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Tender

## **Provision of External Investigation HR Services and Related Topics**

NHS England

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

Notice identifier: 2026/S 000-003911

Procurement identifier (OCID): ocds-h6vhtk-0505b7 ([view related notices](#))

Published 16 January 2026, 1:54pm

### **Scope**

### **Reference**

C414605

### **Description**

NHS England is seeking to commission a service that provides access to suitably qualified and experienced external investigators to conduct complex and sensitive workplace investigations. These may include HR matters, Freedom to Speak Up (FTSU) (whistleblowing) and/or data breach investigations.

This service will support NHS England in responding promptly to and robustly to concerns raised by staff, in line with the NHS People Promise, ensuring staff feel heard and that we meet our responsibilities as an employer.

We are considering a delivery model where the appointed provider will:

- Recruit and manage a pool of investigators.

- Complete employment checks (including DBS checks)
- Ensure mandatory training is up to date (Information Governance, Safeguarding, Equality & Inclusion).
- Manage Payments to investigators.

Investigators must comply with the NHS England policy and relevant legal requirements, producing written reports with evidence-based conclusions and recommendations that can withstand judicial scrutiny.

Investigators should have:

- Senior-level experience in complex public sector organisations.
- Expertise in conducting or overseeing sensitive investigations.
- Relevant training and qualifications (HR, Information Governance, security clearance where required).
- Board-level experience, ideally with the NHS.

The provider must ensure investigators can be mobilised within two weeks of a case being assigned. The number of investigations will vary depending on case complexity and sensitivity.

The selected supplier is expected to commence work in early April 2026.

### **Total value (estimated)**

- £281,250 excluding VAT
- £337,500 including VAT

Above the relevant threshold

### **Contract dates (estimated)**

- 1 April 2026 to 31 March 2027

- Possible extension to 30 June 2027
- 1 year, 3 months

Description of possible extension:

12 months, with the option to extend for up to three month periods (maximum potential duration: 15 months, subject to funding)

## **Main procurement category**

Services

## **CPV classifications**

- 79400000 - Business and management consultancy and related services

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## **Participation**

### **Legal and financial capacity conditions of participation**

As details in the ITT documents

### **Technical ability conditions of participation**

As details in the ITT documents

### **Particular suitability**

- Small and medium-sized enterprises (SME)
  - Voluntary, community and social enterprises (VCSE)
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## **Submission**

### **Enquiry deadline**

6 February 2026, 5:00pm

### **Tender submission deadline**

16 February 2026, 12:00pm

### **Submission address and any special instructions**

<https://health-family.force.com/login>

### **Tenders may be submitted electronically**

Yes

### **Languages that may be used for submission**

English

### **Award decision date (estimated)**

6 March 2026

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## Award criteria

| Name              | Description | Type    | Weighting |
|-------------------|-------------|---------|-----------|
| Technical/Quality | 60%         | Quality | 60.00%    |
| Commercial        | 30%         | Price   | 30.00%    |
| Social value      | 10%         | Quality | 10.00%    |

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## Other information

### Conflicts assessment prepared/revised

Yes

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## Procedure

### Procedure type

Open procedure

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## Contracting authority

### NHS England

- Public Procurement Organisation Number: PDPT-3135-BWWY

Wellington House, 133-135 Waterloo Rd

London

SE1 8UG

United Kingdom

Contact name: Jean-Claude Simba

Email: [jean-claude.simba@nhs.net](mailto:jean-claude.simba@nhs.net)

Website: <https://www.england.nhs.uk/>

Region: UKI45 - Lambeth

Organisation type: Public authority - central government