

Sandwell Metropolitan Borough Council

Action To Be Taken Under Delegated Powers
Exemption from Procurement and Contract Procedure Rules

Direct Purchase for the delivery of the Investors in People
assessment from EMB Excellence Ltd

1. Summary Statement

- 1.1. An exemption from the Council's Procurement and Contract Procedure rules is being sought for the direct purchase of the delivery of the Investors in People (IIP) assessment and associated reviews from EMB Excellence Ltd without a procurement exercise taking place to obtain a minimum of 3 quotes.
- 1.2. IIP Central England is an official delivery centre for IIP. It is managed by EMB Excellence Ltd who is the sole provider of this service for the region, including Sandwell.
- 1.3. In November 2014, the council achieved IIP Bronze accreditation, building on and strengthening our association with IIP that has been in place for several years. This accreditation is due to expire in November 2017.
- 1.4. IIP is an internationally recognised standard for people management and offers a framework reflecting latest workplace trends to help an organisation achieve high performance through people. Accreditation is awarded through rigorous assessment, led and co-ordinated by an external specialist.
- 1.5. IIP accreditation is a prestigious employer badge of excellence and is considered a key indicator for an organisation to be seen as an employer of choice. It is a significant tool for the recruitment and retention of a talented workforce. It is also viewed positively by external customers of the council.

- 1.6. The IIP assessment process not only provides the council with the opportunity to retain this badge of excellence, it also allows the council to assess and validate our people management practices and provides valuable feedback and direction on future activity. For example, the establishment of the 'I am Sandwell' council values was endorsed by the 2014 assessment.
- 1.7. The assessment process is supported by an Internal Review Team made up of council officers. This approach helps to facilitate the assessment process and allows subsequent findings and recommendations to be progressed following the assessment outcome.
- 1.8. The cost of the internal review training, for up to 10 individuals, the entire assessment process, detailed assessment report and a 12 month and 24 month review is £26,000 plus VAT and reasonable travel expenses and offers value for money from both an organisational development and employer of choice perspective.
- 1.9. The Procurement Services Manager has been consulted and agrees that the most appropriate route to procure the services required is directly from EMB Excellence Ltd via exemption.
- 1.10. In accordance with the Council's Procurement and Contract Procedure Rules (Rule 15), an exemption from any Rule may be endorsed by the most senior Chief Officer, independent from the initial decision making process, confirming the Chief Officer is satisfied that the exemption is justified by special circumstances. The report must be approved by the Councils Section 151 Officer and the Cabinet Member for Core Resources.

2 Recommendation

- 2.1 That the Executive Director of Resources approves the expenditure in the sum of £26,000 to EMB Excellence Ltd for the direct purchase of the delivery of the Investors in People (IIP) assessment and associated reviews.

- 2.2 That any necessary exemptions be made to the Council's Procurement & Contract Procedure Rules to enable the course of action referred to in 2.1 above to proceed.

In accordance with the Council's Procurement and Contract Procedure Rules, I intend to take the action(s) recommended above.



Darren Carter
Executive Director of Resources

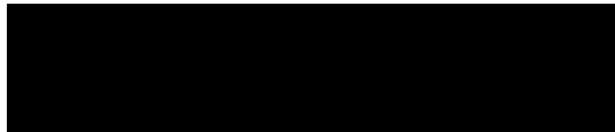
Date: 30-3-2017

I ~~do~~/do not have an interest to declare in this matter

Cllr. Trow
Cabinet Member for Core Council Services

Date: 30 MARCH 2017

I ~~do~~/do not have an interest to declare in this matter



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3 Procurement Implications

- 3.1 This exemption is required as the Councils Procurement and Contract Procurement Rules (Rule 8) cannot be met. This rule requires the opportunity to be advertised via the Councils E-tendering portal, Intend, so that a minimum of 3 quotations can be obtained. However, EMB Excellence Ltd is the sole provider of this provision.

4 Legal and Statutory Implications

- 4.1 There are no legal or Statutory Implications relating to the approval of this exemption report.

5 Background Details

- 5.1 Investors in People (IIP) is the standard for people management and offers a rigorous assessment process against a framework that reflects the very latest workplace trends to help organisations achieve high performance through people.
- 5.2 Organisations that meet the IIP Standard are awarded accreditation and join the Investors in People community.
- 5.3 Obtaining and then retaining IIP accreditation is an important tool for both the effective use and development of people management practices, but also as a recruitment and retention tool. It is a prestigious badge that is recognised by potential employees and also the customers of the council. It plays a key part in establishing and supporting an organisation as an employer of choice.
- 5.4 Sandwell will be assessed against the whole IIP Generation 6 Framework to provide comparison against world-class best practice, as well as sector benchmarking.
- 5.5 The Insights assessment will provide detailed feedback for the council. There will be an initial on line assessment followed by onsite interviews with a balanced sample of individuals from across the organisation. This information gathered, alongside observed and documented evidence will be benchmarked

against the Framework and the findings provided in a report against each theme of the standard.

- 5.6 Areas of development currently being undertaken will be taken into account during the process and feedback against these topics will be provided. An overall level of accreditation will also be awarded following analysis of the findings.
- 5.7 The council's Internal Review team will support the assessment process, following attendance on the IIP Internal Review two-day training programme, which requires both pre and post-course work to be submitted prior to contributing to the assessment.
- 5.8 A provisional timetable for training in April 2017 and then the assessment in June 2017 is currently being developed.

6 Source Documents

None

