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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

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)
-

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

Award criteria

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

Other information

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Open procedure

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

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

Region: UKI45 - Lambeth

Organisation type: Public authority - central government