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Tender

## **Statistical Analysis of Recruitment**

Health Education England

F02: Contract notice

Notice identifier: 2022/S 000-015278

Procurement identifier (OCID): ocds-h6vhtk-034254

Published 31 May 2022, 5:53pm

### **Section I: Contracting authority**

#### **I.1) Name and addresses**

Health Education England

1st Floor, Blenheim House, Duncombe Street

Leeds

LS1 4PL

#### **Contact**

Phil Scott

#### **Email**

[philip.scott@hee.nhs.uk](mailto:philip.scott@hee.nhs.uk)

#### **Country**

United Kingdom

#### **NUTS code**

UK - United Kingdom

**Internet address(es)**

Main address

<https://www.hee.nhs.uk>

Buyer's address

<https://www.hee.nhs.uk>

**I.3) Communication**

The procurement documents are available for unrestricted and full direct access, free of charge, at

<https://health-family.force.com/s/Welcome>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://health-family.force.com/s/Welcome>

Tenders or requests to participate must be submitted to the above-mentioned address

Electronic communication requires the use of tools and devices that are not generally available. Unrestricted and full direct access to these tools and devices is possible, free of charge, at

<https://health-family.force.com/s/Welcome>

**I.4) Type of the contracting authority**

Body governed by public law

**I.5) Main activity**

Health

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## **Section II: Object**

### **II.1) Scope of the procurement**

#### **II.1.1) Title**

Statistical Analysis of Recruitment

Reference number

C79993

#### **II.1.2) Main CPV code**

- 71620000 - Analysis services

#### **II.1.3) Type of contract**

Services

#### **II.1.4) Short description**

HEE are seeking to procure a provider organisation, to conduct a robust and relevant analysis of recruitment data to date and over the course of the next three years.

Core themes:

Within the scope of this work the following themes will need to shape analysis and form the structure of regular reporting:

Digital vs traditional face-to-face methods:

- Fairness of recruitment based on protected characteristics
- Fairness of recruitment based on country of primary qualification
- How do face-to-face and digital methods compare in their effectiveness of identifying the most suitable applicants that will continue to be successful in the training programme they have been appointed to?
- How has applicant behaviour changed?
- Are applicants applying for training programmes coming through traditional training routes – how has the dynamics changed. For example, are Foundation trainees progressing straight into core training

#### **II.1.5) Estimated total value**

Value excluding VAT: £450,000

### **II.1.6) Information about lots**

This contract is divided into lots: No

## **II.2) Description**

### **II.2.3) Place of performance**

NUTS codes

- UKE42 - Leeds

### **II.2.4) Description of the procurement**

HEE are seeking to procure a provider organisation, to conduct a robust and relevant analysis of recruitment data to date and over the course of the next three years.

Core themes:

Within the scope of this work the following themes will need to shape analysis and form the structure of regular reporting:

Digital vs traditional face-to-face methods:

- Fairness of recruitment based on protected characteristics
- Fairness of recruitment based on country of primary qualification
- How do face-to-face and digital methods compare in their effectiveness of identifying the most suitable applicants that will continue to be successful in the training programme they have been appointed to?
- How has applicant behaviour changed?
- Are applicants applying for training programmes coming through traditional training routes – how has the dynamics changed. For example, are Foundation trainees progressing straight into core training? Are Core Surgical Trainees progressing directly into higher surgical training, or are these posts being awarded by applicants who have applied through a different route?
- Does level of experience have an impact on fairness and suitability of different recruitment methods (i.e. is digital recruitment fairer in R2 or R1)
- Does one type of recruitment (i.e Digital vs Traditional) work better for certain staff groups over others. I.e. Is digital recruitment more effective in Dental recruitment vs Pharmacy recruitment

HEE are looking to commission an external supplier to conduct statistical analysis of recruitment data with the vision that detailed information associated with key areas of recruitment can be derived from all accessible historic, current and future data.

The successful provider will deliver a number of key reports and supporting infographics

with in-depth information across the following areas, across the three-year period:

1. Assessment of the reliability and validity of the selection methods and tools used by the various specialities.
2. Evaluation of recruitment outcomes against widening participation and equality and diversity policies. For example, identifying if there is any discrimination or bias around any protected characteristics (e.g. gender, ethnicity, nationality).
3. Evaluation of outcomes between historical methods of assessment and Covid-19 contingency recruitment methods.
4. Reviewing the success of UK trainees, and career progression and continuity, in the selection process. For example, foundation trainees to core training or core trainees to higher training.
5. The predictive validity of assessments for future training progression.

It is expected that detailed reports for the themes outlined above will be provided for each of the recruitment rounds listed below for each year of the contract.

- Medical Round 1
- Medical Round 2
- Medical Round 3
- Dental Round 1
- Foundation Pharmacy
- Healthcare Science

The successful provider will also be expected to provide in depth analysis of key themes across data supplied for all years of the project, as well as historic data. For example, a comparison between year 1 'data' and year 2 'data' for the 'evaluation of recruitment outcomes against widening participation and equality and diversity policies.'

Analysis should also be conducted to identify trends between different rounds within the same recruitment years as well as identifying any similarities between the different staff groups.

#### **II.2.5) Award criteria**

Price is not the only award criterion and all criteria are stated only in the procurement documents

#### **II.2.6) Estimated value**

Value excluding VAT: £450,000

**II.2.7) Duration of the contract, framework agreement or dynamic purchasing system**

Duration in months

36

This contract is subject to renewal

No

**II.2.10) Information about variants**

Variants will be accepted: No

**II.2.11) Information about options**

Options: No

**II.2.13) Information about European Union Funds**

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

**II.2.14) Additional information**

Documents can be found at  
<http://health.atamis.co.uk>

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## **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: No

### **IV.2) Administrative information**

#### **IV.2.2) Time limit for receipt of tenders or requests to participate**

Date

16 June 2022

Local time

8:00am

#### **IV.2.4) Languages in which tenders or requests to participate may be submitted**

English

#### **IV.2.6) Minimum time frame during which the tenderer must maintain the tender**

Duration in months: 3 (from the date stated for receipt of tender)

#### **IV.2.7) Conditions for opening of tenders**

Date

17 June 2022

Local time

12:00pm

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## **Section VI. Complementary information**

### **VI.1) Information about recurrence**

This is a recurrent procurement: No

### **VI.3) Additional information**

Documents can be found at:

<http://health.atamis.co.uk>

### **VI.4) Procedures for review**

#### **VI.4.1) Review body**

Health Education England

Duncome Street,

Leeds

LS1 4PL

Country

United Kingdom

Internet address

<https://www.hee.nhs.uk>

#### **VI.4.2) Body responsible for mediation procedures**

Health Education England

1st Floor, Blenheim House, Duncombe Street

Leeds

LS1 4PL

Email

[commercialteam@hee.nhs.uk](mailto:commercialteam@hee.nhs.uk)



Country

United Kingdom

Internet address

<https://www.hee.nhs.uk>

**VI.4.4) Service from which information about the review procedure may be obtained**

Health Education England

1st Floor, Blenheim House, Duncombe Street

Leeds

LS1 4PL

Email

[commercialteam@hee.nhs.uk](mailto:commercialteam@hee.nhs.uk)

Country

United Kingdom

Internet address

<https://www.hee.nhs.uk>