
Meeting	Cabinet Resources Committee
Date	2 April 2014
Subject	London Borough of Barnet Training Framework
Report of	Cabinet Member for Resources and Performance
Summary of Report	<p>To authorise LBB to sign up to the ESPO - Premier Partnership's training framework to commence as soon as possible in 2014/15.</p> <p>Acceptance to award a contract to Premier Partnership to provide a managed training service from 2014 – 31 March 2018.</p>

Officer Contributors	<p>Ali Asmi – Procurement Manager, Customer Services Group (Corporate Procurement)</p> <p>Sajida Kiyanni – Business Partner, Customer Service Group (Corporate Procurement)</p>
Status (public or exempt)	Public
Wards Affected	None
Key Decision	Yes
Reason for urgency / exemption from call-in	Not applicable
Function of	Executive
Enclosures	Yes
Contact for Further Information:	Ali Asmi – ali@asmi@barnet.gov.uk

1. RECOMMENDATION

That Cabinet Resources Committee:

- 1.1 Authorise the procurement of a four year Council wide Training framework.
- 1.2 Authorise entry into a call off agreement with the ESPO to access their Training Framework Agreement.
- 1.3 Authorise award of a four year Council wide Training contract to Premier Partnership via the ESPO Framework Agreement.

2. RELEVANT PREVIOUS DECISIONS

- 2.1 24 June 2013, Cabinet Resources Committee, decision item 8, – CSs workforce development programmes.
- 2.2 16 December 2013, Cabinet Resources Committee, decision item 7, - Contract Procurement Plan – Street Scene training requirements and Re training requirements.

3. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 3.1 The Corporate Forward Plan 2013-16 sets out the Council's strategic objectives and priorities. It also outlines the Council's approach to achieving savings and efficiencies in upcoming years, including ensuring capital resources are maximised. The procurement process undertaken, and recommendations in this report, supports these priorities.

4. RISK MANAGEMENT ISSUES

- 4.1 The contract award mitigates risk to service delivery by ensuring that all existing trainers are given the opportunity to join the framework and continue to deliver services to Barnet.
- 4.2 The council's training planning team will work closely with Premier Partnership pre go-live to ensure that all training needs are met with the right trainers.
- 4.3 Each Directorate will retain a focal point to develop course materials with specialist providers as required by LBB. Having one point of call for training and development needs within each Directorate will ensure course development and delivery requirements are tailored to LBBs needs. Ordering the training requirement and invoicing will be via the Premier

- 4.4 As other London councils already use Premier Partnership and with 75 councils as clients, Premier Partnership has a very good understanding of the council's requirements.

5. EQUALITIES AND DIVERSITY ISSUES

- 5.1 From 5 April 2011 the previous separate equality duties on public authorities covering race, disability and gender were replaced by a single Public Sector Equality Duty. Section 149 in Chapter 1 of Part 11 of the Equality Act 2010, is the new public sector equality duty. This Public Sector Equality Duty also extends to gender reassignment, age, sexual orientation and religion and religious belief.
- 5.2 There is a 'general duty', on public authorities to have a due regard to the need to:
- a) Eliminate unlawful discrimination, harassment, and victimisation;
 - b) Advance equality of opportunity between those covered by the Equality Act and those not covered, e.g. between disabled and non-disabled people;
 - c) Foster good relations between these groups.
- 5.3 The Act makes it clear that authorities can use procurement to drive equalities and contains a specific measure on procurement, making provision: "to enable duties to be imposed in relation to the exercise of public procurement functions".
- 5.4 The Council has a process for assessing the equalities impact of all of its activity and, in awarding any contract, Officers will ensure that the Council's approach to equalities is applied.
- 5.5 By section 149(2) of the Equality Act 2010, the 'general duty' also applies to 'a person, who is not a public authority but who exercises public functions and therefore must, in the exercise of those functions, have due regard to the general equality duty. This includes any organisation contracted by a local authority to provide services on its behalf. The Council will therefore take all necessary and reasonable steps to ensure that all contractors comply with this general equality duty.

6. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

- 6.1 There are no TUPE implications as the current element is only for the administration to be passed on to Premier Partnership.
- 6.2 Pre go live, the training managers within each directorate will have to sit with Premier to develop next year's training needs and framework.
- 6.3 Post go live, the performance of Premier Partnership will have to be monitored to ensure quality of service.

- 6.4 However, there will be a significant saving of time from reduced administration of booking, finding trainers, uploading the results, compiling feedback forms and consolidated invoicing which will all be done by Premier Partnership.
- 6.5 LBB is expected to achieve approx. 5% savings over the life time of the framework.

7. LEGAL ISSUES

- 7.1 Managed Training Services are Part B Services under European public procurement rules. ESPO has procured the Framework Agreement in compliance with these rules and the Council was named generically as a potential call-off body in the OJEU Contract Notice advertising the Framework. Therefore the Council can call-off these managed training services under the ESPO Framework.
- 7.2 The Council will sign an Access Agreement with ESPO and then will enter into a call-off contract with Premier Partnership incorporating the Framework terms and conditions which will constitute the contract with Premier Partnership.

8. Constitutional powers (RELEVANT SECTION FROM THE CONSTITUTION, KEY/NON-KEY DECISION)

- 8.1 Authorisation on the Forward Plan agreed by Cabinet Resources Committee on 16 December 2013 was to procure training requirements for Street Scene and RE only. The procurement process demonstrated it would be more effective to procure the training and up-skilling for all Council delivery units.
- 8.2 Council Constitution, Contract Procedure Rules, Appendix 1 - Table A, sets out authorisation and acceptance thresholds. In accordance with Contract Procedure Rules this report seeks Cabinet Resources Committee authorisation to procure training services for all Council delivery units and to award a contract over £500k.

9. BACKGROUND INFORMATION

- 9.1 Barnet spent approx. £1,000,000 on training in the financial year of 12/13, the majority of which is a statutory requirement to maintain professional certifications. Children's Services is the largest spend area followed by Street Scene, Corporate and then Adults.
- 9.2 Approximately 350 suppliers were used to deliver these training needs across the Council. Effective management of such a large supply base is complex, time-consuming and inherently inefficient. These inefficiencies arise from tendering for each piece of training; payment of more than 3000 invoices annually; monitoring the performance of each supplier; management and maintenance of the training pathways for each employee; managing attendee feedback and resolving any issues.
- 9.3 In order to simplify the service, get better value for money and increase efficiencies, Procurement considered the option of implementing a managed service provider. Two frameworks were explored; ESPO and Crown Commercial Service, both would be procured via OJEU and appointed by their respective procurement body.

- 9.4 The supplier on the ESPO framework (Premier Partnership) is vastly more experienced in delivering training to councils than the Crown Commercial Service framework supplier which was originally set up as a Civil Service Learning provider. Premier Partnership currently delivers training to over 75 councils and is delivering a full managed service to multiple councils in the West London Alliance (WLA).

The following activities took place;

- Each framework provider was invited to present its solution and demonstrate how it would benefit LBB.
- Service areas across each Directorate were asked to establish requirements and address concerns.
- Benchmarking was undertaken to ascertain potential value for money from both frameworks.
- The mechanism for the training framework was communicated to heads of service and any concerns addressed.

- 9.5 It is proposed that the contract is awarded to the ESPO framework run by Premier Partnership because they offer the best potential value arising from: Seventy Five local authorities already utilising this framework therefore offering economies of scale; the option to combine attendance of Barnet staff with those of other authorities on training courses; an established and centrally managed supplier base of 350+ suppliers; administrative efficiencies; aggregated invoicing; an established Learner Management System to provide a training pathway for each employee in the Council; availability of e-learning courses/training; enhanced training monitoring and evaluation.

- 9.6 LBB is expected to achieve approx. 5% savings over the life time of the framework through these efficiencies.

Comparisons – Table

	Existing supplier base able to offer training to LAs	Number of LAs registered to use the framework	LMS systems offered	e-learning offered
Premier Partnership	Yes	75	Yes	Yes
Other Training Framework provider	No	0	Yes	Yes

10. LIST OF BACKGROUND PAPERS

- 10.1 None

Cleared by Finance (Officer's initials)	JH
Cleared by Legal (Officer's initials)	SD