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Tender

Support to the Armed Forces Reward and Incentivisation Review (AFRIR)

Ministry of Defence

F02: Contract notice

Notice identifier: 2022/S 000-000952

Procurement identifier (OCID): ocds-h6vhtk-02ec1a

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Section I: Contracting authority

I.1) Name and addresses

Ministry of Defence

Glasgow

Contact

Iain McLean

Email

Iain.McLean118@mod.gov.uk

Country

United Kingdom

NUTS code

UK - United Kingdom

Internet address(es)

Main address

<https://www.gov.uk/government/organisations/ministry-of-defence>

I.3) Communication

The procurement documents are available for unrestricted and full direct access, free of charge, at

<https://www.contracts.mod.uk/esop/toolkit/notice/edit.do?noticeId=1032257&viewPage=1#fh>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted to the above-mentioned address

I.4) Type of the contracting authority

Ministry or any other national or federal authority

I.5) Main activity

Defence

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Support to the Armed Forces Reward and Incentivisation Review (AFRIR)

II.1.2) Main CPV code

- 79000000 - Business services: law, marketing, consulting, recruitment, printing and security

II.1.3) Type of contract

Services

II.1.4) Short description

A call-off contract for External Assistance worth up to £3M is required to support the Armed Forces Reward and Incentivisation Review (AFRIR). Expertise is required in the following four areas: conceptual development; strategic simulation; cost modelling; and technologically enabled implementation management. The Review, which is a Defence Command Paper commitment, will begin in January 2022 and is expected to conclude by Spring 2023. External Assistance will complement expertise and capability in the Defence Science and Technology Laboratory (DSTL) and the Analysis

Directorate – our delivery partners inside Defence.

II.1.6) Information about lots

This contract is divided into lots: Yes

Tenders may be submitted for all lots

II.2) Description

II.2.1) Title

Conceptual Development

Lot No

1

II.2.2) Additional CPV code(s)

- 79400000 - Business and management consultancy and related services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

London

II.2.4) Description of the procurement

This work package aims to provide strategic advice and global best-practice benchmarks on reward approach, philosophy, and strategy; to incorporate and adapt in-house conceptual development to ensure it is framed in effective structures and terms for the Review. Suppliers should have pan-sector experience of R&I to support this work package, as well as a good understanding of the connections between Defence's future vision, the requirement to maintain operational effectiveness, and the needs of its people.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement documents

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

Duration in months

18

This contract is subject to renewal

No

II.2.9) Information about the limits on the number of candidates to be invited

Envisaged minimum number: 6

II.2.10) Information about variants

Variants will be accepted: No

II.2.11) Information about options

Options: No

II.2.13) Information about European Union Funds

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

II.2) Description

II.2.1) Title

Strategic Simulation

Lot No

2

II.2.2) Additional CPV code(s)

- 79400000 - Business and management consultancy and related services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

London

II.2.4) Description of the procurement

This work package requires strategic simulation(s) to be developed, which will bring together all the evidence and data to determine the impact policy options could have in different scenarios at strategic, operational, and tactical levels. Suppliers should have experience of syncretising all parts of an employment offer in a large organisation to establish a coherent reward and incentivisation strategy such that the impact of potential policy options can be understood. Suppliers should also have relevant analytical skills, including drawing together quantitative and qualitative research together to evaluate the impact of options.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement

documents

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

Duration in months

18

This contract is subject to renewal

No

II.2.9) Information about the limits on the number of candidates to be invited

Envisaged minimum number: 6

II.2.10) Information about variants

Variants will be accepted: No

II.2.11) Information about options

Options: No

II.2.13) Information about European Union Funds

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

II.2) Description

II.2.1) Title

Cost Modelling

Lot No

3

II.2.2) Additional CPV code(s)

- 79400000 - Business and management consultancy and related services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

London

II.2.4) Description of the procurement

This work package requires a cost model to be developed to enable high-level cost-modelling, which will support decisions on individual policy options/design and underpin overall assurance that the holistic reward model is affordable within reasonable parameters of uncertainty. Suppliers should have a proven track-record of cost-modelling, with a particular focus on high-level modelling of future holistic reward options, and on explaining the impact of cost assumptions on the overall assurance of high-level affordability. Suppliers should also have experience of working with in-house data owners to understand detailed modelling requirements, and of providing technical assurance for cost models which have been developed.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement documents

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

Duration in months

18

This contract is subject to renewal

No

II.2.9) Information about the limits on the number of candidates to be invited

Envisaged minimum number: 6

II.2.10) Information about variants

Variants will be accepted: No

II.2.11) Information about options

Options: No

II.2.13) Information about European Union Funds

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

II.2) Description

II.2.1) Title

Implementation Management

Lot No

4

II.2.2) Additional CPV code(s)

- 79400000 - Business and management consultancy and related services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

London

II.2.4) Description of the procurement

This work package will conduct assessments of policy options to understand, in outline terms, how these could be delivered, particularly with respect to an underlying IT solution. This work will help develop the Review's recommendations by identifying solutions that are deliverable and minimise implementation costs. Suppliers should have experience in designing top-level R&I systems in complex organisations, which anticipate implementation challenges and enable a reward offer to be delivered efficiently and effectively. Suppliers should also have experience of IT implementation challenges and identifying back-office efficiencies.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement documents

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

Duration in months

18

This contract is subject to renewal

No

II.2.10) Information about variants

Variants will be accepted: No

II.2.11) Information about options

Options: No

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 III. Legal, economic, financial and technical information

III.1) Conditions for participation

III.1.3) Technical and professional ability

Selection criteria as stated in the procurement documents

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Restricted procedure

Accelerated procedure

Justification:

Time

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

The procurement is covered by the Government Procurement Agreement: Yes

IV.2) Administrative information

IV.2.1) Previous publication concerning this procedure

Notice number: [2021/S 000-025773](#)

IV.2.2) Time limit for receipt of tenders or requests to participate

Date

24 January 2022

Local time

10:00am

IV.2.4) Languages in which tenders or requests to participate may be submitted

English

Section VI. Complementary information

VI.1) Information about recurrence

This is a recurrent procurement: No

VI.3) Additional information

Interested Parties must complete the PQQ 702630456 on the Defence Sourcing Portal.
No other methods of Expression of Interest will be acceptable.

VI.4) Procedures for review

VI.4.1) Review body

Head Office Commercial

Glasgow

Country

United Kingdom