



# NWUPC

North Western Universities Purchasing Consortium

*Delivering value through responsible procurement*

## Global Workforce Mobility Services

### PFB3135 NW

This Framework Agreement covers the services required to manage a global workforce, covering immigration services, overseas taxation, accountancy and payroll services and services to support employee relocation.

# Global Workforce Mobility Services

This agreement is let and managed by NWUPC and is available to all Higher Education Consortia Members. This Framework Agreement covers the provision of services to help with the management of a global workforce, with the option to have coverage of individual requirements of Immigration services, Overseas Tax, Accountancy and Payroll Services and Employee Relocation Services as well as coverage of a managed service for all of these services through one Supplier.

The Lots are split into 4 areas.

## Lot 1 – Immigration Services

## Lot 2 – Overseas Tax, Accountancy and Payroll Services

## Lot 3 – Employee Relocation Support Services

## Lot 4 – Global Workforce Management Services

### Lot 1 Immigration Services

Suppliers awarded to this Lot are able to provide advice, support, fulfilment and management of Immigration related services and legal services in relation to international workforce considerations that will include immigration into the UK as well as UK nationals and other nationals emigrating and going on assignment to host territories. This will include activities that prevent illegal working and aiding the Member Institution in being fully compliant with sponsor duties. International Employment Advice may also be provided under this Lot however it was not mandatory that all awarded Suppliers be able to provide this service therefore please check with the Supplier beforehand. This employment advice may be for both inbound and outbound of the UK.

### Lot 2

#### Overseas Tax, Accountancy and Payroll Services

Suppliers awarded to this Lot are able to provide advice, support and management of overseas activities for income tax, social security, corporate direct and indirect tax implications, personal tax consequences and the set up and operation of overseas payroll (direct, shadow and full management). This will include activities that ensure tax and accountancy compliance in both the UK and overseas territory. Coverage will be for both the UK and overseas in regards to global mobility activities. Domiciliation services that includes advice, support, fulfilment and management of the establishment of an independent operation in an overseas territory and the activities involved in this may be provided by Suppliers under this Lot however it was not a mandatory requirement that all awarded Suppliers be able to provide this service therefore please check with the Supplier beforehand.

### Lot 3

#### Employee Relocation Support Services

Suppliers awarded to this Lot are able to provide the following services that are involved with the activities for both inbound and outbound of the United Kingdom to internationally relocate an Employee and their dependants this may include removal and storage services, destination orientation services, spousal support services, education support services and accommodation services.

As a minimum Economic Operators must be able to provide these services. It may be a requirement throughout the lifetime of the agreement that these services are required on a UK only basis as well as a relocation from one non-UK country to another non-UK country. However, it is not mandatory for the Economic Operator to offer this. These services may be requested by the Institution themselves on an ad-hoc or long-term agreement or may be requested by the Employee themselves as a recommendation from the Institution, this may be following receiving a lump sum for relocation from the Institution. This may include both departure and repatriation of the Employee and their dependants/spouse for both permanent and temporary assignments.

### Lot 4

#### Global Workforce Management Services

Suppliers awarded to this Lot are able to provide services that cover the end to end activities involved with managing an international workforce. This includes, but is not limited to, the advice, management, fulfilment and support of immigration services, legal services in relation to international workforce considerations, overseas tax and accountancy consideration and overseas payroll. As a minimum Economic Operators must be able to provide these services. Domiciliation and employee relocation services may be provided under this Lot however it is not a mandatory requirement that the awarded Supplier can offer these services therefore please check with them beforehand. The Supplier will manage the relationship with the Member Institution for all services under this Lot and will manage the full process. Members will contract directly with the Supplier.



## Who can access this Framework Agreement?

Members of NWUPC, APUC, HEPCW, LUPC, NEUPC and SUPC are able to access this Agreement.

### Benefits of using this agreement

A compliant, simplified route to market for your requirements .

Pre-agreed and preferential Terms and Conditions with all awarded Suppliers.

More advantageous pricing based on economies of scale from aggregated spend with scope to further improve this at call-off.

You have the ability to call-off from the agreement as and when required rather than needing to undertake a full tender process.

The Framework allows for flexibility, to determine specific requirements at the call off stage.

NWUPC and your Consortium will provide contract management support to you should you experience any issues with suppliers and will act in your best interests.

### Lot 1

- Anderson Anderson & Brown LLP and Fragomen LLP Consortium bid
  - Ernst & Young LLP
  - KPMG LLP
- PricewaterhouseCoopers LLP
  - Smith Stone Walters Ltd

### Lot 3

- Gerson Relocation Limited
- Icon Relocation Limited
- Santa Fe Group Limited,
- Sterling Relocation Limited (trading as Sterling Lexicon)
- TTHCurzon Relocation Ltd

### Lot 2

- Anderson Anderson & Brown LLP and Fragomen LLP Consortium bid
  - Crowe U.K. LLP
  - Ernst & Young LLP
  - KPMG LLP
- PricewaterhouseCoopers LLP

### Lot 4

- Anderson Anderson & Brown LLP and Fragomen LLP Consortium bid
  - Deloitte LLP
  - Ernst & Young LLP
  - KPMG LLP
- PricewaterhouseCoopers LLP
  - Santa Fe Group Limited

### Areas evaluated at Framework

Awarded Suppliers were evaluated on pricing for a basket of example services which fall under the scope of each Lot as well as pricing for a number of scenarios. They were also evaluated on their responses to a number of customer requirements questions which included specific case studies for each Lot, Service and Delivery, Technical Capability and Responsible Procurement.

**All awarded Suppliers hold the following insurance levels as a minimum:**

**Employers Liability Insurance - £5 million**

**Public Liability Insurance - £2 million**

**Professional Indemnity Insurance - £2 million (Lots 1, 2 and 4 only)**

### Who to contact?



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