

MERSEYSIDE FIRE AND RESCUE AUTHORITY

MEETING OF THE:	POLICY & RESOURCES COMMITTEE		
DATE:	30 JULY 2020	REPORT NO:	CFO/043/20
PRESENTING OFFICER	DEPUTY CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	NICK MERNOCK	REPORT AUTHOR:	NICK MERNOCK
OFFICERS CONSULTED:	STRATEGIC LEADERSHIP TEAM HYWYN PRITCHARD		
TITLE OF REPORT:	LEARNING AND DEVELOPMENT CONTRACT		

APPENDICES:

Purpose of Report

1. To seek members approval to extend the current contract the Authority holds with Brathay Services Ltd ('Brathay'), for the provision of specialist team building training for one year due to the inability of the Authority to move to market due to the implications and restrictions posed by the actions in relation to COVID19.

Recommendation

2. That members approve the utilisation of a 1 year noting that the expenditure during the proposed extension and value of the contract would exceed £250,000.

Introduction and Background

3. The Authority currently has a 3-year contract for the provision of specialist team building programmes with the option to extend by a further year.
4. Within this contract the Authority has in conjunction with Brathay Services Ltd developed a tailor made recruitment programme in order to meet the Authority's requirements for team building and individual development for our new recruits as well as current employees undertaking leadership and development training as part of our corporate succession planning process. This mix of outward bound and group classroom work has proven pivotal in the success of our development of strong teams and engaged individuals.
5. While the contract allows the provision of a contract extension of 1 year due to the current spend during the 3 year contract term and anticipated spend for a further year as detailed within the financial implications the expenditure during the proposed extension and value of the contract would exceed £250,000.

6. . Officers have been unable to tender for the award of a new contract for the supply of this service before the implications of the COVID lockdown took effect due to the extensive process to be undertaken for the value of the contract.
7. It is for this reason that the Authority for organisational continuity, and to enable the Authority to continue to recruit new employees to meet its workforce planning strategy, would seek to activate the option of the contract extension which would be due to expire in 2020.
8. The success Merseyside Fire and Rescue Service has attained further to the services provided within the contract with Brathay has been viewed by other Fire and Rescue Authorities and as a consequence a request has been received from Lancashire Fire and Rescue Service to partner Merseyside Fire and Rescue to enable them to participate in the extended contract period if approved and propose to collaborate in the next contractual tender process.
9. This approach allows further collaboration between the two Fire Authorities in conjunction with governmental expectation.
10. If approved by Members to extend the contract on the proposed expenditure participation during the extended contract period will require the Authority to pay Brathay for the training undertaken by Lancashire Fire and Rescue Service and for Lancashire FRA to then reimburse the Authority. The treasurer is in agreement with this proposal on the basis it will be underpinned with formal agreement between the two Authorities.

Equality and Diversity Implications

11. The training programme itself is accessible to all employees and can be amended as required to accommodate individual learning need. The selection for participation is based on the Authority agreed Recruitment and Development Policies.

Staff Implications

12. The training is open and available to all employees participating as part of Firefighter recruitment, Apprenticeship Development or Leadership Development. The programmes are highly regarded, receive high level feedback and so fully contribute to the development of high quality employees.

Legal Implications

13. The contract permits the extension period of one year and the recommendation including the expected expenditure remains compliant with the Procurement Regulations 2015.

14. Any collaboration on services with other fire and ensure authorities should have appropriate recourse of action in place to ensure expenditure can be recovered in a timely manner prior to the Authority incurring costs on their behalf.

Financial Implications & Value for Money

15. Based on known and predicted training requirements it is expected the Authority spending during this next year to July 2021 will be £175,707 for the courses provided within the contract and the amount of employees who would undertake them.

16. It is anticipated that in addition Lancashire Fire and Rescue spend will be £33,033.76.

17. The costs can be contained within the organisational training budget.

18. The value of the contract over the original three year plus the proposed extended one year will exceed the contract value threshold for MFRS officers to approve, £250,000, and therefore the option to take up the one year extension requires Members approval.

Risk Management, Health & Safety, and Environmental Implications

19. Given the influence of COVID19 on team availability the time period to engage in a new contract for the services of specialist team building would impact on the current new recruit timeframe and workforce strategy and those employees seeking further leadership development in their career development. This can create a risk to the organisation in having recruits receiving different levels of training and the work undertaking during this service embeds the values of the organisations within the employees prior to them starting their new careers within the organisation.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

20. The Programme has been specifically developed over a number of years to align with the Services values and expectations in order to ensure our people are the best they can be.

BACKGROUND PAPERS

GLOSSARY OF TERMS
