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Tender

Safety Culture Transformation

Northern Ireland Electricity Networks

F05: Contract notice – utilities

Notice identifier: 2022/S 000-010849

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

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Section I: Contracting entity

I.1) Name and addresses

Northern Ireland Electricity Networks

120 Malone Road,

Belfast,

BT9 5HT

Contact

Anna McWhirter

Email

Anna.McWhirter@nienetworks.co.uk

Country

United Kingdom

NUTS code

UKN - Northern Ireland

Internet address(es)

Main address

www.nienetworks.co.uk

I.3) Communication

The procurement documents are available for unrestricted and full direct access, free of charge, at

<https://e-sourcingni.bravosolution.co.uk>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://e-sourcingni.bravosolution.co.uk>

Tenders or requests to participate must be submitted to the above-mentioned address

I.6) Main activity

Electricity

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

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 can submit bids for one or both lots.

II.1.5) Estimated total value

Value excluding VAT: £4,000,000

II.1.6) Information about lots

This contract is divided into lots: Yes

Tenders may be submitted for all lots

Maximum number of lots that may be awarded to one tenderer: 2

II.2) Description

II.2.1) Title

Lot 1 - 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 of 4 – 6 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 preferred supplier will need to 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.

One 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 preferred supplier will need to 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.

Five 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.

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

Six 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.

Please refer to the full Specification document for further details on requirements for Lot 1.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement documents

II.2.7) Duration of the contract, framework agreement or dynamic purchasing

system

Duration in months

60

This contract is subject to renewal

No

II.2.10) Information about variants

Variants will be accepted: No

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

Lot 2 - 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 need to 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 need to 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.

Please refer to full Specification for detailed requirements in relation to Lot 2.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement documents

II.2.7) Duration of the contract, framework agreement or dynamic purchasing system

Duration in months

60

This contract is subject to renewal

No

II.2.10) Information about variants

Variants will be accepted: No

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 III. Legal, economic, financial and technical information

III.1) Conditions for participation

III.1.2) Economic and financial standing

Selection criteria as stated in the procurement documents

III.1.3) Technical and professional ability

Selection criteria as stated in the procurement documents

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

Framework agreement with several operators

Envisaged maximum number of participants to the framework agreement: 2

IV.1.4) Information about reduction of the number of solutions or tenders during negotiation or dialogue

Recourse to staged procedure to gradually reduce the number of solutions to be discussed or tenders to be negotiated

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.2.2) Time limit for receipt of tenders or requests to participate

Date

26 May 2022

Local time

12:00pm

IV.2.4) Languages in which tenders or requests to participate may be submitted

English

IV.2.6) Minimum time frame during which the tenderer must maintain the tender

Duration in months: 6 (from the date stated for receipt of tender)

Section VI. Complementary information

VI.1) Information about recurrence

This is a recurrent procurement: No

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.4.2) Body responsible for mediation procedures

High Court of Justice in Northern Ireland

Royal Courts of Justice, Chichester Street

Belfast

Country

United Kingdom