1. **Introduction and Scope**

Public Health England exists to protect and improve the nation's health and wellbeing, and reduce health inequalities. It does this through advocacy, partnerships, world-class science, knowledge and intelligence, and the delivery of specialist public health services. PHE is an operationally autonomous executive agency of the Department of Health.

The programme will involve the design and facilitation of systems leadership development to support Directors of Public Health in delivering improvements across a whole system.

1. **Background to the requirement**

This procurement supports the North West PHE Centre’s commitment to PHE core function 4: Ensure the public health system maintains its capability and capacity. The PHE remit letter from DH for 2017-18 states “PHE should also ensure the public health system maintains the capability and capacity to tackle today’s public health challenges and is prepared for the emerging challenges of the future, both nationally and internationally. This will mean: undertaking, contributing to, and supporting research and development; supporting and developing a skilled public health workforce; supporting local government to improve the performance of its functions; providing the professional advice, expertise and public health evidence to support the development of public policies to have the best impact on improving health and reducing health inequalities; and collecting, quality assuring and publishing timely, user friendly high quality information on important public health topics and public health outcomes.

PHE North West are active members of the three North West networks of Directors of Public Health in Cheshire and Merseyside, Greater Manchester and Cumbria and Lancashire. Each of these groups has identified a need and desire to develop their systems leadership capability.

Leaders will develop system leadership skills most successfully in their own locality with local leaders. This will enable them to build productive relationships and continue to develop them after the training.

Public Health England NW would like to work with a highly credible, development partner to shape a programme of work to develop systems leaders within Public Health. The work is aimed at the 21 Directors working across top tier local authorities across the North West. These are broken down as follows:

- 8 in Cheshire and Mersey

- 9 in Greater Manchester

- 4 in Cumbria and Lancashire

The target participants are currently operating at different levels and the desire is to create a programme that supports, develops and enables them to play a pivotal role in improving health and care across their STP footprint.

Key success factors include building local and individual challenges into the design of the programme so that learning can be applied directly “on the job” and support strategic delivery

1. **The Requirement**

The requirement is for circa 21 Directors of Public Health, (DsPH) in the North West region and members of their senior teams to undergo Systems Leadership development. The programme should include an element of co-design with the DsPH. The outcome of this co-design would be to build relationships, establish a vision for the work and expectations as a whole.

Possible delivery modes could include:

* WebEx
* 3-4 Skills Development / Materclasses
* Bespoke experiential work on existing complex issues in local areas

Delivery should enable DsPH to:

• Develop a greater awareness of key challenges facing leaders who deliver services to the public

Accelerate and direct population health policy, strategy and healthcare delivery across both individual STP footprint areas and across the region

• Have a better understanding of the nature of systems leadership and cross sector solutions to complex problems,

• Create a forum for to safely work together and critically think through cross-sector collaborative solutions to the challenges facing the public services

• Challenge current approaches and stimulate ‘blue-sky thinking’ in a cross-sector environment,

• Increase the performance of leaders and organisations,

• Encourage collaborative working to deliver efficiencies

• Deal with real problems with real colleagues and to design and implement real solutions, which will in turn develop their leadership behaviours.

1. **Sustainability**

The supplier should be able to demonstrate their environmental awareness,

legislative compliance, pollution prevention and environmental performance of their activities where applicable

1. **Legal / Policy Obligations**

The supplier should be able to demonstrate that their services will be in line with the following PHE policies:

**Equality and Diversity**

**Health and Safety**

Copies of both of these policies are attached to the ITT on the portal.

1. **Evaluation Criteria**
* Consideration of the cost effectiveness, return on investment, and added value of Systems Leadership Development
* Assessing a broad range of indicators from the Directors of Public Health
* On-going evaluation and learning from the available and emerging evidence from the Systems Leadership Development with a focus on reflective action-learning.
* Acceptance of PHE terms and conditions
* Programme to be designed and delivered by 30th March 2018
1. **Performance Requirements**
* Programme designed and delivered by 30th March 2018
* All interventions on the programme e.g. webinars, masterclasses should meet or exceed the respective evaluation criteria
1. **Contract management requirements**

The supplier is required to appoint an Account Manager with experience of managing a similar contract. The Account Manager will be the person responsible for managing the contract on the supplier’s side.