

**Internal Decision Template**

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| **Subject / Report Title:** | To procure a supplier to provide a lead to support forces with the adoption and continued development of strategies to improve the response to assaults against police officers and staff on behalf of the National Police Wellbeing Service. |
| **Sponsor (e.g. Head of Dept.):** | Dr Ian Hesketh – SRO for the National Police Wellbeing Service |
| **Author:** | Neil Collinson – NPWS Capability Delivery Manager / Mike Whalley – Lancashire Procurement Officer |
| **Decision Required:** | To approve the use of the Yorkshire Purchasing Organisation (YPO) Framework 940 – Managing Consultancy & Professional Services in appointing Reed Specialist Recruitment Ltd for the provision of support to forces with the adoption and continued development of strategies to improve the response to assaults against police officers, via Wellstaff Ltd, for the period 5 Dec 2022 to 31 March 2023. |
| **Date:** | 31 October 2022 |

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| **Issue for Consideration** (Requirement for change / Background Information / Considerations / Timescales) |
| **Background Information**  The NPWS Programme consists of a series of coordinated activities, planned events and related measures in pursuit of delivering the “Common Goal for Police Wellbeing” vision and associated change and benefits across the policing landscape to Forces, Officers and Staff.  The NPWS has developed a sustainable Capability Model based on an experiential cycle of four phases that enable the delivery of the two strategic themes:   1. Psychological Health & Wellbeing; 2. Specialist Support.   The overarching outcome is to deliver the vision and associated change and benefits of a holistic approach to wellbeing supporting Forces to sustainably grow and manage their workforce.  The model has four phases:   1. Scan & Develop – evidence based research and future capability development; 2. Delivery – six, core live services and associated offers 3. Assure & Evaluate - benefits realisation and supporting Business Case activities. 4. Communicate & Engage - critical activities to support the cultural change and embed wellbeing as daily business within forces and for individuals.   Delivery of the work will be through the existing NPWS Programme governance arrangements. |

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| **Governance Framework Section Reference** |
| **5.        Exemptions from the Requirement to obtain Tenders or Quotations**  5.1.4     Contracts where the PCC has entered into a framework agreement through procurement or places an order from an existing framework agreement procured by central government agencies, other PCCs or other third parties.  However, it should be noted that, in some instances, the framework agreement may include within its terms a requirement for a mini competitive exercise between those suppliers who are party to the framework agreement.  The proposal is in accordance with the above. |

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| **Costs** (Outline resource implications of implementing this proposal – e.g. staff training, accommodations, etc.) |
| Please identify the full life costs of the proposal and the source of funding to be applied to meet this cost? What are the implementation costs involved (consider how this will be done and who / what resources you will need to implementation this change.  **The Costs**  By using this sole supplier approach Reed provide a cost per project with an added margin of 4.5% to manage and provide all associated requirements.  With the Reed margin included, the project will be in the region of **£35,530** **(excl. VAT)**  The budget is based on a day rate of £450 (excl. VAT)  There is an additional £2500 (excl. VAT) budget available for travel and subsistence as agreed during the course of the engagement. This element does not have/attract the Reed margin.  The supplier will provide the following services:   1. Provide subject matter expertise to support the development of comprehensive strategies and processes 2. To promote Operation Hampshire as the national standard for the response to police assaults 3. To co-ordinate a national network of force Op Hampshire leads to share existing good practice and facilitate learning 4. Provide training and awareness sessions for front line leaders in Op Hampshire delivery 5. Promote and support research to identify improvements in the response to police assaults 6. Liaise with senior stakeholders and decision makers   The role also includes identifying areas for national improvement through understanding the trends, themes and impact of police assaults.  Fees are exclusive of VAT.  The NPWS Programme will pay for the entire project. Mike Whalley in Lancashire Finance Dept can confirm the money is available. |
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| **Risks & Opportunities** (Explain the risks & opportunities to the Constabulary of implementing / not implementing this proposal) |
| This is an opportunity for the NPWS Programme to utilse a specialist provider to support forces with the adoption and continued development of strategies to improve the response to assaults.  Opportunity to utilse a partner with a proven track record of working in a national policing and emergency services environment that also has experience delivering national, psychological health and wellbeing projects and services. |

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| **Consequences** (Explain the outcome(s) for the Constabulary of implementing / not implementing this proposal) |
| Lancashire is responsible for this element of the programme, along with the College of Policing, for the successful delivery of the NPWS. |

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| **Benefits** |
| This is an essential area of business and ultimately will impact on the performance, morale, retention and recruitment of officers. The role will be expected to provide guidance advice and facilitate the sharing of existing best practice in order to bring national consistency and continuous professional learning. |

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| **Decision (Outcome and Rationale)** |
| To approve the use of the Yorkshire Purchasing Organisation (YPO) Framework 940 – Managing Consultancy & Professional Services in appointing Reed Specialist Recruitment Ltd for the provision of support to forces with the adoption and continued development of strategies to improve the response to assaults, via Wellstaff Ltd for the period 5 Dec 2022 to 31 March 2023.  **CFO:** Framework applied and grant funded. Approved. |

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| **Departmental Consultation & Impact** |
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| **Legal implications** – Please summarise any legal advice obtained, and if you have not obtained advice then please confirm why not. |
| **Please note any legal considerations:**  Legal advice has not been sought and is not required. |

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| Departmental Engagement. Please consult departments directly and note their feedback below. |
| Please confirm that the enabling departments have been consulted with. There is an expectation that you will have consulted with either the SMT or the Department Head. Please confirm who you consulted with, when and note their responses in the space provided. If you have not consulted with a department listed below please explain why.   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **Dept** | **Please click in the box** |  | **Add notes on SMT / department head / departmental**  **feedback below** |  |  | | **Estates** | No |  | N/a |  |  | | **FCR** | No |  | N/a |  |  | | **FRU** | No |  | N/a |  |  | | **Futures** | No |  | N/a |  |  | | **HR** | No |  | N/a |  |  | | **ICT** | No |  | N/a |  |  | | **L&D** | No |  | N/a |  |  | | **Legal** | No |  | N/a |  |  | | **NHPT** | No |  | N/a |  |  | | **PPU** | No |  | N/a |  |  | | **PSD** | No |  | N/a |  |  | | **TAC Ops** | No |  | N/a |  |  | | **Vetting** | No |  | N/a |  |  | | **Finance** | Yes |  | **Money is available through the NWPS Programme – Mike Whalley aware** |  |  | | **Procurement** | Yes |  | **Procurement consulted – route is compliant with contract standing orders** |  |  | | **CJ** | No |  | N/a | | **Data Prot.** | No |  | N/a | |

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| **Additional Notes** |
| **Any further general information or any extra detail on departmental feedback.**  **None** |

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| **Signed by - Sponsor Signed by - Decision Maker** | |
| Name: Dr Ian Hesketh  Role: NPWS SRO  Signed:    Date: 31 October 2022 | Name: Dan Rogers  Role: CFO  Signed: Dan Rogers  Date: 4/11/22 |