

# Short Contract

## **Bravo Contract 28850**

**A contract between    The Department for Environment, Food and Rural Affairs  
and    Mitie (Facilities Management) Ltd  
for    Llandrindod Wells Accommodation project.**

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## Contract Data

The *Employer* is

Name Department for Environment, Food and Rural Affairs (DEFRA)

Address Nobel House, 17 Smith Square, London, SW1P 3JR

The *works* are Llandrindod Wells APHA Office Move which comprises of a light refurbishment on 2<sup>nd</sup> Floor of Powys County Hall, and a fit out of an external cabin to form a packing room (as detailed in the Works Information)

The *site* is Powys County Hall, Spa Road East, Llandrindod Wells,  
Powys, LD1 5LG

The *starting date* is 27/09/2021

The *completion date* is 31/10/2022

The *period for reply* is 1 week

The *defects date* is 52 weeks after Completion

The *defect correction period* is 1 week

The *delay damages* are £0 (Nil) per day.

The *assessment day* is the 20<sup>th</sup> of each month

The *retention* is 0 (Nil) %

Does the United Kingdom Housing Grants, Construction and  
Regeneration Act (1996) apply?

Yes

The *Adjudicator* is

Name The Royal Institution of Chartered Surveyors

The interest rate on late payment is 0.5% per complete week of delay.

The *conditions of contract* are the NEC3 Engineering and Construction Short Contract April 2013 and the following additional conditions:

**Option X7: Delay damages**

Delay damages for Completion of the whole of the works are (£0) Nil.

**Option X15: Limitation of the Contractor's liability for his design to reasonable skill and care**

Applies

**Option X16: Retention**

The retention fee amount is 0%. The retention percentage is 0%

## Contract Data

### Option X18: Limitation of liability

X18.1 The *Contractor's* liability to the *Employer* for indirect or consequential loss is limited to (£0) Nil.

X18.2 For any one event, the *Contractor's* liability to the *Employer* for loss of or damage to the *Employer's* property, loss of damage to the Works, Plan and Materials and Equipment or liability for bodily injury or death for a person (not an employee of the Contractor) is limited to £1,000,000.

X18.3 The *Contractor's* liability for Defects due to his/her design which are not listed on the Defects Certificate is limited to £1,000,000.

X18.4 The *Contractor's* {Subcontractors} total employer liability, other than excluded matters detailed in Schedule 16 - Insurance, is limited to £10,000,000 in respect of each claim.

X18.5 The end of liability date is 6 years after the Completion of the whole of the *works*.

### Option Y(UK)2: The Housing Grants, Construction and Regeneration Act 1996

The period for payment is 30 days from the date of valuation.

### Option Z

#### Option Z: Additional conditions of the Contract

The *additional conditions of contract* are described below. Each Option Z provision will apply as set out below.

### Option Z1

#### Option Z1: Amending the Interpretation Provisions

#### Option Z1.1

Delete existing clause 12.1 and replace with:

"In this contract, except where the context shows otherwise

- words in the singular also mean in the plural and the other way round,
- words in the masculine also mean in the feminine and neuter and the other way round,
- references to a document include any revision made to it in accordance with this contract,
- references to a statute or statutory instrument include any amendment or re-enactment of it from time to time and any subordinate legislation or code of practice made under it and
- references to a standard include any current relevant standard that replaces it."

### Option Z2

#### Option Z2: Confidentiality

#### Option Z2.1

For the purpose of this contract, **Personal Data** is information collected by the Contractor on behalf of the *Employer* in relation to this contract, which relates to living individuals who can be identified:

- from that information

Option Z2.2	<ul style="list-style-type: none"> <li>from that information combined with other details in (or likely to come into) the possession of the <i>Employer</i>.</li> </ul> <p>The <i>Contractor</i> keeps (and ensures that its employees and Subcontractors keep) confidential and does not disclose to any person, including, without limitation, Others:</p> <ul style="list-style-type: none"> <li>the terms of this contract and</li> <li>any confidential or proprietary information (including Personal Data) provided to or acquired by the <i>Contractor</i> in the course of Providing the Works except that the <i>Contractor</i> may disclose information</li> <li>to its legal or other professional advisers,</li> <li>to its employees and Subcontractors as needed to enable the <i>Contractor</i> to Provide the Works,</li> <li>where required to do so by law or by any professional or regulatory obligation or by order of any court or government agency, provided that (unless the <i>Contractor</i> is prohibited by law from doing so) prior to disclosure the <i>Contractor</i> consults the <i>Project Manager</i> and takes full account of the <i>Employer's</i> views about whether (and if so to what extent) the information should be disclosed,</li> <li>which it receives from a third party who lawfully acquired it and who is under no obligation restricting its disclosure,</li> <li>which is in the public domain at the time of disclosure other than due to the fault of the <i>Contractor</i> or with the consent of the <i>Project Manager</i>.</li> </ul>
Option Z2.3	<p>The <i>Contractor</i> does not (and ensures that its employees and Subcontractors do not) use any confidential or proprietary information provided to or acquired by it for any purpose other than to Provide the Works.</p>
Option Z3	<p><b>Option Z3: Security</b></p>
Option Z3.1	<p>Without limiting this clause Z3, the <i>Contractor</i> fully complies with all security requirements stated in the Works Information.</p>
Option Z3.1	<p>Site admittance</p> <p>The <i>Contractor</i> submits to the <i>Project Manager</i> details of people who are to be employed by it and its Subcontractors in connection with the works. The details include a list of names and addresses, the capacities in which they are employed, and other information required by the <i>Project Manager</i>.</p>
Option Z3.2	<p>The <i>Project Manager</i> may instruct the <i>Contractor</i> to take measures to prevent unauthorised persons being admitted on to the Site. The instruction is a compensation event if the measures are additional to those required by the Works Information.</p>

## Contract Data

Option Z3.3	<p><b>Passes</b></p> <p>Employees of the <i>Contractor</i> and its Subcontractors are to carry an <i>Employer's</i> pass whilst they are on the parts of the Site stated in the Contract Data.</p>
Option Z3.4	<p>The <i>Contractor</i> submits to the <i>Project Manager</i> for acceptance a list of the names of the people for whom passes are required.</p>
Option Z3.5	<p><b>Photographs</b></p> <p>The <i>Contractor</i> does not take photographs of the Site or the works or any part of them unless he has obtained the acceptance of the <i>Project Manager</i>.</p>
Option Z3.6	<p>The <i>Contractor</i> takes the measures needed to prevent its Subcontractors' people taking, publishing or otherwise circulating such photographs.</p>
Option Z4	<p><b>Option Z4: Data Protection</b></p>
Option Z4.1	<p>The <b>Data Protection Acts</b> are the Data Protection Act 1998 and any other laws or regulations relating to privacy or personal data.</p>
Option Z4.2	<p>For the purposes of this contract and the Data Protection Acts</p> <ul style="list-style-type: none"> <li>the <i>Employer</i> is the Data Controller and</li> <li>the <i>Contractor</i> is the Data Processor.</li> </ul>
Option Z4.4	<p>The <i>Contractor</i> processes the Personal Data in accordance with (and so as not to put the <i>Employer</i> in breach of) the Data Protection Acts and only to the extent necessary for the purpose of performing its obligations under this contract.</p>
Option Z4.5	<p>The <i>Contractor</i> has in place and maintains until the <i>defects date</i></p> <ul style="list-style-type: none"> <li>appropriate technical and organisational measures (having regard to the nature of the Personal Data) to protect the Personal Data against accidental, unauthorised or unlawful processing, destruction, loss, damage, alteration or disclosure and</li> <li>adequate security programmes and procedures to ensure that unauthorised persons do not have access to the Personal Data or to any equipment used to process Personal Data.</li> </ul>

## Contract Data

Option Z4.6	<p>The <i>Contractor</i> immediately notifies the <i>Project Manager</i> if it receives</p> <ul style="list-style-type: none"> <li>• a request from any person whose Personal Data it holds to access his Personal Data or</li> <li>• a complaint or request relating to the <i>Employer's</i> obligations under the Data Protection Acts.</li> </ul>
Option Z4.7	<p>The <i>Contractor</i> assists and co-operates with the <i>Project Manager</i> in relation to any complaint or request received, including</p> <ul style="list-style-type: none"> <li>• providing full details of the complaint or request,</li> <li>• complying with the request within the time limits set out in the Data Protection Acts and in accordance with the instructions of the <i>Project Manager</i> and</li> <li>• promptly providing the <i>Project Manager</i> with any Personal Data and other information requested by him.</li> </ul>
Option Z4.8	<p>The <i>Contractor</i> allows the <i>Employer</i> to conduct periodic audits of the <i>Contractor's</i> compliance with the Data Protection Acts. The <i>Contractor</i> complies with the instructions of the <i>Project Manager</i> to enable such audits to be carried out.</p>
Option Z4.9	<p>The <i>Contractor</i> complies with the requirements of the <i>Employer</i> in relation to the storage, dispatch and disposal of the Personal Data in any form or medium.</p>
Option Z4.10	<p>The <i>Contractor</i> immediately notifies the <i>Project Manager</i> on becoming aware of any breach of this clause or of the Data Protection Acts by the <i>Contractor</i> or any Subcontractor.</p>
Option Z4.11	<p>The <i>Contractor</i> does not process the Personal Data outside the European Economic Area without the agreement of the <i>Project Manager</i>. Where the <i>Project Manager</i> agrees, the <i>Contractor</i> complies with the instructions of the <i>Project Manager</i> and provides an adequate level of protection to any Personal Data in accordance with the eighth data protection principle set out in Schedule 1 to the Data Protection Act 1998.</p>
Option Z5	<p><b>Option Z5: Disclosure of Information</b></p>
Option Z5.1	<p>A <b>Disclosure Request</b> is a request for information relating to this contract received by the <i>Employer</i> pursuant to the Freedom of Information Act 2000, the Environmental Information Regulations 2004 or otherwise.</p>

## Contract Data

Option Z5.2	The <i>Contractor</i> acknowledges that the <i>Employer</i> may receive Disclosure Requests and that the <i>Employer</i> may be obliged (subject to the application of any relevant exemption and, where applicable, the public interest test) to disclose information (including commercially sensitive information) pursuant to a Disclosure Request. Where practicable, the <i>Employer</i> consults with the <i>Contractor</i> before doing so in accordance with the relevant Code of Practice. The <i>Contractor</i> uses its best endeavours to respond to any such consultation promptly and within any deadline set by the <i>Project Manager</i> and acknowledges that it is for the <i>Employer</i> to determine whether or not such information should be disclosed.
Option Z5.3	When requested to do so by the <i>Project Manager</i> , the <i>Contractor</i> promptly provides information in its possession relating to this contract and assists and co-operates with the <i>Project Manager</i> to enable the <i>Employer</i> to respond to a Disclosure Request within the time limit set out in the relevant legislation.
Option Z5.4	The <i>Contractor</i> promptly passes any Disclosure Request which it receives to the <i>Project Manager</i> . The <i>Contractor</i> does not respond directly to a Disclosure Request unless instructed to do so by the <i>Project Manager</i> .
Option Z6	<b>Option Z6: Copyright</b>
Option Z6.1	<b>Material</b> means all materials prepared by or on behalf of the <i>Contractor</i> for the <i>works</i> and all updates, additions and revisions to them and any designs or inventions incorporated in them.
Option Z6.2	<b>Permitted Uses</b> means the design, construction, completion, reconstruction, modification, extension, refurbishment, maintenance, funding, disposal, letting, fitting-out, advertisement, demolition, reinstatement, building information, modelling and repair of the <i>works</i> .
Option Z6.3	The <i>Contractor</i> grants to the <i>Employer</i> , with immediate effect, an irrevocable, non-exclusive, royalty-free licence to copy and make full use of the <i>Material</i> for any purpose, including without limitation any of the <i>Permitted Uses</i> .
Option Z6.4	The <i>Employer's</i> licence carries the right to grant sub-licences and is transferable to third parties without the consent of the <i>Contractor</i> and survives termination (for any reason) of the <i>Contractor's</i> employment under this contract.



## Contract Data

Option Z6.5	The <i>Contractor</i> is not liable for use of the Material for any purpose other than that for which it was prepared or provided.
Option Z7	<b>Option Z7: Discrimination</b>
Option Z7.1	The <i>Contractor</i> does not discriminate directly or indirectly or by way of victimisation or harassment against any person contrary to the Race Relations Act 1976, the Sex Discrimination Act 1975, the Disability Discrimination Acts 1995 and 2005 or the Equality Act 2010 (the " <b>Discrimination Acts</b> ").
Option Z7.2	Where possible in Providing the Works, the <i>Contractor</i> co-operates with and assists the <i>Employer</i> to satisfy its duty under the Discrimination Acts to eliminate unlawful discrimination and to promote equality of opportunity between persons of different racial groups and between disabled people and other people.
Option Z7.3	Where an employee or Subcontractor employed by the <i>Contractor</i> is required to carry out any activity alongside the <i>Employer's</i> employees in any premises, the <i>Contractor</i> ensures that each such employee or Subcontractor complies with the <i>Employer's</i> employment policies and codes of practice relating to discrimination and equal opportunities.
Option Z7.4	<p>The <i>Contractor</i> notifies the <i>Project Manager</i> in writing as soon as he becomes aware of any investigation or proceedings brought against the <i>Contractor</i> under the Discrimination Acts in connection with this contract and</p> <ul style="list-style-type: none"> <li>• provides any information requested by the investigating body, court or tribunal in the timescale allotted,</li> <li>• attends (and permits a representative from the <i>Employer</i> to attend) any associated meetings,</li> <li>• promptly allows access to any relevant documents and information and</li> <li>• co-operates fully and promptly with the investigatory body, court or tribunal.</li> </ul>
Option Z7.5	The <i>Contractor</i> indemnifies the <i>Employer</i> against all costs, charges, expenses (including legal and administrative expenses) and payments made by the <i>Employer</i> arising out of or in connection with any investigation or proceedings under the Discrimination Acts resulting from any act or omission of the <i>Contractor</i> .
Option Z7.6	The <i>Contractor</i> includes in the conditions of contract for each Subcontractor obligations substantially similar to those set out above.



## Contract Data

Option Z8	<b>Option Z8: Quality Management and Audit</b>
Option Z8.1	<p>The <i>Contractor</i> operates a quality management system for Providing the Works which</p> <ul style="list-style-type: none"> <li>• complies with the relevant parts of ISO 9001:2008 and ISO 9001:2008/Cor 1:2009,</li> <li>• incorporates an environmental management system consistent with ISO 14001:2004,</li> <li>• includes processes for delivering continual improvement following the guidance in ISO 9004:2009,</li> <li>• has third party certification from a UKAS approved accreditation body (or its equivalent) or is operating in preparation for accreditation within 12 months of the Contract Date</li> <li>• complies with good industry practice and</li> <li>• otherwise fully complies, and is consistent with the requirements set out in the Works Information.</li> </ul>
Option Z8.2	<p>The <i>Contractor</i> provides to the <i>Project Manager</i>, within one week of the Contract Date, a quality policy statement and a quality plan for acceptance. The quality policy statement and quality plan comply with the requirements stated in the Works Information and are sufficiently detailed to demonstrate how the <i>Contractor</i> will Provide the Works in accordance with this contract.</p>
Option Z8.3	<p>The <i>Contractor</i> keeps a controlled copy of the quality plan available for inspection by the <i>Project Manager</i> at all times.</p>
Option Z8.4	<p>The <i>Contractor</i> complies with an instruction from the <i>Project Manager</i> to</p> <ul style="list-style-type: none"> <li>• change the quality plan so that it complies with the requirements of this contract or</li> <li>• correct a failure of the <i>Contractor</i> to comply with the quality plan.</li> </ul>
Option Z8.5	<p>The <i>Project Manager</i> and other persons authorised by him may carry out periodic audits of the <i>Contractor's</i> quality management system as specified in the Works Information. The <i>Contractor</i> allows access to the Working Areas and other premises used by the <i>Contractor</i> to Provide the Works and provides all facilities and assistance necessary to enable such audits to be carried out.</p>
Option Z9	

	<p><b>Option Z9: Compliance with Legislation</b></p> <p>The <i>Contractor</i> Provides the <i>works</i>:</p> <ul style="list-style-type: none"> <li>• in a proper and workmanlike manner, and</li> <li>• in compliance with             <ul style="list-style-type: none"> <li>○ all statutes, statutory instruments, regulations, rules and orders made under any statute or directive having the force of law which affect the <i>works</i> or performance of any obligations under this contract, and</li> <li>○ any regulation, bye-law, permission or approval of any local authority or statutory undertaker having jurisdiction in relation to the <i>works</i> or with whose systems the <i>works</i> are, or are to be, connected.</li> </ul> </li> </ul> <p><b>Option Z9.2</b></p> <p>The <i>Contractor</i> is the principal contractor under the Construction (Design and Management) Regulations 2015 (the "<b>CDM Regulations</b>") in respect of the <i>works</i> and performs all the functions and obligations required to be performed by the principal contractor under the CDM Regulations.</p> <p><b>Option Z10: Fair Payment</b></p> <p><b>Option Z10</b></p> <p>The <i>Contractor</i> assesses the amount due to a Subcontractor without taking into account the amount certified by the <i>Project Manager</i>.</p> <p><b>Option Z10.1</b></p> <p>The <i>Contractor</i> includes in the contract with each Subcontractor</p> <ul style="list-style-type: none"> <li>• a period for payment of the amount due to the Subcontractor not greater than 19 days after the due date in this contract. The amount due includes, but is not limited to, payment for work which the Subcontractor has completed from the previous assessment date up to the current assessment date in this contract,</li> <li>• a provision requiring the Subcontractor to include in each subsubcontract the same requirement, except that the period for payment is to be not greater than 23 days after the due date in this contract and</li> <li>• a provision requiring the Subcontractor to assess the amount due to a subsubcontractor without taking into account the amount paid by the <i>Contractor</i>.</li> </ul> <p><b>Option Z10.2</b></p>
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## Contract Data

Option Z10.3	The due date in this contract is the date on which the <i>Project Manager</i> certifies payment.
Option Z10.4	The <i>Contractor</i> notifies non-compliance with the timescales for payment through the Efficiency and Reform Group Supplier Feedback Service. The <i>Contractor</i> includes this provision in each subcontract, and requires Subcontractors to include the same provision in each subsubcontract.
Option Z11	<b>Option Z11: Assignment</b>
Option Z11.1	The <i>Contractor</i> does not assign its interest in or any rights arising under this contract without the consent of the <i>Employer</i> .
Option Z11.2	The <i>Employer</i> may assign, charge or transfer its interest in this contract or any rights arising under it at any time without the consent of the <i>Contractor</i> . The <i>Employer</i> notifies the <i>Contractor</i> of any such assignment, charge or transfer.
Option Z11.3	The <i>Contractor</i> does not (and ensures that its employees and Subcontractors do not) use any confidential or proprietary information provided to or acquired by it for any purpose other than to Provide the Works.
Option Z12	<b>Option Z12: Contractor's Design Submission Procedure</b>
Option Z12.1	Insert a new definition in clause 11.2: "Contractor's Design Documents are drawings, design details and specifications of work, Plant and Materials (unless otherwise provided by the <i>Employer</i> ) for the works".
Option Z12.2	Delete clauses 21.2 and 21.3 and replace with the following: "21.2 The <i>Contractor</i> submits the <i>Contractor's</i> Documents to the <i>Supervisor</i> for acceptance at the times and in the manner and format stated in the Works Information.  21.3 The <i>Supervisor</i> returns each <i>Contractor's</i> Document to the <i>Contractor</i> marked either 'A' (accepted), 'B' (accepted with comments) or 'C' (rejected). If the <i>Supervisor</i> marks a <i>Contractor's</i> Document 'B' or 'C', he will state his reasons. A reason for not accepting a <i>Contractor's</i> Document is that it does not comply with: <ul style="list-style-type: none"> <li>the Works Information,</li> <li>any previous <i>Contractor's</i> Document which: <ul style="list-style-type: none"> <li>the <i>Supervisor</i> has returned marked 'A', or</li> </ul> </li> </ul>

<p>Option Z14</p>	<ul style="list-style-type: none"> <li>- the <i>Supervisor</i> has returned marked 'B' and the <i>Contractor</i> has amended to incorporate the <i>Supervisor's</i> comments,</li> <li>• the applicable law or</li> <li>• any other provision of this contract.</li> </ul> <p>21.4 If the <i>Supervisor</i> does not return a <i>Contractor's</i> Document within the <i>period for reply</i>, it is treated as having been returned marked 'A'.</p> <p>21.5 Where a <i>Contractor's</i> Document is returned marked 'A', the <i>Contractor</i> proceeds with the relevant work in accordance with the <i>Contractor's</i> Design Document.</p> <p>21.6 Where a <i>Contractor's</i> Document is returned marked 'B', the <i>Contractor</i></p> <ul style="list-style-type: none"> <li>• amends the <i>Contractor's</i> Document to incorporate the <i>Supervisor's</i> comments,</li> <li>• submits the <i>Contractor's</i> Document as so amended to the <i>Supervisor</i> and</li> <li>• proceeds with the relevant work in accordance the <i>Contractor's</i> Document as so amended.</li> </ul> <p>21.7 Where a <i>Contractor's</i> Design Document is returned marked 'C', the <i>Contractor</i></p> <ul style="list-style-type: none"> <li>• amends the <i>Contractor's</i> Document to incorporate the <i>Supervisor's</i> comments,</li> <li>• re-submits it to the <i>Supervisor</i> for acceptance and</li> <li>• does not proceed with the relevant work until the <i>Supervisor</i> has returned it marked 'A' or 'B' and, where it is marked 'B', it has complied with clause 21.6</li> </ul> <p>21.8 If the <i>Contractor</i> disagrees with the comment of the <i>Supervisor</i> on a <i>Contractor's</i> Document marked 'B' or 'C', he notifies the <i>Supervisor</i> within one week of receipt stating his reasons and that in his opinion compliance with the comment will give rise to a change in the Works Information. The <i>Supervisor</i> replies within one week of receipt of the <i>Contractor's</i> notice either confirming or withdrawing his comment. A confirmation or withdrawal by the <i>Supervisor</i> is not an acceptance of the <i>Contractor's</i> opinion.</p> <p>21.9 If the <i>Contractor</i> does not notify the <i>Supervisor</i> within one week that he disagrees with a comment of the <i>Supervisor</i>, compliance with the comment does not give rise to a change in the Works Information."</p> <p><b>Option Z14: New Clause 60.1 (20)</b></p> <p>60.1 (20) Provisional Sums referred to in the Price List will be dealt with as a Compensation Event.</p>
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### The Contractor's Offer

The Contractor is

Name Mitie (Facilities Management) Ltd

Address Capital Tower, Waterloo Road, London

The price for professional fees added to the Defined Cost is at a fixed rate (as per the ECC fees referenced in Schedule 31B of the Defra/Mitie Contract).

The percentage for overheads and profit added to other Defined Cost is at a fixed rate (as per the ECC fees referenced in Schedule 31B of the Defra/Mitie Contract).

The Contractor offers to Provide the Works in accordance with the *conditions of contract* for an amount to be determined in accordance with the *conditions of contract*.

The offered total of the Prices is **£174,718.79** (excluding VAT).

SUMMARY	
ITEM	COST
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
<b>Total Cost of works ex-VAT</b>	<b>£174,718.79</b>

Execution of this Contract is carried out in accordance with the 1999 EU Directive 99/93(Communication Framework for Electronic Signatures) and the UK Electronic Communications Act 2000. This Contract is formed on the date on which both the Authority and the Contractor have communicated acceptance of its terms on the Authority's e-tendering system ('Bravo').

### The Employer's Acceptance

Execution of this Contract is carried out in accordance with the 1999 EU Directive 99/93(Communication Framework for Electronic Signatures) and the UK Electronic Communications Act 2000. This Contract is formed on the date on which both the Authority and the Contractor have communicated acceptance of its terms on the Authority's e-tendering system ('Bravo').





### Price List

Entries in the first four columns in this Price List are made either by the *Employer* or the tenderer.

If the *Contractor* is to be paid an amount for the item which is not adjusted if the quantity of work in the item changes, the tenderer enters the amount in the Price column only; the Unit, Quantity and Rate columns being left blank.

If the *Contractor* is to be paid an amount for the item of work which is the rate for the work multiplied by the quantity completed, the tenderer enters the rate which is then multiplied by the expected quantity to produce the Price, which is also entered.

Following completion of the deliverables (deemed complete following acceptance by the *Employer*), the *Contractor* will make a payment application in respect of the assessment to deliverables within programme and the amount in question. This will then trigger payment to the *Contractor*.



Pricing Schedule (please click below to open)

Pricing  
Document(Landrind

# Works Information

## 1 Description of the works

As defined in: Volume 3.1 in the tender pack submitted 14<sup>th</sup> May 2020. Please see summary below (to be read in conjunction with the volume 3.1):

### 2<sup>nd</sup> Floor Powys County Hall Offices

Works will be undertaken within the County Hall building to fit out and refurbish an area on the second floor to accommodate the APHA office facility. It is a minor refurbishment [Limited to furniture rearrangement, two new seating booths, overhauling the blinds, and electrical testing]. The office space will be for approximately 23 full time employees and is approximately 122m<sup>2</sup> floor area.

This is a live, operational building and works will be undertaken in close proximity to third parties.

The Principal *Contractor* will be required to confirm measures to provide suitable boundaries and access routes to segregate and protect third parties and the workforce throughout the works.

### External Cabin

Conversion of an existing meeting/ office space into a packing store facility.

Demolition and strip out of existing partitions, floor finishes, wall mounted fixtures/fittings, skirting and some services

Minor alterations and refurbishment on Ground Floor [full decoration, new flooring, internal laboratory grade doors and joinery fittings].

Minor alterations to existing external doors [installation of key code access control and ironmongery]

Replacing existing felt roof [removing existing timber panels and providing replacement insulation]

Minor External Works [cleaning existing hardstanding, timber cladding, soffits and ramps/steps, followed by preservative treatment. Existing external timber window and door frames to be rubbed down and prepared for new coat of paint/preservative.]

Strengthening the floor in certain areas

The Principal *Contractor* will be required to confirm measures to provide suitable boundaries and access routes to segregate and protect third parties and the workforce throughout the works.

Working areas, access routes and parking / laydown proposals must be discussed and agreed with the *Employer* in advance of works commencing

### Forward Operating Base

The *Contractor* is to provide the electrical infrastructure and fibre optic cable duct provision, for the forward operating base. A new LV cable will be required to run to the forward operating base location.

Please note that the Forward operating Base portacabin removal of units A and unit B to be moved to A location, is not part of the project or contract and any drawings which refer to this are there for information relating to other works.

The Contractor provides the following to the Employer:

Item	Date by which it will be supplied
<ul style="list-style-type: none"> <li>Construction Phase Plan of the works;</li> <li>Detailed programme of works;</li> </ul>	At pre start meeting, prior to commencement of the works.
The Contractor allows for undertaking the works within normal working hours (Monday to Friday 07.00 to 18.30), other times require prior agreement from the Employer.	At pre start meeting, prior to commencement of the works.
The above times may vary to suit the working hours of surrounding tenants. The Contractor liaises with the tenants to programme /stage the works to minimise disturbance.	Note
The Contractor provides the works in such a way as to cause the least inconvenience possible to the Employer adjoining owners and the general public.	Prior to and during the works.
The Contractor provides protection and security for the site for the duration of the works.	Prior to and during the works.
<p>The Contractor undertakes the works in a manner to limit the amount of superficial damage to the access and egress surrounding and common areas. The common areas must be protected from damage. The Contractor is responsible for reinstating damaged surfaces prior to Completion of the works.</p> <p>The Contractor undertakes a schedule of condition prior to commencement of the works. The schedule of condition should cover the following areas:</p> <ul style="list-style-type: none"> <li>All areas where installation and related works are being carried out;</li> <li>All storage areas;</li> <li>All access routes;</li> <li>Other areas as agreed with the Employer.</li> </ul>	Prior to and during the works.
The Contractor complies with the designs within the Works Information.	Prior to and during the works.
The Contractor complies with the Employers Safety is Paramount Information, Constructing a better environment document, including, but not limited to the following requirements:	Prior to and during the works.
The project will be registered with the Considerate Constructors Scheme (CCS). The Contractor complies with the requirements of the scheme. The Contractor displays CCS posters on all public site information boards and additional banners erected where they are clearly visible to the public.	Prior to and during the works
All the Contractors people, subcontractors, designers and routinely visiting the Employers site shall be CSCS or affiliated scheme registered.	Prior to and during the works
<p>In addition to the CSCS, CPCS, and CBH requirements detailed above, the Contractor ensures anyone acting as:</p> <ul style="list-style-type: none"> <li>Site Manager and/or</li> </ul>	At pre start meeting, prior to commencement of the works.

<ul style="list-style-type: none"> <li>• Site General Foreman,</li> <li>• Area Operations team members supervising the works,</li> <li>• ECC Site Supervisors and ECC Project Managers ,</li> </ul> <p>Must hold as a minimum a current CITB or IOSH Site Management Safety Training Scheme qualification.</p>	
<p>Everyone acting in the roles described above, must have attended CIRIA's 'Environmental Good Practice on Site' training or CITB 'Site Environmental Awareness Training Scheme within the last 5 years.</p> <p>Contractors may wish to provide comparable in-house environmental training. This must be approved by the <i>Employers Construction Safety, Health &amp; Environment Manager</i>.</p>	At pre start meeting, prior to commencement of the works.
<p>The Principal Contractor is entirely responsible for safety and environmental management on site during construction. Risk assessments, method statements and permits must be produced in a style, language and level of detail suitable for the employees who will be working to them.</p>	At pre start meeting, prior to commencement of the works.
<p>The <i>Contractor</i> provides a schedule of risk assessments and method statements for significant activities during construction in or with their project Health and Safety Plans. The schedules must be updated when changes occur on site or new hazards/activities come to light. Revised schedules must be forwarded to the ECC Project Manager, and the Site Supervisor.</p>	At pre start meeting, prior to commencement of the works
<p>Site activities must be undertaken in accordance with the essential pollution prevention requirements and further best practices identified in PPG 6 Construction and demolition sites.</p>	Prior to and during the works
<p>The <i>Contractor</i> ensures that all their people, subcontractors and operatives are to wear the following PPE as a minimum on <i>site</i>:</p> <ul style="list-style-type: none"> <li>• Long trousers of a suitable kind</li> <li>• Safety boots with steel toe cap and mid sole</li> <li>• Safety helmet</li> <li>• High visibility vest or jacket</li> <li>• Suitable gloves</li> <li>• Suitable glasses when carrying out any activity unless the RA removes the requirement.</li> </ul> <p>A sufficient quantity and variety of PPE such as gloves, glasses, high visibility clothing and so on must be provided to allow for the immediate replacement of damaged or lost items, and to supply occasional visitors attending <i>site</i>.</p>	Prior to and during the works
<p>Construction teams must ensure adequate segregation between plant, vehicles and pedestrians. Adequate arrangements must be in place to prevent persons being put at risk from operated plant.</p> <p>Hoardings must be erected on landing areas, with two means of fall protection.</p>	Prior to and during the works
<p>The <i>Contractor</i> must include within inductions, information regarding the SHE Code of Practice, and what this means in respect of individual health, safety and environmental performance and behaviour.</p>	Prior to and during the works

Inductions should be appropriate to the level of risk, the activities on the <i>site</i> and will include <i>site</i> specific SHE risks associated with the <i>works</i> . In particular the key items from the Environmental Action Plan (EAP) where relevant, will be shared during the induction.	
<p>Projects lasting for 30 days or more must be inspected by the <i>Contractor's</i> own competent HS&amp;E Advisor normally at two week intervals with at least one visit being for the purposes of an inspection which will be recorded.</p> <p>Following each recorded inspection, and within four working days of the visit, the HS&amp;E Advisor's report will be provided to the following as appropriate:</p> <ul style="list-style-type: none"> <li>• <i>Employers</i> Project Manager</li> <li>• Project Manager</li> </ul> <p>Site Supervisor</p>	Prior to and during the works
Clearing away of existing equipment on the <i>site</i> will be undertaken by the <i>Contractor</i> prior to commencement of <i>works</i> , unless otherwise agreed with the <i>Employer</i> .	Prior to and during the works

## 2 Drawings

List the drawings that apply to this contract.

Drawing title	Date of Issue	Revision
<b>Architectural:</b>		
Existing Site Plan M1203-A-001-T		-
Existing Ground Floor Plan M1203-A-003-T	30/04/20	-
Existing Cabin Elevations and Treatment Plan M1203-A-006-T	30/04/20	-
Existing Second Floor County Office Plan M1203-A-007-T	30/04/20	-
Existing Cabin Ground Floor Demolition Plan M1203-A-052-T	30/04/20	-
Proposed Site Plan M1203-A-101-T	30/04/20	-
Proposed External Works M1203-A-102-T	30/04/20	-
Proposed Cabin Ground Floor Plan M1203-A-201-T	30/04/20	-
Proposed Second Floor County Hall Office Plan M1203-A-203-T	30/04/20	-
Proposed Cabin Ground Floor Works Plan M1203-A-205-T	30/04/20	-
Proposed Ground Floor Fire Strategy M1203-A-221-T	30/04/20	-
Proposed Cabin Interior Elevations- Sheet 1 M1203-A-501-T	30/04/20	-
Proposed Cabin Interior Elevations- Sheet 2 M1203-A-502-T	30/04/20	-
Proposed Cabin Interior Elevations- Sheet 3 M1203-A-503-T	30/04/20	-
Proposed Cabin Interior Elevations- Sheet 4 M1203-A-504-T	30/04/20	-
Proposed Cabin Door Schedule M1203-A-901-T	30/04/20	-

<b>Mechanical &amp; Electrical (M&amp;E):</b>			
Designers' Hazard Elimination and Management Record 413884-MMD-RSA-EPT-000001	02/04/20	T1	
Small Power & CMS Layout 413884-MMD-DRG-EPT-000001	02/04/20	T1	
Lighting Layout 413884-MMD-DRG-EPT-000002	02/04/20	T1	
Fire Alarm and Security Layout 413884-MMD-DRG-EPT-000003	02/04/20	T1	
Above Ground Drainage Layout 413884-MMD-DRG-EPT-000004	02/04/20	T1	
Drainage Schematic 413884-MMD-DRG-EPT-000005	02/04/20	T1	
Domestic Services Layout 413884-MMD-DRG-EPT-000006	02/04/20	T1	
Domestic Services Schematic 413884-MMD-DRG-EPT-000007	02/04/20	T1	
Ventilation Layout & Schematic 413884-MMD-DRG-EPT-000008	02/04/20	T1	
Heating and Cooling Layout 413884-MMD-DRG-EPT-000009	02/04/20	T1	
Security and Access Control Layout 413884-MMD-DRG-EPT-000010	02/04/20	T1	
External Services Layout 413884-MMD-DRG-EPT-000011	02/04/20	T1	
<b>Structural:</b>			
Mott MacDonald Mark-up Plan showing works to Ground Floor Construction 413884-MMD-DRG-EST-000001	02/04/20	T1	



# Works Information

## 3 Specifications & Technical Note

The following specifications apply to this contract

Title	Date or revision	Tick if publicly available
M&E Specification 413884-MMD-SPE-EPT-000001	T1	
Structural Technical Note 413884-MMD-REP-EST-00001	T1	
See also 'Supplementary Tender Information (Example Specifications Only)' folder	30/04/2020	

## 4 Constraints on how the *Contractor* Provides the Works

1. The *Contractor* ensures the works do not restrict the operations of the *Employer* on site or neighbouring buildings.
2. The *Contractor* ensures that all necessary measures are implemented to protect building users from the hazards of the works.
3. All CDM 2015 Regulations apply.
4. All waste is the property of the *Contractor* and must be legally disposed of away from the site by the *Contractor*.
5. The *Contractor* allows to complete the works in a phased manner as agreed with the *Employer*.
6. Hoardings must be kept locked shut at all times, with secondary fall protecting kept in place.
7. All workmanship is to be in strict accordance with manufacturers' recommendations, British Standards, and all applicable codes of practice.
8. *Contractor* is permitted to sub-contract the works, provided the sub-contractor works off a back-to-back contract with this one, and whose appointment has been approved by the *Employer*.
9. *Contractor* must ensure that all design and deliverables complies with all relevant standards and guidance (such as ISO or BS standards for design, construction and commissioning)
10. *Contractor* shall be required to submit a weekly progress report. The *Contractor* shall be required to attend a progress meeting with the *Employer*, at least weekly, and discuss progress against the Programme and any issues and risks that may prevent completion.
11. While on the Site, the *Contractor* complies with any Health and Safety measures implemented by the *Employer* in respect of *Contractor's* Personnel and other persons working on the Site. This includes health screening and all relevant SOPs.

12. While on site, the *Contractor* will promptly notify the *Employer* of any Health and Safety hazards which may arise in connection with the performance of the Contract

### **Access**

The *Contractor* ensures throughout the period of this Contract that the occupants of neighbouring or adjoining premises have unimpeded access to their respective premises.

Where the *works* require some temporary revision to the access arrangements, the *Contractor* is to be responsible for agreeing all such arrangements and the payment of any costs or any effect on the works.

The *Contractor* allows for additional investigations that it deems necessary for successful completion of the works, as detailed in this Works information.

### **Working times**

The *Contractor* will be permitted to work between 7.00am and 6.30pm on weekdays (Monday to Friday). No works shall be executed outside these times unless in exceptional circumstances, as must be agreed in writing with the *Employer's* Project Manager prior to commencement. APHA at Powys County Council must be advised of such works in advance with a minimum of 48 hours' notice. A dispensation will be required for any work planned to be carried out outside of 7.00am to 6.30pm Monday to Friday and anytime Saturdays, Sundays or Public Holidays.

Where the *Contractor* intends to work outside of the normal working hours a minimum of two Business Days' notice and detailed reasons are required for consideration by the *Employer's* Project Manager.

Please also refer to the Pre-construction information included in Volume 3.1 of the Works Information.

# Works Information

## 5 Requirements for the programme

The *Contractor* submits his programme to the *Employer* for acceptance. The *Contractor* shows on each programme which he submits for acceptance (in the form of Gantt chart) showing the critical path, proposed order and timing to undertake the works and proposed plant and labour resources) the following:

- (a) Period required for mobilisation/ planning & post contract award;
- (b) The *starting date*;
- (c) Each of the activities /items listed within the Price List;
- (d) Key third party interfaces: lead in periods for materials and sub-Contractors; time required to obtain consents/waste permits; stated constraints; Contractors risks; and
- (e) Completion Date
- (f) Inspection and testing activities
- (g) Dates where the information is required from the Employer

The agreed project programme for this work is as agreed in (NEC 3) Project Programme: TBC

## 6 Services and other things provided by the Employer

The following items will be provided by the *Employer* to the *Contractor*:

Item	Date by which it will be provided
Water	the <i>starting date</i>
Electricity	the <i>starting date</i>
Welfare facilities	the <i>starting date</i>

# Site Information

## Contents

Section	Site information
1	Site information
2	Pre-construction Information

### 1 Site information

The following documents contain the Site Information for the works:

Document	Revision	Date
5309-County Hall Mobiles Hazard Document	-	
5309-1-A01 Existing Proposed Unit Plan and Elevations Layout2 (PRELIM)	-	
5309-1-DE05 Proposed Unit Plan and Elevations Layout2 (PRELIM)	-	06/2011
305500-261500_20042020 Zetica UXO Map Llandrindod Wells	-	09/2011

Any sub-contractors (if appointed) will need to comply with the *Employer's* access requirement's in order to be allowed on site to work. Mitie (the *Contractor*) will be responsible for ensuring the compliance of the sub-contractor with the *Employer's* access regulations.

### 2. Pre-construction information

The following documents contain the pre-construction information for the works:

Document	Revision	Date
Llandrindod Wells PCI	01	15/04/2020
<b>Appendix A- Existing Records</b>		
5309-County Hall Mobiles Hazard Document	-	-
5309-1-A01 Existing Proposed Unit Plan and Elevations Layout2 (PRELIM)	-	-
5309-1-DE05 Proposed Unit Plan and Elevations Layout2 (PRELIM)	-	06/2011
305500-261500_20042020 Zetica UXO Map Llandrindod Wells	-	09/2011
413884-MM-ZZ-RSA-XX-00001 M&E Designers Hazard Elimination & Management Record	T1	02/04/2020
55918-P Utilities & Topographical Survey- June 2011	-	06/2011



## ENGINEERING AND CONSTRUCTION SHORT CONTRACT



the 1990s, the number of people in the UK who are aged 65 and over has increased by 1.5 million (1990–1999) and is projected to increase by a further 1.5 million by 2010 (Office for National Statistics 2000). The number of people aged 65 and over is projected to increase by 2.5 million by 2020 (Office for National Statistics 2000).

There is a growing awareness of the need to develop strategies to meet the needs of the ageing population. The Department of Health (1999) has identified the need to develop a 'new paradigm' for the care of the elderly. This paradigm is based on the principle of 'active ageing', which is the process of maintaining and enhancing the functional ability of older people to live independently and to participate in society. The Department of Health (1999) has identified a number of key areas for action in order to achieve this paradigm, including: (1) the development of a 'new paradigm' for the care of the elderly; (2) the development of a 'new paradigm' for the care of the elderly; (3) the development of a 'new paradigm' for the care of the elderly.

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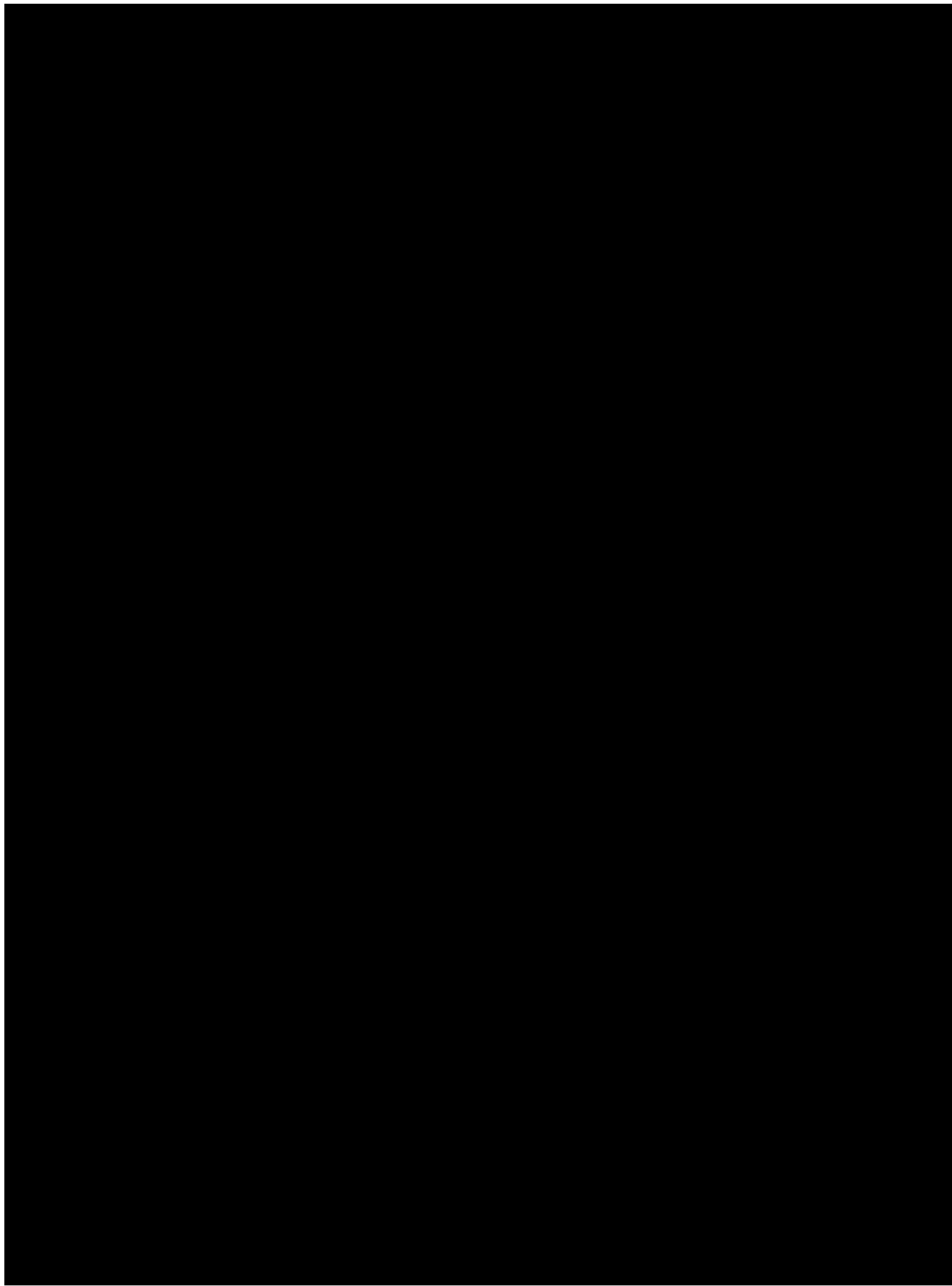
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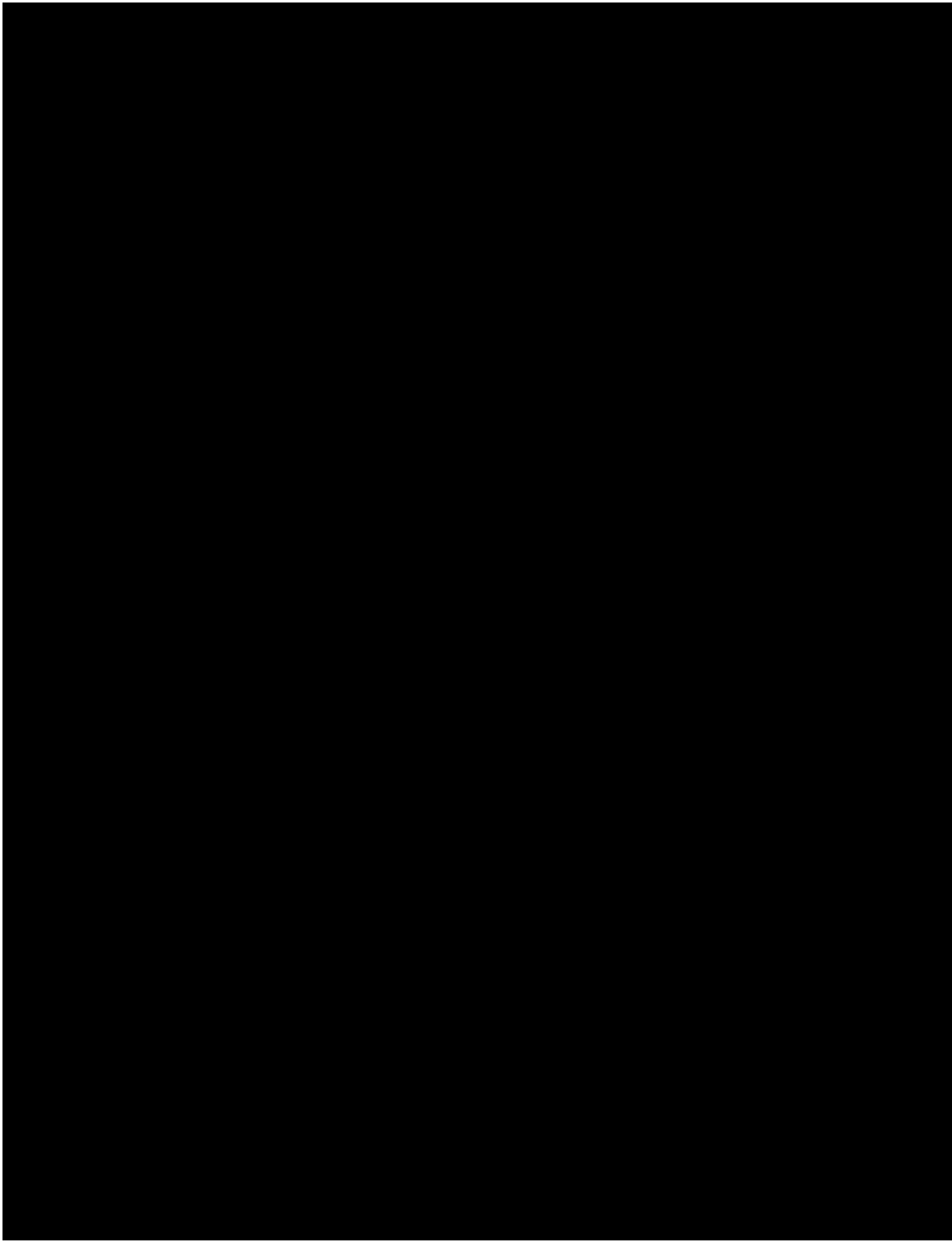






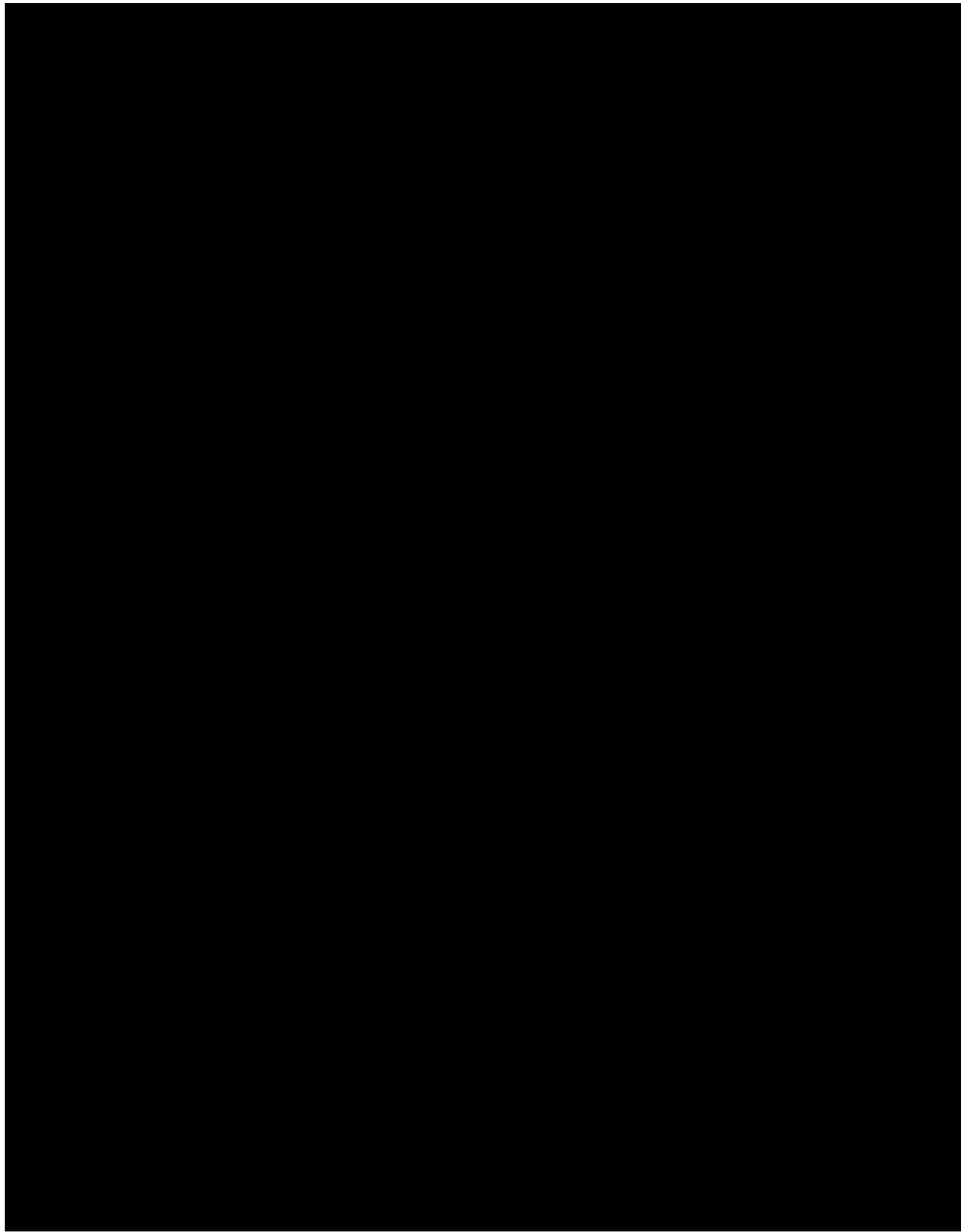
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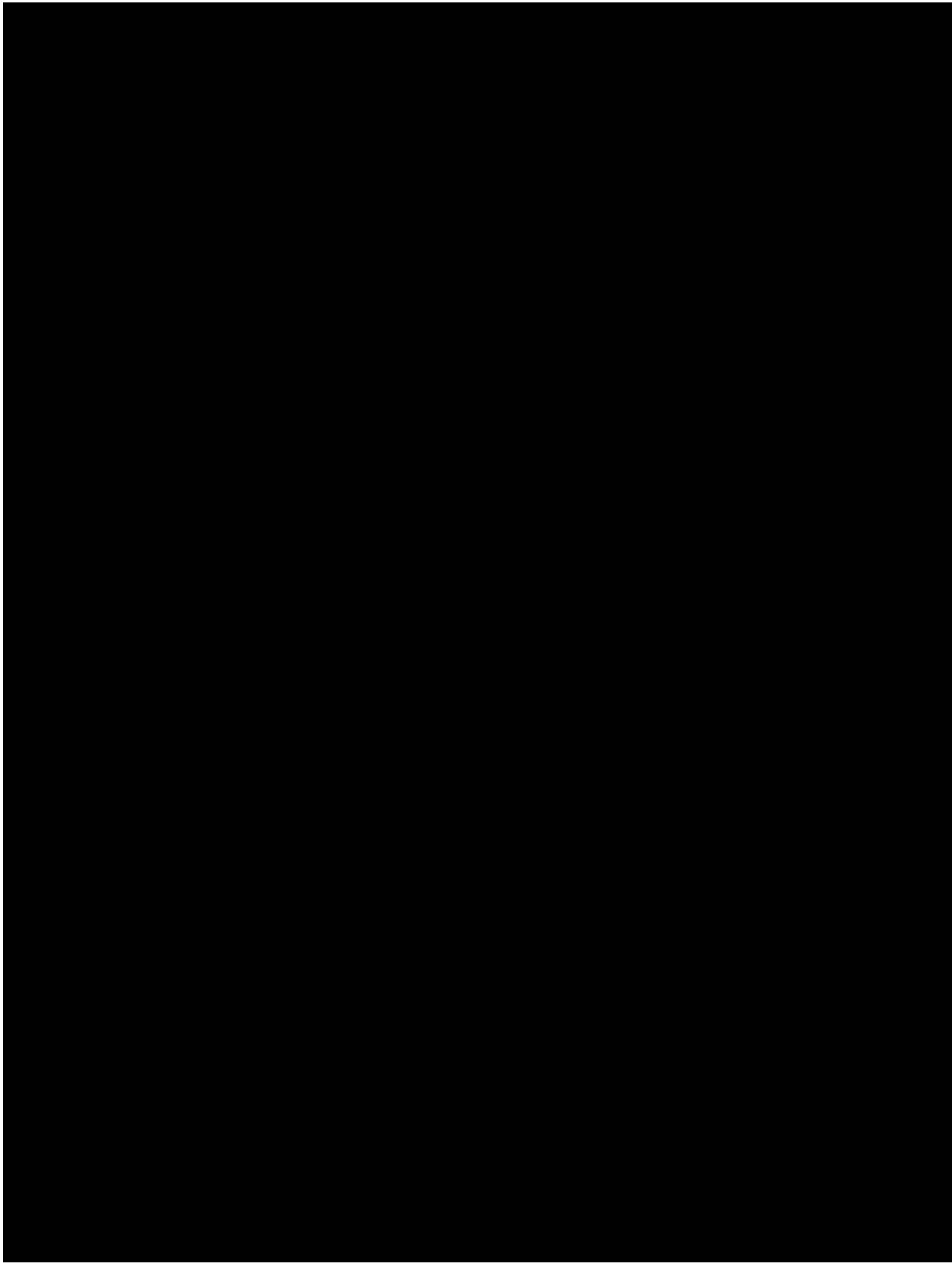








The first part of the paper discusses the importance of understanding the cultural context of the research. It highlights the need for researchers to be sensitive to the values and beliefs of the communities they are studying. This is particularly important in the field of education, where cultural differences can significantly impact learning outcomes. The paper then moves on to discuss the challenges of conducting research in culturally diverse settings. It notes that researchers often face difficulties in finding appropriate research methods and in interpreting the data they collect. To address these challenges, the paper suggests that researchers should adopt a more flexible and open-minded approach to their research. This involves being willing to learn from the community and to adapt their research methods as needed. The paper also emphasizes the importance of building trust and rapport with the community. This is essential for ensuring that the research is conducted in a respectful and ethical manner. Finally, the paper concludes by noting that while there are many challenges to conducting research in culturally diverse settings, it is also an opportunity to gain valuable insights into the lives of people from different cultures. By understanding these differences, researchers can help to improve the lives of the communities they are studying.









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## APPENDIX 1

### GENERAL DATA PROTECTION REGULATION (GDPR) REQUIREMENTS

#### ADDITIONAL DEFINITIONS

**Agreement:** this contract;

**Contractor Personnel:** means all directors, officers, employees, agents, Contractors and Contractors of the Contractor and/or of any Sub-Contractor engaged in the performance of its obligations under this Agreement;

**Data Protection Legislation:** (i) the GDPR, the LED and any applicable national implementing Laws as amended from time to time (ii) the DPA 2018 [subject to Royal Assent] to the extent that it relates to processing of personal data and privacy; (iii) all applicable Law about the processing of personal data and privacy;

**Data Protection Impact Assessment:** an assessment by the Controller of the impact of the envisaged processing on the protection of Personal Data.

**Controller, Processor, Data Subject, Personal Data, Personal Data Breach, Data Protection Officer** take the meaning given in the GDPR.

**Data Loss Event:** any event that results, or may result, in unauthorised access to Personal Data held by the Contractor under this Agreement, and/or actual or potential loss and/or destruction of Personal Data in breach of this Agreement, including any Personal Data Breach.

**Data Subject Access Request:** a request made by, or on behalf of, a Data Subject in accordance with rights granted pursuant to the Data Protection Legislation to access their Personal Data.

**DPA 2018:** Data Protection Act 2018

**GDPR:** the General Data Protection Regulation (Regulation (EU) 2016/679)

**LED:** Law Enforcement Directive (Directive (EU) 2016/680)

**Protective Measures:** appropriate technical and organisational measures which may include: pseudonymising and encrypting Personal Data, ensuring confidentiality, integrity, availability and resilience of systems and services, ensuring that availability of and access to Personal Data can be restored in a timely manner after an incident, and regularly assessing and evaluating the effectiveness of the such measures adopted by it.





**Sub-processor:** any third Party appointed to process Personal Data on behalf of the Contractor related to this Agreement.

## DATA PROTECTION REQUIREMENTS

- 1.1 The Parties acknowledge that for the purposes of the Data Protection Legislation, the Employer is the Controller and the Contractor is the Processor. The Contractor processes data only as authorised in Appendix 2 (Schedule of Processing, Personal Data and Data Subjects) by the Employer and may not be determined by the Contractor.
- 1.2 The Contractor notifies the Project Manager immediately if it considers that any of requirement of the documents forming part of this contract infringe the Data Protection Legislation.
- 1.3 The Contractor provides all reasonable assistance to the Employer in the preparation of any Data Protection Impact Assessment prior to commencing any processing. Such assistance may, at the discretion of the Employer, include: (a) a systematic description of the envisaged processing operations and the purpose of the processing; (b) an assessment of the necessity and proportionality of the processing operations in relation to the Services; (c) an assessment of the risks to the rights and freedoms of Data Subjects; and (d) the measures envisaged to address the risks, including safeguards, security measures and mechanisms to ensure the protection of Personal Data.
- 1.4 In relation to any Personal Data processed in connection with its obligations under the documents forming part of this contract the Contractor:
  - (a) processes that Personal Data only in accordance with Appendix 2 (Schedule of Processing, Personal Data and Data Subjects), unless otherwise required by Law. If it is so required the Contractor shall promptly notify the Employer before processing the Personal Data unless prohibited by Law; (b) ensures that it has in place Protective Measures, which have been reviewed and approved by the Employer as appropriate to protect against a Data Loss Event having taken account of the:
    - (i) nature of the data to be protected;
    - (ii) harm that might result from a Data Loss Event;
    - (iii) state of technological development; and
    - (iv) cost of implementing any measures;(c) ensures that:
    - (i) the Contractor Personnel do not process Personal Data except in accordance with this Agreement (and in particular Schedule X); (ii) it takes all reasonable steps to ensure the reliability and integrity of any Contractor Personnel who have access to the Personal Data and ensure that they:
      - (A) are aware of and comply with the Contractor's duties under this clause;
      - (B) are subject to appropriate confidentiality undertakings with the Contractor or any Sub-processor;



(C) are informed of the confidential nature of the Personal Data and do not publish, disclose or divulge any of the Personal Data to any third Party unless directed in writing to do so by the Employer or as otherwise permitted by this Agreement; and

(D) have undergone adequate training in the use, care, protection and handling of Personal Data; and

(d) do not transfer Personal Data outside of the EU unless the prior written consent of the Employer has been obtained and the following conditions are fulfilled:

(i) the Employer or the Contractor has provided appropriate safeguards in relation to the transfer (whether in accordance with GDPR Article 46 or LED Article 37) as determined by the Employer; (ii) the Data Subject has enforceable rights and effective legal remedies;

(iii) the Contractor complies with its obligations under the Data Protection Legislation by providing an adequate level of protection to any Personal Data that is transferred (or, if it is not so bound, uses its best endeavours to assist the Employer in meeting its obligations); and (iv) the Contractor complies with any reasonable instructions notified to it in advance by the Employer with respect to the processing of the Personal Data;

(e) at the written direction of the Employer, delete or return Personal Data (and any copies of it) to the Employer on termination of the Agreement unless the Contractor is required by Law to retain the Personal Data.

1.5 Subject to clause 1.6, the Contractor shall notify the Project Manager immediately if it:

(a) receives a Data Subject Access Request (or purported Data Subject Access Request);

(b) receives a request to rectify, block or erase any Personal Data;

(c) receives any other request, complaint or communication relating to either Party's obligations under the Data Protection Legislation;

(d) receives any communication from the Information Commissioner or any other regulatory authority in connection with Personal Data processed under this Agreement;

(e) receives a request from any third Party for disclosure of Personal Data where compliance with such request is required or purported to be required by Law; or

(f) becomes aware of a Data Loss Event.

1.6 The Contractor's obligation to notify under clause 1.5 shall include the provision of further information to the Employer in phases, as details become available.

1.7 Taking into account the nature of the processing, the Contractor shall provide the Employer with full assistance in relation to either Party's obligations under Data Protection Legislation and any complaint, communication or request made under clause 1.5 (and insofar as possible within the timescales reasonably required by the Employer) including by promptly providing:



- (a) the Employer with full details and copies of the complaint, communication or request;
  - (b) such assistance as is reasonably requested by the Employer to enable the Employer to comply with a Data Subject Access Request within the relevant timescales set out in the Data Protection Legislation;
  - (c) the Employer, at its request, with any Personal Data it holds in relation to a Data Subject;
  - (d) assistance as requested by the Employer following any Data Loss Event;
  - (e) assistance as requested by the Employer with respect to any request from the Information Commissioner's Office, or any consultation by the Employer with the Information Commissioner's Office.
- 1.6 The Contractor's obligation to notify under clause 1.5 shall include the provision of further information to the Employer in phases, as details become available.
- 1.7 Taking into account the nature of the processing, the Contractor shall provide the Employer with full assistance in relation to either Party's obligations under Data Protection Legislation and any complaint, communication or request made under clause 1.5 (and insofar as possible within the timescales reasonably required by the Employer) including by promptly providing:
  - (a) the Employer with full details and copies of the complaint, communication or request;
  - (b) such assistance as is reasonably requested by the Employer to enable the Employer to comply with a Data Subject Access Request within the relevant timescales set out in the Data Protection Legislation;
  - (c) the Employer, at its request, with any Personal Data it holds in relation to a Data Subject;
  - (d) assistance as requested by the Employer following any Data Loss Event;
  - (e) assistance as requested by the Employer with respect to any request from the Information Commissioner's Office, or any consultation by the Employer with the Information Commissioner's Office.
- 1.8 The Contractor shall maintain complete and accurate records and information to demonstrate its compliance with this clause. This requirement does not apply where the Contractor employs fewer than 250 staff, unless:
  - (a) the Employer determines that the processing is not occasional;
  - (b) the Employer determines the processing includes special categories of data as referred to in Article 9(1) of the GDPR or Personal Data relating to criminal convictions and offences referred to in Article 10 of the GDPR; and
  - (c) the Employer determines that the processing is likely to result in a risk to the rights and freedoms of Data Subjects.
- 1.9 The Contractor shall allow for audits of its Data Processing activity by the Employer or the Employer's designated auditor.



- 1.10 The Contractor shall designate a data protection officer if required by the Data Protection Legislation.
- 1.11 Before allowing any Sub-processor to process any Personal Data related to this Agreement, the Contractor must:
- (a) notify the Employer in writing of the intended Sub-processor and processing;
  - (b) obtain the written consent of the Employer;
  - (c) enter into a written agreement with the Sub-processor which give effect to the terms set out in this clause [X] such that they apply to the Sub-processor; and
  - (d) provide the Employer with such information regarding the Sub-processor as the Employer may reasonably require.
- 1.12 The Contractor shall remain fully liable for all acts or omissions of any Sub-processor.
- 1.13 The Employer may, at any time on not less than 30 Working Days' notice, revise this clause by replacing it with any applicable controller to processor standard clauses or similar terms forming part of an applicable certification scheme (which shall apply when incorporated by attachment to this Agreement).
- 1.14 The Parties agree to take account of any guidance issued by the Information Commissioner's Office. The Employer may on not less than 30 Working Days' notice to the Contractor amend this agreement to ensure that it complies with any guidance issued by the Information Commissioner's Office.