



**OFFICE OF THE POLICE & CRIME
COMMISSIONER FOR THAMES VALLEY**

Report for Decision: PCC 2016 / 012

Title: Procurement Outcome Report for Occupational Health Services

Executive Summary:
The provision of the various occupational health services to TVP are currently split into: Recruitment Medicals, In-Service Medicals, Physiotherapy and Employee Assistance Programme (EAP). Some of these services are managed under existing contracts but some services are ordered on an ad hoc basis.

The aim of this project was to consolidate a number of occupational health services under a managed service provider and achieve better pricing through service aggregation and improved process and invoicing efficiencies by contracting with one provider only. The approach was by a mini-competition via ESPO Framework 985/15 and seven (7) regional suppliers were approached. Current contract provision has been extended to the end of September 2016 to accommodate this exercise and the timescales include a 2 month implementation period. The main stakeholder is Corporate Occupational Health who provides governance and the initial in-house assessments for onward advice and treatment.

This sourcing exercise was undertaken in collaboration with Surrey/Sussex Police & Surrey Fire & Rescue Service, who are only interested in certain elements of the services.

The PCC is invited to agree the award of contract by TVP in collaboration with Surrey & Sussex Police and Surrey Fire & Rescue Services in respect of the above to Industrial Medical & Safety Service Ltd (IMASS)

The total value of this contract is estimated at £2,067,886.80 (£973,886.80 for TVP) over the full 4 year period (including extension options). The supplier meets all the requirements of the contract specification and offers the most technically superior and economically advantageous solution.

4years, Total = £2,067,886.80
TVP = £973,886.80 (£243,971.70 x 4)
Surrey & Sussex Police = £863,600 (£215,400 x 4)
Surrey Fire & Rescue Services = £230,400 (£57,600 x 4)

The above contract is for 24 month's duration, with 1 extension option(s) of 24 months thereafter.

Police and Crime Commissioner

I hereby approve the recommendation above.

Signature  **Date** 15 Aug 2016

PART 1 – NON-CONFIDENTIAL

1 Introduction and background

- 1.1 The provision of the various occupational health services to TVP are currently split into: Recruitment Medicals, In-Service Medicals, Physiotherapy and Employee Assistance Programme (EAP), which incorporates the on-line, e-mail, telephone and web based self-referral for OH issues. Some of these services are managed under existing contracts but some services are ordered on an ad hoc basis.
- 1.2 The aim of this project was to consolidate a number of occupational health services under a managed service provider and achieve better pricing through service aggregation and improved process and invoicing efficiencies by contracting with one provider only. The approach was by a mini-competition via ESPO Framework 985/15 and seven (7) regional suppliers were approached. Current contract provision has been extended to the end of September 2016 to accommodate this exercise and the timescales include a 2 month implementation period
- 1.3 Full information is provided in Appendix 1

2 Issues for consideration

- 2.1 The original objectives of the project were to consolidate as many of the Occupational Health Services under one managed service provider as were appropriate. This would give the Force a consolidated approach for the majority of OH provision, the intention being not only to identify potential savings but also to enhance the end user's experience when being dealt with under often difficult & contentious circumstances. It would also enable the back office functions to be consolidated to some degree & see a decrease in the number of individual invoices received & ongoing contract management with only one commercial entity.
- 2.2 These should all be achieved to some degree by the award of the contract for these consolidated OH services.

3 Financial comments

- 3.1 The total value of the contract, over 4 years (including the 2 year extension if used) is £2,067,887. The TVP share of this £973,887.
- 3.2 This contract will generate annual savings for TVP of £41,000

4 Legal comments

- 4.1 Various OH functions are being consolidated under an overarching contract for a managed service, resulting in just one overall provider to the Force. A current & legally compliant ESPO framework was identified as the procurement vehicle to run a mini-competition from. 7 suppliers in the South East region of the framework were invited to tender quotes.
- 4.2 There are no TUPE implications. This was confirmed in the tender responses.

5 Equality comments

5.1 There are no equality & diversity issues. The services tendered for under this project are openly available to every member of TVP Police Officer & Police Staff. Each tenderer has their own Equality & Diversity policies in place to ensure fair & equal treatment of all clients who they deal with.



6 Background papers

6.1 Contract documentation

<p>Public access to information Information in this form is subject to the Freedom of Information Act 2000 (FOIA) and other legislation. Part 1 of this form will be made available on the website within 1 working day of approval. Any facts and advice that should not be automatically available on request should not be included in Part 1 but instead on a separate Part 2 form. Deferment of publication is only applicable where release before that date would compromise the implementation of the decision being approved.</p>
<p>Is the publication of this form to be deferred? No</p> <p>If yes, for what reason:</p> <p>Until what date:</p>
<p>Is there a Part 2 form? Yes</p>

Name & Role	Officer
<p>Head of Unit This contract seeks to consolidate various occupational health services within a single managed service contract</p>	Head of Procurement
<p>Legal Advice This contract is fully compliant with EU Procurement regulations, UK law and the PCCs Financial Regulation.</p>	Governance Manager
<p>Financial Advice The four year contract is estimated to be worth £2.068m (£0.974m for TVP). It will generate annual cashable savings for TVP of £0.041m.</p>	Chief Finance Officer
<p>Equalities and Diversity No issues to report</p>	Head of Procurement

STATUTORY CHIEF OFFICERS' APPROVAL

<p>We have been consulted about the proposal and confirm that financial and legal advice have been taken into account in the preparation of this report.</p>	
<p>We are satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.</p>	
<p> Chief Executive</p>	<p>Date 9/8/16</p>
<p> Chief Finance Officer</p>	<p>Date 4/8/16</p>

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