

# *People & Skills Workstream*

## *Summer 2009 Update*

### **People & Skills Events**

#### **'Nurturing Talent to Deliver Procurement Reform'**

Over 160 delegates attended the training and development event held at Hampden Park on 16<sup>th</sup> June. The event was sponsored by the Chartered Institute of Purchasing and Supply (CIPS) and the Centres of Expertise and was developed in partnership with the People & Skills Working Group. The focus of the day was to enable staff to identify the tools and develop skills which would help them in meeting the challenges of delivering procurement reform.

There were a range of workshop sessions across the day, covering topics on interpersonal skills, procurement policy and the use of technology. The majority of workshops were led by staff working in the Scottish public sector. The feedback following the event has been very positive with 86% of delegates providing feedback rating the event as good or excellent and 98% would like a similar event to be held in the future on both a national and sectoral basis.

As a follow up to the event, a small selection of workshops are being presented, in partnership with Scotland Excel to staff from the North East of Scotland in Aberdeen.

#### **Procurement Law Training**

A series of half day seminars providing training for 260 delegates, sponsored by Scottish Procurement Directorate (SPD), will be held in four locations across Scotland during September;

9<sup>th</sup> September, Edinburgh  
11<sup>th</sup> September, Stirling  
15<sup>th</sup> September, Glasgow  
17<sup>th</sup> September, Inverness.

The sessions will be structured around the analysis of a fictional procurement case study and the speakers from DLA Piper will cover the following topics

- Planning a procurement (scope of the procurement, market interest and internal team resource)
- Drafting the formal notices, tender documentation and contract (including consideration of social and environmental objectives)
- Planning the evaluation strategy (selection criteria, evaluation methodologies)
- Executing the procurement (dos and don'ts)
- Dealing with public procurement challenge (including the new remedies directive)

The DLA Piper team will introduce typical issues which often arise in public procurement and propose solutions to deal with these issues. For example changes to the scope of the procurement, freedom of information requests, changes to bidders and debriefing requests.

Reference will be made to throughout the training session to case law as well as the practical experience of the speakers.

The training session will also include a question and answer session with the DLA piper team and participation from delegates is encouraged.

### **Programme for All Sessions**

8:45 am - 9:15 am Registration and Coffee

9:15 am - 11:00 am Session One

11:00 am - 11:15 am Session One

11:15 am - 1.00 pm Session Two

1.00 pm - Finish

**At the time of publication of this update there are only a few places left at most of the seminars, therefore should you wish to attend any of the sessions please RSVP to Rachel Middleton at [Rachel.Middleton@dlapiper.com](mailto:Rachel.Middleton@dlapiper.com) or on 0131 242 5520**

**The seminars are being sponsored by SPD and there will be no charge to delegates.**

### **Public Sector Faculty**

The 'Public Sector Faculty – Scotland' was officially launched by CIPS at the 'Nurturing Talent' event.

The Faculty is a UK wide on-line facility which will provide CIPS members access to; on-line forums; sector specific training events and access to specialist knowledge groups. The faculty also has an area specific to each of the devolved administrations for example all the presentations from the 'Nurturing the Talent' event are available on the site.

The People & Skills Working Group are working closely with CIPS to improve the look and feel of the Scottish pages.

You can access the Public Sector Faculty from the CIPS home page by selecting 'Public Sector Faculty' from the drop down box at the top of the page below the text which reads 'I am interested in...'. If you have not previously registered to access the Faculty you may be required to complete an on-line form which will enable CIPS to link you to the Scottish area of the site.

## **People & Skills Workstream Aim and Objectives**

The strategic aim and milestones of the People & Skills Workstream have been reviewed and updated as follows;

### **People & Skills Strategic Aim**

To improve the quality and performance of procurement specialists within the Scottish public sector and to encourage individuals to consider procurement in the public sector as a career of choice.

### **People & Skills Strategic Milestones**

The People & Skills Working Group will be working towards the following milestones.

#### **2009 -10**

- Public Sector Faculty – Scotland
  - working with CIPS to develop the look, feel and content of the Scottish area to ensure that the information is useful, relevant and up to-date.
- Procurement Development Programme
  - a development programme for both graduate and non-graduate staff which will be piloted in the Scottish Government and will be available for deployment by the Scottish Public Sector
- Competency Framework
  - the framework was approved and endorsed by the Procurement Reform Delivery Group in 2007, however the People & Skills Working Group will continue to work on developing and enhancing the framework

#### **2010 -11**

- Career Development Path
  - the publication of competency profiles for generic roles and levels and the mapping of professional and vocational training and development opportunities to the competency framework.

#### **Ongoing**

- National Professional & Vocational Training Strategy Delivery
  - Provision of training relating to topics such as procurement law, professional qualifications, the procurement toolkit and sustainable procurement. Further topics will be identified through the outputs from the Best Practice Group e.g. Procurement Capability Assessments, and through skills gaps analysis.