

DECISION NO: PCCG-2020-042	
<u>OFFICE OF THE POLICE AND CRIME COMMISSIONER</u>	
LEAD CHIEF OFFICER:	Nigel Stephens -Assistant Chief Officer Resources
TITLE:	Provision of Managed Services for Agency Staff
DATE:	16th December 2020
TIMING:	Urgent
PURPOSE:	For decision
1.	<u>RECOMMENDATION</u>
1.1	To award a Contract for the Provision of Managed Services for Agency Staff to Randstad Solutions Ltd (current incumbent). This is in accordance with paragraph 84-86 of the Manual of Corporate Governance Part 3e Standing Orders relating to contracts.
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	Gwent Police (GWP) facilitated a mini competition under the National Procurement Service (NPS) framework (ref NPS-PSU-0010-14) on behalf of South Wales Police (SWP) and Dyfed Powys Police (DPP). The contract commenced on 1 st December 2015 for an initial term of three (3) years until 30 th November 2018, with an option to extend for twelve (12) months until 30 th November 2019.
2.2	The extension option was utilised but the full 12 months was not taken. The extension was taken and made to co-terminate with the NPS framework on 15 th November 2019. The NPS decided to terminate the framework earlier than planned.
2.3	SWP did not utilise the contract, they used temporary staff sourced from their in-house recruitment pool.
2.4	The current contract has been extended under Decision Numbers PCCG-2019-059 (contract extension approved from 16 th November 2019 to 15 th August 2020), PCCG-2020-010 (contract extension from 16 th August 2020 to 15 th February 2021) and PCCG-2020-037 (contract extension approved from 16 th February 2021 to 28 th March 2021).
2.5	The new contract is on the behalf of GWP (lead Force) and DPP.
3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	A compliant tender has been conducted under the NPS framework 'NPS-PS-0088 18 Provision of Temporary Workers & Supply Teachers, Lot 1 – Master Vendor Managed Service Provider'. Lot 1 consisted of three suppliers only: 1. Hays Specialist Recruitment Ltd.

	<p>2. Pertemps Recruitment Partnership Ltd. 3. Randstad Solutions Ltd.</p>												
	<p>All three suppliers were invited to the procurement opportunity which was issued on the 10th November 2020 via the eTender Wales portal. One bid was received.</p> <p>One supplier declined to take part from the outset confirming – “Given a large proportion of the roles listed in the Invitation To Tender were not roles that Hays would fill, such as Custody Nurses, Occupational Health Advisers, Fleet Driver etc., we would have ended up 2nd tiering the majority of the roles to a second tier supply chain which made the commercial model when we shaped it loss making, which clearly then led to our no bid decision.”</p> <p>The second supplier did not place a bid. Clarification of their decision has been asked however, no response has been received.</p>												
3.2	<p>The evaluation criteria published within the tender document was:</p> <table border="1"> <thead> <tr> <th></th> <th>% Weighting</th> </tr> </thead> <tbody> <tr> <td>Qualification</td> <td>Pass/fail</td> </tr> <tr> <td>Technical</td> <td>60</td> </tr> <tr> <td>Commercial</td> <td>40</td> </tr> </tbody> </table>		% Weighting	Qualification	Pass/fail	Technical	60	Commercial	40				
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3.3	<p>An evaluation of the qualification responses was completed by the Gwent Procurement Department.</p> <p>Evaluations of the Technical bids were completed on Tuesday 9th December 2020. The evaluation panel was made up of:</p> <ol style="list-style-type: none"> 1. GWP – Recruitment and Engagement Manager. 2. DPP – Senior Manager Recruitment, Selection & Apprenticeships. <p>GWP Procurement were also present to collate the comments and scores.</p> <p>The overall compliant winner was Randstad Solutions Ltd:</p> <table border="1"> <thead> <tr> <th></th> <th>Weighting</th> <th>% Score Weighting</th> </tr> </thead> <tbody> <tr> <td>Technical</td> <td>60%</td> <td>39%</td> </tr> <tr> <td>Commercial</td> <td>40%</td> <td>40%</td> </tr> <tr> <td>Grand Total %</td> <td></td> <td>79%</td> </tr> </tbody> </table>		Weighting	% Score Weighting	Technical	60%	39%	Commercial	40%	40%	Grand Total %		79%
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3.4	<p>Within the advertised tender document, the notification to award date is the 5th January 2021 which would start a Voluntary Standstill Period of eight calendar days. The following is an extract from the published timetable within the tender document:</p>												

	7	OPCC Approval	17/12/2020 – 04/01/2021
	8	Notification of proposed Contract award to Tenderers	05/01/2020
	9	Standstill Period	06/0/2021 – 13/01/2021
	10	Annex 10 – Supplier questionnaire Vetting Mobilisation Period	14/01/2021 – 13/03/2021
	11	Contract Award Date	14/03/2021
	13	Anticipated Commencement of Contract	28/03/2021
	14	Bid Validity Period	120 Days
<p>Due to the following reason, the contract commencement date potentially could be sooner than planned/advertised, this will be agreed at the mobilisation meeting:</p> <ol style="list-style-type: none"> 1. The successful supplier is the incumbent provider of this service. 			
<p>The advertised length of contract for this requirement was from the 14th March 2021 until 30th April 2022 (initial period), with an option to extend until 30th October 2023.</p> <p>The above dates are compliant with the NPS framework stipulations.</p>			
4.	<u>NEXT STEPS</u>		
4.1	<p>Upon authorisation of this report, the intent to award letters and feedback to non-bidders can be issued, triggering an eight-calendar day Voluntary Standstill Period.</p> <p>The Voluntary Standstill Period is not compulsory, as a compliant framework is being used. It is recognised as good practice to provide a Voluntary Standstill Period.</p>		
	<p>Should no issues be raised from those suppliers who decided not to bid, then:</p> <ol style="list-style-type: none"> 1. The supplier security questionnaire will be issued to the supplier for completion. 2. Checks will be made that all the supplier staff involved in the contract are vetted to the required level and arrange any additional vetting to be completed. 3. GWP & DPP HR teams can hold an initial contract implementation meeting. <p>Subject to satisfactory completion of points 1-3, the contract document will be finalised and signed by the supplier and both Offices of the Police and Crime Commissioner's (OPCCs).</p>		
5.	<u>FINANCIAL CONSIDERATIONS</u>		
5.1	<p>The Commercial envelope is based on the current UK nationally agreed force pay rate scales, with the addition of the supplier's margins (which includes Working Time Directive, National Insurance, Pension, Apprenticeship Levy).</p>		
5.2	<p>The contract is based on the 2020 pay award with the recent 2.5% pay award increase, with the addition of the suppliers cost margins.</p> <p>The contract is based on a rate card system and volumes throughout the</p>		

	<p>contract are unknown.</p> <p>Savings have been identified by reduced supplier cost margins.</p>
6.	<u>PERSONNEL CONSIDERATIONS</u>
6.1	TUPE was not identified to be applicable to this contract.
7.	<u>LEGAL IMPLICATIONS</u>
7.1	<p>The Legal Services Department reviewed the framework Terms and drafted specific TUPE related Terms and Conditions for the contract.</p> <p>The contract was drafted requiring both OPCC's to sign it.</p>
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	<p>This report has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been assessed not to discriminate against any particular group.</p> <p>Consideration has been given to the requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998 in preparing this report.</p>
9.	<u>RISK</u>
9.1	If this contract is not awarded, there would no access to agency staff.
9.2	If this contract is not awarded, the forces would have no option but to seek a further extension to the current contract, to allow sufficient time to conduct a new tender.
10.	<u>PUBLIC INTEREST</u>
10.1	This document should not be published until the award notices have been issued.
11.	<u>CONTACT OFFICER</u>
11.1	Huw Pearce, Senior Procurement Officer
12.	<u>ANNEXES</u>
12.1	None

For OPCC use only

Office of the Chief Constable

I confirm that **Provision of Managed Services for Agency Staff** report has been discussed and approved at a formal Chief Officers' meeting.

It is now forwarded to the OPCC for **approval** purposes.

Signature:



Date: 16/12/2020

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.

Signature:



Date: 21/12/2020

*This report has been signed by the Chief Finance Officer on behalf of the Police and Crime Commissioner as per Part 3c, Scheme of Consent and Delegation, Paragraph 9 of the Manual of Corporate Governance.