

DMPC Decision – PCD 1498**Title:** Graduate PMO Resource**Executive Summary:**

This paper seeks approval to tender via a mini completion through Bloom for Graduate resource support, for a period of 18 months. This contract aims to build on the talented resources already implemented, providing excellent value for money.

Recommendation:

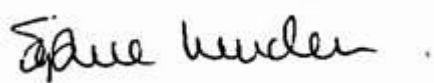
The Deputy Mayor for Policing and Crime, via the Investment Advisory and Monitoring meeting (IAM), is asked to:

1. Run a mini competition via the graduate programme initiative to provide project delivery resource with Project Management expertise to support the 20+ programmes MPS will now be delivering as part of the New Met for London plan. The maximum value will be £1.8m over a period of 18 months. This is a ceiling amount and will be drawn upon based on need over the contract period. This is not a commitment to spend.
2. Approve that Delegated authority to award the contract to the most commercially advantageous bid, is passed down to the Director of Commercial Services.

Deputy Mayor for Policing and Crime

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. Any such interests are recorded below.

The above request has my approval.

Signature**Date**

08/09/2023

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PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE DMPC

1. Introduction and background

- 1.1. The ambition is to develop the MPS in-house capacity for the longer term, building on the permanent staff and capabilities currently available and reducing reliance on contractors and consultants for services that need to endure over the longer term.
- 1.2. A Delivery resource team via the Graduate initiative will provide the MPS with an opportunity to offer permanent employment contracts after a set period of time, which will help the Strategy & Transformation Directorate meet an immediate requirement and also enable the MPS to build a talent pipeline. MPS are under no obligation to offer permanent employment contracts as a result of this procurement but however retain the right to do so once the contract comes to an end.

2. Issues for consideration

- 2.1. The current contract is due to end September 29th and to avoid a gap in service and deliverables, it is advised that we manage through the talent pool of the graduate resource programme via a mini competition.
- 2.2. Sourcing via the graduate scheme offers value for money, representing 50% less than other firms can offer.

3. Financial Comments

- 3.1. The costs of the mini-competition will be funded from within the Transformation budget, with subsequent costs of the Graduate initiative coming from either individual programme budgets or the Transformation budgets.
- 3.2. The price will be fixed for 18 months, with benchmarking activity throughout the term. This will ensure value for money and stability of services.
- 3.3. Spend and quality will be monitored and documented and included as part of the KPI reporting.
- 3.4. The posts do not constitute part of any existing staffing establishment.

4. Legal Comments

- 4.1. MOPAC is a contracting authority as defined in the Public Contracts Regulations 2015 ("the Regulations"). All awards of public contracts for goods and/or services valued at £213,477 or above shall be procured in accordance with the Regulations.

4.2. The MOPAC Scheme of Delegation and Consent provides the Deputy Mayor for Policing and Crime (“DMPC”) has delegated authority to approve:

- Business cases for revenue or capital expenditure of £500,000 and above (paragraph 4.8); and
- All requests to go out to tender for contracts of £500,000 or above, or where there is a particular public interest (paragraph 4.13).

4.3. Paragraph 7.23 of the Scheme provides that the Director of Strategic Procurement has consent for the approval of the award of all contracts, with the exception of those called in through the agreed call in procedure. Paragraph 4.14 of the Scheme provides the DMPC reserves the right to call in any MPS proposal to award a contract for £500,000 or above. This report requests approval by the DMPC for the Director of Strategic Procurement to approve the eventual award.

5. Commercial Issues

5.1. In order to ensure the quality of resource is continued throughout the turnaround plan implementation, the graduate resource competition should be run in parallel with governance arrangements post PIB meeting. This approach will enable the Project to establish firm costs with no gap in service, ensuring that there is robust competition driving prices down.

5.2. The evaluation methodology will focus on a number of key competencies aimed at making sure the successful provider can operate in the complex MPS environment. These competencies shall include an assessment of communication methods, technical know-how, stakeholder engagement, and project management competencies.

6. GDPR and Data Privacy

6.1. The MPS is subject to the requirements and conditions placed on it as a 'State' body to comply with the European Convention of Human Rights and the Data Protection Act (DPA) 2018. Both legislative requirements place an obligation on the MPS to process personal data fairly and lawfully in order to safeguard the rights and freedoms of individuals.

6.2. Under Article 35 of the General Data Protection Regulation (GDPR) and Section 57 of the DPA 2018, Data Protection Impact Assessments (DPIA) become mandatory for organisations with technologies and processes that are likely to result in a high risk to the rights of the data subjects.

6.3. The Information Assurance and Information Rights units within MPS will be consulted at all stages to ensure the project meets its compliance requirements.

- 6.4. There are no apparent data protection issues at this early stage of the project. The project will ensure a privacy by design approach, which will allow the MPS to find and fix problems at the early stages of any project, ensuring compliance with GDPR. DPIAs support the accountability principle, as they will ensure the MPS complies with the requirements of GDPR and they demonstrate that appropriate measures have been taken to ensure compliance.
- 6.5. Any potential impact on data protection will be assessed throughout the project, and mitigated accordingly.

7. Equality Comments

- 7.1. MOPAC is required to comply with the public sector equality duty set out in section 149(1) of the Equality Act 2010. This requires MOPAC to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations by reference to people with protected characteristics. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 7.2. An initial high-level assessment indicated no impact on equality and diversity at this stage. The evaluation of supplier bid submissions will include supplier's ability to meet the MPS requirements under the Equality Act 2010 and an assessment of acceptable equality and diversity statements. There are no known negative equality or diversity implications arising from this process.
- 7.3. Any potential impact on equality and diversity will be assessed throughout the project, and mitigated accordingly.

8. Background/supporting papers

None

Part 2 – This section refers to the details of the Part 2 business case which is NOT SUITABLE for MOPAC Publication.

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOIA) and will be made available on the MOPAC website following approval.

If immediate publication risks compromising the implementation of the decision it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.

Part 1 Deferral:

Is the publication of Part 1 of this approval to be deferred? YES/**NO**

If yes, for what reason:

Until what date:

Part 2 Confidentiality: Only the facts or advice considered as likely to be exempt from disclosure under the FOIA should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a **Part 2** form – **NO**

ORIGINATING OFFICER DECLARATION	<i>Tick to confirm statement (✓)</i>
Financial Advice: The Strategic Finance and Resource Management Team has been consulted on this proposal.	✓
Legal Advice: The MPS legal team has been consulted on the proposal.	✓
Equalities Advice: Equality and diversity issues are covered in the body of the report.	✓
Commercial Issues Commercial issues are covered in the body of the report.	✓
GDPR/Data Privacy GDPR compliance issues are covered in the body of the report .	✓
Drafting Officer Omo Okuonghae has drafted this report in accordance with MOPAC procedures.	✓
Director/Head of Service: The MOPAC Chief Finance Officer and Director of Corporate Services has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities.	✓

Chief Executive Officer

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Deputy Mayor for Policing and Crime.

Signature

Hanahuchford.

Date 22-8-23