

682308-2026 - Gara

Norvegia – Servizi di assunzione – Direct recruitment of health personnel

OJ S 192/2026 05/10/2026

Bando di gara o di concessione – regime ordinario

Servizi

1. Committente

1.1. Committente

Nome ufficiale: Fauske Kommune

E-mail: postmottak@fauske.kommune.no

Forma giuridica del committente: Organismo di diritto pubblico controllato da un'autorità locale

Attività dell'amministrazione aggiudicatrice: Servizi generali delle amministrazioni pubbliche

2. Procedura

2.1. Procedura

Titolo: Direct recruitment of health personnel

Descrizione: The municipality needs to strengthen the recruitment of certified health personnel for municipal health and care services and would therefore like to enter into a framework agreement with one or several professional tenderers who can assist with active search, quality assurance and recruitment of qualified candidates for direct employment in the municipality. The contract shall supplement the municipality's own recruitment and be used when positions are difficult to occupy through the municipality's own recruitment processes. The municipality intends to enter into a framework agreement for direct recruitment of health personnel with one main supplier and up to 2 secondary tenderers (parallel agreements). The selection of the main and any secondary suppliers will be decided by the ranking in the evaluation. The municipality is free to not choose secondary suppliers.

Identificativo della procedura: ea679a6f-e0cc-41cd-9c09-fdddb555f24

Identificativo interno: 9561

Tipo di procedura: Aperta

La procedura è accelerata: no

2.1.1. Finalità

Natura dell'appalto: Servizi

Classificazione principale (cpv): 79600000 Servizi di assunzione

Classificazione aggiuntiva (cpv): 85141000 Servizi prestati da personale medico

2.1.2. Luogo di esecuzione

Suddivisione del paese (NUTS): Nordland/Nordlândia (NO071)

Paese: Norvegia

2.1.3. Valore

Valore stimato al netto dell'IVA: 10 000 000,00 NOK

Valore massimo dell'accordo quadro: 20 000 000,00 NOK

2.1.4. Informazioni generali

Base giuridica:

Direttiva 2014/24/UE

2.1.6. Motivi di esclusione

Fonti dei motivi di esclusione: Avviso

Situazione analoga al fallimento ai sensi della normativa nazionale: Is the tenderer in a bankruptcy situation? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.

Fallimento: Is the tenderer in a bankruptcy situation? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.

Corruzione: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, by enforceable judgement been convicted of corruption by a verdict handed down not more than five years ago, or a rejection period determined directly in the judgement that still applies? Corruption as defined in Article 3 of the Convention on Combating Corruption, involving European Communities or European Union member states (EUT C 195 of 25.6.1997, s. 1), and in Article 2, point 1, in the Council's framework decision 2003/568/RIA of 22 July 2003 on combating corruption in the private sector (EUT L 192 of 31.7.2003, p. 54). This rejection reason also includes corruption as defined in national law for the contracting authority or supplier.

Concordato preventivo con i creditori: Is the supplier in a situation where he has been forced debt arrangement? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.

Partecipazione a un'organizzazione criminale: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, at the time a legally convicted verdict of participation in a criminal organisation by a verdict handed down no more than five years ago, or a rejection period set out directly in the judgement that still applies?

Participation in a criminal organisation as defined in Article 2 of the Council's framework decision 2008/841/RIA of 24 October 2008 on control of organised crime (EUT L 300 of 11.11.2008, p. 42).

Accordi con altri operatori economici intesi a falsare la concorrenza: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

Violazione di obblighi in materia di diritto ambientale: Is the tenderer aware of breaches of environmental provisions as stated in national law, the relevant notice or procurement documents or Article 18 (2) of Directive 2014/24/EU.

Riciclaggio di proventi di attività criminose o finanziamento del terrorismo: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, in the event a legal verdict has been convicted of money laundering or financing terrorism by a verdict handed down no more than five years ago, or a rejection period set out directly in the judgement that still applies? Money laundering or financing terrorism As defined in Article 1 of the European Parliament and Council Directive 2005/60/EF of 26 October 2005

on preventive measures against the use of the financial system for money laundering and financing terrorism (EUT L 309 of 25.11.2005, p. 15).

Frode: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, at the time a legally convicted of fraud has been convicted of fraud by a verdict handed down not more than five years ago, or a rejection period determined directly in the judgement that still applies? Fraud included in Article 1 of the Convention on protection of the Financial Interests of the European Communities (EFT C 316 of 27.11.1995, p. 48).

Lavoro minorile e altre forme di tratta di esseri umani: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, in the event a legal verdict has been convicted of child labour and other forms of human trafficking by a verdict handed down no more than five years ago, or a rejection period determined directly in the judgement that still applies? Child labour and other forms of human trafficking as defined in Article 2 of the European Parliament and council directive 2011/36/EU of 5. 1 April 2011 on the prevention and control of human trafficking and the protection of its victims and for compensation of the Council's framework decision 2002/629/RIA (EUT L 101 of 15.4.2011, p. 1).

Insolvenza: Is the tenderer in an insolvency situation? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.

Violazione degli obblighi in materia di diritto del lavoro: Is the tenderer aware of breaches of provisions on working conditions as stated in national law, the relevant notice or procurement documents or Article 18 (2) of Directive 2014/24/EU.

Amministrazione controllata: Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.

False dichiarazioni, omessa informazione, incapacità di fornire i documenti richiesti o acquisizione di informazioni confidenziali in merito alla procedura in questione: Has the tenderer: a) given grossly incorrect information with the notification of the information required to verify that there is no basis for rejection, or of the qualification requirements being fulfilled, b) failed to provide such information, c) made reservations immediately to present the supporting documents requested by the contracting authority, or d) improperly affected the contracting authority's decision process to acquire confidential information that could give this an unlawful advantage in connection with competition, or negligently has given misleading information that can have a significant influence on decisions on rejection, selection or award?

Conflitto di interessi legato alla partecipazione alla procedura di appalto: Is the tenderer aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Partecipazione diretta o indiretta alla preparazione della procedura di appalto: Has the tenderer or an entity associated with the supplier advised the contracting authority or in another way been involved in the planning of the competition?

Grave illecito professionale: Has the tenderer committed serious errors in professional practice? If relevant, see the definitions in national law, the relevant notice or procurement documents.

Cessazione anticipata, risarcimento danni o altre sanzioni comparabili: Has the tenderer committed significant breaches of contract in connection with the fulfilment of a previous public contract, a previous contract with a public contracting authority or a previous concession contract, where the breach has led to the cancellation of the contract, compensation or other similar sanctions?

Violazione degli obblighi in materia di diritto sociale: Is the tenderer aware of breaches of provisions on social conditions as stated in national law, the relevant notice or procurement documents or Article 18 (2) of Directive 2014/24/EU.

Violazione dell'obbligo di pagamento dei contributi previdenziali: Have tenderers failed to fulfil all their social security obligations in the country where they are established and in their member state, if this is a different country than what he is established in?

Cessazione di attività: Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.

Violazione dell'obbligo di pagamento delle imposte: Has the tenderer not fulfilled all of his tax and duty obligations in both the country where he is established and in the contracting authority's member state, if this is a different country than what he is established in?

Reati terroristici o reati connessi alle attività terroristiche: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body, or has the competence to represent or control or make decisions in such bodies, in the event a legal verdict has been convicted of acts of terrorism or criminal acts connected to terrorist activities by a verdict handed down no more than five years ago, or a rejection period set directly in the judgement that still applies? Acts of terrorism or criminal acts relating to terrorist activity as defined in Article 1 and 3 of the Council's framework decision 2002/475/RIA of 13 June 2002 on combating terrorism (EFT L 164, of 22.6.2002, p. 3). This rejection reason also includes incitement to, participation or attempts to commit such actions as included in Article 4 in the mentioned framework decision.

Infrazione legata alla condotta professionale nell'ambito degli appalti della difesa: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body, or has the competence to represent or control or make decisions in such bodies, have been legally convicted of offences regarding professional behaviour in defence procurements?

Mancanza dell'affidabilità necessaria a escludere i rischi per la sicurezza del paese: Is the tenderer assessed to lack the reliability necessary to exclude the risk of national security?

Violazione degli obblighi connessi a motivi di esclusione previsti esclusivamente dalla legislazione nazionale: The contracting authority shall state that in Norway there are national rejection reasons. These shall be described in the procurement documents. Tenderers must respond to whether they are in one or more of the situations described in the national rejection reasons.

5. Lotto

5.1. Lotto: LOT-0001

Titolo: Direct recruitment of health personnel

Descrizione: The municipality needs to strengthen the recruitment of certified health personnel for municipal health and care services and would therefore like to enter into a framework agreement with one or several professional tenderers who can assist with active search, quality assurance and recruitment of qualified candidates for direct employment in the

municipality. The contract shall supplement the municipality's own recruitment and be used when positions are difficult to occupy through the municipality's own recruitment processes. The municipality intends to enter into a framework agreement for direct recruitment of health personnel with one main supplier and up to 2 secondary tenderers (parallel agreements). The selection of the main and any secondary suppliers will be decided by the ranking in the evaluation. The municipality is free to not choose secondary suppliers.

Identificativo interno: 12477

5.1.1. Finalità

Natura dell'appalto: Servizi

Classificazione principale (cpv): 79600000 Servizi di assunzione

Classificazione aggiuntiva (cpv): 85141000 Servizi prestati da personale medico

5.1.2. Luogo di esecuzione

Suddivisione del paese (NUTS): Nordland/Nordlândia (NO071)

Paese: Norvegia

5.1.3. Durata stimata

Durata: 48 Mesi

5.1.4. Rinnovo

Rinnovi massimi: 1

Altre informazioni sul rinnovo: Three years. The framework agreement period is 1 year.

Unilateral option for the contracting authority for 1+1+1 year. The contract will be extended one year at a time, after the first contract year and within the framework of four years, unless notice is given at least one month before the due date.

5.1.6. Informazioni generali

Partecipazione riservata:

La partecipazione non è riservata.

Progetto di appalto non finanziato con fondi UE

L'appalto è soggetto all'accordo sugli appalti pubblici (AAP): no

5.1.9. Criteri di selezione

Fonti dei criteri di selezione: Avviso

Criterio: Rapporto finanziario

Descrizione del criterio di selezione: See the tender documentation Documentation requirements: See the tender documentation

Criterio: Altri requisiti economici o finanziari

Descrizione del criterio di selezione: See the tender documentation Documentation requirements: See the tender documentation

Criterio: Iscrizione in un registro professionale pertinente

Descrizione del criterio di selezione: See the tender documentation Documentation requirements: See the tender documentation

Criterio: Referenze su lavori specifici

Descrizione del criterio di selezione: See the tender documentation Documentation requirements: See the tender documentation

5.1.10. Criteri di aggiudicazione

Criterio:

Tipo: Prezzo

Descrizione: Price

Categoria del criterio di aggiudicazione peso: Ponderazione (percentuale, esatta)

Criterio di aggiudicazione: numero: 50

Criterio:

Tipo: Qualità

Descrizione: Quality

Categoria del criterio di aggiudicazione peso: Ponderazione (percentuale, esatta)

Criterio di aggiudicazione: numero: 50

Criterio:

Tipo: Qualità

Descrizione: The procurement has a climate footprint and an environmental impact that is considered immaterial. This is justified by the fact that the service is mainly carried out digitally over the internet, as well as assistance that constitutes abstract special competence. There is, therefore, no obligation for this procurement to set requirements or criteria in accordance with PPR §7-9, cf. the fifth paragraph of the provision and there are no requirements or criteria connected to climate or environment.

Categoria del criterio di aggiudicazione peso: Ponderazione (percentuale, esatta)

Criterio di aggiudicazione: numero: 0

5.1.11. Documenti di gara

L'accesso a determinati documenti di gara è limitato

Le informazioni sui documenti riservati sono disponibili all'indirizzo seguente: <https://app.artifik.no/procurements/9561>

Canale di comunicazione ad hoc:

Nome: e-Tendering

5.1.12. Condizioni di appalto**Modalità di presentazione:**

Presentazione elettronica delle offerte: Obbligatoria

Indirizzo per la presentazione: <https://app.artifik.no/procurements/9561>

Lingue in cui possono essere presentate le offerte o le domande di partecipazione: norvegese

Catalogo elettronico: Non consentita

Termine per il ricevimento delle offerte: 17/11/2026 11:00:00 (UTC+00:00) ora dell'Europa occidentale, GMT

Durata durante la quale l'offerta deve rimanere valida: 3 Mesi

Condizioni contrattuali:

L'esecuzione dell'appalto deve avvenire nel contesto di programmi di lavoro protetti: No

Condizioni relative all'esecuzione dell'appalto: N/A

Fatturazione elettronica: Obbligatoria

Si farà ricorso all'ordinazione elettronica: sì

Sarà utilizzato il pagamento elettronico: sì

Accordo finanziario: N/A

5.1.15. Tecniche**Accordo quadro:**

Accordo quadro, senza riapertura della gara

Numero massimo di partecipanti: 3

Informazioni sul sistema dinamico di acquisizione:

Nessun sistema dinamico di acquisizione

5.1.16. Ulteriori informazioni, mediazione e ricorsi

Organizzazione competente per i ricorsi: Salten og Lofoten tingrett
Organizzazione alla quale rivolgersi per informazioni complementari sulla procedura di appalto : Fauske Kommune
Organizzazione alla quale rivolgersi per informazioni complementari sulle procedure di ricorso: Fauske Kommune
Organizzazione che riceve le domande di partecipazione: Artifikk AS

8. Organizzazioni

8.1. ORG-0001

Nome ufficiale: Fauske Kommune
Numero di registrazione: 972418021
Indirizzo postale: Postboks 93
Località: Fauske
Codice postale: 8201
Suddivisione del paese (NUTS): Nordland/Nordlândia (NO071)
Paese: Norvegia
Referente: Tom Seljeås
E-mail: postmottak@fauske.kommune.no
Telefono: +47 75604000
Indirizzo internet: <https://www.fauske.kommune.no/>
Profilo del committente: <https://www.fauske.kommune.no/>

Ruoli di questa organizzazione:

Committente
Organizzazione alla quale rivolgersi per informazioni complementari sulla procedura di appalto
Organizzazione alla quale rivolgersi per informazioni complementari sulle procedure di ricorso

8.1. ORG-0002

Nome ufficiale: Salten og Lofoten tingrett
Numero di registrazione: 826723122
Indirizzo postale: Postboks 322
Località: Bodø
Codice postale: 8001
Suddivisione del paese (NUTS): Nordland/Nordlândia (NO071)
Paese: Norvegia
E-mail: tsol.post@domstol.no
Telefono: +47 75434900
Indirizzo internet: <https://www.domstol.no/no/domstoler/tingrett/salten-og-lofoten-tingrett/>

Ruoli di questa organizzazione:

Organizzazione competente per i ricorsi

8.1. ORG-0003

Nome ufficiale: Artifikk AS
Numero di registrazione: 925364967
Indirizzo postale: Stortingsgata 12
Località: Oslo
Codice postale: 0161
Suddivisione del paese (NUTS): Oslo (NO081)
Paese: Norvegia

E-mail: support@artifik.no

Indirizzo internet: <https://artifik.no>

Ruoli di questa organizzazione:

Prestatore di servizi in materia di appalti

Organizzazione che riceve le domande di partecipazione

Informazioni sull'avviso

Identificativo/versione dell'avviso: 2dd467ea-ac9e-4a29-8fcd-8c66b8aee514 - 01

Tipo di formulario: Gara

Tipo di avviso: Bando di gara o di concessione – regime ordinario

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