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Award

## **Consultancy and advisory services\_Leadership and professional development programme\_Bands 7 & 8a**

EAST KENT HOSPITALS UNIVERSITY NHS FOUNDATION TRUST

UK5: Transparency notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-073341

Procurement identifier (OCID): ocids-h6vhtk-05dff6

Published 12 November 2025, 5:25pm

### **Scope**

### **Reference**

C401193

### **Description**

In accordance with the relevant provisions of the Procurement Act 2023, 2gether Support Solutions, on behalf of the Contracting Authority is looking to direct award a contract for the provision of a leadership development programme for delivery to the Contracting Authority's employed Nurses, Midwives and AHPs (Agenda for Change bands 7 and 8a), across six cohorts (three cohorts per banding) between December 2025 to July 2026.

All workshops are to be delivered with two facilitators per session, with the programme structured into multiple modules, include one module which incorporates three professional actors for experiential learning.

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## **Contract 1**

### **Supplier**

- Robert Dickson Consulting Ltd

### **Contract value**

- £173,700 excluding VAT
- £208,440 including VAT

Above the relevant threshold

### **Earliest date the contract will be signed**

25 November 2025

### **Contract dates (estimated)**

- 27 November 2025 to 31 July 2026
- 8 months, 4 days

### **Main procurement category**

Services

## **CPV classifications**

- 79410000 - Business and management consultancy services

## **Contract locations**

- UKJ44 - East Kent

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## **Participation**

### **Particular suitability**

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

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## **Other information**

### **Description of risks to contract performance**

2gether's Procurement services has identified the following risks that could jeopardise the satisfactory performance of this direct award contract:

Participant availability and engagement: risk that clinical workload pressures or staffing shortages may limit participants' ability to attend scheduled sessions, reducing programme effectiveness.

Supplier capacity and resource constraints: risk that the Supplier may lack sufficient qualified facilitators or professional actors or administrative support to deliver the programme to the agreed standard and timelines.

Programme adaptability and relevance: risk that the content may not fully align with evolving NHS priorities or professional development frameworks, impacting perceived value and uptake.

Technology and delivery platform issues: risk of failure or disruption in technology and delivery platforms used for in-person or virtual learning, leading to delays or reduced accessibility for participants.

Financial and budgetary pressures: risk that changes in funding availability or cost escalation could affect the scope or continuity of the programme.

Compliance and governance requirements: risk of non-compliance with NHS governance, data protection, or safeguarding standards, which could result in suspension or termination of the contract.

## **Conflicts assessment prepared/revised**

Yes

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## **Procedure**

### **Procedure type**

Direct award

### **Direct award justification**

Extreme and unavoidable urgency

This direct award is made under the provisions of the Procurement Act 2023, Schedule 5, which permits the Contracting Authority to award a contract without competition where extreme and unavoidable urgency renders compliance with standard procurement procedures impracticable.

The urgency arises because the previous procurement process conducted under a Public Contracts Regulations 2015 compliant national framework agreement was terminated following internal determination that the proposed award was not viable. These issues were identified during governance review and could not reasonably have been foreseen at the outset of the procurement.

As a result, the Contracting Authority is now faced with an immediate and critical need to secure consultancy and advisory services\_Leadership and professional development programme to maintain continuity of essential services. Restarting a full competitive procedure would introduce delays incompatible with statutory obligations and operational requirements, creating significant risk of consequences, e.g., patient safety compromise, regulatory non-compliance, or operational disruption.

Alternative procurement routes, including framework call-offs and expedited competitions, were assessed but found to be infeasible within the required timeframe.

This direct award is therefore necessary to address the urgent requirement and is strictly limited to the scope and duration required to mitigate the risk. Future requirements will be subject to a compliant competitive process.

In accordance with Section 44 of the Procurement Act 2023, this Transparency Notice is published prior to contract award, and the Contracting Authority will observe the mandatory standstill period to allow representations from interested parties.

The standstill period begins on the day after the publication of this notice.

Representations by capable, experienced and suitable providers must be made to the Contracting Authority's decision makers before midnight on 24th November 2025. Any representations must be made in writing to email address: [ekh-tr.procurement@nhs.net](mailto:ekh-tr.procurement@nhs.net), with the subject line titled 'C401193\_PA2023\_Representations\_[insert your company name]'.

This contract has not yet formally been awarded; this notice serves as an intention to award under the Procurement Act 2023.

This direct award decision has been made as per the Contracting Authority's governance processes, with decision makers being the Contracting Authority's Chief Finance Officer and Chief Nurse and Midwifery Officer.

No declared conflicts or potential conflicts of interest of the individuals making the decision were identified.

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## Supplier

### **Robert Dickson Consulting Ltd**

- Companies House: 07293253

10 Knoll Road

Dorking

RH4 3EW

United Kingdom

Email: [robert@dicksonconsulting.co.uk](mailto:robert@dicksonconsulting.co.uk)

Region: UKJ26 - East Surrey

Small or medium-sized enterprise (SME): Yes

Voluntary, community or social enterprise (VCSE): No

Contract 1

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## Contracting authority

### **EAST KENT HOSPITALS UNIVERSITY NHS FOUNDATION TRUST**

- NHS Organisation Data Service: RVV
- Public Procurement Organisation Number: PYBV-2474-CMNH

Trust Headquarters, Kent and Canterbury Hospital, Ethelbert Road

Canterbury

CT1 3NG

United Kingdom

Contact name: Senior Category Manager - Corporate (C401193)

Email: [ekh-tr.procurement@nhs.net](mailto:ekh-tr.procurement@nhs.net)

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

Region: UKJ44 - East Kent

Organisation type: Public authority - central government