

FSS-2017-017 - OFFICIAL CONTROL FOR MEAT TENDER - TECHNICAL EVALUATION SCORES AND COMMENTS

Technical Question	Evaluator	Evaluator 3
<p>1. Technical Requirements</p> <p>CAPABILITY OF COV AND COA WORKFORCE (Weighting 50%) Minimum Pass Mark of 2</p>	3	<p>3 <u>Robust Evidence</u></p> <p>The tenderer has provided evidence of adequate procedures to ensure that COVs and COA are capable and competent, including training and development programme, coaching and mentoring, and comprehensive management support. Tools are used to match staff to plants based on competency. The plan to maintain capability and resilience is both detailed and realistic, and uses a variety of measures to increase job satisfaction, including career progression and development opportunities.</p> <p><u>Lack of Evidence</u></p> <p>Little reference to non-technical skills and competences.</p>
<p>1.1 CAPACITY OF COV AND COA WORKFORCE (Weighting 50%) Minimum Pass Mark of 2</p>	3	<p>3 <u>Robust Evidence</u></p> <p>The tenderer has provided detailed evidence of comprehensive procedures for the recruitment and retention of staff, including the potential TUPE transfer. There is a strategy in place to ensure a flow of suitable candidates for training and deployment, including contingency plans to mitigate recruitment risks.</p> <p><u>Lack of Evidence</u></p> <p>There is no specific resource plan for remote areas. E&amp;J has stated plans to replicate the England and Wales model (no subcontracting, little use of locums). There is a risk that this model will be unsuitable in Highlands and Islands. Note: there is additional information in Q.2.1.</p>
<p>1.2 Service Delivery - DELIVERY OF THE MANAGED SERVICE (Weighting 80%) Minimum Pass Mark of 2</p>	3	<p>3 <u>Robust Evidence</u></p> <p>The tenderer has provided comprehensive information about the systems in place to deliver a managed service. These systems are already in operation to deliver a similar service for FSA and there is evidence of their effectiveness. Exille and Jones has an accredited Quality Management System in place covering every aspect of the service. It has also developed its own 'in house' solutions, such as the Periodic Assessment of Compliance.</p> <p><u>Lack of Evidence</u></p> <p>There is little evidence provided to demonstrate how consistent delivery will be achieved. All Quality Assurance appears to be 'vertical', delivered by each person's technical manager. There is little 'horizontal' quality assurance across peers such as consistency meetings and guides.</p> <p>There are little evidence of opportunities for operational economies of scale as most of E&amp;J's other activities take place outside Scotland.</p>
<p>2.1 MOBILIZATION (Weighting 20%) Minimum Pass Mark of 2</p>	3	<p>3 <u>Robust Evidence</u></p> <p>The tenderer has clear and detailed procedures for mobilisation and on-boarding, and for exit at the end of the contract. There is sufficient evidence that E&amp;J has de capacity to absorb staff transfers under TUPE, recruit any additional staff if necessary, and have the system and logistics in place.</p> <p>There is also a comprehensive risk register.</p>
2.2		

<p>3 Performance Reporting (Weighting 100%)</p>		<p>3 <u>Robust Evidence</u> The tenderer has provided detailed evidence of procedures in place for reporting, including internal reporting chains and mechanisms. There is also a detailed procedure for dealing with KPI non-compliances. <u>Lack of Evidence</u> All KPIs processes described seem to refer to internal KPIs. There is little reference to the FSS Performance Management Framework.</p>
<p>3.1</p>		
<p>4 Health, Safety and Wellbeing (Weighting 100%)</p>		<p>3 <u>Robust Evidence</u> The contractor has provided detailed evidence of a comprehensive H&amp;S policy. The policy includes all the relevant hazards (plant related, zoonoses, etc). Company policies to manage staff wellbeing are also detailed and appear satisfactory.</p>
<p>4.1</p>		
<p>5 Environmental/Sustainability (Weighting 100%)</p>		<p>2 <u>Robust Evidence</u> Evlie and Jones has provided details of its sustainability policy, particularly environmental. There is also some evidence of its approach to social and economic sustainability, with a number of priorities identified. <u>Lack of Evidence</u> There is very little indication of how the company will deliver its social and economic responsibility objectives.</p>
<p>5.1</p>		
<p>6 Workforce Matters - 6.1 Fair Work Practices (Weighting 50%)</p>		<p>2 <u>Robust Evidence</u> Evlie and Jones has provided detailed evidence of its Fair Work Practices policies. There are a number of initiatives to promote work/life balance and support personal development. There is also evidence of commitment to a fair pay policy that supports the Scottish Living Wage, with allowances and bonuses where appropriate. <u>Lack of Evidence</u> No evidence of how pay contributes to the delivery of fair working practices.</p>
<p>6.2 Equality and Diversity (Weighting 50%)</p>		<p>3 <u>Robust Evidence</u> The tenderer has provided some evidence of procedures and policies, particularly around recruitment and training.</p>