

DMPC Decision – PCD 1801

Title: LQP and IPM Recruitment

Executive Summary:

Approval is sought to make a direct award of contract to a specialist Recruitment company to deliver a singular recruitment process for Legally Qualified Persons and Independent Panel Members for MOPAC. This is a statutory obligation for MOPAC to supply them to MPS Misconduct Hearings and additional people are required to meet increased demand.

Recommendation:

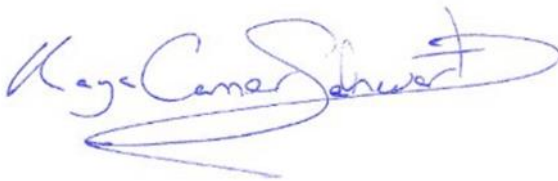
The Deputy Mayor for Policing and Crime is recommended to:

1. Approve the direct award of a contract via a suitable framework to a specialist Recruitment company to deliver the recruitment at a value specified in part 2, for an estimated duration of 6 months.

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 07/02/2025

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

1. Introduction and background

- 1.1. MOPAC has a statutory responsibility to appoint Legally Qualified Persons (LQPs) and Independent Panel Members (IPMs) to MPS Gross Misconduct Hearings.
- 1.2. This responsibility requires MOPAC to maintain a pool of individuals available to meet the demand.
- 1.3. At the end of 2024 the MPS informed MOPAC of their intention to double the number of hearings held per month and as such recruitment of LQPs and IPMs is urgently required to meet the surge demand.

2. Issues for consideration

- 2.1. MOPAC are required to supply one LQP and two IPMS for each MPS gross misconduct hearing from a pool individuals appointed by MOPAC. At present MOPAC has approximately 25 LQPs and 32 IPMs in the available cohort. Analysis has been conducted to understand the MPS demand and the capacity of this group to meet it.
- 2.2. MOPAC is starting to not be able to meet current police misconduct hearing demand due to the availability of its pool of LQPs. This is due to a range of factors:
 - Hearings are becoming longer, often meaning that the LQPs are not able to commit to them, due to their other work commitments.
 - Hearing dates are being set by the Police Chair, which do not suit the appointed LQP leading to replacement requests at short notice.
 - Demand is increasing.
- 2.3. Regarding the IPMs MOPAC can currently meet demand.
- 2.4. From March 2025 the MPS plan to double the number of hearings they hold per month from approximately 12 to 25. MOPAC will not be able to supply enough LQPs or IPMS to meet these uplift ambitions, without recruiting more LQPS and IPMS.
- 2.5. For a minimum of the next 2 years the demand for hearings is significant. If MOPAC cannot supply the panel members then the MPS will incur cost and for both parties this carries reputational risk.
- 2.6. The recruitment process will be seeking the final appointment of up to a further 30 LQPs and approximately 20 IPMs. MOPAC HR have been consulted, and they are unable to support a volume recruitment of this nature at pace.
- 2.7. The provision of this service directly supports the Casey recommendations to 'clean up the MPS' by holding hearings at a greater pace.

3. Financial Comments

- 3.1. The total budget requirement for this work is set out in the Part 2.
- 3.2. MOAPC are currently awaiting a quote, but the estimate is predicated on a very similar provision provided in a previous year.
- 3.3. The cost will be funded from the 2024/25 Strategy budget.

4. Legal Comments

4.1 Paragraph 4.13 of the MOPAC Scheme of Delegation and Consent provides that the Deputy Mayor for Policing and Crime (DMPC) has delegated authority to approve all contract exemptions above a certain value.

5. Commercial Issues

- 5.1. This Decision seeks to make a direct award of contract via a suitable framework to a Specialist Recruitment Ltd at a value up to the amount specified in part 2, for a duration up to 6 months.
- 5.2. The likely framework to be used is the CCS Non-Clinical Staffing Framework (RM6277) via Lot 4 (Legal) through which direct award is a permitted route.
- 5.3. The Drafting Officer must set out a justification and description of the full proposed procurement route for audit purposes (on a Commercial Action Justification Template).
- 5.4. In accordance with 4.13 of MOPAC's Scheme of Delegation, DMPC approval is required to contracts awarded without competitive tendering above a set value.
- 5.5. The actions proposed can be taken in compliance with procurement legislation and MOPAC's Contract Regulations.

6. GDPR and Data Privacy

- 6.1. MOPAC will adhere to the Data Protection Act (DPA) 2018 and ensure that any organisations who are commissioned to do work with or on behalf of MOPAC are fully compliant with the policy and understand their GDPR responsibilities.

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.

8. Background/supporting papers

- 8.1. None

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? 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 – Yes

ORIGINATING OFFICER DECLARATION		<i>Tick to confirm statement (✓)</i>
Financial Advice: The Strategic Finance and Resource Management Team has been consulted on this proposal.		Yes
Legal Advice: Legal advice is not required.		N/A
Commercial Issues The Contracts and Procurement Management Team has been consulted on this proposal.		Yes
Equalities Advice: Equality and diversity issues are covered in the body of the report.		Yes
Commercial Issues The Contract Management Team has been consulted on the commercial issues within this report. The proposal is in keeping with the GLA Group Responsible Procurement Policy.		Yes
GDPR/Data Privacy • A DPIA is not required.		N/A
Drafting Officer Fiona Murphy has drafted this report in accordance with MOPAC procedures.		Yes
Director/Head of Service: Kenny Bowie has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities.		Yes

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
_____**Date 06/02/2025**