

Prior Information Notice (PIN)

PIN Title	Prior Information Notice (PIN) for the provision of Behavioural Assessment Services for NHS Resolution.
PIN Type	Open future opportunity - This means that the buyer is not yet ready to invite bid applications, but early notification has been provided and some dialogue may be possible.
Contract summary	The Practitioner Performance Advice Service at NHS Resolution is informing the market of the intention to tender for the provision of Behavioural Assessment Services. This Prior Information Notice (PIN) is intended to raise awareness of the service and to gauge the interest of potential suppliers prior to commencing a procurement process.
CPV Codes	72221000 Business analysis consultancy services 73000000 Research and development services and related consultancy services 73120000 Experimental development services 73220000 Research consultancy services 73300000 Design and execution of research and development 79313000 Performance review services 79315000 Social research services 79330000 Statistical services 79411000 General management consultancy services 85121270-6 Psychiatrist or psychologist services
Industry	Health services
Location of Contract	Nationwide
Value of contract	Up to 1,500,000.00 Excluding VAT (subject to change)
Procurement reference	NHSR_307 the provision of Behavioural Assessment Services
Published date	15 October 2024
Approach to market date	01 April 2025
Estimated Contract start date	01 October 2025
Contract end date	30 September 2029
Procedure type	Open procedure (above threshold)
Contract is suitable for SMEs?	Yes
Contract is suitable for VCSEs?	No

Description	About Us Practitioner Performance Advice is part of NHS Resolution, which is an arm's-length body of the Department of Health and Social Care. We provide a range of services to NHS organisations in England, Wales and Northern Ireland to help them manage and resolve concerns about the practice of individual doctors, dentists and pharmacists. The services include the provision of impartial advice, assessments of practitioners, action plans, team reviews and education events. Please refer to our What we can do page for more information. Around 70% of cases we discuss with healthcare organisations have an element of concern relating to behaviour and/or conduct of the practitioner (see our July 2022 Insights paper). These behaviours can affect team dynamics and, potentially, patient safety. Behavioural Assessments We provide Behavioural Assessments as a specialist intervention. It provides an independent view on the behavioural characteristics of a practitioner, including any areas which require consideration, and gives the healthcare organisation information to help decision-making about the next steps in their management of the case. This intervention is formative in nature and designed to support the practitioner's professional development. Service Scope We are looking for suppliers who can provide a behavioural assessment service, to include: • Qualified behavioural assessors to undertake the assessments. • Provision of a secure online facility for the completion of psychometric questionnaires. • Administration and interpretation of psychometric questionnaires such as: – NEO Personality Inventory (NEO-PIR), – Hogan Development Survey (HDS) and – MVPI (Motives Values Preferences Inventory) (NHS Resolution are open to reviewing alternative tests). • Conducting in-depth interviews with practitioners. • Preparing comprehensive reports, using Practitioner Performance Advice template. • Provision of an internal quality assurance review of the reports. • Participation in the development of the service, contributing ideas, feedback and innovative suggestions when required.
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	Behavioural Assessors: requirements Behavioural assessors who undertake assessments should fulfil the following criteria (some training can be provided by NHS Resolution): • Current qualification as a Chartered Occupational Psychologist and evidence of ongoing CPD. • BPS Qualifications in Test Use - 'Test User: Occupational, Ability' and 'Test User: Occupational, Personality' (formerly 'Level A and B Certificates of Competence'). • Baseline training in neurodiversity. • Able to use and interpret psychometric questionnaires. • High level report writing and record keeping skills and excellent written and oral English language skills, • Ability to meet short-term deadlines with excellent organisation skills. • Ability to listen well, to analyse, to be objective and to empathise. • Experience in the field of professional performance and be able to demonstrate an understanding of the factors which may affect the performance of doctors, dentists and pharmacists. • Build effective professional relationships quickly within a multidisciplinary team. • A proactive approach to communication with Practitioner Performance Advice. • Commitment to actively contribute to ongoing improvement of the service. • A demonstrable understanding and commitment to equality and diversity, ensuring that the Behavioural Assessment Service is developed and delivered in accordance with these principles. As a next step, NHS Resolution intends to hold a market engagement event with interested parties by the end of 2024. During the event, you will have the chance to learn more about the service, how the procurement process will operate, and ask questions about the contract's various components. All parties will be asked to sign a disclosure agreement prior to these discussions. Occupational psychologists and/or organisations with the requisite expertise, and meet the above requirements, are invited to register their interest in this contract and ask any questions by 12.00pm on 09 December 2024. Use this link https://health-family.force.com/s/Welcome to register your interest through the Atamis portal, by searching for the opportunity, Behavioural Assessment Services.
More information	The contract is envisioned to run for up to four years from October 2025 (subject to change)

Attachments (hyperlink)	
Additional text	Please note that the market engagement exercise will help to inform the design of the procurement, however it does not form part of the competitive tendering process. The tendering process will commence during the second quarter within 2025.
How to apply	Follow the instructions given in the description or the more information section.
About the buyer	
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