLARED CONFLICTS OF INTEREST:** None

Date Decision Made	Final Day of Call-in Period
12 December 2023	20 December 2023