

Issued: 8 August 2025

Item: GLA Collaborative Recruitment Services

This paper will be published with the next agenda

1 Summary

- 1.1 This paper seeks Procurement Authority from the Committee to enable TfL to increase the Greater London Authority (GLA) Collaborative Recruitment Services Framework (Framework) total value and enable the award of call-off contracts from this single supplier Framework. This increase covers both the proposed one-year term, and the one-year extension, described below.
- 1.2 The use of Chair's Action is considered appropriate as the decision to enter the call-off contracts is required ahead of the Framework expiry on 30 September 2025 and the date of the next meeting of the Committee is 2 October 2025. The Committee was notified of the intention to seek approval by way of Chair's Action at its meeting on 14 July 2025.
- 1.3 The Members of the Committee are asked to consider the proposal and provide Mike O'Donnell, as Chair of the Committee, with their views on or before Wednesday 13 August 2025 at 12 noon. The contents of this paper and the exercise of Chair's Action will be reported to the next meeting of the Committee.
- 1.4 The exempt appendix contains supplementary information that is exempt from publication by virtue of paragraph 3 of Schedule 12A of the Local Government Act 1972, in that it contains information relating to the financial or business affairs of TfL.

2 Recommendation

- 2.1 **The Chair of the Committee, in consultation with available Members, is asked to note the paper and the exempt supplementary appendix and:**
 - (a) **approve additional Procurement Authority for the amount set out in the exempt appendix to enable TfL to enter into call off contracts under the GLA Collaborative Recruitment Services Framework for the continued provision of contingent labour and permanent recruitment services; and**
 - (b) **note that the proposed call-off contracts include commitments that extend beyond the period of the Business Plan and Budget, and provision will need to be made for those commitments in future Business Plans and Budgets.**

3 Background

- 3.1 In September 2021, TfL established the Framework on behalf of the GLA, its Functional Bodies and others including the Metropolitan Police Service (the Collaborative Members). The Framework is also utilised by the British Transport Police.
- 3.2 This single-supplier Framework, awarded to Reed Specialist Recruitment Limited (Reed) in August 2021, following the approval of Procurement Authority by the Committee. It covers the provision of contingent labour, also known as Non-Permanent Labour, and permanent recruitment services under a Managed Service Provision model. The Framework is due to expire on 30 September 2025.
- 3.3 Each Collaborative Member holds an individual call-off contract with Reed. Collaborative Members can continue to compliantly issue call-off contracts against the Framework up to its expiry date and it is permissible for call-off contracts to remain live beyond the expiry of the Framework.
- 3.4 Reed delivers services under these call-off contracts through direct sourcing and an established supply chain, including Morson as the lead supplier for engineering roles.
- 3.5 TfL is currently reviewing its augmented resource landscape exploring opportunities to broaden the scope of future offerings and enhance the overall service provision. This review is part of the wider Strategic Workforce Planning initiative to ensure TfL can meet its future resource requirement in the most efficient and effective manner.

4 Proposal

- 4.1 The uplift in Procurement Authority is required for TfL and the other Collaborative Members to continue their relationship with Reed via the compliant award of new call-off contracts for one year with an option to extend for up to an additional one year.

5 Benefits

- 5.1 The new call-off contracts will maintain continuity and stability of service provision, while this review is undertaken and the next generation arrangement is developed, procured, and mobilised.
- 5.2 The sourcing route for the new provision, once agreed, will determine whether the additional one-year extension option is required.

6 Financial Implications

- 6.1 The budget for the TfL costs for 2025/26 and 2026/27 is included in the current TfL Business Plan and Budget.
- 6.2 The costs for the GLA and the Collaborative Members are included in the budgets for these bodies and are not a cost to TfL.

List of appendices to this report:

An appendix containing exempt supplementary information.

List of Background Papers:

Forthcoming Key Procurement Activities paper, 14 July 2025 Finance Committee

GLA Collaborative Recruitment Services Framework, Finance Committee Chair's Action paper, 7 April 2021

Contact Officer: Patrick Doig, Group Procurement and Commercial Director
Email: Patrick.Doig@tfl.gov.uk