

Nottinghamshire Police and Crime Commissioner
Notice of Decision



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Date Received*:	17th February 2014
Ref*:	2014.006

*to be inserted by Office of PCC

TITLE: Provision of Temporary Staff to Nottinghamshire Police

EXECUTIVE SUMMARY:

After consideration of various options, approval is sought to enter into a Contract extension for the provision of temporary staff to Nottinghamshire Police, to the current service provider Adecco UK, on the following grounds:

1. The very nature of this requirement is to fill immediate and unexpected vacancies as and when needed and consequently involves zero commitment for Nottinghamshire Police.
2. Alongside this HR are aware of the financial difficulties currently faced by the force and are developing a more robust vacancy management process in response, which includes a requirement on managers to show they have considered alternative options prior to seeking temporary cover.
3. Any accurate prediction of spend is extremely difficult, but Nottinghamshire Police Finance have confirmed that currently spend is high at circa £200K per month, representing approx. some 150 staff. It is expected that a reasonable spend will remain in this area for the foreseeable future, but reducing to a figure nearer £100K to £150K per month over the period to 31 July 2014. In addition, the majority of this spend is already accounted for as part of existing staff salary spend. Any additional temporary agency requirements will be processed via vacancy management and subject to individual business cases created against specific projects.
4. The service provided by Adecco appears to be showing signs of recent steady improvement as a result of a change in local Adecco management during Q4 2013, following a period of under performance.
5. Sufficient time is required to complete a procurement for the continued longterm provision of this service to Nottinghamshire Police. Adecco have also indicated that an implementation period of 12 weeks is required from award to commencement of any new contract where this involves movement away from the existing Contract Terms.
6. With all the above in mind, whilst a competitive procurement exercise will need to be undertaken for the longterm, in the interim remaining with Adecco via an extension of the existing arrangement, to 31 July 2014 and by doing so securing a reduced mark up fee from Adecco, remains the recommended option. This option maintains continuity of supply, offers some marginal saving in the interim and allows Nottinghamshire PCC time to properly complete and assess the outcomes of any other current internal exercises ongoing into the review of future staffing levels. In addition, doing nothing now leaves the force with no enforceable contract in place and Adecco have confirmed that the reduced mark up is conditional on agreement being reached to a contract extension being in place until 31 July 2014.

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INFORMATION IN SUPPORT OF DECISION: (e.g report or business case)

HR scrutinise each request for Agency support received from line management. All requests are submitted via the Managing Resources panel in HR.

Agency requests are not approved where funding is not identified.

Funding is primarily approved establishment costs already budgeted for or as part of additional work where project costs have been approved in advance.

The decision to approve agency request is dependant on funding being secured through the appropriate channels.

Is any of the supporting information classified as non public or confidential information**?	No	Yes <input checked="" type="checkbox"/>		
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DECISION:

Recommend that a Contract extension be awarded to Adecco UK for the period until 31 July 2014 for the provision of temporary staff to Nottinghamshire Police in line with the charges referred to within the Extension Addendum provided by Adecco for signature.

DECLARATION:

I confirm that I do not have any disclosable pecuniary interests in this decision and I take the decision in compliance with the Code of Conduct for the Nottinghamshire Office of the Police and Crime Commissioner. Any interests are indicated below:


The above request has my approval

Signature:  Nottinghamshire Police and Crime Commissioner

Date: 14/3/14

OFFICER APPROVAL

I have been consulted about the proposal and confirm that the appropriate 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 Police and Crime Commissioner.

Signature:  Chief Executive

Date: 14th March 2014.

** See guidance on non public information and confidential information.