

BIDS AND TENDERS CONSULTANCY
WORKFORCE ALLIANCE · RM6397
PREPARATORY GUIDANCE

Clinical & Non-Clinical Temporary & Permanent Staffing Framework

Preparation Document 2026 — updated with July 2026
webinar information

Published 7 Aug 2026 · Submission 22 Sep 2026

 **Bids & Tenders**
consultancy



A single framework for NHS staffing

RM6397 brings temporary, fixed-term and permanent staffing plus managed service provision under one multi-supplier agreement. **It replaces RM6281 (Clinical), RM6277 (Non-Clinical) and RM6229 (Permanent Recruitment 2).**

7 Aug 2026

ITT publication

22 Sep 2026

Submission deadline

12

Lots across the framework

4 years

Framework term from Mar
2027

Please note: final tender criteria cannot be confirmed until the documents are published in August 2026. This summary reflects only confirmed webinar updates and historical framework structures.

One multi-supplier agreement, five staffing routes

What RM6397 covers

- Clinical temporary staffing
- Non-clinical temporary staffing
- Fixed-term staffing
- Permanent recruitment
- Managed service provision (master & neutral vendor)

A right to supply — not guaranteed business. Mini-competitions and business development follow award.

Replaces three existing frameworks

RM6281

Clinical temporary staffing

RM6277

Non-clinical temporary staffing

RM6229

Permanent Recruitment 2

Six critical updates to prepare for

1

Supply thresholds

Revised minimum hours and placement thresholds across all 12 lots.

2

NHSE e-learning

Compliance Manager must complete six mandatory NHSE modules.

3

Financial (FVRA)

Bronze FVRA for transactional lots;
Gold FVRA for MSP lots.

4

Carbon plan

A Carbon Reduction Plan is now required only for MSP lots.

5

Social value

Commitment statement for transactional lots; written response for MSP.

6

Coverage & insurance

Updated insurance limits; no need to cover every county in a region.

Twelve confirmed lots



Winning a place gives a right to supply, not guaranteed business.

● Transactional lots 1–10

● MSP lots 11–12

Minimum billed hours by lot

Evidence billed hours (placements for Lot 10) within a single 12-month period in the last three years. **Missing the threshold means automatic disqualification.**

Lot	Category	Minimum
1	Nursing & Midwifery	14,000 hrs
2	Medical & Dentistry	7,000 hrs
3	AHP, HSS & Emergency	3,500 hrs
4	Social Care	1,750 hrs
5	Corporate Services	60,000 hrs
6	IT & Digital	60,000 hrs

Lot	Category	Minimum
7	Legal	15,000 hrs
8	Scientific, Tech & Coding	7,500 hrs
9	Estates & Facilities	56,250 hrs
10	Permanent Recruitment	5 placed
11	MSP — Neutral Vendor	175,000 hrs*
12	MSP — Master Vendor	175,000 hrs*

* 175,000 hours for MSP lots, of which 50,000 must be via a single contract.

Insurance required before contract award

£10m

Employer's Liability

£10m

Public Liability

£5m

Professional Indemnity

Locations: suppliers are not required to cover every county within a region — bid for the geographies you can genuinely service.

Six NHSE e-learning modules

6

NHSE modules

100% pass required

£250 + VAT · 12-month access

Key requirements

- Completed by the Compliance Manager after ITT publication and before submission.
- Certificates uploaded with the bid; the Compliance Manager must pass 100% of all modules.
- Re-completed annually, or whenever the Compliance Manager changes.
- Replaces the previous pre-award audit — annual audits still apply.

Financial Viability Risk Assessment (FVRA)

Bronze FVRA

Transactional lots 1–10

- Applies to the transactional lots.
- May only be triggered if the D&B Failure Score is below threshold.
- Previous frameworks required 40+; recent GCA frameworks have accepted 30+.

Gold FVRA

MSP lots 11–12

- Applies to both managed service lots.
- All MSP bidders must complete the Gold FVRA tool.
- A higher assurance bar reflecting the scale of MSP delivery.

Both tools require: three years of accounts (or all available if trading under three years), plus an explanation of any amber or red RAG results.

Cyber Essentials & Carbon Reduction Plan

Cyber Essentials

Required of all bidders

- Hold a valid certificate issued within the last 12 months, or
- Be actively working toward certification and able to provide it by the framework award date.

Carbon Reduction Plan

MSP lots 11–12 only

- A Carbon Reduction Plan is required only for the managed service lots.
- Lots 1–10 do not require a CRP at this stage.

Both are pass/fail gates: confirm your certification and, where relevant, your Carbon Reduction Plan status well before submission.

Different expectations by lot type

Transactional lots 1-10

Commitment statement only

No written response is required — a signed commitment statement is sufficient for these lots.

MSP lots 11-12

Written response required

A full written social value response is required, evaluated as part of the bid.

10% of total score

Register before you can submit

1

Central Digital Platform (CDP)

- Register — or update — your organisation's details on the CDP.
- Must be completed before submission.
- Ensure company information is accurate and complete.

2

CCS Bravo Portal

- Register your business on the Crown Commercial Service Bravo portal.
- This is where the tender is published and submitted.
- Complete all company information in full when registering.

CDP: <https://signin.account.gov.uk/sign-in-or-create>

Bravo portal: crowncommercialservice.bravosolution.co.uk

How pricing is structured and evaluated

Temporary workers

- Supplier fee (£/pp) per band/grade covering recruitment, compliance and business costs.
- Excludes statutory worker costs.
- Management fee (previously 0.75%) confirmed in the ITT.
- Evaluated on the median supplier fee; fees above median score proportionally lower.

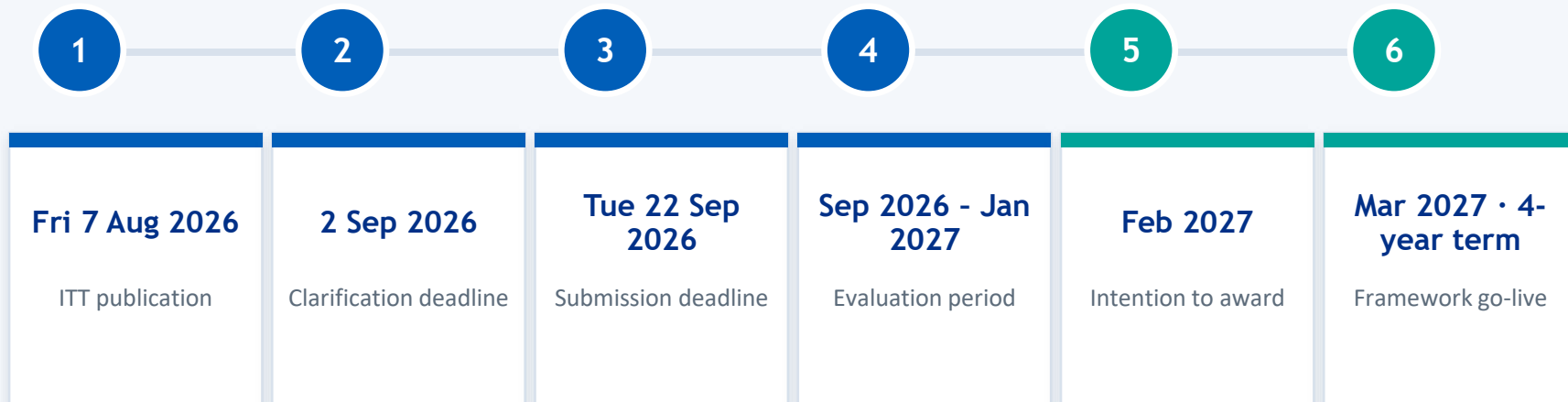
Permanent recruitment

- Percentage of annual salary, based on NHS pay scales.
- Fixed-term fees applied pro-rata.
- Minimum three-month fee applies.

Managed service

- MSP fee (£/pp) is evaluated.
- Agency commission is submitted but not evaluated.
- Abnormally low pricing must be justified.

Key dates from ITT to go-live



PREPARE NOW

Next steps ahead of publication

- Register on the CCS Bravo portal and update your CDP profile.
- Line up the Compliance Manager for the six NHSE modules post-ITT.
- Gather three years of accounts ready for the FVRA.
- Confirm you meet the previous-supply threshold for your target lots.

Talk to us about RM6397

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