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Tender

H0750 - FRAMEWORK FOR THE PROVISION OF PSYCHOMETRIC/ DIAGNOSTIC ASSESSMENT

Health Education and Improvement Wales (HEIW)

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

Notice identifier: 2025/S 000-065641

Procurement identifier (OCID): ocds-h6vhtk-05cd69

Published 15 October 2025, 3:01pm

Scope

Reference

HEIW-FTS-60572

Description

Health Education and Improvement Wales (HEIW) is seeking to establish a framework agreement for the supply of psychometric and diagnostic assessments and associated services to support leadership, personal, and team development across NHS Wales

The framework agreement will cover supply of assessments which focus on the following themed areas:

Personality Trait and Type

Team Role /Team Effectiveness

360° Leadership Assessment

Personal / Leadership Development e.g. emotional intelligence, strengths, values and motivations.

Leadership Effectiveness Combination Assessment

Services may include full or self-service assessment delivery, expert practitioner feedback, coaching, workshop facilitation, and practitioner training or accreditation.

The framework will run for three years, with the option to extend for a fourth year, and will be divided into themed Lots. There is no guaranteed value or volume of work.

Suppliers interested in this opportunity should refer to the tender documents available in the ITT for full details, scope, and submission requirements.

Commercial tool

Establishes a framework

Total value (estimated)

- £400,000 excluding VAT
- £480,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 February 2026 to 31 January 2029
- Possible extension to 31 January 2030
- 4 years

Description of possible extension:

The Framework Agreement will be for a period of 3 years, commencing on 01 February

2026 and ending 31 January 2029, with an option to extend for a further 1 years until 31 January 2030.

Main procurement category

Services

CPV classifications

- 80000000 - Education and training services

Contract locations

- UKL - Wales

Lot 1. 1a & 1b - Personality Trait and/or Type

Description

Lot 1a. - Personality Trait /Type Assessment - Self Service

Lot 1b. - Personality Trait /Type Assessment - Full Service

Please check the Invitation to Tender and specification for more details.

Lot value (estimated)

- £80,000 excluding VAT
- £96,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

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

Lot 2. 2a & 2b - Team Roles /Team effectiveness

Description

2a. Team roles / team effectiveness assessment - Self Service

2b. Team roles / team effectiveness assessment - Full Service

Please check the Invitation to Tender and specification for more details.

Lot value (estimated)

- £80,000 excluding VAT
- £96,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

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

Lot 3. 3a & 3b - 360° Leadership Assessment

Description

3a. 360° Leadership Assessment - Self Service

3b. 360° Leadership Assessment - Full Service

Please check the Invitation to Tender and specification for more details.

Lot value (estimated)

- £80,000 excluding VAT
- £96,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

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

Lot 4. 4a & 4b - Personal/ Leadership Development Assessment

Description

4a. Personal/ Leadership Development Assessment - Self Service

4b. Personal/ Leadership Development Assessment - Full Service

Please check the Invitation to Tender and specification for more details.

Lot value (estimated)

- £80,000 excluding VAT
- £96,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

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

Lot 5. 5a - Leadership Effectiveness Combination Assessment

Description

Lot 5a - Full Service

Composite individualised assessment/ report to include:

- Traits and Drivers
- Leadership Styles - 180°
- Organisational Climate/Impact - 180°
- Leadership Behaviours - 360°

Lot value (estimated)

- £80,000 excluding VAT
- £96,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

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

Framework

Maximum number of suppliers

Unlimited

Maximum percentage fee charged to suppliers

0%

Further information about fees

N/A

Framework operation description

Please check the Invitation to Tender for more details.

Award method when using the framework

Without competition

Contracting authorities that may use the framework

Establishing party only

Participation

Legal and financial capacity conditions of participation

Lot 1. 1a & 1b - Personality Trait and/or Type

Lot 2. 2a & 2b - Team Roles /Team effectiveness

Lot 3. 3a & 3b - 360° Leadership Assessment

Lot 4. 4a & 4b - Personal/ Leadership Development Assessment

Please check the Invitation to Tender and specification for more details.

Lot 5. 5a - Leadership Effectiveness Combination Assessment

Please refer to ITT & Specification document for further details.

Technical ability conditions of participation

Lot 1. 1a & 1b - Personality Trait and/or Type

Lot 2. 2a & 2b - Team Roles /Team effectiveness

Lot 3. 3a & 3b - 360° Leadership Assessment

Lot 4. 4a & 4b - Personal/ Leadership Development Assessment

Please check the Invitation to Tender and specification for more details.

Lot 5. 5a - Leadership Effectiveness Combination Assessment

Please refer to ITT & Specification document for further details.

Submission

Enquiry deadline

12 November 2025, 12:00pm

Tender submission deadline

19 November 2025, 12:00pm

Submission address and any special instructions

https://etenderwales.bravosolution.co.uk/web/login.shtml?_ncp=1673535588819.7062504-1

ITT - 120621

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

1 January 2026

Recurring procurement

Publication date of next tender notice (estimated): 9 September 2029

Award criteria

Name	Type	Weighting
Commercial	Price	60.00%
Technical	Quality	40.00%

Other information

Payment terms

Payment terms are 30 days, all invoices must be submitted electronically and in line with NHS Wales' e-Trading Specification.

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

New Framework

Contracting authority

Health Education and Improvement Wales (HEIW)

- Public Procurement Organisation Number: PRNH-7564-JLCQ

Ty Dysgu Cefn Coed, Nantgarw,

Cardiff

CF15 7QQ

United Kingdom

Contact name: Lynsey Reynolds

Email: Lynsey.Reynolds3@wales.nhs.uk

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

Region: UKL15 - Central Valleys

Organisation type: Public authority - central government

Devolved regulations that apply: Wales

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

Contact name: Lynsey Reynolds

Email: lynsey.reynolds3@wales.nhs.uk

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

Region: UKL15 - Central Valleys

Contact organisation

Contact Health Education and Improvement Wales (HEIW) for any enquiries.