



OLEEO RECRUIT & ENGAGE Police and Fire and Rescue Solutions

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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 its 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 AI-First Recruit & Engage, the core of Oleeo's Talent Acquisition Suite, 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 Solutions can be further configured where your processes require it and/ or to allow for additional templates, multiple brands, multiple workflows, online testing, system integrations, etc. Where this is the case clients will want to allocate an additional budget to cater for this. We offer up front configuration 'bundles' to easily enable our clients to budget for additional work at the point of implementation (Bundles are discounted at 15% off of our daily rates when purchased as part of the initial implementation).

Configuration Bundles (All bundles include associated QC & PM time)

5 days	£5,950
10 days	£11,900
15 days	£17,850

Additional work is carried out on a time and materials basis, based on Oleeo's daily rates.

For our tailored solutions, Oleeo uses the core Oleeo Sector Solution 'Recruit & Engage' as the base and works with our clients to identify the complementary modules/product sets within our Talent Acquisition Suite that will best support their recruitment objectives. From here, we will work with our clients, offering a range of design and consultancy services whilst incorporating longer term strategy to design and deliver the ultimate customer solution. The core Oleeo Sector solution is priced at £9,750 and all associated services including business process re-engineering, design, consultancy and strategy services, additional implementation resources, additional tailoring through configuration, integrations and any other associated implementation services, are carried out on a time and materials basis based on Oleeo's daily rates.

Larger organisations may prefer this more consultative approach to their system implementation e.g. where organisations are joining forces with the aim of centralising their recruitment infrastructure, e.g. moving to a shared services model, or for organisations that require support on re-engineering their recruitment processes before inclusion in a new system.

Oleo can also put together bespoke training packages, in particular where an organisation wishes its users to take on a higher level of self-service on an ongoing basis. Training can be delivered remotely or on site.

Further to the initial implementation, any ongoing change requests, integrations or additional Oleeo services offered would be carried out on a time and materials basis based on Oleeo's daily rates as outlined on the following page. Annual resource service packs can also be procured for easier budgeting.

Oleo 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

*Prorated for community Oleo 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 take 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 (Oleeo 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 the 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, Oleeo's full end to end solution, including the first year's ongoing fees can be procured from £22,950* for the core implementation (best practice 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. After 24 months, Oleeo reserves the right to increase Subscription fees in line with RPI (and by no more than 5% per annum).

For organisation sizes above 750 FTE, subscription fees can be calculated as follows:

Oleeo AI First Recruit, Engage & Events	Annual Fee per Annum per FTE	Number of Supported Users (with access to Oleeo's helpdesk) included within your subscription fee
Up to 750 FTE *minimum fee of £13,200 per annum applies	17.60	1
751-2,500 FTE	15.75	2
2,501-5,000 FTE	10.95	3
5,001-7,500 FTE	10.35	4
7,501-15,000 FTE	9.65	5
15,001-50,000 FTE	8.30	6
50,001-75,000 FTE	4.85	6
75,000 FTE+	2.63	6

Example Fees: Client with an FTE of 2,500 purchasing Recruit & Engage only with a 5 day configuration bundle:

Set up: £9,750 + £5,950 = £15,700

Ongoing Subscription Fee (per annum): $(750 \times 17.60) + (1750 \times 15.75) = £40,762.50$

G Cloud advertised discounts apply based on the annual call-off contract value.

Additional Modules, Products & Integrations

Oleeeo'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 Oleeeo Recruit)	
Oleeeo 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	
Oleeeo 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	
Oleeeo 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	
Oleeeo Careers Site	Ongoing fees are based on no. of content editors, org size and bandwidth required. Please enquire	
Oleeeo 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	
Oleeeo 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 Oleeeo Customers) (1 document submitted equals 1 credit) Discounts are available for larger credit numbers purchased- please enquire	
Oleeeo Interview Notes	£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
Oleeeo 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.

Integrations

Integrations are regularly requested by our clients. We have included example pricing for the most frequently requested integration; all integrations are priced based on time and materials (set up & ongoing support fees apply).

Example Integration Type	Set Up Fee	Ongoing Support Fee (per annum)
HR System Integration (1-way successful candidate export) (Based on Oleeo standard integration methodology for up to 50 fields+ 1 document per candidate)	£2,500	£3,000

Additional Integrations available

HR System Integration (2-way) Based on Oleeo Standard methodology
Single Sign On
3rd Party Job Board Integration (Via Job Board aggregator)
CoreVet Integration (Police Solution only) Oleeo offers 2 Integration options
AIMS file export (Police Solution only) (Included within subscription fees)
3rd Party Online Assessment Integration
3 rd Party Video Interview Integration
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.

Integration with DBS

Oleo 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).

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

Also available (costs apply, based on time and & materials)

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

Additional Services

Oleo 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 and Redeployment

Where provided directly by Oleeo, these services are charged on a time and materials basis with the exception of automated assessments which are charged per assessment per candidate starting from £1 per assessment per candidate.

New modules and functionality

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

Some new functionality and new modules attract a setup (based on time and materials) and/or ongoing fee (charged per unit or on org size). Clients will be given the opportunity to take these up as & when they are made available. Your Oleo Customer Success Manager will keep you abreast of all new developments to see if they may benefit your organisation.



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

