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Planning

Agenda for Change Job Evaluation IT Solution

NHS England

UK2: Preliminary market engagement notice - Procurement Act 2023 - [view information about notice types](#)

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Procurement identifier (OCID): ocds-h6vhtk-05f610

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Scope

Reference

C405090

Description

This Pre-Market Engagement Exercise is being run to support the procurement and development of the Job Evaluation digital system (JE DS) for the NHS in England.

The NHS Job Evaluation Schemes (JES)

(<https://www.nhsemployers.org/publications/nhs-job-evaluation-handbook>) underpins the Agenda for Change (AfC) (<https://www.nhsemployers.org/articles/agenda-change>) contract as the mechanism for determining the pay bands for all posts under the NHS terms and conditions of service (AfC) (<https://www.nhsemployers.org/publications/tchandbook>).

JES is operated in partnership with trade unions both locally and nationally. It is the responsibility of each NHS employer to comply with the Equality Act 2010 which mandates equal pay for work of equal value. JES delivers the principle of equal pay for work of equal value and, where implemented correctly, ensures that staff are paid correctly for the work that they are asked to deliver by their employer, as is their contractual right.

The objective of the programme is to establish a new digital system to make sure the job evaluation scheme is applied fairly across the board. The introduction of a JE digital system in England forms part of a wider plan to restore confidence, build capacity, and modernise job evaluation in the NHS. These actions were agreed as part of the 2023 'non-pay' Agenda for Change deal for England

(<https://www.nhsemployers.org/articles/agenda-change-pay-deal-2023-non-pay-commitments-update>), recommendations from which were agreed in principle by the Secretary of State for Health and Social Care in May 2025 and supported by NHS England executives.

Through this RFI, NHS England is consulting the market on a potential national JE Digital System solution for England currently covering approximately 205 NHS Provider organisations and by April 2027, 26 Integrated Care Boards (ICBs).

A full description of the current requirements for the Agenda for Change Job Evaluation Digital Solution can be accessed in the Request for Information Documents, linked to this Notice.

Total value (estimated)

- £2,166,667 excluding VAT
- £2,600,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 July 2026 to 30 June 2029
- Possible extension to 30 June 2031

- 5 years

Main procurement category

Services

CPV classifications

- 48000000 - Software package and information systems
- 72000000 - IT services: consulting, software development, Internet and support

Engagement

Engagement deadline

30 January 2026

Engagement process description

Suppliers interested in this opportunity are requested to complete the RFI document related to the Agenda for Change Job Evaluation IT Solution.

Clarification questions and responses must be submitted via the NHS England's e-Tendering portal, Atamis. The preliminary market engagement documents and questionnaire can be found on Atamis by searching for "C405090 - Agenda for Change Job Evaluation IT Solution".

To register on the NHS England's e-Tendering portal and to access this opportunity, please go to <https://health-family.force.com/s/Welcome>. You can then search for the opportunity and access any further information.

The deadline for submitting clarification questions relating to this RFI will be 17:00 16th January 2026.

This preliminary market engagement exercise is due for return by 13:00 30th January 2026.

Participation

Particular suitability

Small and medium-sized enterprises (SME)

Submission

Publication date of tender notice (estimated)

31 March 2026

Contracting authority

NHS England

- Public Procurement Organisation Number: PDPT-3135-BWWY

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London

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United Kingdom

Contact name: NHS England Commercial Team

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

Region: UKI45 - Lambeth

Organisation type: Public authority - central government