

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

Technical Question	Evaluator 4	Evaluator 4
<p>1.1 Technical</p> <p>CAPABILITY OF COV AND COA WORKFORCE (Weighting 50%) Minimum Pass Mark of 2</p>	<p>4</p>	<p>4 Robust Evidence E & J response to Capability of staff is quite detailed and covers all aspects of their COV and COA work force that will fulfil the needs of the FSS needs. The response covers Coaching and Mentoring, pre – deployment competency framework, new staff are assessed by a competent person to gauge their competency to carry out full duties under supervision. I particularly like the idea of having qualification programmes for non-veterinary employees to become fully qualified meat inspectors. I also see that new POV's are trained – to full OV status in under 12 Months, usual time 6-7 Months, this may be okay as long as new POV's can cover the required hours needed before assessment. With fewer Abattoirs, it may be hard to accomplish the reduced timescale. I read through the attached documents on examples of documents highlighting how staff are Performance Managed, all seems clear. Capability and Resilience is well documented. All E & J staff have company laptops, and are trained in IT use.</p>
<p>1.1</p> <p>CAPACITY OF COV AND COA WORKFORCE (Weighting 50%) Minimum Pass Mark of 2</p>	<p>4</p>	<p>4 Robust Evidence E & J within their response highlight the capacity planning of their workforce. They have outlined a comprehensive plan from recruitment through to deployment. I particularly like the idea of a matrix style breakdown of plants across an area, ensuring experienced staff are placed in the most problematic plants. I also like the idea of recruiting and training non – veterinary staff to become COA's and the idea of their holiday planning, especially around the busier times of the year. The one area that does cause concern, is the BSSS security clearance, they do highlight challenges with this process, as long as there is a backup plant to ensure compliance with FSS needs, this shouldn't be a problem. As they do not have an idea of the SCOTS system, they have not mentioned a contingency plan. They do have a plan for resourcing seasonal fluctuations, where they can increase their baseline recruitment to take into account high demand in Summer, Festive periods.</p>
<p>1.2</p> <p>2. Service Delivery -</p> <p>MANAGED SERVICE (Weighting 80%) Minimum Pass Mark of 2</p>	<p>3</p>	<p>3 Robust Evidence The response to the questions were well answered giving a clear indication of how E & J will deliver a managed service. The response details how E&J will work to maintain and improve compliance in relation to Public Health and Animal Health and Welfare. I particularly like the one team approach, aligning the correct level of OV to the more difficult plants. I like the idea of an experience card system, which will help in deployment of staff, correct people working in the more complex plants. Their plan for supplying staff to the more remote areas in Scotland is similar to what we have at the moment, I do like the idea to try and resource locums from the Areas to work in an emergency. Project work is covered, I do have concerns in relation to the administration being carried out from Leeds, but I may be worrying needlessly. Lack of Evidence The STL will be based in England with overall responsibility for being the technical lead for England and Wales as well as Scotland. Would the STL be readily able to deal with issues pertaining to Scotland, there is no detail on how this will be managed.</p>
<p>2.1</p>		

<p>2.2</p> <p>MOBILIZATION (Weighting 20%) Minimum Pass Mark of 2</p>		<p>4 Robust Evidence</p> <p>Well documented response covering all aspects of mobilization. Detailed plans covering everything from resource, allocation of AVM/DAVM, laundry arrangements and logistics. I also see that E & J provide transport for all their staff. Detailed information on OV and OA resource. Again the security clearance could provide a challenge for new staff. There is a understanding of TUPE transfer if needed and HR resource for planning.</p>
<p>3 Performance Reporting (Weighting 100%)</p>		<p>4 Robust Evidence</p> <p>The response covers all aspects of the report structure mechanisms that E & J currently have. Including Monthly and Quarterly reports. AVM Reports and how they would deal with issues raised at Monthly KPI meetings. There is a clear format for monitoring the effectiveness of corrective actions, including plant visits by AVM's. Local action plans can be formalised to deal with issues raised at FSS contract management KPI process.</p>
<p>3.1</p> <p>4 Health, Safety and Wellbeing (Weighting 100%)</p>		<p>4 Robust Evidence</p> <p>E & J work to a BS OHSAS 1801 certification standard, this standard requires continuous improvement as part of the standard. The standard requires certain things, including planning, training awareness etc. Induction training covers H & S and in particular the risks associated with the environment (Meat Sector) their staff will be working in. Part of the training on H & S covers the safe use of knives, wearing the correct PPE allocation. E & J have a Wellbeing policy also a Managing Stress at work policy. I am happy to see that E & J are a Living Wage Employer.</p>
<p>4.1</p> <p>5 Environmental/Sustainability (Weighting 100%)</p>		<p>3 Robust Evidence</p> <p>E&J have their own Quality Management Systems, covering ISO accreditation. The Corporate and Social Responsibility Policy covers key environmental impacts in relation to economic, social and environmental sustainability. Waste management highlights that 80% of waste is diverted away from landfill. E&J operate a reduce, reuse, recycle hierarchy. Efficient deployment has the potential impact on the sustainability of their operation. Waste minimisation model is highlighted on page 392, which is a good model.</p> <p>Lack of Evidence</p> <p>The response relies heavily on policy statements but, there is little indication of how E&J will deliver its social and economic responsibility objectives.</p>
<p>5.1</p> <p>6 Workforce Matters - Fair Work Practices (Weighting 50%)</p>		<p>3 Robust Evidence</p> <p>E & J are a living wage employer. Although there is no mention of a zero hours contract for staff, they do say they are an ethical employer. The clear procedures recruitment and selection, support and development. They do support flexible working and a robust process of core training and CPD programme. Throughout the document there is a clear undertaking on non-veterinarian recruitment and training, which would be considered a Modern Apprenticeship scheme.</p> <p>Lack of Evidence</p> <p>There is little evidence to prove or disprove that Zero Hours contracts are not part of the pay policy for E & J</p>

<p>6.2 Equality and Diversity (Weighting 50%)</p>		<p>4 Robust Evidence E & J have are wholly committed to equality and diversity in employment. They have a Silver award in Investors in People. Their Commitment to Equality is highlighted on page 413, with 10 points showing how they achieve Equality. They have monitoring systems in place already in England & Wales. E&J do not subcontract any front line service delivery to other organisations.</p>
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