

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/000050-2026>

Tender

BT420 - Workforce Optimisation Diagnostic

Westminster City Council

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2026/S 000-000050

Procurement identifier (OCID): ocids-h6vhtk-05fec3 ([view related notices](#))

Published 2 January 2026, 1:35pm

Scope

Reference

BT420

Description

Westminster City Council (WCC) is embarking on a bold transformation journey through its Fit for the Future 2030 programme, a strategic commitment to becoming a modern, inclusive, and resident-led council. This programme is designed to reshape how the Council leads, collaborates, and delivers outcomes that matter most to its communities.

The transformation is driven by three core dimensions:

- Re-imagining – Innovating services and partnerships to deliver locally tailored, inclusive solutions
- Strengthening – Building organisational resilience through workforce excellence and cultural change
- Optimisation – Ensuring resources are used effectively to deliver the right outcomes and

financial sustainability

Underpinned by strong governance, digital and data innovation, and a commitment to equity and inclusion, the programme aims to:

- Improve service quality and responsiveness
- Embed evidence-based decision-making
- Foster a culture of empowerment and collaboration
- Deliver visible financial and social value

To support this transformation, WCC is commissioning a partner to deliver a workforce optimisation diagnostic, providing insight into workforce structure, spans of control, cost distribution, and retention trends. The diagnostic will inform future workforce design and optimisation opportunities

For further details, register here: <https://wcc.ukp.app.jaggaer.com>

Once registered, download the full pack:

<https://wcc.ukp.app.jaggaer.com/go/45743701019B7E9B136A>

Total value (estimated)

- £99,000 excluding VAT
- £118,800 including VAT

Below the relevant threshold

Contract dates (estimated)

- 9 February 2026 to 4 May 2026
- Possible extension to 1 June 2026
- 3 months, 21 days

Description of possible extension:

4 weeks for time only

Main procurement category

Services

CPV classifications

- 79414000 - Human resources management consultancy services
- 71621000 - Technical analysis or consultancy services
- 79410000 - Business and management consultancy services
- 72221000 - Business analysis consultancy services
- 79411000 - General management consultancy services
- 79411100 - Business development consultancy services
- 79415200 - Design consultancy services
- 79990000 - Miscellaneous business-related services

Submission

Enquiry deadline

21 January 2026, 11:59pm

Tender submission deadline

26 January 2026, 12:00pm

Submission address and any special instructions

Register at: <https://wcc.ukp.app.jaggaer.com>

Once registered, visit: <https://wcc.ukp.app.jaggaer.com/go/45743701019B7E9B136A>

Tenders may be submitted electronically

Yes

Award criteria

70% Technical

30% Price

Procedure

Procedure type

Below threshold - open competition

Contracting authority

Westminster City Council

- Public Procurement Organisation Number: PJVD-6261-BPPJ

64 Victoria Street

London

SW1E 6QP

United Kingdom

Email: buyingteam@westminster.gov.uk

Website: <https://www.westminster.gov.uk/>

Region: UKI32 - Westminster

Organisation type: Public authority - sub-central government