



## Non-core National TOMs 2022

### Themes, Outcomes and Measures

This document outlines the Themes, Outcomes and Measures being used in this tender/contract. For more information, please refer to the [Definitions, Guidance, and Key Evidence Requirements](#) document.

REF	QUESTION	UNITS	VALUE/MULTIPLIER
<b>Jobs: Promote Local Skills and Employment: More local people in employment</b>			
<b>NT1a</b>	No. of full time equivalent local direct employees (FTE) hired or retained for the duration of the contract which are TUPE transfers	no. people FTE	Localised by Project
<b>NT1b</b>	No. of full time equivalent local employees (FTE) hired or retained directly or through the supply chain for the duration of the contract who are resident in targeted areas	no. people FTE	Localised by Project
<b>NT1c</b>	No. of full time equivalent local employees (FTE) hired or retained for the duration of the contract who are employed in your supply chain	no. people FTE	Localised by Project
<b>NT2</b>	Percentage of full time equivalent local employees (FTE) on contract - employed directly or through supply chain	%	£0.000
<b>Jobs: Promote Local Skills and Employment: Fair work</b>			
<b>NT74</b>	Union recognition agreements (or equivalent worker representation) and collective bargaining are present and encouraged in the supply chain.	Y/N	£0.000
<b>NT75</b>	Good and fair work charters and related employment practices are implemented and facilitated on	Y/N	£0.000

	contract		
<b>Jobs: Promote Local Skills and Employment: More opportunities for disadvantaged people</b>			
<b>NT78</b>	Percentage of leadership positions (manager or above (Level 4)) on the contract filled by women	%	£0.000
<b>NT79</b>	Percentage of leadership positions (manager or above - (Level4)) on the contract held by people from Ethnic Minority Groups	%	£0.000
<b>NT3a</b>	No. of full time equivalent armed forces veterans employees (FTE) hired on the contract who are long term unemployed (unemployed for a year or longer) and facing specific barriers to transitioning to civilian employment that do not qualify them as disabled (e.g. long term service)	no. people FTE	£20,429.000
<b>NT3b</b>	No. of full time equivalent homeless employees (FTE) hired on the contract who are long term unemployed	no. people FTE	£20,429.000
<b>NT3c</b>	No. of full time equivalent mothers returning to work (FTE) hired on the contract who are long-term unemployed (unemployed for a year or longer) - (when the mother is the primary carer)	no. people FTE	£20,429.000
<b>NT5a</b>	No. of full time equivalent employees (FTE) aged 18-24 y.o. hired on the contract who are rehabilitating or ex-offenders.	no. people FTE	£23,056.232
<b>NT6a</b>	No. of full time equivalent armed forces veterans employees (FTE) hired on the contract who are disabled and are facing specific barriers to transitioning to civilian employment (e.g. physical injury, medical discharge, psychological condition)	no. people FTE	£16,605.000
<b>Jobs: Promote Local Skills and Employment: Improved skills</b>			
<b>NT80</b>	No. of weeks of employee (FTE) upskilling (i.e. training opportunities and comprehensive upskilling programmes) specifically delivered on the contract e.g. (BTEC, City & Guilds, NVQ, HNC, RQF). Must have either been completed during the year, or will be supported by the organisation until completion in the following years - Level 2,3, or 4+	no. weeks	£13.810
<b>NT81</b>	No. of weeks of employee upskilling (FTE) delivered on contract as part of apprenticeships and comprehensive upskilling programmes - Only applies to apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	no. weeks	£57.290

Jobs: Promote Local Skills and Employment: Improved skills for disadvantaged people			
<b>NT11a</b>	No. of hours of 'support into work' assistance provided to unemployed people in targeted areas through career mentoring, including mock interviews, CV advice, and careers guidance	no. hrs (total session duration)*no. attendees	£105.580
Jobs: Promote Local Skills and Employment: Improved skills for a low carbon transition			
<b>NT54</b>	Support a 'just transition' for workers by supporting those in 'traditional' high carbon industries to retrain	no. hrs (total session duration)*no. attendees	£105.580
<b>NT10b</b>	No. of weeks of apprenticeships or T-Levels (Level 2,3, or 4) provided on the contract (completed or supported by the organisation) - relating to the low carbon economy.	no. weeks	£251.791
Jobs: Promote Local Skills and Employment: Improved employability of young people			
<b>NT12a</b>	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid) for students from targeted areas	no. weeks	£194.498
<b>NT13a</b>	Meaningful work placements that pay Real Living wage according to eligibility - 6 weeks or more (internships)	no. weeks	£346.500
<b>NT13b</b>	Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships) for people from targeted areas	no. weeks	£194.498
Jobs: Promote Local Skills and Employment: Retaining jobs and skills during the COVID-19 crisis			
<b>C19-1</b>	Safeguarding jobs on contract - Percentage of directly employed staff on contract retained with pre-crisis level pay and hours (to be used at Management/measurement only - not Procurement)	% own staff on contract retained	£0.000
<b>C19-2</b>	Percentage of staff on contract retained with agreed temporarily reduced hours (to be used at Management/measurement only - not Procurement) - This is to reduce layoffs for directly employed staff on contract that can only partially deliver against their responsibilities as a result of the COVID-19 crisis	% own staff on contract retained - with reduced hours	£0.000

<b>C19-3</b>	Reducing layoffs for directly employed staff on contract that can no longer work as a result of the COVID-19 crisis - Percentage of staff on contract furloughed (to be used at Management / measurement only - not Procurement)	% own staff on contract furloughed	£0.000
<b>C19-4</b>	Safeguarding supply chain jobs on contract - Percentage of supply chain staff on contract retained either at pre-crisis level pay and hours or with temporarily altered conditions (e.g. reduced time and pay, to be specified)- (to be used at Management/Measurement only - not Procurement)	% supply chain staff on contract retained	£0.000
<b>C19-19</b>	No. people hired who had previously lost their job or had been unable to find work due to Covid-19	no. people FTE	£0.000
<b>Growth: Supporting Growth of Responsible Regional Business: More opportunities for local MSMEs and VCSEs</b>			
<b>NT15a</b>	Provision of expert business advice to help VCSEs and MSMEs achieve net zero carbon	no. staff expert hours	£101.000
<b>NT16</b>	Equipment or resources donated to VCSEs (£ equivalent value)	£	£1.000
<b>NT18a</b>	Total amount (£) spent through the contract in targeted areas (areas specifically targeted for support under the scheme e.g. high deprivation areas)	£	Localised by Project
<b>NT19a</b>	Total amount (£) spent through contract with local micro and small enterprises within your supply chain	£	Localised by Project
<b>NT19b</b>	Total amount (£) spent through contract with local micro, small and medium enterprises (MSMEs) in targeted areas	£	Localised by Project
<b>Growth: Supporting Growth of Responsible Regional Business: Improving staff wellbeing and mental health</b>			
<b>NT20</b>	No. of employees on the contract that have been provided access for at least 12 months to comprehensive and multidimensional wellbeing programmes	no. employees provided access	£130.290
<b>NT55</b>	No. of employees provided with professional support for anxiety and depression (at least six session of Cognitive Behavioural Therapy (CBT) or equivalent) following a workplace screening (through a questionnaire or other diagnostic methods)	no. employees provided access	£140.570

<b>NT39</b>	Mental Health campaigns for staff on the contract to create community of acceptance, remove stigma around mental health	£ invested including staff time	£1.000
<b>NT56</b>	Percentage of suppliers to Tier 2 in the contract - including the prime contractor - that will implement the mental health core standards (applicable for all companies) and the mental health enhanced standards (applicable for companies with more than 500 employees), as set out in Thriving at Work: the Stevenson Farmer Review on Mental Health and Employers	%	£0.000
<b>Growth: Supporting Growth of Responsible Regional Business: Reducing inequalities</b>			
<b>NT57</b>	Prime contractor's median gender salary pay gap for staff - Small and Medium enterprises	% median gender pay gap	£0.000
<b>NT41</b>	Percentage of staff on contract that is paid at least the relevant Real Living wage as specified by Living Wage foundation	%	£0.000
<b>NT42</b>	Percentage of contractors in the supply chain required (or supported if they are micro or small business) to pay at least Real Living wage	%	£0.000
<b>NT58</b>	No. of full time equivalent local employees (FTE) on contract to have pay raise to Real living wage or higher (on a renewed contract or TUPE)	no. people FTE	£728.000
<b>Growth: Supporting Growth of Responsible Regional Business: Ethical procurement is promoted</b>			
<b>NT22</b>	Percentage of your procurement contracts that include commitments to ethical employment practices in the local and global supply chain, including verification that there is zero tolerance of modern slavery, child labour and other relevant requirements such as elimination of false self-employment, unfair zero hours contracts and blacklists	%	£0.000
<b>NT59</b>	Number of comprehensive supply chain audits to be undertaken to identify, monitor and reduce the risk of modern slavery occurring in relation to the contract	no. audits	£0.000
<b>NT60</b>	No. of full time equivalent employees (FTE) in the supply chain with specific responsibility to identify and manage the risk of modern slavery occurring in relation to the contract	no. people FTE	£0.000
<b>NT61</b>	Percentage of invoices on the contract paid within 30 days	%	£0.000

Growth: Supporting Growth of Responsible Regional Business: Cyber security risks are reduced			
<b>NT62</b>	Number and percent of companies in the supply chain, to Tier 2, that achieve relevant cyber security certifications (e.g. Cyber Essentials, Cyber Essentials Plus or National Cyber Security Centre's 10 steps)	Text	£0.000
Growth: Supporting Growth of Responsible Regional Business: Social value embedded in the supply chain			
<b>NT23</b>	Percentage of contracts with the supply chain on which Social Value commitments, measurement and monitoring are required	%	£0.000
Growth: Supporting Growth of Responsible Regional Business: Supporting workers, SMEs and VCSEs to face the COVID-19 crisis			
<b>C19-5</b>	Provide support for MSMEs and VCSEs to respond to the COVID-19 crisis and maintain business operations - hours of expert support provided by staff	no. staff expert hours	£101.000
<b>C19-6</b>	Percentage of invoices on the contract paid to MSMEs and VCSEs within 30 days	%	£0.000
<b>C19-7</b>	Do you have a policy or a strategy to provide support around mental health and wellbeing to staff working remotely or on furlough?	Y/N	£0.000
<b>C19-8</b>	Initiatives to provide support to staff working remotely or on furlough around mental health and wellbeing	£ invested including staff time	£1.000
<b>C19-9</b>	Do you have a policy or a strategy to provide and manage safe virtual spaces to staff, including guidance around cyber security and around remote and virtual working best practice. (Provide strategy or policy document )	Y/N	£0.000
<b>C19-10</b>	Initiatives to provide and manage safe virtual spaces to staff, including guidance around cyber security and around remote and virtual working best practice. (Provide initiatives' description)	£ invested including staff time	£1.000
<b>C19-11</b>	Initiatives to further support staff delivering essential work as defined by the UK government, both within the company and the supply chain (e.g. providing food delivery and mental health support services, etc.)	£ invested including staff time	£1.000

<b>C19-12</b>	Initiatives to further support own and supply chain staff from vulnerable groups to reduce economic impact of the crisis (e.g. offering financial support measures, advise on how to access support from the government, pro bono food deliveries and mental health support services, etc)	£ invested including staff time	£1.000
<b>C19-13</b>	Percentage of contractors engaged with to implement COVID-19 response measures as outlined in the National TOMs framework 2020 COVID-19 Plug-In and contract management notes.	% of contractors within the contract's supply chain	£0.000
<b>Social: Healthier, Safer and more Resilient Communities: Crime is reduced</b>			
<b>NT24</b>	Initiatives aimed at reducing crime (e.g. support for local youth groups, lighting for public spaces, etc.)	£ invested including staff time	£1.000
<b>Social: Healthier, Safer and more Resilient Communities: Creating a healthier community</b>			
<b>NT25</b>	Initiatives to be taken to tackle homelessness (supporting temporary housing schemes, etc.)	£ invested including staff time	£1.000
<b>NT63</b>	Initiatives to support rough sleepers - including training for security and night staff, opening up facilities spaces (e.g. showers or additional beds when temperature drops) after hours	£ invested including staff time	£1.000
<b>Social: Healthier, Safer and more Resilient Communities: More working with the community</b>			
<b>NT29a</b>	No. of hours volunteering time provided to support health-care related charity and community projects	no. staff volunteering hours	£16.930
<b>NT29b</b>	No. of hours volunteering time provided to support local community projects addressing the effects of COVID-19	no. staff volunteering hours	£16.930
<b>NT30</b>	Support provided to help local community draw up their own Community Charter or Stakeholder Plan	£ invested including staff	£1.000

		time	
<b>Social: Healthier, Safer and more Resilient Communities: Supporting communities to deal with the COVID-19 crisis</b>			
<b>C19-14</b>	Do you have in place a comprehensive strategy to provide guidance on best practice social interaction at work in COVID-19 times to own and supply chain staff?	Y/N	£0.000
<b>C19-15</b>	Enable and encourage staff on the contract to safely volunteer within their community or participate in local support networks - particularly to help people in most vulnerable groups (at risk categories), people self-isolating and local essential workers.	no. staff volunteering hours	£16.930
<b>C19-16</b>	Direct support from your organisation to local authorities or VCSEs in the local area for the contract to deliver the services to support people in most vulnerable groups (at risk categories), people self-isolating and local essential work force - (food delivery, mental health support, etc.)	£ invested inc. time, materials, equipment etc	£1.000
<b>C19-17</b>	Funding for campaigns targeted towards staff and the general public to increase the understanding, recognition and appreciation of the social value provided by essential services (NHS, food retail, transportation, etc.) and the importance of following behavioural norms, as specified by the government and public health institutions	£ invested including staff time	£1.000
<b>C19-20</b>	Initiatives to redesign spaces to address any Covid-19 related risks and impacts on staff and work	£ invested including staff time	£1.000
<b>Environment: Decarbonising and Safeguarding our World: Carbon emissions are reduced</b>			
<b>NT31a</b>	Savings in Scope 3 CO2e emissions on contract achieved through de-carbonisation (i.e. a reduction of the carbon intensity of processes and operations, specify how these are to be achieved) against a specific benchmark.	tCO2e	£244.630
<b>Environment: Decarbonising and Safeguarding our World: Carbon emissions are reduced</b>			
<b>NT83</b>	Commitment to measure and disclose Scope 1, 2 and 3 carbon emissions	Y/N	£0.000
<b>NT44</b>	Commitment to carbon emissions savings to achieve NZC before 2050	Y/N	£0.000
<b>NT44a</b>	Commitment to carbon emissions savings to achieve NZC before 2030	Y/N	£0.000



<b>NT64</b>	Contributions made to certified carbon offset funds (compliant with UKGBC guidance)	£	£1.000
<b>NT45</b>	Carbon Certification (independently verified) achieved or about to achieve	Y/N	£0.000
<b>Environment: Decarbonising and Safeguarding our World: Air pollution is reduced</b>			
<b>NT84</b>	Freight miles saved as a result of a green logistics plan (e.g. reduced trips to site)	miles saved	£0.056
<b>NT33</b>	Car miles driven using low or no emission staff vehicles included on project as a result of a green transport programme	miles driven	£0.025
<b>NT46</b>	Corporate travel schemes available to employees on the contract (subsidised public transport, subsidised cycling schemes and storage, sustainable corporate transport such as electric bus from public station to corporate facilities)	Y/N	£0.000
<b>NT65</b>	Percentage of fleet or construction vehicles on the contract that is at Least Euro 6 or LEV	%	£0.000
<b>NT66</b>	Fleet emissions monitoring programme on the contract, including data collection (miles, type of vehicle, engine type, emission standard)	Y/N	£0.000
<b>Environment: Decarbonising and Safeguarding our World: Safeguarding the natural environment</b>			
<b>NT67</b>	Donations or investments towards initiatives aimed at environmental and biodiversity conservations and sustainable management projects for both marine and terrestrial ecosystems	£	£1.000
<b>NT47</b>	Donations or investments towards expert designed sustainable reforestation or afforestation initiatives	£	£1.000
<b>NT90</b>	Activities to influence staff, suppliers, customers and communities to support environmental protection and improvement.	no. staff expert hours	£101.000
<b>NT68</b>	Plastic recycling rate on the contract (to e.g. reduce microplastics)	%	£0.000
<b>Environment: Decarbonising and Safeguarding our World: Resource efficiency and circular economy solutions are promoted</b>			
<b>NT69</b>	Support provided internally and to MSMEs and VCSEs within the supply chain to adopt Circular Economy solutions - business case and leadership for circular economy	no. staff expert hours	£101.000

<b>NT70</b>	Single-use plastic packaging eliminated through reusable packaging solutions or schemes (e.g. Loop or equivalent) on the contract	kg	£0.000
<b>NT71</b>	Value of service provided by local partnerships that implement circular economy solutions	£	£1.000
<b>Environment: Decarbonising and Safeguarding our World: Sustainable procurement is promoted</b>			
<b>NT35</b>	Percentage of procurement contracts that include sustainable procurement commitments or other relevant requirements and certifications (e.g. to use local produce, reduce food waste, and keep resources in circulation longer.)	% of contracts	£0.000
<b>NT73</b>	Percentage of contracts with the supply chain requiring contractors to operate low or zero emission vehicles	% of contracts	£0.000
<b>NT48</b>	Supply Chain Carbon Certification (Carbon Trust Standard for Supply Chain or equivalent independently verified) - achieved or to achieve for current year	Y/N	£0.000
<b>NT49</b>	Requirements or support (for Micro or Small enterprises) for suppliers to demonstrate climate change and carbon reduction training for all staff - e.g. SDGs Academy courses, Supply Chain Sustainability School bronze or higher or equivalent	no. hrs (total session duration)*no. attendees	£101.000
<b>Environment: Decarbonising and Safeguarding our World: COVID-19 environmental response</b>			
<b>C19-18</b>	Initiatives to provide or support appropriate collection for discarded gloves and masks	£ invested including staff time	£1.000