



OLEEO RECRUIT & ENGAGE NHS SOLUTION

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As the UK's leading AI-powered ATS, Oleeo streamlines recruitment for over 200 public sector organisations, delivering proven efficiency and compliance where it matters most.

Oleeo develops our product along SaaS methodology guidelines.

This means that our product is consistently evolving and developing. We continually build out the features and modules within the product(s) adding these to the existing functionality available. The ethos is to continually add value and scope to the product you initially procured. We will release regular communication to you around what's next in line for release as well as the use case we are intending the functionality to solve.

Oleeo Pricing

All prices exclude VAT.

Oleeo offers both off the shelf best practice and more tailored and consultatively delivered platforms. Our cost proposal is split into two parts, the initial implementation and ongoing monthly subscription fees.

Implementation

Oleeo Recruit & Engage, the core of Oleeo's Talent Acquisition Suite for NHS and Healthcare organisations, can be implemented for as little as £9,750.

Our solutions are designed to be deployed quickly and cost effectively with limited customised configuration.

This Core Solution implementation fee covers your chosen off-the-shelf sector solution with all associated 'Core' features as per the product tables and implementation to get you up & running without fuss:

- Initial Project Kick Off
- System Familiarisation & Configuration Workbook Workshop
- Essential Configuration post workshop
- System Branding for 1 brand
- Associated UAT & Project Management
- 1 day System Training
- 1 configuration training session

The Solution can be further configured, where required, to allow for additional templates, multiple brands or workflows, online testing, system integrations, etc. Please allocate additional budget to cater for this (based on time and materials at daily rates).

Oleeo Daily rates table

Project Manager	£1,000	Consultancy and Design	£1,000
Implementation Consultant	£1,000	Technical Consultant carrying out system development	£1,000
Configuration	£1,000		
Testing	£1,000	Technical Director	£1,500
Training	£1,000*	Strategy Director	£1,500

*Pro-rated for community Oleeo Academy Sessions.

Implementation service Fees are payable:

- 50% Due upon signing the Call Off Agreement
- 50% Due upon 60 days after signature of the Call Off Agreement

Exclusions

The client is responsible for all reasonable travel and accommodation expenses for Oleeo staff to attend meetings outside of London (Oleeo takes a remote-first approach to implementation and ongoing account reviews in line with our sustainability policy, however, can support onsite meetings by request).

Ongoing Subscription Fees

Oleeo's running costs come in the form of a Subscription fee (which includes all ongoing support and maintenance), payable quarterly or annually in advance.

The Subscription Fees cover:

- User licences
- Hosting services including: Bandwidth, Hardware, Security and Backups
- Software maintenance
- Standard software updates
- Client helpdesk support
- Ongoing account management including regular account reviews
- Customer Success Manager

Ongoing fees are based predominantly on organisation size and start from £13,200 per annum for Recruit & Engage (based on an organisation size of up

to 750 FTE, excluding any additional modules).

Additional factors affecting the ongoing fees include:

- The number of Supported Users (additional supported users can be added at £100 per user per month)
- Overall application numbers (Oleeeo operates a fair usage policy in line with FTE count)
- Large scale volume campaigns
- Any agreed Client specific SLA's
- Additional support hours (outside of Business Hours, Monday to Friday)
- Complexity of solution particularly in case of solution customisation (through configuration) and number/level of integrations- complexity increases with solution tailoring of 10 days configuration or more
- Candidate Support (where requested - please add 10% on to your subscription fees)

Thus, Oleeeo's full end to end solution, including the first year's ongoing fees can be procured from £22,950* for the core implementation (off the shelf sector product £9,750) and 12 months subscription fees (from £13,200). *Based on an organisation size of up to 750 FTE.

Subscription fees are based on a 36 month term and start upon contract signature.

Should a client choose to terminate (for convenience) prior to the full contracted term the full fee applicable across the initial term will be payable.

At each 12 month interval, FTE figures will be reviewed, where these increase by more than 5%, the subscription fees will be reviewed. Should your organisation merge with another, or in the case of multi-client bodies take on additional organisations, at any point during the life of your contract, a fee review will take place to take into account the increase in FTE.



Subscription fees can be calculated as follows:

Oleeo Recruit & Engage for Healthcare & NHS	Up to 750 FTE	751-2,500 FTE	2,501-7,500 FTE	7,501-50,000 FTE
Annual Fee per Annum per FTE *Minimum. fee of £13,200 per annum applies	£17.60*	£5.00	£3.50	£2.50
No. of Supported Users (with access to the client helpdesk) included within your subscription fee	1	2	3	4

Discounts are available for Charitable Organisations

Example Fees: Client with an FTE of 2,500 purchasing Recruit & Engage

Set up: £9,750

Ongoing Subscription Fee (per annum): $(750 \times 17.60) + (1750 \times 5) = £21,950$

After 24 months, Oleeo reserves the right to increase Subscription fees in line with RPI (and by no more than 5% per annum).

Additional Modules, Products & Integrations

Oleeo's AI First Recruitment Platform allows your organisation to grow and to adopt AI or additional non-AI modules at its own pace, in line with your organisation's needs.

Additional **Modules** available to include within your solution include:

	Ongoing fee (where taken with Oleeo Recruit)
NHS Onboarding	50% of the annual subscription fee
Integration with MS Teams	20% of the annual subscription fee
Oleeo Recruit: Inclusive Writing	£1.20 per FTE per annum for the first 2,500 FTE* £0.60 thereafter (*min. fee £900 per annum for 750 FTE) No set up fee applies
Oleeo Recruit: Job Posting	Per annum fee applies (based on FTE size. Posting fees to free sites included, Posting fees for paid for jobs boards apply No set up fees apply

Oleeo Recruit: Parsing & CV Name Blinding	(£1,200 per annum for up to 15,000 cv's, £3,600 per annum for up to 50,000 cv's, for higher volumes please ask) No set up fees apply	
Oleeo Careers Site	Ongoing fees are based on no. of content editors, org size and bandwidth required. Please enquire Set up based on Time and Materials	
Oleeo On Demand Video Screening -ODVS (Fully Integrated Video Interview)	Set up fee from £1,000 Starting price from £3.90 per unit Discounts are available for higher volumes	
Oleeo IDVT	Set up fee from £1,500 (for 2 workflows) Integration Support fee of £3,000 per annum Credits from £2.80 (rates exclusively available to Oleeo Customers) (1 document submitted equals 1 credit) Discounts are available for larger credit numbers purchased - please enquire	
<i>Oleeo Interview Notes</i>	£3,000 per annum	Up to 1,000 FTE
	£6,000 per annum	Up to 2,500 FTE
	£9,000 per annum	Up to 5,000 FTE
	£12,000 per annum	Up to 7,500 FTE
	£15,000 per annum	Up to 10,000 FTE
	Please enquire	Above 10,000 FTE
Oleeo Vacancy IQ	£3,000 per annum	Up to 1,000 FTE
	£6,000 per annum	Up to 2,500 FTE
	£9,000 per annum	Up to 5,000 FTE
	£12,000 per annum	Up to 7,500 FTE
	£15,000 per annum	Up to 10,000 FTE
	Please enquire	Above 10,000 FTE
OleeoQ	£3,000 per annum	Up to 1,000 FTE
	£4,200 per annum	Up to 2,500 FTE
	£6,000 per annum	Up to 5,000 FTE
	£9,000 per annum	Up to 7,500 FTE
	£11,000 per annum	Up to 10,000 FTE
	Please enquire	Above 10,000 FTE
Candidate Navigator	£6,000 per annum	Up to 1,000 FTE
	£9,000 per annum	Up to 2,500 FTE
	£15,000 per annum	Up to 5,000 FTE
	£18,000 per annum	Up to 7,500 FTE
	£19,500 per annum	Up to 10,000 FTE
	Please enquire	Above 10,000 FTE
Oleeo Recruit: Search and Match	From £10,000 per annum for an org size of up to 2500 FTE	

Skills Assess	From £3.60 per behaviour per applicant (1 behaviour = 1 credit), where paid annually in advance (minimum annual purchase 3,500 credits = £12,600). with discounts for volumes over 25,000 credits. Set up fees are based on Time and Materials
AI Candidate Screening	From £3.60 per Resume/Application + Cover Letter where paid annually in advance (minimum annual purchase 3,500 credits= £12,600). with discounts for volumes over 25,000 credits. Set up fees are based on Time and Materials

Unless stated otherwise, set up costs for all the above modules are charged on a Time and Material basis, based on Oleeo's daily rates.

Additional **Products** include:

Oleeo Events £3.00 per FTE per annum (minimum per annum fee £3,000 when taken alongside Recruit. A discounted rate applies for FTE count over 25,000). Set up fees are based on Time & Materials (From £5,000 when implemented alongside Recruit).
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Integrations

Integrations are regularly requested by our clients and are priced based on Time and Materials, ongoing support fees apply (set up & ongoing fees apply):

For our NHS clients, integration with ESR and NHS Jobs Future Service is included within the subscription fee.

Additional Integrations available

Single Sign On
3 rd Party Job Board Integration (Via Job Board aggregator)
3 rd Party Online Assessment Integration
3 rd Party Video Interview Integration
Integration with DBS for Basic Checks (see separate pricing table)
Integration with DBS for Standard and Enhanced Checks (see separate pricing table)
Additional Integrations available via Oleeo's API

Set up fees apply, charged on a Time and Material basis, based on Oleeo's daily rates. An ongoing support and maintenance fee for the integration service applies.

Also available (costs apply based on Time and & Materials)

Accessibility Compliance Checking support to AA standard
Welsh Language Candidate Interface capability

Integration with DBS

Oleeo can integrate your Oleeo ATS with DBS for Basic, Standard and Enhanced Checks.

Service	Fee
Integrate your existing Oleeo ATS with DBS (Set Up for Basic Checks), including associated workflow changes	Set up is charged on a Time and Materials basis, based on Oleeo's daily rates.
Integrate your existing Oleeo ATS with DBS (Set Up for Standard and Enhanced), including associated workflow changes	Set up is charged on a Time and Materials basis, based on Oleeo's daily rates.
Seamless processing whilst allowing you to maintain control over countersigning your applications	£3.50 to £20.00 per application based on volume of checks and industry sector, plus the relevant DBS fee in force at the time (Currently £49.50 for Enhanced and £21.50 for Standard, £21.50 for Basic- correct as of Jan 26).

Set up to integrate your existing Oleeo e-Recruitment and Talent Acquisition Solution with DBS is charged on a Time and Materials basis, based on Oleeo's daily rates.

An ongoing support and maintenance fee for the integration service applies in line with your ATS subscription fee.

Additional Services

Oleeo offers a range of additional services, either directly or through our partner network enabling us to offer a complete solution to our clients. As described in Section 17 of the Service Definition document these services include:

- Online test/assessment provision
- Candidate sourcing
- Branding & advertising
- Campaign, Communication and Response
- On-boarding
- Career Transition
- Redeployment

Where provided directly by Oleeo, these services are charged on a time and material basis with the following exception:

1. Some automated assessments that are charged per assessment per candidate starting from £1 per assessment per candidate.

New modules and functionality

Oleeo continuously develops its software. Oleeo has a fortnightly development cycle where it releases new enhancements, functionality and modules.

Some new functionality and new modules attract a setup and/or ongoing fee. Clients will be given the opportunity to take these up as & when they are made available. Your Oleeo Customer Success Manager will keep you abreast of all new developments to see if they may benefit your organisation. Any set up fees will be based on a Time & Materials basis. Any ongoing fee will be charged on a per unit or org size basis as relevant to the module released.



We look forward to welcoming you into the Oleeo Community!



ISO 27001 accredited with UK based support and development



Oleeo is proud to be a Living Wage Employer

Award-winning recruitment platform and partnership with our customers

