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Contract

DFP-Workplace Needs Assessments & Coaching for Neurodivergent Employees

Scottish Government

F03: Contract award notice

Notice identifier: 2025/S 000-008128

Procurement identifier (OCID): ocids-h6vhtk-04adbd

Published 6 March 2025, 9:03am

Section I: Contracting authority

I.1) Name and addresses

Scottish Government

4 Atlantic Quay, 70 York St

Glasgow

G2 8EA

Contact

Caitlin Fullarton

Email

caitlin.fullarton@gov.scot

Telephone

+44 412425466

Country

United Kingdom

NUTS code

UKM - Scotland

Internet address(es)

Main address

<http://www.scotland.gov.uk>

Buyer's address

https://www.publiccontractsscotland.gov.uk/search/Search_AuthProfile.aspx?ID=AA10482

I.2) Information about joint procurement

The contract is awarded by a central purchasing body

I.4) Type of the contracting authority

Ministry or any other national or federal authority

I.5) Main activity

General public services

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

DFP-Workplace Needs Assessments & Coaching for Neurodivergent Employees

Reference number

700678

II.1.2) Main CPV code

- 85121270 - Psychiatrist or psychologist services

II.1.3) Type of contract

Services

II.1.4) Short description

The Scottish Government (SG), on behalf of the Scottish Ministers, wishes to commission the procurement of occupational psychology services for SG employees. This will involve providing work-based needs assessments for neurodiverse individuals and strategy coaching for specific situations.

II.1.6) Information about lots

This contract is divided into lots: No

II.1.7) Total value of the procurement (excluding VAT)

Value excluding VAT: £600,000

II.2) Description

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

II.2.4) Description of the procurement

Neurodiversity describes the way that people think, learn, perceive the world, interact, and

process information differently. Different ways of thinking, learning, and interacting with others helps organisations thrive. Having a workforce that includes people with a variety of perspectives, backgrounds and experiences can improve creativity, innovation and problem solving.

It is estimated that 1 in 7 people (15%) have a neurodivergent condition. Therefore, potentially up to 1,500 SG employees have a neurodivergent condition and may need workplace support.

Our ambition as an employer is to be a diverse and inclusive organisation where everyone feels welcome and respected. Supporting neurodivergent individuals in the workplace is fundamental towards ensuring all employees feel welcome and respected. To support this ambition, the SG would like to establish a contracted supplier to provide work-based needs assessments and strategy coaching for neurodivergent individuals. This offers the SG an opportunity to not only boost engagement and productivity amongst our existing employees, but also ensuring new talent into the organisation are adequately supported.

II.2.5) Award criteria

Quality criterion - Name: Quality / Weighting: 70

Price - Weighting: 30

II.2.11) Information about options

Options: Yes

Description of options

Option to extend for a further two 12-month periods at the sole discretion of the Scottish Government.

II.2.13) Information about European Union Funds

The procurement is related to a project and/or programme financed by European Union funds: No

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Open procedure

IV.1.8) Information about the Government Procurement Agreement (GPA)

The procurement is covered by the Government Procurement Agreement: Yes

IV.2) Administrative information

IV.2.1) Previous publication concerning this procedure

Notice number: [2024/S 000-033763](#)

Section V. Award of contract

Contract No

700678

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

19 February 2025

V.2.2) Information about tenders

Number of tenders received: 2

Number of tenders received from SMEs: 2

Number of tenders received from tenderers from other EU Member States: 0

Number of tenders received from tenderers from non-EU Member States: 1

Number of tenders received by electronic means: 1

The contract has been awarded to a group of economic operators: No

V.2.3) Name and address of the contractor

OPM Consulting

OPM Consulting, 4th Floor, Silverstream House, 45 Fitzroy Street, Fitzrovia

London

W1T 6EB

Country

United Kingdom

NUTS code

- UK - United Kingdom

Internet address

<https://opmconsulting.co.uk/>

The contractor is an SME

Yes

V.2.4) Information on value of contract/lot (excluding VAT)

Total value of the contract/lot: £600,000

Section VI. Complementary information

VI.3) Additional information

The buyer is using PCS-Tender to conduct this ITT exercise. The Project code is 27826. For more information see:

<http://www.publiccontractsscotland.gov.uk/info/InfoCentre.aspx?ID=2343>

A sub-contract clause has been included in this contract. For more information see:
<http://www.publiccontractsscotland.gov.uk/info/InfoCentre.aspx?ID=2363>

Community benefits are included in this requirement. For more information see:
<https://www.gov.scot/policies/public-sector-procurement/community-benefits-in-procurement/>

A summary of the expected community benefits has been provided as follows:

The tenderer must provide a Community Benefits proposal that is relevant to the subject matter of this contract and supports the Scottish Ministers' commitment to contributing to the social, economic & environmental well-being of the people of Scotland.

(SC Ref:792486)

VI.4) Procedures for review

VI.4.1) Review body

Edinburgh Sheriff Court and Justice of the Peace Court

Edinburgh

EH1 1LB

Country

United Kingdom