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**09 December 2024**

## **Request for a proposal**

### **Accelerated provision of clinical staff**

#### **ADHD 360 Limited**

#### **Overview**

ADHD 360 is Europe's largest and highest quality-based service provider for the assessment, diagnosis and treatment of Attention Deficit and Hyperactivity (ADHD) services. Assessing and treating more than 1,500 new patients a month, we are looking to double our clinical capacity by Easter 2025.

We are a virtual clinic with videoconferencing consultations and clinicians working from home following a NICE compliant care pathway guided by our in-house patient records and workflow system. Our support team is large and removes routine administration for the clinician to enjoy maximum patient contact time.

Due to unprecedented demand for our services, we have issued this RFP, it will be awarded to the right organisation that fits our culture and will be able to sustainably meet the brief.

The Senior Leadership Team are very clear what is being sourced and the successful organisation will have to meet, if not exceed these requirements. Whilst we understand that these statements may appear arrogant, having worked with agencies in the past that have not delivered to these standards, we are insistent on partnering with the right organisation that can assist us to take matters forward.

We pay our clinicians a band higher than the NHS for the role.

There are only 3 criteria for you to meet:

- Timeliness of supply - we require 20 candidates per month
- Quality of the candidate – we require candidate that meet our required qualification, experience, behaviours, and values
- A comprehensive onboarding process at a competitive cost.

### **What we are looking for in our recruitment partner:**

- Explicit demonstration of the competence of your candidates that is accurate, not over inflated to garner attention, and will stand up to the rigours of working in a world class organisation
- An efficient selection, onboarding and compliance process that delivers high standard candidates at a rate of 20 per month
- A proactive partner that demonstrates transparency, and an understanding of our core purpose -\_changing people’s lives (our patients)
- An agency that identifies candidates who are seeking the intrinsic reward of providing world class evidence-based medicine, and are looking for a committed, long-term relationship
- A partner that aligns with our Values and have a passion for changing the national optics on ADHD and in the future, Autism
- Compliance processes that stand up to the requirements of a regulated healthcare provider
- Accurate CVs and realistic candidate expectations of reward packages
- Confidence and capacity to put forward 20 highest quality Band 7/8 independent prescribing nurses and pharmacists a month to join our team, as soon as possible, with a minimum commitment of 24 hours a week, ideally 40 (FTE)
- Capacity to provide more to ADHD 360 than mining LinkedIn and offering inflated candidate salaries
- A team able to attract the nature of candidate that will ‘hit the ground running’
- Sufficient confidence to sacrifice part of your fee at risk, to be paid once the candidate has demonstrated those skills and abilities
- Willingness to structure your fee and rate card to attract both ADHD 360 and the candidate
- Confident enough to construct a financial arrangement that will support a long-term commitment.

The ideal clinical candidates you put forward, will demonstrate the following:

- Commitment to our values:
  - Focus (on the role and the patient whilst being part of a team)
  - Empathy (demonstrating empathy, which is a far cry from ‘having’ empathy)
  - Impute (walking the talk of a quality of service that outstrips anything previously experienced).
- An active professional registration with GMC, NMC, GPhamC
- A minimum of 6, months independent prescribing experience (V300)
- Experience in mental health care
- Experience of managing a caseload and taking responsibility for their own decision making.
- Ability to analyse clinical data
- Capable of making appropriate clinical decisions, whilst also understanding their own clinical abilities and with wisdom to seek support
- Understanding that managing risk and vulnerability, goes beyond ‘having’ a safeguarding qualification
- IT competence.

### **In return the candidate can expect:**

- Experience of working in a world leading service dedicated to the treatment of neurodiverse conditions and address the inequalities of undiagnosed and untreated ADHD
- Pre-employment training at our own ADHD 360 Academy
- The ethos of continual professional development built into our service
- Complex patients will be their norm, and the fact that no two days are the same, is a welcomed element of their working practice
- Support from team leaders, clinical specialists, and a management team dedicated to individual as well as organisation success
- Working from home with flexible working hours
- Attendance at company wide events for professional development and networking to support the development of their clinical practice
- Opportunities for career progression in our rapidly expanding service
- A competitive reward package that reflects the high standards of clinical practice and commitment we expect from those at the leading edge of neurodiverse care.

### **Next steps**

If this RFP describes your organisation, you are 'different', seeking to stand out from others in the market, and excited by this opportunity; you are invited to apply to become our partner provider commencing early January 2025 subject to contract negotiations and successful due diligence.

In addition to the questions above that you will answer in your response, the award will be made on the following criteria that expect you to state how you will satisfy the many important elements of this RFP. Non-compliant bids will not be judged.

1. Your assurances of the quality of candidate you can source
2. Your capability to meet the minimum number of recruits required (20 per month appointed)
3. Your commercial offer
4. Your ability to be able to be a proactive, assured, and competent partner that is willing to share risk with us the client.
5. How you will meet the requirements that we are seeking of a recruitment partner.

The closing date for the RFP is Wednesday 18<sup>th</sup> December 2025, which demonstrates that if you are the partner for our future, you will be capable of responding quickly, compliantly, and with verve and a flourish that wins our business. You must impress the SLT far beyond the norm of the unregulated recruitment activity often witnessed, to win this contract.

Your response should be sent by email to [lucyh@adhd-360.com](mailto:lucyh@adhd-360.com) by 5.00pm Monday 16<sup>th</sup> December 2024, and the award will be made as soon as possible but by Monday 23<sup>rd</sup> December 2024.



Dr Phillip Anderton, PhD, Fellow Royal Society of Medicine

CEO ADHD 360 Ltd