



MAYOR OF LONDON  
OFFICE FOR POLICING AND CRIME

Direct Award to College of Policing for the national promotions exam for sergeants and inspectors

## **MOPAC Investment Advisory & Monitoring meeting 5<sup>th</sup> November 2024**

**Report by Matt Simmons on behalf of the Chief People & Resources Officer**

**Part 1 – This section of the report will be published by MOPAC. It is classified as OFFICIAL – PUBLIC**

### *EXECUTIVE SUMMARY*

This paper seeks approval for a direct award contract to the College of Policing under Regulation 32 PCR 2015, for the provision of the mandatory legal knowledge exam under the National Police Promotion Framework (NPPF), for a period of 5 years.

The legal knowledge exam is a mandatory step for all officers seeking promotion. The College of policing are the sole provider for the legal exam. Therefore, the MPS requires a commercial contract agreement with the college to enable MPS officers to sit the exam.

There is an existing contract with the College for training services, under which the NPPF exams have been paid to date. However, the NPPF exams were not included in the original scope for the training contract and there is not sufficient headroom for continued delivery beyond 2024.

Paragraph 4.13 of the Scheme provides the Deputy Mayor for Policing and Crime has delegated authority to approve all contract exemptions valued at £100,000 or above.

A decision is required from the Deputy Mayor by 31<sup>st</sup> December 2024, to allow MPS to complete contract negotiations with the College of Policing prior to the sergeant exam due to take place in March 2025.

### **Recommendations**

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

- 1. Approve a direct award contract, under Regulation 32 PCR 205, to the College of Policing, providing the services of the legal knowledge exam for sergeant and inspector ranks under the national police promotions framework (NPPF), at a total value of £2,453,550, based on the estimates set out within this paper.**

### **Time sensitivity**

2. A decision is required from the Deputy Mayor by 31<sup>st</sup> December 2024. This will allow the MPS to finalise the contract with the college ahead of the registration window for the exam in March 2025.

## **Non-confidential facts and advice to the Deputy Mayor for Policing and Crime**

### **Introduction and background**

3. A successful legal knowledge exam pass is a mandatory pre-requisite for all officers wishing to be considered for promotion from constable to sergeant rank and sergeant to inspector rank, under the national police promotion framework (NPPF).
4. The College of policing govern the NPPF and are the sole design provider and administrator of the legal knowledge exam.
5. There is a fee per candidate to register for the exam, charged to the candidate's force. There is no minimum charge per exam, under the contract.
6. All candidates for promotion to sergeant and inspector ranks must register to sit the college of policing exam. Therefore to continue to support promotion to supervisory ranks, the MPS wishes to arrange a direct award contract with the college.
7. The MPS hold a commercial contract with the college for the provision of training services; expiring in 2029. To date, the NPPF exams have been paid under this contract as an additional service. The next Inspectors exam (November 2024) will complete under the existing arrangement.
8. However, commercial have confirmed the initial provision included within the contract was for advice and training, not certification and it is not possible to accommodate the exams in the contract value set aside. Therefore a new and separate direct award is required from 2025. There are no other HR services with the college that have not been captured within scope of this or another contract.
9. Therefore the proposal is to establish a separate contract with the college for the provision of the NPPF exams until 2029. Commercial advice to align the end date to the training services contract, providing an opportunity to seek efficiencies and value for money under a single contract from 2029.
10. The college have commenced a programme of reform for NPPF. The reform is for both sergeant and inspector ranks and a two-year pilot for the new promotions sergeant and inspectors promotion programme (SIPP) commenced in spring 2024.
11. The MPS are engaged with the college reform programme to test elements of the new approach and influence national promotions policy. The reformed approach will continue to include a mandatory legal knowledge exam.
12. Commercial have approached other forces to enquire as to how each force procures their college of policing training and certification and to identify opportunities to work in conjunction with each other. Due to the organisational structure of the college of policing and its mandated training delivery, the MPS has not been able to find a suitable opportunity to achieve additional economies of scale, currently.

### **Issues for consideration**

13. The Metropolitan Police Service (MPS) propose to award a direct award contract until 31 March 2029 to align the end date with an existing contract with the college of policing for training services.

14. Aligning the end date to the training services contract with the college, provides MPS a commercial opportunity to consider a single overarching contract with the college for all services.
15. This is a mandatory national promotions requirement.
16. There is no alternative commercial strategy or contract available.

### **Contributes to the New Met for London (NMfL) Plan and / or MOPAC Police & Crime Plan 2022-25<sup>1</sup>**

17. Identifying and promoting suitably qualified officers to our supervisory ranks is vital if the MPS is to achieve its commitment to improving public confidence, trust and enforcing high standards.

### **Financial, Commercial and Procurement Comments**

18. The MPS is seeking approval for a direct award contract for 5 years, at a total value of **£2,453,550** based on the estimated annual costs below:

2024-25	2025-26	2026-27	2027-28	2028-29
£446,100	£468,405	£490,710	£513,015	£535,320

19. Calculations are based upon typical volumes staying consistent for each year (circa 5000) and the price per exam increasing by 5% per annum from the 2024/25 position. The estimate costs may fluctuate depending on the number of officers choosing to sit each exam.
20. The direct award does not commit the MPS to any level of spend as payment is based on the number of candidates who register for each exam. There is no minimum requirement. This is currently funded through an additional budget rightsizing allocation as part of a longer term rightsizing exercise across the People & Resources business group. The rightsizing budget is funded through the NMfL allocation and the People & Resources allocation was agreed in June 2024.
21. The exam is a mandatory requirement under the national promotions process for constable to sergeant and sergeant to inspector. The college of policing is the only provider for the legal knowledge exam, therefore a direct award contract under Regulation 32 PCR 2015, is the appropriate commercial strategy for this contract.

### **Legal Comments**

22. On the basis that the College of Policing is acting as a private company and not a public authority then a contract can be directly awarded under Regulation 32(2)(b)(ii) PCR 2015 because the services can only be supplied only by a particular economic operator where competition is absent for technical reasons.
23. On the basis of the information contained in this report, the contract can be lawfully awarded

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<sup>1</sup> [Police and crime plan: a safer city for all Londoners | London City Hall](#)

24. Paragraph 4.13 of the Scheme provides the Deputy Mayor for Policing and Crime has delegated authority to approve all contract exemptions valued at £100,000 or above.

### **Equality Comments**

25. The contract with the college of policing will include provisions of equality and diversity. There are no significant equality or diversity implications arising from the process negating the requirement to present any mitigation.

### **Privacy Comments**

26. 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.
27. 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.
28. The Information Assurance and Information Rights units within MPS will be consulted at all stages to ensure the project meets its compliance requirements.
29. The project does not use personally identifiable data of members of the public, so there are no GDPR issues to be considered.

### **Real Estate Implications**

30. There are no estate implications as a result of this work.

### **Environmental Implications**

31. There are no environment implications as a result of this work. Approved suppliers are made aware of the MPS environmental policy.

### **Background/supporting papers**

32. None.

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