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Tender

## **Leadership & Interpersonal Skills Development**

Scottish Water

F05: Contract notice – utilities

Notice identifier: 2021/S 000-032499

Procurement identifier (OCID): ocds-h6vhtk-03066a

Published 30 December 2021, 4:05pm

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

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

Scottish Water

6 Buchanan Gate

Glasgow

G33 6FB

#### **Email**

[struan.macara@scottishwater.co.uk](mailto:struan.macara@scottishwater.co.uk)

#### **Telephone**

+44 7880460643

#### **Country**

United Kingdom

## **NUTS code**

UKM - Scotland

## **Internet address(es)**

Main address

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

Buyer's address

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

## **I.3) Communication**

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

<https://www.delta-esourcing.com/tenders/UK-UK-Glasgow:-Staff-training-services./BKNM5H5QK7>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://www.delta-esourcing.com/tenders/UK-title/3SY65883E3>

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

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

Water

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## **Section II: Object**

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

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

Leadership & Interpersonal Skills Development

Reference number

SW21/WP/1388

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

- 80511000 - Staff training services

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

Services

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

This procurement seeks to source long term partners who meet Scottish Water's service requirements and provide great value going forward concerning the provision of Leadership and Interpersonal Skills Development Training. We also aim to procure learning partners who will work with us to create clear learning journeys, which map the developmental process that individuals will experience, to build our capability through a blended series of related and complementary learning interventions.

#### **II.1.5) Estimated total value**

Value excluding VAT: £4,800,000

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

This contract is divided into lots: No

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

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

NUTS codes

- UKM - Scotland

Main site or place of performance

SCOTLAND

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

This procurement seeks to source long term partners who meet Scottish Water's service requirements and provide great value going forward concerning the provision of Leadership and Interpersonal Skills Development Training. We also aim to procure learning partners who will work with us to create clear learning journeys, which map the developmental process that individuals will experience, to build our capability through a blended series of related and complementary learning interventions.

### **Background Information**

As Scottish Water aims to transform in the imminent future, it is crucial that the organisation's training and development provisions reflect a changing organisation. Scottish Water's aspiration is to become a Learning Organisation by building learning mindsets, habits and behaviours along with embedding learning into our key processes.

This procurement seeks to source long term partners who meet Scottish Water's service requirements and provide great value going forward concerning the provision of Leadership and Interpersonal Skills Development Training. We also aim to procure learning partners who will work with us to create clear learning journeys, which map the developmental process that individuals will experience, to build our capability through a blended series of related and complementary learning interventions.

Four areas of training and development have been identified for this procurement. These being:

1. Leadership development: Aspirations for leaders to Lead with Character' and we also have some overarching themes related to leading learning, change, communications and performance, linked to our Transformation. The target audience will cover c700 people within existing leadership positions in our business. This will include all leaders from first line operational team leaders who manage our field-based employees through to business managers, senior leaders and executives.

2. Interpersonal & Meta Skills: We also want to focus on interpersonal skills development throughout our transformation journey with a focus on the development of meta skills such as learning to learn, critical thinking, problem-solving, communications, emotional intelligence, handling complexity, systems thinking, creativity and innovation, personal resilience and wellbeing and the ability to cope with change and uncertainty. The target

audience will cover c4,000 people who work across a range of roles and locations in Scottish Water.

3. Wellbeing & Wellbeing: We will have an increased focus on building personal resilience capability and a positive change mindset around Transformation. We are looking to partner with specialist providers who can provide training and consultancy in wellbeing and resilience and mental health in the workplace. The target audience will cover c4,000 people who work across a range of roles and locations in Scottish Water.

4. Team Development: We aim to partner with providers who can provide training and consultancy in areas such as Insights Discovery, team effectiveness, high performing teams, team facilitation and also outdoor education and team building. This will provide interventions for a wide range of teams across the organisation including senior leadership and operational teams.

The aim for the framework is for a number of suppliers to be included who would provide a 'generalist' or 'specialist' service in one or more of these services. The criteria of what constitutes a generalist or specialist service in each area will be made clear during various stages of the procurement.

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

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

## **II.2.6) Estimated value**

Value excluding VAT: £4,800,000

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

Duration in months

96

This contract is subject to renewal

Yes

Description of renewals

Initial 3 year contract (36 months) followed by 5 optional one year extensions at the discretion of Scottish Water.

### **II.2.9) Information about the limits on the number of candidates to be invited**

Envisaged minimum number: 3

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

Variants will be accepted: No

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

Options: No

### **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 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

#### **III.1.6) Deposits and guarantees required**

Scottish Water reserves the right to require deposits, guarantees, bonds or other forms of appropriate security.

#### **III.1.7) Main financing conditions and payment arrangements and/or reference to the relevant provisions governing them**

All prices quoted shall be in Sterling (UK) and all payments shall be made in Sterling (UK). Payments shall be made on the basis of completed services in accordance with the agreed contract rates, schedules and conditions of contract.

#### **III.1.8) Legal form to be taken by the group of economic operators to whom the contract is to be awarded**

In the event of a group of companies submitting an accepted offer it will be necessary for each member of the group to sign an undertaking that each company in the group will be jointly and severally liable for the satisfactory performance of the contract.

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

#### **III.2.2) Contract performance conditions**

Bidders must comply with modern slavery act and operate an ethical supply chain

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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

Framework agreement with several operators

#### **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

24 January 2022

Local time

12:00am

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

English



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## **Section VI. Complementary information**

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

This is a recurrent procurement: No

### **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**

Scottish Water will not accept the SPD. We will only accept a completed Scottish Water PQQ document. This notice does not preclude Scottish Water from issuing other notices for specific requirements. Responses to the FTS Notice will be evaluated and only successful applicants following PQQ evaluation will be invited to submit a tender. Scottish Water reserves the right to divide the scope of the contract into lots at tender and contract award stage as it deems appropriate. Applicants who fail to supply all of the information requested in response to this Notice or any resulting tender exercise may risk elimination.

For more information about this opportunity, please visit the Delta eSourcing portal at:

<https://scottishwater.delta-esourcing.com/tenders/UK-UK-Glasgow:-Staff-training-services./BKNM5H5QK7>

To respond to this opportunity, please click here:

<https://scottishwater.delta-esourcing.com/respond/BKNM5H5QK7>

GO Reference: GO-20211222-PRO-19434710

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

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

Glasgow Sheriff Court

1 Carlton Place

Glasgow

G5 9DA

Email

[glasgow@scotcourts.gov.uk](mailto:glasgow@scotcourts.gov.uk)

Telephone

+44 1414298888

Country

United Kingdom

Internet address

<https://www.scotcourts.gov.uk/the-courts/court-locations/glasgow-sheriff-court-and-justice-of-the-peace-court>

#### **VI.4.2) Body responsible for mediation procedures**

Scottish Water

6 Buchanan Gate

Glasgow

G33 6FB

Telephone

+44 8000778778

Country

United Kingdom