



## Essex Police, Fire and Crime Commissioner Fire and Rescue Authority

### Decision Report

<b>Report reference number:</b> 019-20 <b>Government security classification:</b> Not protectively marked
<b>Title of report:</b> Randstad Contract – Temporary Staff Sole Supplier
<b>Area of county / stakeholders affected:</b> PFCCFRA countywide
<b>Report by:</b> Neil Cross (Chief Financial Officer) <b>Date of report:</b> 9 July 2020 <b>Enquiries to:</b> Neil Cross (Chief Financial Officer)

#### 1. Purpose of the report

The purpose of this report is to support sign-off of the contractual agreement between the Essex PFCCFRA and Randstad Solutions Ltd (Randstad). This enables Randstad to be the sole supplier of temporary staff.

#### 2. Recommendations

It is recommended that Randstad be the sole supplier of temporary staff for Essex County Fire and Rescue Service.

The terms of this arrangement are consistent with those under the 7 Forces Police Collaboration Agreement.

#### 3. Benefits of the proposal

The key benefit is to streamline the temporary staff recruitment practices.

Randstad will also have responsibility for managing the IR35 tax implications for any temporary workers it provides to the service.

In addition, the Essex County Fire and Rescue Service will benefit from the rates that are available under the 7 Forces Collaboration Agreement which are approximately £2 per hour cheaper than existing suppliers.

**4. Background and proposal**

The Essex County Fire and Rescue Service has previously used several different agencies to hire temporary staff with a range of terms and conditions, agreements and hiring practices.

The seven police forces in the eastern region use Randstad as one sole supplier for the hire of temporary staff.

**5. Alternative options considered and rejected**

The alternatives include making no change, or to review / select one sole supplier independently. Neither option would allow us to benefit from the economies of scale the collaboration allows. As the 7 Force police collaboration already has such an arrangement in place, it was deemed most efficient to choose this option.

**6. Strategic priorities**

To enable the streamlining of practices and ensure value for money.

**7. Operational implications**

Team members will need to follow a new process for the hire of temporary staff. This will be managed through Randstad's Vendor Management System (VMS) platform called Netive. Team members will be given training on this.

**8. Financial implications**

The Essex County Fire and Rescue Service will benefit from the rates that are available under the 7 Forces Collaboration Agreement which are approximately £2 per hour cheaper than existing suppliers.

**9. Legal implications**

The legal aspects of this contract / procurement have been dealt with by Sharp Pritchard Solicitors.

**10. Staffing implications**

There are no staff implications beyond those described above.

**11. Equality and Diversity implications**

None

**12. Risks**

There are no specific risks identified.

**13. Governance Boards**

N/A

**14. Background papers**

None

**Decision Process**

**Step 1A - Chief Fire Officer Comments**

(The Chief Fire Officer is asked in their capacity as the Head of Paid Service to comment on the proposal.)

I support this recommendation



Sign:

Date:.....9 July 2020.....

**Step 1B – Consultation with representative bodies**

(The Chief Fire Officer is to set out the consultation that has been undertaken with the representative bodies)

This is a business decision so there is no requirement to consult with the rep bodies.

**Step 2 - Statutory Officer Review**

The report will be reviewed by the Essex Police, Fire and Crime Commissioner Fire and Rescue Authority's ("the Commissioner's") Monitoring Officer and Chief Finance Officer prior to review and sign off by the Commissioner or their Deputy.

Monitoring Officer

Sign:



Print: P. Brent-Isherwood

Date: 1 October 2020

Chief Finance Officer

Sign: .....



Neil Cross

Date: .....9 July 2020 .....

**Step 3 - Publication**

Is the report for publication?        **YES**

**If 'NO', please give reasons for non-publication** *(Where relevant, cite the security classification of the document(s). State 'none' if applicable)*

.....  
.....N/A.....

If the report is not for publication, the Monitoring Officer will decide if and how the public can be informed of the decision.

**Step 4 - Redaction**

**If the report is for publication, is redaction required:**

- |          |                          |            |
|----------|--------------------------|------------|
| <b>1</b> | <b>Of Decision Sheet</b> | <b>NO</b>  |
| <b>2</b> | <b>Of Appendix</b>       | <b>N/A</b> |

**If 'YES', please provide details of required redaction:**

The accompanying contract is not to be published as it is commercially sensitive.

**Date redaction carried out:** .....

If redaction is required, the Chief Finance Officer or the Monitoring Officer are to sign off that redaction has been completed.

Sign: .....

Print: .....

Date signed: .....

**Step 5 - Decision by the Police, Fire and Crime Commissioner or Deputy Police, Fire and Crime Commissioner**

**I agree the recommendations to this report:**

Sign:   
PFCC

Print: Roger Hirst

Date signed: 6 October 2020

**I do not agree the recommendations to this report because:**

.....  
.....

Sign: ..... (PFCC / DPFCC)

Print: .....

Date signed: .....