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Opportunity

HR and Payroll Application Solution (FirstGroup)

FIRSTGROUP HOLDINGS LIMITED

F05: Contract notice – utilities

Notice reference: 2021/S 000-002090

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Section I: Contracting entity

I.1) Name and addresses

FIRSTGROUP HOLDINGS LIMITED

37 North Wharf Road, The Point

London

W21 AF

Contact

Michael Anderson

Email

michael.anderson@firstgroup.com

Country

United Kingdom

NUTS code

UK - UNITED KINGDOM

Internet address(es)

Main address

www.firstgroupplc.com

I.3) Communication

Access to the procurement documents is restricted. Further information can be obtained at

<http://procurement.gwr.com>

Additional information can be obtained from the above-mentioned address

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

I.6) Main activity

Urban railway, tramway, trolleybus or bus services

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

HR and Payroll Application Solution (FirstGroup)

II.1.2) Main CPV code

- 48450000 - Time accounting or human resources software package
 - JA02 - For computer software

II.1.3) Type of contract

Supplies

II.1.4) Short description

FirstGroup currently operate multiple HR and Payroll solutions across the Group. The predominant solutions are Cyborg Payroll and Talent Development (includes HR, Learning Management, Performance, Compensation and Succession). FirstGroup has decided to replace these solutions across the Group by selecting a single cloud solution.

The intention is to complete a migration ahead of the end of February 2023.

II.1.5) Estimated total value

Value excluding VAT: £7,600,000

II.1.6) Information about lots

This contract is divided into lots: No

II.2) Description

II.2.2) Additional CPV code(s)

- 48000000 - Software package and information systems
 - JA02 - For computer software

II.2.3) Place of performance

NUTS codes

- UKC - NORTH EAST (ENGLAND)
- UKD - NORTH WEST (ENGLAND)
- UKE - YORKSHIRE AND THE HUMBER
- UKF - EAST MIDLANDS (ENGLAND)
- UKG - WEST MIDLANDS (ENGLAND)
- UKH - EAST OF ENGLAND
- UKI - LONDON
- UKJ - SOUTH EAST (ENGLAND)
- UKK - SOUTH WEST (ENGLAND)
- UKL - WALES
- UKM - SCOTLAND

Main site or place of performance

The United Kingdom

II.2.4) Description of the procurement

Across FirstGroup there are multiple other systems which support the Payroll and HR processes. For example, for collecting time and attendance information to feed payroll, to manage absence, to process expenses, to create online payslips etc. The replacement of these systems will form part of the scope of this project, however there are some key operational systems which will remain and need to be integrated into the new People Management platform. The most important of these are:

- (i) Crew Plan which is a Rail specific traincrew workforce management solution;
- (ii) Duty Allocation System (DAS) which is a Bus driver workforce management solution; and
- (iii) Engineer workforce management solution.

This current system landscape is complex and has evolved over many years with acquisitions and now needs to be updated to support the current and future needs of the UK Business.

FirstGroup is operating in a climate of greater uncertainty on passenger levels due to Covid-19, increased demands and targets from Government (the train operating companies are currently operating under Emergency Measures Agreements), becoming greener, digital and more agile, typified by the Open Access model, managing the increased expectations of our staff and delivering a better return to our shareholders. Against this backdrop there is a need to operate more efficiently and nimbly right across the business.

FirstGroup is looking for expressions of interest from suppliers that can deliver an integrated and multi functional requirement to achieve FirstGroup's vision of a single cloud solution.

II.2.5) Award criteria

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

II.2.6) Estimated value

Value excluding VAT: £7,600,000

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

Duration in months

60

This contract is subject to renewal

Yes

Description of renewals

An option for a further period of up to 2 years.

II.2.10) Information about variants

Variants will be accepted: No

II.2.11) Information about options

Options: No

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Negotiated procedure with prior call for competition

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

The procurement is covered by the Government Procurement Agreement: No

IV.2) Administrative information

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

Date

3 March 2021

Local time

4:00pm

IV.2.3) Estimated date of dispatch of invitations to tender or to participate to selected candidates

8 April 2021

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

- no PQQ documentation will be available until shortly after the expiry of this Contract Notice
- only suppliers shortlisted at the PQQ Stage will receive a copy of the Tender.

VI.4) Procedures for review

VI.4.1) Review body

First Greater Western Ltd

1 Milford Street

Swindon

SN1 1HL

Country

United Kingdom