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Award

## **989217422 T1379- Validation and enhancement of train driver psychometric assessment, selection and recruitment for modern train operations in GB Rail**

RSSB

UK6: Contract award notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-084296

Procurement identifier (OCID): ocds-h6vhtk-05d2e5 ([view related notices](#))

Published 18 December 2025, 12:05pm

### **Scope**

### **Reference**

989217422

### **Description**

This research aims to conduct a comprehensive validation study of the train driver selection process that is used in GB Rail by all rail companies that employ mainline train drivers. This covers passenger operators, freight operators and infrastructure contractors.

It will focus on both the standardised and non-standardised elements of train driver selection and be separated into two distinct phases. We consider a phase distinction to be important given the fundamental differences that exist between the two elements of train driver selection and the required outputs for each. There will be a stage gate review between phase 1 and phase 2 to enable review and reflection of the findings and recommendations, considering any additions or adaptations to phase 2 before commencement.

To view this notice, please click here:

<https://rssb.delta-esourcing.com/delta/viewNotice.html?noticeId=1002216351>

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## **Contract 1. 989217422 T1379- Validation and enhancement of train driver psychometric assessment, selection and recruitment for modern train operations in GB Rail**

### **Supplier**

- Work Psychology Limited

### **Contract value**

- £236,912.50 excluding VAT
- £284,295 including VAT

Above the relevant threshold

### **Award decision date**

12 December 2025

### **Date assessment summaries were sent to tenderers**

17 December 2025

## **Standstill period**

- End: 31 December 2025
- 8 working days

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

6 January 2026

## **Contract dates (estimated)**

- 7 January 2026 to 6 January 2028
- 2 years

## **Main procurement category**

Services

## **CPV classifications**

- 73110000 - Research services

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## **Information about tenders**

- 2 tenders received
- 2 tenders assessed in the final stage:
  - 1 submitted by small and medium-sized enterprises (SME)

- 0 submitted by voluntary, community and social enterprises (VCSE)
- 1 supplier awarded contracts
- 1 supplier unsuccessful (details included for contracts over £5 million)

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## Procedure

### Procedure type

Open procedure

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## Supplier

### Work Psychology Limited

- Companies House: 06390598

4 Henley Way

Lincoln

LN6 3QR

United Kingdom

Contact name: Henry Ojo

Email: [henry.ojo@rssb.co.uk](mailto:henry.ojo@rssb.co.uk)

Region: UKF30 - Lincolnshire

Small or medium-sized enterprise (SME): Yes

Voluntary, community or social enterprise (VCSE): No

Supported employment provider: No

Public service mutual: No

Contract 1. 989217422 T1379- Validation and enhancement of train driver psychometric assessment, selection and recruitment for modern train operations in GB Rail

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## Contracting authority

### RSSB

- Public Procurement Organisation Number: PVGN-9767-BLPT

25 Fenchurch Avenue

London

EC3M 5AD

United Kingdom

Contact name: Henry Ojo

Telephone: 020 3142 5351

Email: [henry.ojo@rssb.co.uk](mailto:henry.ojo@rssb.co.uk)

Region: UKI31 - Camden and City of London

Organisation type: Public undertaking (commercial organisation subject to public authority)

oversight)