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Planning

DHSC: Request for Information Fair Pay Agreement: Negotiation and sector support

Department of Health & Social Care

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

Notice identifier: 2025/S 000-070925

Procurement identifier (OCID): ocds-h6vhtk-05da18

Published 4 November 2025, 3:26pm

Scope

Description

The Department of Health and Social Care is seeking information on your views regarding a 'Negotiation Support Fund' for the Adult Social Care Fair Pay Agreement that is due to be delivered during the 2026/27 financial year. The aim of the Request for Information (RFI) is to explore your views on a proposed negotiation support fund offer. Responses will help to shape the specification for potential competitive tender as per the applicable procurement regulations and build a tailored offer.

This RFI is issued solely for information and planning purposes – it does not constitute an Invitation to Tender (ITT) or a promise to issue an ITT in the future. This RFI does not commit the Authority to contract for any supply or service whatsoever.

Background:

The government is committed to transforming adult social care and supporting adult social care workers, turning the page on decades of low pay and insecurity. That is why we plan to introduce the first ever Fair Pay Agreement in 2028, backed by £500m funding to improve pay and conditions for the adult social care workforce. The Employment Rights

Bill establishes a framework for Fair Pay Agreements, through which an agreement for the adult social care sector can be negotiated. Following public consultation, we expect regulations establishing the Negotiating Body will be laid in 2026 and negotiations will be held in 2027. Negotiations between employee and employer representatives will shape how the funding will be used to enhance pay, terms and conditions, as well as other matters, such as training and professional development.

There is currently no single body that is representative of all ASC employers. Further, because FPAs are new to the sector, experience of collective bargaining at national level (both for employer and employee representatives) in this sector is limited. Accordingly, any potential representative body will need to adapt and upskill in order to be ready to begin effective, sector-wide negotiations which are due to commence in 2027-28.

Therefore, the Authority is considering providing funding to support organisations who may be participating in or supporting the collective bargaining process, for one year preceding the first ASC FPA negotiations only, to sufficiently upskill, organise and prepare them for negotiations.

The contract would be awarded for one year only in 2026-27. Small and Medium Size Enterprises (SMEs) and Voluntary, Community and Social Enterprises (VCSEs) are eligible to apply for this RFI, if they have the relevant experience.

Responses are due no later than Friday 21st November 2025 at 16:00 and shall be submitted via the Atamis e-sourcing portal. All the interested suppliers should register at: health.atamis.co.uk to apply for the opportunity. For any Atamis queries, email to: support-health@atamis.co.uk or via Helpdesk Phone: 0800 9956035.

Total value (estimated)

- £250,000 excluding VAT
- £300,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 April 2026 to 31 March 2027

- 1 year

Main procurement category

Services

CPV classifications

- 98000000 - Other community, social and personal services

Contract locations

- UK - United Kingdom

Engagement

Engagement deadline

26 November 2025

Engagement process description

If there is sufficient interest, we will be hosting a webinar for potential suppliers on Wednesday 26th November at 11:30-12:30. This will be an opportunity to ask questions and provide verbal feedback. To register and help us confirm the event, please email Georgia.Cohen@dhsc.gov.uk or Katie.Weeks@dhsc.gov.uk by Monday 17th November 2025 at 16:00.

Participation

Particular suitability

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

Submission

Publication date of tender notice (estimated)

9 February 2026

Contracting authority

Department of Health & Social Care

- Public Procurement Organisation Number: PMQG-9965-CHZR

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Region: UKI32 - Westminster

Organisation type: Public authority - central government