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Award

Industrial Action provisions

Government Property Agency

F15: Voluntary ex ante transparency notice

Notice identifier: 2025/S 000-052157

Procurement identifier (OCID): ocds-h6vhtk-058fc2

Published 28 August 2025, 4:34pm

Section I: Contracting authority/entity

I.1) Name and addresses

Government Property Agency

23 Stephenson Street

Birmingham

B24BJ

Email

patrick.debromhead@gpa.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

<https://www.gov.uk/government/organisations/government-property-agency>

I.4) Type of the contracting authority

Ministry or any other national or federal authority

I.5) Main activity

General public services

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Industrial Action provisions

II.1.2) Main CPV code

- 79993100 - Facilities management services

II.1.3) Type of contract

Services

II.1.4) Short description

The Government Property Agency ("GPA") has agreed to provide additional funding to the Supplier to recognise their increased costs of supplying services under the Contract. These increased costs have resulted from the settlement of ongoing industrial action with one or more Trade Unions. The contract values published in this notice are based on current knowledge and do not account for future settlements.

II.1.6) Information about lots

This contract is divided into lots: No

II.1.7) Total value of the procurement (excluding VAT)

Value excluding VAT: £7,066,642

II.2) Description

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

II.2.4) Description of the procurement

The Government Property Agency ("GPA") has agreed to provide additional funding to the Supplier to recognise their increased costs of supplying services under the Contract. These increased costs have resulted from the settlement of ongoing industrial action with one or more Trade Unions, as part of which the Supplier has agreed to provide the following to their staff deployed on the Contract:

Minimum pay rate of £14.00 per hour effective 1st November 2024.

A differential uplift will be applied to all current rates above the minimum rate effective 1st November 2024 ranging between 4% - 6%.

A non-consolidated payment of £400.00

Annual Leave Entitlement shall increase from 1st July 2025 as follows:

0-3 years' service: 25 days plus bank holidays

3-5 years' service: 27 days plus bank holidays

5+ years' service: 28 days plus bank holidays

Full sick pay will be paid from Day One (no "waiting days") for a maximum of 35 days in a rolling 12-month period with effect from 1st July 2025.

The following Family Friendly Policies shall be provided: Maternity Leave and Pay, Paternity Leave and Pay, Adoption & Surrogacy Leave and Pay, Shared Parental Leave and Pay, Ante-natal Leave and Pay, Special Disability-Related Leave and Pay, Bereavement Leave.

GPA intends to modify the Contract to provide for payment of this contribution through various amendments to Call-Off Schedule 5 (Call-Off Pricing) and Joint Schedule 1

(Definitions).

The GPA intends to modify the Contract without a new procurement procedure in accordance with Regulation 72(1)(c) of the Public Contracts Regulations 2015, on the basis that all of the following conditions are fulfilled:

The need to provide additional funding to the Supplier has been brought about by circumstances which GPA, acting diligently, could not have foreseen. GPA took deliberate steps to minimise the risk of industrial action when developing the Contract, namely requiring payment of the Real Living Wage and allowing for inflationary increase on each anniversary aligned to CPI. All tenders were reviewed for potential Abnormally Low Tender issues to ensure that the prices submitted would be sustainable for the duration of the term. Consequently, the GPA could not have reasonably foreseen the current pressures on suppliers from trade unions.

The provision of additional funding does not alter the overall nature of the Contract: the nature of the Contract (including the scope of services) remains as described in the original procurement.

The increase in price does not exceed 50% of the value of the original Contract: The original value of the Contract, as stated in the Contract Award Notice was £136,541,266. The estimated value of the additional funding being provided to the Supplier over the term of the Contract is £7,066,642 (i.e. 5.18% of the value of the original Contract and therefore below the 50% threshold).

II.2.11) Information about options

Options: No

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Negotiated without a prior call for competition

- The works, supplies or services can be provided only by a particular economic operator for the following reason:
 - absence of competition for technical reasons

Explanation:

This is an intended modification to an existing contract.

IV.1.8) Information about the Government Procurement Agreement (GPA)

The procurement is covered by the Government Procurement Agreement: No

Section V. Award of contract/concession

A contract/lot is awarded: Yes

V.2) Award of contract/concession

V.2.1) Date of conclusion of the contract

28 August 2025

V.2.2) Information about tenders

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

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

ISS FACILITY SERVICES LIMITED

Weybridge

Country

United Kingdom

NUTS code

- UK - United Kingdom

Companies House

00890885

The contractor/concessionaire is an SME

No

V.2.4) Information on value of contract/lot/concession (excluding VAT)

Total value of the contract/lot/concession: £7,066,642

Section VI. Complementary information

VI.4) Procedures for review

VI.4.1) Review body

High Court

London

Country

United Kingdom