

		AGENDA ITEM 4
		CPSC/06/19
Committee:	Corporate Policy and Scrutiny Committee	
Date:	26 March 2019	
Enquiries to:	Name: Natalie Quickenden Designation: Resourcing Strategy Lead Contact details: nataile.quickenden@essex.gov.uk	

Future of Resourcing Services – Temporary Workers Supply

1. Purpose

- 1.1 To update the Corporate Policy and Scrutiny Committee on the progress to procure temporary worker supply services. This report is within the context of the Task and Finish Group's final report dated May 2018 and the verbal response which was provided by the Officers in November 2019.

2. Background and Recommendations

- 2.1 The Corporate Policy and Scrutiny established a Task and Finish Group at its meeting in February 2018. The aim was to provide constructive suggestions and feedback as to how any new resourcing contract could look, particularly around key performance indicators (KPI's) and the wording used in the contract.
- 2.2 A key decision was taken by Cabinet on 22 November 2018 to procure temporary worker supply services via an Official Journal of the European Union (OJEU) compliant framework when the Capita contract expires in September 2019.
- 2.3 The Officers received the recommendations and confirmed that:
 - 2.3.1 An executive summary with clear aims and objectives would be included in the specification.
 - 2.3.2 All potential suppliers will be expected to provide technology solutions which support application programming interfaces (APIs) with ECC's resourcing related systems.
 - 2.3.3 Key performance indicators (KPIs) and service level agreements (SLAs) which reflect the aims and objectives of future services will be included in the specification.

2.3.4 The duration of the contract/s will be for two years with the option to extend for one year.

2.3.5 The timescales for procurement and drafting of the contract(s) between ECC and supplier(s) must allow for an adequate transition period from June – September 2019.

2.3.6 Specifications will make it clear to potential suppliers what they are bidding for.

2.4 We also committed to providing the Corporate Policy and Scrutiny Committee with regular updates on the progress of the preparation and implementation of the new service(s); including the specific recommendations above and how these are being addressed.

3. Update

3.1. We intend to go to market for the temporary worker supply services on 15 April 2019. The intention is to call off of the Eastern Shires Purchasing Organisation (ESPO) Managed Services – Agency Resources (MSTAR) framework. In preparation of this activity we have drafted the attached specification, which will be finalised over the next three weeks. The contract will be awarded in June and there will be a three month transition plan, with the new services going live on 24 September 2019.

3.2. The specification includes the aims and objectives of the contract (section 6, pages 9-13); the requirement for application programme interfaces (clause 6.7.5, page 12), an outline of the KPI and SLA requirements (clause 8.20, page 24-25); and a detailed technical specification for the core service requirements (section 8, pages 14-27) . These have been highlighted in grey within the document for the Scrutiny Committee to refer to.

3.3. The contract will be for two years with the opportunity to extend for a further year. The contract will include break clauses to provide flexibility to ECC as consideration is given to the services required in the future. A further update will be provided to the Scrutiny Committee in June 2019. The draft contract will also be shared with the Committee to review in the summer.