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Tender

## **Leadership Development Services**

Scottish Fire and Rescue Service

F02: Contract notice

Notice identifier: 2021/S 000-031833

Procurement identifier (OCID): ocds-h6vhtk-0303d0

Published 20 December 2021, 5:14pm

### **Section I: Contracting authority**

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

Scottish Fire and Rescue Service

Headquarters, Westburn Drive

Cambuslang

G72 7NA

#### **Email**

[ashley.gould@firescotland.gov.uk](mailto:ashley.gould@firescotland.gov.uk)

#### **Telephone**

+44 1416464637

#### **Country**

United Kingdom

## **NUTS code**

UKM95 - South Lanarkshire

## **Internet address(es)**

Main address

<http://firescotland.gov.uk>

Buyer's address

[https://www.publiccontractsscotland.gov.uk/search/Search\\_AuthProfile.aspx?ID=AA19543](https://www.publiccontractsscotland.gov.uk/search/Search_AuthProfile.aspx?ID=AA19543)

## **I.3) Communication**

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

[www.publiccontractsscotland.gov.uk](http://www.publiccontractsscotland.gov.uk)

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

[www.publiccontractsscotland.gov.uk](http://www.publiccontractsscotland.gov.uk)

## **I.4) Type of the contracting authority**

Body governed by public law

## **I.5) Main activity**

Public order and safety

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## **Section II: Object**

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

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

Leadership Development Services

Reference number

T3C-072-2122

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

- 79633000 - Staff development services

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

Services

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

Leadership Development Services

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

This contract is divided into lots: Yes

Tenders may be submitted for maximum number of lots

7

The contracting authority reserves the right to award contracts combining the following lots or groups of lots:

All lots or groups of lots as objective evaluation shows to be the most economically advantageous

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

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

Management and Leadership Accredited Development

Lot No

1

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

- 80532000 - Management training services

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

NUTS codes

- UKM - Scotland

Main site or place of performance

Throughout Scotland

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

Chartered Management Institute accredited management and leadership qualifications reflecting different leadership levels within The Service – Supervisory; Middle, Strategic and Executive

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

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

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

Duration in months

48

This contract is subject to renewal

No

### **II.2.10) Information about variants**

Variants will be accepted: Yes

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

Options: Yes

Description of options

Additional services relevant and related to the published core requirements

### **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.2.14) Additional information**

Middle Manager Level

Achievement of Chartered Management Institute Level 5 Diploma

Strategic Manager Level

Achievement of Chartered Management Institute Level 7 Advanced Diploma

Achievement of the National Fire Chief Council Executive Leadership Programme

Executive Manager Level

Achievement of Chartered Management Institute Level 8 Diploma

## **II.2) Description**

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

Management and Leadership Competence External Quality Assurance

Lot No

2

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

- 80532000 - Management training services

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

NUTS codes

- UKM - Scotland

Main site or place of performance

Throughout Scotland

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

External assurance of competence reflecting different leadership levels within the organisation

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

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

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

Duration in months

48

This contract is subject to renewal

No

### **II.2.10) Information about variants**

Variants will be accepted: Yes

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

Options: Yes

Description of options

Additional services relevant to the scope of the overall requirement

### **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.2.14) Additional information**

Implementation of a quality assurance and external verification system to support the application of good practice in implementing the verification process for SFRS Leadership Levels [Crew, Watch, Station, Group and Area] assessment of competence as detailed within the Code of Practice for Assessment of Competence [see Fire and Rescue Service Role Maps and NOS separate document]

## **II.2) Description**

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

Management and Leadership Development Materials/Resources

Lot No

3

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

- 80532000 - Management training services

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

NUTS codes

- UKM - Scotland

Main site or place of performance

THroughout Scotland

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

Provision of leadership development programmes and resources (including self-directed learning)

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

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

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

Duration in months

48

This contract is subject to renewal

No

### **II.2.10) Information about variants**

Variants will be accepted: Yes

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

Options: Yes

Description of options

Additional services relevant to the overall scope of the requirement.

### **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.2.14) Additional information**

Access to a range of current management and leadership digital/virtual/online resources that are maintained in line with national and global leading-edge trends and practice to develop the Service's leadership skills, behaviours and mindsets.

## **II.2) Description**

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

Health and Safety Accredited Leadership Development



Lot No

4

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

- 80532000 - Management training services

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

NUTS codes

- UKM - Scotland

Main site or place of performance

Throughout Scotland

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

Appropriate understanding of Health and Safety issues and role-specific responsibilities for managers

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

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

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

Duration in months

48

This contract is subject to renewal

No

### **II.2.10) Information about variants**

Variants will be accepted: Yes

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

Options: Yes

Description of options

Additional relevant services within the overall scope of the requirement

### **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.2.14) Additional information**

Supervisory Manager Level, achievement of IOSH Managing Safely Qualification. Middle Manager Level, achievement of NEBOSH General Certificate Qualification. Strategic Manager Level, Achievement of IOSH Leading Safely Qualification. Executive Manager Level, Achievement of IOSH Leading Safely Qualification

## **II.2) Description**

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

Thought Leadership Programmes, Seminars and Networks

Lot No

5

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

- 80532000 - Management training services

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

NUTS codes

- UKM - Scotland

Main site or place of performance

Throughout Scotland

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

Provision thought leadership and leadership insight at the leading edge of leadership theory and practice

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

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

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

Duration in months

48

This contract is subject to renewal

No

#### **II.2.10) Information about variants**

Variants will be accepted: Yes

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

Options: Yes

Description of options

Additional relevant services within the overall scope of the requirements

#### **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.2.14) Additional information**

Access to a leading-edge management and leadership thought leaders to develop the Service's leadership mindset, climate and practice in leading beyond authority and delivering

positive impact in large complex systems with increasingly diverse stakeholders

## **II.2) Description**

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

Leadership Coaching

Lot No

6

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

- 80532000 - Management training services

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

NUTS codes

- UKM - Scotland

Main site or place of performance

Throughout Scotland

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

Provision of ad-hoc and bespoke executive coaching to meet specific needs of The Service senior leaders as individuals and collectively as a leadership team

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

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

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

Duration in months

48

This contract is subject to renewal

No

### **II.2.10) Information about variants**

Variants will be accepted: Yes

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

Options: Yes

Description of options

Additional relevant services within the overall scope of the requirement.

### **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.2.14) Additional information**

To establish a bank of executive coaches that Senior Leadership can engage with and select from, on an as and when needed basis, for individual and/or team based executive coaching.

## **II.2) Description**

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

Leadership Development Psychometrics

Lot No

7

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

- 80532000 - Management training services

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

NUTS codes

- UKM - Scotland

Main site or place of performance

Throughout Scotland

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

Provision of baseline psychometric information to guide individualised development planning in pursuit of effective leadership succession planning

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

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

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

Duration in months

48

This contract is subject to renewal

No

#### **II.2.10) Information about variants**

Variants will be accepted: Yes

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

Options: Yes

Description of options

Additional relevant services within the overall scope of the requirement.

#### **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.2.14) Additional information**

Utilising psychometric assessments to enable increased self-awareness and understanding that underpin the development of leadership mindset, behaviours and practice required by the service now and in the future for all Service leadership levels

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## **Section III. Legal, economic, financial and technical information**

### **III.1) Conditions for participation**

#### **III.1.2) Economic and financial standing**

List and brief description of selection criteria

Current Ratio, Net Assets (Total Assets minus Total Liabilities), Three Years' Continuous Profitable Trading

Minimum level(s) of standards possibly required

Current Ratio: Current ratio must be greater than 1.0 for each year for the last three years. This will be assessed by the Contracting Authority by reference to an independent financial reporting service

Net Assets (Total Assets minus Total Liabilities). This must be positive (greater than zero) each year for the last three years. This will be assessed by the Contracting Authority by reference to an independent financial reporting service

Three Years' Continuous Profitable Trading: The Candidate should demonstrate three years' continuous profitable trading over the last three years of trading. This will be assessed by the Contracting Authority by reference to an independent financial reporting service. Any period negative profitability is to be explained in detail by the Candidate: this explanation will be taken into the reasonable consideration of the Contracting Authority in assessing Submissions. Where the Contracting Authority is satisfied with the explanation and overall financial viability of the Candidate, it reserves the right to proceed with the Candidate's application

The Contracting Authority notes its obligation under Regulation 60(9) stating that: "(9) Before awarding the contract, except a contract based on a framework agreement concluded in accordance with regulation 34(6) or (7)(a) (framework agreements), the

contracting authority must require the tenderer to which it has decided to award the contract to submit up-to-date supporting documents in accordance with regulation 61 (means of proof)

However, in submitting an application, the Candidate understands and accepts the Contracting Authority's right under Regulation 61 (8) to consider means of proof which it deems appropriate: "Where, for any valid reason, the economic operator is unable to provide the references or other information required by the contracting authority, it may prove its economic and financial standing by any other document which the contracting authority considers appropriate"

### **III.1.3) Technical and professional ability**

List and brief description of selection criteria

The successful Service Provider will be required to demonstrate successful delivery of the required services over a widespread and geographically and economically diverse area, specifically including the successful delivery of community benefits as required by this contract

Certification in terms of Quality Management (ISO9000); Environmental (ISO 14000); Health and Safety (ISO18000); and Business Continuity (ISO22301)

Minimum level(s) of standards possibly required

Demonstration of successful delivery of similar requirements to at least one similarly large and complex organisation over the last three years

## **III.2) Conditions related to the contract**

### **III.2.3) Information about staff responsible for the performance of the contract**

Obligation to indicate the names and professional qualifications of the staff assigned to performing the contract



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## **Section IV. Procedure**

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

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

Open procedure

#### **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: 7

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

The procurement is covered by the Government Procurement Agreement: No

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

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

Date

4 February 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: 3 (from the date stated for receipt of tender)

#### **IV.2.7) Conditions for opening of tenders**

Date

4 February 2022

Local time

12:00pm

Place

Inverness

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## **Section VI. Complementary information**

### **VI.1) Information about recurrence**

This is a recurrent procurement: Yes

Estimated timing for further notices to be published: October 2025

### **VI.2) Information about electronic workflows**

Electronic ordering will be used

Electronic invoicing will be accepted

Electronic payment will be used

### **VI.3) Additional information**

NOTE: To register your interest in this notice and obtain any additional information please visit the Public Contracts Scotland Web Site at

[https://www.publiccontractsscotland.gov.uk/Search/Search\\_Switch.aspx?ID=677226](https://www.publiccontractsscotland.gov.uk/Search/Search_Switch.aspx?ID=677226).

The buyer has indicated that it will accept electronic responses to this notice via the Postbox facility. A user guide is available at

[https://www.publiccontractsscotland.gov.uk/sitehelp/help\\_guides.aspx](https://www.publiccontractsscotland.gov.uk/sitehelp/help_guides.aspx).

Suppliers are advised to allow adequate time for uploading documents and to dispatch the electronic response well in advance of the closing time to avoid any last minute problems.

A sub-contract clause has been included in this contract. For more information see:  
<http://www.publiccontractsscotland.gov.uk/info/InfoCentre.aspx?ID=2363>

Community benefits are included in this requirement. For more information see:  
<https://www.gov.scot/policies/public-sector-procurement/community-benefits-in-procurement/>

A summary of the expected community benefits has been provided as follows:

The Service views this contract as being one in which the requirement for all of its service providers to be accredited Real Living Wage Employers. Please confirm that throughout the period of the contract you will ensure that staff engaged on this contract will be paid the current Real Living Wage rate at all times. Please also advise how you will build in support for all aspects of socio-economic sustainability into your solutions, advancing equality of opportunity and social justice both for your own staff and any sub-contractors' staff, but importantly for the Service's staff.

(SC Ref:677226)

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

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

Glasgow Sheriff Court and Justice of the Peace Court

1 Carlton Place

Glasgow

G5 9TW

Country

United Kingdom

### **VI.4.3) Review procedure**

Precise information on deadline(s) for review procedures

The Scottish Fire and Rescue Service (SFRS) must, by notice in writing as soon as possible after the decision has been made, inform all

tenderers and candidates of its decision to award the contract, conclude the framework agreement or establish a dynamic purchasing

system. The SFRS will incorporate a minimum 10 calendar day standstill at the point information on the contract award is communicated to

tenderers. The SFRS is obliged to comply with the regulations and any eligible economic operator can bring an action in the Sheriff Court

or the Court of Session where as a consequence of a breach by the SFRS, they suffer or risk suffering loss or damage. The bringing of court

proceedings during the standstill period means that the SFRS must not enter into the contract, conclude the framework agreement or

establish the dynamic purchasing system unless the proceedings are determined, discontinued or disposed of: or the court, by interim order,

brings to an end the prohibition. The bringing of court proceedings after the standstill period has elapsed and the remedies that are available

to the courts are detailed in the regulations.