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Contract

National Recruitment Software System

NHS England

F03: Contract award notice

Notice identifier: 2025/S 000-031711

Procurement identifier (OCID): ocds-h6vhtk-054722

Published 11 June 2025, 9:08pm

Section I: Contracting authority

I.1) Name and addresses

NHS England

Wellington House, 133-135 Waterloo Rd

London

SE1 8UG

Contact

NHSE DDAT Contract Management Team

Email

england.commercialqueries@nhs.net

Country

United Kingdom

Region code

UKJ1 - Berkshire, Buckinghamshire and Oxfordshire

Internet address(es)

Main address

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

Buyer's address

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

I.4) Type of the contracting authority

Body governed by public law

I.5) Main activity

Health

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

National Recruitment Software System

II.1.2) Main CPV code

- 48000000 - Software package and information systems

II.1.3) Type of contract

Supplies

II.1.4) Short description

Provision of a software platform for use by the Four Nations to facilitate local, regional and

national recruitment across the following NHS staffing groups:

- Foundation
- Medical
- Dental
- Pharmacy
- Healthcare Science

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: £12,360,000

II.2) Description

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

II.2.4) Description of the procurement

Direct Award for the provision of a software platform for use by the Four Nations to facilitate local, regional and national recruitment.

II.2.5) Award criteria

Price

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

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Award of a contract without prior publication of a call for competition in the cases listed below

- The services can be provided only by a particular economic operator for the following reason:
 - absence of competition for technical reasons

Explanation:

NHS England (NHSE) is required to maintain the provision of a National Recruitment Platform to support Local, Regional and National recruitment across the Four Nations. This platform specialises in the recruitment of the following staffing groups:

- Foundation
- Medical
- Dental
- Pharmacy
- Healthcare Science

There is a clear clinical risk should the national recruitment platform not be maintained and service continuity is of paramount importance. A stable recruitment system is required to ensure delivery of business as usual recruitment processes across the four nations. The wider landscape across national recruitment is changing and with annual increases in application numbers this has created an administrative burden for NHSE England's regional recruitment teams.

NHSE has commissioned industry leaders to undertake assessments of the market, through discovery exercises, to understand whether there is competition in the market capable of meeting NHSE's Technical requirements. The assessments have considered product disaggregation and wider market analysis. NHSE is currently undertaking an Alpha project to assess options that might allow for the development of alternative products or pre-built systems that will meet all the technical requirements (in Lots or otherwise) that NHSE believes does not exist currently .

Additionally, previously competed procurements have only resulted in one bidder or one bidder with support from a partner supplier.

At this stage, NHSE has concluded that competition in the market does not exist in the form of a customisable Commercial Off the Shelf product. This is primarily due to the specialist nature of the technical requirements and in particular the need for interoperable functionality with other clinical government recruitment platforms.

NHSE remains committed to keeping this position under regular review to ensure that the best value for money is delivered.

NHS England commenced negotiations for the direct award of the services with Hicom Technology Limited in December 2024 and is satisfied that the tests permitting the use of the Negotiated Procedure without prior publication (Reg 32(2)(b)(ii) and (iii) PCR 2015) and the Government Commercial Function's Procurement Act 2023 Guidance: Transitional and Saving Arrangements have been met.

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

The procurement is covered by the Government Procurement Agreement: Yes

Section V. Award of contract

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

28 May 2025

V.2.2) Information about tenders

Number of tenders received: 1

Number of tenders received from tenderers from other 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

Hicom Technology Limited

Red House, Cemetery Pales, Brookwood, Woking,

Surrey

GU24 0BL

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

04516040

Internet address

<http://www.hicom.co.uk>

The contractor is an SME

Yes

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

Initial estimated total value of the contract/lot: £12,360,000

Total value of the contract/lot: £12,360,000

Section VI. Complementary information

VI.4) Procedures for review

VI.4.1) Review body

The High Court

The Strand

London

WC2A 2LL

Country

United Kingdom