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Planning

## **Flexible Benefits Platform (including Brokering Service) and Employee Reward & Recognition Platform**

NATIONAL ENERGY SYSTEM OPERATOR LIMITED

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

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### **Scope**

#### **Description**

The National Energy System Operator (NESO) is an independent, public corporation at the centre of the energy system with a view to create access to reliable, clean and affordable energy in the UK.

Following its transition into public ownership, NESO is seeking to appoint a provider(s) to provide for the People function a reward and benefit software as a service platform solution for their 2,8000 primarily UK based employees.

Lot 1 Flexible Benefits Platform and brokering service

(Estimated spend £7681779 of which 52% is pass through spend to benefit providers)

Lot 2 Employee Reward & Recognition Platform

(Estimated spend £5498319)

NESO is exploring competitive options via public sector frameworks and is therefore starting the process as a PA23 engagement to get market insight. We are releasing the Pre Market Engagement questionnaire which will help us validate the strategy at Gate 0 and to understand what the market is able to offer.

## **Commercial tool**

Establishes a framework

## **Total value (estimated)**

- £13,180,000 excluding VAT
- £15,816,000 including VAT

Above the relevant threshold

## **Contract dates (estimated)**

- 31 October 2026 to 30 October 2030
- Possible extension to 30 October 2034
- 8 years

## **Main procurement category**

Services

## **CPV classifications**

- 48400000 - Business transaction and personal business software package

- 79900000 - Miscellaneous business and business-related services
- 98300000 - Miscellaneous services

## **Contract locations**

- UK - United Kingdom
- 

## **Engagement**

### **Engagement deadline**

23 January 2026

### **Engagement process description**

NESO would like interested organisations to complete the following form:

<https://forms.office.com/e/T2MadKHZGP>

which NESO will then collate in order to develop their understanding of the market and complete their assurance process. Further communication in the form of notices will then be published via Find a Tender Service (FTS).

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## **Procedure**

### **Special regime**

Utilities

## **Contracting authority**

### **NATIONAL ENERGY SYSTEM OPERATOR LIMITED**

- Companies House: 11014226
- Public Procurement Organisation Number: PHQL-5234-MWWV

St Catherine's Lodge Bearwood Road

Wokingham

RG41 5BN

United Kingdom

Email: [nesoprocurement@neso.energy](mailto:nesoprocurement@neso.energy)

Region: UKJ11 - Berkshire

Organisation type: Public undertaking (commercial organisation subject to public authority oversight)