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Tender

Framework for Workforce Technology Systems

Guy's and St Thomas' NHS Foundation Trust

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

Notice identifier: 2025/S 000-008494

Procurement identifier (OCID): ocds-h6vhtk-04eae7 ([view related notices](#))

Published 10 March 2025, 11:53am

Scope

Description

Framework for locally delivered Workforce Systems which seeks to continue to support the NHS Long Term Plan and People Digital Plan by providing a route to market for all software systems and digital solutions in use, to support the management, deployment and development of jobs and staff and associated reporting and analytics.

Commercial tool

Establishes an open framework

A series of frameworks with substantially the same terms. Awarded suppliers are carried over and new suppliers can bid.

Total value (estimated)

- £1,000,000,000 excluding VAT

- £1,200,000,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 18 August 2025 to 19 August 2026
- Possible extension to 19 August 2033
- 8 years, 2 days

Description of possible extension:

On the anniversary, we will look to relaunch a framework with substantially the same scope and terms and conditions for up to a maximum duration of eight (8) years.

Options

The right to additional purchases while the contract is valid.

The open procedure allows us to launch new frameworks on the anniversary for up to a maximum duration of eight (8) years.

Main procurement category

Goods

CPV classifications

- 48000000 - Software package and information systems
- 48211000 - Platform interconnectivity software package

- 48451000 - Enterprise resource planning software package
- 48218000 - License management software package
- 71600000 - Technical testing, analysis and consultancy services
- 72200000 - Software programming and consultancy services
- 72220000 - Systems and technical consultancy services
- 72221000 - Business analysis consultancy services
- 72224000 - Project management consultancy services
- 48213000 - Operating system enhancement software package
- 72226000 - System software acceptance testing consultancy services
- 72227000 - Software integration consultancy services
- 72246000 - Systems consultancy services
- 72266000 - Software consultancy services
- 73000000 - Research and development services and related consultancy services
- 79400000 - Business and management consultancy and related services
- 79414000 - Human resources management consultancy services
- 79418000 - Procurement consultancy services
- 48100000 - Industry specific software package
- 48160000 - Library software package
- 48170000 - Compliance software package
- 48190000 - Educational software package
- 48219300 - Administration software package
- 48330000 - Scheduling and productivity software package
- 48331000 - Project management software package

- 48450000 - Time accounting or human resources software package
- 48460000 - Analytical, scientific, mathematical or forecasting software package
- 72212215 - Networking developers software development services
- 72253000 - Helpdesk and support services
- 79211110 - Payroll management services

Lot a2iSr000005WjrxIAC. Workforce Technology Systems

Description

General Requirements "The delivery of workforce specific software" The scope of this lot shall initially include; • Off the shelf systems and software (including general and mobile applications ("Apps")) • Software / App development • The development of systems / apps necessary to support their utilisation. • Standardisation of data flows and associated Application Programming Interfaces ("APIs") relevant to the product. The scope of this lot shall not include; - The ability to provide individual workforce members (People/Staff) - The role of carrying out Occupational Health assessments on individuals - The role of carrying out Clinical or Medical duties under supervision Whilst it is not envisaged that each Service Provider awarded to this lot will be capable of supplying all systems, Customers will have the ability to shortlist the most capable of bidders to provide their requirements. This will be managed through a shortlisting process based on the self-classification of each bidder's software solution(s) and the developmental capabilities of the bidder and the system once deployed. This lot is open to original equipment manufacturers only. Some example types of workforce software available under this lot are: • E-recruitment, employment checks and onboarding • Occupational Health • Case Management, including wellbeing • Wage Advance • Expenses • Rostering • Job Planning • Junior Doctor Module • Scheduling • Temporary Staffing • Learning Management Systems • Appraisal and revalidation • Performance Management • Succession Planning • Clinical Supervision Additionally, any other workforce software which can be described as "Workforce Technology" may be considered here.

Lot value (estimated)

- £330,000,000 excluding VAT
- £396,000,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications, contract dates and options are shown in the Scope section, because they are the same for all lots.

Lot a2iSr000005WjtZIAS. Services for Integration, Deployment and Interoperability

Description

General Requirements "The supply of solutions to support the delivery of workforce technology systems" The scope of this lot shall initially include;

- System training
- Implementation, Transformation and Transition Services
- Reporting and Analytics tools
- Development of interoperability capabilities between systems
- Integration of systems and processes
- Standardisation of data flows and associated APIs

Additionally, any other services which can be described as integration, deployment and interoperability services relevant to Workforce Technology systems may be considered here.

Lot value (estimated)

- £250,000,000 excluding VAT
- £300,000,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications, contract dates and options are shown in the Scope section, because they are the same for all lots.

Lot a2iSr000005WjvBIAS. Professional Services and Consultancy

Description

General Requirements "The provision of Professional Services in the support of Workforce Technology Systems" The scope of this lot shall initially include; • Systems gap analysis • Specification Design • Change Management • Project Management • Reporting and Analytics Reporting Additionally, any other services which can be described as professional services and consultancy relevant to Workforce Technology systems may be considered here.

Lot value (estimated)

- £117,000,000 excluding VAT
- £140,400,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications, contract dates and options are shown in the Scope section, because they are the same for all lots.

Lot a2iSr000005WjwnIAC. Overlay, User Experience and Support

Description

General Requirements "The delivery of overlay solutions to support employee experience" The scope of this Lot shall initially include;

- Single User Interfacing
- Customisation and standardisation
- System Policy Design and harmonisation
- Ticketing and support services
- User Experience Solutions

Additionally, any other products or services which can be described as overlay, user experience or support systems and services relevant to Workforce Technology systems may be considered here.

Lot value (estimated)

- £150,000,000 excluding VAT
- £180,000,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications, contract dates and options are shown in the Scope section, because they are the same for all lots.

Framework

Open framework scheme end date (estimated)

19 August 2033

Maximum number of suppliers

Unlimited

Maximum percentage fee charged to suppliers

1%

Framework operation description

Operation administration management will be conducted by NHS London Procurement Partnership (LPP).

Award method when using the framework

With competition

Contracting authorities that may use the framework

The framework agreement shall include the entire public sector and any private sector organisations with a similar need.

Submission

Enquiry deadline

7 April 2025, 4:00pm

Tender submission deadline

11 April 2025, 12:00pm

Submission address and any special instructions

The Tendering Portal can be accessed via the link: <https://health-family.force.com/s>Welcome> All communications (including submission of Tenders) should be carried out via the e-Tendering Portal. The procurement documents are available for unrestricted full direct access, free of charge via the e-Tendering Portal. To access this opportunity you will need to register at <https://health-family.force.com/s>Welcome> as a Supplier and search for the opportunity C342338. To respond to this Invitation to Tender, Bidders must register on the portal, log in, complete the tender response documents and submit them via the e-tendering portal. Please note that any communication from NHS London Procurement Partnership (NHS LPP) regarding this tender will be via Atamis. Bidders must use the e-tendering messaging board for their communication with NHS LPP regarding this procurement. Should Tenderers have any queries, or having problems using the portal, they should contact the Atamis Helpdesk at: Phone: 0800 9956035 E-mail: support-health@atamis.co.uk

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

4 August 2025

Recurring procurement

Publication date of next tender notice (estimated): 19 August 2026

Award criteria

Name	Type	Weighting
Technical Envelope	Quality	90.00%
Social Value	Quality	10.00%

Other information

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Open procedure

Justification for not publishing a preliminary market engagement notice

Pre market engagement was conducted under the Public Contract Regulations (2015).

Contracting authority

Guy's and St Thomas' NHS Foundation Trust

- Public Procurement Organisation Number: PDZC-6438-DGPX

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Organisation type: Public authority - central government