

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/086351-2025>

Award

NHS WALES GENERAL MANAGEMENT GRADUATE PROGRAMME

Health Education and Improvement Wales

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

Notice identifier: 2025/S 000-086351

Procurement identifier (OCID): ocids-h6vhtk-059f03 ([view related notices](#))

Published 29 December 2025, 4:06pm

Scope

Reference

HEIW - FTS - 60546

Description

Health Education and Improvement Wales (HEIW) requires an experienced supplier to co-design, implement, and deliver the Graduate Programme Assessment Centre 2026 as part of the NHS Wales General Management Graduate Programme, a key priority within HEIW's Integrated Medium Term Plan. The programme aims to develop a sustainable and inclusive pipeline of future NHS leaders to meet the evolving needs of the Welsh population and public services. The appointed provider will work collaboratively with HEIW to design bespoke assessment exercises aligned to the national NHS Wales Success Profile, deliver a robust digital situational judgement tool, plan and facilitate a hybrid (virtual and/or face-to-face) assessment centre, and provide comprehensive training and reusable branded materials for assessors. The solution must be evidence-based, fully inclusive, accessible, and compliant with equality legislation and Welsh Language Standards, ensuring fairness and transparency throughout. This procurement will support HEIW's statutory workforce planning obligations and long-term strategy to develop

leadership capacity across NHS Wales, directly contributing to national health priorities such as A Healthier Wales and the Well-being of Future Generations (Wales) Act.

Contract 1. NHS WALES GENERAL MANAGEMENT GRADUATE PROGRAMME

Supplier

- Sten10 Ltd

Contract value

- £140,400 excluding VAT
- £168,480 including VAT

Above the relevant threshold

Award decision date

22 December 2025

Date assessment summaries were sent to tenderers

29 December 2025

Standstill period

- End: 9 January 2026
- 8 working days

Earliest date the contract will be signed

13 January 2026

Contract dates (estimated)

- 15 January 2026 to 14 January 2028
- Possible extension to 14 January 2030
- 4 years

Description of possible extension:

Optional extension of 24 months in 12 month increments

Main procurement category

Services

CPV classifications

- 80000000 - Education and training services

Contract locations

- UKL - Wales

Information about tenders

- 5 tenders received
- 3 tenders assessed in the final stage:
 - 0 submitted by small and medium-sized enterprises (SME)
 - 0 submitted by voluntary, community and social enterprises (VCSE)
- 1 supplier awarded contracts
- 2 suppliers unsuccessful (details included for contracts over £5 million)

Procedure

Procedure type

Open procedure

Supplier

Sten10 Ltd

- Public Procurement Organisation Number: PPMJ-4372-HGND

The Copper Room Trinity Way

Manchester

M3 7BG

United Kingdom

Email: john@unseen-group.com

Region: UKD34 - Greater Manchester South West

Small or medium-sized enterprise (SME): No

Voluntary, community or social enterprise (VCSE): No

Supported employment provider: No

Public service mutual: No

Contract 1. NHS WALES GENERAL MANAGEMENT GRADUATE PROGRAMME

Contracting authority

Health Education and Improvement Wales

- Public Procurement Organisation Number: PRNH-7564-JLCQ

T? Dysgu, Cefn Coed

Nantgarw

CF15 7QQ

United Kingdom

Email: Vijay.Buddharaju2@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 Process

- Public Procurement Organisation Number: PXWV-6492-CGMN

4-5 Charnwood Court

Cardiff

CF15 7QZ

United Kingdom

Email: Vijay.Buddharaju2@wales.nhs.uk

Region: UKL15 - Central Valleys

Contact organisation

Contact Health Education and Improvement Wales for any enquiries.