



Ministry
of Defence

Contract

701594450 –

PROVISION OF PSYCHOMETRIC TESTING, TO ENABLE IMPROVED SENIOR OFFICER LEADERSHIP ASSESSMENT AND DEVELOPMENT

**5 November 2021 to 4 November 2024
with optional extensions to 4 November 2026**

**Between the Secretary of State for Defence of
the United Kingdom of Great Britain and
Northern Ireland**

And

SHL Group Limited

Team Name and Address:
Navy Commercial
4 Deck, NCHQ
Leach Building
Whale Island
Portsmouth
PO2 8BY

Contractor Address:
The Pavilion, 1 Atwell Place
Thames Ditton
Surrey
Postal Code
KT7 0NE

SC1B (Edn 06/21)**1 Definitions - In the Contract:**

The Authority means the Secretary of State for Defence of the United Kingdom of Great Britain and Northern Ireland, (referred to in this document as "the Authority"), acting as part of the Crown;

Business Day means 09:00 to 17:00 Monday to Friday, excluding public and statutory holidays;

Contract means the agreement concluded between the Authority and the Contractor, including all terms and conditions, associated purchase order, specifications, plans, drawings, schedules and other documentation, expressly made part of the agreement in accordance with Clause 2.c;

Contractor means the person, firm or company specified as such in the purchase order. Where the Contractor is an individual or a partnership, the expression shall include the personal representatives of the individual or of the partners, as the case may be;

Contractor Commercially Sensitive Information means the information listed as such in the purchase order, which is information notified by the Contractor to the Authority, which is acknowledged by the Authority as being commercially sensitive;

Contractor Deliverables means the goods and / or services including packaging (and supplied in accordance with any QA requirements if specified) which the Contractor is required to provide under the Contract in accordance with the schedule to the purchase order;

Effective Date of Contract means the date stated on the purchase order or, if there is no such date stated, the date upon which both Parties have signed the purchase order;

Firm Price means a price excluding Value Added Tax (VAT) which is not subject to variation;

Government Furnished Assets (GFA) is a generic term for any MOD asset such as equipment, information or resources issued or made available to the Contractor in connection with the Contract by or on behalf of the Authority;

Hazardous Contractor Deliverable means a Contractor Deliverable or a component of a Contractor Deliverable that is itself a hazardous material or substance or that may in the course of its use, maintenance, disposal, or in the event of an accident, release one or more hazardous materials or substances and each material or substance that may be so released;

Issued Property means any item of Government Furnished Assets (GFA), including any materiel issued or otherwise furnished to the Contractor in connection with the Contract by or on behalf of the Authority;

Legislation means in relation to the United Kingdom any Act of Parliament, any subordinate legislation within the meaning of section 21 of the Interpretation Act 1978, any exercise of Royal Prerogative or any enforceable community right within the meaning of Section 2 of the European Communities Act 1972.

Notices means all notices, orders, or other forms of communication required to be given in writing under or in connection with the Contract;

Parties means the Contractor and the Authority, and Party shall be construed accordingly;

Transparency Information means the content of this Contract in its entirety, including from time to time agreed changes to the Contract, and details of any payments made by the Authority to the Contractor under the Contract.

2 General

a. The Contractor shall comply with all applicable Legislation, whether specifically referenced in this Contract or not.
b. Any variation to the Contract shall have no effect unless expressly agreed in writing and signed by both Parties.
c. If there is any inconsistency between these terms and conditions and the purchase order or the documents expressly referred to therein, the conflict shall be resolved according to the following descending order of priority:

- (1) the terms and conditions;
- (2) the purchase order; and
- (3) the documents expressly referred to in the purchase order.

d. Neither Party shall be entitled to assign the Contract (or any

part thereof) without the prior written consent of the other Party.

e. Failure or delay by either Party in enforcing or partially enforcing any provision of the Contract shall not be construed as a waiver of its rights or remedies. No waiver in respect of any right or remedy shall operate as a waiver in respect of any other right or remedy.

f. The Parties to the Contract do not intend that any term of the Contract shall be enforceable by virtue of the Contracts (Rights of Third Parties) Act 1999 by any person that is not a Party to it.

g. The Contract and any non-contractual obligations arising out of or in connection with it shall be governed by and construed in accordance with English Law, and subject to Clause 15 and without prejudice to the dispute resolution procedure set out therein, the Parties submit to the exclusive jurisdiction of the English courts. Other jurisdictions may apply solely for the purpose of giving effect to this Clause 2.g and for enforcement of any judgement, order or award given under English jurisdiction.

3 Application of Conditions

a. The purchase order, these terms and conditions and the specification govern the Contract to the entire exclusion of all other terms and conditions. No other terms or conditions are implied.

b. The Contract constitutes the entire agreement and understanding and supersedes any previous agreement between the Parties relating to the subject matter of the Contract.

4 Disclosure of Information

Disclosure of information under the Contract shall be managed in accordance with DEFCON 531 (SC1).

5 Transparency

a. Subject to Clause 5.b, but notwithstanding Clause 4, the Contractor understands that the Authority may publish the Transparency Information to the general public. The Contractor shall assist and cooperate with the Authority to enable the Authority to publish the Transparency Information.

b. Before publishing the Transparency Information to the general public in accordance with Clause 5.a, the Authority shall redact any information that would be exempt from disclosure if it was the subject of a request for information under the Freedom of Information Act 2000 or the Environmental Information Regulations 2004, including the Contractor Commercially Sensitive Information.

c. The Authority may consult with the Contractor before redacting any information from the Transparency Information in accordance with Clause 5.b. The Contractor acknowledges and accepts that its representations on redactions during consultation may not be determinative and that the decision whether to redact information is a matter in which the Authority shall exercise its own discretion, subject always to the provisions of the Freedom of Information Act 2000 or the Environmental Information Regulations 2004.

d. For the avoidance of doubt, nothing in this Clause 5 shall affect the Contractor's rights at law.

6 Notices

a. A Notice served under the Contract shall be:

- (1) in writing in the English language;
- (2) authenticated by signature or such other method as may be agreed between the Parties;
- (3) sent for the attention of the other Party's representative, and to the address set out in the purchase order;
- (4) marked with the number of the Contract; and
- (5) delivered by hand, prepaid post (or airmail), facsimile transmission or, if agreed in the purchase order, by electronic mail.

b. Notices shall be deemed to have been received:

- (1) if delivered by hand, on the day of delivery if it is the recipient's Business Day and otherwise on the first Business of the recipient immediately following the day of delivery;
- (2) if sent by prepaid post, on the fourth Business Day (or the tenth Business Day in the case of airmail) after the day of posting;
- (3) if sent by facsimile or electronic means:

(a) if transmitted between 09:00 and 17:00 hours on a Business Day (recipient's time) on completion of receipt by the sender of verification of the transmission from the receiving instrument; or
 (b) if transmitted at any other time, at 09:00 on the first Business Day (recipient's time) following the completion of receipt by the sender of verification of transmission from the receiving instrument.

7 Intellectual Property

a. The Contractor shall as its sole liability keep the Authority fully indemnified against an infringement or alleged infringement of any intellectual property rights or a claim for Crown use of a UK patent or registered design caused by the use, manufacture or supply of the Contractor Deliverables.

b. The Authority shall promptly notify the Contractor of any infringement claim made against it relating to any Contractor Deliverable and, subject to any statutory obligation requiring the Authority to respond, shall permit the Contractor to have the right, at its sole discretion to assume, defend, settle or otherwise dispose of such claim. The Authority shall give the Contractor such assistance as it may reasonably require to dispose of the claim and will not make any statement which might be prejudicial to the settlement or defence of the claim

8 Supply of Contractor Deliverables and Quality Assurance

a. This Contract comes into effect on the Effective Date of Contract.

b. The Contractor shall supply the Contractor Deliverables to the Authority at the Firm Price stated in the Schedule to the purchase order.

c. The Contractor shall ensure that the Contractor Deliverables:

- (1) correspond with the specification;
- (2) are of satisfactory quality (within the meaning of the Sale of Goods Act 1979, as amended) except that fitness for purpose shall be limited to the goods being fit for the particular purpose held out expressly by or made known expressly to the Contractor and in this respect the Authority relies on the Contractor's skill and judgement; and
- (3) comply with any applicable Quality Assurance Requirements specified in the purchase order.

d. The Contractor shall apply for and obtain any licences required to import any material required for the performance of the Contract in the UK. The Authority shall provide to the Contractor reasonable assistance with regard to any relevant defence or security matter arising in the application for any such licence.

9 Supply of Data for Hazardous Contractor Deliverables

a. The Contractor shall establish if the Contractor Deliverables are, or contain, Dangerous Goods as defined in the Regulations set out in this Clause 9. Any that do shall be packaged for UK or worldwide shipment by all modes of transport in accordance with the following unless otherwise specified in the Schedule to the purchase order:

- (1) the Technical Instructions for the Safe Transport of Dangerous Goods by Air (ICAO), IATA Dangerous Goods Regulations;
- (2) the International Maritime Dangerous Goods (IMDG) Code;
- (3) the Regulations Concerning the International Carriage of Dangerous Goods by Rail (RID); and
- (4) the European Agreement Concerning the International Carriage of Dangerous Goods by Road (ADR).

b. Certification markings, incorporating the UN logo, the package code and other prescribed information indicating that the package corresponds to the successfully designed type shall be marked on the packaging in accordance with the relevant regulation.

c. As soon as possible and in any event within the period specified in the purchase order (or if no such period is specified no later than one month prior to the delivery date), the Contractor

shall provide to the Authority's representatives in the manner and format prescribed in the purchase order:

- (1) confirmation as to whether or not to the best of its knowledge any of the Contractor Deliverables are Hazardous Contractor Deliverables; and
- (2) for each Hazardous Contractor Deliverable, a Safety Data Sheet containing the data set out at Clause 9.d, which shall be updated by the Contractor during the period of the Contract if it becomes aware of any new relevant data.

d. Safety Data Sheets if required under Clause 9.c shall be provided in accordance with the extant UK REACH Regulation and any additional information required by the Health and Safety at Work etc. Act 1974 and shall contain:

- (1) information required by the Classification, Labelling and Packaging (GB CLP) Regulation or any replacement thereof; and
- (2) where the Hazardous Contractor Deliverable is, contains or embodies a radioactive substance as defined in the extant Ionising Radiation Regulations, details of the activity, substance and form (including any isotope); and
- (3) where the Hazardous Contractor Deliverable has magnetic properties, details of the magnetic flux density at a defined distance, for the condition in which it is packed.

e. The Contractor shall retain its own copies of the Safety Data Sheets provided to the Authority in accordance with Clause 9.d for 4 years after the end of the Contract and shall make them available to the Authority's representatives on request.

f. Nothing in this Clause 9 reduces or limits any statutory or legal obligation of the Authority or the Contractor.

g. Where delivery is made to the Defence Fulfilment Centre (DFC) and / or other Team Leidos location / building, the Contractor must comply with the Logistic Commodities and Services Transformation (LCST) Supplier Manual.

10 Delivery / Collection

a. The purchase order shall specify whether the Contractor Deliverables are to be delivered to the consignee by the Contractor or collected from the consignor by the Authority.

b. Title and risk in the Contractor Deliverables shall pass from the Contractor to the Authority on delivery or on collection in accordance with Clause 10.a.

c. The Authority shall be deemed to have accepted the Contractor Deliverables within a reasonable time after title and risk has passed to the Authority unless it has rejected the Contractor Deliverables within the same period.

11 Marking of Contractor Deliverables

a. Each Contractor Deliverable shall be marked in accordance with the requirements specified in the purchase order or if no such requirement is specified, the Contractor shall mark each Contractor Deliverable clearly and indelibly in accordance with the requirements of the relevant DEF-STAN 05-132 as specified in the contract or specification. In the absence of such requirements, the Contractor Deliverables shall be marked with the MOD stock reference, NATO Stock Number (NSN) or alternative reference number shown in the Contract.

b. Any marking method used shall not have a detrimental effect on the strength, serviceability or corrosion resistance of the Contractor Deliverables.

c. The marking shall include any serial numbers allocated to the Contractor Deliverable.

d. Where because of its size or nature it is not possible to mark a Contractor Deliverable with the required particulars, the required information should be included on the package or carton in which the Contractor Deliverable is packed, in accordance with condition 12 (Packaging and Labelling (excluding Contractor Deliverables containing Ammunition or Explosives)).

12 Packaging and Labelling of Contractor Deliverables (Excluding Contractor Deliverables Containing Ammunition or Explosives)

The Contractor shall pack or have packed the Contractor Deliverables in accordance with any requirements specified in the purchase order and Def Stan 81-041 (Part 1 and Part 6).

13 Progress Monitoring, Meetings and Reports

The Contractor shall attend progress meetings and deliver reports at the frequency or times (if any) specified in the purchase order and shall ensure that its Contractor's representatives are suitably qualified to attend such meetings. Any additional meetings reasonably required shall be at no cost to the Authority.

14 Payment

- a. Payment for Contractor Deliverables will be made by electronic transfer and prior to submitting any claims for payment under clause 14b the Contractor will be required to register their details (Supplier on-boarding) on the Contracting, Purchasing and Finance (CP&F) electronic procurement tool.
- b. Where the Contractor submits an invoice to the Authority in accordance with clause 14a, the Authority will consider and verify that invoice in a timely fashion.
- c. The Authority shall pay the Contractor any sums due under such an invoice no later than a period of 30 days from the date on which the Authority has determined that the invoice is valid and undisputed.
- d. Where the Authority fails to comply with clause 14b and there is undue delay in considering and verifying the invoice, the invoice shall be regarded as valid and undisputed for the purpose of clause 14c after a reasonable time has passed.
- e. The approval for payment of a valid and undisputed invoice by the Authority shall not be construed as acceptance by the Authority of the performance of the Contractor's obligations nor as a waiver of its rights and remedies under this Contract.
- f. Without prejudice to any other right or remedy, the Authority reserves the right to set off any amount owing at any time from the Contractor to the Authority against any amount payable by the Authority to the Contractor under the Contract or under any other contract with the Authority, or with any other Government Department.

15 Dispute Resolution

- a. The Parties will attempt in good faith to resolve any dispute or claim arising out of or relating to the Contract through negotiations between the respective representatives of the Parties having authority to settle the matter, which attempts may include the use of any alternative dispute resolution procedure on which the Parties may agree.
- b. In the event that the dispute or claim is not resolved pursuant to Clause 15.a the dispute shall be referred to arbitration and shall be governed by the Arbitration Act 1996. For the purposes of the arbitration, the arbitrator shall have the power to make provisional awards pursuant to Section 39 of the Arbitration Act 1996.
- c. For the avoidance of doubt it is agreed between the Parties that the arbitration process and anything said, done or produced in or in relation to the arbitration process (including any awards) shall be confidential as between the Parties, except as may be lawfully required in judicial proceedings relating to the arbitration or otherwise. No report relating to anything said, done or produced in or in relation to the arbitration process may be made beyond the tribunal, the Parties, their legal representatives and any person necessary to the conduct of the proceedings, without the concurrence of all the Parties to the arbitration.

16 Termination for Corrupt Gifts

The Authority may terminate the Contract with immediate effect, without compensation, by giving written notice to the Contractor at any time after any of the following events:

- a. where the Authority becomes aware that the Contractor, its employees, agents or any sub-contractor (or anyone acting on its behalf or any of its or their employees):
 - (1) has offered, promised or given to any Crown servant any gift or financial or other advantage of any kind as an inducement or reward;
 - (2) commits or has committed any prohibited act or any offence under the Bribery Act 2010 with or without the knowledge or authority of the Contractor in relation to this Contract or any other contract with the Crown;
 - (3) has entered into this or any other contract with the Crown in connection with which commission has been paid or has been agreed to be paid by it or on its behalf,

or to its knowledge, unless before the contract is made particulars of any such commission and of the terms and conditions of any such agreement for the payment thereof have been disclosed in writing to the Authority.

- b. In exercising its rights or remedies to terminate the Contract under Clause 16.a. the Authority shall:

- (1) act in a reasonable and proportionate manner having regard to such matters as the gravity of, and the identity of the person committing the prohibited act;
- (2) give due consideration, where appropriate, to action other than termination of the Contract, including (without being limited to):

- (a) requiring the Contractor to procure the termination of a subcontract where the prohibited act is that of a Subcontractor or anyone acting on its or their behalf;
- (b) requiring the Contractor to procure the dismissal of an employee (whether its own or that of a Subcontractor or anyone acting on its behalf) where the prohibited act is that of such employee.

- c. Where the Contract has been terminated under Clause 16.a. the Authority shall be entitled to purchase substitute Contractor Deliverables from elsewhere and recover from the Contractor any costs and expenses incurred by the Authority in obtaining the Contractor Deliverables in substitution from another supplier.

17 Material Breach

In addition to any other rights and remedies, the Authority shall have the right to terminate the Contract (in whole or in part) with immediate effect by giving written notice to the Contractor where the Contractor is in material breach of its obligations under the Contract. Where the Authority has terminated the Contract under Clause 17 the Authority shall have the right to claim such damages as may have been sustained as a result of the Contractor's material breach of the Contract.

18 Insolvency

The Authority shall have the right to terminate the contract if the Contractor is declared bankrupt or goes into liquidation or administration. This is without prejudice to any other rights or remedies under this Contract.

19 Limitation of Contractor's Liability

- a. Subject to Clause 19.b the Contractor's liability to the Authority in connection with this Contract shall be limited to £5m (five million pounds).
- b. Nothing in this Contract shall operate to limit or exclude the Contractor's liability:

- (1) for:
 - a. any liquidated damages (to the extent expressly provided for under this Contract);
 - b. any amount(s) which the Authority is entitled to claim, retain or withhold in relation to the Contractor's failure to perform or under-perform its obligations under this Contract, including service credits or other deductions (to the extent expressly provided for under this Contract);
 - c. any interest payable in relation to the late payment of any sum due and payable by the Contractor to the Authority under this Contract;
 - d. any amount payable by the Contractor to the Authority in relation to TUPE or pensions to the extent expressly provided for under this Contract;
- (2) under Condition 7 of the Contract (Intellectual Property), and DEFCONs 91 or 638 (SC1) where specified in the contract;
- (3) for death or personal injury caused by the Contractor's negligence or the negligence of any of its personnel, agents, consultants or sub-contractors;
- (4) for fraud, fraudulent misrepresentation, wilful misconduct or negligence;
- (5) in relation to the termination of this Contract on the basis of abandonment by the Contractor;
- (6) for breach of the terms implied by Section 2 of the Supply of Goods and Services Act 1982; or

(7) for any other liability which cannot be limited or excluded under general (including statute and common) law.

c. The rights of the Authority under this Contract are in addition to, and not exclusive of, any rights or remedies provided by general (including statute and common) law.

20 The Project Specific DEFCONs and DEFCON SC Variants that apply to this Contract are:

DEFCON 5J (Edn 11/16) - Unique Identifiers
 DEFCON 21 (Edn 06/21) - Retention Of Records
 DEFCON 76 SC1 (Edn 06/21) - Contractor's Personnel at Government Establishments
 DEFCON 90 (Edn 06/21) - Copyright
 DEFCON 129J SC1 (Edn 06/17) – The Use of the Electronic Business Delivery Form
 DEFCON 503 SC1 (Edn 07/21) – Formal Amendments to Contract
 DEFCON 524A SC1 (Edn 08/20) – Counterfeit Materiel
 DEFCON 532A SC1 (Edn 08/20) - Protection of Personal Data (Where Personal Data is not being processed on behalf of the Authority)
 DEFCON 534 (Edn 06/17) – Subcontracting and Prompt Payment
 DEFCON 538 (Edn 06/02) - Severability
 DEFCON 566 Edn 10/20) - Change of Control of Contractor
 DEFCON 609 SC1 (Edn 08/18) - Contractor's Records
 DEFCON 620 SC1 (Edn 08/21) – Contract Change Control Procedure
 DEFCON 627 SC1 (Edn 12/16) - Requirement for a Certificate of Conformity
 DEFCON 656A (Edn 08/16) - Termination for Convenience Under £5m

21 The special conditions that apply to this Contract are:

AUTHORISATION BY THE CROWN FOR USE OF THIRD PARTY INTELLECTUAL PROPERTY RIGHTS
 Notwithstanding any other provisions of the Contract and for the avoidance of doubt, award of the Contract by the Authority and placement of any contract task under it does not constitute an authorisation by the Crown under Sections 55 and 56 of the Patents Act 1977 or Section 12 of the Registered Designs Act 1949. The Contractor acknowledges that any such authorisation by the Authority under its statutory powers must be expressly provided in writing, with reference to the acts authorised and the specific intellectual property involved.

Publicity and Communications with the Media

The Contractor shall not and shall ensure that any employee or Subcontractor shall not communicate with representatives of the press, television, radio or other media on any matter concerning the Contract unless the Authority has given its prior written consent.

22 The processes that apply to this Contract are:

The Contractor shall notify the Authority as soon as they become aware of any circumstance which will impact on their ability to deliver any of the requirements or meet any of the stated timescales.

Requirements to be delivered in accordance with this contract and, where it does not conflict with this contract, in line with proposal included in tender dated **27 November 2021**.

23 Performance Management statement

a. **Goods.** A date for each delivery of goods will be stated in the contract or agreed between the Authority and the Contractor. In the event that any goods are not delivered by the Contractor until after any stated or agreed date (unless due to circumstances outside of the control of the Contractor), the Authority reserves the right to deduct 10% of the payment due for those goods for each week or portion of a week that passes before the goods are delivered.

If, at any time, any of the goods provided under the contract do not meet the required standard or quality, the Authority will not be

obligated to buy any more goods unless it is satisfied that the required standard or quality will be met.

b. **Services.** A date for completion of each service will be stated in the contract or agreed between the Authority and the Contractor. In the event that any services are not completed by the Contractor until after any stated or agreed date (unless due to circumstances outside of the control of the Contractor), the Authority reserves the right to deduct 10% of the payment due for those services for each week or portion of a week that passes before the services are completed.

If, at any time, any of the services provided under the contract do not meet the required standard or quality, the Authority will not be obligated to buy any more services unless it is satisfied that the required standard or quality will be met.

24 Option Year Uptake

In addition to the requirements detailed at Item 1 to 7 of the Schedule of Requirements, the Contractor hereby grants to the Authority the following irrevocable options to purchase Requirement

Details detailed at Item 1 to 7 of the Schedule of Requirements, in accordance with the terms and conditions set out in this contract or any such subsequent contract or contracts where such options are taken up, it being agreed that the Authority has no obligation to exercise such options.

Option 1: 5 Nov 2024 – 4 Nov 2025, in accordance with the delivery schedule at Schedule of Requirements Option Year 1 lines 1 to 7, provided that the Authority exercises such an option by no later than 31 Aug 2024.

Option 2: 5 Nov 2025 – 4 Nov 2026, in accordance with the delivery schedule at Schedule of Requirements Option Year 2 lines 1 to 7, provided that the Authority exercises such an option by no later than 31 Aug 2025.

The Authority shall have the right to exercise the options by the specified dates or within such further period as corresponds to the aggregate of any period(s):

a. of delay in the delivery programme whether constituting any breach of the Contract or resulting from any force majeure event, or
 b. for the duration of which the Authority is prevented from exercising any such option due to any other breach of the Contract by the Contractor.

The Authority shall not be obliged to exercise the options.

The option prices detailed are firm prices.

Schedule 1 – Statement of Requirements

PROVISION OF PSYCHOMETRIC TESTING, TO ENABLE IMPROVED SENIOR OFFICER LEADERSHIP ASSESSMENT AND DEVELOPMENT

BACKGROUND

1. The introduction of psychometric testing, and the associated assessment, will provide an additional lens and Decision support tool in line with wider Navy objectives.

REQUIREMENT

2. The Supplier will be required to provide online administration of a battery of psychometric tests to up to 200 individuals/year, as well as associated scoring, production and online delivery of Candidate reports, delivery of the resulting raw data files, analytic support and training. To meet this requirement:

- a. The test battery must include:
 - (1). OPQ32r Personality Test
 - (2). Motivation Questionnaire
 - (3). Ability Test
- b. The associated results data files must be coded in a simple manner and provided to the Key Customer ready for analysis in SPSS (Excel data file)
- c. External Benchmark Analysis must be available to compare the Navy Candidates with similar Senior Managers/Directors to generate group insights. (Norm Group should exceed 20,000)
- d. Basic training in test result feedback to be provided for up to 5 individuals with more in-depth training (to BPS 'Expert in Testing' standard) provided for the Key Customer/Programme Leader.

CONTRACT START DATE AND DURATION

3. Service provision to commence 5 Nov 21 with tests available to be administered on that day. Contract initially of a three-year duration with two options for one year extensions.

DELIVERABLES

4. Table 1 below outlines the expected deliverables, volume, timings and format:

Table 1. Deliverables

Deliverable	Volume	Target Submission Date	Format
Delivery of User Log In to online Test Centre and access to OPQ32, MQ and G+ Tests	Up to 200/yr	Within 3 working days of receipt of request. (assessments will primarily be in groups on 4-6 weekly basis but ad hoc individual tests must also be available)	Links
Occupational Personality Questionnaires (OPQ) participant reports	Up to 200/yr	2 weeks after assessment	PDF
Motivation Questionnaires (MQ) participant reports	Up to 200/yr	2 weeks after assessment	PDF
Verify G+ participant reports	Up to 200/yr	2 weeks after assessment	PDF
Single Results datafile combining OPQ, MQ and G+ results	Up to 200/yr	2 weeks after assessment	XLS
Tailored results file to populate internal dashboard	Up to 200/yr	2 weeks after assessment	XLS
Benchmark Analysis of Navy Population against appropriate Norm Group.	3 times/yr	2 weeks after nature of Benchmarking agreed with Key Customer	MS Word

OTHER CONSIDERATIONS

5. The supplier must hold the highest levels of cyber and data protection certifications relevant to psychometric test provision including:

- a. ISO 20000 – ITIL / Service Management (Information Technology Infrastructure Library)
- b. ISO 27001 – Information Security
- c. ISO 22301 – BCP / DR (Business Continuity Plan & Disaster Recovery)
- d. ISO 9001 – Quality
- e. Cyber Essential Plus

PERFORMANCE MANAGEMENT

6. **Performance Measures.** KPI's will be applicable, as detailed below:

- a. **KPI Services.** A date for completion of each service will be stated in the contract or agreed between the Authority and the Contractor. In the event that any services are not completed by the Contractor until after any stated or agreed date (unless due to circumstances outside of the control of the Contractor), the Authority reserves the right to deduct 10% of the payment due for those services for each week or portion of a week that passes before the services are completed.

If, at any time, any of the services provided under the contract do not meet the required standard or quality, the Authority will not be obligated to buy any more services unless it is satisfied that the required standard or quality will be met.

b. **KPI Goods.** A date for each delivery of goods will be stated in the contract or agreed between the Authority and the Contractor. In the event that any goods are not delivered by the Contractor until after any stated or agreed date (unless due to circumstances outside of the control of the Contractor), the Authority reserves the right to deduct 10% of the payment due for those goods for each week or portion of a week that passes before the goods are delivered.

If, at any time, any of the goods provided under the contract do not meet the required standard or quality, the Authority will not be obligated to buy any more goods unless it is satisfied that the required standard or quality will be met.

Schedule 2 - Schedule of Requirements

Deliverables in accordance with Statement of Requirements									
Item Number	Description	Unit of Measurement	Quantity	Firm Price (£) Ex VAT – Per Item (including any packaging, travel, delivery and importing)					Firm Price (£) Ex VAT -Total (including any packaging, travel, delivery and importing)
				Yr 1- 5 Nov 2021 to 4 Nov 2022	Yr 2- 5 Nov 2022 to 4 Nov 2023	Yr 3- 5 Nov 2023 to 4 Nov 2024	Option Yr 1 5 Nov 2024 to 4 Nov 2025	Option Yr 2 1 Nov 2025 to 4 Nov 2026	
1	Tailoring Royal Navy Experience including: Custom report design (1x User report, 1x Candidate report) Bespoke Dashboard Bespoke Candidate Experience	Per Year							Redacted under FOIA Section 43, Commercial interests
2	Training – expert user and practical application of assessments	Per Year							Redacted under FOIA Section 43, Commercial interests
3	Ongoing Consulting Support & Benchmark Analysis of Navy Population against appropriate Norm Group- three times per year	Per Year							Redacted under FOIA Section 43, Commercial interests
4	Delivery of User Log In to online Test Centre and access to OPQ32, MQ and G+ Tests (inclusive of a fully managed service and anonymous process)	Per item							Redacted under FOIA Section 43, Commercial interests
5	Single Results datafile combining OPQ, MQ and G+ results	Per item							Redacted under FOIA Section 43, Commercial interests
6	Tailored results file to populate internal dashboard (Firm Price per year is capturing 200 candidates each year)	Per item							Redacted under FOIA Section 43, Commercial interests
Total Price Annual Price									
Quantities shown are expected numbers and not a guarantee of amounts required or due.								Total Price	£253,000
Quantity ordered under the contract may differ dependent on The Authority requirements									

Item Number	Consignee Address (XY code only)
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All	HM Naval Base Portsmouth
Item Number	Payment Schedule
1,2,3,6	Payments to be made following delivery of service/purchase
4,5	Payments for call-off's used will be made monthly in arears

Schedule 3 - Contract Data Sheet

Contract Period	Effective date of Contract: 5 November 2021 The Contract expiry date shall be: 4 November 2024
Clause 6 - Notices	Notices served under the Contract can be transmitted by electronic mail Yes ☒ No ☐ Notices served under the Contract shall be sent to the following address: Authority: Commercial Officer Contractor: Contract Manager
Clause 8 – Supply of Contractor Deliverables and Quality Assurance	Is a Deliverable Quality Plan required for this Contract? Yes ☐ No ☒ If Yes the Deliverable Quality Plan must be set out as defined in AQAP 2105 and delivered to the Authority (Quality) within Business Days of Contract Award. Once agreed by the Authority the Quality Plan shall be incorporated into the Contract. The Contractor shall remain at all times, solely responsible for the accuracy, suitability and applicability of the Deliverable Quality Plan. Other Quality Assurance Requirements: a. ISO 20000 – ITIL / Service Management (Information Technology Infrastructure Library) b. ISO 27001 – Information Security c. ISO 22301 – BCP / DR (Business Continuity Plan & Disaster Recovery) d. ISO 9001 – Quality e. Cyber Essential Plus

Clause 9 – Supply of Data for Hazardous Contractor Deliverables, Materials and Substances	A completed DEFFORM 68 (Hazardous Articles, Materials or Substance Statement), and if applicable, Safety Data Sheet(s) are to be provided by e-mail with attachments in Adobe PDF or MS WORD format to: a) The Authority's Representative (Commercial) b) DSALand-MovTpt-DGHSIS@mod.uk or: if only a hardcopy is available to: a) The Authority's Representative (Commercial) b) Hazardous Stores Information System (HSIS) Defence Safety Authority (DSA) Movement Transport Safety Regulator (MTSR) Hazel Building Level 1, #H019 MOD Abbey Wood (North) Bristol, BS34 8QW DSA-DLSR-MovTpt-DG HSIS (MULTIUSER) to be Delivered no later than one (1) month prior to the Delivery Date for the Contract Deliverable or by the following date:
Clause 10 – Delivery/Collection	Contract Deliverables are to be: Delivered by the Contractor ☒ Special Instructions: Collected by the Authority ☐ Special Instructions (including consignor address if different from Contractor's registered address)
Clause 12 – Packaging and Labelling of Contractor Deliverables	Additional packaging requirements: N/A
Clause 13 – Progress Meetings	The Contractor shall be required to attend the following meetings: To be arranged if and when required unless already detailed in Statement of Requirements.
Clause 13 – Progress Reports	The Contractor is required to submit the following Reports: To be arranged if and when required unless already detailed in Statement of Requirements.

Appendix - Addresses and Other Information

1. Commercial Officer:

Name: Elizabeth Meatyard

Address: NCHQ, Leach Building, Whale Island, Portsmouth, PO2 8BY

Email: Elizabeth.meatyard100@mod.gov.uk

☎ 03001695549

8. Public Accounting Authority:

1. Returns under DEFCON 694 (or SC equivalent) should be sent to DBS Finance ADMT – Assets In Industry 1, Level 4 Piccadilly Gate, Store Street, Manchester, M1 2WD
☎ 44 (0) 161 233 5397

2. For all other enquiries contact DES Fin FA-AMET Policy, Level 4 Piccadilly Gate, Store Street, Manchester, M1 2WD
☎ 44 (0) 161 233 5394

2. Project Manager, Equipment Support Manager or PT Leader (from whom technical information is available):

Name: [Redacted] under FOIA Section 40, Personal Information

Address: [Redacted] under FOIA Section 40, Personal Information

Email: [Redacted] under FOIA Section 40, Personal Information

☎ [Redacted] under FOIA Section 40, Personal Information

9. Consignment Instructions:

The items are to be consigned as follows:

As detailed in Schedule of Requirements

3. Packaging Design Authority:

Organisation and point of contact:

(where no address is shown please contact the Project Team in Box 2)

☎

4. (a) Supply/Support Management Branch or Order Manager Branch/Name:

As per box 2

☎

(b) U.I.N.**10. Transport.** The appropriate Ministry of Defence Transport Offices are:A. **DSCOM.** DE&S, DSCOM, MoD Abbey Wood, Cedar 3c, Mail Point 3351, BRISTOL BS34 8JHAir Freight Centre

IMPORTS ☎ 030 679 81113 / 81114 Fax 0117 913 8943

EXPORTS ☎ 030 679 81113 / 81114 Fax 0117 913 8943

Surface Freight Centre

IMPORTS ☎ 030 679 81129 / 81133 / 81138 Fax 0117 913 8946

EXPORTS ☎ 030 679 81129 / 81133 / 81138 Fax 0117 913 8946

B. JSCS

JSCS Helpdesk ☎ 01869 256052 (option 2, then option 3); JSCS Fax No 01869 256837

Users requiring an account to use the MOD Freight Collection Service should contact UKStratCom-DefSp-RAMP@mod.gov.uk in the first instance

5. Drawings/Specifications are available from:**6. Intentionally Left Blank****7. Quality Assurance Representative:**

Commercial staff are reminded that all Quality Assurance requirements should be listed under the General Contract Conditions.

AQAPS and DEF STANs are available from UK Defence Standardization, for access to the documents and details of the helpdesk visit <http://dstan.uwh.diif.r.mil.uk/> [intranet] or <https://www.dstan.mod.uk/> [extranet, registration needed]

11. The Invoice Paying Authority:

Ministry of Defence ☎ 0151-242-2000

DBS Finance

Walker House, Exchange Flags Fax: 0151-242-2809

Liverpool, L2 3YL

Website is:

<https://www.gov.uk/government/organisations/ministry-of-defence/about/procurement#invoice-processing>

12. Forms and Documentation are available through *:

Ministry of Defence, Forms and Pubs Commodity Management
PO Box 2, Building C16, C Site
Lower Arncott

Bicester, OX25 1LP (Tel. 01869 256197 Fax: 01869 256824)

Applications via fax or email: Leidos-FormsPublications@teamleidos.mod.uk

*** NOTE**

1. Many DEFCONs and DEFFORMs can be obtained from the MOD Internet Site: <https://www.aof.mod.uk/aofcontent/tactical/toolkit/index.htm>

2. If the required forms or documentation are not available on the MOD

Intranet site requests should be submitted through the Commercial Officer named in Section 1.

Ministry of Defence Acceptance of Offer of Contract

To:

We acknowledge receipt of your Department's Letter of Offer, reference 701594450 dated 2 Nov 2021, with associated documents and confirm that we accept the offer contained therein. We understand that by accepting the Department's offer, we are entering into a legally binding contract. We agree that any other terms and conditions or any general reservations, which may be printed on any of our correspondence in connection with this work, shall not be applicable to the contract. We confirm that we are proceeding with the work.

We agree that the contract shall be subject to English Law.

Offer and Acceptance																	
A) Offer Contract 701594450 constitutes an offer by the Authority for the supplier to supply the Deliverables. This is open for acceptance by the supplier until 12 Nov 2021. By signing below the Contractor agrees to be bound by the attached Contract terms and conditions. Name (Block Capitals): Position: Commercial Manager For and on behalf of the Authority Authorised Signatory Redacted under FOIA Section 40, Personal Information Date:	B) Acceptance of Offer of Contract I acknowledge receipt of the Departments contract letter reference 701594450. I confirm that I accept the Offer it contains and agree to be bound by its terms. . Name (Block Capitals): Position: For and on behalf of Authorised Signatory Redacted under FOIA Section 40, Personal Information Date:																
Section C) Tier 1 Sub-Contractor data:¹ <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Name</td> <td style="width: 25%;">value of work (£ ex VAT)</td> <td style="width: 25%;">Location Of work.....</td> <td style="width: 25%;">SME ...Yes / No</td> </tr> <tr> <td>Name</td> <td>value of work (£ ex VAT)</td> <td>Location Of work.....</td> <td>SME ...Yes / No</td> </tr> <tr> <td>Name</td> <td>value of work (£ ex VAT)</td> <td>Location Of work.....</td> <td>SME ...Yes / No</td> </tr> <tr> <td>Name</td> <td>value of work (£ ex VAT)</td> <td>Location Of work.....</td> <td>SME ...Yes / No</td> </tr> </table>		Name	value of work (£ ex VAT)	Location Of work.....	SME ...Yes / No	Name	value of work (£ ex VAT)	Location Of work.....	SME ...Yes / No	Name	value of work (£ ex VAT)	Location Of work.....	SME ...Yes / No	Name	value of work (£ ex VAT)	Location Of work.....	SME ...Yes / No
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¹ The MOD is required to report to the Government any spend with Small and Medium-sized Enterprises (SMEs) including Sub-contractors (Tier 1). SMEs are defined by the EU on http://ec.europa.eu/enterprise/policies/sme/facts-figures-analysis/sme-/index_en.htm

