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Award

Human Resource Management System

POLICE DIGITAL SERVICE

UK5: Transparency notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2026/S 000-000088

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

Published 2 January 2026, 4:29pm

Scope

Reference

PDSCN-393-2025

Description

Procurement for the provision of a Human Resource Management System

Contract 1. 4

Supplier

- HI BOB (UK) LIMITED

Contract value

- £185,862 excluding VAT
- £223,034 including VAT

Above the relevant threshold

Earliest date the contract will be signed

16 February 2026

Contract dates (estimated)

- 26 February 2026 to 25 February 2028
- 2 years

Main procurement category

Goods

CPV classifications

- 48450000 - Time accounting or human resources software package

Contract locations

- UKC - North East (England)

- UKD - North West (England)
- UKE - Yorkshire and the Humber
- UKF - East Midlands (England)
- UKG - West Midlands (England)
- UKH - East of England
- UKI - London
- UKJ - South East (England)
- UKK - South West (England)

Other information

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Direct award

Direct award justification

Additional or repeat goods, services or works - extension or partial replacement

The contracting authority is extending its current HRIS solution to maintain continuity of critical HR services during a period of transition. There is significant uncertainty regarding future requirements and contract duration due to ongoing reform initiatives within the policing sector. Running a full competitive procedure at this stage would likely result in bidders competing for a short-term contract that may not remain operational beyond the implementation phase, creating disproportionate cost and risk for both the authority and suppliers. A direct award ensures service continuity and avoids unnecessary market disruption during this transitional period

Supplier

HI BOB (UK) LIMITED

- Companies House: 10568577
- Public Procurement Organisation Number: PMJB-3191-TXYJ

5 New Street Square

London

EC4A 3TW

United Kingdom

Email: gerda.williams@hibob.com

Region: UKI31 - Camden and City of London

Small or medium-sized enterprise (SME): No

Voluntary, community or social enterprise (VCSE): No

Contract 1. 4

Contracting authority

POLICE DIGITAL SERVICE

- Companies House: 08113293
- Public Procurement Organisation Number: PZRN-3375-DBRT

20 Gresham Street

London

EC2V 7JE

United Kingdom

Email: commercial@pds.police.uk

Website: <http://www.pds.police.uk>

Region: UKI31 - Camden and City of London

Organisation type: Public authority - sub-central government