



Framework: Client Support Framework
Supplier: Capita Black & Veatch
Company Number: 03163649 / 02018542

Geographical Area:
Project Name: Future Funding Wave 4 National TS PM2
Project Number: [REDACTED]

Contract Type: Professional Service Contract
Option: Option E

Contract Number: ecm_58588

Revision	Status	Originator	Reviewer	Date

**PROFESSIONAL SERVICE CONTRACT - Under the Client Support Framework
CONTRACT DATA**

Project Name Future Funding Wave 4 National TS PM2

Project Number [REDACTED]

This contract is made on between the *Client* and the *Consultant*

- This contract is made pursuant to the Framework Agreement (the "Agreement") dated 02nd day of July 2019 between the *Client* and the *Consultant* in relation to the Client Support Framework. The entire Agreement and the following schedules are incorporated into this contract by reference
- Schedules 1 through to 14 inclusive of the Framework schedules are relied upon within this contract.
- The following documents are incorporated into this contract by reference
NAT TS Scope CBV Dated 30th July 2020

**Part One - Data provided by the Client
Statements given in all Contracts**

1 General The *conditions of contract* are the core clauses and the clauses for the following main Option, the Option for resolving and avoiding disputes and secondary Options of the NEC4 Professional Service Contract June 2017.

Main Option	Option E	Option for resolving and avoiding disputes	W2
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Secondary Options

- X2: Changes in the law
- X9: Transfer of rights
- X11: Termination by the *Client*
- X18: Limitation of liability
- Y(UK)2: The Housing Grants, Construction and Regeneration Act 1996
- Y(UK)3: The Contracts (Rights of Third Parties) Act 1999
- Z: *Additional conditions of contract*

The *service* is Supply of PM2 Bought in Service (post ref NAT-2-TS-PM2-G5A-01) resource to support the EA's capital programme for 2020/21.

The *Client* is Environment Agency

Address for communications
Horizon House
Deanery Road
Bristol
BS1 5AH

Address for electronic communications enquiries@environment-agency.gov.uk

The *Service Manager* is [REDACTED]

Address for communications
Environment Agency

Horizon House
Deanery Road
Bristol
BS1 5AH

Address for electronic communications [REDACTED]

The *Scope* is in
NAT TS Scope CBV Dated 30th July 2020

The *language of the contract* is English

The *law of the contract* is
the law of England and Wales, subject to the jurisdiction of the courts of England and Wales

The *period for reply* is 2 weeks

The *period for retention* is 6 years following Completion or earlier termination

The following matters will be included in the Early Warning Register

none

Early warning meetings are to be held at intervals no longer than 12 weeks

2 The Consultant's main responsibilities

The *key dates* and *conditions* to be met are
condition to be met *key date*
 'none set' 'none set'
 'none set' 'none set'
 'none set' 'none set'

The *Consultant* prepares forecasts of the total Defined Cost plus Fee and *expenses* at intervals no longer than 4 weeks

3 Time

The *starting date* is 07 September 2020

The *Client* provides access to the following persons, places and things
 access *access date*
 EA offices to be advised
 EA systems 07 September 2020

The *Consultant* submits revised programmes at intervals no longer than 4 weeks

The *completion date* for the whole of the *service* is 31 March 2021

The period after the Contract Date within which the *Consultant* is to submit a first programme for acceptance is 4 weeks

4 Quality management

The period after the Contract Date within which the *Consultant* is to submit a quality policy statement and quality plan is

The period between Completion of the whole of the *service* and the *defects date* is 26 weeks

5 Payment

The *currency of the contract* is the £ sterling

The *assessment interval* is Monthly

The *expenses* stated by the *Client* are as stated in Schedule 6.

The *interest rate* is 2.00% per annum (not less than 2) above the
 Base rate of the Bank of England

The locations for which the *Consultant* provides a charge for the cost of support people and office overhead are [REDACTED]

The *exchange rates* are those published in on

6 Compensation events

These are additional compensation events

1. Managing and mitigating the impact of Covid 19 and working in accordance with the Health and Safety Executive guidance
2. 'not used'
3. 'not used'
4. 'not used'
5. 'not used'

8 Liabilities and insurance

These are additional *Client's* liabilities

1. 'not used'
2. 'not used'
3. 'not used'

The minimum amount of cover and the periods for which the *Consultant* maintains insurance are

EVENT	MINIMUM AMOUNT OF	PERIOD FOLLOWING COMPLETION OF THE WHOLE OF THE SERVICE OR TERMINATION
-------	-------------------	--

The <i>Consultant's</i> failure to use the skill and care normally used by professionals providing services similar to the service	£5 million in respect of each claim, without limit to the number of claims	6 years
Loss of or damage to property and liability for bodily injury to or death of a person (not an employee of the <i>Consultant</i>) arising from or in connection with the <i>Consultant</i> Providing the Service	Which ever is the greater of £5m or the amount required by law in respect of each claim, without limit to the number of claims	12 months
Death of or bodily injury to employees of the <i>Consultant</i> arising out of and in the course of their employment in connection with the contract	Which ever is the greater of £5m or the amount required by law in respect of each claim, without limit to the number of claims	For the period required by law
The <i>Consultant's</i> total liability to the <i>Client</i> for all matters arising under or in connection with the contract, other than the excluded matters is limited to		£1 million

Resolving and avoiding disputes

The <i>tribunal</i> is		litigation in the courts
The <i>Adjudicator</i> is		'to be confirmed'
Address for communications		'to be confirmed'
Address for electronic communications		'to be confirmed'
The <i>Adjudicator nominating body</i> is		The Institution of Civil Engineers

Z Clauses

Z1 Disputes

Delete existing clause W2.1

Z2 Prevention

The text of clause 18 Prevention is deleted.

Delete the text of clause 60.1(12) and replace with:

The *service* is affected by any of the following events

- War, civil war, rebellion, revolution, insurrection, military or usurped power;
- Strikes, riots and civil commotion not confined to the employees of the *Consultant* and sub consultants,
- Ionising radiation or radioactive contamination from nuclear fuel or nuclear waste resulting from the combustion of nuclear fuel,
- Radioactive, toxic, explosive or other hazardous properties of an explosive nuclear device,
- Natural disaster,
- Fire and explosion,
- Impact by aircraft or other aerial device or thing dropped from them.

Z3 Disallowed Costs

In second bullet of 11.2 (18) add:

(including compensation events with the Subcontractor, i.e. payment for work that should not have been undertaken).

Add the following additional bullets after 'and the cost of ' :

- Mistakes or delays caused by the *Consultant's* failure to follow standards in Scopes/quality plans.
- Reorganisation of the *Consultant's* project team.
- Additional costs or delays incurred due to *Consultant's* failure to comply with published and known guidance or document formats.
- Exceeding the Scope without prior instruction that leads to abortive cost
- Re-working of documents due to inadequate QA prior to submission, i.e. grammatical, factual arithmetical or design errors.
- Production or preparation of self-promotional material.
- Excessive charges for project management time on a commission for secondments or full time appointments (greater than 5% of commission value)
- Any hours exceeding 8 per day unless with prior written agreement of the *Service Manager*
- Any hours for travel beyond the location of the nearest consultant office to the project unless previously agreed with the *Service Manager*
- Attendance of additional individuals to meetings/ workshops etc who have not been previously invited by the *Service Manager*
- Costs associated with the attendance at additional meetings after programmed Completion, if delay is due to *Consultant* performance.
- Costs associated with rectifications that are due to *Consultant* error or omission.
- Costs associated with the identification of opportunities to improve our processes and procedures for project delivery through the *Consultant's* involvement
- Was incurred due to a breach of safety requirements, or due additional work to comply with safety requirements
- Was incurred as a result of the *Client* issuing a Yellow or Red Card to prepare a Performance Improvement Plan
- Was incurred as a resulting of rectifying a non-compliance with the Framework Agreement and/or any call off contracts following an audit

Z5 Secondments

When appointing *Consultants* on a secondment basis only:

Add clause 19

19.1 The *Client* will from starting date to Completion Date indemnify the *Consultant* against any and all liabilities, proceedings, costs, losses, claims and demands whatsoever arising directly or indirectly out of the activities of the *Consultant* in providing the services save where such claims, in the reasonable opinion of the *Client*, arise from or are contributed to by:

19.1.1 Misrepresentation or negligence by or on behalf of the *Consultant* ;

or

19.1.2 The *Consultant* has acted contrary to the *Service Manager's* reasonable instructions or wholly outside the scope of the *Consultant's* duties as defined by the *Service Manager* .

Z6 The Schedule of Cost Components

The Schedule of Cost Components are as detailed in the Framework Schedule 6.

Z7 Linked contracts

Issues requiring redesign or rework on this contract due to a fault or error of the *Consultant* under this contract or a previous contract will neither be an allowable cost under this contract or any subsequent contract, nor will it be a Compensation event under this contract or any subsequent contract under this project or programme.

Z8 Requirement for Invoice

Insert the following sentence at the end of clause 51.1:

The Party to which payment is due submits an invoice to the other Party for the amount to be paid within one week of the *Service Manager's* certificate.

Delete existing clause 51.2 and insert the following:

51.2 Each certified payment is made by the later of

- one week after the paying Party receives an invoice from the other Party and
- three weeks after the assessment date, or, if a different period is stated in the Contract Data, within the period stated.

If a certified payment is late, or if a payment is late because the *Service Manager* has not issued a certificate which should be issued, interest is paid on the late payment. Interest is assessed from the date by which the late payment should have been made until the date when the late payment is made, and is included in the first assessment after the late payment is made

Z9 Conflict of Interest

The *Consultant* immediately notifies the *Client* of any circumstances giving rise to or potentially giving rise to conflicts of interest relating to the *Consultant* (including without limitation its reputation and standing) and/or the *Client* of which it is aware or which it anticipates may justify the *Client* taking action to protect its interests. Should the Parties be unable to remove the conflict of interest to the satisfaction of the *Client*, the *Client*, in its sole discretion, may terminate this Contract.

Z10 Change in Control

The *Consultant* shall notify the *Client* as soon as reasonably practicable, in writing, of any agreement, proposal or negotiations which will or may result in a *Consultant* Change in Control and shall give further notice to the *Client* when any Change in Control has occurred. The *Client* may terminate this contract with immediate effect by notice in writing and without compensation to the *Consultant* within six (6) months of being notified that a Change of Control has occurred, or, where no notification has been made, the date that the *Client* becomes aware of the Change of Control, but shall not be permitted to terminate where the *Client's* prior written acceptance was granted prior to the Change in Control. A Change of Control is defined as per the Deed of Agreement, Z14.4.

Z11 Rate Increase Provision

Contracts with a duration of less than two years, which are extended over this duration by the *Service Manager* due to *Client* Scope increases, may apply a rate review as follows. The *Consultant* will charge the *Client* the contract staff rates for a minimum of two full years, and at the next annual rate review where a new staff rate list is accepted (as stated in Schedule 6), the new staff rate will apply to the contract as per Schedule 6. No Compensation Event is permitted for this different contract staff rate.

Z12 Waiver

No waiver shall be effective unless it is expressly stated to be a waiver and communicated to the other Party by the *Service Manager* in writing in accordance with the Contract, and with express reference to Clause Z12. The failure of either party to insist upon strict performance of the Contract, or any failure or delay in exercising any right or remedy shall not constitute a waiver or diminution of the obligations established by the Contract.

Secondary Options

OPTION X2: Changes in the law

The *law of the project* is the law of England and Wales, subject to the jurisdiction of the courts of England and Wales

OPTION X18: Limitation of liability

The *Consultant's* liability to the *Client* for indirect or consequential loss is limited to

£1,000,000.00

The *Consultant's* liability to the *Client* for Defects that are not found until after the *defects date* is limited to

£1,000,000.00

The *end of liability date* is 6 Years after the
Completion of the whole of the *service*

Y(UK2): The Housing Grants, Construction and Regeneration Act 1996

The period for payment is 14 Days after the date on which payment becomes due

Y(UK3): The Contracts (Rights of Third Parties Act) 1999

term *beneficiary*

Part Two - Data provided by the Consultant

Completion of the data in full, according to the Options chosen, is essential to create a complete contract.

1 General

The Consultant is

Capita Property and Infrastructure Limited (Company No. 02018542) and Black & Veatch Limited (Company No. 03163649) acting together as an unincorporated joint venture known as "Capita Black & Veatch"

Name and company number

Address for communications



Address for electronic communications



The fee percentage is



The key persons are

Name (1)

Job

Responsibilities

Qualifications

Experience



Project Manager PM2

NAT-2-TS-PM2-G5A-01

See CV

See CV

The key persons are

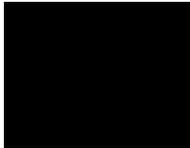
Name (2)

Job

Responsibilities

Qualifications

Experience



The key persons are

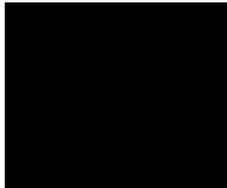
Name (3)

Job

Responsibilities

Qualifications

Experience



The key persons are

Name (4)

Job

Responsibilities

Qualifications

Experience

The key persons are

Name (5)

Job

Responsibilities

Qualifications

Experience

The key persons are

Name (6)

Job

Responsibilities

Qualifications

Experience

The key persons are

Name (7)

Job

Responsibilities

Qualifications
Experience

The following matters will be included in the Early Warning Register

Travel expenses are not included due to the current Covid 19 arrangements.
When travel is required expenses claimable (See CSF Deed of Agreement
Schedule 6 section 12) will be added by CE. [REDACTED]

3 Time

The programme identified in the Contract Data is

Not applicable

Resolving and avoiding disputes

The *Senior Representatives* of the *Consultant* are

Name (1) [REDACTED]
Address for communications

[REDACTED]

Address for electronic communications

[REDACTED]

Name (2)
Address for communications

Address for electronic communications

Contract Execution

Client execution

Signed under hand by _____ for and on behalf of the Environment Agency



Consultant execution

Consultant execution

Signed under hand by _____ for and on behalf of Capita Property & Infrastructure Limited



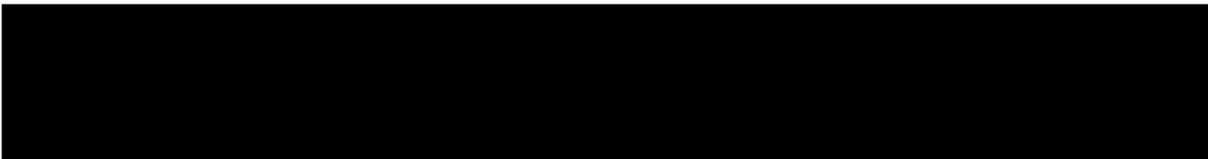
Consultant execution

Signed under hand by _____ for and on behalf of Capita Property & Infrastructure Limited



Consultant execution

Signed under hand by _____ for and on behalf of Black & Veatch Limited



Environment Agency NEC4 professional services contract (PSC) Scope

Project / contract Information

Project name	Future Funding Wave 4 National Operations PM2
Project SOP reference	████
Contract reference (Bravo)	ecm_58588
Date	30 th July 2020
Version number	V1.0
Author	████████████████████

Revision history

Revision date	Summary of changes	Version number
01/06/2020	First Draft	0.1
30/07/2020	National Operations role specific details	1.0

customer service line
03708 506 506

www.environment-agency.gov.uk

incident hotline
0800 80 70 60

floodline
0845 988 1188

Details of the services

Details of the *services* are:

1. Description of the work:

Objective

Provision of Project Manager PM2 to work as part of the *Client's* National Operations team.

Outcome Specification

2. General Outline:
 - a) The secondment of a Project Manager role outlined in the table below ("*Consultant*") to act in accordance with Role Profile reference PM2 attached to this scope and within the constraints of an agreed budget, programme, and quality criteria, working as a team in compliance with clause 20.2.

Role Reference	Role Title	Role Profile Reference Number	
NAT-2-TS-PM2-G5A-01	Project Manager	PM2	

- b) Subject to agreement between the *Client* and the *Consultant*, secondees may be based in a number of offices as appropriate, to include (but not limited to) EA offices listed in the table at 2a) above. However in order to develop good relationships with other team members and to support co-location there will be a requirement to travel to various EA offices or site offices (according to the projects the *Consultant* is assigned to); The Environment Agency supports flexible working to support reduced carbon impact and work-life balance so once the secondees have established themselves within the EA teams and are competent in EA activities, working from home or other EA offices may be supported. Initially at least, secondees will need to use their existing IT equipment such as laptops and mobile phones.
 - c) The secondees will be expected to perform the role duties and responsibilities outlined in the attached Role Profiles Reference PM2
3. The services specifically excludes the following:
 - a) Project Executive accountability.
 - b) Internal *Client* financial approvals.
 4. Site Information already available:
 - a) The *Consultant* will be allocated projects according to need from the national Operations service plan and any additions to it. These projects may either be stand alone or be part of a package/sub-programme of projects being delivered together.

5. Specifications of standards to be used

- a) Role Profile References PM2

6. Constraints on how the *Consultant* provides the *services*

- a) Secondees are to be based ([REDACTED] hours per week), unless otherwise stated in the table below, in the named *Client* offices. Secondees will also be expected to attend sites or suppliers offices as required.

Role Reference	Role Title	[REDACTED]
NAT-2-TS-PM2-G5A-01	Project Manager	[REDACTED]

- b) Under current COVID-19 restrictions, the *Client's* offices are currently closed. Therefore, the *Consultant* will be expected to initially work remotely. It is the *Consultant's* responsibility to ensure that suitable DSE assessments, internet connections and safety precautions are provided.
- c) All required travel arrangements are to be made in accordance with the latest Public Health England COVID-19 guidance.
- d) Secondees shall not work more than the weekly hours stated at 6 a) above without prior approval from the *Service Manager*.
- e) Any time deemed necessary by the *Consultant* for secondee activities unrelated to the *Client*, including training and development, would be by agreement and be non-chargeable. Travel costs to and from the *Client's* base office stated at 6 a) above will be chargeable as per Schedule 6, Section 12 of the Framework Schedules if it is in addition to normally incurred travelling to the permanent place of work.
- f) Any time deemed necessary for the *Consultant* to line manage secondees or undertake any other tasks in relation to secondees, would be by agreement with the *Client* and be non-chargeable.
- g) Secondees will be entitled to take annual leave, based on the *secondees'* terms of employment *with the Consultant*, and statutory holiday entitlement. These costs will be non-chargeable.
- h) Secondees shall provide the services in compliance with the *Client's* 'Environment Agency Operational Instructions' and policies subject to clause 20.2.

7. Requirements of the programme

- a) Secondments will be for the periods stated in the table at 6a).
- b) The *Consultant* will inform the *Client* prior to allocating secondees on other projects / utilisation post the secondment end date detailed in the table at 6a), to the extent that this is reasonable and practical.

8. Services and other things provided by the *Client*
 - a) Office space (not including car parking space) and office equipment and services necessary to undertake the role when attending Environment Agency offices.
 - b) Day-to-day line management. The posts will report to:

Role Reference	
NAT-2-TS-PM2-G5A-01	

- c) Systems access to include: [REDACTED]
 - d) Reasonable information and feedback to the *Consultant* so as to enable the *Consultant* to conduct reviews or appraisals of each secondee's performance.

Secondees

9. Secondees shall remain employees of their respective Employers at all times and shall not be deemed to be employees of the *Client* by virtue of the secondments.
10. The *Client* acknowledges that secondees owe certain duties to their Employer under and by virtue of their employment contracts, including a duty of fidelity, and that the secondees as employees have certain employment rights both under and by virtue of the terms of their employment contracts and under statute and the *Client* agrees that it will not hinder or interfere with the lawful exercise of such rights by the secondees or their respective Employers.
11. The direction, control and supervision of secondees shall be the responsibility of the Client.

Role Profile

Project Manager - PCM EA Grade 5 (PM2)

Job Purpose

The Project Manager 2 role provides project management services within our Operational Teams and provides mentoring to junior project managers, where required.

Role description

The role of Project Manager will be expected to undertake the following:

- Manage the delivery of medium risk multi-disciplinary projects within the constraints of an agreed budget, programme, and quality criteria, to achieve successful outcomes.
- Contribute to the development and delivery of the departmental business plan, providing professional / technical expertise to support operational priorities in line with legislation, Environment Agency policy and required environmental outcomes.
- Guide, advise and support team members to resolve local issues and incidents, so that decisions are made on sound technical grounds and in line with best practice and timeframes.
- Monitor progress of work, identify gaps in the delivery of priorities and take remedial action to enhance the service; for the appropriate reallocation of time and effort.
- Identify and produce required documentation and reports to agreed quality standards to support operational work, management decisions, public enquiries, court appeals etc, so that information, evidence and Environment Agency interests are accurately and effectively presented.
- Contribute to the successful implementation of emergency plans, including acting as 'site controller' during incidents to deliver effective, timely and safe response to emergency incidents.
- Participate in or lead local projects and working groups to achieve well planned and managed integrated solutions that progress effective change and improvement in the organisation and support the best environmental outcomes.
- Seek to influence customers and build strong partnerships internally and externally to maintain a positive reputation, response and effective resolution of issues.
- Encourage and develop a safety conscious culture within the team to deliver work programmes without risk to the health & safety of the team or any other individual
- Provide leadership and mentoring to other Client staff where required.

Education, Professional Qualifications Requirements

The individuals proposed for the role of Project Manager 2 shall demonstrate:

- A minimum of four years' project management experience
- A project management qualification such as PRINCE2 or APM
- A relevant degree such as in civil engineering, environmental science or geography
- Strong history in both contract (NEC3 and 4) and project management.
- A member of or working towards a related professional body, preferably chartered
- A record of delivering projects successfully including working on civil engineering projects.
- The ability to bring big-picture thinking that improves the methods, behaviours and processes.

- A full driving licence, as some travel is involved

Expectations for this role

- Manages health, safety & wellbeing matters by actively promoting awareness and good practice and ensuring the provision of safe working practices in line with Environment Agency guidance. Roles at this level in this job family may be responsible for safety in a regulatory capacity.
- Promotes inclusion by respecting differences in our workforce and works to build a supportive & engaging workplace.
- Required to understand, influence and negotiate with internal and external stakeholders. Needs to understand the audience and communicate at the right level.
- Ensures work is consistently delivered to required standards and service levels while reflecting best practice ways of working.
- Understands, interprets and communicates the work and structure of the Environment Agency within the wider context based on knowledge and experience.



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Supplier: Capita Black & Veatch
Company Number: 03163649 / 02018542

Geographical Area:
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Project Number: [REDACTED]

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Option: Option E

Contract Number: ecm_58665

Revision	Status	Originator	Reviewer	Date

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CONTRACT DATA**

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The *Client* is Environment Agency

Address for communications
Horizon House
Deanery Road
Bristol
BS1 5AH

Address for electronic communications enquiries@environment-agency.gov.uk

The *Service Manager* is [REDACTED]

Address for communications Environment Agency

Horizon House
Deanery Road
Bristol
BS1 5AH

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EVENT	MINIMUM AMOUNT OF	PERIOD FOLLOWING COMPLETION OF THE WHOLE OF THE <i>SERVICE</i> OR TERMINATION
The <i>Consultant's</i> failure to use the skill and care normally used by professionals providing services similar to the <i>service</i>	£5 million in respect of each claim, without limit to the number of claims	6 years
Loss of or damage to property and liability for bodily injury to or death of a person (not an employee of the <i>Consultant</i>) arising from or in connection with the <i>Consultant</i> Providing the <i>Service</i>	Which ever is the greater of £5m or the amount required by law in respect of each claim, without limit to the number of claims	12 months
Death of or bodily injury to employees of the <i>Consultant</i> arising out of and in the course of their employment in connection with the contract	Which ever is the greater of £5m or the amount required by law in respect of each claim, without limit to the number of claims	For the period required by law
The <i>Consultant's</i> total liability to the <i>Client</i> for all matters arising under or in connection with the contract, other than the excluded matters is limited to		£1 million

Resolving and avoiding disputes

The <i>tribunal</i> is	litigation in the courts
The <i>Adjudicator</i> is	'to be confirmed'
Address for communications	'to be confirmed'
Address for electronic communications	'to be confirmed'
The <i>Adjudicator nominating body</i> is	The Institution of Civil Engineers

Z Clauses

Z1 Disputes

Delete existing clause W2.1

Z2 Prevention

The text of clause 18 Prevention is deleted.

Delete the text of clause 60.1(12) and replace with:

The *service* is affected by any of the following events

- War, civil war, rebellion, revolution, insurrection, military or usurped power;
- Strikes, riots and civil commotion not confined to the employees of the *Consultant* and sub consultants,
- Ionising radiation or radioactive contamination from nuclear fuel or nuclear waste resulting from the combustion of nuclear fuel,
- Radioactive, toxic, explosive or other hazardous properties of an explosive nuclear device,
- Natural disaster,
- Fire and explosion,
- Impact by aircraft or other aerial device or thing dropped from them.

Z3 Disallowed Costs

In second bullet of 11.2 (18) add:

(including compensation events with the Subcontractor, i.e. payment for work that should not have been undertaken).

Add the following additional bullets after 'and the cost of ' :

- Mistakes or delays caused by the *Consultant's* failure to follow standards in Scopes/quality plans.
- Reorganisation of the *Consultant's* project team.
- Additional costs or delays incurred due to *Consultant's* failure to comply with published and known guidance or document formats.
- Exceeding the Scope without prior instruction that leads to abortive cost
- Re-working of documents due to inadequate QA prior to submission, i.e. grammatical, factual arithmetical or design errors.
- Production or preparation of self-promotional material.
- Excessive charges for project management time on a commission for secondments or full time appointments (greater than 5% of commission value)
- Any hours exceeding 8 per day unless with prior written agreement of the *Service Manager*
- Any hours for travel beyond the location of the nearest consultant office to the project unless previously agreed with the *Service Manager*
- Attendance of additional individuals to meetings/ workshops etc who have not been previously invited by the *Service Manager*
- Costs associated with the attendance at additional meetings after programmed Completion, if delay is due to *Consultant* performance.
- Costs associated with rectifications that are due to *Consultant* error or omission.
- Costs associated with the identification of opportunities to improve our processes and procedures for project delivery through the *Consultant's* involvement
- Was incurred due to a breach of safety requirements, or due additional work to comply with safety requirements
- Was incurred as a result of the *Client* issuing a Yellow or Red Card to prepare a Performance Improvement Plan
- Was incurred as a result of rectifying a non-compliance with the Framework Agreement and/or any call off contracts following an audit

Z5 Secondments

When appointing *Consultants* on a secondment basis only:

Add clause 19

19.1 The *Client* will from starting date to Completion Date indemnify the *Consultant* against any and all liabilities, proceedings, costs, losses, claims and demands whatsoever arising directly or indirectly out of the activities of the *Consultant* in providing the services save where such claims, in the reasonable opinion of the *Client*, arise from or are contributed to by:

19.1.1 Misrepresentation or negligence by or on behalf of the *Consultant* ;

or

19.1.2 The *Consultant* has acted contrary to the *Service Manager's* reasonable instructions or wholly outside the scope of the *Consultant's* duties as defined by the *Service Manager* .

Z6 The Schedule of Cost Components

The Schedule of Cost Components are as detailed in the Framework Schedule 6.

Z7 Linked contracts

Issues requiring redesign or rework on this contract due to a fault or error of the *Consultant* under this contract or a previous contract will neither be an allowable cost under this contract or any subsequent contract, nor will it be a Compensation event under this contract or any subsequent contract under this project or programme.

Z8 Requirement for Invoice

Insert the following sentence at the end of clause 51.1:

The Party to which payment is due submits an invoice to the other Party for the amount to be paid within one week of the *Service Manager's* certificate.

Delete existing clause 51.2 and insert the following:

51.2 Each certified payment is made by the later of

- one week after the paying Party receives an invoice from the other Party and
 - three weeks after the assessment date, or, if a different period is stated in the Contract Data, within the period stated.
- If a certified payment is late, or if a payment is late because the *Service Manager* has not issued a certificate which should be issued, interest is paid on the late payment. Interest is assessed from the date by which the late payment should have been made until the date when the late payment is made, and is included in the first assessment after the late payment is made

Z9 Conflict of Interest

The *Consultant* immediately notifies the *Client* of any circumstances giving rise to or potentially giving rise to conflicts of interest relating to the *Consultant* (including without limitation its reputation and standing) and/or the *Client* of which it is aware or which it anticipates may justify the *Client* taking action to protect its interests. Should the Parties be unable to remove the conflict of interest to the satisfaction of the *Client*, the *Client*, in its sole discretion, may terminate this Contract.

Z10 Change in Control

The *Consultant* shall notify the *Client* as soon as reasonably practicable, in writing, of any agreement, proposal or negotiations which will or may result in a *Consultant* Change in Control and shall give further notice to the *Client* when any Change in Control has occurred. The *Client* may terminate this contract with immediate effect by notice in writing and without compensation to the *Consultant* within six (6) months of being notified that a Change of Control has occurred, or, where no notification has been made, the date that the *Client* becomes aware of the Change of Control, but shall not be permitted to terminate where the *Client's* prior written acceptance was granted prior to the Change in Control. A Change of Control is defined as per the Deed of Agreement, Z14.4.

Z11 Rate Increase Provision

Contracts with a duration of less than two years, which are extended over this duration by the *Service Manager* due to *Client* Scope increases, may apply a rate review as follows. The *Consultant* will charge the *Client* the contract staff rates for a minimum of two full years, and at the next annual rate review where a new staff rate list is accepted (as stated in Schedule 6), the new staff rate will apply to the contract as per Schedule 6. No Compensation Event is permitted for this different contract staff rate.

Z12 Waiver

No waiver shall be effective unless it is expressly stated to be a waiver and communicated to the other Party by the *Service Manager* in writing in accordance with the Contract, and with express reference to Clause Z12. The failure of either party to insist upon strict performance of the Contract, or any failure or delay in exercising any right or remedy shall not constitute a waiver or diminution of the obligations established by the Contract.

Secondary Options

OPTION X2: Changes in the law

The *law of the project* is the law of England and Wales, subject to the jurisdiction of the courts of England and Wales

OPTION X18: Limitation of liability

The *Consultant's* liability to the *Client* for indirect or consequential loss is limited to

£1,000,000.00

The *Consultant's* liability to the *Client* for Defects that are not found until after the *defects date* is limited to

£1,000,000.00

The *end of liability date* is 6 Years after the
Completion of the whole of the *service*

Y(UK2): The Housing Grants, Construction and Regeneration Act 1996

The period for payment is 14 Days after the date on which payment becomes due

Y(UK3): The Contracts (Rights of Third Parties Act) 1999

term *beneficiary*

Part Two – Data provided by the Consultant

Completion of the data in full, according to the Options chosen, is essential to create a complete contract.

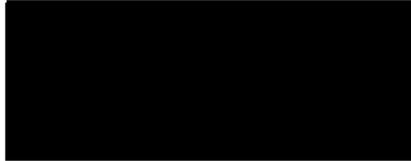
1 General

The Consultant is

Name and company number

Capita Black & Veatch

Address for communications



Address for electronic communications

The fee percentage is



The key persons are

Name (1)
Job
Responsibilities
Qualifications
Experience

Senior MEICA Engineer
NE-5-MEICA -SE-G6-09
See CV
See CV

The key persons are

Name (2)
Job
Responsibilities
Qualifications
Experience

MEICA Engineer
NE-5-MEICA -SE-G6-05

The key persons are

Name (3)
Job
Responsibilities
Qualifications
Experience

The key persons are

Name (4)
Job
Responsibilities
Qualifications
Experience

The key persons are

Name (5)
Job
Responsibilities
Qualifications
Experience

The key persons are

Name (6)
Job
Responsibilities
Qualifications
Experience

Classification: Internal

The *key persons* are

Name (7)
Job
Responsibilities
Qualifications
Experience

The following matters will be included in the Early Warning Register

Travel expenses are not included due to the current Covid 19 arrangements.

3 Time

The programme identified in the Contract Data is

Not applicable

Resolving and avoiding disputes

The *Senior Representatives* of the *Consultant* are

Name (1)
Address for communications

Address for electronic communications

Name (2)
Address for communications

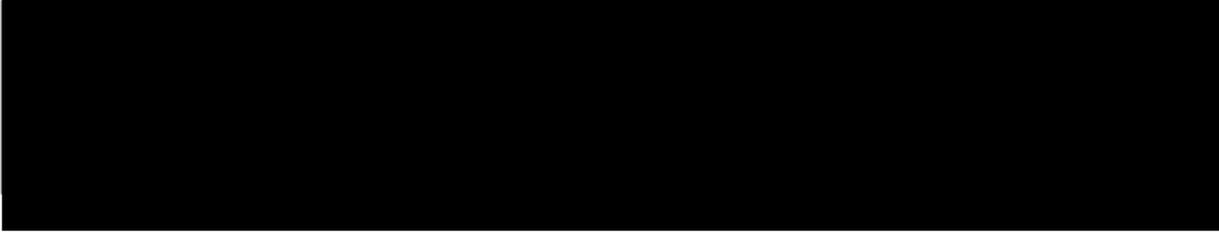
Address for electronic communications

Contract Execution

Client execution

Signed under hand by

for and on behalf of the Environment Agency



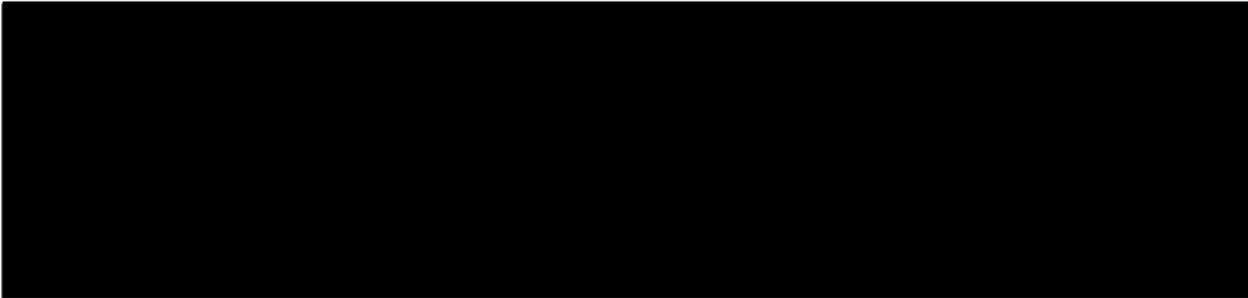
Consultant execution

Consultant execution

Signed under hand by

for and on behalf of

Capita Black & Veatch



Environment Agency NEC4 professional services contract (PSC) Scope

Project / contract Information

Project name	Future Funding Wave 4 NE MEICA Engineers
Project SOP reference	[REDACTED]
Contract reference (Bravo)	Ecm_58665
Date	30 th July 2020
Version number	V1.0
Author	[REDACTED]

Revision history

Revision date	Summary of changes	Version number
01/06/2020	First Draft	0.1
30/07/2020	NE MEICA specific details	1.0

Details of the services

Details of the *services* are:

1. Description of the work:

Objective

Provision of MEICA Engineers to work as part of the *Client's* MEICA team

Outcome Specification

2. General Outline:

- a) The secondment MEICA Engineers outlined in the table below ("*Consultant*") to act in accordance with Role Profile Reference G6 Senior MEICA attached to this scope and within the constraints of an agreed budget, programme, and quality criteria, working as a team in compliance with clause 20.2.

Role Reference	Role Title	Role Profile Reference Number	
NE-5-MEICA -SE-G6-09	Senior MEICA Engineer	G6 Senior MEICA	
NE-5-MEICA -SE-G6-05	MEICA Engineer	G6 Senior MEICA	

- b) Subject to agreement between the *Client* and the *Consultant*, secondees may be based in a number of offices as appropriate, to include (but not limited to) EA offices in [REDACTED]. However in order to develop good relationships with other team members and to support co-location there will be a requirement to travel to various EA offices or site offices (according to the projects the *Consultant* is assigned to); The Environment Agency supports flexible working to support reduced carbon impact and work-life balance so once the secondees have established themselves within the EA teams and are competent in EA activities, working from home or other EA offices may be supported. Initially at least, secondees will need to use their existing IT equipment such as laptops and mobile phones.
- c) The secondees will be expected to perform the role duties and responsibilities outlined in the attached Role Profiles Reference G6 Senior MEICA.

3. The services specifically excludes the following:

- a) Project Executive accountability.
- b) Internal *Client* financial approvals.

4. Site Information already available:

- a) The *Consultant* will be allocated projects according to need from the MEICA service plan and any additions to it. These projects may either be stand alone or be part of a package/sub-programme of projects being delivered together.

5. Specifications of standards to be used

- a) Role Profile Reference G6 Senior MEICA

6. Constraints on how the *Consultant* provides the *services*

- a) Secondees are to be based (██████████ hours per week), unless otherwise stated in the table below, in the named *Client* offices. Secondees will also be expected to attend sites or suppliers offices across the Midlands Area as required.

Role Reference	Role Title	
NE-5-MEICA -SE-G6-09	Senior MEICA Engineer	
NE-5-MEICA -SE-G6-05	MEICA Engineer	

- b) Under current COVID-19 restrictions, the *Client's* offices are currently closed. Therefore, the *Consultant* will be expected to initially work remotely. It is the *Consultant's* responsibility to ensure that suitable DSE assessments, internet connections and safety precautions are provided.
- c) All required travel arrangements are to be made in accordance with the latest Public Health England COVID-19 guidance.
- d) Secondees shall not work more than the weekly hours stated at 6 a) above without prior approval from the *Service Manager*.
- e) Any time deemed necessary by the *Consultant* for secondee activities unrelated to the *Client*, including training and development, would be by agreement and be non-chargeable. Travel costs to and from the *Client's* base office stated at 6 a) above will be chargeable as per Schedule 6, Section 12 of the Framework Schedules if it is in addition to normally incurred travelling to the permanent place of work.
- f) Any time deemed necessary for the *Consultant* to line manage secondees or undertake any other tasks in relation to secondees, would be by agreement with the *Client* and be non-chargeable.
- g) Secondees will be entitled to take annual leave, based on the *secondees'* terms of employment *with the Consultant*, and statutory holiday entitlement. These costs will be non-chargeable.
- h) Secondees shall provide the services in compliance with the *Client's* 'Environment Agency Operational Instructions' and policies subject to clause 20.2.

7. Requirements of the programme

- a) Secondments will be from the dates specified below to 31st March 2021:

Role Reference	Role Title	
NE-5-MEICA -SE-G6-09	Senior MEICA Engineer	
NE-5-MEICA -SE-G6-05	MEICA Engineer	

- b) The *Consultant* will inform the *Client* prior to allocating secondees on other projects / utilisation post 31st March 2021, to the extent that this is reasonable and practical.

8. Services and other things provided by the *Client*

- a) Office space (not including car parking space) and office equipment and services necessary to undertake the role when attending Environment Agency offices.
- b) Day-to-day line management. The posts will report to [REDACTED]
- c) Systems access to include: [REDACTED].
- d) Reasonable information and feedback to the *Consultant* so as to enable the *Consultant* to conduct reviews or appraisals of each secondee's performance.

Secondees

9. Secondees shall remain employees of their respective Employers at all times and shall not be deemed to be employees of the *Client* by virtue of the secondments.
10. The *Client* acknowledges that secondees owe certain duties to their Employer under and by virtue of their employment contracts, including a duty of fidelity, and that the secondees as employees have certain employment rights both under and by virtue of the terms of their employment contracts and under statute and the *Client* agrees that it will not hinder or interfere with the lawful exercise of such rights by the secondees or their respective Employers.
11. The direction, control and supervision of secondees shall be the responsibility of the *Client*.

ROLE Profile

Electrical or Mechanical Engineer / Senior Advisor

Post Type

Temporary

Working Pattern

Full Time

Job description

A Mechanical, Electrical, Instrumentation, Control and Automation (MEICA) Senior Engineer will have a relevant Electrical/Mechanical engineering qualification and professional registration in order to assure MEICA whole life asset management activity across the business. This includes the technical assurance, statutory compliance, carbon reduction and capital delivery projects. The asset portfolios served include water resources, flood risk, navigation and air quality monitoring. The role includes, providing electrical/mechanical engineering technical leadership and acting as the Senior Authorised Person for engineering matters across the area. A key activity is the risk based MEICA assurance of the business's Strategically Important Asset stock.

Providing design/technical advice ensuring compliance and staff competence across the area, together with electrical/mechanical statutory legislation for British and European standards are met for the Environment Agency's codes of practices, procedures and related guidance.

Assuring the technical capability of staff and identifying areas of technical development for the Agency. You will help to plan and deliver crucial assets, flood protection to homes, businesses and the environment; which will have an increasingly important role as we face the challenge of global climate change. Following our recent ISO55001 Asset Management accreditation, you will be working to develop a world class asset management organisation.

The team

As part of the MEICA Team you will report to the area MEICA Team Leader, acting as technical leader on MEICA activity and will participate in our response to flood incidents. You will provide technical, electrical support and be responsible for liaising with business partners and leading on actions on behalf of the area MEICA Team Leader and Operations Managers.

Experience/skills required

- Assurance of detailed design of complex MEICA structure.
- Ability to drive resilience, reliability, innovation, efficiency and quality into design.
- Supervision and testing of MEICA process installations including site work.
- Manage whole life H&S and carbon emission issues.
- Knowledge of MEICA statutory legislation, British and European standards.
- Experience leading safety/technical investigations, identifying/disseminating learning to bring about improvements in mechanical/electrical and behavioural safety.
- Knowledge of Asset Management/computer systems including computerised maintenance management systems (CMMS).
- Educated to BEng in Electrical/Mechanical Engineering.
- Influencing to persuade and bring others with you.
- Technical Leadership
- CDM 2015 and health and safety legislation.

- Experience in development and reviewing of technical standards.
- Knowledge of BIM.
- Demonstrated experience operating as the Subject Matter Expert in Electrical/Mechanical Engineering.
- Experience in the Electrical/Mechanical role of Authorising Engineer including assurance of HV/LOLER/PSSR/LEV/PUWER capability and management systems.

You will be a professionally recognised electrical engineer holding Chartered status with the IMechE or IET.

Contact and additional information

Chartered MEICA engineer registered with the Institution of Engineering and Technology (IET) or the Institution of Mechanical Engineers (IMechE).

Travel across the area and occasionally across the country is required

Level of security checks required

Basic Check

Role specific license requirements, A full UK driving licence is essential.

Role specific professional membership requirements

Registered with the Institution of Engineering and Technology (IET) and the Institution of Mechanical Engineers (IMechE) as a Chartered member.



Framework: Client Support Framework
Supplier: Capita Black & Veatch
Company Number: 03163649 / 02018542

Geographical Area: North East
Project Name: Future Funding Wave 4 NE NEAS
Project Number: [REDACTED]

Contract Type: Professional Service Contract
Option: Option E

Contract Number: ecm_58637

Revision	Status	Originator	Reviewer	Date

PROFESSIONAL SERVICE CONTRACT - Under the Client Support Framework CONTRACT DATA

Project Name Future Funding Wave 4 NE NEAS

Project Number [REDACTED]

This contract is made on between the *Client* and the *Consultant*

- This contract is made pursuant to the Framework Agreement (the "Agreement") dated 02nd day of July 2019 between the *Client* and the *Consultant* in relation to the Client Support Framework. The entire Agreement and the following schedules are incorporated into this contract by reference
- Schedules 1 through to 14 inclusive of the Framework schedules are relied upon within this contract.
- The following documents are incorporated into this contract by reference
NE NEAS Scope CBV Dated 30th July 2020

Part One - Data provided by the Client

Statements given in all Contracts

1 General

The *conditions of contract* are the core clauses and the clauses for the following main Option, the Option for resolving and avoiding disputes and secondary Options of the NEC4 Professional Service Contract June 2017.

Main Option	Option E	Option for resolving and avoiding disputes	W2
-------------	----------	--	----

Secondary Options

- X2: Changes in the law
- X9: Transfer of rights
- X11: Termination by the *Client*
- X18: Limitation of liability
- Y(UK)2: The Housing Grants, Construction and Regeneration Act 1996
- Y(UK)3: The Contracts (Rights of Third Parties) Act 1999
- Z: *Additional conditions of contract*

The *service is* Supply of Environmental Project Manager Bought in Service (post ref NE-5-NEAS-EPM-G4-01 resource to support the EA's capital programme for 2020/21.

The *Client is* Environment Agency

Address for communications
Horizon House
Deanery Road
Bristol
BS1 5AH

Address for electronic communications enquiries@environment-agency.gov.uk

The *Service Manager is* [REDACTED]

Address for communications
Environment Agency

Horizon House
Deanery Road
Bristol
BS1 5AH

Address for electronic communications [REDACTED]

The *Scope is in*
NE NEAS Scope CBV Dated 30th July 2020

The *language of the contract* is English

The *law of the contract is*
the law of England and Wales, subject to the jurisdiction of the courts of England and Wales

The *period for reply is* 2 weeks

The *period for retention is* 6 years following Completion or earlier termination

The following matters will be included in the Early Warning Register
none

Early warning meetings are to be held at intervals no longer than 12 weeks

2 The Consultant's main responsibilities

The *key dates and conditions* to be met are
condition to be met
 'none set' 'none set' 'none set' *key date*
 'none set' 'none set' 'none set'
 'none set' 'none set' 'none set'

The *Consultant* prepares forecasts of the total Defined Cost plus Fee and *expenses* at intervals no longer than 4 weeks

3 Time

The *starting date* is 01 July 2020

The *Client* provides access to the following persons, places and things
 access
 EA offices to be advised *access date*
 EA systems 01 July 2020

The *Consultant* submits revised programmes at intervals no longer than 4 weeks

The *completion date* for the whole of the *service* is 31 March 2021

The period after the Contract Date within which the *Consultant* is to submit a first programme for acceptance is 4 weeks

4 Quality management

The period after the Contract Date within which the *Consultant* is to submit a quality policy statement and quality plan is

The period between Completion of the whole of the *service* and the *defects date* is 26 weeks

5 Payment

The *currency of the contract* is the £ sterling

The *assessment interval* is Monthly

The *expenses* stated by the *Client* are as stated in Schedule 6.

The *interest rate* is 2.00% per annum (not less than 2) above the
 Base rate of the Bank of England

The locations for which the *Consultant* provides a charge for the cost of support people and office overhead are [REDACTED]

The *exchange rates* are those published in on

6 Compensation events

These are additional compensation events

1. Managing and mitigating the impact of Covid 19 and working in accord;
2. 'not used'
3. 'not used'
4. 'not used'
5. 'not used'

8 Liabilities and insurance

These are additional *Client's* liabilities

1. 'not used'
2. 'not used'
3. 'not used'

The minimum amount of cover and the periods for which the *Consultant* maintains insurance are

EVENT	MINIMUM AMOUNT OF	PERIOD FOLLOWING COMPLETION OF THE WHOLE OF THE <i>SERVICE</i> OR TERMINATION
-------	-------------------	---

<p>The <i>Consultant's</i> failure to use the skill and care normally used by professionals providing services similar to the <i>service</i></p>	<p>£5 million in respect of each claim, without limit to the number of claims</p>	<p>6 years</p>
<p>Loss of or damage to property and liability for bodily injury to or death of a person (not an employee of the <i>Consultant</i>) arising from or in connection with the <i>Consultant</i> Providing the <i>Service</i></p>	<p>Which ever is the greater of £5m or the amount required by law in respect of each claim, without limit to the number of claims</p>	<p>12 months</p>
<p>Death of or bodily injury to employees of the <i>Consultant</i> arising out of and in the course of their employment in connection with the contract</p>	<p>Which ever is the greater of £5m or the amount required by law in respect of each claim, without limit to the number of claims</p>	<p>For the period required by law</p>
<p>The <i>Consultant's</i> total liability to the <i>Client</i> for all matters arising under or in connection with the contract, other than the excluded matters is limited to</p>	<p>£1 million</p>	

Resolving and avoiding disputes

<p>The <i>tribunal</i> is</p>	<p>litigation in the courts</p>
<p>The <i>Adjudicator</i> is</p>	<p>'to be confirmed'</p>
<p>Address for communications</p>	<p>'to be confirmed'</p>
<p>Address for electronic communications</p>	<p>'to be confirmed'</p>
<p>The <i>Adjudicator nominating body</i> is</p>	<p>The Institution of Civil Engineers</p>

Z Clauses

Z1 Disputes

Delete existing clause W2.1

Z2 Prevention

The text of clause 18 Prevention is deleted.

Delete the text of clause 60.1(12) and replace with:

The *service* is affected by any of the following events

- War, civil war, rebellion, revolution, insurrection, military or usurped power;
- Strikes, riots and civil commotion not confined to the employees of the *Consultant* and sub consultants,
- Ionising radiation or radioactive contamination from nuclear fuel or nuclear waste resulting from the combustion of nuclear fuel,
- Radioactive, toxic, explosive or other hazardous properties of an explosive nuclear device,
- Natural disaster,
- Fire and explosion,
- Impact by aircraft or other aerial device or thing dropped from them.

Z3 Disallowed Costs

In second bullet of 11 2 (18) add:

(including compensation events with the Subcontractor, i.e. payment for work that should not have been undertaken).

Add the following additional bullets after 'and the cost of ' :

- Mistakes or delays caused by the *Consultant's* failure to follow standards in Scopes/quality plans.
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- Production or preparation of self-promotional material.
- Excessive charges for project management time on a commission for secondments or full time appointments (greater than 5% of commission value)
- Any hours exceeding 8 per day unless with prior written agreement of the *Service Manager*
- Any hours for travel beyond the location of the nearest consultant office to the project unless previously agreed with the *Service Manager*
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- Costs associated with rectifications that are due to *Consultant* error or omission.
- Costs associated with the identification of opportunities to improve our processes and procedures for project delivery through the *Consultant's* involvement
- Was incurred due to a breach of safety requirements, or due additional work to comply with safety requirements
- Was incurred as a result of the *Client* issuing a Yellow or Red Card to prepare a Performance Improvement Plan
- Was incurred as a resulting of rectifying a non-compliance with the Framework Agreement and/or any call off contracts following an audit

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When appointing *Consultants* on a secondment basis only:

Add clause 19

19.1 The *Client* will from starting date to Completion Date indemnify the *Consultant* against any and all liabilities, proceedings, costs, losses, claims and demands whatsoever arising directly or indirectly out of the activities of the *Consultant* in providing the services save where such claims, in the reasonable opinion of the *Client*, arise from or are contributed to by:

19.1.1 Misrepresentation or negligence by or on behalf of the *Consultant*;

or

19.1 2 The *Consultant* has acted contrary to the *Service Manager's* reasonable instructions or wholly outside the scope of the *Consultant's* duties as defined by the *Service Manager*.

Z6 The Schedule of Cost Components

The Schedule of Cost Components are as detailed in the Framework Schedule 6.

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Issues requiring redesign or rework on this contract due to a fault or error of the *Consultant* under this contract or a previous contract will neither be an allowable cost under this contract or any subsequent contract, nor will it be a Compensation event under this contract or any subsequent contract under this project or programme.

Z8 Requirement for Invoice

Insert the following sentence at the end of clause 51.1:

The Party to which payment is due submits an invoice to the other Party for the amount to be paid within one week of the *Service Manager's* certificate.

Delete existing clause 51.2 and insert the following:

51.2 Each certified payment is made by the later of

- one week after the paying Party receives an invoice from the other Party and
- three weeks after the assessment date, or, if a different period is stated in the Contract Data, within the period stated.

If a certified payment is late, or if a payment is late because the *Service Manager* has not issued a certificate which should be issued, interest is paid on the late payment. Interest is assessed from the date by which the late payment should have been made until the date when the late payment is made, and is included in the first assessment after the late payment is made

Z9 Conflict of Interest

The *Consultant* immediately notifies the *Client* of any circumstances giving rise to or potentially giving rise to conflicts of interest relating to the *Consultant* (including without limitation its reputation and standing) and/or the *Client* of which it is aware or which it anticipates may justify the *Client* taking action to protect its interests. Should the Parties be unable to remove the conflict of interest to the satisfaction of the *Client*, the *Client*, in its sole discretion, may terminate this Contract.

Z10 Change in Control

The *Consultant* shall notify the *Client* as soon as reasonably practicable, in writing, of any agreement, proposal or negotiations which will or may result in a *Consultant* Change in Control and shall give further notice to the *Client* when any Change in Control has occurred. The *Client* may terminate this contract with immediate effect by notice in writing and without compensation to the *Consultant* within six (6) months of being notified that a Change of Control has occurred, or, where no notification has been made, the date that the *Client* becomes aware of the Change of Control, but shall not be permitted to terminate where the *Client's* prior written acceptance was granted prior to the Change in Control. A Change of Control is defined as per the Deed of Agreement, Z14.4.

Z11 Rate Increase Provision

Contracts with a duration of less than two years, which are extended over this duration by the *Service Manager* due to *Client* Scope increases, may apply a rate review as follows. The *Consultant* will charge the *Client* the contract staff rates for a minimum of two full years, and at the next annual rate review where a new staff rate list is accepted (as stated in Schedule 6), the new staff rate will apply to the contract as per Schedule 6. No Compensation Event is permitted for this different contract staff rate.

Z12 Waiver

No waiver shall be effective unless it is expressly stated to be a waiver and communicated to the other Party by the *Service Manager* in writing in accordance with the Contract, and with express reference to Clause Z12. The failure of either party to insist upon strict performance of the Contract, or any failure or delay in exercising any right or remedy shall not constitute a waiver or diminution of the obligations established by the Contract.

Secondary Options

OPTION X2: Changes in the law

The *law of the project* is the law of England and Wales, subject to the jurisdiction of the courts of England and Wales

OPTION X18: Limitation of liability

The *Consultant's* liability to the *Client* for indirect or consequential loss is limited to

£1,000,000.00

The *Consultant's* liability to the *Client* for Defects that are not found until after the *defects date* is limited to

£1,000,000.00

The *end of liability date* is 6 Years after the
Completion of the whole of the *service*

Y(UK2): The Housing Grants, Construction and Regeneration Act 1996

The period for payment is 14 Days after the date on which payment becomes due

Y(UK3): The Contracts (Rights of Third Parties Act) 1999

term *beneficiary*

Part Two - Data provided by the Consultant

Completion of the data in full, according to the Options chosen, is essential to create a complete contract.

1 General

The Consultant is

Name and company number

Capita Black & Veatch

Address for communications



Address for electronic communications



The fee percentage is



The key persons are

Name (1)



Job

Environmental Project Manager

Responsibilities

NE-5-NEAS-EPM-G4-01

Qualifications

See CV

Experience

See CV

The key persons are

Name (2)

Job

Responsibilities

Qualifications

Experience

The key persons are

Name (3)

Job

Responsibilities

Qualifications

Experience

The key persons are

Name (4)

Job

Responsibilities

Qualifications

Experience

The key persons are

Name (5)

Job

Responsibilities

Qualifications

Experience

The key persons are

Name (6)

Job

Responsibilities

Qualifications

Experience

The key persons are

Name (7)

Job

Responsibilities

Qualifications

Experience

The following matters will be included in the Early Warning Register

Travel expenses are not included due to the current Covid 19 arrangements

3 Time

The programme identified in the Contract Data is

Not applicable

Resolving and avoiding disputes

The *Senior Representatives* of the *Consultant* are

Name (1)

Address for communications

Address for electronic communications

Name (2)

Address for communications

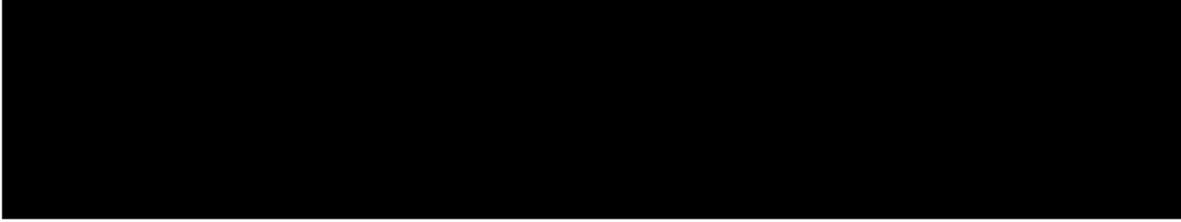
Address for electronic communications

Contract Execution

Client execution

Signed under hand by

for and on behalf of the Environment Agency



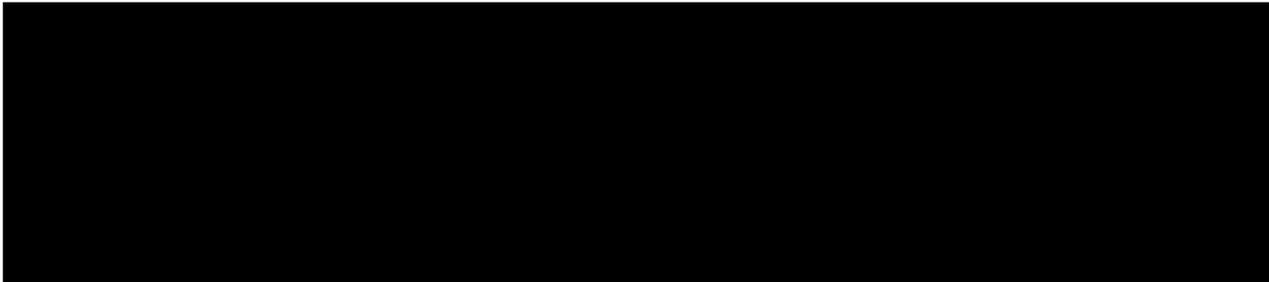
Consultant execution

Consultant execution

Signed under hand by

for and on behalf of

Capita Black & Veatch



Environment Agency NEC4 professional services contract (PSC) Scope

Project / contract Information

Project name	Future Funding Wave 4 NE NEAS EPM
Project SOP reference	██████████
Contract reference (Bravo)	ecm_58637
Date	30 th July 2020
Version number	V1.0
Author	████████████████████

Revision history

Revision date	Summary of changes	Version number
01/06/2020	First Draft	0.1
30/07/2020	NE NEAS specific details	1.0

Details of the services

Details of the *services* are:

1. Description of the work:

Objective

Provision of a NEAS Environmental Project Manager to work as part of the *Client's* NEAS team.

Outcome Specification

2. General Outline:
 - a) The secondment of NEAS Environmental Project Manager role outlined in the table below ("*Consultant*") to act in accordance with Role Profile reference NEAS EPM attached to this scope and within the constraints of an agreed budget, programme, and quality criteria, working as a team in compliance with clause 20.2.

Role Reference	Role Title	Role Profile Reference Number	
NE-5-NEAS-EPM-G4-01	NEAS Environmental Project Manager	NEAS EPM	

- b) Subject to agreement between the *Client* and the *Consultant*, secondees may be based in a number of offices as appropriate, to include (but not limited to) EA offices listed in the table at 2a) above. However in order to develop good relationships with other team members and to support co-location there will be a requirement to travel to various EA offices or site offices (according to the projects the *Consultant* is assigned to); The Environment Agency supports flexible working to support reduced carbon impact and work-life balance so once the secondees have established themselves within the EA teams and are competent in EA activities, working from home or other EA offices may be supported. Initially at least, secondees will need to use their existing IT equipment such as laptops and mobile phones.
 - c) The secondees will be expected to perform the role duties and responsibilities outlined in the attached Role Profiles Reference NEAS EPM.
3. The services specifically excludes the following:
 - a) Project Executive accountability.
 - b) Internal *Client* financial approvals.
 4. Site Information already available:

- a) The *Consultant* will be allocated projects according to need from the NEAS service plan and any additions to it. These projects may either be stand alone or be part of a package/sub-programme of projects being delivered together.

5. Specifications of standards to be used

- a) Role Profile Reference NEAS EPM

6. Constraints on how the *Consultant* provides the *services*

- a) Secondees are to be based (██████████ hours per week), unless otherwise stated in the table below, in the named *Client* offices. Secondees will also be expected to attend sites or suppliers offices as required.

Role Reference	Role Title	
NE-5-NEAS-EPM-G4-01	NEAS Environmental Project Manager	

- b) Under current COVID-19 restrictions, the *Client's* offices are currently closed. Therefore, the *Consultant* will be expected to initially work remotely. It is the *Consultant's* responsibility to ensure that suitable DSE assessments, internet connections and safety precautions are provided.
- c) All required travel arrangements are to be made in accordance with the latest Public Health England COVID-19 guidance.
- d) Secondees shall not work more than the weekly hours stated at 6 a) above without prior approval from the *Service Manager*.
- e) Any time deemed necessary by the *Consultant* for secondees activities unrelated to the *Client*, including training and development, would be by agreement and be non-chargeable. Travel costs to and from the *Client's* base office stated at 6 a) above will be chargeable as per Schedule 6, Section 12 of the Framework Schedules if it is in addition to normally incurred travelling to the permanent place of work.
- f) Any time deemed necessary for the *Consultant* to line manage secondees or undertake any other tasks in relation to secondees, would be by agreement with the *Client* and be non-chargeable.
- g) Secondees will be entitled to take annual leave, based on the *secondees'* terms of employment *with the Consultant*, and statutory holiday entitlement. These costs will be non-chargeable.
- h) Secondees shall provide the services in compliance with the *Client's* 'Environment Agency Operational Instructions' and policies subject to clause 20.2.

7. Requirements of the programme

- a) Secondments will be for the periods stated in the table at 6a).

b) The *Consultant* will inform the *Client* prior to allocating secondees on other projects / utilisation post the secondment end date detailed in the table at 6a), to the extent that this is reasonable and practical.

8. Services and other things provided by the *Client*

a) Office space (not including car parking space) and office equipment and services necessary to undertake the role when attending Environment Agency offices.

b) Day-to-day line management. The posts will report to:

Role Reference	
NE-5-NEAS-EPM-G4-01	

c) Systems access to include: [REDACTED]

d) Reasonable information and feedback to the *Consultant* so as to enable the *Consultant* to conduct reviews or appraisals of each secondee's performance.

Secondees

9. Secondees shall remain employees of their respective Employers at all times and shall not be deemed to be employees of the *Client* by virtue of the secondments.

10. The *Client* acknowledges that secondees owe certain duties to their Employer under and by virtue of their employment contracts, including a duty of fidelity, and that the secondees as employees have certain employment rights both under and by virtue of the terms of their employment contracts and under statute and the *Client* agrees that it will not hinder or interfere with the lawful exercise of such rights by the secondees or their respective Employers.

11. The direction, control and supervision of secondees shall be the responsibility of the *Client*.

Role Profile

Environmental Project Manager – Bought in Service Job Role Profile National Environmental Assessment & Sustainability (NEAS) Environment Agency

Reports To: NEAS Team Leader

NEAS Benchmark Job: Environmental Project Manager (Grade 4)

Job Purpose

The role project manages the assessment of environmental risks and opportunities of Environment Agency (EA) projects and strategies. Providing expert advice on Environmental Impact Assessment (EIA) processes and wider sustainability issues to ensure projects and programmes meet wider Environment Agency policies, objectives and legal compliance whilst remaining compliant with our agreed ways of working.

Role Description

The Environmental Project Manager (EPM) will project manage the assessment of environmental risk and opportunities of EA projects at an appropriate level.

The EPM acts as an intelligent client for the EA in assuring the quality of environmental products and ensuring they are fit-for-purpose. The role also requires you the EPM to ensure that socio-environmental and sustainability elements are given sufficient consideration by project teams in the appraisal of schemes and their options, and in the development of project business cases.

The EPM provides advice on the EIA processes, relating to / supporting assessments as required (i.e. Habitats Regulations, WFD), and on wider sustainability issues to ensure compliance with appropriate legislation and EA policies.

The EPM should be a champion of the environment and seek to influence the selection and development of sustainable scheme options, the delivery of socio-environmental outcomes, and take a lead role in engagement with project environmental stakeholders (internal and external to the EA).

The EPM ensures all work carried out by or for NEAS meets national standards that are recognised within the environmental sector.

Accountabilities

1. Provide technical guidance to operational teams in order to influence compliance with Environment Agency policy / legislation / best practice ways of working and contribute to the delivery of flood and coastal erosion risk management projects.
2. Keep up to date on changing legislation / best practice internally and externally, to inform internal priorities and appropriate alignment.

3. Participate in projects as part of a multi-disciplinary team, providing functional / specialist input to pro-actively manage environmental risk, and seek opportunities for efficiencies, partnership working and funding, socio-environmental improvements and sustainable outcomes.
4. Build and sustain effective relationships with operational customers and partners (such as FCRM Area teams, EA Fisheries, Biodiversity and Geomorphology, PCM project managers, EA suppliers) to understand issues and provide effective response / steer to manage risk and support project development and progression.
5. Ensure all reporting procedures are adhered to Environment Agency standards.
6. Update the NEAS Principal and Senior Environmental Project Manager and Team Leader on a regular basis (monthly summary report +/- Project Service Plan/s) on progress, issues and their input to the projects they are working on.
7. Develop clear scopes for suppliers on the environmental aspects of projects (with assistance / guidance / support from other NEAS officers as required).
8. Ensure all reporting procedures are adhered to Environment Agency standards.

Top Capabilities

- Achieves Results
- Communicates Effectively
- Environmental Awareness
- Programme and Project Management
- Legislative Knowledge

Educational Requirements

Educated to degree level or equivalent, preferably in environmental science or a related subject.

Professional Qualifications Requirements

Graduate or Associate Member of the Institute of Environmental Management and Assessment, or equivalent professional institute *.

* Desirable but not essential for suitably experienced candidates

Experience Requirements

1-5 years relevant experience preferably in all stages of the EIA, from project inception through appraisal and design, and ideally to construction of new flood risk management assets.

Environmental assessment at an operational level.

Experience of high quality outcomes in projects.

A working knowledge of CEEQUAL version six is desirable.

Effective communication and influencing skills are required as well as an ability to work as a key adviser within, and to, project teams and within a NEAS team of dedicated landscape architects, heritage, SEA and EIA expert advisers who make an important contribution to the planning and delivery of our projects and programmes.

Essential Additional Information

Work will be across a geographic region and so regular travel will be required.

Whilst the Agency's preferred policy is for public transport, some driving may be required and so a UK driving licence is desirable.



Framework: Client Support Framework
Supplier: Capita Black & Veatch
Company Number: 03163649 / 02018542

Geographical Area: Midlands
Project Name: Future Funding Wave 4 WMD AP & PSO Advisors
Project Number: [REDACTED]

Contract Type: Professional Service Contract
Option: Option E

Contract Number: ecm_58593

Revision	Status	Originator	Reviewer	Date

**PROFESSIONAL SERVICE CONTRACT - Under the Client Support Framework
CONTRACT DATA**

Project Name Future Funding Wave 4 WMD AP & PSO Advisors

Project Number [REDACTED]

This contract is made on between the *Client* and the *Consultant*

- This contract is made pursuant to the Framework Agreement (the "Agreement") dated 02nd day of July 2019 between the *Client* and the *Consultant* in relation to the Client Support Framework. The entire Agreement and the following schedules are incorporated into this contract by reference
- Schedules 1 through to 14 inclusive of the Framework schedules are relied upon within this contract.
- The following documents are incorporated into this contract by reference
WMD Scope CBV Dated 30th July 2020

**Part One - Data provided by the Client
Statements given in all Contracts**

1 General The *conditions of contract* are the core clauses and the clauses for the following main Option, the Option for resolving and avoiding disputes and secondary Options of the NEC4 Professional Service Contract June 2017.

Main Option	Option E	Option for resolving and avoiding disputes	W2
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Secondary Options

- X2: Changes in the law
- X9: Transfer of rights
- X11: Termination by the *Client*
- X18: Limitation of liability
- Y(UK)2: The Housing Grants, Construction and Regeneration Act 1996
- Y(UK)3: The Contracts (Rights of Third Parties) Act 1999
- Z: *Additional conditions of contract*

The *service* is Supply of AP & PSO Bought in Service (post ref WMD-1-AP-G5A-01, WMD-1-AP-G4O-02) resource to support the EA's capital programme for 2020/21.

The *Client* is Environment Agency

Address for communications Horizon House
Deanery Road
Bristol
BS1 5AH

Address for electronic communications enquiries@environment-agency.gov.uk

The *Service Manager* is [REDACTED]

Address for communications Environment Agency

Horizon House
Deanery Road
Bristol
BS1 5AH

Address for electronic communications [REDACTED]

The *Scope* is in WMD Scope CBV Dated 30th July 2020

The *language of the contract* is English

The *law of the contract* is the law of England and Wales, subject to the jurisdiction of the courts of England and Wales

The *period for reply* is 2 weeks

The *period for retention* is 6 years following Completion or earlier termination

The following matters will be included in the Early Warning Register

none

Early warning meetings are to be held at intervals no longer than 12 weeks

2 The Consultant's main responsibilities

The *key dates* and *conditions* to be met are
condition to be met *key date*
 'none set' 'none set'
 'none set' 'none set'
 'none set' 'none set'

The *Consultant* prepares forecasts of the total Defined Cost plus Fee and *expenses* at intervals no longer than 4 weeks

3 Time

The *starting date* is 10 August 2020

The *Client* provides access to the following persons, places and things
 access *access date*
 EA offices to be advised
 EA systems 10 August 2020

The *Consultant* submits revised programmes at intervals no longer than 4 weeks

The *completion date* for the whole of the *service* is 31 March 2021

The period after the Contract Date within which the *Consultant* is to submit a first programme for acceptance is 4 weeks

4 Quality management

The period after the Contract Date within which the *Consultant* is to submit a quality policy statement and quality plan is

The period between Completion of the whole of the *service* and the *defects date* is 26 weeks

5 Payment

The *currency of the contract* is the £ sterling

The *assessment interval* is Monthly

The *expenses* stated by the *Client* are as stated in Schedule 6.

The *interest rate* is 2.00% per annum (not less than 2) above the
 Base rate of the Bank of England

The locations for which the *Consultant* provides a charge for the cost of support people and office overhead are

The *exchange rates* are those published in on

6 Compensation events

These are additional compensation events

1. Managing and mitigating the impact of Covid 19 and working in accordar
2. 'not used'
3. 'not used'
4. 'not used'
5. 'not used'

8 Liabilities and insurance

These are additional *Client's* liabilities

1. 'not used'
2. 'not used'
3. 'not used'

The minimum amount of cover and the periods for which the *Consultant* maintains insurance are

EVENT	MINIMUM AMOUNT OF	PERIOD FOLLOWING COMPLETION OF THE WHOLE OF THE <i>SERVICE</i> OR TERMINATION
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<p>The <i>Consultant's</i> failure to use the skill and care normally used by professionals providing services similar to the service</p>	<p>£5 million in respect of each claim, without limit to the number of claims</p>	<p>6 years</p>
<p>Loss of or damage to property and liability for bodily injury to or death of a person (not an employee of the <i>Consultant</i>) arising from or in connection with the <i>Consultant</i> Providing the Service</p>	<p>Which ever is the greater of £5m or the amount required by law in respect of each claim, without limit to the number of claims</p>	<p>12 months</p>
<p>Death of or bodily injury to employees of the <i>Consultant</i> arising out of and in the course of their employment in connection with the contract</p>	<p>Which ever is the greater of £5m or the amount required by law in respect of each claim, without limit to the number of claims</p>	<p>For the period required by law</p>
<p>The <i>Consultant's</i> total liability to the <i>Client</i> for all matters arising under or in connection with the contract, other than the excluded matters is limited to</p>	<p>£1 million</p>	

Resolving and avoiding disputes

<p>The <i>tribunal</i> is</p>	<p>litigation in the courts</p>
<p>The <i>Adjudicator</i> is</p>	<p>'to be confirmed'</p>
<p>Address for communications</p>	<p>'to be confirmed'</p>
<p>Address for electronic communications</p>	<p>'to be confirmed'</p>
<p>The <i>Adjudicator nominating body</i> is</p>	<p>The Institution of Civil Engineers</p>

Z Clauses

Z1 Disputes

Delete existing clause W2.1

Z2 Prevention

The text of clause 18 Prevention is deleted.

Delete the text of clause 60.1(12) and replace with:

The *service* is affected by any of the following events

- War, civil war, rebellion, revolution, insurrection, military or usurped power;
- Strikes, riots and civil commotion not confined to the employees of the *Consultant* and sub consultants,
- Ionising radiation or radioactive contamination from nuclear fuel or nuclear waste resulting from the combustion of nuclear fuel,
- Radioactive, toxic, explosive or other hazardous properties of an explosive nuclear device,
- Natural disaster,
- Fire and explosion,
- Impact by aircraft or other aerial device or thing dropped from them.

Z3 Disallowed Costs

In second bullet of 11.2 (18) add:

(including compensation events with the Subcontractor, i.e. payment for work that should not have been undertaken).

Add the following additional bullets after 'and the cost of ' :

- Mistakes or delays caused by the *Consultant's* failure to follow standards in Scopes/quality plans.
- Reorganisation of the *Consultant's* project team.
- Additional costs or delays incurred due to *Consultant's* failure to comply with published and known guidance or document formats.
- Exceeding the Scope without prior instruction that leads to abortive cost
- Re-working of documents due to inadequate QA prior to submission, i.e. grammatical, factual arithmetical or design errors.
- Production or preparation of self-promotional material.
- Excessive charges for project management time on a commission for secondments or full time appointments (greater than 5% of commission value)
- Any hours exceeding 8 per day unless with prior written agreement of the *Service Manager*
- Any hours for travel beyond the location of the nearest consultant office to the project unless previously agreed with the *Service Manager*
- Attendance of additional individuals to meetings/ workshops etc who have not been previously invited by the *Service Manager*
- Costs associated with the attendance at additional meetings after programmed Completion, if delay is due to *Consultant* performance.
- Costs associated with rectifications that are due to *Consultant* error or omission.
- Costs associated with the identification of opportunities to improve our processes and procedures for project delivery through the *Consultant's* involvement
- Was incurred due to a breach of safety requirements, or due additional work to comply with safety requirements
- Was incurred as a result of the *Client* issuing a Yellow or Red Card to prepare a Performance Improvement Plan
- Was incurred as a resulting of rectifying a non-compliance with the Framework Agreement and/or any call off contracts following an audit

Z5 Secondments

When appointing *Consultants* on a secondment basis only:

Add clause 19

19.1 The *Client* will from starting date to Completion Date indemnify the *Consultant* against any and all liabilities, proceedings, costs, losses, claims and demands whatsoever arising directly or indirectly out of the activities of the *Consultant* in providing the services save where such claims, in the reasonable opinion of the *Client*, arise from or are contributed to by:

19.1.1 Misrepresentation or negligence by or on behalf of the *Consultant* ;

or

19.1.2 The *Consultant* has acted contrary to the *Service Manager's* reasonable instructions or wholly outside the scope of the *Consultant's* duties as defined by the *Service Manager* .

Z6 The Schedule of Cost Components

The Schedule of Cost Components are as detailed in the Framework Schedule 6.

Z7 Linked contracts

Issues requiring redesign or rework on this contract due to a fault or error of the *Consultant* under this contract or a previous contract will neither be an allowable cost under this contract or any subsequent contract, nor will it be a Compensation event under this contract or any subsequent contract under this project or programme.

Z8 Requirement for Invoice

Insert the following sentence at the end of clause 51.1:

The Party to which payment is due submits an invoice to the other Party for the amount to be paid within one week of the *Service Manager's* certificate.

Delete existing clause 51.2 and insert the following:

51.2 Each certified payment is made by the later of

- one week after the paying Party receives an invoice from the other Party and
- three weeks after the assessment date, or, if a different period is stated in the Contract Data, within the period stated.

If a certified payment is late, or if a payment is late because the *Service Manager* has not issued a certificate which should be issued, interest is paid on the late payment. Interest is assessed from the date by which the late payment should have been made until the date when the late payment is made, and is included in the first assessment after the late payment is made.

Z9 Conflict of Interest

The *Consultant* immediately notifies the *Client* of any circumstances giving rise to or potentially giving rise to conflicts of interest relating to the *Consultant* (including without limitation its reputation and standing) and/or the *Client* of which it is aware or which it anticipates may justify the *Client* taking action to protect its interests. Should the Parties be unable to remove the conflict of interest to the satisfaction of the *Client*, the *Client*, in its sole discretion, may terminate this Contract.

Z10 Change in Control

The *Consultant* shall notify the *Client* as soon as reasonably practicable, in writing, of any agreement, proposal or negotiations which will or may result in a *Consultant* Change in Control and shall give further notice to the *Client* when any Change in Control has occurred. The *Client* may terminate this contract with immediate effect by notice in writing and without compensation to the *Consultant* within six (6) months of being notified that a Change of Control has occurred, or, where no notification has been made, the date that the *Client* becomes aware of the Change of Control, but shall not be permitted to terminate where the *Client's* prior written acceptance was granted prior to the Change in Control. A Change of Control is defined as per the Deed of Agreement, Z14.4.

Z11 Rate Increase Provision

Contracts with a duration of less than two years, which are extended over this duration by the *Service Manager* due to *Client* Scope increases, may apply a rate review as follows. The *Consultant* will charge the *Client* the contract staff rates for a minimum of two full years, and at the next annual rate review where a new staff rate list is accepted (as stated in Schedule 6), the new staff rate will apply to the contract as per Schedule 6. No Compensation Event is permitted for this different contract staff rate.

Z12 Waiver

No waiver shall be effective unless it is expressly stated to be a waiver and communicated to the other Party by the *Service Manager* in writing in accordance with the Contract, and with express reference to Clause Z12. The failure of either party to insist upon strict performance of the Contract, or any failure or delay in exercising any right or remedy shall not constitute a waiver or diminution of the obligations established by the Contract.

Secondary Options

OPTION X2: Changes in the law

The *law of the project* is the law of England and Wales, subject to the jurisdiction of the courts of England and Wales

OPTION X18: Limitation of liability

The *Consultant's* liability to the *Client* for indirect or consequential loss is limited to

£1,000,000.00

The *Consultant's* liability to the *Client* for Defects that are not found until after the *defects date* is limited to

£1,000,000.00

The *end of liability date* is 6 Years after the
Completion of the whole of the *service*

Y(UK2): The Housing Grants, Construction and Regeneration Act 1996

The period for payment is 14 Days after the date on which payment becomes due

Y(UK3): The Contracts (Rights of Third Parties Act) 1999

term *beneficiary*

Environment Agency NEC4 professional services contract (PSC) Scope

Project / contract Information

Project name	Future Funding Wave 4 WMD AP & PSO Advisors
Project SOP reference	[REDACTED]
Contract reference (Bravo)	ecm_58593
Date	30 th July 2020
Version number	V1.0
Author	[REDACTED]

Revision history

Revision date	Summary of changes	Version number
01/06/2020	First Draft	0.1
30/07/2020	WMD specific details	1.0

Details of the services

Details of the *services* are:

1. Description of the work:

Objective

Provision of AP & PSO Advisors to work as part of the *Client's* Asset Performance and Partnership & Strategic Overview teams.

Outcome Specification

2. General Outline:
 - a) The secondment of AP & PSO Advisor roles outlined in the table below ("*Consultant*") to act in accordance with Role Profile Reference G5AP & G4PSO attached to this scope and within the constraints of an agreed budget, programme, and quality criteria, working as a team in compliance with clause 20.2.

Role Reference	Role Title	Role Profile Reference Number	
WMID-1-AP-G5A-01	AP Advisor	G5AP	
WMID-1-AP-G4O-02	PSO Officer	G4PSO	

- b) Subject to agreement between the *Client* and the *Consultant*, secondees may be based in a number of offices as appropriate, to include (but not limited to) EA offices listed in the table at 2a) above. However in order to develop good relationships with other team members and to support co-location there will be a requirement to travel to various EA offices or site offices (according to the projects the *Consultant* is assigned to); The Environment Agency supports flexible working to support reduced carbon impact and work-life balance so once the secondees have established themselves within the EA teams and are competent in EA activities, working from home or other EA offices may be supported. Initially at least, secondees will need to use their existing IT equipment such as laptops and mobile phones.
 - b) The secondees will be expected to perform the role duties and responsibilities outlined in the attached Role Profiles Reference G5AP & G4PSO
3. The services specifically excludes the following:
 - a) Project Executive accountability.
 - b) Internal *Client* financial approvals.
 4. Site Information already available:

- a) The *Consultant* will be allocated projects according to need from the IDT service plan and any additions to it. These projects may either be stand alone or be part of a package/sub-programme of projects being delivered together.
5. Specifications of standards to be used
- a) Role Profile Reference G5AP & G4PSO
6. Constraints on how the *Consultant* provides the *services*
- a) Secondees are to be based [REDACTED] (hours per week), unless otherwise stated in the table below, in the named *Client* offices. Secondees will also be expected to attend sites or suppliers offices across the IDT Area as required.

Role Reference	Role Title	
WMID-1-AP-G5A-01	AP Advisor	
WMID-1-AP-G4O-02	PSO Officer	

- b) Under current COVID-19 restrictions, the *Client's* offices are currently closed. Therefore, the *Consultant* will be expected to initially work remotely. It is the *Consultant's* responsibility to ensure that suitable DSE assessments, internet connections and safety precautions are provided.
- c) All required travel arrangements are to be made in accordance with the latest Public Health England COVID-19 guidance.
- d) Secondees shall not work more than the weekly hours stated at 6 a) above without prior approval from the *Service Manager*.
- e) Any time deemed necessary by the *Consultant* for secondee activities unrelated to the *Client*, including training and development, would be by agreement and be non-chargeable. Travel costs to and from the *Client's* base office stated at 6 a) above will be chargeable as per Schedule 6, Section 12 of the Framework Schedules if it is in addition to normally incurred travelling to the permanent place of work.
- f) Any time deemed necessary for the *Consultant* to line manage secondees or undertake any other tasks in relation to secondees, would be by agreement with the *Client* and be non-chargeable.
- g) Secondees will be entitled to take annual leave, based on the *secondees'* terms of employment *with the Consultant*, and statutory holiday entitlement. These costs will be non-chargeable.
- h) Secondees shall provide the services in compliance with the *Client's* 'Environment Agency Operational Instructions' and policies subject to clause 20.2.

7. Requirements of the programme

- a) Secondments will be from the 10th August 2020 to 31st March 2021.
- b) The *Consultant* will inform the *Client* prior to allocating secondees on other projects / utilisation post 31st March 2021, to the extent that this is reasonable and practical.

8. Services and other things provided by the *Client*

- a) Office space (not including car parking space) and office equipment and services necessary to undertake the role when attending Environment Agency offices.
- b) Day-to-day line management. The posts will report to:

Role Reference	
WMID-1-AP-G5A-01	
WMID-1-AP-G4O-02	

- c) Systems access to include:
- d) Reasonable information and feedback to the *Consultant* so as to enable the *Consultant* to conduct reviews or appraisals of each secondee's performance.

Secondees

- 9. Secondees shall remain employees of their respective Employers at all times and shall not be deemed to be employees of the *Client* by virtue of the secondments.
- 10. The *Client* acknowledges that secondees owe certain duties to their Employer under and by virtue of their employment contracts, including a duty of fidelity, and that the secondees as employees have certain employment rights both under and by virtue of the terms of their employment contracts and under statute and the *Client* agrees that it will not hinder or interfere with the lawful exercise of such rights by the secondees or their respective Employers.
- 11. The direction, control and supervision of secondees shall be the responsibility of the *Client*.

Role Profile

Officer, Flood & Coastal Risk Management EA Grade 5

Asset Management

Roles in this family manage the whole lifecycle of our flood and coastal risk management assets, i.e. from planning and delivery, through to upkeep and eventual decommissioning.

There are a wide range of skills in this job family but they are identified by their contribution to the asset management life cycle. Roles here can be field based, for example in building or maintenance of structures and plant, or office based such as planning and managing the delivery of assets and the preparation or the analysis required to carry out asset management effectively

Job Purpose

Acts as specialist or team leader. Role accountabilities can be interchangeable depending on the team and work being delivered but the overarching theme of all roles is leadership and assurance of our asset management services.

Specialist roles contribute to delivery of environmental objectives by acting as the technical advisor within specific area of expertise. Team leader roles contribute through the management of a team to deliver on the specific aspects of the asset management whole lifecycle.

Roles may be responsible for directing project resources in a matrix structure working across the organisation or wider.

Works within a broad framework and outputs are subject to review.

Representative Accountabilities

Specialists:

- Provide expertise to support delivery of outcomes from our assets. This may involve advising teams and external partners in the execution of asset management activity, developing and implementing policy & processes.
- Produce and / or review documentation such as technical designs, risk assessments, reports or instructions to support management decisions and ways of working.

Team leaders:

- Responsible for a team, providing leadership, direction and prioritising team activities in delivery to achieve specific asset management activities.
- Recruit, motivate and develop team members to ensure effective delivery of asset management activities. Ensures appropriate skill levels are developed and maintained and team performance is optimised in line with business objectives

All roles:

- Plan and manage progress of work in line with defined plans. Identify risks to the delivery of priorities, making appropriate action to resolve issues. Some roles manage internal and / or external resources.
- Develop and maintain relationships, internally and externally to minimise the risks associated with our assets. In some cases, may be required to represent the Environment Agency at local government and public meetings, or similar. Roles may be required to work with colleagues across the Defra group to ensure services are delivered in the best way possible.

- May lead projects, usually to bring about effective change or improve business support services. May contribute to larger more complex projects.

Typical Skills, Knowledge and Experience

- Roles require proven experience, usually gained within a relevant field. Depending on the role, this could be specific technical, engineering or other relevant specialised expertise / people management / project management.
- Requires detailed understanding of relevant business practices and procedures to enable management of, or planning for, delivery across multidisciplinary teams.
- Needs to understand management of budgets, revenue and / or capital expenditure.
- Roles typically require a relevant degree or equivalent experience
Roles at this grade in this job family may require professional qualifications or Chartered status.
- For some roles specialised and /or professional qualifications are mandatory.

Education, Professional Qualifications Requirements

- Educational experience is required in an engineering or science background or customer related field. This experience may be gained through a combination of formal qualifications and some experience through to no formal qualification and substantial experience.
- Working towards, a specific professional qualification or membership of a professional body

Expectations for these roles

- Manages health, safety & wellbeing matters by actively promoting awareness and good practice, and ensuring the provision of safe working practices in line with Environment Agency guidance. Roles at this level in this job family may be responsible for safety in a regulatory capacity.
- Promotes inclusion by respecting differences in our workforce and works to build a supportive & engaging workplace.
- Required to understand, influence and negotiate with internal and external stakeholders. Needs to understand the audience and communicate at the right level.
- Ensures work is consistently delivered to required standards and service levels while reflecting best practice ways of working.
- Understands, interprets and communicates the work and structure of the Environment Agency within the wider context based on knowledge and experience

Role Profile

Advisor, Flood & Coastal Risk Management EA Grade 4

PSO

Job Purpose

Provide specialist advice and knowledge to shape/inform/deliver FCRM and incident management outcomes and stakeholder agendas and/or analyse, design and implement approaches to deliver cost effective and sustainable operational outcomes to secure positive outcomes for people and wildlife, using existing frameworks.

Manage day-to-day aspects of the FCRM Advisor functions under direction of the nominated Team Leader including

- Technical FCRM knowledge. Utilise FCRM and engineering knowledge to form responses to FRAPs, planning applications, customer enquiries and other PSO related tasks. Key skills required – 2 to 3 years experience of FCRM and engineering principles
- Planning applications/consenting. Utilise knowledge of planning and consenting processes to carry out the specified tasks. Key skills required – working knowledge of planning application processes and other statutory consents
- Teamworking. Work with members of own team and other teams within the Environment Agency to draw together comments and sub-divide tasks as required. Key skills required – ability to work effectively in a team
- Communications and report writing. Producing high quality responses to consents and other enquiries. Key skills required – ability to draft and produce high quality written responses, high level of verbal communication
- Customer engagement. Understand customer needs, interpret this against business objectives to formulate coherent responses in accordance with the Customer Charter. Key skills required – ability to deal effectively and politely with customer enquires, both written and verbally

Representative Accountabilities

- Provide specialist guidance to operational teams in order to influence compliance with Environment Agency policy / legislation / best practice ways of working and contribute to the delivery of business plans.
- Keep up to date on changing legislation / best practice externally, to inform internal priorities and appropriate alignment.
- Contribute to the development of Environment Agency policy / process at national / local level and monitor and advise on effective implementation in the business, in line with environmental targets.
- Lead or participate in projects, providing functional / specialist input to improve ways of working and business change & efficiency.
- Build and sustain effective relationships with operational customers to understand issues and provide effective response / steer for operational needs.
- Mentor and coach others on policies, procedures, practices and techniques equipping them with the knowledge and skills to deliver their work in an effective and efficient manner.

Typical Skills, Knowledge and Experience

- Particularly in key operational roles, we would expect an appropriate level of experience and commensurate knowledge of managing in health, safety and wellbeing in a high risk environment.
- Professional knowledge and application, to influence and inform government stakeholders/regulators, on environmental issues. AND/OR Translating Government policy/legislation into approaches for frontline delivery, in a regulatory / operational environment.
- Experience of implementing best practice solutions based on up-to-date knowledge and expertise.
- Working productively with internal and external partners/stakeholders to help deliver the outcomes of both a specific function/project/team and the wider organisation.
- Delivering work within a programme and project management framework to time, cost and quality.
- Embracing and adapting to change/new ways of working to improve efficiency & productivity, having engaged/contributed positively in any preceding debate/discussion.
- Identifying, communicating and helping to fill knowledge gaps in the business.
- Facilitating value, accountability and performance across the team including assessing how best to allocate resources to maximise outcomes.
- Demonstrating political awareness when dealing with customers, stakeholders and communities.
- Using effective written and spoken communication skills to help persuade internal or external partners to take action.
- Analysing/interpreting evidence to contribute effective solutions for technical problems.

Education, Professional Qualifications Requirements

- Educational experience is required in an engineering or science background or customer related field. This experience may be gained through a combination of formal qualifications and some experience through to no formal qualification and substantial experience.
- Working towards, a specific professional qualification or membership of a professional body

Expectations for these roles

- Manages health, safety & wellbeing matters by actively promoting awareness and good practice, and ensuring the provision of safe working practices in line with Environment Agency guidance. Roles at this level in this job family may be responsible for safety in a regulatory capacity.
- Promotes inclusion by respecting differences in our workforce and works to build a supportive & engaging workplace.
- Required to understand, influence and negotiate with internal and external stakeholders. Needs to understand the audience and communicate at the right level.
- Ensures work is consistently delivered to required standards and service levels while reflecting best practice ways of working.
- Understands, interprets and communicates the work and structure of the Environment Agency within the wider context based on knowledge and experience

Part Two - Data provided by the Consultant

Completion of the data in full, according to the Options chosen, is essential to create a complete contract.

1 General

The Consultant is

Capita Property and Infrastructure Limited (Company No. 02018542) and Black & Veatch Limited (Company No. 03163649) acting together as an unincorporated joint venture known as "Capita Black & Veatch"

Name and company number

Address for communications

Address for electronic communications

The fee percentage is

The key persons are

Name (1)	[REDACTED]
Job	AP Advisor
Responsibilities	WMID-1-AP-G5A-01
Qualifications	See CV
Experience	See CV

The key persons are

Name (2)	[REDACTED]
Job	PSO Officer
Responsibilities	WMID-1-AP-G4O-02
Qualifications	See CV
Experience	See CV

The key persons are

Name (3)	[REDACTED]
Job	[REDACTED]
Responsibilities	[REDACTED]
Qualifications	[REDACTED]
Experience	[REDACTED]

The key persons are

Name (4)	[REDACTED]
Job	[REDACTED]
Responsibilities	[REDACTED]
Qualifications	[REDACTED]
Experience	[REDACTED]

The key persons are

Name (5)	[REDACTED]
Job	[REDACTED]
Responsibilities	[REDACTED]
Qualifications	[REDACTED]
Experience	[REDACTED]

The key persons are

Name (6)	[REDACTED]
Job	[REDACTED]
Responsibilities	[REDACTED]
Qualifications	[REDACTED]
Experience	[REDACTED]

The key persons are

Name (7)
Job
Responsibilities
Qualifications
Experience

The following matters will be included in the Early Warning Register

Travel expenses are not included due to the current Covid 19 arrangement

3 Time

The programme identified in the Contract Data is

Not applicable

Resolving and avoiding disputes

The *Senior Representatives* of the *Consultant* are

Name (1) [REDACTED]
Address for communications

[REDACTED]

Address for electronic communications

[REDACTED]

Name (2)
Address for communications

Address for electronic communications

Contract Execution

Client execution

Signed under hand by _____ for and on behalf of the Environment Agency



Consultant execution

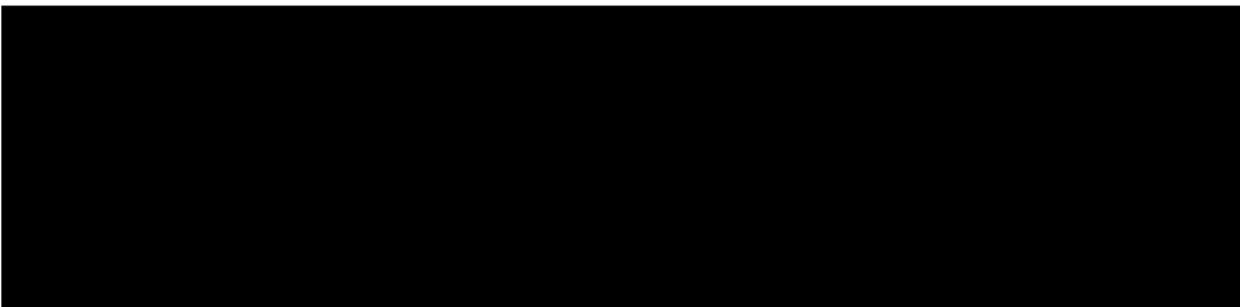
Consultant execution

Signed under hand by _____ for and on behalf of Capita Property and Infrastructure Limited



Consultant execution

Signed under hand _____ for and on behalf of Black & Veatch Limited



Environment Agency NEC4 professional services contract (PSC) Scope

Project / contract Information

Project name	Future Funding Wave 4 WMD AP & PSO Advisors
Project SOP reference	[REDACTED]
Contract reference (Bravo)	ecm_58593
Date	30 th July 2020
Version number	V1.0
Author	[REDACTED]

Revision history

Revision date	Summary of changes	Version number
01/06/2020	First Draft	0.1
30/07/2020	WMD specific details	1.0

Details of the services

Details of the *services* are:

1. Description of the work:

Objective

Provision of AP & PSO Advisors to work as part of the *Client's* Asset Performance and Partnership & Strategic Overview teams.

Outcome Specification

2. General Outline:
 - a) The secondment of AP & PSO Advisor roles outlined in the table below ("*Consultant*") to act in accordance with Role Profile Reference G5AP & G4PSO attached to this scope and within the constraints of an agreed budget, programme, and quality criteria, working as a team in compliance with clause 20.2.

Role Reference	Role Title	Role Profile Reference Number	
WMID-1-AP-G5A-01	AP Advisor	G5AP	
WMID-1-AP-G4O-02	PSO Officer	G4PSO	

- b) Subject to agreement between the *Client* and the *Consultant*, secondees may be based in a number of offices as appropriate, to include (but not limited to) EA offices listed in the table at 2a) above. However in order to develop good relationships with other team members and to support co-location there will be a requirement to travel to various EA offices or site offices (according to the projects the *Consultant* is assigned to); The Environment Agency supports flexible working to support reduced carbon impact and work-life balance so once the secondees have established themselves within the EA teams and are competent in EA activities, working from home or other EA offices may be supported. Initially at least, secondees will need to use their existing IT equipment such as laptops and mobile phones.

- b) The secondees will be expected to perform the role duties and responsibilities outlined in the attached Role Profiles Reference G5AP & G4PSO

3. The services specifically excludes the following:

- a) Project Executive accountability.
- b) Internal *Client* financial approvals.

4. Site Information already available:

- a) The *Consultant* will be allocated projects according to need from the IDT service plan and any additions to it. These projects may either be stand alone or be part of a package/sub-programme of projects being delivered together.

5. Specifications of standards to be used

- a) Role Profile Reference G5AP & G4PSO

6. Constraints on how the *Consultant* provides the *services*

- a) Secondees are to be based (██████████ hours per week), unless otherwise stated in the table below, in the named *Client* offices. Secondees will also be expected to attend sites or suppliers offices across the IDT Area as required.

Role Reference	Role Title	
WMID-1-AP-G5A-01	AP Advisor	
WMID-1-AP-G4O-02	PSO Officer	

- b) Under current COVID-19 restrictions, the *Client's* offices are currently closed. Therefore, the *Consultant* will be expected to initially work remotely. It is the *Consultant's* responsibility to ensure that suitable DSE assessments, internet connections and safety precautions are provided.
- c) All required travel arrangements are to be made in accordance with the latest Public Health England COVID-19 guidance.
- d) Secondees shall not work more than the weekly hours stated at 6 a) above without prior approval from the *Service Manager*.
- e) Any time deemed necessary by the *Consultant* for secondee activities unrelated to the *Client*, including training and development, would be by agreement and be non-chargeable. Travel costs to and from the *Client's* base office stated at 6 a) above will be chargeable as per Schedule 6, Section 12 of the Framework Schedules if it is in addition to normally incurred travelling to the permanent place of work.
- f) Any time deemed necessary for the *Consultant* to line manage secondees or undertake any other tasks in relation to secondees, would be by agreement with the *Client* and be non-chargeable.
- g) Secondees will be entitled to take annual leave, based on the *secondees'* terms of employment *with the Consultant*, and statutory holiday entitlement. These costs will be non-chargeable.
- h) Secondees shall provide the services in compliance with the *Client's* 'Environment Agency Operational Instructions' and policies subject to clause 20.2.

7. Requirements of the programme

- a) Secondments will be from the 10th August 2020 to 31st March 2021.
- b) The *Consultant* will inform the *Client* prior to allocating secondees on other projects / utilisation post 31st March 2021, to the extent that this is reasonable and practical.

8. Services and other things provided by the *Client*

- a) Office space (not including car parking space) and office equipment and services necessary to undertake the role when attending Environment Agency offices.
- b) Day-to-day line management. The posts will report to:

Role Reference	
WMID-1-AP-G5A-01	
WMID-1-AP-G4O-02	

- c) Systems access to include: [REDACTED]
- d) Reasonable information and feedback to the *Consultant* so as to enable the *Consultant* to conduct reviews or appraisals of each secondee's performance.

Secondees

- 9. Secondees shall remain employees of their respective Employers at all times and shall not be deemed to be employees of the *Client* by virtue of the secondments.
- 10. The *Client* acknowledges that secondees owe certain duties to their Employer under and by virtue of their employment contracts, including a duty of fidelity, and that the secondees as employees have certain employment rights both under and by virtue of the terms of their employment contracts and under statute and the *Client* agrees that it will not hinder or interfere with the lawful exercise of such rights by the secondees or their respective Employers.
- 11. The direction, control and supervision of secondees shall be the responsibility of the *Client*.

Role Profile

Officer, Flood & Coastal Risk Management EA Grade 5

Asset Management

Roles in this family manage the whole lifecycle of our flood and coastal risk management assets, i.e. from planning and delivery, through to upkeep and eventual decommissioning.

There are a wide range of skills in this job family but they are identified by their contribution to the asset management life cycle. Roles here can be field based, for example in building or maintenance of structures and plant, or office based such as planning and managing the delivery of assets and the preparation or the analysis required to carry out asset management effectively

Job Purpose

Acts as specialist or team leader. Role accountabilities can be interchangeable depending on the team and work being delivered but the overarching theme of all roles is leadership and assurance of our asset management services.

Specialist roles contribute to delivery of environmental objectives by acting as the technical advisor within specific area of expertise. Team leader roles contribute through the management of a team to deliver on the specific aspects of the asset management whole lifecycle.

Roles may be responsible for directing project resources in a matrix structure working across the organisation or wider.

Works within a broad framework and outputs are subject to review.

Representative Accountabilities

Specialists:

- Provide expertise to support delivery of outcomes from our assets. This may involve advising teams and external partners in the execution of asset management activity, developing and implementing policy & processes.
- Produce and / or review documentation such as technical designs, risk assessments, reports or instructions to support management decisions and ways of working.

Team leaders:

- Responsible for a team, providing leadership, direction and prioritising team activities in delivery to achieve specific asset management activities.
- Recruit, motivate and develop team members to ensure effective delivery of asset management activities. Ensures appropriate skill levels are developed and maintained and team performance is optimised in line with business objectives

All roles:

- Plan and manage progress of work in line with defined plans. Identify risks to the delivery of priorities, making appropriate action to resolve issues. Some roles manage internal and / or external resources.
- Develop and maintain relationships, internally and externally to minimise the risks associated with our assets. In some cases, may be required to represent the Environment Agency at local government and public meetings, or similar. Roles may be required to work with colleagues across the Defra group to ensure services are delivered in the best way possible.

- May lead projects, usually to bring about effective change or improve business support services. May contribute to larger more complex projects.

Typical Skills, Knowledge and Experience

- Roles require proven experience, usually gained within a relevant field. Depending on the role, this could be specific technical, engineering or other relevant specialised expertise / people management / project management.
- Requires detailed understanding of relevant business practices and procedures to enable management of, or planning for, delivery across multidisciplinary teams.
- Needs to understand management of budgets, revenue and / or capital expenditure.
- Roles typically require a relevant degree or equivalent experience
Roles at this grade in this job family may require professional qualifications or Chartered status.
- For some roles specialised and /or professional qualifications are mandatory.

Education, Professional Qualifications Requirements

- Educational experience is required in an engineering or science background or customer related field. This experience may be gained through a combination of formal qualifications and some experience through to no formal qualification and substantial experience.
- Working towards, a specific professional qualification or membership of a professional body

Expectations for these roles

- Manages health, safety & wellbeing matters by actively promoting awareness and good practice, and ensuring the provision of safe working practices in line with Environment Agency guidance. Roles at this level in this job family may be responsible for safety in a regulatory capacity.
- Promotes inclusion by respecting differences in our workforce and works to build a supportive & engaging workplace.
- Required to understand, influence and negotiate with internal and external stakeholders. Needs to understand the audience and communicate at the right level.
- Ensures work is consistently delivered to required standards and service levels while reflecting best practice ways of working.
- Understands, interprets and communicates the work and structure of the Environment Agency within the wider context based on knowledge and experience

Role Profile

Advisor, Flood & Coastal Risk Management EA Grade 4

PSO

Job Purpose

Provide specialist advice and knowledge to shape/inform/deliver FCRM and incident management outcomes and stakeholder agendas and/or analyse, design and implement approaches to deliver cost effective and sustainable operational outcomes to secure positive outcomes for people and wildlife, using existing frameworks.

Manage day-to-day aspects of the FCRM Advisor functions under direction of the nominated Team Leader including

- Technical FCRM knowledge. Utilise FCRM and engineering knowledge to form responses to FRAPs, planning applications, customer enquiries and other PSO related tasks. Key skills required – 2 to 3 years experience of FCRM and engineering principles
- Planning applications/consenting. Utilise knowledge of planning and consenting processes to carry out the specified tasks. Key skills required – working knowledge of planning application processes and other statutory consents
- Teamworking. Work with members of own team and other teams within the Environment Agency to draw together comments and sub-divide tasks as required. Key skills required – ability to work effectively in a team
- Communications and report writing. Producing high quality responses to consents and other enquiries. Key skills required – ability to draft and produce high quality written responses, high level of verbal communication
- Customer engagement. Understand customer needs, interpret this against business objectives to formulate coherent responses in accordance with the Customer Charter. Key skills required – ability to deal effectively and politely with customer enquires, both written and verbally

Representative Accountabilities

- Provide specialist guidance to operational teams in order to influence compliance with Environment Agency policy / legislation / best practice ways of working and contribute to the delivery of business plans.
- Keep up to date on changing legislation / best practice externally, to inform internal priorities and appropriate alignment.
- Contribute to the development of Environment Agency policy / process at national / local level and monitor and advise on effective implementation in the business, in line with environmental targets.
- Lead or participate in projects, providing functional / specialist input to improve ways of working and business change & efficiency.
- Build and sustain effective relationships with operational customers to understand issues and provide effective response / steer for operational needs.
- Mentor and coach others on policies, procedures, practices and techniques equipping them with the knowledge and skills to deliver their work in an effective and efficient manner.

Typical Skills, Knowledge and Experience

- Particularly in key operational roles, we would expect an appropriate level of experience and commensurate knowledge of managing in health, safety and wellbeing in a high risk environment.
- Professional knowledge and application, to influence and inform government stakeholders/regulators, on environmental issues. AND/OR Translating Government policy/legislation into approaches for frontline delivery, in a regulatory / operational environment.
- Experience of implementing best practice solutions based on up-to-date knowledge and expertise.
- Working productively with internal and external partners/stakeholders to help deliver the outcomes of both a specific function/project/team and the wider organisation.
- Delivering work within a programme and project management framework to time, cost and quality.
- Embracing and adapting to change/new ways of working to improve efficiency & productivity, having engaged/contributed positively in any preceding debate/discussion.
- Identifying, communicating and helping to fill knowledge gaps in the business.
- Facilitating value, accountability and performance across the team including assessing how best to allocate resources to maximise outcomes.
- Demonstrating political awareness when dealing with customers, stakeholders and communities.
- Using effective written and spoken communication skills to help persuade internal or external partners to take action.
- Analysing/interpreting evidence to contribute effective solutions for technical problems.

Education, Professional Qualifications Requirements

- Educational experience is required in an engineering or science background or customer related field. This experience may be gained through a combination of formal qualifications and some experience through to no formal qualification and substantial experience.
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Expectations for these roles

- Manages health, safety & wellbeing matters by actively promoting awareness and good practice, and ensuring the provision of safe working practices in line with Environment Agency guidance. Roles at this level in this job family may be responsible for safety in a regulatory capacity.
- Promotes inclusion by respecting differences in our workforce and works to build a supportive & engaging workplace.
- Required to understand, influence and negotiate with internal and external stakeholders. Needs to understand the audience and communicate at the right level.
- Ensures work is consistently delivered to required standards and service levels while reflecting best practice ways of working.
- Understands, interprets and communicates the work and structure of the Environment Agency within the wider context based on knowledge and experience