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Planning

The Provision of Agency Operational Workers for the Probation Service

Ministry of Justice

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

Notice identifier: 2025/S 000-068250

Procurement identifier (OCID): ocds-h6vhtk-0519e4 ([view related notices](#))

Published 24 October 2025, 2:46pm

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Scope

Description

This Notice is UPDATED for the purpose of initiating engagement to support the Authority (Ministry of Justice) and His Majesty's Prison & Probation Services (HMPPS) in developing its strategy for the future delivery of temporary resources for Probation Services across England and Wales. The Probation Services is seeking a supplier(s) to provide qualified probation operational workers to address temporary staff shortfalls that could jeopardise the delivery of core business objectives. This may include covering periods of absence, in lieu of permanent recruitment or to manage temporary increases in work. Probation operational temporary staff include Probation Officers and Senior Probation Officers, both of whom must hold the relevant qualification for their role. Other key roles include Probation Services Officers, Victim Liaison Officers, and Unpaid Work Supervisors. All candidates are subject to security and identity checks prior to taking up post. The worker volume will fluctuate dependent on business need. HMPPS employee base is diverse and geographically dispersed across England and Wales. Temporary Probation workers may be based within one of the c.120 public or private prison establishments, c.170 courts, c.110 Probation Delivery Units, c.100 Approved Premises,

or some are based within Council Buildings or Police Stations. Probation is divided into 12 Regions: London, South Central, Kent Surrey and Sussex (KSS) South West, East of England, West Midlands, East Midlands, Greater Manchester, Yorkshire and the Humber, North East, North West and Wales.

These services are currently being delivered by two providers and these contracts expire in October 2026 necessitating the need for a new contract(s).

The Indicative Competition timeline is as follows:

Develop Strategy and Internal approval 21/07/2025 to 27/2/2026

Invitation to Submit Tenders phase - 02/03/2026 to 17/04/2026

Clarification Phase 03/03/2026 to 03/04/2026

Evaluation and internal approvals 20/04/2026 to 12/06/2026

Contract Award 15/06/26

Contract Signature & Mobilisation 26/06/2026 – 30/10/2026

Bidders should note that the dates above are indicative and may be subject to change.

The Authority is keen to follow up with a further round of engagement to gain market insight from possible suppliers; therefore, should your organisation have the capability and capacity to participate , please respond via the messaging facility on the Jaggaer platform where you have previously submitted an interest for this tender. A response by 2pm on Monday 3rd November 2025 is required.

All organisations who express an interest, will be invited to a Teams meeting between the 5th & 6th November 2025. Further details and joining instructions for the planned Market Engagement event will also be provided via the messaging facility of the Authority's e-procurement portal.

Note this Notice is for market engagement purposes only and does not signify the commencement of any procurement process and does not constitute any commitment by the Authority. Separate notice(s) will be published at the relevant time when the Authority decides to commence any procurement activity

Total value (estimated)

- £122,000,000 excluding VAT
- £146,400,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 2 November 2026 to 1 November 2032
- 6 years

Main procurement category

Services

CPV classifications

- 75231240 - Probation services

Engagement

Engagement deadline

6 November 2025

Engagement process description

Please message via the eportal submitting your preference and availability with three 30 minute time slot options between 12pm & 5pm on either the 5th or 6th November. The

authority will confirm your timeslot before 5pm on 3rd November with joining details.

Participation

Particular suitability

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

Submission

Publication date of tender notice (estimated)

2 March 2026

Procedure

Special regime

Light touch

Contracting authority

Ministry of Justice

- Public Procurement Organisation Number: PDNN-2773-HVYN

102 Petty France

London

SW1H 9AJ

United Kingdom

Email: CommercialStandards@justice.gov.uk

Website:

<https://www.gov.uk/government/organisations/ministry-of-justice/about/procurement>

Region: UKI32 - Westminster

Organisation type: Public authority - central government