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Planning

Re procurement Next Step/Leadership and Management - Pre-market engagement

NHS England

UK3: Planned procurement notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-068127

Procurement identifier (OCID): ocds-h6vhtk-05d33d ([view related notices](#))

Published 24 October 2025, 11:34am

Scope

Reference

C395966

Description

Market Notice: Leadership Training Requirement for Resident Doctors and SAS Doctors

NHS England is issuing this notice to inform the market of its requirement for leadership training for Resident Doctors and Specialty and Associate Specialist (SAS) doctors.

NHS England seeks to commission CPD-level leadership training for Resident Doctors and SAS doctors within the East of England region.

This notice outlines the re-procurement of the Clinical Leadership and Management Fellows Programme for the East of England, targeting higher trainees and SAS doctors. The maximum contractual term will be five years on a 3+1+1 basis, delivering one cohort per academic year with approximately 80 participants annually. The service includes the

development and delivery of a structured leadership course that equips doctors with essential skills in clinical leadership, strategic planning, team management, and navigating change within the NHS.

The NHS England East of England region has identified a critical need to continue and expand its Leadership and Management Fellows Programme, aimed at developing future clinical leaders among higher trainees and SAS doctors. Over the past two decades, similar programmes such as the Chief Residents initiative and the Next Step course have proven effective in equipping doctors with leadership skills that directly contribute to improved patient care, organisational performance, and workforce retention. With the current contract reaching its maximum term, there is a pressing requirement to re-procure the service to ensure continuity and alignment with evolving NHS strategic priorities.

The business need is driven by the increasing complexity of healthcare delivery, the demand for strategic leadership within clinical settings, and the necessity to prepare doctors to navigate change, manage teams, and implement evidence-based practices. The programme supports the NHS's long-term goals by fostering a culture of continuous improvement and developing a pipeline of future leaders who can drive transformation across the system. It also addresses workforce challenges by enhancing job satisfaction and engagement, which are key to retaining skilled professionals in the NHS. The Francis Report highlighted the impact of ineffective leadership, demonstrating its direct effect on patient outcomes and quality of care.

This re-procurement seeks to secure an external education provider capable of delivering a high-quality leadership curriculum tailored to NHS requirements. The service includes curriculum development, recruitment and selection of participants, event organisation, and ongoing collaboration with the East of England Deanery. The programme will offer 80 places annually, with 70 reserved for Resident Doctors and 10 for eligible SAS doctors, reflecting a strategic expansion to accommodate growing demand and ensure inclusivity across the region.

For further details on the upcoming procurement and draft specification, please see the link below:

Procurement Portal Link

If you would like to express an interest or request further information, please email:

England.educatorsfaculty.eoe@nhs.net

Further details and a draft specification can be downloaded from the following link.

https://atamis-1928--prospend.vf.force.com/apex/CS_ContractPage?filters=&page=1&Preview=Yes&searchStr

<=&SearchType=Projects&sortStr=Alphabetical&uid=a07Sr00000kV0gEIAS&sfdclFrameOrigin=https%3A%2F%2Ffatamis-1928.lightning.force.com>

Please provide responses to the pre-market engagement by 05/11/2025.

Total value (estimated)

- £1,135,280 excluding VAT
- £1,362,336 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 February 2026 to 31 January 2029
- Possible extension to 31 January 2031
- 5 years

Description of possible extension:

Initial term 3 years. 2 year optional extension.

Main procurement category

Services

CPV classifications

- 80000000 - Education and training services

Contract locations

- UK - United Kingdom
-

Participation

Legal and financial capacity conditions of participation

Accredited HEI with medical expertise.

Technical ability conditions of participation

Must meet a minimum of 60% in technical evaluations.

Submission

Publication date of tender notice (estimated)

9 November 2025

Enquiry deadline

21 November 2025, 5:00pm

Tender submission deadline

9 December 2025, 5:00pm

Submission address and any special instructions

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

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

12 January 2026

Other information

Payment terms

30 days in arrears against a valid purchase order.

Description of risks to contract performance

N/A

Procedure

Procedure type

Open procedure

Documents

Technical specifications to be met

<https://atamis-1928.my.site.com/s/Welcome>

Technical Specification

Contracting authority

NHS England

- Public Procurement Organisation Number: PDPT-3135-BWWY

Wellington House, 133-135 Waterloo Rd

London

SE1 8UG

United Kingdom

Email: england.educatorsfaculty.eoe@nhs.net

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

Region: UKI45 - Lambeth

Organisation type: Public authority - central government