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Contract

## **CA289 (2022) Safety Culture Transformation**

Northern Ireland Electricity Networks

F06: Contract award notice – utilities

Notice identifier: 2023/S 000-001646

Procurement identifier (OCID): ocds-h6vhtk-0330ff

Published 19 January 2023, 10:55am

### **Section I: Contracting entity**

#### **I.1) Name and addresses**

Northern Ireland Electricity Networks

120 Malone Road,

Belfast,

BT9 5HT

#### **Email**

[Anna.McWhirter@nienetworks.co.uk](mailto:Anna.McWhirter@nienetworks.co.uk)

#### **Country**

United Kingdom

#### **Region code**

UKN - Northern Ireland

#### **Internet address(es)**

Main address

[www.nienetworks.co.uk](http://www.nienetworks.co.uk)

## **I.6) Main activity**

Electricity

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## **Section II: Object**

### **II.1) Scope of the procurement**

#### **II.1.1) Title**

CA289 (2022) Safety Culture Transformation

Reference number

CA289 (2022)

#### **II.1.2) Main CPV code**

- 79400000 - Business and management consultancy and related services

#### **II.1.3) Type of contract**

Services

#### **II.1.4) Short description**

NIE Networks has recognised the need to, and has made a commitment to positively transform its safety culture.

Some of the key points of these interventions are as follows:

- The Safety Culture Assessment, associated feedback and communication to the wider organisation were all carried out using methodologies derived from the Integral Model as proposed originally by American philosopher Ken Wilber. As an organisation we have become familiar with the language around this, hence the strong requirement that potential suppliers would also have experience in safety culture transformation using this approach.
- The hiring and training of NIE Networks coaches should enable NIE Networks to become self sufficient, to a degree, in this space over the longer term. It is envisaged that

these coaches will help to deliver significant elements of the plan in due course.

- It is recognised by the business that a transformation in safety culture is required, however it has also been recognised that significant other delivery pressures already exist. Therefore any proposed delivery plan should be both transformational and sustainable.
- The tender opportunity has been divided into two lots; Lot 1 will be the larger lot which will primarily focus on the the setup of the teams required to make a transformation, while Lot 2 will be focused on the creation and delivery of the two elements of leadership training identified.

Potential suppliers had the opportunity to submit bids for one or both lots.

#### **II.1.6) Information about lots**

This contract is divided into lots: Yes

#### **II.1.7) Total value of the procurement (excluding VAT)**

Value excluding VAT: £4,300,000

### **II.2) Description**

#### **II.2.1) Title**

Safety Culture Transformation Partner

Lot No

1

#### **II.2.2) Additional CPV code(s)**

- 79400000 - Business and management consultancy and related services

#### **II.2.3) Place of performance**

NUTS codes

- UKN - Northern Ireland

Main site or place of performance

Northern Ireland

## **II.2.4) Description of the procurement**

Lot 1 will primarily focus on the the setup of the teams required to make a transformation. A team coaches are to be appointed to aid delivery of all of the subsequent elements of work. The coaches will receive training and will ultimately allow NIE Networks to reduce our external commitment in the medium to long term.

The successful supplier will assist with the process of identifying and recruiting new coaches, and then take responsibility for training and developing this team to work as part of the delivery team. The staff identified should be people with a passion for people, safety and the future of NIE Networks. As part of the training and development package offered, coaches should have the option of attaining professionally recognised coaching qualifications.

Business Leadership Team is to be established to provide and ensure ongoing focus, support and direction in bringing the aligned commitment statement and associated values to life for the whole company and in delivering the associated elements of this programme.

The successful supplier will setup, launch and support a Business Leadership Team consisting of, as a minimum, our Executive Directors. This team should meet monthly and should provide appropriate leadership to enable the safety culture transformation generally, and specifically to the proposed Senior Management and Local Leadership Teams, as well as the Adaptive Challenge teams.

Senior Manager Leadership Teams are to be established to provide and ensure ongoing focus, support and direction in bringing the aligned commitment statement and associated values to life within each of our five Directorates and in delivering the associated elements of this programme.

Adaptive Leadership Teams are to be established to initially review the three negative underlying conditions highlighted in the integral assessment.

Local Leadership Teams are to be established to provide an effective forum for engaging staff to identify and address local technical and adaptive challenges.

Introductory training session to be prepared, and delivered to all employees.

## **II.2.5) Award criteria**

Price

## **II.2.11) Information about options**

Options: Yes

Description of options

This contract shall be for a period of 3 years, with the option to extend for up to a further 2 years (entirely at the discretion of NIE Networks).

### **II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

## **II.2) Description**

### **II.2.1) Title**

Leadership Development

Lot No

2

### **II.2.2) Additional CPV code(s)**

- 80532000 - Management training services

### **II.2.3) Place of performance**

NUTS codes

- UKN - Northern Ireland

Main site or place of performance

Northern Ireland

### **II.2.4) Description of the procurement**

Leadership training is to be provided to all front line industrial and operational staff.

The successful supplier will develop and deliver (with the assistance of NIE

Networks Coaches) a leadership course aimed at NIE Networks' industrial and operational staff. The aim of this course will be to instil within this group of staff the confidence, will and skills to ensure that they and their colleagues go home safely every day.

Leadership training to be provided to all first line and senior management staff.

The successful supplier will develop and deliver (with the assistance of NIE

Networks Coaches) a leadership course aimed at NIE Networks' management. The aim of this course will be to instil within this group of staff transformational skills that managers require in order to be highly functional, influential and engaging.

#### **II.2.5) Award criteria**

Price

#### **II.2.11) Information about options**

Options: Yes

Description of options

This contract is for 3 years with the option to extend for up to a further 2 years (entirely at the discretion of NIE Networks).

#### **II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

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## **Section IV. Procedure**

### **IV.1) Description**

#### **IV.1.1) Type of procedure**

Negotiated procedure with prior call for competition

#### **IV.1.3) Information about a framework agreement or a dynamic purchasing system**

The procurement involves the establishment of a framework agreement

#### **IV.1.8) Information about the Government Procurement Agreement (GPA)**

The procurement is covered by the Government Procurement Agreement: Yes

### **IV.2) Administrative information**

#### **IV.2.1) Previous publication concerning this procedure**

Notice number: [2022/S 000-010849](#)

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## **Section V. Award of contract**

### **Contract No**

CA289

### **Lot No**

1

### **Title**

Safety Culture Transformation Partner

A contract/lot is awarded: Yes

### **V.2) Award of contract**

#### **V.2.1) Date of conclusion of the contract**

3 January 2023

### **V.2.2) Information about tenders**

The contract has been awarded to a group of economic operators: No

### **V.2.3) Name and address of the contractor**

WhyNot Partnering Limited

264 Banbury Road

Oxford

OX2 7DY

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor is an SME

Yes

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## **Section V. Award of contract**

### **Contract No**

CA289 (2022)

### **Lot No**

2

### **Title**

Leadership Development

A contract/lot is awarded: Yes

### **V.2) Award of contract**

**V.2.1) Date of conclusion of the contract**

3 January 2023

**V.2.2) Information about tenders**

The contract has been awarded to a group of economic operators: No

**V.2.3) Name and address of the contractor**

Proclaim Consulting Limited

164 North Road

Belfast

BT4 3DJ

Country

United Kingdom

NUTS code

- UKN - Northern Ireland

The contractor is an SME

Yes

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## **Section VI. Complementary information**

### **VI.4) Procedures for review**

#### **VI.4.1) Review body**

NIE Networks Limited

120 Malone Road

Belfast

BT9 5HT

Country

United Kingdom

Internet address

[www.nienetworks.co.uk](http://www.nienetworks.co.uk)

#### **VI.4.4) Service from which information about the review procedure may be obtained**

High Court of Justice in Northern Ireland

Royal Courts of Justice, Chichester Street

Belfast

Country

United Kingdom