

Part 3 Selection Questionnaire

Contract Reference

TCORP2119

Contract Title

Torbay Council Standing List for

Lot 2 – Approved Social Worker Agency Providers

2019-2023

Procurement Procedure

Open

Maximum Period of Contract

4 years (from 3 January 2020)

Return Date

Thursday 30 April 2020

Return Time

No later than 12:00 Noon

Return To

www.supplyingthesouthwest.org.uk (ProContract)

Applicant Name

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Stage One – Standardised Selection Questionnaire

A. Information for Potential Suppliers

Potential Supplier Information and Exclusion Grounds: Part 1 & Part 2

The standard Selection Questionnaire is a self-declaration, made by you (the potential supplier), that you do not meet any of the grounds for exclusion. If there are grounds for exclusion, there is an opportunity to explain the background and any measures you have taken to rectify the situation (we call this self-cleaning).

A completed declaration of Part 1 and Part 2 provides a formal statement that the organisation making the declaration has not breached any of the exclusions grounds. Consequently we require all the organisations that you will rely on to meet the selection criteria to provide a completed Part 1 and Part 2. For example these could be parent companies, affiliates, associates, or essential sub-contractors, if they are relied upon to meet the selection criteria. This means that where you are joining in a group of organisations, including joint ventures and partnerships, each organisation in that group must complete one of these self-declarations. Sub-contractors that you rely on to meet the selection criteria must also complete a self-declaration (although sub-contractors that are not relied upon do not need to complete the self-declaration).

When completed, this form is to be sent back to the contact point given in the procurement documents along with the selection information requested in the procurement documentation.

Alternatively you can submit the completed Exclusion Grounds of the <u>EU ESPD</u> (Part III) as a downloaded XML file to the buyer contact point along with the selection information requested in the procurement documentation.

Supplier Selection Questions: Part 3

The procurement document will provide instructions on the selection questions you need to respond to and how to submit those responses. If you are bidding on behalf of a group (consortium) or you intend to use sub-contractors, you should complete all of the selection questions on behalf of the consortium and/or any sub-contractors.

If the relevant documentary evidence referred to in the Selection Questionnaire is not provided upon request and without delay we reserve the right to amend the contract award decision and award to the next compliant bidder.

Consequences of Misrepresentation

¹ For the list of exclusion please see: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/551130/List_of_Mandatory_and_Discretionary_Exclusions.pdf

If you seriously misrepresent any factual information in filling in the Selection Questionnaire, and so induce an authority to enter into a contract, there may be significant consequences. You may be excluded from the procurement procedure, and from bidding for other contracts for three years. If a contract has been entered into you may be sued for damages and the contract may be rescinded. If fraud, or fraudulent intent, can be proved, you or your responsible officers may be prosecuted and convicted of the offence of fraud by false representation, and you must be excluded from further procurements for five years

B. Notes for Completion

- 1. The "authority" means the contracting authority, or anyone acting on behalf of the contracting authority, that is seeking to invite suitable candidates to participate in this procurement process.
- 2. "You" / "Your" refers to the potential supplier completing this standard Selection Questionnaire i.e. the legal entity responsible for the information provided. The term "potential supplier" is intended to cover any economic operator as defined by the Public Contracts Regulations 2015 (referred to as the "regulations") and could be a registered company; the lead contact for a group of economic operators; charitable organisation; Voluntary Community and Social Enterprise (VCSE); Special Purpose Vehicle; or other form of entity.
- 3. Please ensure that all questions are completed in full, and in the format requested. If the question does not apply to you, please state 'N/A'. Should you need to provide additional information in response to the questions, please submit a clearly identified annex.
- 4. The authority recognises that arrangements set out in section 1.2 of the standard Selection Questionnaire, in relation to a group of economic operators (for example, a consortium) and/or use of sub-contractors, may be subject to change and will, therefore, not be finalised until a later date. The lead contact should notify the authority immediately of any change in the proposed arrangements and ensure a completed Part 1 and Part 2 is submitted for any new organisation relied on to meet the selection criteria. The authority will make a revised assessment of the submission based on the updated information.
- 5. For Part 1 and Part 2 every organisation that is being relied on to meet the selection criteria must complete and submit the self-declaration.
- 6. For answers to Part 3 If you are bidding on behalf of a group, for example, a consortium, or you intend to use sub-contractors, you should complete all of the questions on behalf of the consortium and/ or any sub-contractors, providing one composite response and declaration.

The authority confirms that it will keep confidential and will not disclose to any third parties any information obtained from a named customer contact, other than to the Cabinet Office and/or contracting authorities defined by the regulations, or pursuant to

an order of the court or demand made by any competent authority or body where the authority is under a legal or regulatory obligation to make such a disclosure.

c. Questionnaire

| Part 1. F | otential Supplier Informatio | n | | | | |
|---|---|-----|------|------|--|--|
| Section 1. Potential Supplier Information | | | | | | |
| Question Number | Question | | Resp | onse | | |
| 1.1(a) | Full name of the potential supplier submitting the information | | | | | |
| 1.1(b) – (i) | Registered office address (if applicable) | | | | | |
| 1.1(b) – (ii) | Registered website address (if applicable) | | | | | |
| 1.1(c) | Trading status: | | | | | |
| | a) Public Limited Company | | | | | |
| | b) Limited Company | | | | | |
| | c) Limited Liability Partnership | | | | | |
| | d) Other Partnership | | | | | |
| | e) Sole Trader | | | | | |
| | f) Third Sector | | | | | |
| | g) Other (please specify your trading status | | | | | |
| 1.1(d) | Date of registration in country of origin | | | | | |
| 1.1(e) | Company registration number (if applicable) | | | | | |
| 1.1(f) | Charity registration number (if applicable) | | | | | |
| 1.1(g) | Head office DUNS number (if applicable) | | | | | |
| 1.1(h) | Registered VAT number | | | | | |
| 1.1(i) - (i) | If applicable, is your organisation registered with the appropriate | Yes | | | | |
| | registered with the appropriate | No | | | | |

| | professional or trade register(s) in the member state where it is established? | N/A | | |
|---------------|--|--------|---------|-------------|
| 1.1(i) - (ii) | If you responded yes to 1.1(i) - (i), please provide the relevant details, including the registration number(s). | | | |
| 1.1(j) - (i) | Is it a legal requirement in the state where you are established for you to | Yes | | |
| | possess a particular authorisation, or be a member of a particular organisation in | No | | |
| | order to provide the services specified in this procurement? | | | |
| 1.1(j) - (ii) | If you responded yes to 1.1(j) - (i), please provide additional details of what is required and confirmation that you have complied with this. | | | |
| 1.1(k) | Trading name(s) that will be used if successful in this procurement | | | |
| 1.1(l) | Relevant classifications (state whether you fall within one of these, and if so which one): | | | |
| | a) Voluntary Community Social Enterprise (VCSE) | | | |
| | b) Sheltered Workshop | | | |
| | c) Public Service Mutual | | | |
| 1.1(m) | Are you a Small, Medium or Micro | | | |
| | Enterprise (SME) ² ? | No | | |
| 1.1(n) | Details of Persons of Significant Control (F | SC) wh | ere app | oropriate3: |
| | Name: | | | |
| | Date of birth: | | | |
| | Nationality: | | | |
| | Country, state or part of the UK where the PSC usually lives: | | | |
| | Service address: | | | |
| | The date he or she became a PSC in relation to the company (for existing companies the 6 April 2016 should be used): | | | |

² See EU definition of SME: http://ec.europa.eu/enterprise/policies/sme/facts-figures-analysis/sme-definition/
³ UK companies, Societates European (SEs) and limited liability partnerships (LLPs) will be required to identify and record the people who own or control their company. Companies, SEs and LLPs will need to keep a PSC register, and must file the PSC information with the central public register at Companies House. See PSC guidance.

| | Which conditions for being a PSC ar applicable): | e met (Please enter N/A if not | | | |
|--------|--|----------------------------------|--|--|--|
| | Over 25% up to (and including) 50% | | | | |
| | More than 50% and less than75% | | | | |
| | 75% or more⁴ | | | | |
| 1.1(o) | Details of immediate parent company (pleas | se enter N/A if not applicable): | | | |
| | Full name of the immediate parent company | | | | |
| | Registered office address (if applicable) | | | | |
| | Registration number (if applicable) | | | | |
| | Head office DUNS number (if applicable) | | | | |
| | Head office VAT number (if applicable) | | | | |
| 1.1(p) | Details of ultimate parent company (please enter N/A if not applicable): | | | | |
| | Full name of the ultimate parent company | | | | |
| | Registered office address (if applicable) | | | | |
| | Registration number (if applicable) | | | | |
| | Head office DUNS number (if applicable) | | | | |
| | Head office VAT number (if applicable) | | | | |
| | eriminal record check for relevant convictions | <u> </u> | | | |

⁴ Central Government contracting authorities should use this information to have the PSC information for the preferred supplier checked before award.

Please provide the following information about your approach to this procurement:

| ` ' ' ' | Question Are you bidding as the lead contact for a group of economic operators? | Yes | Re | sponse | |
|---|--|---|----|--------|--|
| 1 | • | Yes | | | |
| | | Yes No If yes please provide details listed in questions 1.2(a) – (ii) (a) – (iii) and to 1.2(b) – (i), (b) – (ii), 1.3, Section 2 and 3 If no, and you are a supporting bidder please provide the name of your group at 1.2(a) – (ii) for reference purposes and complete 1.3, Section 2 and 3 | | | |
| ` ' ' ' | Name of group of economic operators (if applicable) | | | | |
| | Proposed legal structure if the group of economic operators intends to form a named single legal entity prior to signing a contract, if awarded. If you do not propose to form a single legal entity, please explain the legal structure. | | | | |
| | Are you, or if applicable, the group of economic operators proposing to use sub-contractors? | Yes | | | |

| 1.2(b) – (ii) | If you responded yes to 1.2(b) – (i) please provide additional details for each sub-contractor in the following table: we may ask them to complete this form as well. | | | | | | |
|--|---|--|--|--|--|--|--|
| Name: | | | | | | | |
| Registered Address | | | | | | | |
| Trading Status: | | | | | | | |
| Company Registration Number | | | | | | | |
| Head Office DUNS Number (if applicable) | | | | | | | |
| Registered VAT Number | | | | | | | |
| Type of organisation | | | | | | | |
| SME (Yes/No) | | | | | | | |
| The role each sub- contractor will take in providing the works and / or supplies e.g. key deliverables | | | | | | | |
| The approximate % of contractual obligations assigned to each subcontractor | | | | | | | |

Contact Details and Declaration

I declare that to the best of my knowledge the answers submitted and information contained in this document are correct and accurate.

I declare that, upon request and without delay I will provide the certificates or documentary evidence referred to in this document.

I understand that the information will be used in the selection process to assess my organisation's suitability to be invited to participate further in this procurement.

I understand that the authority may reject this submission in its entirety if there is a failure to answer all the relevant questions fully, or if false/misleading information or content is provided in any section.

I am aware of the consequences of serious misrepresentation.

| Section 1. | Contact Details and De | eclaration |
|--------------------|---------------------------------------|------------|
| Question Number | Question | Response |
| 1.3(a) | Contact Name: | |
| 1.3(b) | Name of Organisation: | |
| 1.3(c) | Role in Organisation: | |
| 1.3(d) | Phone number: | |
| 1.3(e) | E-mail Address: | |
| 1.3(f) | Postal Address: | |
| 1.3(g) | Signature (electronic is acceptable): | |
| 1.3(h) | Date: | |

Part 2. Exclusion Grounds

Please answer the following questions in full. Note that every organisation that is being relied on to meet the selection must complete and submit the Part 1 and Part 2 self-declaration.

Section 2. Grounds for Mandatory Exclusion

| | Crounds for Mandatory Exclusion | | | | |
|--------------------|--|----------|--|--|--|
| Question Number | Question | Response | | | |
| 2.1(a) | Regulation 57(1) and (2) | | | | |
| | The detailed grounds for mandatory exclusion of an organisa out on this web page, which should be referred to before corthese questions. | | | | |
| | Please indicate if, within the past five years you, your organisation or any other person who has the powers of representation, decision or control in the organisation who has been convicted anywhere in the world of any of the offences within the summary below and listed on the web page. | | | | |
| | Participation in a criminal organisation: | Yes | | | |
| | If yes please provide details at 2.1(b) | No | | | |
| | Corruption: | Yes | | | |
| | If yes please provide details at 2.1(b) | No | | | |
| | Fraud: | Yes | | | |
| | If yes please provide details at 2.1(b) | No | | | |
| | Terrorist offences, or offences linked to terrorist activities: | Yes | | | |
| | If yes please provide details at 2.1(b) | No | | | |
| | Money laundering or terrorist financing: | Yes | | | |
| | If yes please provide details at 2.1(b) | No | | | |
| | Child labour and other forms of trafficking in human beings: | Yes | | | |
| | If yes please provide details at 2.1(b) | No | | | |
| 2.1(b) | If you have answered yes to question 2.1(a), please provide further details. | | | | |
| | Date of conviction, specify which of the grounds listed the conviction was for and the reasons for conviction; | | | | |

| | Identity of who has been convicted: | | |
|--------|--|----------|--------|
| | If the relevant documentation is available electronically pleas web address, issuing authority and precise reference of the | | |
| 2.2 | If you have answered yes to any of the points above have | Yes | |
| | measures been taken to demonstrate the reliability of the organisation despite the existence of a relevant ground for exclusion? (Self Cleaning) | No | |
| 2.3(a) | Regulation 57(3) | Yes | |
| | Has it been established, for your organisation by a judicial or administrative decision having final and binding effect in accordance with the legal provisions of the United Kingdom or the legal provisions of the country in which the organisation is established (if outside the UK), that the organisation is in breach of obligations related to the payment of tax or social security contributions? | No | |
| 2.3(b) | If you have answered yes to question 2.3(a), please provide details. Please also confirm you have paid, or have entered arrangement with a view to paying, the outstanding sum inclapplicable any accrued interest and/or fines: | into a l | oindir |

Please Note: The Authority reserves the right to use its discretion to exclude a potential supplier where it can demonstrate by any appropriate means that the potential supplier is in breach of its obligations relating to the non-payment of taxes or social security contributions.

| Section 3. | Grounds for Discretionary Exclusion | | | | | | |
|--------------------|--|-----------|----|--|--|--|--|
| Question Number | Question | Respons | se | | | | |
| 3.1 | Regulation 57(8) The detailed grounds for discretionary exclusion of an organisation are set out on this web page, which should be referred to before completing these questions. Please indicate if, within the past three years, anywhere in the world any of the following situations have applied to you, your organisation or any other person who has powers of representation, decision or control in the organisation. | | | | | | |
| 3.1(a) | Breach of environmental obligations? If yes please provide details at 3.2 | Yes No | | | | | |
| 3.1(b) | Breach of social obligations? If yes please provide details at 3.2 | Yes No | | | | | |
| 3.1(c) | Breach of labour law obligations? If yes please provide details at 3.2 | Yes No | | | | | |
| 3.1(d) | Bankrupt or is the subject of insolvency or winding-up proceedings, where the organisation's assets are being administered by a liquidator or by the court, where it is in an arrangement with creditors, where its business activities are suspended or it is in any analogous situation arising from a similar procedure under the laws and regulations of any State? If yes please provide details at 3.2 | Yes No | | | | | |
| 3.1(e) | Guilty of grave professional misconduct? If yes please provide details at 3.2 | Yes No | | | | | |
| 3.1(f) | Entered into agreements with other economic operators aimed at distorting competition? If yes please provide details at 3.2 | Yes No | | | | | |
| 3.1(g) | | Yes No | | | | | |

| | Aware of any conflict of interest within the meaning of regulation 24 due to the participation in the procurement procedure? If yes please provide details at 3.2 | | |
|----------------|--|-----|--|
| 3.1(h) | Been involved in the preparation of the procurement | | |
| | procedure? If yes please provide details at 3.2 | No | |
| 3.1(i) | Shown significant or persistent deficiencies in the | Yes | |
| | performance of a substantive requirement under a prior public contract, a prior contract with a contracting entity, or a prior concession contract, which led to early termination of | No | |
| | that prior contract, damages or other comparable sanctions? If yes please provide details at 3.2 | | |
| 3.1(j) | Please answer the following statements: | | |
| 3.1(j) – (i) | .1(j) – (i) The organisation is guilty of serious misrepresentation in supplying the information required for the verification of the absence of grounds for exclusion or the fulfilment of the selection criteria. If yes please provide details at 3.2 | | |
| | | | |
| | | | |
| 3.1(j) – (ii) | The organisation has withheld such information. | Yes | |
| | If yes please provide details at 3.2 | No | |
| 3.1(j) – (iii) | The organisation is not able to submit supporting documents required under regulation 59 of the Public Contracts | Yes | |
| | Regulations 2015. | No | |
| | If yes please provide details at 3.2 | | |
| 3.1(j) – (iv) | The organisation has influenced the decision-making process of the contracting authority to obtain confidential | Yes | |
| | information that may confer upon the organisation undue | No | |
| | advantages in the procurement procedure, or to negligently provide misleading information that may have a material influence on decisions concerning exclusion, selection or award. | | |
| | If yes please provide details at 3.2 | | |
| 3.2 | If you have answered Yes to any of the above, explain what me taken to demonstrate the reliability of the organisation despite of a relevant ground for exclusion? (Self Cleaning): | | |

| For Submission | | | |
|----------------|--|--|--|
| | | | |

Part 3. Selection Questions⁵

| Section 4. | Economic and Financial Standing | |
|---|---|----------|
| Question Number | Question | Response |
| 4.1 | Please Note: Applicants are required to provide the financial information they identify below, as part of their response to this Part 3 Selection Questionnaire. This information will be used at this stage to establish the Applicant's ability to provide the information and therefore meet the selection criteria. The financial information will only be assessed in relation to the highest scoring Applicant(s) as part of Torbay Council's pre-award due diligence process. Are you providing a copy of your audited accounts for the last 2 years? | |
| | | |
| If no, are you providing one of Y/N in the relevant box: (a) A statement of the turnove Account/Income Statement, Barriancial Position and Statement | If no, are you providing one of the following, answer with | No |
| | (a) A statement of the turnover, Profit and Loss Account/Income Statement, Balance Sheet/Statement of | Yes |
| | Financial Position and Statement of Cash Flow for the most recent year of trading for this organisation. | No |
| | year and a bank letter outlining the current cash and credit position. (c) Alternative means of demonstrating financial status if any of the above are not available (e.g. forecast of turnover for the current year and a statement of funding provided by | Yes |
| | | No |
| | | Yes |
| | | No |
| | the owners and/or the bank, charity accruals accounts or an alternative means of demonstrating financial status). | |
| 4.2(a) | Where we have specified a minimum level of economic | Yes |
| | and financial standing and/ or a minimum financial threshold within the evaluation criteria for this procurement, | No |
| | please self-certify by answering 'Yes' or 'No' that you meet the requirements set out. | |
| 4.2(b) | If you are unable to provide any of the financial information squestion 4.1 and/or have answered No to question 4.2(a) ple | |

⁵ See Action Note 8/16 Updated Standard Selection Questionnaire

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For Submission

| an explanation for this, e.g. your organisation is a new start-up: |
|--|
| |

| Section 5. | question 1.2 th | icated in the Selection Questionn at you are part of a wider group, details below: | | |
|-------------|--|--|-----|--|
| Name of Org | anisation: | | | |
| • | to the Supplier lese questions: | | | |
| 5.1 | , | | Yes | |
| | requested to at a la | No | | |
| 5.2 | ' | arent company be willing to provide a | Yes | |
| | guarantee if necessary? | No | | |
| 5.3 | If no, would you be able to obtain a guarantee elsewhere (e.g. from a bank)? | | Yes | |
| | | | No | |

Section 6. Technical and Professional Ability

6.1 Relevant Experience and Contract Examples

Please provide details of up to three contracts, in any combination from either the public or private sector; voluntary, charity or social enterprise (VCSE) that are relevant to our requirement. VCSEs may include samples of grant-funded work. Contracts for supplies or services should have been performed during the past three years. Works contracts may be from the past five years.

The named contact provided should be able to provide written evidence to confirm the accuracy of the information provided below.

Consortia bids should provide relevant examples of where the consortium has delivered similar requirements. If this is not possible (e.g. the consortium is newly formed or a Special Purpose Vehicle is to be created for this contract) then three separate examples should be provided between the principal member(s) of the proposed consortium or Special Purpose Vehicle (three examples are not required from each member).

Where the Supplier is a Special Purpose Vehicle, or a managing agent not intending to be the main provider of the supplies or services, the information requested should be provided in respect of the main intended provider(s) or subcontractor(s) who will deliver the contract.

If you cannot provide examples see question 6.3

| | Contract 1 | Contract 2 | Contract 3 |
|---------------------------------------|------------|------------|------------|
| Name of Customer Organisation: | | | |
| Point of Contact in the Organisation: | | | |
| Position in the Organisation: | | | |
| E-mail Address: | | | |

For Submission

| Brief De | escription of Contract: | | | |
|----------|---|---|---------------------------------|---------------------------|
| Contrac | ct Start Date: | | | |
| Contrac | ct Completion Date: | | | |
| Estimat | ed Contract Value | | | |
| 6.2 | healthy supply chain Evidence should incl | sub-contract a proportion of the cons with your sub-contractor(s) lude, but is not limited to, details of contract and including prompt paymen other countries) | your supply chain management to | racking systems to ensure |
| | | | | |
| 6.3 | | e at least one example for question sation is a new start-up or you have | • | · |
| | | | | |

| Section 7. | Modern Slavery Act 2015: Requirements under M Slavery Act 2015 ⁶ | lodern | |
|----------------------|--|--------|--|
| 7.1 | Are you a relevant commercial organisation as defined by | Yes | |
| | section 54 ("Transparency in supply chains etc.") of the Modern Slavery Act 2015 ("the Act")? | No | |
| with Sec If yo | If you have answered yes to question 1 are you compliant with the annual reporting requirements contained within Section 54 of the Act 2015? | Yes | |
| | | No | |
| | If you have answered yes, please provide the relevant URL: | | |
| | If you have answered no, please provide an explanation: | | |
| | | | |

⁶ Procurement Policy Note 9/16 Modern Slavery Act 2015

Section 8. Additional Questions

Suppliers who self-certify that they meet the requirements to these additional questions will be required to provide the evidence of this if they are successful at contract award stage.

| 8.1 | Insurance | | | |
|-----|---|-----------------|---------|--|
| a) | lease self-certify whether you already have, or can commit to | | | |
| | obtain, prior to the commencement of the contract, the levels of insurance cover indicated below: | No | | |
| | Employer's (Compulsory) Liability Insurance* = | £10,0 | 00,00 | |
| | Public Liability Insurance = | £5,000,000 | | |
| | Professional Indemnity Insurance = | £100, | 000 | |
| | Product Liability Insurance = | | N/A | |
| | *It is a legal requirement that all companies hold Employer's (Co Liability Insurance of £5 million as a minimum. Please note this r is not applicable to Sole Traders. | • | • , | |
| 8.2 | Project Specific Questions to Assess Technical and Profess – Mandatory Pass / Fail Requirements | sional <i>i</i> | Ability | |

Suppliers who self-certify that they meet the requirements for question 8.2 a) will be required to provide evidence of this if they are successful at standing List Award stage. Please indicate your answer by marking 'X' in the relevant boxes.

Suppliers who self-certify that they meet the requirements for question 8.2 b) may be required to provide evidence of this if they are successful at Standing List Award stage. Please note that your response will be scored in accordance with section 3.4.2 of Part 1 Information. The minimum score in order to achieve a Pass for this question is 3/5. If an Applicant's score for this question does not achieve 3/5 their Tender Submission will be rejected and not evaluated further and they will be informed accordingly.

Please note: The evaluation of the response to question 8.2 b) will not go beyond the word limit that has been set and therefore responses must be submitted in Word format.

| Question Number | Question | Response |
|--------------------|--|----------|
| a) | The Applicant shall confirm that it holds the following: | Yes |
| | Quality assurance policy and/or relevant quality assurance certification (ISO 9001 or equivalent); | No |
| | Complaints Policy;Equal opportunities employment policy; | |

| | Policy or robust procedure to ensure that all Agency Workers supplied to its clients are eligible to work in the United Kingdom (UK); Health and Safety Policy; HR Employee policies procedures/Handbook Policy or robust procedure concerning the Agency Workers Directive; Data Protection Policy/Information Governance Policy; Disaster Recovery/Contingency Policy | |
|----|--|--|
| b) | The Applicant shall describe its previous experience of providing agency staff, or alternatively if you have not provided this type of worker before, what your Agency will put in place to ensure it can suitably provide this type of worker in accordance with the Specification of requirements. | |
| | Minimum Requirement – that the response provided is in sufficient enough detail that provides the Authority with confidence that your Organisation has the capability of providing the agency staff they require to fill the roles as described in Part 2 Specification. | |
| | | |