

Decision ID:

PCCDJ

000665

2022

Decision title

Contract modification HC15961 The supply of specialist temporary labour to The Chief Constable of Hampshire Constabulary.

Executive summary

Hampshire Constabulary (HC) currently contract with Red Snapper Recruitment Limited for the supply of specialist temporary labour contract ref: HC15961. The provision is for the supply of qualified and vetted temporary labour to deploy additional capacity to work on serious and major investigations alongside pre-existing teams and under the direction and supervision of Hampshire Constabulary operational managers.

HC procured the current contract as a direct award via the YPO Managing Temporary and Recruitment Framework– LOT 5 Managing Temporary Recruitment for Emergency Services. Red Snapper Recruitment Limited demonstrated best value for money and justification for direct award was recorded as part of the procurement approach, a summary is provided below;

- Red Snapper Recruitment Limited are law enforcement specialists demonstrating a clear and deep knowledge of investigative functions, national shortages and market forces.
- The supplier owns and manage police publications and use this as a proactive recruitment tool delivering confidence that this would ensure capacity to manage demand.
- Offers a high level of field support to the receiving organisation and complete several strands of scrutiny and support to the candidates they present such as vetting, CPIA and RMS refreshers. This provides significant administrative efficiencies for the Force.

The contract term is 11th January 2021 – 31st March 2022 with an option to extend until 31st March 2023.

This request is to increase the overall contract value by £900,000 which will modify the contract value to £2,750,000. This value exceeds the Chief Finance Officer modification threshold in line with contract standing orders. The modified

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contract value will be applied for the extension period which will commence 1st April 2022 for twelve months (12) months.

The value reflects an increase in supply of demand of investigative assistance and PIP 1 and PIP 2 investigators, as well as a small number of investigative assistants. The requirement represents a critical resource for HC to provide capacity and resilience of PIP 2 investigators to support casefile progression performance through the use of investigative assistants. The current growth trajectory and demand profile indicates a performance risk if HC were to withdraw or reduce the level of provision being provided during the extension term. The Investigation Command is currently 85 investigators under establishment.

This modification can be justified on the grounds that HC are unable to re-procure for economic or technical reasons AND in doing so would cause **significant** inconvenience or **substantial** duplication of costs.

The value of the increase in contract value is not more than 50% of the original contract value and it is not a substantial change to the contract.

Reg 72 (1) (b) (ii) states "would cause significant inconvenience or substantial duplication of costs for the contracting authority".

Reg 72 (1) (e) states "where the modifications, irrespective of their value, are not substantial within the meaning of paragraph (8)

Recommendation(s)

To modify the contract value for contract HC15961 to the value of £2,750,000 representing an increase of £900,000. This modification provides capacity and resilience of PIP 2 investigators to support casefile progression performance and mitigate an operational risk to Hampshire Constabulary.

Statement on publication

This Decision Record and supporting Decision Request documentation is suitable for publication.

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Police and Crime Commissioner approval

I hereby **approve** the recommendation above.

Comment(s) on the decision taken:

Signature:



Name:

Donna Jones

Police and Crime Commissioner for Hampshire

Date:

27/05/2022

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Document version history:

Table 1 - Document version history

Decision title:

Contract modification HC15961 The supply of specialist temporary labour to The Chief Constable of Hampshire Constabulary

Requester details:

Requester: Detective Chief Supt Scott Mackechnie

Role title: Head of Investigations

1 Summary

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2 Recommendation(s)

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3 Strategic context

The use of the additional investigative resource is key to solving more crime, bring offenders to justice and victim satisfaction. Their work will be focused on serious crime including domestic abuse, burglary, robbery and serious violence.

4 Options appraisal

The current contract value is likely to expire at the end of March 2022. The option of doing nothing has the risk of significant additional strain on the force's investigative functions. This is likely to affect performance

To modify the contract value while the Force's establishment grows over the next 12 months presents the opportunity to sustain performance in the face of the challenges of understrength. (Investigations Command is currently 85 investigators below establishment)

The intention is to slowly phase out the use of contractors over the next 12 months and only use them for extraordinary demand.

5 Timescales

The current contract value is likely to expire at the end of this financial year and it would be extremely beneficial to have a continuation of funding.

The PIP 2 contractor market is competitive and there is a limited labour pool locally. We have a good relationship with the contractors who have been trained in Hampshire systems. I would not want to lose them to alternative organisations.

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6 Financial and resourcing implications

The extension of the Red Snapper contract by £900k into 2022/23 would be funding from savings arising from investigator vacancies throughout 2022/23.

Total cost	£900,000
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Timeframe funding required for	April 2022 to March 2023
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Table 2 - Funding allocation in each financial year

	2021-22	2022-23	2023-24
Capital			
Revenue		£900,000	

Table 3 - Funding source - Capital and Revenue

	Capital (insert 'Yes' if applicable)	Revenue (insert 'Yes' if applicable)
Transformation reserve		
Commissioner's reserve		
Commissioning budget		
Approved capital programme		
General fund		
Other – <i>Investigations Revenue Budget</i>		Yes

7 Communications and engagement implications

This contract continues to enable the delivery of objectives set out in the Police and Crime Plan.

8 Legal implications

Considerations around contracted staff, health and safety and designated powers have all been managed locally.

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Employment law considerations around any contractor with the organisation for more than 2 years will also be managed and mitigated.

9 Risks and mitigation

The shortage of PIP 2 resources is on the Force risk register

10 Strategic policing requirement

Assists with the delivery of the strategic policing requirement

11 Equalities

No impact

12 Data Protection implications

No issues

13 Publication status

The report is suitable to be published in whole.

14 Personnel consulted

[The following personnel were consulted on the Decision Request.

Table 4 - Personnel consulted

Role	Organisation	Confirmation of consultation (insert 'Yes' if applicable)
Chief Executive	OPCC	
Deputy Chief Executive / Criminal Justice Portfolio Lead	OPCC	
Chief Finance Officer	OPCC (HCC)	
Head of Strategic Commissioning and Partnerships	OPCC	
Head of Communication and Engagement	OPCC	
Head of Performance and Information	OPCC	

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Role	Organisation	Confirmation of consultation (insert 'Yes' if applicable)
Head of Standards and Compliance	OPCC	
Head of Estate, Operations and Support	OPCC	
Programme Office Manager	OPCC	
Accountant	OPCC (HCC)	
Deputy Monitoring Officer	OPCC (HCC)	
Head of Strategic Procurement	HCC	
Commissioning and Partnerships Officer	OPCC	
<i>[others as appropriate]</i>	HC	Chief Constable, Chief Finance Officer, Deputy Chief Constable, ACC Crime & Criminal Justice

OPCC- Office of the Police and Crime Commissioner

HCC – Hampshire County Council

15 Appendices

None

16 Background papers

None