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Tender

Provision of Temporary Agency Workers for Northern Ireland Civil Service, Agencies and Non Departmental Public Bodies

Department of Finance

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2026/S 000-017598

Procurement identifier (OCID): ocds-h6vhtk-065d9a

Published 26 February 2026, 5:21pm

Scope

Reference

6417401

Description

The Northern Ireland Civil Service, Agencies and Non Departmental Public Bodies are seeking to establish a Contract for the provision of temporary Agency Workers with Supplier (s) for the provision of temporary Agency workers. A list of participating bodies can be found on pages 2 to 3 of Schedule 2 Specification.

Total value (estimated)

- £1,443,500,000 excluding VAT
- £1,732,200,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 July 2026 to 4 October 2029
- Possible extension to 1 October 2034
- 8 years, 3 months, 1 day

Description of possible extension:

There will be three options to extend; the first option is for an additional 2 years; the second option is for an additional 2 years; and the third option is for an additional 1 year.

Main procurement category

Services

CPV classifications

- 79620000 - Supply services of personnel including temporary staff
- 79600000 - Recruitment services

Contract locations

- UKN - Northern Ireland
-

Lot 1. DfC Administration roles and Corporate Functions

Description

DfC Administration roles and Corporate Functions (for full description, see Schedule 2 Specification)

Lot value (estimated)

- £1,000,000,000 excluding VAT
- £1,200,000,000 including VAT

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 2. Administration roles (excluding DfC) and Corporate Functions

Description

Administration roles (excluding DfC) and Corporate Functions

(for full description, see Schedule 2

Specification)

Lot value (estimated)

- £300,000,000 excluding VAT
- £360,000,000 including VAT

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 3. Professional and Technical

Description

Professional and Technical (for full description, see Schedule 2 Specification)

Lot value (estimated)

- £40,000,000 excluding VAT
- £48,000,000 including VAT

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 4. Environmental, Scientific Services and Medical Roles (excluding OHS medical roles)

Description

Environmental, Scientific Services and Medical Roles (excluding OHS medical roles) (for full description, see Schedule 2 Specification)

Lot value (estimated)

- £55,000,000 excluding VAT
- £66,000,000 including VAT

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 5. Ancillary and Industrial

Description

Ancillary and Industrial (for full description, see Schedule 2 Specification)

Lot value (estimated)

- £2,500,000 excluding VAT
- £3,000,000 including VAT

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 6. Legal Roles

Description

Legal Roles (for full description, see Schedule 2 Specification)

Lot value (estimated)

- £25,000,000 excluding VAT
- £30,000,000 including VAT

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 7. Youth and Social Care Roles

Description

Youth and Social Care Roles (for full description, see Schedule 2 Specification)

Lot value (estimated)

- £3,000,000 excluding VAT
- £3,600,000 including VAT

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 8. Finance and Governance roles

Description

Finance and Governance roles (for full description, see Schedule 2 Specification)

Lot value (estimated)

- £13,000,000 excluding VAT
- £15,600,000 including VAT

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 9. ICT Roles

Description

ICT Roles (for full description, see Schedule 2 Specification)

Lot value (estimated)

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

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Participation

Legal and financial capacity conditions of participation

Lot 1. DfC Administration roles and Corporate Functions

Lot 2. Administration roles (excluding DfC) and Corporate Functions

Lot 3. Professional and Technical

Lot 4. Environmental, Scientific Services and Medical Roles (excluding OHS medical roles)

Lot 5. Ancillary and Industrial

Lot 6. Legal Roles

Lot 7. Youth and Social Care Roles

Lot 8. Finance and Governance roles

Lot 9. ICT Roles

FC1 General Assessment of Financial Standing and FC2 Credit Check

Technical ability conditions of participation

Lot 1. DfC Administration roles and Corporate Functions

Lot 2. Administration roles (excluding DfC) and Corporate Functions

Lot 3. Professional and Technical

Lot 4. Environmental, Scientific Services and Medical Roles (excluding OHS medical roles)

Lot 5. Ancillary and Industrial

Lot 6. Legal Roles

Lot 7. Youth and Social Care Roles

Lot 8. Finance and Governance roles

Lot 9. ICT Roles

TA1 Company Experience, TA2 Human Rights and TA3 Tackling Modern Slavery.

Submission

Enquiry deadline

23 March 2026, 3:00pm

Tender submission deadline

30 March 2026, 3:00pm

Submission address and any special instructions

Tenders must be submitted electronically via the relevant Call for Tender (CfT)

opportunity on eTendersNI, website details immediately below.

Paper submissions will not be accepted or considered and will be rejected by the

Contracting Authority / Buyer. The tender documents are available with unrestricted and full direct access, free of

charge, at: URL <https://etendersni.gov.uk/epps>

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

15 June 2026

Recurring procurement

Publication date of next tender notice (estimated): 3 October 2033

Award criteria

Lot 1. DfC Administration roles and Corporate Functions

Name	Description	Type
AC1 Social Value	Social Value 15.4 percent	Quality

Name	Description	Type
AC2 Provision of Agency Workers	Provision of Agency Workers 13.75 percent	Quality
AC3 Payment of Agency Workers	Payment of Agency Workers 10.45 percent	Quality
AC4 Contract Management, IT system and Management Information	Contract Management, IT system and Management Information 9.35 percent	Quality
AC5 Selection of Agency Worker and Pre-Employment Checks	Selection of Agency Worker and Pre-Employment Checks 6.05 percent	Quality
AC6 Total Supplier Fee	Total Supplier Fee 45 percent	Price
SVMR1 Social Value Delivery Plan	Social Value Delivery Plan pass /fail	Quality
SVMR2 Equality, Diversity and Inclusion Plan	Equality, Diversity and Inclusion Plan pass fail	Quality
MR1 Compliance with Transition of Agency Workers	Compliance with Transition of Agency Workers pass/fail	Quality
MR2 Compliance with IT System Requirements	Compliance with IT System Requirements pass/fail	Quality

Weighting description

Lot 1 55percent quality and 45percent cost

Lot 2. Administration roles (excluding DfC) and Corporate Functions

Name	Description	Type
SVMR1 Social Value Delivery Plan	Social Value Delivery Plan pass/fail	Quality
SVMR2 Equality, Diversity and Inclusion Plan	Equality, Diversity and Inclusion Plan pass/fail	Quality
MR1 Compliance with Transition of Agency Workers	Compliance with Transition of Agency Workers pass/fail	Quality
MR2 Compliance with IT System Requirements	Compliance with IT System Requirements pass/fail	Quality
AC1 Social Value	Social Value 15.4 percent	Quality
AC2 Provision of Agency Workers	Provision of Agency Workers 13.75 percent	Quality
AC3 Payment of Agency Workers	Payment of Agency Workers 10.45 percent	Quality

Name	Description	Type
AC4 Contract Management, IT system and Management Information	Contract Management, IT system and Management Information 9.35 percent	Quality
AC5 Selection of Agency Worker and Pre-Employment Checks	Selection of Agency Worker and Pre-Employment Checks 6.05 percent	Quality
AC6 Total Supplier Fee	Total Supplier Fee 45 percent	Price

Weighting description

Lot 2 55percent quality and 45percent cost

Lot 3. Professional and Technical

Name	Description	Type
SVMR1 Social Value Delivery Plan	Social Value Delivery Plan pass/fail	Quality
MR1 Compliance with Transition of Agency Workers	Compliance with Transition of Agency Workers pass/fail	Quality
MR2 Compliance with IT System Requirements	Compliance with IT System Requirements pass/fail	Quality
AC1 Social Value	Social Value 15.4 percent	Quality
AC2 Provision of Agency Workers	Provision of Agency Workers 13.75 percent	Quality
AC3 Payment of Agency Workers	Payment of Agency Workers 10.45 percent	Quality
AC4 Contract Management, IT system and Management Information	Contract Management, IT system and Management Information 9.35 percent	Quality
AC5 Selection of Agency Worker and Pre-Employment Checks	Selection of Agency Worker and Pre-Employment Checks 6.05 percent	Quality
AC6 Total Supplier Fee	Total Supplier Fee 45 percent	Price

Weighting description

Lot 3 55percent quality and 45percent cost

Lot 4. Environmental, Scientific Services and Medical Roles (excluding

OHS medical roles)

Name	Description	Type
SVMR1 Social Value Delivery Plan	Social Value Delivery Plan pass/fail	Quality
MR1 Compliance with Transition of Agency Workers	Compliance with Transition of Agency Workers pass/fail	Quality
MR2 Compliance with IT System Requirements	Compliance with IT System Requirements pass/fail	Quality
AC1 Social Value	Social Value 15.4 percent	Quality
AC2 Provision of Agency Workers	Provision of Agency Workers 13.75 percent	Quality
AC3 Payment of Agency Workers	Payment of Agency Workers 10.45 percent	Quality
AC4 Contract Management, IT system and Management Information	Contract Management, IT system and Management Information 9.35 percent	Quality
AC5 Selection of Agency Worker and Pre-Employment Checks	Selection of Agency Worker and Pre-Employment Checks 6.05 percent	Quality
AC6 Total Supplier Fee	Total Supplier Fee 45 percent	Price

Weighting description

Lot 4 55percent quality and 45percent cost

Lot 5. Ancillary and Industrial

Name	Description	Type
SVMR1 Social Value Delivery Plan	Social Value Delivery Plan pass/fail	Quality
MR1 Compliance with Transition of Agency Workers	Compliance with Transition of Agency Workers pass/fail	Quality
MR2 Compliance with IT System Requirements	Compliance with IT System Requirements pass/fail	Quality
AC1 Social Value	Social Value 15.4 percent	Quality
AC2 Provision of Agency Workers	Provision of Agency Workers 13.75 percent	Quality
AC3 Payment of Agency Workers	Payment of Agency Workers 10.45 percent	Quality

Name	Description	Type
AC4 Contract Management, IT system and Management Information	Contract Management, IT system and Management Information 9.35 percent	Quality
AC5 Selection of Agency Worker and Pre-Employment Checks	Selection of Agency Worker and Pre-Employment Checks 6.05 percent	Quality
AC6 Total Supplier Fee	Total Supplier Fee 45 percent	Quality

Weighting description

Lot 5 55percent quality and 45percent cost

Lot 6. Legal Roles

Name	Description	Type
SVMR1 Social Value Delivery Plan	Social Value Delivery Plan pass/fail	Quality
MR1 Compliance with Transition of Agency Workers	Compliance with Transition of Agency Workers pass/fail	Quality
MR2 Compliance with IT System Requirements	Compliance with IT System Requirements pass/fail	Quality
AC1 Social Value	Social Value 15.4 percent	Quality
AC2 Provision of Agency Workers	Provision of Agency Workers 13.75 percent	Quality
AC3 Payment of Agency Workers	Payment of Agency Workers 10.45 percent	Quality
AC4 Contract Management, IT system and Management Information	Contract Management, IT system and Management Information 9.35 percent	Quality
AC5 Selection of Agency Worker and Pre-Employment Checks	Selection of Agency Worker and Pre-Employment Checks 6.05 percent	Quality
AC6 Total Supplier Fee	Total Supplier Fee 45 percent	Price

Weighting description

Lot 6 55percent quality and 45percent cost

Lot 7. Youth and Social Care Roles

Name	Description	Type
SVMR1 Social Value Delivery Plan	Social Value Delivery Plan pass/fail	Quality
MR1 Compliance with Transition of Agency Workers	Compliance with Transition of Agency Workers pass/fail	Quality
MR2 Compliance with IT System Requirements	Compliance with IT System Requirements pass/fail	Quality
AC1 Social Value	Social Value 15.4 percent	Quality
AC2 Provision of Agency Workers	Provision of Agency Workers 13.75 percent	Quality
AC3 Payment of Agency Workers	Payment of Agency Workers 10.45 percent	Quality
AC4 Contract Management, IT system and Management Information	Contract Management, IT system and Management Information 9.35 percent	Quality
AC5 Selection of Agency Worker and Pre-Employment Checks	Selection of Agency Worker and Pre-Employment Checks 6.05 percent	Quality
AC6 Total Supplier Fee	Total Supplier Fee 45 percent	Price

Weighting description

Lot 7 55percent quality and 45percent cost

Lot 8. Finance and Governance roles

Name	Description	Type
SVMR1 Social Value Delivery Plan	Social Value Delivery Plan pass/fail	Quality
MR1 Compliance with Transition of Agency Workers	Compliance with Transition of Agency Workers pass/fail	Quality
MR2 Compliance with IT System Requirements	Compliance with IT System Requirements pass/fail	Quality
AC1 Social Value	Social Value 15.4 percent	Quality
AC2 Provision of Agency Workers	Provision of Agency Workers 13.75 percent	Quality
AC3 Payment of Agency Workers	Payment of Agency Workers 10.45 percent	Quality
AC4 Contract Management, IT system and Management Information	Contract Management, IT system and Management Information 9.35 percent	Quality

Name	Description	Type
AC5 Selection of Agency Worker and Pre-Employment Checks	Selection of Agency Worker and Pre-Employment Checks 6.05 percent	Quality
AC6 Total Supplier Fee	Total Supplier Fee 45 percent	Price

Weighting description

Lot 8 55percent quality and 45percent cost

Lot 9. ICT Roles

Name	Description	Type
SVMR1 Social Value Delivery Plan	Social Value Delivery Plan pass/fail	Quality
MR1 Compliance with Transition of Agency Workers	Compliance with Transition of Agency Workers pass/fail	Quality
MR2 Compliance with IT System Requirements	Compliance with IT System Requirements pass/fail	Quality
AC1 Social Value	Social Value 15.4 percent	Quality
AC2 Provision of Agency Workers	Provision of Agency Workers 13.75 percent	Quality
AC3 Payment of Agency Workers 10.45 percent	Payment of Agency Workers 10.45 percent	Quality
AC4 Contract Management, IT system and Management Information	Contract Management, IT system and Management Information 9.35 percent	Quality
AC5 Selection of Agency Worker and Pre-Employment Checks	Selection of Agency Worker and Pre-Employment Checks 6.05 percent	Quality
AC6 Total Supplier Fee	Total Supplier Fee 45 percent	Price

Weighting description

Lot 9 55percent quality and 45percent cost

Other information

Payment terms

For details on invoicing procedures please see : <https://www.finance-ni.gov.uk/articles/account-ni-good-invoicing-practice>

The estimated value figure indicated in the Scope Section represents an overall estimated contract value. This value reflects the potential scale of the contract and takes into account potential optional extension periods and the uptake of potential optional services as detailed in the tender documents. This figure does not however take into account the application of indexation or increases to charges due to increases in the Real Living Wage. Neither CPD nor the contracting Authority can provide any guarantee as to the level of business under this contract. The Contracting Authority does not bind itself to accept the lowest or any tender. Suppliers remain responsible for all costs and expenses incurred by them or by any third party acting under instructions from the Supplier in connection with taking part in this procurement process regardless of whether such costs arise as a consequence, directly or indirectly of any amendments made to the procurement documents by the Contracting Authority at any time. No legally binding contract shall arise (and a Supplier shall have no legitimate expectation that a contract will be entered into) until such time as entry into the Contract has been confirmed by the Contracting Authority.

Description of risks to contract performance

A list of participating bodies can be found on pages 2 and 3 of Schedule 2 Specification.

Exclusions

If at any time during the procurement, or post award, it comes to the attention of the Contracting Authority (CA) or CPD, by whatever means, that a Supplier has become 'excluded' or 'excludable' as per Sec 57 of the PA 2023, the CA, after compliance with its obligations under the PA 23, reserves the right to exclude said Supplier from the procurement procedure or terminate any contract they have been awarded.

Applicable trade agreements

- Government Procurement Agreement (GPA)

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Open procedure

Contracting authority

Department of Finance

- Public Procurement Organisation Number: PVTL-7513-YWVJ

Clare House 303 Airport Road West

Belfast

BT3 9ED

United Kingdom

Email: StrategicDelivery.CPD@finance-ni.gov.uk

Region: UKN06 - Belfast

Organisation type: Public authority - central government

Devolved regulations that apply: Northern Ireland

Other organisation

These organisations are carrying out the procurement, or part of it, on behalf of the contracting authorities.

CPD Supplies and Services Division

Summary of their role in this procurement: Construction and Procurement Delivery Supplies and Services Division, is a Centre of Procurement Expertise and provides a central procurement function for central government in Northern Ireland. A list of participating bodies can be found on pages 2 and 3 of Schedule 2 Specification.

- Public Procurement Organisation Number: PVWG-8426-YWXV

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Contact organisation

Contact [CPD Supplies and Services Division](#) for any enquiries.