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Award

Provision of a Human Resource System & Duties Management System

The Police and Crime Commissioner for Warwickshire

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

Notice identifier: 2026/S 000-004396

Procurement identifier (OCID): ocds-h6vhtk-0523fd ([view related notices](#))

Published 19 January 2026, 2:31pm

Scope

Reference

WPA25-0036

Description

The Police & Crime Commissioner for Warwickshire intends to award contracts for the provision of a Human Resources (HR) System and Duties Management System to Warwickshire Police, this was following a competitive flexible above threshold open tender.

The following lots have been awarded:

Lot 1 – HR System including:

- o Human Resources Management and Training Administration (core requirements).
- o Case Management, Performance Management, and Recruitment (optional).

Lot 2 – Duties Management System - A system which holds working hours and shift patterns for our officers and staff encompassing shift planning, rostering, managing minimum staffing levels, and leave requests.

The contract shall be for an initial period which includes the implementation period plus 5-year(s) licence, support & maintenance (from system go live) with an option to extend for up to a further 3 x 12-month periods. The contract dates and extension dates provided in this notice are for guidance only based upon estimated timescales of an implementation period February 2026 to July 2027 with an anticipated Go live of systems 01 August 2027.

Estimated contract value ranges are as follows:

Lot 1 - £1.16m to £2.25m (excluding VAT) including one off implementation costs plus options

Lot 2 - £1.63m to £1.85 million (excluding VAT) including one off implementation costs

Costs are estimated and may be subject to change depending on the type of solution and licensing terms agreed. In addition whilst costs are fixed for the initial contract term any extension periods may have relevant price indexation inflation applied.

Lot LOT-0001. HR System

Description

Human Resources Management and Training Administration (core requirements).

Case Management, Performance Management, and Recruitment (optional).

Our requirements are split into core elements and optional modules which are currently subject to separate contracts, but which we may wish to bring into scope at a later date. For the purposes of evaluation, only core requirements will be considered.

System Scope (Core):

We are looking for a system with the following functionality:

- Human Resources Management
- Centralised database
- Employee self-service
- Onboarding and offboarding
- Absence Management
- Workforce analytics
- Compliance
- Training Administration
- Creating, scheduling, and managing courses
- Creating and maintaining training and skills records
- Reporting tools dashboards and analytics
- System Administration tools
- Integration with Duties Management System and other third-party systems (e.g. payroll, Corevet)
- Integrations with Microsoft 365 and Business Objects
- Secure data capture and reporting
- System Support and Maintenance
- Training Support and Materials

System Scope (Optional Modules):

Recruitment

Performance Management

Case Management

All Functional & Non-Functional Requirements are detailed in "2a Annex 1 Functional & Non-Functional Requirements".

Full details are included in the Invitation to Tender documents.

Estimated values updated 24 September 2025 to include extension periods.

Lot LOT-0002. Duties Management System

Description

A system which holds working hours and shift patterns for our officers and staff encompassing shift planning, rostering, managing minimum staffing levels, and leave requests.

Important Note: For Lot 2 bidders must be able to deliver the solution directly and not through a partner. It is a condition of participation for Lot 2 that suppliers have a developed Duties Management System which is operating in a policing environment.

We are looking for a system with the following functionality:

- Shift Scheduling
- Leave and Absence Management
- Reporting tools dashboards and analytics
- System Administration tools
- Integration with HR Management System
- Integrations with Microsoft 365 and Business Objects
- Secure data capture and reporting
- System Support and Maintenance
- Training Support and Materials

All Functional & Non-Functional Requirements are detailed in "2a Annex 1 Functional & Non-Functional Requirements".

Full details are included in the Invitation to Tender documents.

Estimated values updated 24 September 2025 to include extension periods.

Contract 1. Lot 1 HR System

Lots

Lot LOT-0001. HR System

Supplier

- [Oracle Corporation UK Limited](#)

Contract value

- £1,162,872 excluding VAT
- £1,395,446.84 including VAT

Above the relevant threshold

Award decision date

19 January 2026

Date assessment summaries were sent to tenderers

19 January 2026

Standstill period

- End: 28 January 2026
- 8 working days

Earliest date the contract will be signed

30 January 2026

Contract dates (estimated)

- 1 March 2026 to 31 July 2032
- Possible extension to 31 July 2035
- 9 years, 5 months

Description of possible extension:

3 x 12 months extension period are available at the discretion of the Authority.

Main procurement category

Goods

Options

The right to additional purchases while the contract is valid.

The Authority and the Force will reserve the right to purchase additional Goods and / or Services in accordance with the Terms and Conditions and based on discount structures stated in the Supplier's Tender / Quotation or subsequently stated in the Contract(s) awarded. Such purchases shall be entirely at the discretion of the Authority and may be of any value, provided that the purchases are undertaken before the expiry date stated in the Contract.

CPV classifications

- 48450000 - Time accounting or human resources software package
 - 48000000 - Software package and information systems
 - 48100000 - Industry specific software package
 - 72261000 - Software support services
 - 72268000 - Software supply services
 - 72263000 - Software implementation services
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Contract 2. Lot 2 Duties Management System

Lots

Lot LOT-0002. Duties Management System

Supplier

- [Crown Computing Ltd](#)

Contract value

- £1,625,205 excluding VAT
- £1,950,245 including VAT

Above the relevant threshold

Award decision date

19 January 2026

Date assessment summaries were sent to tenderers

19 January 2026

Standstill period

- End: 28 January 2026
- 8 working days

Earliest date the contract will be signed

30 January 2026

Contract dates (estimated)

- 1 March 2026 to 31 July 2032
- Possible extension to 31 July 2035
- 9 years, 5 months

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3 x 12 months at the discretion of the Authority.

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 - 72268000 - Software supply services
 - 72263000 - Software implementation services
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Information about tenders

Lot LOT-0001. HR System

- 9 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)
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Lot LOT-0002. Duties Management System

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

Submission type

Tenders

Procedure

Procedure type

Competitive flexible procedure

Suppliers

Crown Computing Ltd

- Public Procurement Organisation Number: PTLD-4536-NPHY

Amber Close, Tamworth Business Park

TAMWORTH

B77 4RP

United Kingdom

Email: info@crownm.com

Region: UKG24 - Staffordshire CC

Small or medium-sized enterprise (SME): Yes

Voluntary, community or social enterprise (VCSE): No

Supported employment provider: No

Public service mutual: No

Contract 2. Lot 2 Duties Management System

Oracle Corporation UK Limited

- Public Procurement Organisation Number: PMDX-4517-DZXP

Oracle Parkway

Reading

RG6 1RA

United Kingdom

Email: uk-publicsector_gb@oracle.com

Region: UKJ11 - Berkshire

Small or medium-sized enterprise (SME): No

Voluntary, community or social enterprise (VCSE): No

Supported employment provider: No

Public service mutual: No

Contract 1. Lot 1 HR System

Contracting authority

The Police and Crime Commissioner for Warwickshire

- Public Procurement Organisation Number: PXNY-4251-DZLZ

Warwickshire Police Headquarters

Leek Wootton

CV35 7QB

United Kingdom

Email: procurement@warwickshire.police.uk

Region: UKG13 - Warwickshire

Organisation type: Public authority - sub-central government