



 **NATIONAL MUSEUMS LIVERPOOL**

NML Occupational Health, Employee Assistance Programme and Wellbeing Provision

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| Introduction  |  |

## Company Background

National Museums Liverpool (NML) is one of the world’s leading museum organisations. NML currently comprises eight museums in and around Merseyside. Entry to all our venues is free, with circa 3 million visitors per year. We hold in trust and safeguard some of the world’s greatest museum collections, which are universal in their range – everything from archaeology and ethnology, natural and physical sciences, fine and decorative arts, maritime, social and industrial history.. We are core-funded by central UK government, and we are the only national museum service in England based wholly outside London, so we have a unique fourfold role – we are the main museum service for Liverpool and Merseyside; the largest cultural organisation in the North West of England; and we operate at both national and international levels.

Having played a pivotal role in the cultural, educational and economic life of Liverpool and the North West for more than 150 years, our success can be measured in terms of how well we combine this local and regional role with our national and international responsibilities.

Our mission is to be the world’s leading example of an inclusive museum service. We believe in the concept of social justice; we are funded by the public and in return we strive to provide an excellent service to the whole of the public. We believe in the power of museums to change people’s lives. We work hard to be a free museum service and focus our venues, exhibitions and education resources to reach out, and to represent the diverse needs of our local communities.

National Museums and Galleries on Merseyside was established as a national museum as an incorporated Trustee Body by the Merseyside Museums and Galleries Order 1986, because of the outstanding quality of its collections. In 2003 the name was changed to National Museums Liverpool. Our origins go back to 1851 and the founding of Liverpool Museum. NML is an exempt charity by virtue of Schedule 3 to the Charities Act 2011.

NML has status as a Non Departmental Public Body (NDPB) sponsored by the Department for Culture, Media and Sport (DCMS). The DCMS became the principal regulator of NML on 1 June 2010 and provides the majority of its revenue funding.

## Project Background

NML employs around 500 staff. We also have a wholly owned commercial subsidiary, NML Trading, who employ around 150 staff and operate within their own terms and conditions.

As a complex and diverse organisation which continues to go through a period of challenges and change we would like to introduce a holistic occupational health and employee assistance programme. Ideally this will fully support staff to manage their health and wellbeing, consider prevention and early intervention as well as support for managers in managing attendance, absence and in facilitating staff returning to work

In 2016 sickness absence cost the organisation around £450,000 , with 5838 lost days. Half of this cost was due to long term absence (absences lasting over 28 days). The most common reasons for short term absence in 2016 were common illnesses (colds, flu, viruses, digestive related, and emotional related ie anxiety and stress) and for long term absences mental health issues (emotional related, anxiety, depression) The average number of days sickness absence per member of staff was 11.6 days.

In 2017 we are aiming to reduce our sickness absence by at least 5%, and to bring the average number of days sickness to within the public sector average by the end of 2018

## High Level Overview of Requirements

Bidders are asked to submit a formal tender for the “NML OH, EAP Wellbeing Provision”.

National Museums Liverpool is looking for an innovative occupational health and employee assistance programme provider to support colleagues in managing their health and wellbeing.

The organisation wishes to take a holistic approach to wellbeing and move away from stand alone services towards a more joined up approach, recognising that good health and wellbeing is about prevention as well as remedial measures.

The provider will engage with all colleagues to consider appropriate support for their health, and work in partnership with managers to give them confidence in discussing health issues and appropriate support options.

Ideally the service provision will be for an initial period of three years, to be reviewed at the end of this time.

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| Tender Instructions  |  |

Introduction |

# Tendering is required by NMLs procurement processes that ensure that NML is adhering to Managing Public Money guidelines. The Bidder is requested to propose a solution that will meet the current and future requirements of NML, as detailed within this tender pack.

## 2.2 General

NML reserves the right, without prior notice, to change, modify, or withdraw the basis of its request and/or to reject all proposals and terminate negotiations at any time. In no circumstance will NML incur any liability in respect of time, effort or costs incurred in regard to either discussions, meetings or time spent in respect of reviewing and/or responding to this document or any subsequent material.

This tender is not a purchase order or an offer to contract and does not constitute an offer capable of acceptance. This tender does not commit NML or any official of it to any specific course of action. The issue of this tender does not bind NML or any official of it to accept any proposal, in whole, or in part, whether it includes the lowest priced proposal, nor does it bind any officials of NML to provide any explanation or reason for its’ decision to accept or reject any proposal. Moreover, while it is the intention of NML to enter contract negotiations with the selected bidder, the fact that NML has given acceptance to a specific Bidder does not bind it or any official of it in any manner to the bidder. Acceptance of a proposal neither commitsNML to award a contract to any bidder, even if all requirements stated in this tender are satisfied, nor does it limitNML’s right to negotiate in their best interest. NML reserves the right to contract with a bidder for reasons other than the lowest price. Contract award will be post the tender process and may be awarded without discussions or negotiations

The bidder shall be deemed to have examined before the submission of their bid submission, all the provisions in this tender as well as regulations and other information relevant to your bid submission, and to have fully considered the risks, contingencies, and other circumstances, which could affect the bid submission. The bidder shall be responsible for obtaining all information by the making of reasonable and prudent inquiries and, by prior arrangement.

By submitting a bid submission the bidder represents that it has read and understood the tender. The bidder will consider the contents of any submitted bid submission as an offer to contract.

Any attempt by bidders or their advisors to influence the contract award process in any way may result in the bidder being disqualified. Specifically, bidders shall not directly or indirectly, at any time:

* Revise or amend the content of their tender in accordance with any agreement or arrangement with any other person, other than in good faith with a person who is a proposed partner or bidder;
* Enter into any agreement or arrangement with any other person as to the form or content of any other tender, or offer to pay any sum of money or valuable consideration to any person to effect changes to the form or content of any other tender;
* Enter into any agreement or arrangement with any other person that has the effect of prohibiting or excluding that person from submitting a tender;
* Canvass NML or any employees or agents of NML in relation to this procurement; or
* Attempt to obtain information from any of the employees or agents of NML or its advisors concerning another bidder or tender; or
* Offer, pay, promise to pay, or authorize the giving of any financial or other benefit to any person for the purpose of obtaining an improper advantage, or otherwise conduct themselves in a manner contrary to any anti-bribery or anti-money laundering legislation and/or regulations in the broadest sense (whether issued by the EU, the US, the UN or any other body) or any other such rule or legislation that may apply from time to time.

Bidders are responsible for ensuring that no conflicts of interest exist between the bidder and its advisors, and NML and its advisors and Partners.

NML also reserves the right to cease discussions with any bidder from the date of submission of bidder tender.

Failure to meet a qualification or requirement in this tender will not necessarily subject a proposal to disqualification but may do so.

## 2.3 Confidentiality and Non-Disclosure

The information contained in this tender (or accumulated through other written or verbal communication) is confidential. It is for proposal purposes only and is not to be disclosed or used for any other purpose.

Information received by NML in this tender will be held in strict confidence and will not be disclosed to any party, other than within NML and their engaged consultants if appropriate,without the express written consent of the bidder.

NML undertakes not to publicise any information obtained during this tender process, either generally or to any other bidders involved in the tender. Additionally, there will be no obligation on the part of NML to share any of the results or conclusions of the tender process with any bidder.

As a responder to this tender, you are reminded of the need for confidentiality and the need not to divulge your actual or intended tender price or an approximation of that price to any other person or body until we notify you that the contract has been awarded.

## 2.4 Accuracy of information and liability of NML

The information contained in this tender has been prepared by NML in good faith but does not purport to be comprehensive or to have been independently verified. NML does not accept any liability or responsibility for the adequacy, accuracy, or completeness of, or make any representation or warranty (express or implied) with respect to the information contained in the tender, or with respect to any written or oral information made or to be made available to any bidder or its professional advisors and any liability therefore is hereby expressly disclaimed.

Bidders considering entering into a contractual relationship with NML should make their own enquiries and investigations of NML's requirements. The subject matter of this tender shall only have contractual effect when it is contained in the express terms of an executed agreement.

Nothing in this tender is, or should be, relied upon as a promise or representation as to the future, and NML does not undertake to provide bidders with access to any additional information, or to update the information in this tender, or to correct any inaccuracies that may become apparent. NML reserves the right, without prior notice, to change the procedures outlined in this tender or to terminate discussions and the delivery of information at any time before entering into an agreement.

Should there be any obvious typographical errors or misunderstandings in the tender documentation then clarification should be sought. However, if the response is found to misrepresent facts, the documents will be deemed void. In the case where the error or misrepresentation is not discovered until after the contract is awarded, we reserve the right to determine the contract and costs incurred by us as a result of the determination shall be recoverable from the bidder under the contract.

## 2.5 Cost of Preparation

NML will not accept any liability or responsibility for any costs incurred by the bidder in preparing this tender document or any associated work effort.

## 2.6 Oral Agreement or Arrangements

Any alleged oral agreements or arrangements made by the bidder with any NML agent or employee will be disregarded in any proposal evaluation or associated award.

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## 2.7 Independent Price Determinations

The bidder shall warrant, represent, and certify that the following requirements have been met in connection with their proposal for this tender:

* The costs proposed have been arrived at independently, without consultation, communication, or agreement for the purpose of restricting competition as to any matter relating to such process with any other organisation or with any competitor;
* Unless otherwise required by law, the pricing proposed has not been knowingly disclosed by the bidder on a prior basis directly or indirectly to any other organisation or to any competitor; and no attempt has been made, or will be made, by the proposed to induce any other person or firm to submit or not to submit a proposal for the purpose of restricting competition.

## 2.8 Payments Against a Contract Award

Under no circumstances shall the successful bidder begin to perform under the contract prior to the effective date of the contract. NML shall assume no liability for payment of services under the terms of the contract until the successful bidder is notified that the contract has been agreed by both parties.

## 2.9 Bidder Misrepresentation or Default

NML may reject the proposal and void any award resulting from this tender to a bidder who makes any material misrepresentation in their proposal or other submittal in connection with this tender.

## 2.10 Amendments to the Tender

NML reserves the right to issue amendments or modifications to this tender during the tender stage. These will be amended on the procurement portal where the tender was originally advertised and bids will be assumed to take account of any such modifications and amendments.

## 2.11 Responding to the Tender

In responding to this tender, the bidder you specifically agrees to the following:

Having examined all parts of the tender that the supply of the Goods and/or Services to NML will be at the rates/prices as provided. All prices must be quoted on the basis indicated in the accompanying documents, except where the bidder proposes alternative priced procedures, and should **exclude VAT.** Discounts for prompt payment should be stated. The basis of the price shall be inclusive of all costs and delivery to NML.

That any contract whatsoever that may result from this tender shall be subject to the laws of England and Wales as interpreted in an English Court.

The prices quoted and all other information supplied in this tender are valid and open to acceptance by NML for a period three calendar months from the tender return date specified in the tender

The essence of competitive tendering is that NML shall receive bona fide competitive tenders from all companies tendering. In recognition of this principle, any response is declared to be a bona fide tender, intended to be competitive and that the bidder (or representatives) have not fixed or adjusted the amount of the tender by or under or in accordance with any agreement or arrangement with any other person.

The bidder declare that you have not done and undertake that you will not do any of the following acts:-

* communicate with a person, other than the person calling for this tender, the amount or approximate amount of the proposed tender.
* enter into any agreement or arrangement with any other person that he shall refrain from tendering or as to the amount of any tender to be submitted.
* offer to pay or give, or agree to pay or give, any sum of money or valuable consideration directly or indirectly to any person for doing or having done or causing or having caused to be done in relation to any other tender or proposed tender for the requirement any act or thing of the sort described above.

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| Tender Timing, Scoring and Process  |  |

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## 3.1 Questions and Additional Information

Formal queries concerning the content of this tender and the bidder’s submission should be submitted in writing by e-mail to Ian Lindsay (Ian.Lindsay@liverpoolmuseums.org.uk) with the subject title “NML OH, EAP Wellbeing Provision Tender”.

Where questions are raised by bidders and answers given clarify NMLs requirements for the tender, then these questions and answers may be shared with other bidders responding to this tender.

Queries must not be directed through any other employee, contractor or consultant who is engaged as part of the tender working party.

## 3.2 Target Timetable

The target timetable for this project is shown in the table below but bidders must be aware that whilst every effort will be made to meet these dates, the timetable may change for operational reasons

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| --- | --- | --- |
| **Step** | **Task** | **Date** |
| 1. | Tender issued | **17/05/2017** |
| 2. | Deadline for clarification questions  | **09/06/2017** |
| 3.. | Responses to clarification questions issued | **13/06/2017** |
| 4. | **Deadline for Bid Submission** | **19/06/2017** |
| 5 | Evaluation of the Tender Responses commences | **20/06/2017** |
| 6. | Clarification meetings if required | **05/07/2017** |
| 7. | Notification to unsuccessful Bidder | **07/07/2017** |
| 8. | Provisional notification to Successful Bidder  | **11/07/2017** |
| 9. | Order Placed & contracts signed | **31/07/2017** |
| 10. | Service Commences | **01/10/2017** |

Note – all deadlines are at Noon on that business day.

## 3.3 Timing and Delivery

The bidder must provide a full submission by email. Bids should be in Microsoft Word, Excel or PDF format. The submission must include a copy of “Appendix A - Form of Tender”.

The submission must be made to Tenders@liverpoolmuseums.org.uk. To ensure that your submission is successful you should ensure that each email is less than 8Mb. Emails should be titled “NML OH, EAP Wellbeing Provision Tender”. If multiple emails are sent the header should indicate they are “Part x of xx”.

Bid submissions must be received no later than **Noon on 19th June 2017.** Any response received after this date and time may be discounted from further consideration. Any requirement that the bidder might have for proof of delivery is at the bidder’s discretion and cost.

No bid submission will be opened until the deadline of **Noon on 19th June 2017.**

To enable an efficient and fair evaluation process this process must be strictly adhered to. If a bidder does not comply with the requirements contained in this Section, NML may (in its sole discretion) disqualify the bidder from the competition.

**3.4 Bidder Interviews**

Following the deadline for bid submission, NML will evaluate and score each bidder’s submission against the evaluation criteria. Bidders may be invited to attend an interview to discuss the content of their submitted bid.

The post tender interviews will be held on **05/07/2017**. Notification will be sent to those bidders invited to interview.

**3.5 Evaluation**

The bid submissions will be checked initially for compliance with this tender and for completeness. Responses that are not substantially complete and/or compliant may be rejected. During the evaluation period, NML reserves the right to call for further information from the bidders to assist in its consideration of their responses.

The bid submissions will be evaluated according to the following criteria, to determine the highest scoring responses. :

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| --- | --- |
| **Element of Evaluation** | **Max Score Available** |
| Question 1 | 5 |
| Question 2 | 10 |
| Question 3 | 10 |
| Question 4 | 10 |
| Question 5 | 10 |
| Question 6 | 5 |
| References – evidence of supply and installation of similar solutions within the last 12 months | 10 |
| Total cost to NML over the contract | 40 |
| **Total** | **100** |

Only information provided as a direct response to this tender will be evaluated. Information and detail which forms part of general company literature or promotional brochures etc. will not form part of the evaluation process. Supplementary documentation may be attached where you have been directed to do so. All sections must be answered unless advised otherwise.

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| Bid Requirements  |  |

## 4.1 Introduction

This section provides bidders with details of the form and content of bids that are invited and sets out the procedural requirements with which bidders must comply when submitting bids in order for their bids to be considered by NML. The process is intended to:

• assist NML in choosing the most economically advantageous bid;

• make clear the requirements with which bidders must comply and the basis on which the bids will be evaluated; and

• maintain competition throughout.

If a bidder does not comply with the requirements contained in this Section, NML may (in its sole discretion) disqualify the Bidder from the competition. Bids should be as concise as possible, whilst providing sufficient information to enable NML to evaluate bids in accordance with this tender.

The bidder is required to prepare the proposal and pricing based on the requirements specification detailed in section 5 of this document. Any assumptions that the bidder makes must be clearly stated in the appropriate section.

The costs must be fully itemised and transparent.

If the bidder has additional information that is directly relevant to the stated requirements but not explicitly requested, this may be added to the end of the most appropriate section under the heading “Additional Information” or referenced out to appendices.

Failure to return all of the requested documentation may result in your tender not being considered further.

This document details baseline requirements for the solution. This is not meant to be an exhaustive list of requirements but it will however serve to identify suitable solutions and bidders. NML reserves the right to modify its requirements at any time.

## 4.2 Management Summary

The bidder must provide a concise management summary of their offering, including the following:

1. A brief overview of the proposed solution including reference to any partners and third parties.
2. Reasons why NML should choose the proposed bidder and solution.
3. Summary of the bidder’s commercial offer.

## 4.3 Company Background

### 4.3.1 Company Details

The bidder must provide the following information:

1. The registered name and address of the company
2. Details of any holding companies
3. The date the company was established
4. The main activities of the company
5. The proportion of the total business accounted for by the proposed services
6. The number and location of offices, identifying the main functions of each
7. Insurance details (Professional Indemnity cover, Employers Liability cover, IPR cover)
8. Company accreditations (professional body accreditations and trade body accreditations but excluding awards)
9. Certifications and last audit dates, e.g. ISO9000 / 9001
10. An organisation chart that highlights those functions that would be involved in the delivery and subsequent support of the proposed services
11. The quality assurance mechanisms employed by the bidder
12. Describe any recent mergers or acquisitions
13. Detail any significant partnerships that will be used to deliver the proposed services. Detail the specific nature of each partnership and describe the commercial and contractual implications

### 4.3.2 Financial Information

The bidder must provide audited accounts for the last three financial years.

### 4.3.3 Third Party Services

The bidder must provide the following information for each of the proposed third parties / sub-contractors that may form part of the proposed solution to this tender:

1. Service
2. Supplying bidder name
3. Product name / version
4. List of relevant clients where the bidder has provided that service

### 4.3.4 Reference Clients

As part of the selection process NML will require to contact existing customers of the bidder for similar solutions. The bidder must select 2 reference clients and provide the following contact information:

1. Company name and address
2. Description of solution provided
3. Key contact name, title, and contact information
4. Length of the supply relationship

NML undertakes not to contact any reference company without arranging such contact via the bidder’s Account Manager first.

### 4.4 NML Procurement Protocol

As part of the NML Procurement protocol and procedures, NML expect suppliers to uphold similar business standards, particularly in relation to sustainability, ethics and the Modern Slavery Act. NML will require potential bidders to agree to NML’s Procurement Protocol and their agreement to uphold those values. Please review the enclosed document:

i) Appendix B – NML Procurement Protocol

Please complete and return the Acknowledgement of NML Procurement Protocol form.

### 4.5 Timetable

NML would like the new service to commence on 1st October 2017. At this point the service should give all agreed services to NML and it’s staff.

Bidders should present a detailed timetable for planning and implementation for the project as a whole, indicating how this date will be achieved.

## 4.6 Contractual Considerations

The bidder must provide a copy of their standard Terms and Conditions for the proposed services.

**4.7 Costs**

A full breakdown of all costs is to be provided. One off costs and continuing running costs should be clearly distinguished. Please provide details of any potential extra costs.

Cost breakdown should include the following as a minimum:

1. GP referral- (phone and face to face access)
2. Self referral (phone and face to face access)
3. Physiotherapy referral
4. Counselling support- (phone and face to face)
5. Management referral –occupational health nurse (face to face, telephone, and work based)
6. Management referral- occupational health physician (face to face, telephone and work based)
7. GP/specialist report provision
8. Case review
9. Ill health retirement assessment (pre Capita referral)
10. Fee for failure to attend an appointment
11. Management support/training
12. Staff health checks
13. Staff health and wellbeing initiatives/promotions
14. Employee assistance programme
15. Evaluation.

If any additional services are provided to those listed above, please give details and associated costs.

Please ensure all costs are detailed, including potential expenses, etc. Also please specify all discount structures.

As an exempt charity and an educational institution funded by government (DCMS). NML generally qualifies for academia, educational or charity pricing schemes offered by many bidders and manufacturers and this must be taken into account when tendering.

We would look for a phased payment schedule across the lifetime of the schedule, with minimal upfront payment. We would expect each phased payment to be invoiced with accompanying evidence of work completed and time spent.

**4.8 Summary of Documents to be returned as part of Submission**

Bidders are required to provide the following completed documents as part of their tender return, if a bidder fails to return the below items the tender submission will be considered invalid:

* + 1. Form of Tender
		2. Pricing document - Cost breakdown
		3. Management summary answers (section 4.2)
		4. All requirements referenced in point 4.3
		5. Detailed timetable of Delivery dates/Programme
		6. Detailed description of proposed solution
		7. Acknowledgement of NML Procurement Protocol form
		8. Standard Terms & Conditions
		9. Reference sites, with links to digital representations
		10. Answers to Additional Questions (section 6)

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| Requirements Specification  |  |

**5.1 Requirements Overview**

We are looking for an organisation that can provide comprehensive health support and advice to our staff. This would comprise of the following elements:

Occupational health:

To address physical, emotional and mental health concerns and provide appropriate support, guidance and intervention including recommendations for reasonable adjustments and support to help colleagues return to work from a long term absence or in addressing frequent short term absence.

Referral appointments for colleagues provided in a variety of formats to accommodate varying health situations and needs, including but not limited to face to face consultations, workplace assessments, phone consultations and OH access to GP and specialist medical reports.

Employee assistance programme:

Easily accessible support for all staff available 24 hours a day, seven days a week, to provide assistance for a range of issues including legal advice, financial advice, parenting, carers, retirement, lifestyle support, and counselling provision, all to be available as self referral by individuals. This service would ideally be available to immediate family members of colleagues as well.

Wellbeing:

Advice and support available by self referral or employer referral, carefully marketed and communicated by the provider, to encourage health intervention as a preventative measure to address and support concerns, ideally before they result in absence from work. This would need to cover physical, mental and emotional health, and would consider counselling support (which could be linked to the EAP provision), support in accessing a GP, physiotherapist or other appropriate medical care.

Wellbeing provision would also include support for managers in addressing wellbeing concerns they had within their teams, and to increase their skills and confidence in doing this. Additionally we are looking for a provider that will work in partnership with the HR and internal communications teams to organise and promote organisation wide activities and to play a key role in our annual staff health and wellbeing event “Spring into Summer”.

**5.2 Implementation**

NML expects the implementation of the solution to be fully project managed, ensuring that the required dates are met.

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| Additional Questions  |  |

**6.1 Introduction**

NML requires the tender to answer specific questions in relation to the submission.

Each question will be scored as per the evaluation summary in section 3.6.

## If you fail to provide a response to any applicable question, your bid may be deemed to be non-compliant. If a bid is deemed to be non-compliant, the bid may be rejected.

## Responses to questions should be limited to and focused on the specific requirement. Bidders should refrain from including generalised statements, information not relevant to the requirement and information relating to general marketing of your organisation. Each question answered must be complete in its own right and tailored towards that specific question.

Please expand each section of the answer table to include all relevant information.

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| **Question 1** | Marks Assigned: 5 |
| **Quality Systems and History** Quality Performance: Provide examples of quality awards granted by major customers Government/Industry Awards: Identify all approvals and awards achievedExplain how you measure the effectiveness of your health and wellbeing provision on an ongoing basis |
| **Answer:** |

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| **Question 2** | Marks Assigned: 10 |
| **Level of Service**1. If a request for occupational health intervention is made how quickly can you respond and provide a solution?
2. Can you provide any details of any accredited/certificated courses you run?
3. Are you recognised by any arbitrary bodies
4. Are you able to offer face to face service provision in Liverpool city centre? If so, please specify where, and if not, please detail where face to face OH and counselling would be.
 |
| **Answer:** |

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| **Question 3** | Marks Assigned: 10 |
| **Implementation**Please fully detail how you will mobilise the solution in full, with a specific aim of us being able to provide the service across NML by October 2017. Provide details of your approach to working with NML, to understand the scope of the required solution, and overall ensure a successful launch.1. Mobilisation – describe how you will select and appoint a mobilisation team with appropriate skills and knowledge to ensure the successful mobilisation of your proposed services. Describing the skill sets that these individuals will bring to ensure all aspects of the project are met in readiness for the service commencement date.
2. Management – describe the management structure that you will introduce in order to ensure an ongoing successful partnership with NML.
3. Communication – describe how you plan to communicate to all stakeholders ensuring that they receive consistent messaging and that communications are handled and issued in a manner appropriate to the service provided.
 |
| **Answer:** |

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| **Question 4** | Marks Assigned: 10 |
| **Occupational health, wellbeing and employee assistance programme provision**1. Can you provide details of occupational health, wellbeing and employee assistance programme (EAP) support you have provided for organisations operating in the public sector?
2. Have you provided occupational health, wellbeing, and EAP services for Museums before? If so what challenges did this present and how did you resolve any issues encountered?
3. As a complex and diverse organisation which continues to go through a period of challenges and change we would like to introduce a holistic occupational health and employee assistance programme. Ideally this will fully support staff to manage their health and wellbeing, consider prevention and early intervention as well as support for managers in managing attendance, absence and in facilitating staff returning to work

In 2016 sickness absence cost the organisation around £450,000 , with 5838 lost days. Half of this cost was due to long term absence (absences lasting over 28 days). The most common reasons for short term absence in 2016 were common illnesses (colds, flu, viruses, digestive related, and emotional related ie anxiety and stress) and for long term absences mental health issues (emotional related, anxiety, depression) The average number of days sickness absence per member of staff was 11.6 days.In 2017 we are aiming to reduce our sickness absence by at least 5%, and to bring the average number of days sickness to within the public sector average by the end of 2018Can you tell us how you would help us to delivery this?1. How would you ensure that the advice and support given would be linked to the delivery of NML’s goals and objectives?
2. We would like to measure the success of the health and wellbeing provider by assessing the impact on sickness absence and engagement in the organisation. What is your experience in this area and how would you normally measure the success of the provision you have delivered for other organisations?
3. To ensure the health and wellbeing delivery is successful we would want to ensure regular, appropriate and timely communication and support to our staff. How do you plan to keep the offer current and integrate new best practice and health and wellbeing information that may emerge?
4. Detail the extent to which you share the findings of your research with your clients.
 |
| **Answer:** |

|  |  |
| --- | --- |
| **Question 5** | Marks Assigned: 10 |
| **Service Provision**1. Staff: Please provide total numbers of the following employees and type of employment

 Directly employed Contracted StaffNursesDoctorsConsultantsPhysiotherapistsCounsellorsAdmin Support StaffOthers (Please specify)1. Detail nurse/doctor/consultant/counsellor/admin staff experience and qualifications in relation to occupational health,wellbeing support and EAP provision.
2. Premises: Please state the number and location of occupational health premises in the UK and elsewhere
 |
| **Answer:** |

|  |  |
| --- | --- |
| **Question 6** | Marks Assigned: 5 |
| **Other**1. Detail any initiatives you currently have underway to improve service to your clients.
2. It may be necessary to include Confidentiality Agreements, Service Level Agreements etc. Please indicate if this would give rise to problems within your organisation.
3. Please précis the type and extent of insurance cover held by your organisation.
 |
| **Answer:** |