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Opportunity

## **HR and Payroll Application Solution (FirstGroup)**

FIRSTGROUP HOLDINGS LIMITED

F05: Contract notice – utilities

Notice reference: 2021/S 000-002090

Published: 2 February 2021, 5:34pm

### **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](mailto:michael.anderson@firstgroup.com)

#### **Country**

United Kingdom

#### **NUTS code**

UK - UNITED KINGDOM

### **Internet address(es)**

Main address

[www.firstgroupplc.com](http://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

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## **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

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## **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