

## Decision Record



**POLICE & CRIME  
COMMISSIONER**  
for Leicester,  
Leicestershire & Rutland  
Your Communities - Your Commissioner

Date of Decision: 05 March 2026

Lead Officer: Shivam Vadher

Decision Record URN: EXE0005-26

Title: **CONT0413 Employee Assistance Programme and Enhanced Psychology Services**

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### **Decision summary:**

Leicestershire Police requires the provision of Employee Assistance Programme and Enhanced Psychology Services. It was agreed to publish an open tender. The opportunity has been awarded to two providers: People Asset Management and Working Minds UK. The award has been approved by Assistant Chief Officer – Finance and we are asking the Deputy Police Commissioner to sign the contract & to add seal.

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### **Decision Sought:**

To be completed by Lead Officer

Procurement are requesting that the Deputy Police Commissioner signs and adds seal to the respective Employee Assistance Programme and Enhanced Psychology Services Contract Schedules. For both agreements, the initial contract period shall be for 24-month from 01/04/2026 – 31/03/2028 with two 12-month options to extend until 31/03/2030. The estimated overall contract value for both agreements (including extension options) is at £700,000 excluding VAT

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## **Supporting information**

### **1) Background information**

- Lot 1 - Employee Assistance Programme
- Lot 2 – Enhanced Psychology Services

Following the conclusion of a competitive open tender, the Most Advantageous Tenders were provided by People Asset Management (Lot 1) and Working Minds UK (Lot 2). All bids were evaluated based on gateway questions (pass/fail), 70% Quality and 30% Price.

#### Lot 1: Employee Assistance Programme

Employee Assistance Programme shall be available to Police Officers, Police staff, PCSOs, members of the Special Constabulary and volunteers. Partners, spouses, and dependant children will be able access EAP services. Retired members are also covered by the contract under the HMRC tax exemption rules.

The Advisory Service shall be designed to effectively triage and clinically assess the client's needs (inclusive of a risk assessment). This should take account of the client's history, previous treatment, current treatment and prevalent risks.

The Advisory Service shall include but not limited to the following: Face to Face counselling sessions as well as other remote provisions (video, email, telephone).

#### Lot 2: Enhanced Psychology Service

The Force shall partner with a psychological health service to significantly enhance the mental health provision to the force, in addition to the wider in house Occupational Health service. The Psychological service will aim to prevent people reaching crisis and also support those with complex mental health needs and who are experiencing a high level of trauma and offer Surveillance programme to high risk roles.

**2) Detail of additional information attached.**

Please see attached approved recommendation.

**3) Expected benefits.**

The Employee Assistance Programme shall provide the management of all ongoing cases to ensure the assessment treatment and support provided are carried out to Employee Assistance Programme Association (EAPA) and British Association of Counselling and Psychotherapy (BACP) or equivalent quality, ethics and confidentiality standards.

Access to information and advice on a wide range of areas to include but not limited to; money advice and debt management, legal information & guidance, information on emotional and work life issues, dependent care information.

Responding to critical incidents is a key part of operational policing. These can include sudden deaths, fatal Road Traffic Collisions, public order situations and murder. Incidents can occur at any time and involve a number and range of staff. This definition also extends to the sudden death of a member of Leicestershire Police's own workforce, requiring support to potentially large groups of colleagues.

The Enhanced Psychology Service shall provide proactive monitoring, early identification of risk, and timely therapeutic intervention to maintain psychological wellbeing and operational readiness. Therapy shall be delivered with the goal of returning individuals back to full duties.

**4) Impact of not approving the application**

There would be profound negative impacts if the award of this opportunity is not approved. There would be no mental health and associated services for the workforce of Leicestershire Police from 01/04/26. This would cause a massive detriment to the health and wellbeing of the workforce.

There would be associated increase in sickness absence, reputational damage to the Senior management of the Force and also a high risk of legal challenges (from the HSE, Employment tribunal action, Personal injury claims) as well as non-compliance with Police governance processes such as HMICFRS, NPCC, College of Policing and the Police Covenant.

**5) Financial implications (including any cost savings)**

Employee Assistance Programme (Lot 1) to People Asset Management at an estimated overall contract value of £200,000 excl VAT and Enhanced Psychology Services (Lot 2) to Working Minds UK at an estimated overall contract value of £500,000 excluding VAT.

**6) Consultations** (Details of any consultations that have been carried out or reason as to why no consultations has taken place):

Open Tender was published.

7) **Collaboration** (is there an opportunity to collaborate with partners)\_

Not Applicable

8) **Equality, Diversity & Human Rights implications**

Equality, Diversity and Inclusion assessed as part of tender.

9) **Legal comments**

Legal Service have reviewed the tender documentation.

10) **Publication**

**To be completed**

It is appropriate to publish this record of decision made by the Police and Crime Police and Crime Commissioner: Yes

It is appropriate to publish the contents of the supporting papers:

Yes

It is appropriate to publish details of the decision by the Police and Crime Police and Crime Commissioner for Leicestershire: Yes

**Reasons for any non-Publication (referencing appropriate legislation):**

Information in this form is subject to the Freedom of Information Act 2000 (FOI Act) and other legislation. Unless the information provided is covered by an exemption and stated to be either confidential or partly confidential, the information contained in the form will be published on the OPCC website.

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**Chief Finance Officer:**

**Comments:** Approved 05/03/26

I have been consulted about the proposal and confirm that financial advice has been taken into account in the preparation of this report and assurances sought have been outlined within the report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Police and Crime Commissioner for Leicester, Leicestershire and Rutland.

**Signature:**

**Name:**

**Date: 05/03/26**

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**Chief Executive and Monitoring Officer:**

**Comments:** Approved 05/03/26

I have been consulted about the proposal and confirm that legal and equalities advice have been taken into account in the preparation of this report and assurances sought have been outlined in this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Police and Crime Commissioner for Leicester, Leicestershire and Rutland.

**Signature**

**Name:**

**Date : 05/03/26**

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**Police and Crime Police and Crime Commissioner for Leicestershire:**

Having received the advice set out above and reviewed relevant documentation my decision in regard of this matter is:

**Approved / Not Approved**

I confirm that my register of interests' declaration is up to date and that none of my interests preclude me from making this decision.

**Signature:**

**Date:**

**Name of Police and Crime Commissioner:**