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Planning

YPO - HR Support Services Framework

Yorkshire Purchasing Organisation

UK2: Preliminary market engagement notice - Procurement Act 2023 - [view information about notice types](#)

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Scope

Reference

001329

Description

YPO are bringing to market a new national framework for the HR & Professional Services category that will cover areas we do not currently offer services in. We identified four key areas that we wish to incorporate into this framework including, HR Advice and Administration Services, Payroll Management, Vetting and Compliance and Below Threshold Recruitment Requirements.

YPO are the sole public sector buying organisation for this procurement, we manage an array of frameworks for a variety of services and products. Public sector organisations utilise our frameworks as a compliant route to market to award contracts which meet their requirements.

This framework will be divided into five lots, reflective of the areas mentioned above and then a lot covering multiple services described. The current proposed structure is as follows (please note this is an indicative structure and dependant on the responses from this market engagement could be subject to change to ensure market needs are met):

- Lot 1a – Managed Payroll Services
- Lot 1b - Managed Payroll Services for Education
- Lot 2 – HR Advice and Administration Services
- Lot 3 – Vetting and Compliance Services
- Lot 4 – Overarching HR Support Solutions (covering Lots 1-3)
- Lot 5a – Below Threshold Recruitment Temporary
- Lot 5b – Below Threshold Recruitment Permanent

Commercial tool

Establishes a framework

Total value (estimated)

- £5,000,000 excluding VAT
- £6,000,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 10 August 2026 to 9 August 2028
- Possible extension to 9 August 2034
- 8 years

Main procurement category

Services

CPV classifications

- 79000000 - Business services: law, marketing, consulting, recruitment, printing and security
- 79600000 - Recruitment services
- 79631000 - Personnel and payroll services
- 79620000 - Supply services of personnel including temporary staff
- 79996100 - Records management
- 79996000 - Business organisation services
- 79994000 - Contract administration services
- 75100000 - Administration services
- 75112000 - Administrative services for business operations
- 75121000 - Administrative educational services
- 79211110 - Payroll management services
- 79313000 - Performance review services
- 79420000 - Management-related services

Engagement

Engagement deadline

6 February 2026

Engagement process description

YPO are looking to undertake preliminary market engagement with suppliers in the various markets to understand the key elements of the markets and the support a national framework can provide to the Public Sector, and if there is the requirement for these services.

The first step of engagement will be conducted through the completion of a questionnaire, whereby YPO are seeking feedback from suppliers regarding the different markets and services we envisage under this solution. We seek to understand the challenges within these markets, relevant pricing models, market trends, social value considerations and more.

Please register your interest by contacting us at hrrsolutions@ypo.co.uk and we will share a copy of the questionnaire for your review and completion by the deadline 6th February 2026 – 5pm. Please ensure the questionnaire request is made accordingly with the subject heading highlighted below and please specify the lot(s) you wish to complete the questionnaire for –

‘PME 1329 - HR Support Services Framework’

Should YPO require additional information from suppliers following the questionnaire responses we will arrange for a follow up session remotely via Microsoft Teams at a convenient time for both parties concerned.

Should YPO wish to proceed further a formal procurement process will be followed in accordance with YPO’s Contract procedure rules and in line with the Procurement Act 2023. Please note that any information is being sought without prejudice and without commitment.

Following the initial PME stage YPO are intending to advertise this opportunity through Find a Tender in spring 2026 with an estimated contract start date of the 10th August 2026. Please note whilst we strive to ensure all timescales are met the advertising date is indicative and can be subject to change without prior notice.

Participation

Particular suitability

- Small and medium-sized enterprises (SME)
- Voluntary, community and social enterprises (VCSE)

Submission

Publication date of tender notice (estimated)

13 April 2026

Contracting authority

Yorkshire Purchasing Organisation

- Public Procurement Organisation Number: PMRV-4748-MNJV

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Organisation type: Public authority - sub-central government