



WORK ORDER

This document is a Work Order according to the definitions contained within the provisions of the Call Off Agreement between MATRIX SCM LTD and Seven Force Strategic Collaboration (The Contracting Authority) except where stated herein, all the clauses and conditions specified in the said contract are included herein by reference and form part of this Work Order.

We are delighted to advise that MATRIX SCM LTD have been authorised to obtain the following services from PROPHET BRAND STRATEGY LIMITED (Supplier)

Project Title	Hertfordshire Local Review
Project Number:	1297
Supplier:	PROPHET BRAND STRATEGY LIMITED
For the attention of:	Seven Force Strategic Collaboration
Address:	Portal Avenue, Martlesham Heath, Ipswich, IP5 3QS,

Category	Marketing
Sub-Category	Branding
Project Description / Summary	<p>Hertfordshire Constabulary are looking for some external support in the work that the Force Review Team are carrying out. We are working to very tight timescales providing options to Chief Officers by October 2023.</p> <p>We do not have the skill set in-house to guide us through this process and we would like to buy those skills in, namely around organisational redesign.</p> <p>We have identified a company that we would like to work with, who would use the same methodology that we have already implemented for the review. A proposal to work with them has been requested.</p> <p>This work is essential to deliver ahead of finalising the 23/24 budget. Hence we would like to appoint directly a consultancy we know can carry out the same approach and would like them in to meet our deadline.</p>

	<p>Review the Constabulary’s delivery model and structure to ensure Hertfordshire Constabulary is in the best possible shape to continue to deliver the best public service and remain a top performing force. It is good business practice to conduct a thorough periodic review. This is especially true in light of the fast changing landscape as well as the likely upcoming period of austerity.</p> <p>This will seek to be achieved through:</p> <ul style="list-style-type: none"> • Understanding the breadth and depth of policing demands facing the Constabulary now and over the next five years • Best alignment of resources to service demands • Efficiency of working and evidence base from policing and elsewhere of what works • Ensuring we are in the best position to seek out and take advantage of new technologies and innovation • Developing the right skills within our workforce and/or in partnership <p>Strategic approach – Principles:</p> <p>The Force Review will adhere to the following principles:</p> <ul style="list-style-type: none"> • Delivering an excellent public service will be at the forefront of all work: the public come first • Prevention First remains our operating model and is at the heart of all we do • The wellbeing of our workforce is important to us • Herts Constabulary will retain a distinct <p>The service will be provided in line with the details in this work order, any additional information provided as part of the procurement process and the proposal submitted by the supplier.</p>
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Additional or Special Clauses	
Project Commencement Date	Sep 11, 2023
Project Completion Date	Nov 03, 2023
Total price payable	£103,000.00
Insurance	<p>1 During the term of this Agreement the SPS Provider shall at its own cost, effect and maintain with a reputable insurance company a policy or policies of insurance providing as a minimum the following levels of cover, in relation to any one claim or series of claims:</p> <p style="text-align: right;">Amount (£)</p>

	<p>Public Liability 10,000,000.00*</p> <p>Employers Liability 5,000,000.00</p> <p>Professional Indemnity 2,000,000.00</p> <p>2 The SPS Provider shall produce to Matrix on request both the insurance certificate giving details of cover and the receipt for the current year's premium in respect of each insurance policy or policies of insurance providing as a minimum the levels of cover set out above.</p> <p>*The Public Liability insurance will be met by a combination of the SPS Provider's coverage and from their umbrella coverage.</p> <p>3 Matrix may from time to time specify additional insurance requirements. Such additional requirements shall be applicable to this Work Order only.</p>
Purchase Order Number	

Milestone reporting and Payment (Subject to agreed 'Milestone Payment Reports')

Milestone	Milestone End Date	Fixed Fee (£)
<p>Design Stage Work Current Operating Model</p> <ul style="list-style-type: none"> • Current State Structure / Process / Capability Capture – through desktop research and interviews. • Current State Operating Model – collate current state data into an Operating Model Canvas <p>Future Operating Model Options and Recommendations</p> <ul style="list-style-type: none"> • External / best practice collation – from interviews with other constabularies • High level design Op Model Options / Initial Recommendation • Full Recommended Operating Model Design including <ul style="list-style-type: none"> - Team Charters - Key Metrics – for teams - Cross-Cutting Processes - Capability Assessment 	29/10/2023	£25750.00
<p>Goal Level Review Review work done at Goal level and assist in</p>	07/10/2023	£51500.00

<p>planning the next steps for the design stage Detail: Sprint Team Structures and Ways of Working – Agreeing and confirming sprint team roles & ways of working, order and focus of sprints Future Herts Constabulary (Operating Model) Requirement – what services you need to deliver in the future, what shifts from current and capture of required benefits (savings / improvements) Validated Design Principles – characteristics of a “good” future operating model (e.g. more responsive, efficient etc.) Reviewed and Updated Value Chain(s) – how you deliver services to public.</p>		
<p>Recommendations for Adoption - Recommended Operating Model Presentation – for Steering Group - Benefits and Risk Assessment - Key Activities to move to Adoption Phase *If we are content with the above work we can consider extending the contract in 4 week stints through the adopt phase or if we need to continue working on the design phase. This is dependent on the above milestones being met.*</p>	13/10/2023	£25750.00

Work order terms:

TERMINATION

- 1 The SPS Provider acknowledges that a Relevant Authority may, pursuant to a Relevant Call-Off Contract, terminate any Work Order arising under this Agreement where, in the reasonable opinion of the Relevant Authority, there is or may be an actual conflict, or a potential conflict, between the pecuniary or personal interests of Matrix, Matrix Personnel or the SPS Provider and the duties owed to the Relevant Authority under the provisions of the Call-Off Contract or the relevant Work Order (as the case may be) which is not immaterial and which if capable of remedy is not remedied within eighteen (18) Business Days of the day of receipt of notice from the Relevant Authority giving details of the breach and requiring its remedy.

RELEVANT AUTHORITY PREMISES

- 2 The Parties intend that each Relevant Authority shall provide the SPS Provider with access to such parts that Relevant Authority's premises as the SPS Provider reasonably requires for the purposes only of properly providing the Specialist Professional Services.
- 3 The Parties intend that each Relevant Authority shall provide the SPS Provider with such accommodation and facilities in that Relevant Authority's premises as is agreed by Matrix and the Relevant Authority from time to time.

PAYMENT AND CHARGES

- 4 Should the Work Order require, payment to the SPS Provider will be made on delivery of Milestones. Once a Milestone is reached, the SPS Provider will complete a Milestone Payment Report on the Matrix MM portal, for the approval of the Contracting Authority which demonstrates that the Milestone has been successfully reached.
- 5 In consideration of the provision by the SPS Provider of the Specialist Professional Services pursuant to this Work Order, Matrix shall pay the Charges to the SPS Provider in accordance with this clause 9 of the Supplier Agreement and the details included within this Work Order.
- 6 In consideration of the provision of any Additional Services by the SPS Provider in, Matrix shall pay the Additional Charges to the SPS Provider in accordance with clause 9 of the Supplier Agreement and the details included within this Work Order.
- 7 Matrix may at any time require the SPS Provider by an express written request or via the online platform to perform any Additional Services and the SPS Provider agrees to use its reasonable endeavours to provide such Additional Services. Prior to performing any Additional Services, the Parties shall agree on the Additional Charges and the Milestones for payment of the Additional Charges unless provided in the relevant Work Order. For the avoidance of doubt, if any Additional Services arise from or in connection with any act, omission, negligence or default of the SPS Provider, the SPS Provider shall not be entitled to any Additional Charges and/or any additional fees, costs and expenses in respect of such Additional Services unless expressly agreed in writing by Matrix.
- 8 Matrix reserves the right to withhold payment of all of the relevant part of an invoice without payment of interest where the SPS Provider has either failed to provide the Specialist Professional Services at all or the Specialist Professional Services have been provided inadequately and any invoice relating to such Specialist Professional Services will not be paid unless or until the Specialist Professional Services have been performed to Matrix's and the Relevant Authority's reasonable satisfaction. Where Matrix intends to withhold payment, it shall provide written notice to the SPS Provider detailing the sum to be withheld and the basis for doing so.
- 9 Where any Party disputes any sum to be paid by it then a payment equal to the sum not in dispute shall be paid and the dispute as to the sum that remains unpaid shall be determined in accordance with clause 21. Provided that the sum has been disputed in good faith, interest due on any sums in dispute shall not accrue until twenty (20) days after resolution of the dispute between the Parties, subject to the Late Payment of Commercial Debt (Interest) Act 1998.
- 10 Interest shall be payable on the late payment of any undisputed Charges properly invoiced under this Agreement in accordance with the Late Payment of Commercial Debts (Interest) Act 1998.
- 11 The Charges, Additional Charges and any other payments due under this Agreement are stated exclusive of VAT, which shall be added at the prevailing rate as applicable and paid by Matrix following delivery of a valid VAT invoice. The SPS Provider shall indemnify Matrix against any liability (including any interest, penalties or costs incurred) which is levied, demanded or assessed on Matrix or the Relevant Authority at any time in respect of the SPS Provider's failure to account for, or to pay, any VAT relating to payments made to the SPS Provider under this Agreement.
- 12 Either Party may retain or set off any sums owed to it by the other Party which have fallen due and payable against any sums due from it to the other Party under this or any other Work Order.

PERSONNEL USED TO PROVIDE THE SPECIALIST PROFESSIONAL SERVICES

- 13 At all times, the SPS Provider shall ensure that:
 - 13.1 each of the SPS Provider's Personnel is suitably qualified, adequately trained and capable of providing the applicable Specialist Professional Services in respect of which they are engaged;
 - 13.2 there is an adequate number of SPS Provider's Personnel to provide the Specialist Professional Services properly;
 - 13.3 all of the SPS Provider's Personnel comply with all of the Mandatory Policies and all of the Relevant Authority's policies which have been provided in writing to the SPS Provider, including those that apply to persons who are allowed access to the Relevant Authority's premises.
 - 13.4 any sub-contractors utilised by the SPS Provider, and with prior agreement of the Relevant Authority, will comply with clauses 13.1 to 13.3
- 14 The SPS Provider acknowledges that the Relevant Authority may refuse to grant access to, and remove from such Relevant Authority's premises, any of the SPS Provider's Personnel who do not comply with any such policies such Relevant Authority's policies which have been provided in writing to the SPS Provider.
- 15 The SPS Provider shall replace any of the SPS Provider's Personnel who Matrix or the Relevant Authority reasonably decides have failed to carry out their duties with reasonable skill and care. Following the removal of any of the SPS Provider's Personnel for any reason, the SPS Provider shall ensure that such person is replaced promptly with another person with the necessary training, experience and skills to meet the requirements of the Specialist Professional Services.
- 16 The SPS Provider shall maintain up-to-date personnel records on the SPS Provider's Personnel who are engaged in the provision of the Specialist Professional Services and, on request, provide reasonable information to Matrix and the Relevant Authority on the SPS Provider's Personnel. The SPS Provider shall always ensure that it has the right to provide these records in respect of the SPS Provider's Personnel in compliance with the applicable legislation.
- 17 The SPS Provider shall use its reasonable endeavours to ensure continuity of personnel and ensure that the turnover rate of its staff engaged in the provision or management of the Specialist Professional Services is at least as good as the prevailing industry norm for similar services, locations and environments.
- 18 The Parties agree that neither Matrix nor the Relevant Authority has the right to supervise, direct or control the SPS Provider or the SPS Provider Personnel as to the way they provide the Specialist Professional Services. The SPS Provider will notify Matrix in writing if the Relevant Authority exercises supervision, direction or control, or seeks the right to supervise, direct or control the SPS Provider or the SPS Provider Personnel in which case Matrix may terminate the SPS Project without any further liability on the part of Matrix.
- 19 The Contracting Authority shall not do anything that would treat the SPS Provider as an employee of the Contracting Authority.
- 20 The Contracting Authority acknowledges that the SPS Provider is an independent contractor and therefore shall not supervise or control the work being carried out by personnel of the SPS Provider; instead, the Contracting Authority shall monitor performance by ensuring MATRIX SCM meets the required performance standards.
- 21 The SPS Provider is free to determine the personnel it uses to provide the services; provided that all personnel meets the standards specified by the Contracting Authority (including security clearances where applicable). The Contracting Authority shall have no right to specify that a particular worker of the SPS Provider provides the services.
- 22 The SPS Provider shall not assume any line management responsibility for any of the Contracting Authority's employees.

- 23 The SPS Provider shall use their own equipment to deliver the Services, except where the provision of the equipment is necessary for security purposes.
- 24 The SPS Provider shall determine their own place and hours of work, except where the nature of the project naturally enforces restriction eg. attending project meetings at a client site during business hours.
- 25 If at any time, either party fails to comply with the above, then the Work Order will be considered as terminated. Additionally, specific attention is drawn to the warranties and indemnities in the SSA. If either the SPS Provider or the Contracting Authority breach these provisions, the party in default may be liable for income tax or national insurance provisions.
- 26 The SPS Provider shall indemnify and keep indemnified both Matrix and the Relevant Authority against any Direct Losses or Indirect Losses incurred by Matrix and/or the Relevant Authority by reason of any proceedings, claims or demands by Her Majesty's Revenue and Customs and any successor, equivalent or related body:
- 26.1 for Income Tax; and
- 26.2 pursuant to any of the provisions of ITEPA or the NICs Legislation and/or any supporting or consequential secondary legislation relating thereto arising out of any Specialist Professional Services provided that this indemnity shall not apply to employers' national insurance contributions to the extent that recovery of such contributions is prohibited by paragraph 3A of Schedule 1 to the Social Security Contributions and Benefits Act 1992.

REPORTING AND MONITORING

- 27 The SPS Provider shall use its reasonable endeavours to provide the management reports in the form and at the intervals as set out in the Proposal or Work Order or as reasonably requested from time to time by Matrix.
- 28 The SPS Provider shall in respect of each Work Order submit to Matrix a Milestone Payment Report in accordance with the applicable Work Order.
- 29 In respect of any Work Order, Matrix and the Relevant Authority may monitor the performance of the Specialist Professional Services by the SPS Provider and the SPS Provider shall co-operate with Matrix and the Relevant Authority in carrying out such monitoring at no additional charge to Matrix and/or the Relevant Authority.
- 30 Matrix may score the SPS Provider on its performance on each SPS Project and rank all providers of Specialist Professional Services accordingly. The SPS Provider shall be entitled to query its scoring and ranking.

SUBCONTRACTING AND ASSIGNMENT

- 31 Subject to clause 33, neither Party shall be entitled to assign, novate or otherwise dispose of any or all of its rights and obligations under this Agreement or the Work Order without the prior written consent of the other Party.
- 32 The SPS Provider may not subcontract any or all of its rights or obligations under the Agreement without the prior written consent of Matrix, other than in the engagement of individual freelance personnel who shall, from time to time, operate as an integrated part of the Supplier team. If Matrix consents to any sub- contracting by the SPS Provider, the SPS Provider shall remain responsible for all acts and omissions of its sub-contractors as if they were its own.
- 33 Matrix shall be entitled to novate this Agreement and any Work Order to any other body as part of a transfer of all or substantial part of the business of Matrix.

Signatures for this Work Order are shown below on the HelloSign Signature Page:

File name Client Work Order - PROPHET BRAND STRATEGY LIMITED, Seven...
Document ID c18e13ed308dcd0759d8e02070d987ade1728266

Matrix Milestone

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✕ 

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September 7th, 2023 11:16 AM UTC

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✕ 

IP: 194.72.146.98
September 11th, 2023 10:07 AM UTC

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-  **2023 / 09 / 07**
12:58:45 UTC+2
Sent for signature to Matrix Milestone (milestone@teammatrix.com) and Jessica Shepherd (jessica.shepherd@suffolk.police.uk) from team@precisely.se
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-  **2023 / 09 / 07**
13:16:06 UTC+2
Viewed by Matrix Milestone (milestone@teammatrix.com)
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-  **2023 / 09 / 07**
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-  **2023 / 09 / 07**
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12:07:23 UTC+2

Signed by Jessica Shepherd
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IP: 194.72.146.98



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12:07:23 UTC+2

The document has been completed.