

Applicant Tracking System
(NHS)

Pricing Summary



Tribepad Applicant Tracking System

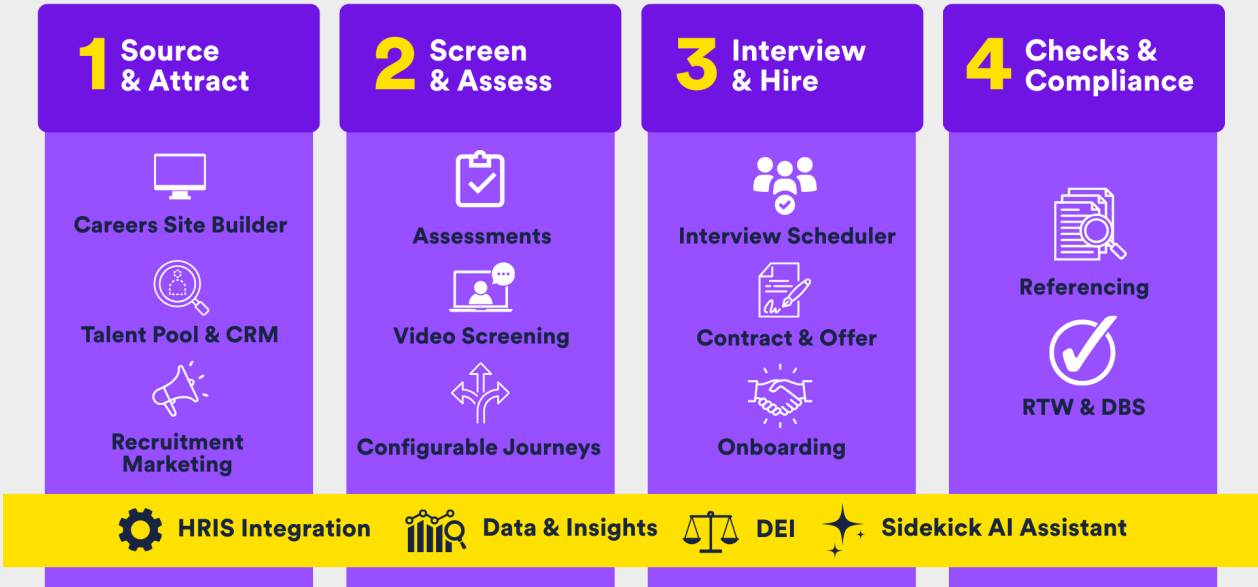
NHS Pricing Summary

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Summary

Tribepad Pro NHS is a Talent Acquisition SaaS software configured to meet the resourcing needs of the UK National Health Service. Our solution is modular in its design, so our pricing is unique to each Trust customer project.

A single, proven, powerful platform.



Typically, there are three elements to Tribepad’s NHS pricing model, these are:

- 1. The one-off professional services fees for project management, consultancy and technical services for implementing Tribepad’s core ATS, Job Search, Onboarding, ED&I Tools, Reporting Suite and CRM plus its integrations to NHS Jobs & ESR (if required);
- 2. The annually recurring software licence fee for Tribepad’s core ATS, Job Search, Onboarding, ED&I Tools, Reporting Suite and CRM modules. Pricing for this is calculated per organisation, and we use employee size for the calculation;
- 3. If any additional modules are in scope, these carry both one-off and recurring fees. The same applies to the number of third-party integrations, brands and languages required.

Professional & Technical Services - Implementation / Set-up

One-off pricing for a Tribepad Pro NHS implementation is £9,500 for a standard 14-20-week deployment.

Pricing increases with the introduction of multi-brand (NHS Provider Collaboratives), multi-language (if needed for overseas recruitment), and more complex deployments that may require several integrations & different process requirements.

Any non-standard, more complex implementations will need to be scoped with pricing confirmed based on a time and materials basis at the day rates quoted.

Any new custom integrations with third-party platforms, e.g., Occupational Health / Learning Management Systems, will need to be scoped and cost on a time & materials basis at the quoted day rates.

NHS Jobs and ESR are included within our standard pricing.



Once a contractual agreement is made, one-off professional and technical services fees are invoiced.

Tribepad Talent Acquisition Platform - recurring

Tribepad’s Pro NHS Platform includes ATS, a branded customer Job Search page, Onboarding, ED&I Tools, Reporting Suite, standard & enhanced CRM, and integrations, which is available from £19,000 per annum, with pricing scaling based on organisational size. See below for further details on how this scales. The fee is fixed for the initial term of the contract.

All prices exclude VAT and are based on annual billing. Monthly billing is available for a surcharge. Payment terms are strictly 30 days.

Tribepad Sidekick (AI Agent)

Our Sidekick (AI agent) is available from £4,995 per annum, with pricing scaling based on organisational size and expected hiring needs. See below for further details on how this scales. The fee is fixed for the initial term of the contract. Tribepad’s Sidekick is an integrated tool within Tribepad’s Talent Acquisition platform and is not available separately.

It should be noted that, on occasion, for Sidekick, we may use the expected number of applications rather than employee size to determine the pricing band, which may alter the price.

All prices exclude VAT and are billed annually. Monthly billing is available for a surcharge. Payment terms are strictly 30 days.

Career site & additional job search pages

Our enhanced Career Site builder is available at an additional 15% of the annual Talent Acquisition Platform price e.g. If £19,000 the career site builder would be charged at an additional £2,850 per annum. Implementation fees will vary based on the level of customer support needed.

Overview of scaling recurring fees

No of Employee's	Tribepad Pro NHS (Core) Recurring Fees (£)	Tribepad Sidekick (Optional) Recurring Fees (£)
Up to 1,000	19,000	4,995
1,001 - 2,000	22,000	9,995
2,001 - 3,000	25,000	14,995
3,001 - 4,000	28,000	19,995
4,001 - 5,000	31,000	24,995
5,000 - 7,500	35,000	31,995



7,501 - 10,000	39,000	39,995
10,001 - 15,000	45,000	51,995
15,001 - 20,000	50,000	65,995
20,001 - 25,000	55,000	79,995

Other charges

Additional training

Tribepad training options are as follows:
 Onsite single day - £1,000 + Travel + Accommodation
 Virtual single day - £1,000
 Virtual half-day - £550
 Virtual hour - £275

Professional services

A certain amount of project management and consulting services is included in the setup charges. Additional professional services are charged at £950 per day.

Technical services

Bespoke development is charged at £1,200 per day to adapt the platform beyond the standard commercial offering.

Customer Success

Customer Success at Tribepad ensures our customers get the most value from their ATS, supporting them from day one and throughout their journey. Our Bronze package, included as part of the core service, provides pooled access to our Customer Success team, an annual ATS Healthcheck, and the ability to join Community Calls. For customers seeking more personalised support, optional Silver, Gold, and Platinum packages offer enhanced services tailored to your needs.
 Silver - £3,780 per annum
 Gold - £7,280 per annum
 Platinum - £13,230 per annum

Recruitment Marketing

Tribepad is directly integrated with Indeed & Google for Jobs. Multi-posting to other Job Boards, e.g. NHS Jobs, is included as part of Tribepads core Talent Acquisition Platform (2 user seats included as standard; more can be purchased). Customers must enter into a separate commercial agreement with each of its preferred job boards and social media channels.



Tribepad Checks

Tribepad Checks is an optional feature providing Digital Right To Work and DBS checking services. It is fully integrated with the ATS and supported by our partner, TrustID. Right to Work checks start from £4 per check, with prices decreasing based on volume.

SMS Packages

SMS can be utilised in several ways with Tribepad, from ad-hoc communications to automated reminder texts scheduled to be sent to candidates before their interviews occur. SMS is priced depending on volume. See the table below for the available bundle options.

SMS Package Prices			
Package	SMS credits per year	Baseline cost per credit in pence	Annual cost (£)
1	1,200	15	180
2	3,000	12	350
3	6,000	10	600
4	12,000	8	1,000
5	30,000	6	2,000
6	180,000	5	10,000

Video Interviewing Packages

Tribepad Video Interviewing is an optional integrated feature that provides one-way (asynchronous) video interviews. Prices start from £5,000 per year for 150 hires.

e-Signatures

Tribepad e-Sign offers an intuitive e-signature contract experience with sliding scale bundle pricing based on volume.

No of Employees	Tribepad E-signature Recurring Fees (£)
Up to 1,000	483
1,001 - 2,000	483
2,001 - 3,000	765
3,001 - 4,000	1,017
4,001 - 5,000	1,242
5,000 - 7,500	944
7,501 - 10,000	1,491
10,001 - 15,000	1,899
15,001 - 20,000	2,515



20,001 - 25,000	3,169
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We can also offer a less functional yet legally binding e-acceptance solution using IP address and time-stamping as part of our core offering (no additional fees).

If customers wish to use DocuSign for e-signatures on employee contracts, this will require licensing from the third-party provider, separate from this commercial agreement. A one-off activation fee of £250 and a recurring support fee from £900 will apply (depending on organisation size).

Languages

Tribepad is available in 15 languages and charged at £750 setup and then £1,500 per year. Additional languages can be added through chargeable bespoke development.

Partner Integrations Ecosystem

Tribepad is integrated with various candidate assessment and background-checking service providers. Existing integrations are charged at £250 setup and then from £900 per year (depending on organisation size). New integrations or more complex integrations will attract additional charges based on our published day rates.

