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Tender

NHS WALES GENERAL MANAGEMENT GRADUATE PROGRAMME

Health Education and Improvement Wales

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

Notice identifier: 2025/S 000-058482

Procurement identifier (OCID): ocids-h6vhtk-059f03

Published 22 September 2025, 12:50pm

Scope

Reference

HEIW - FTS - 60546

Description

Health Education and Improvement Wales (HEIW) is seeking to appoint an experienced supplier to co-design, implement, and deliver the Graduate Programme Assessment Centre 2026 as part of the NHS Wales General Management Graduate Programme, a key priority within HEIW's Integrated Medium Term Plan. The programme aims to develop a sustainable and inclusive pipeline of future NHS leaders to meet the evolving needs of the Welsh population and public services. The appointed provider will work collaboratively with HEIW to design bespoke assessment exercises aligned to the national NHS Wales Success Profile, deliver a robust digital situational judgement tool, plan and facilitate a hybrid (virtual and/or face-to-face) assessment centre, and provide comprehensive training and reusable branded materials for assessors. The solution must be evidence-based, fully inclusive, accessible, and compliant with equality legislation and Welsh Language Standards, ensuring fairness and transparency throughout. This procurement will support HEIW's statutory workforce planning obligations and long-term strategy to

develop leadership capacity across NHS Wales, directly contributing to national health priorities such as A Healthier Wales and the Well-being of Future Generations (Wales) Act.

Total value (estimated)

- £160,000 excluding VAT
- £192,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 December 2025 to 30 November 2027
- Possible extension to 30 November 2029
- 4 years

Description of possible extension:

Optional extension of 24 months in 12 month increments

Main procurement category

Services

CPV classifications

- 80000000 - Education and training services

Contract locations

- UKL - Wales

Participation

Particular suitability

- Small and medium-sized enterprises (SME)
- Voluntary, community and social enterprises (VCSE)

Submission

Enquiry deadline

13 October 2025, 12:00pm

Tender submission deadline

22 October 2025, 12:00pm

Electronic auction will be used

Yes

Submission address and any special instructions

<https://etenderwales.bravosolution.co.uk/web/login.shtml>

ITT_120133

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

28 November 2025

Award criteria

Name	Description	Type	Weighting
Commercial	na	Price	60.00%
Technical	na	Quality	40.00%

Other information

Applicable trade agreements

- Government Procurement Agreement (GPA)

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Open procedure

Justification for not publishing a preliminary market engagement notice

This is a renewal requirement. Hence opted for Open tender procedure.

Contracting authority

Health Education and Improvement Wales

- Public Procurement Organisation Number: PRNH-7564-JLCQ

T? Dysgu, Cefn Coed

Nantgarw

CF15 7QQ

United Kingdom

Email: nwssp_procurement_eeenablement_support@wales.nhs.uk

Website: <http://nwssp.nhs.wales/ourservices/procurement-services/>

Region: UKL15 - Central Valleys

Organisation type: Public authority - central government

Other organisation

These organisations are carrying out the procurement, or part of it, on behalf of the contracting authorities.

NHS Wales Shared Services Partnership (hosted by Velindre University NHS Trust)

Summary of their role in this procurement: Managing Procurement

- Public Procurement Organisation Number: PXWV-6492-CGMN

4-5 Charnwood Court

Cardiff

CF15 7QZ

United Kingdom

Email: nwssp_procurement_enablement_support@wales.nhs.uk

Website: <http://nwssp.nhs.wales/ourservices/procurement-services/>

Region: UKL15 - Central Valleys

Contact organisation

Contact Health Education and Improvement Wales for any enquiries.