

<b>MERSEYSIDE FIRE AND RESCUE AUTHORITY</b>			
<b>MEETING OF THE:</b>	<b>POLICY AND RESOURCES COMMITTEE</b>		
<b>DATE:</b>	<b>29 JULY 2021</b>	<b>REPORT NO:</b>	<b>CFO/043/21</b>
<b>PRESENTING OFFICER</b>	<b>CHIEF FIRE OFFICER</b>		
<b>RESPONSIBLE OFFICER:</b>	<b>GEMMA SUNG</b>	<b>REPORT AUTHOR:</b>	<b>LYNN HUGHES</b>
<b>OFFICERS CONSULTED:</b>	<b>IAN CUMMINS, HYWYN PRITCHARD, STRATEGIC LEADERSHIP TEAM</b>		
<b>TITLE OF REPORT:</b>	<b>LEARNING &amp; DEVELOPMENT CONTRACT</b>		

<b>APPENDICES:</b>	
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### **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/high performing team development for one year, as permitted under the current contract.

### **Recommendation**

2. That members approve the one-year extension of the current contract with Brathay as allowed under the current contract.

### **Introduction and Background**

3. 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 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.
4. The Authority's current contract with Brathay was for three-years plus the option to extend the contract up to a further two-year period. Officers had intended to go to the market during 2020/21 and therefore only sought to extend the contract for one year, as reported to Members' in report CFO/043/20. Due to the implications of the COVID lockdown being extended for a longer period than expected, officers have not been able to commence the extensive procurement process required for the value of the contract, and therefore it has not been possible to tender for the award of a new contract for the supply of this service.

5. Therefore, to enable the Service to continue to recruit and train new employees to meet its workforce planning strategy, officers would seek to activate the option of the contract extension for a further year, up to July 2022.
6. Officers will commence a full procurement exercise over the coming months following the removal of many of the current COVID restrictions and will ensure a contract with a supply is in place for August 2022.

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### **Equality and Diversity Implications**

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

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### **Staff Implications**

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8. 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, receives a high level of positive feedback and so fully contribute to the development of high quality employees.

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### **Legal Implications**

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9. The contract permits the extension period of up to two years (July 2022) and the recommendation including the expected expenditure remains compliant with the Procurement Regulations 2015 although would require Member approval as the value will exceed £250,000

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### **Financial Implications & Value for Money**

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10. Based on known and predicted training requirements it is expected the Authority spending during this next year to July 2022 will be in the region of £176,000 for the courses provided within the contract and the amount of employees who would undertake them.
11. The costs can be contained within the organisational training budget.
12. The value of the contract over the original three-year plus the proposed extended two-year will exceed the contract value threshold for MFRS officers to approve, £250,000, and therefore the option to take-up the contract for a further one-year extension requires Members approval. With the 1 year extension approved by Member last year a spend of £279,000 has been incurred to date.

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### **Risk Management, Health & Safety, and Environmental Implications**

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13. The Authority cannot operate without a contract for the services. The absence of a contract would impact on recruit development and would delay considerably the current new recruit timeframe and associated workforce

strategy. It would equally have an adverse impact on those employees seeking career development. This can create a risk to the organisation in both not having sufficient resources to meet our organisational workforce planning strategy, whilst potentially 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.

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Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK. One team, putting its communities first.*

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14. 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.

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## **BACKGROUND PAPERS**

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**CFO/043/20** “Learning and development contract” Policy and Resources Committee  
30 July, 2020.

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## **GLOSSARY OF TERMS**

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