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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

Country

United Kingdom

Region code

UKN - Northern Ireland

Internet address(es)

Main address

www.nienetworks.co.uk

I.6) Main activity

Electricity

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

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](#)

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

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

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

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