

REPORT TO: Executive Board

DATE: 17 January 2019

REPORTING OFFICER: Strategic Director, Enterprise, Community & Resources

PORTFOLIO: Resources

SUBJECT: Waiver to Procurement Standing Orders:
MBA/MSc Senior Leader Masters
Apprenticeship

WARDS: Borough-wide

1.0 PURPOSE OF THE REPORT

To seek approval from Executive Board to award a contract for the provision of a MBA/MSc Senior Leader Masters Apprenticeship to Liverpool John Moores University for a period of 2-years, starting 31st January 2019 to 31st March 2021.

2.0 RECOMMENDATION: That the Board, in compliance with Procurement Standing Orders 1.14.4 and 1.14.5 approve a waiver to award a contract to Liverpool John Moores University, for the following reasons:-

- (i) Standing Order 1.14.4(iii) Where compliance with Standing Orders would result in a clear financial or commercial detriment to the Council;**
- (ii) Standing Order 1.14.4(iv) Where compliance with Standing Orders would result in the Council having to forego a clear financial or commercial benefit.**

3.0 SUPPORTING INFORMATION

- 3.1** The Council continues to be subjected to wide ranging organisational change and since 2010/11 management structures have been rationalised significantly. The need for clear, focused and high quality leadership is a constant requirement within our business, now augmented with the challenges of operating in a more commercial environment and in new collaborations across the public sector.
- 3.2** Organisational demographics demonstrate a need for succession planning to enable continued strategic leadership capability in the future. Liverpool John Moores University (LJMU) has created a range of leadership & management qualifications, at Masters Level 7, that are

now available through the national Apprenticeship Framework and funded by the Apprenticeship Levy.

- 3.3 LJMU have demonstrated that they can deliver and provide the content of the qualifications which meet the Council's needs. The cost of the Masters Degree is £18,000 per person, which will be funded by drawing down Apprenticeship Levy Funding. It is anticipated that 10 employees will undertake the qualification. There will be a selection process for access to the qualifications.
- 3.4 In creating their offer, LJMU have not made the qualifications available through any procurement frameworks that the Council could access. However in order for the Council to be able to fund such a programme through the Apprenticeship Levy, it needs to be local and available via the national Apprenticeship Framework. In view of these key criteria, testing the market is unlikely to present other workable options.
- 3.5 This request to waiver the Council's Standing Orders is fully compliant with the Public Contract Regulations 2015 and meets the criteria for light touch procurement. The Board is asked to approve the waiver in the light of the circumstances described above.

4.0 POLICY IMPLICATIONS

- 4.1 The adoption of this qualification is in line with the Organisational Development Strategy. No new policies are required.

5.0 FINANCIAL IMPLICATIONS

The cost of each qualification is £18,000 per person and will be funded through the existing Apprenticeship Levy, which the Council is required by statute to contribute to.

6.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES

- 6.1 **Corporate Effectiveness and Business Efficiency:** Leadership development activity is within the scope of this Council Priority. Effective leadership & management is a key element of the delivery of services that contribute to all of the Council's priorities. As such, appropriate and relevant succession planning enables sustainable organisational performance and improvement.
- 6.2 **Children and Young People in Halton:** Enhanced leadership skills have a positive impact on the delivery of Council services, in turn this contributes to the delivery of all Council priorities.
- 6.2 **Employment, Learning and Skills in Halton:** Enhanced leadership skills have a positive impact on the delivery of Council services, in turn this contributes to the delivery of all Council priorities.

- 6.3 **A Healthy Halton:** Enhanced leadership skills have a positive impact on the delivery of Council services, in turn this contributes to the delivery of all Council priorities.
- 6.4 **A Safer Halton:** Enhanced leadership skills have a positive impact on the delivery of Council services, in turn this contributes to the delivery of all Council priorities.
- 6.5 **Halton's Urban Renewal:** Enhanced leadership skills have a positive impact on the delivery of Council services, in turn this contributes to the delivery of all Council priorities.

7.0 RISK ANALYSIS

Halton's workforce is advancing in years and without considered succession planning, to ensure talent is identified, developed and retained, the Council may find a lack of experienced and qualified leaders' as positions become vacant.

The procurement risk is low as the contract value is below the EU threshold of procurement and captured under the Light Touch Regime of the Public Contract Regulations 2015.

8.0 EQUALITY AND DIVERSITY ISSUES

None.

9.0 BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

None.