

DECISION NO: PCCG-2013-004

OFFICE OF POLICE & CRIME COMMISSIONER

TITLE: Provision of Temporary Agency Workers

DATE: 15th January 2013

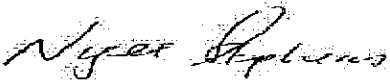
TIMING: A response by 28th January 2013 is required; the existing contract will expire on 31 January 2013.

PURPOSE: The purpose of this report is to seek approval for a twelve month extension to the current contract for the Provision of Temporary Agency Workers.

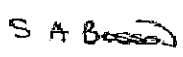
1.	<u>RECOMMENDATION</u>
1.1	To extend the current contract for a 12 month period in accordance with the Police and Crime Commissioner for Gwent, Governance Part 5 Standing Orders Relating to Contracts, paragraph 125.
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	The current contract with Randstad Staffing Solutions for the Provision of Temporary Agency workers to Gwent Police will expire in January 2013. A mini tender exercise was undertaken in 2009 under the Thames Valley Framework Agreement ID 9115. The contract was approved by Gwent Police Authority in December 2009. The contract was awarded to Randstad Staffing Solutions for 3 years with an option to extend for a further 1 year period with both parties agreement. The contract was awarded due to non-compliant spend with several agency contractors and no formal arrangement in place. This resulted in various rates being invoiced and no control measures in place. The Head of People Services requested a formal tendering process to be undertaken to eliminate the issues we were experiencing.
3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	The policing service in Gwent utilises agency staff as an interim solution to meet specialist or short term capacity requirements. The introduction of the Staying Ahead Programme and the scrutiny on staff resources has seen a significant reduction in agency numbers and costs.
3.2	Agency deployments are monitored each month by the Deputy Chief Constable through the Resource Strategy Board. The current use of agency includes custody nurses, vehicle technicians and web developers. These arrangements enable continuity of service without the contractual obligations of employment.
3.3	Consultation with the Human Resources Department, as the key stakeholder for the contract, has confirmed that the delivery of services are timely and effective, supported by monthly management reports. It was agreed to approach Randstad to utilise the extension of the contract.
3.4	Randstad are in agreement to provide the contract once approved, which maintains the current terms and conditions for a further 1 year period.

3.5	The Contracts and Procurement Department will establish a new tender process ahead of January 2014.
4.	<u>NEXT STEPS</u>
4.1	On approval of the report, contract extension documents will be issued to Randstad Staffing Solutions for signature and return to the OPCC.
5.	<u>FINANCIAL CONSIDERATIONS</u>
5.1	Based on usage in 2012, the monthly expenditure is £40,000. This is expected to reduce as the Custody Nurse model is currently being implemented with an employment model and the fleet workshops are planned for relocation. The web developers are grant funded for a fixed term period and this arrangement will continue during the next twelve months.
5.2	There is provision in the current contract to increase the tendered rates in line with RPI, however Randstad have agreed not to exercise this clause during the extension period.
6.	<u>PERSONNEL CONSIDERATIONS</u>
6.1	As part of the extension there would be no staffing/personnel implications.
7.	<u>LEGAL IMPLICATIONS</u>
7.1	This report has been submitted in line with the EU Directives the Scheme of Consent and the Commissioners Financial Regulations.
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	This project/proposal has been considered against the general duty to promote equality, as stipulated under the Single Equality Scheme and has been assessed not to discriminate against any particular group.
8.2	In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.
9.	<u>RISK</u>
9.1	The risk if the Contract is not awarded is that failure to ensure supply of temporary staff under a formal agreement would result in potentially unlawful expenditure.
10.	<u>PUBLIC INTEREST</u>
10.1	Following approval of this report by the Commissioner, this document will be made available to the Public.
11.	<u>CONTACT OFFICER</u>
11.1	Arlhene Jackson, Contracts Officer.
12.	<u>ANNEXES</u>
12.1	None.

For OPCC use only

Office of the Chief Constable I confirm that this report has been discussed and approved at a formal Chief Officers' meeting. It is now forwarded to the OPCC for approval.
Signature: 
Date: 22 January 2013

	Tick to confirm (if applicable)
Financial The Treasurer has been consulted on this proposal.	√
OPCC (insert name) The Chief Executive has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities.	√
Legal The legal team have been consulted on this proposal.	N/A
Equalities The Equalities Officer has been consulted on this proposal.	√

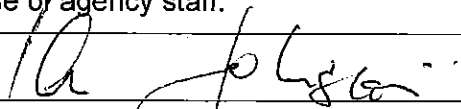
Chief Executive/Deputy Chief Executive: I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent.
Signature: 
Date: 28/01/13

Police and Crime Commissioner for Gwent

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.

The above request has my approval with the proviso that the Chief Constable undertakes a review into the use of agency staff.

Signature:



Date:

28.1.13