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Contract

Recruitment Services for the Army

Ministry of Defence

F20: Modification notice

Notice identifier: 2025/S 000-023665

Procurement identifier (OCID): ocds-h6vhtk-051a0b

Published 21 May 2025, 10:51am

Section I: Contracting authority/entity

I.1) Name and addresses

Ministry of Defence

SN9 6BE

Upavon

SN9 6BE

Contact

Christopher Johnson

Email

chris.johnson254@mod.gov.uk

Country

United Kingdom

Region code

UK - United Kingdom

Justification for not providing organisation identifier

Not on any register

Internet address(es)

Main address

www.contracts.mod.uk

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Recruitment Services for the Army

II.1.2) Main CPV code

- 79600000 - Recruitment services

II.1.3) Type of contract

Services

II.2) Description

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

II.2.4) Description of the procurement at the time of conclusion of the contract:

Recruitment Services for the Army. The nature and extent of the services to be provided by Capita during this period of further extension will be unchanged from those previously provided by Capita during the original contractual period from 16th March 2012 to 31st March 2026.

II.2.7) Duration of the contract, framework agreement, dynamic purchasing system or concession

Start date

12 March 2012

End date

31 March 2027

II.2.13) Information about European Union Funds

The procurement is related to a project and/or programme financed by European Union funds: No

Section IV. Procedure

IV.2) Administrative information

IV.2.1) Contract award notice concerning this contract

Notice number: [2012/S 053-085882](#)

Section V. Award of contract/concession

Contract No

HQLF2/1739

Title

Recruiting Partnering Project (RPP)

V.2) Award of contract/concession

V.2.1) Date of conclusion of the contract/concession award decision:

31 March 2025

V.2.2) Information about tenders

The contract/concession has been awarded to a group of economic operators: No

V.2.3) Name and address of the contractor/concessionaire

CAPITA BUSINESS SERVICES LTD

LONDON

W2 6BD

Country

United Kingdom

NUTS code

- UK - United Kingdom

Justification for not providing organisation identifier

Not on any register

The contractor/concessionaire is an SME

No

V.2.4) Information on value of the contract/lot/concession (at the time of conclusion of the contract;excluding VAT)

Total value of the procurement: £1,151,042,801

Section VI. Complementary information

VI.4) Procedures for review

VI.4.1) Review body

RPP Army Commercial

Army Commercial, Directorate of Army Recruiting, Bldg 370, Room 210, Trenchard Lines,
Upavon, Pewsey, Wiltshire, SN9 6BE

Upavon

SN9 6BE

Email

Chris.johnson254@mod.gov.uk

Country

United Kingdom

Section VII: Modifications to the contract/concession

VII.1) Description of the procurement after the modifications

VII.1.1) Main CPV code

- 79600000 - Recruitment services

VII.1.3) Place of performance

NUTS code

- UK - United Kingdom

VII.1.4) Description of the procurement:

In 2012, the Ministry of Defence (MOD) engaged Capita Business Services Limited as an industry partner under a 10-year contractual arrangement to support its Army recruiting services from point of receipt of initial recruiting targets to the securing of an individual's commitment to the Army, up to the point where that individual commenced their initial military training; and, in so doing, optimise the mix of military and industry expertise delivering such services.

MOD was keen to embrace the opportunities that leading edge technology and industry's expertise was able to bring to Army recruiting throughout the life of a contractual arrangement, and thus the contractual arrangement included the development and periodic technological refresh of a bespoke ICT system to underpin the Army recruitment processes.

The initial contractual arrangement between MOD and Capita Business Services Ltd ran from 16th March 2012 to 31st March 2024, with an original advertised contract value of £500m. It was then subsequently extended by two further years, to 31st March 2026, through the exercising of existing extension options available under the original contractual arrangement.

It is the Ministry of Defence's intention to now modify Contract HQLF2/1739, the existing RPP contractual arrangement with Capita Business Services Ltd, in accordance with Regulation 72 (1)(b) of PCR 2015. This modification will take the form of an extension to the existing Contract with the current contractor as allowed in the HQLF2/1739 contract for a further period of up to 1 year from 31st March 2026 to 31st March 2027. The nature and extent of the services to be provided by Capita Business Services Ltd during this period of further extension will be unchanged from those provided by the Contractor during the previous contract extension period from 31st March 2025 to 31st March 2026.

VII.1.5) Duration of the contract, framework agreement, dynamic purchasing system or

concession

Start date

12 March 2013

End date

31 March 2027

VII.1.6) Information on value of the contract/lot/concession (excluding VAT)

Total value of the contract/lot/concession:

£1,151,042,801.01

VII.1.7) Name and address of the contractor/concessionaire

CAPITA BUSINESS SERVICES LTD

LONDON

Country

United Kingdom

NUTS code

- UK - United Kingdom

Justification for not providing organisation identifier

Not on any register

The contractor/concessionaire is an SME

No

VII.2) Information about modifications

VII.2.1) Description of the modifications

Nature and extent of the modifications (with indication of possible earlier changes to the contract):

To allow for an extension of one year as is allowed in the current contract.

VII.2.2) Reasons for modification

Need for modification brought about by circumstances which a diligent contracting authority/entity could not foresee.

Description of the circumstances which rendered the modification necessary and explanation of the unforeseen nature of these circumstances:

A separate Contract known as the "Armed Forces Recruitment Contract " ("AFRP") has been awarded to a separate supplier after a delay in the procurement process, but will now stand up from April 2027 to replace the current RPP Contractual arrangement with Capita Business Services Ltd. . There is provision in the current contract to allow a year's extension to 31 March 2027 to ensure that the Army's existing recruiting contract service continues to operate until such time as the replacement AFRP Contract is able to commence service delivery, which will now be from April 2027

VII.2.3) Increase in price

Updated total contract value before the modifications (taking into account possible earlier contract modifications, price adaptations and average inflation)

Value excluding VAT: £1,085.76

Total contract value after the modifications

Value excluding VAT: £1,151,042,801